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**GENDER EQUALITY COMMISSION /
COMMISSION POUR L'ÉGALITÉ DE GENRE
GEC**

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

**Les activités et mesures vers la réalisation des objectifs de la stratégie
pour l'égalité de genre dans les États membres**

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COUNTRY: ARMENIA

Objective 1.

Combating Gender Stereotypes and Sexism

Legislative Changes:

Amendments to the RA Law on Human Reproductive Health and Reproductive Rights (proposed changes aimed at preventing of selective abortions and restoration of sex imbalances at birth) adopted by the Government Protocol Decree N31.1 dated 02.07.2015 and submitted to the National Assembly of RA.

Target Group

Married couples, pregnant women

Policy Changes:

Creation of the working group for **Elaboration of the Program and Plan of Actions on Prevention of sex imbalances at birth in Armenia for the period of 2015-2017** by joint Order of the Minister of Labour and Social Issues (MLSI) and the Minister of Health (MoH) of RA in 28.05.2015.

Target Group

Married couples, pregnant women

Other activities:

Raising students' awareness on overcoming occupations-related gender stereotypes and motivating the youth to try traditionally believed non-feminine specialities. A series of seminars organized by the Professional Orientation National Centre of the MLSI with the support of the RA Police. As a result, about 70 girls currently attended the different educational institutions of the Police; particularly 25-30% of the total number of students of the Police Training Centre, the College and the Academy are women.

Target Group

Pupils, students

Assessment of perceptions and experiences of the target population on gender roles and service of women in the defence sector conducting in February 2014 within the framework of the "Supporting Integration of Gender in Defence Sector Reforms in Armenia" (SIGRDRIFA). The results of the survey (assessment) were largely discussed through the networks of UN Gender Team Group (GTG), Armenian Development Forum NGO, and the Public Council of RA. Based on this assessment policy recommendations were prepared and submitted to the Ministry of Defence.

Target Group

Women in the armed forces

In April 2015, meeting with the Ambassador Marriet Schuurman, NATO Secretary General's Special Representative for Women, Peace and Security, to discuss UN Security Council Resolution 1325.

Target Group

Women in the defence sector

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

The newly designed **Law on Social Assistance** adopted by the National Assembly of RA on 17.12.2014 constitutes a bunch of social security measures and regulations related to the victims of domestic violence, such as humanitarian, healthcare, juridical and social assistance, including assurance of temporary shelter.

Target Group

Victims of domestic violence and their children.

Policy Changes:

Adoption of the RA Government **Decree on Shelter provision to the different vulnerable groups of population** adopted by the Government on 10.09.2015 includes special Amendment N3 concerning the victims of trafficking and domestic violence.

Target Group

Victims of trafficking and domestic violence.

Other activities:

16-days Awareness Campaign on Against Gender Violence conducted from 25 December by 10 November 2014 with the support of UNFPA.

Target Group

Civil servants, Mass Media, NGOs

Women's Rights Crisis Centre was launched in **Aragatsotn** regional centre in June 2015 to support women and children as victims of domestic violence.

Target Group

Victims of domestic violence.

Training Module on the Domestic Violence related issues for social workers was developed by MLSI through the technical assistance of UNFPA and was piloted for training of 30 social workers on December 2014.

Target Group

Social workers of the Regional Centres of Social Assistance.

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

Please. see previous note on Description of Good Practice, there are no new achievements in that area, except the assignment of female Minister of Justice (see objective 4).

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

Gender Equality National Mechanism was established by the Prime Minister Decree N1152-A dated 19 November 2014 through creation of the high level Steering Committee (SC) headed by the Prime Minister to co-ordinate and to monitor the implementation process of the **RA Law on Ensuring of Equal Rights and Equal Opportunities of Women and Man**. During its first meeting on 10 April 2015 the SC created the professional Working Group responsible for preparation of relevant materials, talking points, urgent reports, as well as for support in elaboration of a new Strategic Program on Gender Equality for the period of 2016-2020.

Target Group

Government officials, parliamentarians, NGOs.

Policy Changes:

Concept paper on Strategic Directions of Gender Equality Policies for 2016-2020 was drafted by the MLSI, submitted to the Working Group (WG) and was discussed during its meeting on 28 August 2015.

Other activities:

Mrs Arphineh Hovhanisyan was assigned as a **Minister of Justice of RA** by the RA President Decree N493-A dated 4 September 2015. It is an enormous achievement for Armenia from the gender equality perspective. In Armenia, this portfolio historically has never had a “female profile”, and it became possible thanks to the efforts of SC towards the active promotion of women to politically high level positions.

Target Group

Women with leadership capacities.

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

The **Prime Minister Decree N178-A** dated 9 March 2015 adopted the List of the Members of the Steering Committee, which consists of the Ministers or the Deputy Ministers of education, healthcare, culture, social security, economy, agriculture, justice, regional governance, urban and territorial (regional) development, foreign affairs, Diaspora and others. The same approach was used for constituting the professional team of the Working Group. This approach aims at achieving gender mainstreaming in all policies and all levels of governance.

Target Group

Decision-makers

Policy Changes:

Situation analysis of gender mainstreaming in all policies and measures is currently studying by team of the independent experts hired jointly by UNICEF and UNFPA Armenia offices. The final report will be submitted to the Working group at the end of November 2015. Based on the report’s findings and recommendations a **Concept Paper on Main Objectives and Strategic Directions** of Gender Mainstreaming will be finalized, discussed and adopted by the SC.

Other activities:

“Development of Women Entrepreneurship in Armenia” Workshop was organized jointly by the Ministry of Economy, SME National Development Centre (SME DNC) and ADB (Asian Development Bank) on 15 February 2015.

Target Group

Women entrepreneurs of micro, small and medium sized (MSME) enterprises.

In 2014-2015, **“Support to the Start-up businesses” Program launched by SME DNC** assisted 192 women to start their businesses in the MSME area.

Target Group

Women initiated new businesses.

In 2014-2015, **“Management of Resources of the Rural Communities” Program launched by the Ministry of Agriculture** supports women-led or mostly female-labour-force-absorbed farmers’ organisations: 3368 women of 91 rural communities benefited from grants of this program.

Target group

Women of rural communities

ADDITIONAL COMMENTS (IF ANY):

According to the Steering Committee decision, the overarching goal in the gender equality achievement area for these coming years is to promote WOMEN in high level political positions. During 2014-2015, new Prime Minister assigned two women in its office – Deputy Minister of the Administration of the Government RA and Head of Human Resources Department of the Administration of the Government RA. The President of RA also assigned new female Minister of Justice.

LIST OF PUBLICATIONS & SEMINARS/WORKSHOPS

1. Sex imbalances at birth in Armenia, demographic evidence and analysis. report prepared by Christophe Z. Guilmoto (IRD/CEPED, Paris) with the support of the Ministry of Health of RA, UNFP, NSS, - Yerevan , 2013
2. Extending opportunities for participation of women in the Defence sector, Policy analysis and recommendations. Report prepared by the support of the Ministry of Defence of RA, UNFP, ICHD, - Yerevan, 2014
3. Perceptions and attitudes regarding the phenomenon of “missing girls” in the South Caucasus: perspectives from a Regional Study. report prepared by Georgia Demarchi under technical assistance of the World Bank, - Yerevan, March 2015.
4. The Government steps towards achievement of gender equality in Armenia. Paper prepared by Astghik Mirzakhanyan for the Regional Seminar on Women and Men Equality organized by the International Organization of Francophone in 23 June 2015 in Yerevan.
5. Assessment of needs for business development services among women MSME. Presentation made by Nora Alanakyan in the Workshop on “Development of Women Entrepreneurship in Armenia”, Yerevan, - February 2015.

COUNTRY: AUSTRIA

Objective 1.

Combating Gender Stereotypes and Sexism

Other activities:

New Platform: Meine-Technik for women who are interested in technical professions, IT, mathematics, natural science. Information tool on projects which aims at getting more women into technical professions. A wide range of activity workshops, competitions, mentoring programmes, counselling www.meine-technik.at (German only)

Target group:

Not only women, but also schools, NGOs and enterprises can benefit from this platform.

On-going Campaign: Men in Parental Leave, www.maennerinkarenz.at (German only but you can watch a short film and see posters.)

Objective 2.

Preventing and combating violence against women

Policy Changes:

National Action Plan on Protection of Women against Violence, First comprehensive action plan to tackle violence against women and also to implement the Istanbul Convention

Other activities:

Campaign Living Free of Violence: sensitizing the general public and relevant professional groups to the topic, e.g. hospitals are advised, handbook on handling cases of domestic violence directed at hospital staff is being prepared www.bmbf.gv.at/frauen/gewalt/nap. In German only

Information Campaign on k.o Tropfen (knockout drops, drugged drinks), especially for girls and young women.

Objective 3.

Guaranteeing Equal Access of Women to Justice

Legislative Changes:

- Dialogue with Women NGOs has now a legal basis. The Federal Minister for Equal Treatment has to have a dialogue with Anti-Discrimination NGOs at least once a year.
- Claims related to sexual harassment can be lodged in court with a period of 3 years (used to be only one year).
- In the Equal Treatment Act it has been made clear that the material and immaterial damages assessed by the court have to be effective and proportionate and have to aim to prevent discrimination.

Other activities

The fem:HELP app for Android mobile phones and iPhones, available in Bosnian, Croatian/Serbian, Turkish and English since November 2013, is designed for women in emergency situations in Austria. The user friendly app enables quick connection with help facilities and police emergency hotlines. Experiences of violence can be documented in a pin code protected area.

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

Progress in enterprises close to the state. Annual progress report 2015 shows that the share of women on the supervisory boards of enterprises in which the government holds a stake rose from 26% in 2011 to 37%.

Private sector: In the top 200 companies the share of women in CEO positions has risen only slightly from 5,1% in 2012 to 5,9% in 2015. Share of women in supervisory boards rose from 11,2% to 16,2%

Project Women are TOP, To the top by innovative corporate cultures: Development of measures which should lead to more gender justice within corporations. Involved are enterprises, social partners and national and international experts. Results of the Project on www.frauenfuehren.at (German only) There you find e.g. 50 good practice examples.

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

Tax Reform 2015/16, less tax for low wages which benefits especially women.

Other activities:

- On-going Interministerial Working Group on Gender Mainstreaming : implementation of Gender mainstreaming on federal Level. www.imag-gmb.at (German only)
- Gender Budgeting

COUNTRY/PAYS: BELGIUM / BELGIQUE

Objective 1. Combating Gender Stereotypes and Sexism Objectif 1. Combattre les stéréotypes de genre et le sexisme
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Legislative Changes/Changements législatifs

Niveau fédéral (pour rappel : Loi du 22 mai 2014 tendant à lutter contre le sexisme dans l'espace public et modifiant la loi du 10 mai 2007 tendant à lutter contre la discrimination entre les femmes et les hommes afin de pénaliser l'acte de discrimination)

Other activities/Autres activités

Niveau fédéral :

Suite à la mise à jour de la **base de données « Bonnes pratiques dans les entreprises »**¹ début 2014, l'Institut pour l'égalité des femmes et des hommes a organisé plusieurs réunions visant à constituer un réseau d'entreprises visant l'échange de bonnes pratiques. Celles-ci ont débattu de questions telles que l'impact des stéréotypes de genre sur la carrière des femmes et des hommes, la conciliation des vies privée et professionnelle, etc.

Flanders : In April 2015, **research** financed by the minister of Equal Opportunities was completed on the educational choices made by pupils in technical and vocational training, with a focus on the role of gender images and gender stereotypes in those choices. In the fall of 2015, a seminar will be held on this topic, which will lead to policy recommendations.

Fédération Wallonie-Bruxelles : L'Assemblée pour les Droits des femmes, Alter Egales, a été lancée en décembre en 2014 par la Ministre des Droits des femmes. L'initiative vise à mettre en place une **assemblée participative** annuelle destinée à définir, avec les associations et mouvements de femmes francophones, les priorités et projets concrets qui rythmeront l'activité du premier Ministère des Droits des femmes de Belgique.

Fin mai 2015, un **appel à projets** pour près de 300.000 euros a été lancé afin de soutenir les associations de femmes qui souhaitent développer et mener des actions sur la thématique de « l'égalité hommes-femmes au travail », et visant notamment à combattre les stéréotypes sur le marché du travail. Cet appel s'inscrit dans l'action de l'Assemblée précitée qui avait choisi le « Droit à l'égalité au travail » comme principale thématique pour 2015.

En 2014-2015, comme depuis 2012, l'**opération « Girls day, Boys day »** a été menée en Fédération Wallonie-Bruxelles en vue de déconstruire les stéréotypes liés au sexe dans les choix d'orientation scolaire et professionnelle des jeunes. 110 classes, réparties dans 36 écoles, ont participé au projet, soit près de 2500 élèves.

En 2014, la Fédération Wallonie-Bruxelles a réalisé et diffusé la publication « **Trucs et astuces pour les communicateur-trice-s** », qui vise à instaurer *plus d'égalité et de diversité dans la communication. Ce guide, accompagné d'une check-list propose des recommandations pratiques pour respecter les principes d'égalité et de diversité dans les communications internes et externes.*

¹ <http://www.iefh-action.be/>

Objective 2. Preventing and combating violence against women**Objectif 2. Prévenir et combattre la violence à l'égard des femmes****Legislative Changes/Changements législatifs**

Le Conseil des ministres du 24 juillet 2015 a approuvé l'avant-projet de loi portant assentiment à la Convention du Conseil de l'Europe sur la prévention et la lutte contre la violence à l'égard des femmes et la violence domestique (en vue de la **ratification prévue fin 2015**).

Policy Changes/Changements politiques

En collaboration avec les Communautés et Régions, une coordination interinstitutionnelle est menée actuellement afin d'adopter un nouveau **plan d'action national de lutte contre la violence basée sur le genre (PAN)** basé sur les dispositions de la Convention d'Istanbul. Le nouveau PAN devrait se concentrer sur la violence intra-familiale, la violence sexuelle, les mutilations génitales féminines, les mariages forcés et les violences liées à l'honneur, tout en assurant des liens avec les formes de violence à l'égard des femmes couvertes par d'autres dispositifs. Le **plan intra-francophone 2015-2019 de lutte contre les violences sexistes et intra-familiales** adopté fin juin 2015 par les Gouvernements de la Fédération Wallonie-Bruxelles, de la Région wallonne et de la Commission Communautaire Française (COCOF), s'inscrit en cohérence avec ce futur plan national.

Other activities/Autres activités

En novembre 2014, à l'occasion de la Journée internationale pour l'élimination de la violence à l'égard des femmes, l'Institut pour l'égalité des femmes et des hommes a lancé une **campagne nationale** "*La violence verbale aussi, ça fait mal*". Cette campagne dont le slogan était "*Ça commence par un Sale putain, ça finit par un coup de poing*" s'adressait en premier lieu aux hommes et notamment aux jeunes hommes.²

Un **guide sur les mariages forcés à destination des professionnels** a été publié et diffusé en juin 2015. Le guide a pour but d'apporter des réponses concrètes aux professionnels, en améliorant leur connaissance du phénomène, en leur donnant des outils pour mieux détecter les situations et en leur proposant des conseils pour accompagner et/ou orienter les victimes adéquatement.

En février 2015 a été diffusé le **premier kit national de prévention contre les mutilations génitales féminines (MGF) à destination des professionnels**. Ce kit a été mis au point par plusieurs organisations de la société civile et contient : un mode d'emploi du kit, une carte mondiale des prévalences MGF, le « passeport STOP MGF » rappelant la loi belge concernant les MGF, le dépliant « pas d'excision pour ma fille », un triptyque reprenant les critères d'évaluation du risque, l'échelle de risque et l'arbre décisionnel, le guide d'entretien avec les filles et leur famille, un modèle d'un certificat médical qui peut être rédigé après examen, avant un départ en vacances, un modèle d'engagement sur l'honneur à ne pas faire exciser son enfant, la brochure « Le secret professionnel face aux MGF », le guide à l'usage des professions concernées, l'étude de prévalence des femmes excisées et des filles à risque en Belgique (mise à jour au 31 décembre 2012).

Mi 2015, un scénario pour les délits de mœurs a été envoyé à toutes les zones de police afin de standardiser l'approche par rapport à ces délits.

Une **étude exploratoire** est menée actuellement sur la **prostitution** en Fédération Wallonie-Bruxelles. Les résultats seront présentés au public début 2016.

En avril 2015, la DEC a diffusé, auprès de 3000 acteurs de terrains et professionnel-le-s, un « **Protocole de prise en charge des victimes de violences sexuelles** ». Cette publication donne

² http://igvm-iefh.belgium.be/fr/domaines_action/violence/campagne_25_november/

des informations générales sur les conséquences des violences sexuelles, le cadre juridique belge, les informations à donner à la victime sur ses droits et ses choix face à la justice et les services de santé disponibles en Fédération Wallonie-Bruxelles.

Objective 3. Guaranteeing Equal Access of Women to Justice
Objectif 3. Garantir l'égalité d'accès des femmes à la justice

Legislative Changes/ Changements législatifs

Flanders :

In order to comply with the transposition of several European directives, Member States are required to establish an independent body for the promotion of equal treatment and elimination of discrimination based on sex (including pregnancy, birth, motherhood and change of sex). At federal level, the Institute for the Equality of Women and Men (IEWM) plays the role of official gender-equality body. Several regional authorities have concluded co-operation protocols with the IEWM. The Government of Flanders chose **to assign the Flemish Ombudsman Service the task of body for the promotion of equal treatment.**

The Parliamentary Act extending the Flemish Ombudsman Service's missions was approved by the Flemish Parliament on 8 July 2015 and confirmed by the Flemish Government on 17 July 2015.

Objective 4. Achieving balanced participation of women and men in political and public decision-making
Objectif 4. Assurer une participation équilibrée des femmes et des hommes à la prise de décision politique et publique

Niveau fédéral:

L'Institut pour l'égalité des femmes et des hommes a publié en juin 2015 une **analyse des résultats des élections du 25 mai 2014 sous l'angle du genre** et l'impact des législations parité sur les résultats depuis leur existence.³

Flanders

The decree of 13 July 2007 on the equal representation of men and women on the Flemish administration's advisory and administrative bodies, foresees that such bodies cannot be composed of more than two-thirds of members of the same sex. The **first report of the follow up of the quota decree** was presented by the Flemish Government to the Flemish Parliament in March 2015. The report showed that for 1/5th of the bodies, the composition data were not complete. 75 % of the bodies for which data were available, are in compliance with the quota regulation.

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

Fédération Wallonie-Bruxelles

Le 3 avril 2014, le Gouvernement a adopté un **décret visant la participation équilibrée des hommes et des femmes dans les organes consultatifs**. L'arrêté d'application a été adopté le 19 juin 2015. Afin de rendre plus efficaces les règles relatives à la participation équilibrée des hommes et des femmes dans les organes consultatifs et d'assurer la meilleure cohérence avec la Wallonie, ce décret remplace le décret de 2002 et instaure un dispositif moins lourd sur le plan administratif et mieux adapté aux procédures de désignation et au fonctionnement des organes consultatifs visés. En juillet 2015, une circulaire a été transmise à l'ensemble des organes consultatifs visés afin de leur

³https://5085.f2w.fedict.be/fr/publications/de_politieke_vertegenwoordiging_van_vrouwen_na_de_verkiezingen_van_25_mei_2014

permettre de prendre connaissance de cette nouvelle réglementation.

De juin 2014 à juin 2015, la Fédération Wallonie-Bruxelles a mené un **projet pilote** d'accompagnement, par un consultant expert en genre, d'une dizaine d'associations œuvrant dans les secteurs culturels et éducatifs de la Fédération Wallonie-Bruxelles. Cet accompagnement vise **l'intégration de la dimension de genre dans les processus de décision des associations**, dans leur gestion des ressources humaines, dans leur programme d'activité et dans leur communication. Une évaluation est programmée pour juin 2016.

Objective 5. Achieving gender mainstreaming in all policies and measures
Objectif 5. Intégrer dans toutes les politiques et dispositions une démarche soucieuse d'égalité entre les femmes et les hommes

Legislative Changes/Changements législatifs

Fédération Wallonie-Bruxelles : Le Gouvernement de la Fédération Wallonie-Bruxelles a adopté en avril 2015 un **avant-projet de décret relatif à l'intégration de la dimension de genre** dans l'ensemble des politiques de la Fédération Wallonie-Bruxelles.

Policy Changes/Changements politiques

Niveau fédéral :

La loi dite « gender mainstreaming » du 12 janvier 2007 vise à intégrer la dimension de genre dans l'ensemble des politiques publiques fédérales. Le gouvernement fédéral s'est engagé dans ce sens dans son accord de gouvernement du 9 octobre 2014 concrétisé par l'adoption **d'un plan fédéral gender mainstreaming adopté le 10 juillet 2015**. Celui-ci rappelle les obligations légales et énumère l'engagement de chacun-e des ministres/secrétaires d'Etat à intégrer la dimension de genre dans certaines de ses politiques (ex : réforme des régimes matrimoniaux, modernisation du droit du travail, modernisation de la dimension familiale des régimes de pension, la lutte et la prévention en matière de radicalisation, ...).

Flanders :

The Government of Flanders' mainstreaming policy is put into practice through the **Open Method of Coordination**. On July 17th 2015 the **new framework** of (strategic and operational) objectives was agreed upon by the Flemish Government. The framework of objectives departs from the analysis that people or groups of people are still hindered to fully participate in society by discriminatory mechanisms based on gender, sexual identity, disability and a lack of accessibility.

The transversal equality policy focuses on three strategic and 9 operational objectives (SO I : We strive for a society where equality, equal opportunities and respect are the basis principles; SO II : We work towards full participation in society ; SO III : We fight and prevent discrimination).

Each of the objectives will be translated into concrete action plans by the relevant and competent ministers to realize the agreed-on objectives. This framework is valid for the period 2014-2019.⁴

⁴ It can be found (in Dutch) on:

http://www.gelijkekansen.be/Portals/GelijkeKansen/OCM/VR%202015%201707%20MED_0371-2BIS%20Horizontaal%20gelijkekansenbeleid%20-%20mededeling.pdf

COUNTRY: BULGARIA

Objective 1.

Combating Gender Stereotypes and Sexism

Capacity building and awareness raising activities are present in every annual National Action Plan on gender equality with the objective to contribute combating gender stereotypes on the role of women and men in the family, work and society.

The Ministry of Labour and Social Policy has conducted 2 informational forums and 2 discussion forums with altogether 150 representatives of the legislative and executive authorities, capital market institutions, business associations, business community, women business organizations, social partners, media, etc. The forums were carried out within the project *Get equal in economic decision making*, supported by the EU Progress Programme 2007-2013. They contributed to raising the sensitivity on gender equality issues and encouraging positive role models through presenting good practices on women's participation in decision-making bodies and managerial positions in companies.

Objective 2.

Preventing and combating violence against women

The National Programme for Prevention and Protection against Domestic Violence for 2015 was adopted with Decision № 288 of the Council of Ministers dated 30 April 2015. According to the measures foreseen up to the end of 2015 a Coordination mechanism shall be signed for assistance and support of the victims of domestic violence that will guarantee the opportune interaction of institutions in cases of domestic violence.

The Ministry of Justice in Bulgaria in partnership with the Ministry of Interior and the Ministry of Labor and Social Policy implements the project *Improvement of the national legal framework to bring it in line with the Council of Europe standards and strengthening the capacity of competent institutions involved in cases of domestic violence and gender based violence*, financed under programme BG 12 of the Norwegian Financial Mechanism.

The main objective is the creation of a robust legal framework that will ensure the protection of the rights of victims of gender based violence (GBV) and domestic violence (DV).

DV and GBV are problems that require concerted action by the competent authorities, in view of which the first area of the project envisages the assessment of the national legal framework, assessment of the European best practices, as well as amendments to the national legislation. The second area of the project focuses on strengthening the institutional capacity by improving the skills of experts of judiciary system, social workers and police officers that deal with victims of DV and GBV.

Objective 3.

Guaranteeing Equal Access of Women to Justice

According to Article 3 of the Legal Aid Act in Bulgaria, all persons are guaranteed equal access to justice by means of ensuring and granting effective legal aid.

The last amendment to the Protection Against Domestic Violence Act (SG No. 50/3.07.2015) consists in the creation of Chapter Three *Measures for ensuring protection on the grounds of Regulation (EU) No. 606/2013 of the European Parliament and of the Council of 12 June 2013 on mutual recognition of protection measures in civil matters*.

The latter Regulation is a part of the legislative package aimed at strengthening the rights of the victims in the EU. Taking into account the different legal traditions of the Member States in this area, the Regulation on the civil legislative measures for protection aims to complement Directive 2011/99/EC regarding the European protection order, setting up the mutual recognition of protection measures established in criminal cases. In order to provide victims of physical or psychological violence a long term protection, even when moving, traveling or working abroad, the Regulation creates a simple mechanism allowing protection to be extended to other member States and to provide procedural guarantees for the individuals concerned.

Objective 4.

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

The President of the 43rd National Assembly (Parliament) as from 27 October 2014 is a woman. Women constitute 20% of the members in the Parliament.

The share of women at high political positions (ministers) within the new Bulgarian government as from 7 November 2014 is one third, including 2 women (out of 4) deputy prime ministers.

The Ministry of Labour and Social Policy implements the project “Get equal in economic decision making” under the EU Programme Progress 2007-2013. The aim is to encourage national business to increase the presence of women at all levels of decision-making and to establish partnership between the key actors that will be a driving engine for the desired and expected change. The project covers 3 activities components. The research component comprises a business survey among the 100 biggest companies in the country for analysing the participation of women and men in management boards, review and promoting of transferable best international practices in this field in order to improve knowledge of the Bulgarian companies and other stakeholders on the issue. The capacity building component encompasses discussion forums with relevant stakeholders, publications, and the development of guidelines for the companies’ management to mainstream gender in their policies and practices and to improve gender balance in economic decision making. The awareness raising component includes information forums with different stakeholders’ groups, incl. decision-makers, toolkit, closing conference, and awarding companies which already have established gender balance in their boardrooms. With the purpose to promote positive role models the companies awarded will present to the general public the economic benefits of the balanced gender representation for their growth and the improvement of their market positions.

Objective 5.

Achieving gender mainstreaming in all policies and measures

Legislative Changes

The Bulgarian Protection against Discrimination Act was amended in 2015 (SG, No. 26/2015) in order to correspond fully to several EU antidiscrimination and gender equality directives. The amendments provide for protection against discrimination in cases of gender reassignment and facilitate the reversed burden of proof for the party claiming to be a victim of discrimination.

Strengthening the national institutional mechanism on gender equality

In 2014 the Council of Ministers amended the Rules for the structure and organization of the National Council on Gender Equality, the main coordination and consultative body concerning the national gender equality policy. It is a structure under the Council of Ministers. Part of the amendments regulates the functioning of “coordinators on gender equality” and their responsibilities. The coordinators are experts from all relevant ministries, acting as contact points on gender equality issues within the relevant sector policy. They are in liaison with the Secretariat of the National Council, which is a unit at the Ministry of Labour and Social Policy. In 2015 the coordinators were assigned. Their involvement will bring to more effective operational functioning of the national institutional mechanism on gender equality. As well, in February 2015 the members

of the Council were updated in accordance with the new structure of the Council of Ministers in the country since members are vice-ministers of all ministries.

Implementation of the National strategy for gender equality and future updating of the strategy

In 2015 started the updating of the National Strategy for promotion of Gender Equality 2009-2015 with a period of implementation up to 2020. The national priorities will be updated in accordance with the socio-economic reality on national and European level and indicators will be developed. The 'new' Strategy will be drafted by an intergovernmental working group by the end of this year.

National action plans for promotion of gender equality and reporting

The National Strategy on Gender Equality is implemented through annual National Action Plans for the Promotion of Gender Equality. In December 2014 the Council of Ministers adopted the National Action plan for 2015, which is currently under implementation. Special attention is paid on measures for the promotion of gender balance in the decision-making, capacity building of the public administration and social partners, and raising awareness and sensitivity of the general society on the issues of gender equality.

The results of the National Action Plans' implementation are reported through Annual Gender Equality Reports covering: State policy to promote gender equality; Equal economic independence; Better reconciliation of work and family life; Promoting equal participation of women and men in decision-making; Dignity, integrity and prevention of gender-based violence; Elimination of stereotypes based on sex and multiple discrimination; Promoting and implementing best European practices in the field of gender equality at national level. The Gender Equality Report for 2014 was approved by the Council of Ministers in April 2015.

Capacity building

The Ministry of Labour and Social Policy has held 2 training activities aimed at building or improving the capacity of the staff of ministries, institutions and organisations on gender equality issues. A 2 day-training providing practical guidelines for the implementation of the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was held. 22 representatives from 12 ministries, Bulgarian Academy of Science and social partners took part in the training. Along the theoretical part, the training focused on practical learning-by-doing elements and interactive exercises, making use of examples of everyday life as well as examining best practices from other countries.

Another 2-day training with the participation of the newly-assigned co-ordinators on gender equality from the ministries was conducted with the aim to enhance their capacity on gender equality policy developments, perspectives and challenges.

ADDITIONAL COMMENTS (IF ANY):

For more information: <http://www.mlsp.government.bg/index.php?section=POLICIES&P=222>
– a thematic rubric on the site of the Ministry of Labour and Social Policy in Bulgaria

COUNTRY: CROATIA

Objective 1.

Combating Gender Stereotypes and Sexism

Policy Changes

Due to the high public interest the Office for Gender Equality printed additionally 500 copies and distributed to the all relevant institutions the second edition of the Council of Europe Gender Equality Strategy 2014-2017.

The *Recommendation CM/Rec(2013)1 of the Committee of Ministers to member States on gender equality and media*, has been translated and published on the Office for Gender Equality website.

Awareness raising among public servants on origins and consequences of gender stereotypes and sexism is part of the regular seminar on gender equality in the School for Public Administration which is carried out three times a year by the Office for Gender Equality.

Objective 2. and Objective 3.

Preventing and combating violence against women

Guaranteeing Equal Access of Women to Justice

Legislative Changes

A new provision was included in the *Amendments to the Criminal Code* in the 2015, stipulating that a criminal act of domestic violence is an independent crime. Such a solution enables a clear distinction between a crime and a misdemeanour.

The *Criminal Proceedings Act* and the *Criminal Code* were aligned with the *EU Directive on Setting Minimal Standards, Rights, Support and Protection of Victims of Crime*.

In March 2015, the Croatian Parliament adopted the *Rights of Victims of Sexual Violence in the Homeland War Act* proposed by the Ministry of War Veterans. It defines sexual violence in the Homeland War, regulates the rights of victims of this form of violence and also the proceedings for the exercise of these rights, the improvement of co-operation between the competent institutions in the prosecution of crimes, the restoration of the dignity of victims, and an improvement in the quality of their lives by ensuring psychosocial, medical and financial assistance.

This year the *International and Temporary Protection Act* entered into force, overruling the previous *Asylum Act*. It among other contains a special category of vulnerable groups of asylum seekers which also includes persons with disabilities, pregnant women, single parents, victims of trafficking in human beings, and victims of rape and other forms of sexual violence, including female genital mutilation.

Other activities

A lot of campaigns and other awareness raising activities have been continuously organised.

In the previous 12 months Office for Gender Equality together with its partners, two NGOs, continued with the project/campaign "My Voice against Violence", co-financed by the European Union. The main objective of the project is to raise awareness of the fact that any kind of violence against women and girls is unacceptable and to send a clear message of zero tolerance of all forms of gender-based violence.

As part of this project, various educational activities regarding sexual violence and implementation of the *Protocol to Conduct in Cases of Sexual Violence* have been carried out.

In 2014 Office for Gender Equality published and on the 22nd September - National Day to Combat Violence against Women promoted Croatian translation of the *Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence*.

Wide distribution of this *Convention*, printed publication *Protocol to Conduct in Cases of Sexual Violence and of leaflet Guidelines for Media Reporting on Domestic Violence* started in 2014 and continued in 2015.

Office also translated *Protocol to Conduct in Cases of Sexual Violence* in English and EIGE's publication *Review of the Implementation of the Beijing Platform for Action in the EU Member States: Violence against Women – Victim Support, Main Findings* into Croatian. Preparations for their printing and wide distribution are currently underway.

On October 23rd Office and its project partners will conduct an International Conference „System of public policies and support for victims of sexual violence“. This Conference, which will be held in Croatian Parliament will gather all the relevant stakeholders, as well as international experts in the field of gender based violence.

Please find the link to the project sub-webpage: <http://www.ured-ravnopravnost.hr/site/hr/projekt-moj-glas-protiv-nasilja.html>.

In addition, there has been continued implementation of the national preventive campaign “Living Life Free of Violence”, organised by the Ministry of the Interior in co-operation with the Ministry of Education, Science and Sports for elementary and secondary school pupils, teachers and parents. This project received the European Award on Crime Prevention in 2013 for the best primary prevention project in Europe.

Please find the link to the Facebook page of the Campaign: <https://www.facebook.com/zivim.zivot.bez.nasilja>.

The Ministry of Social Policy and Youth regularly updates and distributes an address book of institutions, organisations and other institutions providing assistance, support and protection to victims of violence.

Office for Gender Equality as one of the partners in the “White Ribbon” campaign, along with the City of Zagreb and the Office for Human Rights and Rights of National Minorities, in 2014 continued co-operation with Union of Associations of Persons with Disabilities in Croatia (SOIH) and participated in different campaign activities.

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

Target Group

State administration bodies, other institutions, NGO's, women, wider public, youth

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

At the presidential elections in January 2015, the majority of voters for the first time elected a female president. The President of Croatia, Ms Kolinda Grabar-Kitarović, is a former Minister of Foreign Affairs and European Integration, the former Croatian Ambassador to the United States of America, and after 2011 was the Assistant General Secretary of NATO for Public Diplomacy.

Legislative Changes

Croatian Parliament adopted a new *Act on Amendments to the Election of Representatives to the Croatian Parliament Act* in February 2015, according to which lists of candidates that do not comply with the requirements related to quotas of a minimum of 40% representation of one gender on electoral lists, as stipulated in Gender Equality Act (2008), will not be regarded as valid. We expect this change to lead to increased number of female members of parliament in the next elections, which are planned for the end of this year.

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

1. The *Gender Equality Act* prescribes in Article 11 a four-year obligation to adopt action plans for the promotion and introduction of gender equality in state administration bodies and in legal persons under the majority ownership of the state, on the basis of approval given by the Governmental Office for Gender Equality. The Action Plans have proven to be very effective tools for gender mainstreaming on one hand, and, on the other hand, they have resulted in the adoption of new valuable legal acts with added value, such as the policy document "Gender Mainstreaming in the Ministry of Defence and Armed Forces of the Republic of Croatia" and the "Instruction on the Use of Gender-Sensitive Language in the Ministry of Construction and Physical Planning".

2. In May 2015 the Managing authority of ESI Funds has asked the group of experts to develop a training programme related to three ex-ante conditions for all staff working with ESI Funds. As a result of coordinated activity, starting from October 2015 all staff of the authorities involved in the management and control of the ESI Funds will be trained on EU gender equality law and policy as well as on gender mainstreaming. The plan covers nearly 1000 persons involved in the implementation of the ESI Funds (managing authorities, intermediate bodies, certifying authorities and audit authorities) at all relevant levels.

Target Group

Public servants, appointed officials, politicians.

ADDITIONAL COMMENTS (IF ANY):

On the website of the Office for Gender Equality a database of relevant Council of Europe documents has been created <http://www.ured-ravnopravnost.hr/site/medjunarodni-dokumenti/vijee-europe.html>

COUNTRY: CYPRUS

Objective 1.

Combating Gender Stereotypes and Sexism

Legislative Changes

The **Department of Labour** has been closely monitoring the newly reviewed Maternity legislation (last amendment in 2011), and has been following its progress. The 2011 amendment has greatly improved the **protection** of pregnant women in employment, however, a few gaps have been recorded and the Department of Labour is currently researching into the best possible amendments of the legislation to ensure additional protection. The Social Partners will be called to discuss the proposed changes within the year.

The **Ministry of Education and Culture (M.O.E.C.)** is focused on ensuring equal opportunities in education for both genders on a non-discriminatory basis at all levels of education. The Cyprus Ministry of Education and Culture has set up an Interdepartmental Committee with representatives from all the departments and services of the M.O.E.C. This Committee oversees and coordinates all gender equality issues related to actions taken by the M.O.E.C. and the implementation of the Strategic Planning for Equality between Men and Women 2014-2017 and promoting gender equality goals within schools and/or other educational institutions (research/preventive/interceding and other programmes). This action plan includes actions on gender equality awareness based on three objectives:

1. Inclusion of gender equality in matters related to the structures of our educational system
2. Inclusion of the principle of gender equality in matters relating to teacher in-service training and
3. The empowerment of the family in promoting gender equality.

Examples of such actions follow below.

Policy Changes

A recurrent action for every school year is the implementation of the Health Education curriculum in schools. Health Education Curriculum includes a gender perspective aimed at combating gender stereotypes from an early age, for example by encouraging boys' greater involvement in family life and women's participation in politics/public life and encouraging them to develop relationships based on gender equality and mutual respect between the sexes.

The curriculum aims at the development of attitudes, behaviour and skills of students in areas such as:

- Interpersonal relations, development of healthy relationships
- Accepting, respecting and managing diversity
- Family planning, sexual and reproductive health
- Becoming aware of, contemplating and confronting prejudice
- Working against stereotypes, social exclusion and racism

Other activities

The **Department of Labour** has, in the past few years, given considerable emphasis on the empowering the Gender Equality Inspectors, with in-house training and guidance, as well as the appointment of another two Equality Inspectors.

The Gender Equality Committee in Employment and Vocational Training organises seminars at

workplaces in the private sector about gender equality laws in employment giving emphasis on gender stereotypes.

The Gender Equality Committee, in co-operation with the Cyprus Ombudsman, will be hosting a discussion in relation to sexism and bullying in employment and in public and political life in general, at the end of this year.

Target Group

Public and Private sector

Other activities

In-service training for teachers includes the promotion of awareness-raising and training on gender equality, the reflection of the educators' own identity, beliefs, values, prejudices, expectations, attitudes and representations of femininity/masculinity, as well as their teaching practice. It also aims to bring equality, diversity and the gender perspective into various areas.

Furthermore, the Pedagogical Institute is continuously updating the relevant to gender equality issues webpage, with educational material that can be used by teachers and examples of applications in the learning process.

http://www.pi.ac.cy/pi/index.php?option=com_content&view=article&id=910&Itemid=383&lang=el.

Target Group

Students, teachers and parents.

Other activities

The **Department of Labour Relations of the Ministry of Labour, Welfare and Social Insurance**, is implementing a Project named "Actions for reducing the Gender Pay Gap", which is co-financed by the European Social Fund. The implementation of the Project started in July 2010 and will be concluded by the end of 2015. In the context of the above mentioned Project, a number of training programmes were being implemented in an attempt to tackle the gender stereotypes. These training programmes, which aim at the diversification of women's academic and professional choices, were set for 10.000 primary and secondary education teachers, 130 school (academic and career) counselors and 5.000 parents.

Target Group

Primary and Secondary Education Teachers, School Counselors, Parents.

Objective 2.

Preventing and combating violence against women

Other activities

The **Office of the Ombudsman** ran a two-year Campaign for Preventing and Combating Violence against Women and Girls in Cyprus (2014-2015) has been carried out. This decision was also the result of the findings of the Ombudsman in a) a study carried out in October 2012 throughout Cyprus by the Consultation Committee for the Prevention and Combating of Violence in the family, in relation to the degree, frequency, the types and consequences of interfamily violence against women, b) for in the Reports of the Ombudsman on b) a study by the Mediterranean Institute of Gender Studies of 2010, on victims of violence and the support provided to them and c) the Opinion of the Ombudsman of January 2013 on combating interfamily violence.

The campaign was funded by Progress and included a) an awareness raising campaign in the media as well as b) a series of educational seminars to all actors that are or may be implicated in preventive

and repressive action against violence against women and girls.

The raising-awareness part of the campaign, in the media, includes videos and announcements shown at TV and radio channels throughout Cyprus, as well as posters and other visual announcements placed in buses, public and other frequently visited places.

Target Group

The seminars of the campaign of the **Office of the Ombudsman** aimed in particular to raise awareness of professionals implicated in violence incidents and contribute to the improvement of their knowledge on the current legal framework as well as further co-operation between them. The range of subjects covered as well as the methodology of the seminars was adjusted depending on the background and competences of the targeted professional groups participating. Some of these professionals included: Members of the Police Force, Health professionals, Educational officers, Social Officers, Lawyers/Jurists, Migration Officers, and Officers from certain departments of the Ministry of Labour, Welfare and Social Insurances as well as media employees.

Other activities

The Department of Labour is working together with the Ombudsman's Office to implement a cohesive Code of Conduct for Sexual Harassment in the workplace for the public service in general. Deliberations on the best way of implementing the policy on zero tolerance for sexual harassment have already begun.

Target Group

Public sector

Other activities

Since September 2014, a second shelter for victims of violence has begun its operation. Both shelters are run by a non governmental organisation (Association for the Preventions and Handling of Violence in the Family)

Target Group

Women and women with children

Other activities

Preventing and combating violence and delinquency in school and in the family is a major goal of the **Ministry of Education and Culture**. Programmes/institutions for promoting gender equality within the departments of M.O.E.C. are described below:

- In-service training of teachers on issues related to preventing and combating delinquency (Department of Primary Education, Department of Secondary General Education, Department of Secondary Technical and Vocational Education, the Pedagogical Institute).
- Parents training on prevention and elimination of delinquency with indirect reference on gender relations- Workshops and lectures (Daphne III-On the Prevention of school Bullying and Violence between students).
- Task Force on School Violence: Under the framework of supporting Primary and Secondary School units in regard to school violence/aggression and juvenile delinquency, the Ministry of Education and Culture has formed the "Task Force on School Violence" composed of educators, counsellors and psychologists with a background on school violence, remedial programmes and policy formulation. The purpose of the Task Force is the development,

promotion and follow-up of an action plan pertinent to each school, which will provide a holistic approach to the specific problem. The teachers of each school, educational psychologists, the social support workers, the parents and the local community, are encouraged to become involved in this process. The Task Force has the authority to accelerate processes, provide economic subsidies where needed and provide support for the implementation of the action plan. Finally, the Task Force promotes prevention programmes, with the objective of minimising juvenile delinquency in schools.

- **Observatory for Violence in Schools:** The Observatory for Violence in Schools was established during the school year 2009-2010. The Observatory records, codes, analyses and evaluates data regarding the extent and the forms of violence in schools. Also, it collects quantitative and qualitative data concerning good practices for the prevention of violence in schools, national and international research on school environment, on school violence and juvenile delinquency. As part of its activities the Observatory carried out a national survey concerning Victimization and the School Climate in 2011. The survey targeted pupils and teachers of both primary and secondary education. The findings identified the types of bullying existing in schools (homophobic, race-related, gender-based, faith-based, disability-based, etc.).

Target Group

Students and parents

Objective 3.

Guaranteeing Equal Access of Women to Justice

Other activities

The Office of the Ombudsman issued a Press Release (2 July 2015) on sexist incidents complained of in the Parliament of Representatives, while making reference to wider issues of gender violence.

Target Group

Members of the Parliament, government officials/ departments services, the public.

Objective 4.

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

Other activities

- **The M.O.E.C.** has established modern educational materials which include a gender perspective aimed at combating gender stereotypes from an early age, especially by encouraging boys' greater involvement in family life and women's participation in politics/public life and develop relationships based on gender equality and mutual respect between the sexes.
- In an effort to promote active participation between pupils, teachers and the parents' committee in decision-making processes related to school life, the Health Education Office announced a school competition with the title "Participate, act and change the school environment for a healthier life". A number of schools submitted detailed and justified proposals that would potentially establish healthy choices within the school unit in the long-term. An external sponsor awarded prizes to 11 schools in order to carry out their "Participation project".
- A seminar entitled 'Equal Rights, Equal Voices: Women in Decision-Making in Cyprus and the EU' addressed the issue of how to promote a more equal representation of women and men in political and economic decision-making at national and European level.

Target Group

Students, teachers and parents.

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

The **Ministry of Education and Culture** encourages participation in all forms of arts (cinema, theatre, music, folk art, dance, the visual arts), through educational programmes and funding schemes, in order to enable access in culture equally for young and older people, men and women. Despite the efforts to promote the cultural industries and encourage wide participation in the arts, more needs to be done in order to ensure gender mainstreaming and empowerment of women to showcase their cultural creativity, especially through capacity building activities.

Other activities

In order to promote discussion of educational and career choices in the classroom, to give girls and boys a better idea of the openings available in various sectors, particularly in occupations dominated by one sex, to encourage increased female participation in technical fields and the use of new technologies and to reshape Secondary Technical and Vocational Education with the aim of attracting female participation, special programmes are implemented (Ministry of Labour and Social Insurance and M.O.E.C. – Department of Secondary Technical and Vocational Education and Career Counselling and Educational Services).

Conducting surveys on the needs and aspirations of women of ‘diverse’ cultural background and of their children as well as creating educational/professional structures aimed at providing language skills and professional orientation.

Target Group

Students

Other activities A Report setting out the views of the Equality Body regarding the provisions of a proposed legal amendment for updating the current framework governing appointment in the Public Educational Service (22 June 2015) was produced.

Target Group

Public Educational Service

Other activities:

The Gender Equality Committee in Employment and Vocational Training is promoting dialogue between the National Machinery for Women Rights and the Cyprus Academy of Public Administration in order to ensure that gender mainstreaming is implemented in all policies and other activities.

Gender mainstreaming has also been added to the Cyprus National Action Plan for Gender Equality 2014-2017 and a meeting has already been scheduled in order to begin the implementation of actions already decided.

Target Group:

Public Sector.

Other activities:

In the context of the Project “Actions for reducing the Gender Pay Gap” and by decision of the

Council of Ministers at April 2014, a National Certification Body, which evaluates enterprises as regards to the incorporation, or the implementation of best practices relating to equal treatment and/or equal pay principles in their working environment, was established. The National Certification Body provides two kinds of certifications: one for "Equality Employer", and one for implementing a "Good Practice relating to equal treatment and/or equal pay". Up until now, 20 enterprises have been certified and another 15 are to be evaluated and certified by the National Certification Body before the end of 2015.

Target Group:

Enterprises interested in being certified by the National Certification Body.

ADDITIONAL COMMENTS (IF ANY):

A new Strategic Plan on Equality between Women and Men 2014-2017 has been prepared and adopted by the Council of Ministers in December 2014. This new plan, which is the successor of the previous National Action Plan includes the following six thematic areas/objectives: a) The institutional reform for the effective implementation of gender equality; b) The law reform/improvement of legislative framework; c) Balanced participation of women and men in public and political life; d) Combating all forms of violence against women; e) Economic empowerment of women; and f) Elimination of gender stereotypes. Its development was a collective achievement due to close collaboration with all government departments, the Commissioner for Gender Equality, women's organizations and other NGOs, academic institutions and human rights bodies.

In line with the Decision of the Council of Ministers dated 02.04.15, **Cyprus signed the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence on 16.6.15.**

COUNTRY: CZECH REPUBLIC

Objective 1.
Combating Gender Stereotypes and Sexism

Other activities

On 20 June 2015 the second edition of Women's Congress focusing on women and media took place in Prague. The Women's Congress was attended by more than 1000 women and men interested in gender equality. Opening speeches were held by the European Commissioner Vera Jourová, Minister for Human Rights, Equal Opportunities and Legislation Jiří Dienstbier and Ambassador of the French Republic Jean-Pierre Asvazadourian. The Gender Equality Unit was actively participating in the preparation and organized a seminar on the image of Roma women in media (as a part of the international conference).

Objective 2.
Preventing and combating violence against women

Policy Changes

On 23 February 2015 the Action Plan for the Prevention of Domestic and Gender-based Violence for 2015 – 2018 (hereinafter referred to as the "Action Plan") was adopted. The Action plan is based on the Government Strategy for Equality of Women and Men in the Czech Republic for the Years 2014 – 2020⁵ (hereinafter referred to as the "Government Strategy") and aims to create a complex framework for measures focused on prevention of all forms of domestic and gender-based violence. The Action Plan includes 70 measures divided into 7 strategic areas:

- Support for persons endangered by domestic and gender-based violence
- Children endangered by domestic and gender-based violence
- Work with violent persons
- Education and interdisciplinary cooperation
- Society and domestic and gender-based violence
- Analysis, studies and data-collection
- Legislation

The Action plan was created in cooperation with the Committee for the Prevention of Domestic Violence and Violence against Women associating experts from NGOs, relevant ministries and academia. Norwegian NGO Alternativ til Vold ("Alternative to Violence") also participated in the preparation of the Action Plan within a project funded by the Norway grants.

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

Policy Changes

The Action Plan for Balanced Representation of Women and Men in Decision-making is being finalised and will be submitted to the Government of the Czech Republic by the end of 2015. It follows up on the Government Strategy for Equality of Women and Men in the Czech Republic for the Years 2014 – 2020 and will cover the following areas: politics, public administration bodies, business companies and cooperation with stakeholders.

⁵ Available at:

http://www.vlada.cz/assets/ppov/rovne-prilezitosti-zen-a-muzu/Projekt_Optimalizace/Government_Strategy_for-Gender_Equality_2014_2020.pdf

Other activities

In October 2014 elections to local assemblies were held. Representation of women in local assemblies increased slightly from 26,3% to current 27,1%. Following the election, the first ever female-mayor of Prague (Adriana Krnáčová) was appointed.

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

On 12 November 2014 the Government Strategy for Equality of Women and Men in the Czech Republic for the Years 2014 – 2020 (hereinafter referred to as the “Strategy”) was adopted by the Government of the Czech Republic. The Strategy represents the first complex long-term policy document in the field of gender equality. It covers the following 8 main strategic areas based on Beijing Action Platform and other international documents:

- Institutional mechanisms in the field of equality of women and men
- Balanced representation of women and men in decision-making
- Equality of women and men at the labour market and in entrepreneurship
- Reconciliation of work, private and family life
- Education, research and equality of women and men
- Dignity and integrity of women and men
- Equality of women and men in external relations
- Equality of women and men in everyday life and lifestyle

Furthermore, the Strategy covers 5 horizontal strategic areas (gender stereotypes, legislation, data collection, men and gender equality, cooperation with stakeholders).

Each of the strategic areas includes specific indicators in order to monitor and evaluate progress achieved. The Strategy also sets up so called Minimal standard for gender equality in state administration – a set of regular tasks to be fulfilled annually.

Together with the Strategy the Report on Optimization of Data Collection to Evaluate Gender Equality was adopted (hereinafter referred to as the “Report”). The Report evaluates the current level of gender segregated data collection and identifies statistical areas for further development (such as victimisation statistics, bio-statistics or statistics on gender equality at the labour market).

On 13 July 2015 the Report on Equality of Women and Men and on the Implementation of the Government Strategy in 2014 (hereinafter referred to as the “Report”) was discussed by the Government. The Report evaluates the progress in promotion of equality of women and men in the Czech Republic as well as in implementation of the Government Strategy in 2014. It includes recommendations of the Government Council for Equality of Women and Men (hereinafter referred to as the “Council”) in order to support more effective implementation of the Government Strategy.

Other activities

International conference on the Government Strategy was held in Prague on 19 – 20 June 2015. The conference aimed at the presentation of the Government Strategy priorities and measures in the following areas: gender equality at the labour market and work-life balance, institutional framework of gender equality, gender equality in everyday life, gender-based violence and the image of Roma women in media. Experts from Austria, Slovakia, Latvia and EIGE presented their experiences and examples of best practices.

COUNTRY: DENMARK

Objective 1.

Combating Gender Stereotypes and Sexism

Other activities

To reduce sexism in the public sphere the Nordic Ministers for Gender Equality decided in May 2015 that the Danish Presidency for the Nordic Council of Ministers should organise an innovative seminar in the fall of 2015. The seminar on 2-3 November 2015 will result in a number of specific recommendations aimed at the relevant parties in the Nordic countries. This activity consists of three products:

1. Background report on the character and extent of sexism and hate speech in a gender equality perspective
2. Planning and executing a seminar, partly based on the background report
3. Drafting of a report with the suggestions for specific solutions developed at the seminar

Target Group

The seminar and the work in general will involve public as well as private organizations and experts and NGOs across the Nordic countries. Participants will come from a broad spectrum of parties with different expertise and competencies.

Objective 2.

Preventing and combating violence against women

Policy Changes

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

Other activities

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

Target Groups

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

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

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

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

There have not been any legislative changes since the last the meeting in October 2014.

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

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

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

Policy Changes

It is a new policy (since 2013) for the governmental companies and the largest private companies to be obliged to set target figures and prepare a recruitment policy. The state owned companies should seek equal gender balance. The reason for having this goal is simple – the State must take the lead. Both the governmental companies and the included 1200 or so largest private companies must report annually on their target figures and progress made in achieving the set target figures and the status of the policy.

Other activities

The first annual report on target figures and recruitment policy in governmental companies was published in December 2014⁶. The results shows as follows:

- 47 per cent already have an equal gender composition
- 86 per cent of the remaining governmental companies have set targets for the share of the under-represented gender
- The target figures among the remaining governmental companies are an average set at 39.5 per cent

The second annual report on target figures and recruitment policy in governmental companies is

⁶ The first annual report on target figures and recruitment policy as regards the 1200 private companies was published in October 2014.

expected to be published in November 2015.⁷

Moreover the Ministry of Children, Education and Gender Equality in general monitor progress on balanced participation of women and men in management positions in the public-sector. The latest figures from 2013 shows as follows:

2013 – gender balance in management positions in governmental institutions				
	Women		Men	
	Qt	Pct.	Qt	Pct.
Level 1 – CEO (topchefer)	38	19	161	81
Level 2 – Heads (chefer)	835	24	2615	76
Level 3 – Managers (ledere og specialister)	3347	47	3783	53
Overall	4220	39	6559	61

Source: "Resultat af ligestillingsredegørelser 2013, Hovedrapport" MBLIS/Navigent 2014, tabel 3.1.5.

2013 – gender balance in management positions in municipalities				
	Women		Men	
	Qt	Pct.	Qt	Pct.
Level 1 – CEO (topchefer)	111	25	325	75
Level 2 – Heads (chefer)	934	44	1.212	56
Level 3 – Managers (ledere og specialister)	15.353	62	9.594	38
Overall	16.398	60	11.131	40

Source: "Resultat af ligestillingsredegørelser 2013, Hovedrapport" MBLIS/Navigent 2014, tabel 4.1.9.

Target Group

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

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

Objective 5.

Achieving gender mainstreaming in all policies and measures

Legislative Changes

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

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

Paragraph 4 in the Danish Act on Gender Equality states;

Public authorities shall within their respective areas of responsibility seek to promote gender equality

⁷ The second annual report on target figures and recruitment policy as regards the 1200 private companies is expected to be published in September 2015.

and incorporate gender equality in all planning and administration.

The last amendment to the law was made in 2012.

Policy Changes

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

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

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

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

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

Other activities

1. Strengthened gender mainstreaming assessment

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

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

- With the strategy from 2013 a more systematic gender mainstreaming assessment of law drafts was set in to place. Every year in august the Department for Gender Equality screen the proposed law program for the following year.
- Gender mainstreaming assessment of services targeted at the public.
In the fall of 2014 the Department of Gender Equality started at co-operation with a number of municipals in Denmark (Spydspidsprojektet ("Spearhead project")). The aim for the project was to:
 - Give recommendations to what can be done at local level to strengthen the work with gender equality assessment - including:
 - Considerations on how gender assessment can contribute to innovation and development in relevant areas of welfare.
 - Considerations on implementation and anchoring of equality assessment in the municipal organization and in regards to the citizen oriented services.

2. *Strengthened guidelines and exchange of experience*

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

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

- New website (www.ligestillingsvurdering.dk)
- Establishment of inter-ministerial network
- Trans-Nordic survey of best practices and effects

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

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

Target Group

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

COUNTRY: ESTONIA

Objective 1.
Combating Gender Stereotypes and Sexism
Other activities

In the framework of the ESF programme “Promoting Gender Equality 2011-2013” awareness raising activities were organised on the Equal Pay Day in April 2015. The main focus of this years’ informational activities was the influence of parental care responsibilities on the gender pay gap. Activities included public events and discussions in different towns. Also some of the video clips prepared in 2013 and drawing attention to relevant gender stereotypes were shown in cinemas of biggest towns during the week of Equal Pay Day: <http://www.stereotyp.ee/en/videos>.

The need and options for supporting a notable change in sharing care responsibilities between women and men has been addressed in a Green Paper on family benefits, services and parental leave which was discussed by the previous Government at the beginning of 2015. Policy recommendations of the paper suggested giving more choice to parents with regard to length and compensation of the parental leave, herewith supporting flexible return to work. Another recommendation suggested introducing use-it-or-lose-it principle to the parental leave system, by allocating part of the leave only for a mother and part of it only for a father. Policy proposals based on the Green Paper will be submitted to the present Government in spring 2016.

Praxis Centre for Policy Studies and the Estonian Women`s Associations Roundtable continued implementation of their projects financed from the Norway Grants 2009-2014 gender equality programme and targeting gender equality in education.

The objective of the EWAR project is to promote gender equality through integrating the gender perspective into teacher education and training, raising gender awareness of teacher educators and practicing teachers and developing a comprehensive system of support to achieve the objective. Its direct beneficiaries are academic staff involved in teaching future teachers; future teachers; practicing pre-, general education and vocational schools’ teachers; professionals holding management posts in educational establishments; gender research experts.

The objective of the Praxis project is to promote gender equality in Estonia through mainstreaming the gender equality into higher education. The main outcome of the project is a gender equality study programme to be integrated into the programmes of social sciences and teacher education. The target groups of this project are both future and acting teachers, school managers, students of social sciences.

More information about these and other projects financed from the Norway Grants 2009-2014 gender equality programme is available at the homepage of the Ministry of Social Affairs at: <http://www.sm.ee/et/projects>.

Target Group

See above

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

On 2 December 2014, Estonia signed the Council of Europe Convention on preventing and combating violence against women and domestic violence. Ratification is expected to follow in a few years' time.

On 1 June 2015, the Council of Europe Convention on Action against Trafficking in Human Beings entered into force regarding Estonia.

Policy Changes

In February 2015, the Government approved a new national Development Strategy for Preventing Violence 2015-2020, aimed at reducing domestic violence, violence against children, gender-based violence and trafficking in human being was approved by the Government in February. The strategy includes, among others, measures to reduce sexual violence and to alleviate its consequences, including developing services for victims of sexual violence and enhancing the application of restraining orders. Pilot projects, implemented in co-operation with civil society organisations, targeting victims and/or perpetrators of such violence are already being implemented.

Other activities

In November 2014, the Ministry of Justice, the Ministry of Social Affairs and the Police and Border Guard Board launched a public awareness campaign "Open Your Eyes", supported by the EU Programme PROGRESS (2007-2013). The campaign aimed to raise awareness of violence directed against women (including domestic violence, rape, sexual harassment etc.), and teach people, especially the youth, to notice the signs and ask for professional help. The campaign was carried out in two waves – in autumn 2014, the main focus was on drawing attention to the violence, in spring 2015, on acting upon it. It included outdoor posters, video-clips distributed through social media channels, but also the support through helpline. Practical advice on how to protect oneself from an abusive relationship, where to turn to and how to get help, and also how to offer it, was also made available at the campaign website avasilmad.ee.

On 25 November 2014, a conference titled 'Open Your Eyes' was held in Tallinn, organized by the Estonian Women's Shelters Union, the Estonian Women's Associations Roundtable and the Men against Violence Network. Discussions focused on a wide range of themes linked to violence against women, including state responsibilities, empowerment of survivors, glamorization of violence against women in pop culture, and the FRA survey results on sexual violence against women in Europe.

In May 2015, a conference was organised by the Ministry of Social Affairs under a Norway Grants 2009-2014 programme. The conference focused on men and violence – men's changed roles in a society, new masculinities, violent men, men as victims, men fighting against violence against women. The conference gave a good overview of the good practices in Norway, Estonia and other European countries. Target group included specialists dealing with victims and perpetrators, politics and policy makers, NGOs, activists etc.

In July, a media campaign "There is no excuse to sexual violence" was implemented by Estonian Sexual Health Association under Norway Grants programme "Domestic and gender-based violence". The aim was to raise awareness about the nature and inadmissibility of sexual violence, change the misconceptions and victim-blaming attitudes and inform about possibilities of getting help. The main target group was people in the age of 15-35.

In June 2015, the first book and methodological guidance materials (in Estonian and Russian) was published to explain everything related to intimate partner violence and the possibilities for escaping from it in a format that is understandable for children by Tähtvere Women's Centre under the same Norway Grants programme.

More information about these and other projects financed from the Norway Grants 2009-2014 domestic and gender-based violence programme is available at the homepage of the Ministry of Social Affairs at: <http://www.sm.ee/et/domestic-and-gender-based-violence>.

Target Group

General public, vulnerable groups, victims of violence against women, specialists dealing with victims and perpetrators, NGOs.

Objective 3.

Guaranteeing Equal Access of Women to Justice

Other activities

The Gender Equality and Equal Treatment Commissioner continued to implement its project under the Norway Grants 2009-2014 gender equality programme, aiming also to increase the effectiveness of legal protection against gender based discrimination by raising rights awareness and helping victims of discrimination directly through strategic litigation and by increasing the capacity of officials assisting discrimination victims. Among others, the project has improved the capacity of the Commissioner to provide counselling and legal support to women who have faced discrimination when pregnant or returning to work from the child-care leave. Complaints concerning possible discrimination of pregnant workers and parents of small children formed a majority among the complaints made to the Commissioner in 2014.

In order to bring legal advice on discrimination issues closer to people, in the framework of the project, officials from the Commissioners' Office have also made a yearly tour around Estonia, stopping for one day in all 15 county centres to provide legal counselling on equality and equal treatment to all who are interested.

A seminar on "A strategic approach to protection of victims of discrimination" was held in April 2015 with an aim to raise awareness about strategic litigation and to show and discuss how lawyers, advocacy organisations and the Office of the Commissioner can improve the protection of victims of discrimination. Experts from Northern-Ireland and Austria shared their knowledge and experience.

More information about these and other activities of the Commissioner under this project can be found at: <http://www.vordoigusvolinik.ee/promoting-gender-equality-through-empowerment-and-mainstreaming/?lang=en>

Target Group

(Possible) victims of discrimination and officials assisting discrimination victims.

Objective 4.

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

Policy Changes

Plans are being made in the framework of preparing the below mentioned development and action plan in the policy areas of labour, employment, social security, social inclusion, gender equality and equal opportunities for the years 2016-2023.

Other activities

In order to create a discussion about opportunities of women in high-level politics, the Gender Equality and Equal Treatment Commissioner published an analysis about the position of women in electoral lists before the parliamentary elections in spring 2015. Additional analysis was prepared based on the results of the elections.

Target Group

Political parties, general public

Objective 5.

Achieving gender mainstreaming in all policies and measures

Other activities

In April 2015, a competence centre was created in the framework of the Office of the Gender Equality and Equal Treatment Commissioner to support ministries in gender mainstreaming and compliance with the principle of equal treatment in the use of the EU Structural and Investment Funds.

In the framework of the ESF programme “Promoting Gender Equality 2011-2013” practical and tailor-made gender mainstreaming trainings are being organised for policy-makers of three ministries – the Ministry of Interior, the Ministry of Education and Research and the Ministry of Environment in autumn 2015.

The Gender Equality and Equal Treatment Commissioner continued to implement its project under the Norway Grants 2009-2014 gender equality programme, aiming also to enhance mainstreaming gender into policies and practises.

On 23 October 2014, the Office Equality Commissioner organized a seminar on improving political decision making through gender impact assessment. Experts from Finland, Belgium and Austria gave presentations on their experiences and gender impact assessment practices. A discussion was held on the system of impact assessment of legislation in Estonia and how gender impact assessment within this framework could be improved. Participants at the seminar debated whether and what changes need to be made to the impact assessment methodology, and what support and training should be provided to officials conducting the assessments.

In 2014, the Office of the Commissioner published online a gender mainstreaming handbook to provide support for policy makers on state and local level for taking into account the gender equality principle in developing, implementing, monitoring and state control of development plans and programmes and projects of the European Structural and Investment Funds.

Also, several analysis papers, drawing attention to gender issues in specific policy areas, have been published by the Commissioner.

Since autumn 2013, the Office Equality Commissioner has also published a newsletter in Estonian on the latest developments in gender equality and gender mainstreaming. The newsletter is published six times per year.

Target Group

Officials preparing and coordinating the use of EU Structural and Investment Funds; policy-makers.

ADDITIONAL COMMENTS (IF ANY):**Activities concerning more than one of the above-mentioned objectives:**

In 2014, the Gender Equality Council ordered a thorough analysis of implementation of the Gender Equality Act, to be carried out in 2015-2016. The first part of the study, concentrating on the awareness and practices of employers, is being carried out in the second half of 2015. In 2016, an analysis is planned to be carried out to evaluate implementation of the gender mainstreaming obligations by the state and local authorities foreseen in the GEA and another analysis to evaluate efficiency of institutions and bodies created under the GEA and rights protection.

Starting from autumn 2014, the Ministry of Social Affairs has been preparing a development and action plan in the policy areas of labour, employment, social security, social inclusion, gender equality and equal opportunities for the years 2016-2023. Concerning gender equality, the plan is expected to target the issues of equal economic independence of women and men, balanced participation of women and men in all levels of decision-making and management in politics and public and private sectors, reducing negative impact of gender stereotypes on decisions and everyday life of women and men, enhancing rights protection concerning equal treatment of women and men and guaranteeing institutional capacity to promote gender equality, including gender mainstreaming. The development plan is prepared in co-operation with a broad circle of stakeholders and target groups and is expected to be approved by the Government in November 2015.

PAYS: FRANCE

Objectif 1.

Combattre les stéréotypes de genre et le sexisme

La secrétaire d'Etat aux Droits des femmes, Pascale BOISTARD et le secrétaire d'Etat aux Sports, Thierry BRAILLARD ont signé la Convention de Brighton afin d'améliorer la **représentation des femmes dans tout le secteur sportif** et en particulier de dépasser l'objectif de 4% de femmes dans les instances dirigeantes, inscrit dans la loi du 4 août 2014 pour l'égalité réelle entre les femmes et les hommes.

En outre, le gouvernement a renforcé les pouvoirs du Conseil supérieur de l'audiovisuel (CSA) qui a mis en place des indicateurs quantitatifs et qualitatifs dans le but de mesurer la **représentation des femmes dans les médias** et de rendre visible les stéréotypes de sexe. Suite à la publication du rapport du Haut conseil à l'égalité femmes-hommes relatif à la lutte contre les stéréotypes, le ministère de l'Education nationale a engagé un travail avec les éditeurs afin de **prévenir la présence de représentations caricaturales** dans les manuels scolaires.

Objectif 2.

Prévenir et combattre la violence à l'égard des femmes

Afin de lutter contre les comportements sexistes qui renforcent le sentiment d'insécurité des femmes, le gouvernement a chargé le Haut conseil pour l'égalité entre les femmes et les hommes d'étudier le **harcèlement sexiste dans l'espace public** en particulier dans les **transports en commun**. Un groupe de travail a été mis en place par le secrétariat d'Etat chargé des Droits des femmes en association avec le ministère de l'Intérieur, le secrétariat d'Etat chargé des Transports ainsi que des entreprises de transport et a présenté un **plan national de lutte contre le harcèlement sexiste et les violences sexuelles dans les transports en commun**.

Ce plan prévoit notamment d'améliorer la prévention à travers une grande campagne de sensibilisation, de rendre plus efficace la réaction via les outils numériques et de mieux accompagner les victimes en offrant une meilleure formation aux professionnels.

<http://femmes.gouv.fr/12-engagements-pour-lutter-contre-le-harcelement-sexiste-et-les-violences-sexuelles-dans-les-transports-en-commun/>

Objectif 3.

Garantir l'égalité d'accès des femmes à la justice

L'action gouvernementale dans le domaine de l'accès des femmes à la justice s'inscrit dans le cadre du **4^e plan de lutte contre les violences faites aux femmes (2014-2016)**. Il vise à améliorer non seulement la prévention mais aussi la formation des professionnels ainsi qu'à renforcer l'accompagnement et la protection des femmes afin de « ne laisser aucune violence sans réponse pénale et sociale ».

Dans un souci d'efficacité des poursuites et sanctions, la signature de la **convention relative au traitement des mains courantes en matière de violences conjugales** avec 35 départements marque une avancée majeure en matière de protection des femmes victimes de violences : une simple déclaration sur main courante permet désormais d'ouvrir une enquête judiciaire.

http://femmes.gouv.fr/wp-content/uploads/2014/05/plan-de-lutte-triennal-contre-les-violences-faites-aux-femmes_premieres-realizations.pdf

Objectif 4.**Assurer une participation équilibrée des femmes et des hommes à la prise de décision politique et publique**

Le bilan 2013 concernant les nouvelles nominations dans les emplois supérieurs et dirigeants de la fonction publique montre que **33% des cadres supérieurs nommés étaient des femmes**, dépassant l'objectif de 20% fixé par la loi du 13 juillet 1983. Le progrès en matière d'accès des femmes aux postes à responsabilité est aussi souligné par le classement du Forum économique mondial sur l'égalité femmes-hommes : la France est passée de la 45^e à la 16^e place en un an. Elle maintient sa 1^e place en matière de santé et d'éducation et se situe à la 4^e position pour **l'accès des femmes à des responsabilités ministérielles**.

En outre, à l'occasion de la célébration du 70^e anniversaire du premier vote des femmes (29 avril 1945), la Gouvernement a rappelé les progrès apportés par la loi du 17 mai 2013 qui a instauré la **parité dans les conseils départementaux**.

Objectif 5.**Intégrer dans toutes les politiques et dispositions une démarche soucieuse d'égalité entre les femmes et les hommes**

La France est particulièrement impliquée dans l'intégration de l'égalité femmes-hommes dans toutes les politiques. D'une part, la promotion de ce principe fondamental s'inscrit dans le **projet de loi de modernisation du système de santé** qui prévoit la mobilisation de tous les acteurs concernés. En ce sens, le **3^e Plan cancer**, présenté en février 2014 ou le **programme national d'action pour améliorer l'accès à l'IVG**, présenté en janvier 2015, présentent des mesures concrètes garantissant la protection des droits des femmes et la promotion de l'égalité femmes-hommes.

D'autre part, à l'occasion du *Global Summit of Women*, la secrétaire d'Etat aux Droits des femmes a présenté le **plan pour l'entrepreneuriat féminin** agissant comme un facteur d'émancipation qui prévoit également d'encourager l'investissement des femmes et d'augmenter le nombre de femmes entrepreneurs de 40% d'ici 2017.

<http://femmes.gouv.fr/pascale-boistard-presente-le-plan-pour-lentrepreneuriat-des-femmes-au-global-summit-of-women-14-mai-2015-sao-paulo/>

COUNTRY: GERMANY

Objective 1.

Combating Gender Stereotypes and Sexism

Other activities

Target Group: Boys and Girls

www.meintestgelaende.de

Following a proposal made in the report of the advisory council on boys' policies – a body which was made up of scientists, researchers, practitioners and boys –, a special website on all subjects concerning "gender" for boys and girls by boys and girls was created (www.meintestgelaende.de).

It is jointly managed by the federal association for work with boys (BAG Jungenarbeit) and the federal association for work with girls (BAG Mädchenpolitik), but the main focus of the website is on the activity of boys and girls themselves. The project started in 2013, but really got off the ground over last couple of months and has grown into much more than a website.

A first evaluation of the project concludes:

- The project's main asset is its functioning as a centre that clearly frames options of participation, takes all participants seriously, brings them together, takes up initiatives and triggers action.
- The project makes participants discuss gender related issues.
- It acts on a variety of levels: there are stages, rooms for the audience, and a backstage.
- Existing competences of participants in the fields of the media and gender are connected and widened by the co-operation within and between the editorial groups (made up of youths) as well as with the permanent editorial staff (provided by the two associations).
- Experts want exchange of information and supervision in order to come to terms with the different challenges the project offers in the fields of both the media and gender.
- The presence of girls opens up a variety of new perspectives and is a relevant part of the project.
- The issues discussed as well as the feedback received are strong motivators for participation.
- The wide range of different boys and girls participating stimulates exchange, while at the same time difference and diversity become normal.

A conference on the subjects dealt with in the project was held in June.

Objective 2.

Preventing and combating violence against women

Legislative Changes

Target Group: Victims of trafficking

Reform of the Asylum Seeker Benefits Act

On March 1st 2015 the reform of the Asylum Seeker Benefits Act (AsylbLG) entered into force, enhancing the support of victims of trafficking. The AsylbLG will no longer be applicable for victims of trafficking holding a residence title under section 25 paragraph 4a of the Residence Act (AufenthG). Holders of a residence title under section 25 para 4a of the AufenthG are entitled to support under the regular social codes (SGB), Social Code II and Social Code XII. Thus the Asylum

Seeker Benefits Act (AsylbLG) has only very little relevance for victims of trafficking after March 1st, 2015.

Act to Revise the Right to Stay and the Termination of Residence

On August 1st, 2015 the Act to Revise the Right to Stay and the Termination of Residence, (Gesetz zur Neubestimmung des Bleiberechts und der Aufenthaltsbeendigung) entered into force, improving amongst others the status of victims of trafficking. Under the new legislation, victims of human trafficking who co-operate with the law enforcement authorities are to be issued a residence permit (under the previous law, the foreigners authorities were responsible for deciding whether a residence permit should be issued). It is now possible to renew this residence permit for reasons related to personal circumstances or humanitarian concerns, or in the public interest even after the victim has participated in criminal proceedings against traffickers. Family members are allowed to immigrate to join persons holding such a residence permit. The new legislation increases legal certainty from the start and makes clear that persons who help bring criminals to justice have a future in Germany.

Other activities

Target Group: Victims of Violence

Nationwide helpline “violence against women” 08000 116 016 / www.hilfetelefon.de

The hotline went operative on March 6, 2013. It is Available round the clock, 365 days a year and free of charge. The “violence against women support hotline” offers victims a way of receiving competent advice securely, anonymously and regardless of disability whenever they need.

On-going quality assurance

The German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) is responsible for supervising the support hotline’s activities and for performing evaluations to examine its effectiveness. Evaluations to this end will be carried out for the first time five years after the launch of the support hotline. Yearly reports are published on the support hotline’s website providing more information on the activities of the hotline. The Violence against women support hotline is additionally managed by its own advisory council. As a result of the 2014 yearly report, the languages offered for interpretation have been adjusted. Since in 2013 and 2014 Greek was not requested, it was abandoned and substituted by Cantonese Chinese, which is requested. Furthermore in 2014 an online chat with the helpline as an additional channel for contact has started and has led to an increase in qualified contacts.

Facts and figures for 2014

- 49,411 contacts (phone, email, chat)
- 25,346 counselling contacts
- 16,183 women affected by violence were counselled, 335 men affected by violence and 692 children affected by violence
- counselling was equally distributed on all days of the week, 43% of all counselling was outside normal office hours for local counselling services
- the hotline was contacted for all forms of violence: 9,742 on inter partner violence, 3,722 on violence outside partnerships, 1,819 on violence in childhood, 753 on stalking, 423 on mobbing, 93 on violence in the name of so-called honour, 80 on forced marriages, 70 on violence in prostitution, 45 on trafficking in persons and 11 on FGM
- 1,875 counselling contacts were conducted against the background of disabilities or

impairments; sign language was used 8 times for contacting the hotline.

- 426 times interpretation was needed
- 4,588 times the callers were in an acute crisis
- 13,586 times the callers were transferred to other support services, the police, the health system and the legal system.

Objective 4.

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

Legislative Changes

Act on the Equal Participation of Women and Men in Leadership Positions in the Private and the Public Sector

On 1. May 2015 the Act on the Equal Participation of Women and Men in Leadership Positions in the Private and the Public Sector came into effect.

The new act has three pillars:

- 1) Gender-related quota of at least 30 per cent for supervisory boards of listed companies that are subject to co-determination with equal representation of shareholders and employees (as from 2016), approximately 100 enterprises are addressed
- 2) Obligation to lay down target values for supervisory boards, management boards and the highest levels of management of companies that are subject to co-determination or listed companies (as from 2015), at least 3500 enterprises are addressed
- 3) Reform of the laws and regulations on the federal public service (Gender Equality Act for the Federal Public Service and Federal Act on Appointment to Bodies)

The new legislation is expected to foster the career opportunities for women in general.

Other activities

Target Group: Women who are interested in local politics

Helene Weber Prize, Helene Weber College

Attracting women to local policy-making and supporting women who are already active in local policy-making is the key intention of the **Helene Weber Prize** that was first awarded in 2009 and for the third time in June 2015. The Prize was given to 20 women. The 50 awardees in total form an active, cross-party network and see themselves as ambassadors for more women in local politics.

To broaden the idea of the Helene Weber Prize, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth is supporting, in addition to the Helene Weber Prize, also the **Helene Weber-College**. The Helene Weber College builds on the network of the Helene Weber awardees and aims to

- promote the exchange among women interested or already active in local politics on a broad basis,
- stimulate and disseminate creative campaigns to attract young policy-makers,
- make local politics visible as an important field of civic commitment for women and to motivate them to get involved.

COUNTRY: GREECE

Objective 1.
Combating Gender Stereotypes and Sexism

The General Secretariat for Gender Equality has signed a co-operation agreement with the Ministry of Culture, Education & Religious Affairs, the National Center for Public Administration & Local Government and the Research Centre for Gender Equality, to design and implement a project aiming at raising school teacher's awareness and training on gender issues and gender discrimination. The project will focus on the empowerment of human resources in preschool and primary education, through the provision of knowledge on gender mainstreaming of pedagogical methods and combating gender stereotypes. On October and November 2015, four meetings on awareness-raising are going to be implemented for school teachers (head teachers of kindergartens and primary schools) and school counselors in Athens, Thessaloniki, Ioannina and Rhodes. Furthermore, during the same period, five training programmes (duration 21 hours each) are going to take place for primary school teachers and kindergarten teachers in Kavala, Kalamata, Volos, Chania and Athens.

Creation of the Guide of non-sexist language in public documents. The Guide constitutes a specialized and useful tool for the recognition of sexist language in public documents, and offers simple ways of dealing with it.

Objective 2.
Preventing and combating violence against women

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

- Fourteen new Counseling Centers operated by the General Secretariat for Gender Equality at the capitals of the corresponding Regions of the country,
- Twenty five new Counseling Centers operated by the twenty five largest Municipalities nationwide,
- Nineteen shelters for Abused Women operated by 19 large Municipalities. They have started their operation within the period 2013-2014. They provide bilingual (Greek and English) services of shelter, psychological and social support to women victims of violence and their children,
- Two Shelters for Abused Women operated by the Ministry of Labor/ National Centre for Social Solidarity, in the cities of Athens and Thessaloniki,
- The bilingual (Greek and English) SOS helpline 15900 accompanied by the email-address sos15900@isotita.gr, which is in operation since March 2011. It provides services of advice, support and counseling to women victims of gender based violence, 24 hours a day and 365 days a year. It is a low-cost, nationwide, confidential helpline.
- Implementation of an awareness raising campaign including relevant seminars, a thematic conference, informational material in four (4) languages (Greek, English, French and Albanian), TV and radio spots, cultural events, publicity on public transport, entries in national and migrant Press, a webpage and a Facebook page as well as banners in web pages. The information leaflet for the Counseling Centre of Komotini –Thrace is also published in the Turkish language.
- Training is offered to counselors who are recruited in the Counseling Centers, the Shelters and the SOS telephone helpline, to lawyers who participate in the legal aid programmes of women-victims of violence, as well as to professionals who deal with such cases (i.e. policemen, judges, health professionals, etc.).

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

1. As part of measures to combat violence against women, included in the "National Programme for the Prevention and Combating Violence against Women 2009-2013", the GSGE operated Counselling Centres that provide free information and counseling services to women addressed thereto. The Counselling Centres of the GSGE operate in the capitals of administrative regions. In order to support and facilitate the access of women victims of violence to justice, the GSGE has established a formal co-operation with Bar Associations in the aforementioned capitals (signature of co-operation protocols) with the aim of providing free legal aid to women victims of violence.
2. Law 3500/2006 introduced measures to protect victims of domestic violence, while Article 28 par. 2 of Law 4055/2012 ("Fair trial and reasonable trial duration"), abolished the obligation to pay a fee for a lawsuit from victims of domestic violence.
3. In August 2013, the GSGE in co-operation with the Greek Police, updated a Police Order to all police services on "Handling of domestic violence cases and strict application of provisions of the Law 3500/2006". The Police Order contains guidance to all country police officers for the handling of victims.

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

In promoting women's participation in public life and empowering them to participate in political, social and economic decision-making centres, the GSGE has undertaken to effect the following activities:

1. The GSGE, designed in co-operation with the National Centre for Public Administration and Local Government (EKKDA) a Project entitled: "Strengthening and improving civil service skills of women in Central Administration, public entities, private entities and Local Administration to engage in senior positions". The project includes designing training programs, developing training materials and implementation of three (3) training activities:

- The role of the service board to increase participation of women in positions of responsibility in Public Management & Administration,
- Enhancement of the participation of women in positions of responsibility in Public Administration and Government (empowerment workshops)
- Awareness Workshops for all civil servants in the central and regional authorities with the subject to increase the participation of female civil servants in higher positions within Public Administration.

2. To support the participation of women in positions of political responsibility at regional and local level the GSGE has implemented the Project "Encouraging and supporting the participation of women in positions of political responsibility and representation at regional and local level". The Project was designed within the NSRF of the GSGE. It is implemented by the beneficiary PETA SA, in co-operation with the Central Union of Greek Municipalities (KEDE) and the Association of Regions (ENPE) and aimed at the empowerment of women involved in politics at the level of Municipalities and Regions. Under this project, among others, 17 training seminars (1,000 women elected) have been held, in the all Regions of Greece.

3. To support the participation of women in positions of political responsibility and representation at national and European level policy the GSGE has implemented a Project regarding the development

activities encouraging and supporting the participation of women in positions of political responsibility and representation at national and European level. This Project was designed, joined the NSRF and was assigned to Research Center for Gender Equality (KETHI). Specifically, the project aimed to:

- women elected at national or European level,
- women candidates in electoral processes (national elections, European elections), which until now have not been elected, and
- Political parties, institutions and decision-making bodies involved in the electoral process and the claim of political power. The project includes, among other things, conducting training seminars /training women candidates in elections. This work is on-going (see the relevant website www.gynaikes-politiki.gr).

4. To empower women for their participation in economic decision-making centres the GSGE has implemented the programme (under PROGRESS 2013-2014), entitled "Positive actions for women for their promotion in economic decision-making centres". The Programme included among other, actions such as local, sectoral workshops for women and men corporate executives, HR Managers, etc. and coaching-leadership workshops, workshops for women (middle and senior managers). The programme is under implementation and is expected to be completed in December 2015. The inaugural Congress has already been held with the title: "Women in economic decision centers" in Athens (April 28, 2014), and two coaching workshops for the empowerment of women in leadership positions in listed companies (managers, CEOs, etc) from the Federation of Greek Industries.

5. The GSGE collects data from competent bodies (Public sector and Municipalities), to monitor the composition of boards of collective bodies regarding the quota of 1/3 and indicates any failure citing the current legislative framework when needed. This monitoring will be soon carried out by staff of the GSGE, through a special Application for Monitoring Quota, developed under the Flagship Project «Monitoring Mechanism Structure of Gender Equality and Support of Implementation (OBSERVATORY)». All competent bodies are obliged by the law to comply with the 1/3 quota in the synthesis of their collective boards and this mechanism will alarm in cases of non-compliance. A presentation of the application is accessible here (in Greek):

<http://www.isotita.gr/var/uploads/NEWS-EVENTS/2015/Intraway.pdf>

Objective 5.

Achieving gender mainstreaming in all policies and measures

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

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

ADDITIONAL COMMENTS (IF ANY):

The GSGE is currently in the process of analysis of the convention on the elimination of all forms of violence against women, to check the compliance of the convention with Greek law, in order to proceed to ratification.

The GSGE is in the process of creating a new action plan for the next period.

COUNTRY: HUNGARY

Objective 1.

Combating Gender Stereotypes and Sexism

Policy Changes

Hungary signed the Council of Europe Convention on preventing and combating violence against women and domestic violence on 14 March 2014, based on Government Resolution 1029/2014 (II. 3) of the Hungarian Government.

Other activities

The Fundamental Law of Hungary constitutes the equality of women and men. Besides that, a separate law (Act CXXV of 2003 on Equal Treatment and the Promotion of Equal Opportunities, hereinafter: Equal Treatment Act) prohibit discrimination on gender basis at multiple spheres of everyday life, and foster the promotion of equal opportunities.

Pursuant to the Equal Treatment Act, the Equal Treatment Authority (hereinafter: ETA) is the body responsible for enforcing the requirements of equal treatment which investigates (by request or on its own initiative) the violation of the principle of equal treatment, and on the basis of public interest has the right to initiate legal proceedings to protect the rights of those who have been violated whether individuals or groups. The responsibilities of the ETA also include evaluating the public regulatory body controls, drafts and reports and making proposals concerning legislation of equal treatment. Part of their work is to regularly inform the public and the National Assembly of the situation regarding the enforcement of equal treatment. (<http://www.egyenlobanasmod.hu/>)

Awareness-raising: campaign

“Notice it!” campaign

The Hungarian Interchurch Aid - one of Hungary’s largest charity organizations - with the financial support of the Ministry of Human Capacities (amounting to nearly 50.000 EUR) carried out a large scale media campaign in spring and autumn of 2014 on the issue of combatting domestic violence, entitled „Notice it!”, or in Hungarian: „Vedd észre!”. The message of the awareness-raising campaign was: domestic violence is completely unacceptable. On the one hand our goal was to attire potential victims’ attention to the signs of domestic violence and to help to realize their situation. On the other hand we want to encourage those affected by domestic violence and their environment not to be afraid to ask for help when identifying such a situation. The communication channels involved in the campaign included social media, radio, TV, printed media, outdoor posters and other PR elements. The closing event of the campaign was scheduled for 25 November, which is the International Day for the Elimination of Violence against Women. www.segelyszervezet.hu/veddeszre

Target Group

Women, girls.

Objective 2.

Preventing and combating violence against women

Legislative Changes

The Hungarian legal framework is quite detailed, not only the Fundamental Law of Hungary lays down the principle of equality of women and men, also different acts and decrees enforce the rights of girls and women. The legal framework is in place for decades; however, some important changes have been introduced in 2013. For example, since the 1st of July 2013 domestic violence constitutes a separate criminal offence in the Criminal Code. It has to be noted in general, that the Hungarian

Criminal Code also punishes strictly the criminal acts committed with serious violence other than sexual violence and it pays particular attention to victims in vulnerable situation.

Combating violence against girls and women is an outstandingly important issue for Hungary. The Hungarian Parliament adopted a Parliamentary Resolution on the national strategic goals concerning the effective combat against domestic violence on the 30 June 2015, which demonstrates our dedication to continue to fight violence against girls and women.

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

Hungary signed Convention on preventing and combating violence against women and domestic violence of the Council of Europe on 14 March 2014, based on Government Resolution 1029/2014 (II. 3) of the Hungarian Government.

Legislative work concerning the Hungarian implementation of the Victim Support Directive 2012/29/EU (hereinafter: Directive) began in February 2015

The most important “innovation” is that providing of emotional (psychological) support is going to be present on the legislative level. Furthermore with the amendment the 7/24 Victim Support Hotline appears on the legislative level and (this is the most meaningful innovation) according to the provisions of the Directive the victims are going to be eligible to state funded legal assistance not only in the judicial stage, but in the previous stages of the criminal procedures (like the investigational stage) as well. The modification concerns the rules applicable in criminal proceedings. Introducing the category of person deserving special protection and the special proceedings concerning them will ensure a more efficient protection of these persons, in particular women and children, in criminal proceedings.

Other activities

The Act on Criminal Proceedings guarantees treatment in virtue of gender-based equality in criminal proceedings at regulatory level. Additionally, an important improvement is the adoption of the new parliamentary resolution which calls for an enhanced co-operation between the public and the non-governmental sector. As regards the institutional side, the victims of domestic violence can turn for help to 14 shelters, the so-called Secret Shelter House and 4 Halfway Houses. The 4 Halfway Houses

were implemented as a pilot project. Based on the positive experiences gained from the pilot considerable expansion of the national system of services is in preparation on the expense of both the national budget and EU funds (we plan to open 10 new shelters and 40 new Halfway Houses in the near future). Also police officers and other stakeholders are continuously educated and trained for skills on how to get into contact with victims and witnesses.

Target Group

Women, young mothers.

Objective 3.

Guaranteeing Equal Access of Women to Justice

Legislative Changes

Equal protection and recognition before the law as human rights are guaranteed by Article XV of the Fundamental Law. Nevertheless, provisions in view to realizing these rights are laid down by sectorial regulations. Thus the Hungarian legal system provides all the guarantees regarding criminal proceedings that are required by international standards. Accordingly, access to justice and procedural rights of women are not restricted in any way in Hungary.

Decree No. 8/2013. (VI. 29.) KIM of the Minister of Public Administration and Justice on the Activities of the Probation Services; Social inquiry reports include risk assessment since January, 2015. The aim of risk assessment is to reveal criminogenic factors in the young person's life and to recommend interventions targeting these factors. ("For the purpose of this Convention: 'women' includes girls under the age of 18. - Istanbul Convention, Article 3 – Definitions).

Other activities

1. National Office for the Judiciary (NOJ)

It launched several nationwide programmes to strengthen the service provider characteristic of courts in recent years. One of these programs is called „Open courts”. As part of social responsibility, courts shall actively participate in the spreading of legal knowledge. The NOJ has started an educational road show in secondary schools promoting transparent and open justice. The motto of the program is „You are afraid of you do not know”. By means of this program, the more people know about the justice, the more clients accept the decisions of the court, and the reliance in courts increases on that way.

<http://birosag.hu/en/national-office-judiciary>

<http://birosag.hu/en/information/open-courts-1>

Simplification of access to the court is one of the strategic objectives of the President of the NOJ. As a result of the IT and technical projects of the NOJ, the clients may continuously keep track of the main events of the proceedings in which they are involved via a portal interface as well as view their obligations and the momentary status of the case.

2. Association of Women Judges

The objectives of this association is giving opportunity to learn more about the human rights – including the national and international research related to women's and children's rights – and the international co-operation policies and regulation.

One of the main objectives is providing assistance to recognize discrimination and the various forms of prejudice. This association helps to the professionals getting acquainted with the social, economic, psychological and cultural factors, which have an impact on the citizens, who are seeking the access to the justice at a disadvantage. Furthermore, the association intends to give assistance

to better understanding the European and international legislative processes, especially which one promote and ensure the human rights and the equal access to Justice of Women and other citizens at a disadvantage.

Additionally, the association organizes programs, events and international conferences about the women's and the children's rights. For example, the recent conference was held on 24 April, 2015 in Budapest, about the Co-operation in the prevention of violence against the women and children.
<http://www.bironokegyesulete.hu/index.php?main=felhivas>

Target Group

Women judges

Objective 4.

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

Two organs have been established:

1. The subcommittee of the Hungarian Parliament: Subcommittee on Women's Dignity
2. Thematic Working Group Responsible for Women's Rights as part of the Human Rights Working Group

1. Subcommittee on Women's Dignity

The Subcommittee on Women's Dignity as part of the Parliament's Committee on Culture was established on 17 June 2015. In the Committee's work women and men equally participate. The improvement of the women's economic participation and employment are the main objectives of the Committee, in accordance with the Europe 2020 Strategy's goals.

The Subcommittee also aims to support the proper recognition of women's labour, to promote the reconciliation of work and family life and to increase the women's participation in political and public life. The security of women and the combat against domestic violence are priority tasks, in particular the Subcommittee wishes to support the governmental preparation works of the Istanbul Convention's ratification.

<http://www.parlament.hu/web/kulturalis-bizottsag/noi-meltosagert-albizottsag>

2. Human Rights Working Group – Thematic Working Group Responsible for Women's Right

In 2012 the Government decided to establish the Human Rights Working Group, in its framework the Thematic Working Group Responsible for Women's Right started to function. This Work Group was remodelled in May 2015 thanks to the participation of government officers, women's rights NGOs and experts.

The Working Group aims to monitor the enforcement of the women's fundamental human rights in Hungary, particularly in the field of employment, education, health care and partnership. It is essential to explore and identify the obstructive factors of the legal protection's enforcement, and to propose adequate responses in order to ensure the effective functioning of legal means. The Working Group wishes to engage in a constructive dialogue with the non-governmental organizations engaged in women's advocacy activities and professional organisations.

<http://www.kormany.hu/hu/emberi-eroforrasok-miniszteriuma/csalad-es-ifjusagugyert-felelos-allamtitkarsag/hirek/ujjaalakultak-a-gyermekek-nok-es-idosek-jogaiert-felelos-tematikus-munkacsoportok>

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

Two organs have been established:

1. The subcommittee of the Hungarian Parliament: Subcommittee on Women's Dignity
2. Thematic Working Group Responsible for Women's Rights as part of the Human Rights Working Group.

Policy Changes**1. The child-care fee extra package of measures ("GYED Extra")**

An important provision of the government in the field of the reconciliation of work and family life was the child-care fee extra package of measures, which had been introduced since 1 January. This package – among other things - aims to help the young childbearing women pursuing university or college studies. Thanks to this measure, since January 2014 nearly 1,000 women received parental benefit after the birth of their child. From January 2016, further facilities will be put in place to enable mothers to return to work just a relatively short time, six months after childbirth while being eligible for maternity benefit.

2. Developing day care for young children

In 2014 the total number of places in crèches and similar institutions (day care centres) have increased with nearly 1,200 (960 places in crèches and 218 places in day care), in 2015 another 4,000 new places will be created in crèches. This improvement is a substantial help for mothers in providing places for their children while going back to work.

3. The social contribution subsidy of the employers

Since January 2015 the social contribution subsidy of the employers employing mothers with small children was expanded. An employer who wishes to employ a mother just ending her maternity leave or in receipt of childcare allowance, does not have to pay the national insurance contribution until a maximum monthly gross wage limit of 100,000 HUF, even in the case of part-time worker mothers.

COUNTRY: IRELAND

Objective 1.

Combating Gender Stereotypes and Sexism

In 2012 Enterprise Ireland, the government organisation responsible for the development and growth of Irish enterprises in world markets, launched its first financial supports specifically targeting female entrepreneurs⁸. By 2014, female-led businesses accounted for 23% of Enterprise Ireland investment in high-performance start-ups, up from 7% in 2012. The *National Policy Statement on Entrepreneurship in Ireland* launched in October 2014 by the Minister for Jobs Enterprise and Innovation, Richard Bruton, included ensuring greater numbers of females start and run their own business among its strategic objectives. The Parliament Committee on Jobs, Enterprise and Innovation, which includes representatives of both Houses of the Irish Parliament, examined the “*Key Issues for female entrepreneurs in Ireland and for their participation in the tech sector*” under its work programme for 2015. Its report⁹ with recommendations for further action was published in July 2015.

The Minister for New Communities, Culture and Equality and Drugs Strategy, Aodhán Ó Ríordáin and his colleague the Minister for Tourism and Sport, Michael Ring, are to jointly host a conference in October 2015 with the assistance of the Irish Sports Council on the theme ‘*Women and girls in sport in Ireland – Let’s level the playing field*’ to encourage greater female participation in sport and in sporting organisations in Ireland.

Objective 2.

Preventing and combating violence against women

On 14 July, the Minister for Justice and Equality, Frances Fitzgerald, announced¹⁰ she had obtained Government approval for the drafting of a Criminal Justice (Victims of Crime) Bill to fulfil a Programme for Government commitment to enact legislation to strengthen the rights of victims of crime and their families. The Bill will place victims and their needs at the heart of the justice process. It provides that rights to information, advice and other appropriate assistance will be met effectively and efficiently. The Bill will also transpose into Irish law EU Directive 2012/29/EU establishing minimum standards on the rights, support and protection of victims of crime.

On 24 July, the Minister for Justice and Equality announced¹¹ the publication of the general scheme of a new Domestic Violence Bill which aims to make it easier for victims to obtain interim barring orders. The proposal is being referred for formal drafting and also for pre-legislative scrutiny by the Parliament Committee on Justice, Defence and Equality with a view to enactment in early 2016. The Minister also announced her intention to seek Government approval for Ireland to sign the Istanbul Convention in the Autumn, as the enactment of this Bill will also represent a major step forward on the road to Ireland’s ratification of the Convention. The Department of Justice and Equality is working with other Government Departments and agencies to establish precisely the small number of remaining actions which need to be taken in order to ratify and implement the Convention. These actions will form part of a multi-annual action plan with timescales for the remaining actions

⁸ www.enterprise-ireland.com/en/Start-a-Business-in-Ireland/Startups%20led%20by%20Ambitious%20Women

⁹ www.oireachtas.ie/parliament/media/committees/jobsentpriseandinnovation/Final-Report--Key-Issues-for-Female-Entrepreneurs.pdf

¹⁰ Press release available at http://merriestreet.ie/en/News-Room/Releases/Minister_Fitzgerald_publishes_Heads_of_Criminal_Justice_Victims_of_Crime_Bill.html

¹¹ Press release available at www.justice.ie/en/JELR/Pages/PR15000436

required to enable ratification.

The first two strands of the 'Reach' project¹², an EU-funded initiative to raise awareness and improve responses to human trafficking of women and girls throughout the island of Ireland, were rolled out between February and April 2015. One of these strands involved an awareness-raising campaign aimed at men and boys, with the message "*We don't buy it*" (<http://wedontbuyit.eu/>), to promote zero tolerance of human trafficking as a form of violence against women and girls.

Objective 3.

Guaranteeing Equal Access of Women to Justice

The aim of a second strand of the 'Reach' project (see above), rolled out between February and April 2015, is to ensure all women and girls in Ireland who find themselves in a difficult situation in the sex trade are aware of the support that is available and where they can seek help. In the third strand of the project, innovative training and support, including a mobile app, is being developed for frontline actors.

Objective 4.

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

With funding under the EU PROGRESS programme, work is continuing on a range of initiatives running from December 2013 to November 2015 under the leadership of the Department of Justice and Equality to support the achievement of gender balance in decision-making in Ireland¹³. These initiatives include a pilot programme, launched in May, to contribute to addressing the gender imbalance at the two most senior levels of the Irish Civil Service, where women currently comprise 20% of Secretaries General and 27% respectively of Assistant Secretaries. The W-LEAD programme (*Women in the LEAD - leadership, engagement, advancement and development*) aims to encourage and support women already employed in senior positions in the Civil Service to go forward for promotion to the highest levels of decision-making. The programme runs from May until October 2015 during which a best practice cross-departmental development model, providing executive coaching, mentoring and structured classroom-based leadership development training, will be developed and piloted. A cohort of senior female managers drawn from each of the 16 Government Departments is participating in the pilot, matched with mentors (male and female) in other Departments from the Assistant Secretary grade.

The initiatives supported under this programme also include a series of major conferences. The first conference in Dublin Castle on 25 November 2014, on the theme "*Investing in Talent - Promoting Gender Balanced Leadership*", was jointly hosted by the Department of Justice and Equality and the employer's organisation, Ibec. Conference participation was also encouraged through the hashtag #genderbalance which recorded a significant volume of activity. The conference also attracted a significant degree of coverage across print and online media including a prime time TV debate on gender balance on the evening of the conference. The second conference of the series took place on 27 May 2015 in Dublin and explored the theme of "*Reversing the paradox: Promoting gender-balanced leadership*".

Objective 5.

Achieving gender mainstreaming in all policies and measures

The Health Service Executive (HSE) continued its active engagement with the National Women's Council of Ireland to mainstream gender in the health services. A gender focus has been incorporated into a newly revised Health Inequalities Training (HIT) Programme. In the area of health

¹² www.reachproject.eu/Website/Reach/Reachweb.nsf/page/Whatis-en

¹³ www.genderequality.ie/en/GE/Pages/WP14000010

policy development public consultations were held around the country with women and men to seek their views on health service access and experiences and to inform the HSE Health Inequalities Action Plan for 2016 and aid in the shaping of the Maternity Services Charter and Strategy.

In February 2015 the seven universities, fourteen institutes of technology and the Royal College of Surgeons in Ireland signed up to the Athena SWAN Charter committing them to advance women's careers in science, technology, engineering, mathematics and medicine (STEMM) employment in academia. The Athena SWAN Charter is an academically led initiative that was launched in the UK in 2005 to address the loss of women from science, engineering and technology disciplines. The extension of the Athena SWAN Charter to Ireland represents the first time that the scheme is being run outside of the UK.

In July 2015 the Higher Education Authority (HEA), which is responsible for the strategic development of the Irish higher education and research system and the effective governance and regulation of higher education institutions, established an independent panel, chaired by former European Commissioner and Government Minister, Máire Geoghegan-Quinn, to undertake a national review of gender equality amongst staff across all higher education institutions in receipt of funding from the HEA. The review is expected to be completed within 12 months.

COUNTRY: LITHUANIA

Objective 1.
Combating Gender Stereotypes and Sexism

Legislative Changes No legislative changes

Policy Changes No policy changes

Other activities Training related to gender stereotypes in decision making has been organized in the framework of project which aimed to support Lithuanian national actors in promoting gender-balanced representation in economic decision makings. See also Objective 4.

Target Group: Civil servants, business stakeholders, civil society, journalists, politicians.

Objective 2.
Preventing and combating violence against women

Legislative Changes No legislative changes. Law on protection against domestic violence has been adopted in 2011.

Policy Changes The *Action Plan 2014–2016 for the National Programme on the Prevention of Domestic Violence and Provision of Assistance to Victims* implementation was approved in September 2014. The plan envisages measures aimed at information campaigns on the prevention of domestic violence; support for NGOs and institutions, targeted at the prevention of domestic violence and assistance; storing and systematisation of data; training; improvement of the system of imposing sanctions on convicted abusers in penitentiary institutions and probation services; support for organisations working with abusers, etc.

Other activities Information campaign “16 Days without Violence” was held in the end of 2014. Society was familiarised with various manifestations of domestic violence, its consequences, legal outcomes and liability, and they aimed at developing intolerance of violent behaviour and informing about assistance provided to victims. Articles were published in portals and in the press, radio programmes and social advertising were created.

In 2014, training for police officers was organised covering the topics of “Protection against domestic violence” and “Prevention of domestic violence and protection of victims”; 161 officers were trained. Methodical recommendations “Domestic violence” have been published with respect to police officers who deal with this type of violence.

Selection of projects of specialised assistance centres has been organized with the aim to select organisations providing specialised comprehensive assistance to victims of domestic violence in 2015.

Target Group: Communities, towns, cities, police officers, other relevant stakeholders.

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

Legislative Changes No legislative changes. Access to justice is one of the fundamental human rights and integral feature of any legal state defined by the Lithuanian, EU and international legislation.

Policy Changes See Objective 2 and Objective 5 on *National Programme of Equal Opportunities for Women and Men 2015–2021*. Knowledge of legal remedies at local and national level, including the access to free legal assistance and data by gender about access to justice is still inadequate.

Other activities Project on *Common action for society without violence* is being implemented by National equality body and partners. The main objective is to promote zero tolerance to all forms of violence against women and girls and make preventive measures effective through awareness raising and capacity building. The project aims at development of capacities of institutions mandated with tackling domestic violence by a training/sensitization process for representatives of the police, prosecutors, courts, support and service providers and municipal administrations. The project supports the development of an integrated cross-sectorial mechanism and the relationships between the various institutions, including the police, prosecutors, courts and support and service providers. The awareness raising efforts are ongoing both at the local level while engaging local media, and at the national level. Informational campaign at schools is carried out to raise sensitivity among youth to prevent and stop violence in school settings and dating and learn the tools for response to domestic violence which they might witness among their parents.

Target Group: Training activities within the project are for the police, prosecutors, courts, support and service providers, municipal administrations.

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

Legislative Changes No legislative changes

Policy Changes The second goal of the *National Programme of Equal Opportunities for Women and Men 2015–2021* (approved in 2015) is to balance involvement of women and men in decision-making and holding the top posts. To achieve the goal, the following objectives need to be completed: promotion of females' motivation and capacities in decision-making, creation of female career friendly environment.

Other activities In September 2015, Ministry of Social Security and Labour with 3 partners' organizations have finished 2-years project which aimed to support Lithuanian national actors in promoting gender-balanced representation in economic decision making, especially on the boards of stock market listed companies. Project provided an opportunity for the stimulation of debate and exchange of experience between governmental representatives, independent experts and other relevant stakeholders.

In-depth Study "*Closing Gender Gap in Economic Decision Making in Lithuania*" provided analysis of gender dimension in economic decision making and proposed recommendations on further actions. Training activities and conferences increased knowledge on European and national policies and competences in the field of gender equality. Internet Platform has been created, developed and promoted with the aim to raise awareness of broader society on economic and social benefits of gender balance in decision making.

Target Group: Civil servants; business stakeholders; trade unions, NGOs; journalists; politicians.

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

Legislative Changes No legislative changes

Policy Changes The *National Programme of Equal Opportunities for Women and Men 2015–2021* was approved in February, 2015. Programme aims are towards facilitation of the consistent, integrated and systematic promotion of gender equality in all areas and elimination of the gap in the

status of women and men. The goals of the Programme are as follows: to promote equal opportunities for women and men in employment and work; to seek for the balanced number of women and men in decision-making and highest positions; to increase efficiency of institutional mechanisms for gender equality; to promote the aspect of gender in the areas of education and science, health care, culture, environment, national defence and justice.

The *Action plan for the Programme implementation 2015-2017* has been approved. The majority of the outlined measures in the action plan are related to issues such as legal, educational, increase in the efficiency of institutional mechanisms. For example, in the field of education - encouraging young women and men to choose studies, professions other than 'traditionally feminine and masculine'; encouraging men to pursue higher education; promoting non-discriminatory attitude to women and men in textbooks and other teaching materials. In health care - ensuring availability of cervix, breast, prostate cancer screening and screening information; providing public education on reproductive health issues. In culture - promoting observation of gender equality principle; encouraging stronger involvement of men in cultural initiatives. In justice - increasing public awareness, in particular awareness of women in rural areas, of legal remedies, including of availability of free legal assistance.

Other activities Several projects are being implemented by social partners are relevant to gender mainstreaming in policies.

Target Group: Civil servants, social partners, all relevant stakeholders

COUNTRY: LUXEMBOURG

Objective 1.
Combating Gender Stereotypes and Sexism

Policy Changes: The Coalition Program of December 2013 states, in the chapter on Gender Equality, that the government wants to fight against Gender Stereotypes in professional orientation. In order to reach this goal, the government wants to intensify its campaigns to raise awareness about these stereotypes.

Other activities: In order to reach the above mentioned objectives, the Luxembourg Ministry for Equal Opportunities has created a memory game (MEGASPIII) for primary schools in order to fight against gender stereotypes in the professional orientation. This game has been modernised by proposing an internet site <http://www.mega-spill.lu/#/app>.

Target Group: Young people

Objective 2.
Preventing and combating violence against women

Legislative Changes: The Law on domestic violence was modernised in July 2013, by enlarging the definition of the target groups, by intensifying the eviction order from ten to fourteen days and by strengthening the obligations for perpetrators to not contact the victim. Offenders are obliged to contact the Service in charge for supporting perpetrators of Domestic violence. In addition to this, this service has been recognized as a member of the Co-operation Committee of professionals to combat violence.

Policy Changes: Fighting against Domestic violence has not been changed, but the engagements that past governments have been made will be intensified.

Other activities: In March 2015, the Ministry for Equal Opportunities has presented a two-year study on the causes of domestic violence in Luxembourg. The study has included the victims, the perpetrators and the professionals in charge of supporting victims and offenders. The study entails a large number of concrete recommendations that will be implemented within the next months.

Target Group: The policy and its concrete implementation measures is dedicated to professionals concerned, to victims and perpetrators and to a greater public.

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

Policy Changes: The Coalition Program of December 2013 states that the government wants to promote equal participation in political and economic decision-making. Therefore the government has recently made a [law proposal to modify the law on the financing of political parties](#), by obliging the political parties to foresee at least 40 % of women and men on the voting lists for national legislative elections. In cases where this is not respected, financial sanctions will be applied. This does not apply to municipal election, as the municipalities have different electoral systems (relative majority and proportional representation) and do not fall under the law on the financing of political parties. Other measures to promote female participation on municipal electoral lists are in the making. Furthermore, the government has reformed its nomination procedures for members of public institutions financed by the state budget ("*établissements publics*") in order to attain 40 % of women in the governing bodies of these institutions.

Other activities: As part of the Luxembourgish presidency of the Council of the European Union in the second half of 2015, the government chose, as one of its priorities, to promote gender equality in political and economic decision-making. In that context, the Ministry for Equal Opportunities, in co-operation with the Luxembourg National Council of Women (CNFL), organised in October 2015 an international conference with renowned experts from the field, to discuss strategies that will actively promote women participation in political and economic decision-making.

COUNTRY: MALTA

Objective 1.

Combating Gender Stereotypes and Sexism

NCPE works to encourage stakeholders to mainstream gender in their policies and actions, thus addressing gender stereotypes. In effect, the gender mainstreaming strategy challenges discriminatory practices and stereotypical attitudes and beliefs on the roles of women and men by promoting gender equality in different areas. *Activities in relation to gender mainstreaming are provided in reply to Objective 5.*

NCPE also combats gender stereotypes and sexism in the media by monitoring local newspapers and online media to ensure that advertised vacant posts in employment do not perpetuate such stereotypes. NCPE works to ensure that the images and text utilised in such adverts are not discriminatory. NCPE also takes action when notified by the general public on stereotyping and sexism portrayed in advertisements for goods and services.

Objective 2.

Preventing and combating violence against women

In 2014, Malta became one of the first fourteen countries to ratify the Convention on Preventing and Combating Violence against Women and Domestic Violence, (the Istanbul Convention). Moreover, the Convention was incorporated in domestic legislation through the enactment of the Council of Europe Convention on Prevention and Combating of Violence against Women and Domestic Violence (Ratification) Act (Cap. 532). The inter-ministerial committee¹⁴, set up to prepare a report on actions needed to ensure the implementation of the legally-binding Convention, has submitted its work which is now under discussion to decide way forward.

NCPE is working on a set of initiatives with the aim of raising further awareness on violence against women and girls¹⁵, addressing distinct forms of violence against women, and the circumstances and needs of victims and professional people working in the field. Research studies are being carried out on FGM in Malta; violence and abuse of older men and women; and on violence, harassment and bullying in schools respectively. Furthermore, awareness raising campaigns will be developed to address these subject matters, alongside training to multidisciplinary professionals and legal experts. NCPE also works to raise awareness on sexual harassment as delineated in its remit. Training on the subject is given to employers, employees and other stakeholders on request. NCPE also investigates the complaints of persons who are sexually harassed as per its remit.

In 2015, NCPE developed a poster to reiterate the illegality of sexual harassment and NCPE's role in this regard. This poster was disseminated to local councils; to entities and departments within the public administration; and to relevant stakeholders. The poster is available on: <http://ncpe.gov.mt/en/Documents/Updates%20and%20Upcoming%20events/annual%20conference%202015/sexual%20harassment%20A3%20HI.pdf>

¹⁴ DOI Press Release Reference Number PR141746. Ratification of the Istanbul Convention.

¹⁵ These activities are being carried out as part of the EU co-funded project *Forms of Violence in Malta – A Gender Perspective* JUST/2012/PROG/AG/VAW.

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

In December 2014 the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties published a White Paper entitled '*Towards the Establishment of the Human Rights and Equality Commission*'. The White Paper proposes a legal framework that aims to address identified gaps in a bid to ensure that Malta has an internationally accredited Human Rights and Equality Commission that meets the obligations of both human rights standards laid out in the Paris Principles and subsequent documents, as well as EU equality legislation. An overview of the progress achieved is available on: http://socialdialogue.gov.mt/en/Public_Consultations/MSDC/Pages/Consultations/HumanRights.aspx.

Further protection on the ground of 'gender identity' was fostered through '*The Gender Identity, Gender Expression and Sex Characteristics Act*', which was adopted by the Maltese Parliament on the 1st April 2015. This Act provides for the recognition and registration of the gender of a person and regulates the effects of such a change, as well as the recognition and protection of the sex characteristics of a person.

Amendments to the Equality for Men and Women Act (Chapter 456), in 2015 further safeguard equal treatment on additional grounds besides sex and family responsibilities, including gender expression and sex characteristics¹⁶. These amendments thus enhance the protection against discrimination in employment; education and vocational training as well as by banks and financial institutions.

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

NCPE is working on two research studies that will be finalised this year¹⁷: One analysing the gender-balanced representation in decision-making in various fields and what is hindering this balance; and another one on gender quotas and related measures that enhance the gender balance in the boardrooms and gender electoral quotas. This research will provide findings and recommendations that can be utilised by policy makers to improve the gender balance in decision-making positions.

On 7 May 2015, NCPE launched the Directory of Maltese Professional Women¹⁸ which is aimed at enhancing the visibility of these professionals. This online database can be used by employers seeking qualified professional women to be appointed on decision-making boards or committees. By end of August 2015 the Directory listed one hundred and ninety-two profiles of professional women. (Other profiles are being processed.) This online Directory can be accessed on: <http://ncpe.gov.mt/en/Pages/Directory/Search.aspx#>.

NCPE is carrying out a mentoring programme to empower more women to participate in decision-making positions. Thirty women are being guided and supported by successful persons who occupy high-level jobs to acquire the necessary knowledge and skills. Training was also provided to mentees on relevant topics such as leadership, communication skills and assertiveness.

Moreover, in November 2014, NCPE collaborated with the OSCE Office for Democratic Institutions and Human Rights (ODIHR) to organise a conference on the participation of women in politics to raise further awareness on this subject matter. This conference brought together representatives from political parties, Members of Parliament, policy-makers and academics, as well as representatives from civil society and the media. Discussions not only highlighted the reasons

¹⁶ Act XI of 2015.

¹⁷ These studies are being carried out as part of the EU co-funded project *Gender Balance in Decision-Making ESF 3.196*.

¹⁸ This Directory is part of the EU co-funded project *Gender Balance in Decision-Making ESF 3.196*.

underlying the underrepresentation of women in the political and public spheres, but also explored ways for advancing women's political participation in Malta. A paper on the way forward was presented; and experiences and good practices from Malta and other European countries were also shared. An overview of this conference, as well as the presentations and the paper presented are available on:

http://ncpe.gov.mt/en/Pages/Our_Publications_and_Resources/Resources_and_Tools.aspx.

Objective 5.

Achieving gender mainstreaming in all policies and measures

In Malta, gender mainstreaming has been Government policy since 2000, and from 2012 Ministries and entities within the public administration have to submit a yearly report on the work carried out to safeguard gender equality and implement gender mainstreaming. In January 2015, the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties (MSDC) issued a letter circular to all Ministries, departments and public entities with an amended version of the reporting template for this report. These reports were then received by NCPE in April.

NCPE provided a number of training sessions related to gender mainstreaming. A presentation on '*Applying Equality Principles at a decision-making level – Gender and Equality Mainstreaming*' was delivered to Directors (Corporate Services) as well as HR Managers of all Ministries. NCPE also provided training to Departments and public entities in connection with gender mainstreaming reporting obligations.

NCPE also continued distributing tools that it developed to facilitate the integration of gender mainstreaming in policies and programmes. These tools are available on: http://ncpe.gov.mt/en/Pages/Projects_and_Specific_Initiatives/Gender_Mainstreaming.aspx.

Additional comments (if any):

From April 2014, the Government has been providing free childcare for all children of parents in work and parents in education. This initiative was intended to increase the female participation in employment by enhancing the flexibility of parents, particularly mothers, to enter or remain in employment, while giving priority to the educational aspect of children¹⁹. Parents can select any childcare centre of their choosing and parents who are not eligible or who choose to send their children to a private childcare centre are eligible to €2,000 in tax credits²⁰.

In July 2015, the Government launched a trust to which employers contribute to finance the maternity leave. Thus, the maternity leave in the private sector will no longer be paid directly by the respective employers, but through this trust instead. Employers contribute to this trust according to the number of employees, irrespective of their gender, and will be entitled to reimbursement from this Trust for any maternity leave payment paid to their employees. This measure is thus aimed at challenging discrimination against women during recruitment, whereby women may be treated unfairly due to pregnancy or potential pregnancy in light of the expenses incurred by the respective employer for payment of maternity leave.

In March, NCPE organised a conference on the gender pay gap to disseminate information on the principle of equal pay for women and men from different perspectives and on the benefits of closing the gender pay gap. This conference was the first public event that discussed the gender pay gap in Malta with different stakeholders, including public service employees, academics, statisticians, employers, trade unions, and NGOs. It addressed ways on how to work towards equality at the

¹⁹ DOI, February 2014. Press Release 140284.

²⁰ Official Paper by the Employment and Training Corporation. Making Work Pay for Mothers. Free Childcare for Working Parents.

workplace, how to promote and safeguard the principle of equal pay for work of equal value, and the measures that can be taken to prevent and combat the gender pay gap.

NCPE continued working on the Equality Mark Certification, to certify entities that truly foster gender equality in their work policies and practices. The Equality Mark is in fact an on-going action, through which 60 entities or government departments were awarded, with more than 15,800 employees working in equality certified conditions. The criteria assessed for the Equality Mark are policies and initiatives on equality and sexual harassment; equal opportunities in recruitment and employment; equality in career advancement and personal development; the availability of family friendly measures for men and women with caring responsibilities; employee equality representatives; and gender equality in the access to and supply of goods and services.

COUNTRY: REPUBLIC OF MOLDOVA

Objective 1.
Combating Gender Stereotypes and Sexism
Other activities:
I. Combating sexism in media and advertising materials

In order to implement the final Comments of the Committee on elimination of discrimination against women addressed to the Republic of Moldova, was initiated the process of harmonization of national laws to the international provisions and standards. In partnership with Advertising Agencies Association and with the support of UNWomen¹, the Ministry of Labour, Social Protection and Family (MLSPF) launched the process for harmonization of national media legislation. In this context, started the process of strengthening institutional mechanisms in media and advertisement areas and gender awareness-raising of the specialists working in media and advertisement fields. The main objectives of this process are:

1. the harmonization of national legislation in compliance with the international standards related to the prevention and elimination of sexism in media and advertisement:

- analysis of the current inadequate implementation of the media and advertisement legislation through the gender equality perspective;
- proposal of amendments according to the international standards in the area of sexist advertisement to the existing legal framework, including establishment of an institutional gender monitoring and sanctioning mechanism in media and advertisement.
- proposal of amendments in accordance with the international standards in the area of social advertisement and establishment of the mechanism of co-operation with the advertisement agencies in order to promote the placement of social advertisement based on international best practices in the field.

2. strengthen the media and advertising institutional mechanisms with a particular focus on ensuring equal opportunities for women and men in this area;

- elaboration of the guidelines for the assessment of sexist advertisement;
- organization of public consultations (one day roundtable for 30 participants) on the content of the guidelines for the assessment of sexist advertisement with various relevant actors in the field, local and central public institutions, advertising agencies.

3. capacity building in gender equality field for media and advertisement specialists from Local Public Authorities, Audiovisual Coordinating Council, Observers Council, media and advertisement agencies.

- organization of one day training for 30 participants on gender mainstreaming for relevant media specialists representing LPAs, Audiovisual Coordinating Council's, Council of Observers, media and advertisement agencies;
- organization of one day training for 30 participants for the Local Public Authorities' specialists, media and advertisement agencies (journalists and editors) on sexist advertisement and prevention and elimination of sexist advertisement mechanisms under the guidance of an expert designated by the Embassy of Austria.

Since May 2015 until now we achieved the following outputs:

- Report on the implementation of the media and advertisement legislation through the gender equality perspective and recommendations for amendment of legislation;
- Proposal of amendments in the area of sexist advertisement to the existing legal framework,

including establishment of an institutional gender monitoring and sanctioning mechanism in media and advertisement.

- Proposal of amendments to the legal framework related to social advertisement and for the establishment of a mechanism of co-operation with the advertisement agencies in order to promote the placement of social advertisement based on international best practices in the area.

In June 2015 has been organised a round table²¹ in partnership with MLSPF, Council on the Prevention and Elimination of Discrimination and Ensuring Equality, Advertising Agencies Association. Afterwards, was organized a training on gender mainstreaming and sexist advertisement, preventing and elimination of sexist advertisement mechanisms for representatives of the Local Public Authorities', media and advertisement agencies (journalists and editors).

In order to validate and improve the elaborated materials will be organised a public consultation with different media and advertising stakeholders, representatives of civil society and focal point units from central public authority.

Target Group: Media specialists representing Local Public Authorities, Audiovisual Coordinating Council, Council of Observers, media and advertisement agencies.

II. Mass –media institutions support program in ensuring gender equality

From June 2015 to July 2016 the project “Mass –media institutions support program in ensuring gender equality” will be implemented with the financial support of UN Women Program in Moldova. This project is a logical continuation of one of the previously that was implemented during 2012-2013, which aimed on promoting gender equality and self-assessment of print and electronic media and ended with great results of pioneer exercise of self-assessment of media agencies.

The current project aims to promote gender equality self-assessment by capacity building sessions for mass-media, public control and debating mass-media's role in demolishing gender stereotypes. The objectives are focused on:

- strengthening the capacities of media institutions (print press, online press, national and electronic) for promoting gender equality in Republic of Moldova;
- ensuring external control over mass-media's compliance with the principle of gender equality;
- discussing in public the subjects which refer to gender equality and mass-media's role in promoting equality of women and men.

The first training session for mass-media institutions on self-assessment through gender dimension has been organised in August 2015 (one for online press and second for print press).

Target Group: 30 mass-media institutions (10 radio stations and TV channels; 10 websites/online information portals, including blogs with a high audience; 10 newspapers, magazines and press agencies) that will self-assess their editorial content through the gender dimension during a period of 8 months, benefiting from financial assistance for this purpose.

²¹ <http://egalitate.md/index.php?pag=news&id=832&rid=754&l=ro>

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

The Government of Moldova aims to carry out a comprehensive reform of national legal framework on preventing and combating domestic violence, protecting victims of abuse, as well as bringing perpetrators to justice. In this context, was elaborated the law draft that cover various pieces of legislation, for providing a holistic response to domestic violence.

The law draft also contains many positive aspects that address certain recommendations made by international human rights bodies and constitute an attempt to render Moldova's legislation compliant with the Istanbul Convention. In particular, the newly introduced possibility for police bodies to issue emergency restriction orders, the criminalization of the violation of protection orders issued by courts, dispute resolution mechanisms in domestic violence cases, the introduction of a new criminal offence for "acts of persecution" and of aggravating circumstances for certain criminal offences committed against a family member, as well as of a special statute of limitation in case of children - victims of domestic violence, among others.

The above mentioned draft law is preparing to be sent for approval to the Government by the end of October 2015.

Other activities

In 2015 in Republic of Moldova were developed the following studies in the field of preventing and combating violence against women:

1. Law Women Centre (NGO) „Analysis of services provided to women victims of domestic violence in Moldova²².”
2. Promo Lex (NGO) “Evaluation report on the issuance and enforcement of protection orders in cases of domestic violence in the period 2012- 2014²³”

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

. Public Association International Center for Women Rights Protection and Promotion “La Strada” (NGO) in 2015 developed the study “Access of victims of violence to justice²⁴”.

. Republic of Moldova is one of the countries included in the Regional project of the UE/CoE Eastern Partnership Programmatic Co-operation Framework „Improving women' access to justice in 5 Eastern Partnership countries - Armenia, Azerbaijan, Georgia, Republic of Moldova and Ukraine”. In 2015 was held a meeting on Intergovernmental Council platform on preventing and combating violence against women with participation of Raluca Popa, representative of Council of Europe. The objectives of the Regional Project are:²⁵

1. Combating gender stereotypes and sexism;
2. Preventing and combating violence against women;
3. Guaranteeing equal access of women to justice;

²² http://www.lastrada.md/publicatii/ebook/Violenta_raport_engl_final.pdf

²³ http://www.promolex.md/upload/publications/en/doc_1429103090.pdf

²⁴ http://www.lastrada.md/publicatii/ebook/Practices_on_access_justice_for_VDV_ENG_A5.pdf

4. Achieving balanced participation of women and men in political and public decision making;
5. Achieving gender mainstreaming in all policies and measures.

The national expert selected by the CoE will make a study on obstacles for women regarding the access to justice, and further training curricula for legal professionals in the platform of National Justice Institute.

Objective 4.

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

Other activities: Implemented projects

In 2014, UN Women jointly with UNDP and in partnership with the East Europe Foundation (EEF) and the Centre for Participatory Development (CPD) started a new programme in Moldova: “Enhancing Women’s Political Representation through improved capacity and enhanced support in Moldova” (Women in Politics), implemented with the financial support offered by the Government of Sweden.

The programme aims at ensuring an increase participation of women in politics and in the decision-making process by creating an environment conducive to their meaningful participation, and providing support to capacity development of women before, during and after the elections at the central and local levels. It will also seek to promote increased public awareness of women’s contribution to political leadership. The proposed programme will support the realization of women’s rights and commitments undertaken by the Government of Moldova.

The programme purpose is to support gender equality advocates in creating a favourable environment for advancing women’s right to participate in decision making at national and local levels by influencing legal frameworks and policies to increase women’s leadership and political participation.

The results achieved to-date:

- Nearly 700 women candidates and potential candidates trained before local elections, approx. 100 women candidates trained before Parliamentary elections. General following outputs:
 - 36 women candidates benefited from individual coaching within local elections, 19 out of them have been elected as local councillors.
 - Increased number of women candidates for Parliamentary elections (+3% compared to 2010 parliamentary elections), their placement on the party lists (+ 4% in top 20) and the share of women elected in the Parliament (21%, or +2, 2%) compared to 2010.
 - Increased number of elected women as mayors at local elections (+17 women mayors compared to 2011 elections) and women elected as heads of districts (+1 woman compared to 2011 elections).
 - 2 Romani women elected for first time in local councils.
- 5 new platforms were elaborated of women representing different social and professional groups; These platforms and mobilisation of civil society organisation have been created to advocate for Temporary Special Measures adoption and increasing women’s participation in politics and decision making;
- The Co-ordination Council of Women Member of Parliament was created;
- A review of legislation in social advertisement and sexism in advertisement undertaken, amendments for legal framework’s improvement are developed;
- An estimated number of 20,000 trainees – potential Electoral Management Bodies members

and leaders received training by Center of Continuous Electoral Trainings (CCET) using gender-mainstreaming training programmes prior to local elections. In addition, 3,300 IT operators (39% women) which will be engaged in local elections have also received gender-sensitive training as part of the specialized training program deployed by CCET.

- Women's organizations of 3 political parties enhance their skills in recruiting new members and in capacity development after working with experts in the field.
- A Gender Equality Platform has been created by 22 NGOs working in the field of gender equality promotion.
- 2 new NGOs created (NGO of Romani women and NGO of women lawyers).
- Almost 90 success stories about women leaders are elaborated and disseminated in print, on-line and audio-visual media.
- A self-assessment exercise for media in order to identify the level of gender equality representation in developed and disseminated stories is initiated.

Target Group: Political parties; Parliament of Republic of Moldova; Vulnerable women groups (Romani, women with disabilities, women from rural areas)

Objective 5.

Achieving gender mainstreaming in all policies and measures

Legislative Changes

According to the Regulation for harmonization of national legislation to the European Union provisions during the 2015-2016 periods, MLSPF has initiated the process of transposition of norms of Directive 2006/54/EC of 5 July 2006, Directive 2004/113/EC of 13 December 2004 and Directive 92/85/EEC of 19 October 1992. As mentioned progress we can highlight the following steps: elaboration of draft law, fulfilled correlation table, organised couple of round tables with different stakeholders from governmental bodies and civil society organization. On 16 and 17 July were organized two meetings with the sector actors (Ministries, Council to prevent and eliminate discrimination and ensure equality, the Legal Resources Centre (NGO), Association of Actuaries of Moldova, National Confederation of Trade Unions). During the meeting were discussed the articles of the Directives related to the competence of each institution. Currently, the Ministry of Labour, Social Protection and Family is finalizing a correlation table and developed draft version of law to harmonize national legislation to the directives and draft of the law in order to be sent to the Ministries for consultation until the end of year 2015.

Policy Changes

Gender equality in social protection and family policies

Objective: Reconciliation private and professional life of women and men

Including legal norms on paternity leave through amendments in the Collective Agreement (on national level) No.2. from 9 July 2004 in the chapter „Working and rest time” by supplementing it with two new articles:

2.¹. according to which the employer is obliged to provide for pregnant women free time for prenatal medical examinations which will be calculated as a working time and will not reflect negatively on the size of salary of the pregnant women.

11¹, the father of new-born child will benefit of a paternity leave for 3 days, preserving the average salary. Paternity leave is granted in the first 56 days after childbirth, on the written request of the employee.

2. To achieve commitment for continuing process of harmonisation of national legislation to Social European Charter and in order to reduce the paid parental leave from 3 years to 2 and unpaid parental leave from 3 years to 6 years, the Government starts to develop the legal framework and

infrastructures of preschool services. The following steps were made:

a) to conceptualise a new profession -Baby sister, and after that to introduce in national Nomenclature of occupations, which will ensure the inclusion of such service providers in the social insurance system and mandatory health insurance system; to create a system of trainings and certification of professional skills for this profession/speciality, guaranteeing children's rights.

b) to develop a legal framework for the organization and operation of day centres for the care of children aged from 4 months to 2 - 3 years, which will have as target group children from disadvantaged families (especially single-parent families, families with many children), in order to avoid child abandonment or separation from biological family.

c) with the support of UNICEF was realised a study for analysing the public policies for family with children and preschool system for children from 0 to 3 year: "Policies to support families with children: political vision of the European Union and proposals for Moldova".

Target Group: Employers, Family with children

Other activities

I. In 2015, the OSCE Mission in partnership with Gender Center NGO started an independent evaluation of National Programme on Gender Equality and elaboration of recommendations for future new National Programme for 2016-2020 in gender equality issues. National experts have prepared an Evaluation Report on the degree of implementation of the objectives of two Action Plans for years 2010-2012 and 2013-2015 (only for I semester) of National Programme on Gender Equality and are planning to present the nominated report in the round table which will take place on 5th of October. This activity represents a platform for the next steps in the process for elaboration of new national programme in this issue.

Target Group

Government officials, policy maker, civil society representatives.

II. UN Women, eGovernment Center, Novateca and TEKEDU jointly agreed to create a platform with a manifesto stating how we want to empower Girls and Women in Moldova with technology as a means to kick-start a journey on how Women can drive the digital-economy in Moldova. The project is designed to establish Moldova GirlsGoIT to respond to development and empowerment of Girls and Women by enhancing their digital and entrepreneurial skills to become competitive on the job market and grow successful businesses in the digital economy:

1. To enable Government, business, civil society and development partners commit to collaborate, to cultivate and enhance girls' digital skills, entrepreneurial mind-set, SMEs and start up potential
2. To equip Moldova Girls and Women with skills and tools to embrace the opportunities of the Internet, web and mobile economy, which has impacted every single industry, creating new jobs and new wealth, generating untapped opportunities, both in Moldova and worldwide.

In all, Moldova GirlsGoIT will act as a platform that engages civil society, government agencies, private companies and NGOs to seek the need of approaching the gender gap through access to capital and investment. The platform will provide the interested stakeholders with methods of participation and investment.

As result we can mention implementation of GirlsGoIT camp, which was a 2 week-long program where girls learnt how to create web based application, build an exciting project for their community, discover a new potential career path and meet amazing role models and new friends. During Moldova ICT Summit 2015 on 1st May 2015, officially was launched GirlsGoIT national program.

Target Group: Girls from rural communities of Moldova, girls from vulnerable and disadvantaged communities, especially the girls from Romani communities, girls with disabilities, and others.

COUNTRY: MONTENEGRO

Objective 1.

Combating Gender Stereotypes and Sexism

Legislative Changes

See the text in additional comments also.

Other activities

Ministry for Human and Minority Rights regularly provides different kind of trainings where topic of Combating Gender Stereotypes and Sexism is included. Trainings are provided in co-operation with international organisations (UNDP, UN Woman, OSCE, EC) and domestic NGOs.

Ministry for Human and Minority Rights and Ministry of Justice will implement the IPA project through Action document "Support to anti-discrimination and gender equality policies". The Project will start from 2016.

The Action will contribute to the protection, promotion and enforcement of human rights and equal opportunities. It addresses the need for a stronger implementation of the anti-discrimination and gender equality policies and standards and also aims at enhancing the system of protection of human rights of persons deprived of liberty.

This Action will be implemented in direct management, through parallel co-financing modality (UNDP and CoE). Total value of the Action is EUR 1 728 000 while EU contribution is EUR 1 435 000 (EUR 700.000 CoE and EUR 735 000 UNDP). The co-financing from Montenegro will be parallel co-financing of EUR 293 000 (EUR 73 000 UNDP; EUR 70 000 CoE; EUR 150 000 national co-financing of Montenegro) and is separate from the EU contribution.

Target Group: Trainings are provided for different target groups (public servants, representative of police, social workers, teachers, students, pupils, representative of judiciary, journalists, RE population etc.

Objective 2.

Preventing and combating violence against women

Legislative Changes

See the text in additional comments also.

Montenegro has acceded to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). After the entry into force of the Convention, Montenegro adopted several regulations aimed at eliminating discrimination against women and established various institutional mechanisms and policies for the promotion of women's rights. For that, it was commended by the CEDAW Committee in occasion of considering the initial report in 2011. Adopted regulations are: the Law on Gender Equality, the Law on Prohibition of Discrimination, the Law on the protector of Human Rights and Freedoms, the Law on Protection from Domestic Violence and Amendments to the Criminal Code etc.

From the moment of the adoption of the Law on Protection from Domestic Violence in 2010, was observed an increased number of reported cases of domestic violence and violence against women. This clearly shows that the Law is applied in practice.

This Law regulates the duty of the police, misdemeanour organs, state prosecution, centres for social work or other social and child protection, health institutions, as well as other organs and institutions

involved in the protection, to provide complete and coordinated protection to a victim of domestic violence, and as well regulates the issue of the formation and operation of multi-disciplinary teams and the principles of co-operation.

The Protocol between all relevant institutions with the aim of mutual co-operation in cases of domestic violence was signed in November 2011. In this regard, were created 10 multidisciplinary teams within the centres for social work at the local level in accordance.

Montenegro is among the top five states signatory to the Istanbul Convention on preventing and combating domestic violence and violence against women. Also, Montenegro was among the first countries that have ratified this Convention.

Other activities

Ministry for Human and Minority Rights regularly provides different kind of trainings where topic of Preventing and combating violence against women is included. Trainings are provided in co-operation with international organization (UNDP, UN Woman, OSCE, EC) and domestic NGOs.

Within the Programme for Gender Equality IPA 2010, which the Ministry for Human and Minority Rights was implemented in partnership with the UNDP Office in Montenegro and the EU Delegation to Montenegro, the activities were implemented in three areas: prevention of violence against women, women's economic empowerment and empowerment women to participate in political and public life.

In December 2014 there was conducted the external evaluation of the Programme for Gender Equality, where it was agreed that the program has succeeded in all areas, strengthen capacity, improve mechanisms to improve policy and improve conditions for the implementation of the Programme of Action for Gender Equality.

Area of Family Violence in the most direct impact of the project has improved the legal framework, awareness rising, and co-operation among relevant ministries. Also, serious and high-level co-operation between the relevant government bodies and women's organizations considered actual effect on the way that is designed and implemented the project.

Target Group: Training is provided for different target groups (public servants, representative of police, social workers, teachers, students, pupils, representative of judiciary, journalists, RE population etc.

Objective 3.

Guaranteeing Equal Access of Women to Justice

Legislative Changes

See the text in additional comments also.

Amendment on Law on Free Legal Aid was adopted on 2015. Among others it is prescribed.

The right to free legal aid, without the assessment of financial standing, may be exercised by: 1) a beneficiary of family allowance or any other social care benefit, in accordance with the law governing social and child care, 2) a child without parental care, 3) a person with disability, 4) a victim of the criminal offence involving domestic violence or violence in domestic unit and human trafficking.

Other activities

Ministry for Human and Minority Rights regularly provides different kind of trainings where topic of Preventing and combating violence against women is included. Trainings are provided in co-operation with international organization (UNDP, UN Woman, OSCE, EC) and domestic NGOs.

Target Group: Trainings are provided for different target groups (public servants, representative of police, social workers, teachers, students, pupils, representative of judiciary, journalists, RE population etc.

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

See the text in additional comments also.

Other activities

Ministry for Human and Minority Rights regularly provides different kind of trainings where topic of political participation of women is included. Trainings are provided in co-operation with international organization (UNDP, UN Woman, OSCE, EC) and domestic NGOs.

Within the Programme for Gender Equality IPA 2010, which the Ministry for Human and Minority Rights was implemented in partnership with the UNDP Office in Montenegro and the EU Delegation to Montenegro, the activities were implemented in three areas: prevention of violence against women, women's economic empowerment and empowerment women to participate in political and public life.

In December 2014 there was conducted the external evaluation of the Programme for Gender Equality, where it was agreed that the program has succeeded in all areas, strengthen capacity, improve mechanisms to improve policy and improve conditions for the implementation of the Programme of Action for Gender Equality.

Area of Political Empowerment of Women - Project has set gender equality as a political issue at a high level when it comes to programs of political parties and the establishment of women's groups in almost all parties. 18 representatives of political parties who have been trained have gained new knowledge about gender-sensitive policies and also have acquired skills training other politicians when it comes to the area of gender equality. A process of co-operation on issues of general importance within the Parliamentary Committee for Gender Equality has started. The law that applies to the 30% quota for the underrepresented gender is given a new amendment ensures that every fourth candidate on the party list candidate to be under-represented sex. The new amendment to the law has had a major impact on local elections where the proportion of women rises from 16.75% to 25.10% and in some municipalities up to 32%. It remains to be seen what will be the result of the next parliamentary elections. The amendment was introduced in March 2014.

Area of Economic Empowerment of Women - Conditions for improving the implementation Action Plan for Achieving Gender Equality were actually achieved, and the project has developed a series of very specific recommendations in co-operation with civil society and local governments. There are, however, from one municipality to another, the differences in the level of local implementation of specific measures to promote women's entrepreneurship. It is also through the implementation of the project it became clear that the key success factors related to raising awareness and political pressure on the local level, combined with small grants to entrepreneurs who have had the opportunity to apply.

Target Group: Trainings are provided for different target groups (public servants, representative of police, social workers, teachers, students, pupils, representative of judiciary, journalists, RE population, etc.).

Objective 5.

Achieving gender mainstreaming in all policies and measures

Legislative Changes

See the text in additional comments also.

Other activities

Ministry for Human and Minority Rights regularly provides different kind of trainings where topic of gender mainstreaming in policies is included. Trainings are provided in co-operation with international organization (UNDP, UN Woman, OSCE, EC) and domestic NGOs.

Target Group

Trainings are provided for different target groups (public servants, representative of police, social workers, teachers, students, pupils, representative of judiciary, journalists, RE population etc.).

ADDITIONAL COMMENTS (IF ANY):

Law Amending the Law on Gender Equality was adopted on 26 June 2015. by the Parliament of Montenegro. This Law represents a step forward since it is harmonized with the EU Directives on equal opportunities. The text of the Law was agreed with the European Commission, before it was sent to the Government of Montenegro for adoption. It is important to note that this Law extended the scope of sanctions related to gender discrimination and violation of the principle of equal treatment of men and women in certain areas of life, including discrimination against women due to pregnancy.

Law Amending the Law on Gender Equality is aligned with the Law against Discrimination, as well as with the EU acquis. This primarily refers to harmonization of definitions of discrimination based on sex with the definitions of direct and indirect discrimination in line with EU standards.

The Law Amending the Law on Gender Equality is aligned with the ratified international agreements and other documents passed under the auspices of the UN, EU and the Council of Europe, in particular the European Union Directives related to gender equality and equal treatment of women and men: Council Directive 79/7/EEC on the progressive implementation of the principle of equal treatment for men and women in matters of social security; Council Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation; Council Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and supply of goods and services; Directive 2006/54/EC of the European Parliament and of the Council on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation; Directive 2010/41/EU of the European Parliament and of the Council on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC.

This Law sets the elimination of discrimination based on sex and the achievement of gender equality as imperatives, since introduction of penalty provisions prescribed a very clear obligation for legal entities, responsible persons in legal entity, and entrepreneurs and women entrepreneurs to respect anti-discrimination standards and norms providing full realization of gender equality. It is expected that the prescribed sanctions will contribute to better implementation of the law which is the most important mechanism for elimination of discrimination based on sex in all areas and structures of society.

Also, the principles which are the basis of this Law aim at implementation of the principle of non-discrimination from the Charter on Fundamental Rights of the European Union and the European Charter for Equality of Women and Men in Local Life, as well as the practice of the European Court of Justice.

This Law defines that gender equality, beside men and women, involves people of different gender identity. The proposal also extended the obligation to conduct gender equality to companies, other legal entities and entrepreneurs. The new proposal defines the issues of direct and indirect discrimination on grounds of sex (alongside with all forms of discrimination) is within the jurisdiction of the Protector of human rights and freedoms, and in accordance with that procedure to petitions in cases of discrimination based on sex in the competence of this institution. The proposal introduces more violations than it has been the case so far.

COUNTRY: THE NETHERLANDS

Objective 4.

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

Impulse Women and Decision making (March – August 2015)

Review

A database with the names of women in senior positions who applied for Company Board positions was launched in March. Attention for new candidates and nominations was asked of CEO's, Mayors and City Council Members and Commissioners of Boards of Commissioners.

An Executive Search Code was launched by the Foundation talent to the Top. 14 ESB's (Executive Search Bureaus) signed the Code and commit themselves to recommend female candidates for a minimum of 30 to 40%.

The launch of the '30% Club'. Members are CEO's who committed themselves to raise attention for the area of women and decision making within their own and outside of their own organization. Round tables were organized where stakeholders (HR Professionals, Commissioners, etc.) discussed how to improve and encourage career paths of women (best practices, challenges, solutions, etc.) Speed dates were organized between 'Board Ready Women' and HR Professionals, Commissioners, etc.

The near future...

The sustainability of the database will be enhanced. This means that a permanent solution will be found in which existing (open source) initiatives can continue the work of Topvrouwen.nl which up till now was being financed by the Ministry. The existing objectives however (enlarge commitment and to stand ground within the world of ESB's and business) will be pursued.

... and beyond

In the near future the Impulse will be evaluated. This coincides with a debate in Parliament about a possible continuation of the amendment Kalma within the Wet Bestuur en Toezicht and the debate about more binding measures.

Objective 5.

Achieving gender mainstreaming in all policies and measures

Gender Mainstreaming 2.0

To enlarge the effect of gender equality policies within the national government and with other partners the Minister responsible for gender Equality Jet Bussemaker wants a stronger pursuit of the effects of the gender dimension of policies and the implementation of policy measures within other Ministries. This will be done in cooperation with strategic alliances made of municipalities and civil society.

To achieve this, a new strategy was chosen: Gender Mainstreaming 2.0. This is an innovative approach towards 4 priority areas: economic independence, safety, health and education.

This strategy exists of a three way approach aimed at:

- The national government;
- Civil society and the infrastructure of think tanks (knowledge centres);
- Municipalities

Best practices of projects are the Alliance Gender and health (priority area health) and the National approach to combat domestic violence (priority area safety). Concerning the priority area economic independence a pilot started with a so called participatory process. This means an integrated approach of policy and implementation in parallel stages and where necessary different tempo's with other Ministries, civil society and municipalities.

COUNTRY: NORWAY

Objective 1.
Combating Gender Stereotypes and Sexism
Legislative Changes

No legislative changes the last year.

Policy Changes

No policy changes the last year, however on going attempt to break stereotypes of gender in the education system and labour market.

Other activities

Norwegian Official Report on securing a safe psycho social school environment was delivered to the government in March and links bullying with different grounds of discrimination including gender, and may lead to policy changes. The report has been on consultation and the Ministry of Education is currently preparing followed on the report.

Objective 2.
Preventing and combating violence against women
Legislative Changes

The Istanbul convention is signed, but not ratified by Norway. There is work in progress on this matter, but the date for the legislative changes has not been set.

Policy Changes

No policy changes the last year. The municipalities' implementation of the law on universal access to crisis centres (shelter houses) has been evaluated, and the findings may lead to policy changes.

Other activities

Information campaign lasting for two years will be launched on October 15. The campaign is financed by the Ministry of Justice and Public Security and implemented by the police, to prevent and combat violence in close relations. Main target is to create awareness on the topic and make the role of the police visible so that more victims reports violence in close relations.

Target Group: Whole population and specifically victims of violence in close relations.

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

No legislative changes the last year

Policy Changes

No legislative changes the last year

Other activities

Norway emphasise the importance of the civil society in these questions and the support for JURK (A legal aid clinic for women) is upheld. The Equality and anti-discrimination Ombud is also a relevant actor who is meant to be an alternative to the civil courts, and the majority of complains and questions come from women.

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

No legislative changes the last year.

Policy Changes

No policy changes the last year.

Other activities

The project 'Local election day' is an activity offered by the Ministry of Local Government and Modernisation to municipalities with less than 30 % women representation in the local council. The day consists of awareness raising, discussions of methods and suggestions for changes to better balance the representation. The aim of the project is to improve/develop the local democracy.

Target Group: Municipalities with less than 30 % women representation. 47 out of 72 municipalities participated in 2015.

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

No legislative changes the last year.

Policy Changes

No policy changes the last year. Mainstreaming gender is the strategy chosen for achieving gender equality in the Norwegian system. All ministries are responsible within their sectors, while the Ministry of Children-, Equality and Social Inclusion co-ordinates the work. An example of this is the on-going work with reporting on fulfilment of the CEDAW commitments to the UN, - all responsible ministries are involved in reporting and BLD coordinates the answers.

COUNTRY: POLAND

Objective 1.

Combating Gender Stereotypes and Sexism

Legislative Changes

As of 1 January 2016 the so called **parental benefit** will be introduced in Poland. It will amount of 1000 PLN (250 euro) and will be paid on a monthly basis over a year since the childbirth. The benefit will be granted to parents of the new-born children who are not entitled to maternity benefits due to the fact that they do not pay the health insurance contributions. Under the new law parental benefit will be granted, amongst others, to: the unemployed, students, farmers, and those who are employed on the basis of civil law contracts. It is estimated that only in 2016 over 125 thousand persons might receive the parental benefit.

Amendments introduced in 2015 to the Act on social benefits in cases of illness or maternity **expanded the group of parents on parental leave for which the contributions for social insurance are being paid by the state budget**. The group includes now not only parents working full-time jobs but also the unemployed, working on contracts as well as self-employed and farmers. Additionally, the amendment introduced the principle that lone fathers (or other closest relatives) who are insured are entitled to the maternity allowance in case of the mother's death, when mother abandon her child or is unable to take care of the child on her own.

Other activities

Within the on-going project from Norway grants the of the Government Plenipotentiary for Equal Treatment is currently implementing an informational campaign aimed at promoting active fatherhood ("Tato Polski"). The campaign set for the years 2014 – 2015 included the creation and nation wide distribution of materials on active parenting by fathers aimed at breaking down the stereotypes attached to family roles and parenting: (http://rownetraktowanie.gov.pl/sites/default/files/tato_polski_wersja_elektroniczna_mala.pdf).

Objective 2.

Preventing and combating violence against women

Legislative Changes

On August 1st 2015 the Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) has **entered into force** in Poland.

Poland is continuing the necessary actions aimed at adopting all the legislative standards of the Convention into its national legislature. As of January 2014, the Polish Penal Code recognizes the *ex officio* procedure concerning the prosecution of all sexual violence related crimes.

While the majority of the Polish legislation is in fact in line with the standards set by the Convention, some additional amendments must be made to the Act of 2005 on counteracting violence in the family. The Committee on the Monitoring of the Implementation of the National Programme for Combating Domestic Violence, an advisory body made out of central and local government representatives as well as NGO experts, has already prepared a draft legislation. The proposal includes expanding of the scope of the definition of the "violence in the family" to include economic violence and ex – spouses. The Committee has also designated an ad hoc working group which is now working on introducing an amendment to the Police Act of 1990 which would allow the police to implement an immediate protection and restraining order available irrespective of other legislative proceedings.

Policy Changes

In April 2014, the Council of Ministers adopted a new National Programme for Combating Domestic Violence for the years 2014 – 2020, which includes such actions as setting up a 24/7 free hotline for victims of violence, and women victims of gender violence specifically.

Other activities

In years 2013-15, the Office of the Government Plenipotentiary for Equal Treatment in co-operation with the Prosecution General of the Republic of Poland and the Ministry of Internal Affairs of the Republic of Poland has been implementing the project *“The rights of sexual violence victims - a new systemic approach. Comprehensive information services, trainings, actions”*, co-financed from the funds of the PROGRESS Community Programme. The objectives of the project are to provide clear, easy to understand information to sexual violence victims as well as the caregivers of underage violence victims about their rights, increase the accessibility of information about sexual violence by creating the first Polish website which will contain comprehensive information about the issue as well as information about the means of dealing with it and the relevant authorities and organizations and to increase the knowledge base and interpersonal capacity of representatives of the authorities who deal with victims of sexual violence with regard to their obligations and the victims’ rights. In the beginning of 2015 around one and a half million copies of informational leaflets and materials have been printed and distributed to over list 5000 entities nationwide (social sector institutions, Police units, NGO’s and academic centres). The web site which is aimed at providing a one stop information window for victims of sexual violence has been launched in July 2015 (<http://przemoc.gov.pl/>).

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

In years 2013-15, the Ministry of Labour and Social Policy, in co-operation with the Office of the Government Plenipotentiary for Equal Treatment has been implementing the project *“Equality between men and women in the economic decision-making processes as a tool of social change”*, co-financed from the funds of the PROGRESS Community Programme. The objective of this project is to promote the participation of women and men in economic decision-making processes. One of the outcomes of this project is a tool consisting of a guidebook and a training module, intended to allow managers and HR directors in large companies to advocate the promotion of women to top positions within their organisations.

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

An amendment to the election law introduced in 2011 established a 35 % minimum quota of female candidates presented by each party / committee which enters their lists in the election procedures. Legislative work on introducing a “zipper system” are currently underway in the Parliament. The 2011 amendments have proven to effectively raise the number of women to actively participate in the political process. The last regional elections held in autumn 2014 showed a significant increase as female candidates (45 %).

Other activities

There is a significant increase of women at the highest decision making positions in Poland as the current prime Minister as well as 5 key ministers (including the Minister of Internal Affairs) are all women. In addition there are currently 18 female Deputy Ministers.

In light of the regional elections as well as upcoming national elections, the Government Plenipotentiary for Equal Treatment has been actively urging all heads of political parties to take actions aimed at promoting the involvement of women in political decision making.

The Office of the Government Plenipotentiary for Equal Treatment has also been co-operating with observatories and research centres including, but not limited to, The Gender Equality Observatory and Congress of women. The Gender Equality Observatory is a non-governmental initiative that analyses, monitors and promotes gender equality in Poland since 2009. Based in Warsaw, the Observatory is a program in the renowned Institute of Public Affairs, a leading Polish think-tank, established in 1995. The Observatory's research projects are supported by expert knowledge of researchers from top Polish universities. The Observatory monitors Polish legislation influencing, among other, the issues, electoral system. It also presents research findings not only in the form of reports, but also useful info graphics, and well-targeted expert seminars.

Objective 5.

Achieving gender mainstreaming in all policies and measures

Policy Changes

National Action Plan for Equal Treatment for 2013-2016 was adopted in December 2013 by government. This strategic document specifies the objectives and priorities of the Government's equal treatment activities, in particular as regards: raising social awareness of equal treatment, including of the causes and effects of violating the principle of equal treatment; preventing violations of the principle of equal treatment; co-operating with social partners, non-governmental organisations and other entities in the field of equal treatment.

The National Action Plan for Equal Treatment for the years of 2013-2016 anticipates activities in all areas including but not limited to the further general implementation of antidiscrimination policies, increasing activation of women, elderly and persons with disabilities in the labour market, combating gender based violence as well as insuring equal treatment in education, healthcare system and access to goods and services. It is composed of goals and priorities (actions) regarding equal treatment in all spheres of social life, indicating measures for counteracting discrimination based on sex, race, ethnic origin, nationality, religion, belief, disability, age and sexual orientation.

The National Action Plan for Equal Treatment for 2013-2016 undergoes annual evaluation. All institutions involved in its implementation are responsible to report on the fulfilment of the assigned actions and tasks within the timetable adopted in the programme. Each report must be presented to and adopted by the Council of Ministers before 31st of march each year. The reports are made available to the public.

<http://rownetraktowanie.gov.pl/raporty-z-realizacji-krajowego-programu-dzialan-na-rzecz-rownego-traktowania>

COUNTRY: PORTUGAL

Objective 1.

Combating Gender Stereotypes and Sexism

Legislative Changes

Educational Guides - Gender and Citizenship

The idea of Educational Guides on Gender and Citizenship results from international agreements ratified by Portugal which, in part, arise from the Objectives of the Beijing Action Platform regarding education.

The aim is to develop non-discriminatory education and training, and is also evident in Article 5 of the CEDAW, and article 10 concerning Education. Thus the Guides are a response to recommendations made to Portugal by the CEDAW Committee in November 2008.

The Guides cover school and vocational guidance, school curriculum, school organisation, fighting and preventing discrimination and violence, as well as professional training.

They have been considered a good practice by the EU.

The main purpose of the Guides is to mainstream consideration of gender in formal educational practices, by offering teachers a range of concrete and common themes from a gender perspective to work on with their pupils and students, such as concerning the body, health or security, stereotypes, ICT, decision-making and responsibility skills.

The implementation process of the Guides is still on-going. Since the school year 2012/13 implementation was set up both by the Commission for Equality and the Ministry of Education. This provided a basis for reaching more schools and teachers, and therefore more children and young people at the national level.

Portugal is currently implementing its V Plan for Equality. In all such plans, education has always been taken into account. One of the measures foreseen in the V Plan for Equality for the current year is drafting an Education Guide on Gender and Citizenship for the secondary education level, which will be finished in May 2015.

Objective 2.

Preventing and combating violence against women

- **Implementation of the Istanbul Convention:**

Since 26th March 2014, a Working Group on the legal implications of the Istanbul Convention was set up within the Parliament. Several parliamentary auditions with various entities were undertaken in order to discuss the legal changes on the crimes of female genital mutilation, sexual harassment, rape and sexual coercion, forced marriage and stalking (crime of persecution), as well as in relation to initiatives under discussion in the Committee: PJI 504/XII/3.^a (BE) - Amends the Criminal Code, enforce the crime of female genital mutilation. -, 515/XII/3.^a (CDS/PP) - 31^a amendment to Penal Code, approved by decree-law n.º 400/82, de 23 de September, creating the crime of female genital mutilation-,517/XII/3:^a (PSD) - Sets up the criminalization of female genital mutilation - 31^a amendment to Penal Code. – and 522/XII/3:^a (BE)- Changes the legal provision of the crimes of rape and sexual coercion in the penal code.

Several conferences and events are being organized by ministries, Parliament, NGO's in order to discuss the Istanbul Convention.

- **Study on the prevalence of FGM**

Portugal is determined to effectively prevent Female Genital Mutilation. In order to better assess the prevalence of this phenomenon in Portugal, within the framework of the Second Programme of Action for the Elimination of Female Genital Mutilation (2011-2013) a study on FGM in Portugal was launched.

This Study's main objectives are to identify the number of girls and women victimized or at risk of excision, where FGM is practiced, the age of girls and other facts considered relevant to the understanding of the phenomenon. This Study includes an analysis of how communities who practice FGM perceive this phenomenon and their perception of existing national policies, including their effectiveness.

The study is now completed and should be present to general public in May.

Objective 4.

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

Resolution No. 19/2012, which aims at increasing the representation of women in decision-making positions in State-owned companies - Since the adoption of the Resolution, the Government evaluates every year the representation of women in decision-making positions in State-owned companies and in the private sector. In 2014 (3rd report), there were sent letters to 93 state-owned companies (92,5% answers) and to 56 private companies listed on the stock exchange (78,6% answers). The conclusion is:

- state-owned companies (percentage of women):

Boards of Directors: 23,1% (in 2013 - 21,8%)

Presidents: 9,4%

Supervisory bodies: 29,6% (24,7% presidents)

- private companies listed on the stock exchange (percentage of women):

Boards of Directors: 9,7% (in 2013 - 7,9%)

Presidents: 4,5% (in 2013 - 0%)

Supervisory bodies: 7,6% (2,5% presidents)

Portugal published the Decree-Law 159/2014, of 27 October, which lays down the general rules for the application to operational programmes and the rural development programmes financed by the European structural funds and investment. After the presentation of the application, the management entity that promotes the Programmes will appreciate its viability and merit. The project's contribution to the achievement of the result prescribed by the specific objective of the competition is weighting factor in selection. Nevertheless, in the event of a tie is given preference to the applicant with greater representation of women on the Boards of Directors and with greater equal pay between men and women.

On the 6th March 2015, a Resolution of the Council of Ministers was published instructing the Secretary of State of Parliamentary Affairs and Equality, the Secretary of State of the Treasury, the Secretary of State for Regional Development, the Deputy Secretary of State of the Economy and the Secretary of State for Employment to, within 90 days of the date of publication of this resolution, to develop arrangements with a view to concluding, with companies listed on the stock exchange a commitment to promote a greater balance in the representation of women and men in the

respective boards of Directors, assuming, by enterprises, linking to a goal of 30% representation of the under-represented sex, by the end of 2018. (Resolução do Conselho de Ministros n.º 11-A/2015).

Between 4 November and 5 December 2014, the III National Journeys against Domestic Violence, which aim to draw the attention of the community in general and of the various sectors and stakeholders, involved in this problem were organized. For a month, more than 30 initiatives were organized, throughout the national territory, by various ministries, public bodies, associations and non-governmental organizations, and was launched the national campaign against domestic violence, on the occasion of the international day for the Elimination of all forms of Violence Against Women, on the 25 November.

Objective 5.

Achieving gender mainstreaming in all policies and measures

The territorialisation of the gender equality dimension in the different fields of local administration policy is substantiated by the Municipal Plans for Equality, which has been one of the central co-operation fields between central administration and local municipalities and must, therefore, be improved in the scope of the V National Action Plan for Gender Equality. In 2014, the Commission for Citizenship and gender equality promoted training session along the country in order to help Municipalities to elaborate Municipal plans for Equality. At the end of the year, there were approved new 31 Plans (until in 2013 there were approved 54).

(Measure 9) To promote the nomination of local equality advisers. In March 2014, CIG has sent letters to all the Municipalities, attaching the Council of Ministers Resolution No. 39/2010, which approves the Statute of Local equality adviser. At the end of 2014, had been appointed 37 new gender equality advisers. In March 2015, there were appointed 130 equality advisers (out of 308 municipalities).

COUNTRY: ROMANIA

Objective 1.

Combating Gender Stereotypes and Sexism

In March 2015, by law, the day of 8 May was declared '*Equal opportunities between women and men Day*'. According the Law, the local authorities and the Romanian Television and Radio Broadcasting may organize public events and actions, respectively may include in the national programs dedicated programs on this Day.

In this context, both at central and local level, were organized conferences, roundtables and public debates on specific topics such as the values of gender equality and the benefits arising from their compliance, the causes and the generating factors of gender inequalities in different areas, the need to combat **sexism and gender stereotypes** as generating factors of gender inequality, gender-based violence and domestic violence as forms of human rights violations. For example, the Romanian Parliament, Commission for Human Rights, Cults and Minorities of the Senate, organized the roundtable "*Equal but different*". The meeting was attended by representatives of the Parliament political parties, of the Presidency Administration, Government, academic institutions and a lot of non-governmental organizations active in the field.

<https://www.senat.ro/StiriSenatDetaliu.aspx?ID=2083467A-F3D3-417C-9F52-E61FB6EE8844>

The Department for Equal Opportunities between Women and Men, national authority in the field of gender equality (set up in the subordination of the Ministry of Labour, Family, Social Protection and Elderly in May 2014) is running the project „ *Awareness and public information campaign at national level on domestic violence*".

The overall objective of the project is to prevent domestic violence, sexual discrimination in the family context and **combating gender stereotypes**. It will carry out national information, sensitization and awareness raising campaigns among the citizens, professionals working in this field and representatives of mass media on the rights, legislation and institutions responsible for preventing and combating gender-based violence, their role in the prevention and fight against the phenomenon and the support to be provided to the victims of domestic violence.

Objective 2.

Preventing and combating violence against women

In June 2015 was adopted the Law amending and supplementing the Law on preventing and fight against domestic violence (adopted in 2003). Under the law, as state authority, the Department for Equal Opportunities between Women and Men is responsible for development, coordination and implementation of the Government strategy on domestic violence. According the law, the Department may fund or, where appropriate, co-fund from the state budget, from reimbursable and non-reimbursable external funds and/or from other sources, national programs aimed at preventing and combating domestic violence and protect and support family projects too, in order to increase its quality of life.

The state authority in gender equality is running the project "*START - a quality life in safety!*" co-financed through the European Social Fund programming period 2007-2013. Having the overall objective the raising awareness of all relevant stakeholders on the values and the principles of equality between women and men and on the need to fight against domestic violence and human trafficking, the project will develop a national mechanism and appropriate, systemic and integrated

measures on the prevention, control, monitoring and intervention in the field of domestic violence and human trafficking.

Target group: 11,050 people, respectively: 1,000 women; 5,050 other people from vulnerable groups, out of which 4,000 victims of domestic violence; 1,000 children at risk; 50 victims of human trafficking; 4,000 experts from the public entities with responsibilities in preventing and combating domestic violence and human trafficking and/or interact with victims; 500 managers; 500 people from the local and central authorities.

Based on the first results of the project "*START - a quality life in safety!*" in Bucharest, 19-21 of May, took place the International Conference "*Romania: a holistic response to stop violence against women and domestic violence*". Opened in the presence of high Romanian and other countries political personalities, the international event was attended by over 200 people: policy makers, experts and other specialists from international organizations and civil society. The meeting offered the occasion to debate several topics of interest related to: national and European regulatory framework, directions for future action, appropriate mechanisms and tools for improvement the processes of prevent and fight against gender violence, safety mechanisms for the victims of violence.

Objective 3.

Guaranteeing Equal Access of Women to Justice

The Antidiscrimination Coalition, which brings together ten NGOs active in the field of human rights implement, through the Norwegian Financial Mechanism 2009-2014 (till April 2016) the project "*Access to Justice and appropriate remedies for persons who are victims of discrimination*". The main objectives of the project are: strengthening the advocacy capacity of the antidiscrimination Coalition, developing specific remedies for vulnerable people who face discrimination, developing and promoting services, tools and information resources that can help and facilitate access to justice for individuals and vulnerable groups to discrimination.

Target Group: 10 NGOs which promote anti-discrimination in various areas, at least 600 people potential victims of discrimination which will benefit from legal services provided by the project promoters.

Correspondingly the project's objectives, for victims and witnesses of acts of discrimination were set up the electronic platform *antidiscriminare.ro*. The site is an interactive online portal which provides free legal assistance for the people who face discrimination.

<http://www.antidiscriminare.ro/first-english-page>

Objective 5.

Achieving gender mainstreaming in all policies and measures

According to his position of designated state authority in the field of gender equality, the Department for Equal Opportunities between Women and Men ensures the integration of gender perspective in all national draft legislation. In this respect, all draft normative acts submitted for endorsement to the Ministry of Labour, Family, Social Protection and Elderly, initiated by this one or by other government authorities, are analysed and, if necessary, amended and supplemented so as the draft law take into consideration the perspective of the impact and of the implications against equal opportunities and equal treatment between women and men.

ADDITIONAL COMMENTS (IF ANY):

Other relevant activities:

By joint Order of the Minister of Labour, Family, Social Protection and Elderly and the President of

the National Institute of Statistics were introduced in the Romanian Occupations Classification system the occupation 'expert in equal opportunities'. Following this measure, through accredited training programs and professional specialization, will ensure the professional approach of the activities developed by public servants, academics and NGO workers in the areas of gender equality and violence against women. In the project "*START - a quality life in safety!*", both at central and local level, 1,000 people will be trained in the profession of 'expert in equal opportunities'.

Romania is actively involved in the campaign of solidarity in favour of gender equality *HeForShe* launched by UN Women. The President of Romania is one of the 10 president's impact champions. The measures assumed by Romania aims to create a new integrated system to track, report and prevent all forms of gender violence, to train specialists in the new occupation of 'expert in equal opportunities' and to develop and implement programs to engage girls and boys (100,000 youth) in political, social and economic life.

<http://www.heforshe.org/impact/klaus-werner-iohannis/>

COUNTRY: SERBIA

Objective 1.
Combating Gender Stereotypes and Sexism

The Human Management Resource Office of the Government of the Republic of Serbia commenced with a new circle of advance training for civil servants (July-Dec. 2015). In addition to lessons on planning procedures, safety at work and anti-discrimination, there has been the issue of gender equality as a part of training curriculum.

Serbian Ministry of Youth and Sport co-operates closely with UN Population Fund (UNFPA) on project addressed to suppression and combating of stereotypes against elderly with particular attention to widows. UNFPA prepared, in co-operation with Ministry of Health, publication Strengthening Health System Responses to Gender-Based Violence.

Objective 2.
Preventing and combating violence against women

The Republic of Serbia designated Governmental Coordination Body for Gender Equality to be national body for co-ordination, implementation and monitoring of measures against gender based violence and violence against women in accordance with Article 10 of Istanbul Convention in January 2015. The Body was established in October 2014 mandated to coordinate all Governmental activities in terms of gender equality and, on behalf of the Government, propose measures and policies for the enhancement of the status of women and improvement of gender equality in general. Chaired by the Vice Prime Minister, the Body is consisted of Ministers and high representatives of other institutions. The Chairwoman of the Body signed co-operation agreements with the Women Parliamentary Caucus (National), Serbian Economic Chambers and UN Women in 2015.

The Republic of Serbia participated at the first meeting of the Committee of the Parties to the Istanbul Convention, which took place in Strasbourg on 4 May 2015.

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

After parliamentarian elections in 2014, the Women Parliamentarian Caucus was renewed. Although informal group, the fact that more than 1/3 of MPs in the National Parliament are women and that they are all members of the Caucus makes it very influential in Serbian legislative-making process. In April 2015, the Caucus held national conference on status of single parents with Belgrade's Fund for Political Excellency. It also promotes regional political co-operation (between neighbouring countries), an important, but sensitive issue in the Balkan context.

Objective 5.
Achieving gender mainstreaming in all policies and measures

It should be mentioned that the Co-ordination Body of Gender Equality set up a Working Group for a creation and adoption of national Index of Gender Equality. Statistical Office of the Republic of Serbia is main implementing partner of the Coordination Body being in close co-operation with the EIGE in designing and implementing national Index in accordance with the EU standards. It is planned to have the Index operational from January 2016.

COUNTRY: SLOVAK REPUBLIC

Objective 1.

Combating Gender Stereotypes and Sexism

Policy Changes

The National Strategy for Gender Equality in the Slovak Republic 2009–2013, adopted by the Government Resolution No. 272 of 08 April 2009, among other goals, sets out to address the pervasiveness and harmful effects of gender stereotypes. Relevant parts of the document focus on “identifying gender stereotyping in economic and social sphere, health care, public life, political participation and representation, research, education, schools, media, culture and other areas, and weakening it through awareness raising as well as using other relevant tools”.

The current National Strategy for Gender Equality in the Slovak Republic 2014–2019 addresses gender stereotypes less explicitly, yet effectively. The Strategy targets six priority areas, all of them dealing with gender stereotypes to some extent: economic independence and the labour market; participation in decision-making in the public and economic life; education, science and research; dignity and bodily integrity; legal framework and institutional mechanisms as gender equality guarantees; international co-operation and development aid.

Both documents stem from the basic strategic documents of the European Union and the Council of Europe. Following the two strategies, two action plans have been adopted to support their implementation, the National Action Plan for Gender Equality for the years 2010-2013 and the National Action Plan for Gender Equality for the years 2014 – 2019.

Other activities

Implementation of the National project Institute for Gender Equality under the Operational Programme Employment and Social Inclusion represents another relevant commitment to tackling the issue of gender stereotypes. The Project took place from 2009 to 2014. The aim of the project was to establish efficient mechanisms, instruments and methods for the implementation of the gender equality principles into practice, raise awareness about gender equality, and reinforce expertise of relevant stakeholders who work in the area of prevention and elimination of gender inequality. A nation-wide awareness campaign focusing primary on explaining the gender pay gap in the context of gender equality took place in 2014. The campaign’s objective was to explain that gender stereotypes are present since the birth of a child and gender-stereotypical upbringing extensively influence the future position of women and men in the society at all levels, in public as well as in private life.

Elimination of gender stereotypes, specifically in relation to the labour market and education, has been an integral component of the new Operational Programme Human Resources designed in the framework of the new EU structural funds programming period 2014–2020.

Gender equality is an integral part of the modern concept of human rights that the Slovak Republic fully identifies with as a member of the EU, the UN and the CoE. Allocation of adequate funds to support activities in this area has therefore been a logical and necessary step. The grant scheme of the Ministry of Labour, Social Affairs and Family of the Slovak Republic is one of such options. It provides regular support to relevant projects aimed at disseminating information on gender equality. Total grants awarded in 2013 amount to approximately EUR 150,000 and grants approved in 2014 amount to EUR 80,000. Some of the most significant projects aimed at eliminating gender stereotypes that received support from the grant scheme have been: *Pink and Blue World (Aspekt*

NGO) – increasing gender sensitivity in education; *Rúcame stereotypy* project (Breaking Down the Stereotypes) aimed at preventing all forms of discrimination affecting women's status at work and in the society, especially with regards to the traditionally male occupations in rural parts of the Slovak Republic. Similar projects promoting gender sensitive education and the elimination of gender stereotypes have been carried out by other organizations and initiatives, such as Esfem, Citizen, Democracy and Accountability, Pro Choice and others. Further on, several initiatives and activities in favour of mainstreaming women and girls into entrepreneurship, technologies and IT are in the process of implementation. The Ministry of Education of the Slovak Republic launched a targeted campaign promoting science to both, girls and boys (<http://www.veda-technika.sk/>). The campaign is inclusive and as of its launch has been providing positive examples and images of girls in science and technology.

In terms of vertical segregation, an extensive awareness raising campaign on gender stereotypes in labour market and the consequent gender pay gap has been launched in 2014 ('When I grow up' <http://kedvyrastiem.sk/>). The campaign has been received well and initiated intense public discussion on gender disparities and their impact on the ambitions and future of women and men in labour market.

Target Group: State administration, local governmental bodies, students, general public

Objective 2.

Preventing and combating violence against women

Legislative Changes

The transposition process of the „Directive 2012/29/EU of the European Parliament and of the Council establishing minimum standards on the rights, support and protection of victims of crime“ shall be finalized by the 16 November 2015.

Currently, the harmonisation of domestic legislation with the legal norms emerging from the Istanbul Convention takes place.

Amendments to the Criminal Code (Act No. 300/2005 Coll. as amended), the Act on Criminal Judicial Procedure (Act No. 301/2005 Coll.as amended), and the Act on Offences (Act No. 372/1990 Coll. as amended) were adopted by the Government of the Slovak Republic in August 2015 and were submitted to the National Council of the Slovak Republic for vote.

Some of the amendments include:

- If an act of domestic violence performed by the same perpetrator was classified as an offence (resulting in imposing a fine), and the same perpetrator performs the same or similar act of domestic violence within the following 12 months, this second act will be classified as a crime, punishable under the Criminal Code.
- If an act of domestic violence was classified as an offence, it will be registered.
- The expulsion of the perpetrator of DV from the common dwelling will be prolonged from previously 48hours to 10 days (according to § 27a of the Act on Police Force).

One of the objectives of the National Action Plan for the Prevention and Elimination of Violence against Women 2014 - 2019 is to "prepare an Act on domestic violence based on the Istanbul Convention while applying gender perspective and taking the particularities of violence against women into consideration." A working group consisting of all relevant actors was set up by the Ministry of Labour, Social Affairs and Family of the SR. The first draft proposal of the Act on the Prevention and Elimination of Gender Based Violence and Domestic Violence was submitted for

public discussion in June 2015. The draft addresses prevention and elimination of violence against women and domestic violence and the conditions and the extent of assistance to the survivors. The discussion takes place with relevant stakeholders, especially with government institutions and NGOs. The discussion and work on the legislative proposal will continue in the upcoming months, until a consensus with NGOs is reached.

Policy Changes

The Ministry of Labour, Social Affairs and Family established a free nonstop helpline in order to provide an efficient support for women who experience violence and are considering solving their situation. While working with a woman, the priority remains her and her children's safety. Thus, all actions and steps are planned together with the client. Furthermore, the Office of General Prosecutor established a free helpline and an e-mail address where a specific motion to investigate a case of violence against women or domestic violence may be reported. The Office refers the reported case to the relevant police department.

A crucial activity of the Ministry of Labour, Social Affairs and Family is the project of establishing the Coordinating Methodical Centre for Prevention and Elimination of Violence against Women and Domestic Violence (CMC) in accordance with Article 10 of the Istanbul Convention. The CMC was officially established in April 2015. The aim of the CMC is to create, implement and coordinate a comprehensive national policy for the prevention and elimination of gender-based and domestic violence and it is built on four pillars: identification of necessary amendments to legislation, education/trainings, research, and awareness-raising. The project is supported by a grant from Norway and co-financed by the State Budget of the SR. The CoE and the Norwegian Centre for Violence and Traumatic Stress Studies represent the partners in implementation of the project.

Other activities

7 new shelters and 15 new counseling centres will be open in the following year with the support of the Norwegian Financial Mechanism. The establishment of these new shelters will result in providing 170 family spaces altogether; which means we are approaching the standards of the Council of Europe requiring us providing 225 spaces.

The total financial allocation for activities focused on combating violence against women and domestic violence represents 12 million euros in total for the years 2013-2015. A significant contribution in this area was made through the Norwegian financial mechanism; it amounts to 7 million euros.

Furthermore, the Ministry of Labour, Social Affairs and Family established a grant scheme for NGOs' operational expenses and activities aimed specifically at implementation of gender equality principles [according to the Act on Grant Schemes (Act No. 544/2010 Coll. as amended)]. Awareness-raising, trainings, research and counseling services have been supported through this particular grant scheme.

Several projects aimed at establishing new women shelters and counseling centers have been supported via public scheme and from the Norwegian Financial mechanism together with a financial contribution from the state budget.

Target Group: Survivors, law-enforcement agencies, health care professionals, social workers, general public

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

The National Council of the Slovak Republic adopted an amendment to the Civil Procedure Code, hence amending the Penal Code (Art. IV) on 19 March 2015, entered into force on 1 May 2015. The amendment to the Civil Procedure Code will protect victims of crime and violence in any Member State of the European Union. In case of relocation from one Member State to another, the protected person will be granted protection on the basis of recognition of the protection measure. Provisional measures of protection adopted in civil matters in the Member State of origin of the person shall be recognized in the requested Member State based on the principle of mutual recognition. An EU member state national, protected in her/his country of origin who is interested in applying for a protective measures in the Slovak Republic must submit the original documentation along with certified translations of the documents to the Police Force. This measure is applied in situation where the life or health of the person protected is at risk or specific legal protection is necessary.

Policy Changes

At an event on the topic of “Women’s access to justice” accompanying the high level meeting on the rule of law at the national and international levels, which took place in New York on 24 September 2012, the Slovak Republic presented and undertook to abide by the following pledges:

- to strengthen the legal and institutional framework to recognise women’s rights to be free from all forms of violence against women which is understood as a violation of human rights and a form of discrimination against women in compliance with international human rights law,
- to refrain from engaging in any act of violence against women, to ensure that state authorities including judicial bodies acting on behalf of state act in conformity with this obligation,
- to take all necessary legislative and other measures to exercise due diligence to prevent, investigate, punish and provide reparation for acts of violence against women that are perpetrated by non-state actors.

The amendment of Act No. 365/2004 Coll. on equal treatment in certain areas and on protection against discrimination and amending certain acts (the Anti-discrimination Act), as amended, increased the scope of the provisions of section 8a of the act concerning affirmative action to apply them specifically and in full in the areas of access to employment, education, healthcare and housing. At the time of preparation of this report, the process of adopting an expanded concept of affirmative action takes place. The Ministry of Justice and Ministry of Labour, Social Affairs and Family in co-operation with other relevant actors and civil society has prepared a method for adopting affirmative action measures intended for public and private organisations. A similar publication has been prepared by the Slovak National Centre for Human Rights. The MLSAF grant scheme supported a project by the NGO OZ Možnosť voľby (Pro Choice) aimed at developing methods for implementing such special measures in relation to sex/gender.

Other activities

The provisions of the Criminal Code guarantee victims access to legal aid through the information duty of law enforcement authorities. Legislation also facilitates the activities of victim assistance organisations, including the provision of legal advice. Current law guarantees victims the right to legal aid free of charge when claiming compensation in criminal proceedings and also in civil lawsuits through the Legal Aid Centre.

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

Women's representation in politics in the Slovak Republic has long been rather low: for a long time the average percentage of women in the National Council of the Slovak Republic has been in the 15–20% range. To achieve the one third representation considered the critical lower bound for the real ability to influence decisions it would still be necessary to double the current number of women in parliament. Legislative provisions requiring that a proportion of women on candidate lists be granted to women (quotas) have very little acceptance and support, especially amongst the political parties that would have to adopt such rules. In the period 2010–2012, for the first time in the history of the Slovak Republic, the constitutional function of head of government of the Slovak Republic was held by a woman.

Among other goals, the newly adopted National Strategy for Gender Equality in the Slovak Republic 2014-2019 set out to reduce gender inequalities in participation of women and men in decision-making positions. The document emphasizes the need to increase the representation of women in decision-making positions in political life, including their motivation and opportunities to run for office and participate in decision-making.

Specific and partial tasks stemming from the objectives set out in the Strategy include active and consistent support for the increase in representation of women while initiating a public debate on women in politics; introduction of temporary special measures in accordance with the Anti-Discrimination Act and Article 4 of CEDAW as part of necessary strategy for accelerated achievement of substantive equality between women and men; and eventually active encouraging of the political parties to the adopt targets for increasing female representation. Other objectives target unions of professionals and social partners to gradually initiate self-regulatory measures in favour of increasing gender diversity in management bodies, these should have clear objectives and deadlines.

Reconciliation of work and family life is fundamental to increasing representation of women in public and political life in the future. Therefore, the National Strategy for Gender Equality in the Slovak Republic 2014-2019 also set out to facilitate creation of systemic conditions and measures to reconcile work, family and private life, and thus increase women's employment and representation in decision-making. The activities include ensuring availability of kindergartens and introducing innovative and flexible forms of childcare. Introducing measures to facilitate women's return from parental leave to the labour market has been equally important.

Eventually, in terms of further awareness raising and knowledge gathering on the issue, specific research on obstacles women face in their careers and career progress should be conducted in the foreseeable future.

Other activities

A project co-financed from the European Commission's grant scheme PROGRESS has been launched in 2014. The project set out to support balanced representation of women and men in leadership positions in organizations of public and private sector in the Slovak republic. The activities involve awareness-raising among employers and active communication with the public highlighting important issues and barriers women face in their career progress such as the glass ceiling.

Target Group: Employers, families, broader public

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

The above mentioned strategic documents (The National Strategy for Gender Equality in the Slovak Republic 2009–2013 and the National Strategy for Gender Equality in the Slovak Republic 2014–2019) also present the political will to implement gender mainstreaming in public policy at all levels and at all stages of implementation. They have been drafted and adopted in order to comply with the Slovak Republic's undertakings resulting from international treaties and its membership in the European Union as well as in order to address persistent gender inequalities and eliminate gender discrimination. Placing gender issues at the centre of policy requires changes in the way policy is made and implemented, as well as new organisational culture and co-operation between participants at all levels.

In order to achieve relevant objectives of the strategic documents, an alignment with the Horizontal Priority Equal Opportunities (programming period 2007–2013) and Horizontal Principle Equality between women and men and non-discrimination (programming period 2014 – 2019) had to be guaranteed. In fact, Horizontal principle Equality between women and men and non-discrimination has become an ex-ante conditionality. As a result, an achievement of the Horizontal principle is now compulsory for all applicants for project funding from structural funds and the Cohesion Fund.

Other activities

As mentioned earlier, the national project Institute for Gender Equality has introduced various educational and training activities aimed at promoting and mainstreaming gender equality into public life. Among relevant activities, an e-learning course has been created and accredited in order to provide relevant knowledge on gender equality for public officials, students as well as general public. The course contains 5 modules on development of gender equality agenda, basic concepts (sex, gender, gender stereotypes), gender equality as a policy concept, gender mainstreaming and national and international legal background for gender equality.

In 2014, the ILO trainers introduced selected national experts to participatory gender auditing as a tool for identifying challenges to integrating gender in the organization's systems and operations. Following the training, the comprehensive ILO manual for gender audit facilitators was translated into Slovak and further disseminated among national experts and professionals in the field. Gender auditing was also covered in the framework of an international training organized by the Gender studies o.p.s.

Institutional and legislative assurance of gender equality is one of the priorities of the overall political framework in the Slovak republic and also presents a relevant part of the National strategy for Gender Equality of the Slovak Republic 2014 - 2019. The Department of Gender Equality and Equal Opportunities of the Ministry of Labour, Social Affairs and Family of the Slovak Republic is responsible for the gender equality, equal opportunities and non-discrimination agenda while simultaneously ensuring cross-departmental implementation of gender equality. The department has an important role in providing entry training on gender equality and non-discrimination to all new employees of the Ministry of Labour, Social Affairs and Family of the Slovak Republic.

Target Group: State administration and local governmental bodies, students and general public

COUNTRY: SLOVENIA

Objective 1.

Combating Gender Stereotypes and Sexism

Policy Changes

The new Resolution on the National Programme for Equal Opportunities for Women and Men will cover the period 2015 - 2020 and the government is expected to adopt it in the following months. The new national programme highlights eight priority areas: equal economic independence, reconciliation of work and private and family life, knowledge-based society without sex and gender stereotypes, social inclusion, health, balanced representation of women and men, violence against women and gender equality in foreign policy and international development co-operation.

Other activities

To raise the awareness of parents about the possibilities of sharing the parental leave and to promote active participation of fathers in the lives of their children, the Ministry of Labour, Family, Social Affairs and Equal Opportunities prepared a special campaign that will encourage parents to an increased sharing of the parental leave. Within the campaign, an informational brochure on the rights related to the sharing of the parental leave between both parents and other promotional materials to promote active fatherhood will be prepared.

Ministry of Labour, Family, Social Affairs and Equal Opportunities is implementing a project "Towards Equalizing Power Relations Between Women And Men (co-financed by Norway Grants). The overall aim of the project is to increase understanding of equal/unequal power relations between women and men in order to identify adequate responses to imbalances that persist in a gender-based power structure in society and inequalities between women and men in areas under consideration of this project. The sustainability of results delivered through implementation of gender equality policy is hampered unless we succeed in breaking this structure that is based and maintained on gender stereotypes and prejudices grounded in dichotomy of superiority/ inferiority of women or men (http://www.mddsz.gov.si/si/delovna_podrocja/enake_moznosti/projekt_iz_sredstev_egp_in_nfm/).

In 2015 the Ministry of Labour, Family, Social Affairs and Equal Opportunities organised a thematic meeting Gender equality – What have men got to do with it? in order to exchange experiences and good practices between experts from Slovenia, Iceland and Norway (co-financed by Norway Grants).

Target Group: Parents, students (primary, secondary education), general public.

Objective 2.

Preventing and combating violence against women

Legislative Changes

In January 2015, the Republic of Slovenia ratified the Council of Europe Convention on preventing and combating violence against women and domestic violence adopted by the Council of Europe Committee of Ministers on 7 April 2011. This international legal instrument provides comprehensive approach to the obligations of the state parties to prevent violence, protect and support victims, prosecute perpetrators, act in an inclusive and coordinated manner and strengthen the responsibility of the states to promote gender equality and the protection of human rights of victims of such violence.

In 2015 the government adopted the Act amending the Criminal Code that among others defines the

criminal offences of forced marriages and stalking. The act will come into force once it will be adopted by the National parliament.

The Family Violence Prevention Act focusing on violence against women came into force in 2008. Experiences of professionals (police, social workers, teachers, medical doctors, judges etc.) proved that victims' rights are still not recognized enough. The problem of recognisability of violence against women being twofold, not being recognized by the general public and also not by the victims was a complex issue in previous years. Deriving of the complexity of the issue Slovene government started to strive the most immediate and effective impact by offering women a way out of violent circumstances. The Family Violence Prevention act is in a process of modernisation due to the practical obstacles shown into everyday practice.

Adopted in 2013, the Police Tasks and Powers Act significantly upgraded the police restraining order. Police officers may impose such a measure on the offender not only on the scene of the offence, but also immediately after the offender has been apprehended, regardless of location. An offender who has repeatedly violated a restraining order may be detained by the Police and, at the same time, a fine may be imposed.

Policy Changes

Ministry of Labour, Family, social Affairs and Equal Opportunities will prepare a new national programme that will include prevention of the domestic violence and violence against women. The legal basis for preparation of the national programme is Article 11 of the Prevention of Domestic Violence Act (Official Gazette of the Republic of Slovenia, no. 16/08) which also stipulates that the Ministry of Labour, Family, Social Affairs and Equal Opportunities is the coordinator of such preparations in collaboration with other ministries. The national programme is implemented through biennial action plans; the individual ministries that are responsible for the measures are obliged to ensure funds for their implementation.

Other activities

Slovenia addresses violence against women as a critical human rights issue as well as a social issue. As we are determined to fight this phenomenon, the Ministry of Labour, Family, Social Affairs and Equal Opportunities, in partnership with the Police launched a two year, nation-wide campaign "Vesna – to live a life free of violence" that raises awareness about gender based violence and enhances social sensitivity for gender issues and submitted a national anti-violence campaign for the public call for applications PROGRESS and obtained European funds for the two-year project "VESNA – to live a life free of violence" (http://www.mddsz.gov.si/si/delovna_podrocja/druzina/vesna_ziveti_zivljenje_brez_nasilja/).

The VESNA project as the first overall national project dealing violence against women is the important upgrade to speed and promote activities to reduce violence. With this project we strive to strengthen and deepen co-operation with national partners and NGOs. With the project VESNA we aim at the improvement of understanding and respect of gender equality and human rights – we address unwelcome i.e. violent attitudes and behaviour against women of different age groups.

On their website, the police published systematic explanations concerning the conduct of the police investigation of domestic violence and violence against children; currently these explanations are in the stage of translation into foreign languages. At the invitation of the police, various non-governmental organisations and state institutions have published links to these explanations; the content itself was commended by the Human Rights Ombuds Person. (Link to the publication on the website of the police: <http://www.policija.si/index.php/preventiva-/preventiva/67685-nasilje-v-druini-informacije-o-postopku-na-policiji> and on the website of the Human Rights Ombuds Person: <http://www.varuh-rs.si/iscete-pomoc/koristni-naslovi/nasilje-v-druzini/>).

The police renewed the content of the brochure *Sexual violence* (publication on the website of the police: <http://www.policija.si/index.php/preventiva-/preventiva/5790-spolno-nasilje>) and prepared the brochure *When I become a victim of a criminal offence* (publication on the website of the police: <http://www.policija.si/index.php/preventiva-/preventiva/418-projekt-policije-za-rtve-kaznivih-dejanj?lang>).

The police together with the Association of Social Work Centres organises working consultations. In May 2015, the ninth working consultation was organised and the representatives of the prosecutor's office and the court were also invited. At this consultation which was attended by over 70 people, the issues of the current concerns related to dealing with violence against women and child abuse were addressed.

Being aware of the problem of Roma children and their specific perilous position, the Ministry of Labour, Family, Social Affairs and Equal Opportunities has funded the research "Forced marriages of Roma girls" (2015) to obtain an analysis of the situation on the ground. Due to the specific situation of forced marriages of Roma girls, as well as boys, the ministry will enhance preventive activities for the Roma population within the framework of co-financing the programmes of non-governmental organisations on the basis of public tenders (<http://www.irssv.si/upload2/Prisilne%20poroke%20romskih%20deklic.pdf>).

Target Group: Professionals who are dealing with victims and/or perpetrators of violence at their everyday work place; General public; Victims of violence against women; Roma girls.

Objective 4.

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

Legislative Changes

Adoption of special measures to increase the proportion of women or balance the representation is planned for the decision-making in the economy and politics. In accordance with the decision of the Commission for Petitions, Human Rights and Equal Opportunities and the Committee for Labour, Family, Social Affairs and Persons with Disabilities of the National Assembly (more on this under section 1), the Ministry of Labour, Family, Social Affairs and Equal Opportunities will prepare a legal basis for the introduction of gender quotas in management and supervisory boards of business companies.

On 30 April 2015, a group of deputies of the new composition of the National Assembly filed the Proposal of amendments and supplements to the Elections to the National Assembly Act which instead of 35 per cent representation of each sex on candidate lists stipulates at least 40 per cent representation of each sex.

Other activities

Ministry of Labour, Family, Social Affairs and Equal Opportunities implemented a project INCLUDE.ALL (co-finances by European Commission – PROGRESS funds) with the main objective to improve representation of women at the highest positions of management and leadership in economy and business. The project, with its activities and results, directly contributes to the highlighting and tackling the problem of underrepresentation of women in the positions of management and leadership at various levels of the hierarchy in the private and public companies in all sectors (http://www.mddsz.gov.si/si/delovna_podrocja/enake_moznosti/projekti_iz_sredstev_eu/vkljucivse/).

Target Group: Management, general public, women managers, decision-makers.

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

The new Resolution on the National Programme for Equal Opportunities for Women and Men will cover the period 2015 - 2020 and the government is expected to adopt it in the following months. The new national programme highlights eight priority areas: equal economic independence, reconciliation of work and private and family life, knowledge-based society without sex and gender stereotypes, social inclusion, health, balanced representation of women and men, violence against women and gender equality in foreign policy and international development co-operation. In all these areas, the basic activities and statistical trends in the period of the preceding national programme are presented and the objectives and measures which constitute key challenges for the future are defined.

The recently established Expert Council for Gender Equality will contribute to further development and promotion of the gender equality policy as well as to its implementation and monitoring. It was established by a resolution on 25th November 2014 within the Ministry of Labour, Family, Social Affairs and Equal Opportunities and is an expert and advisory body of the Minister on matters of equality of women and men and the implementation of the principle of non-discrimination on the grounds of sex. It has fifteen members; beside the Minister, State Secretary and Head of the Sector for Equal Opportunities, it is composed of experts working in the field of gender equality and human rights within academic institutions and non-governmental organisations. One of its tasks is to monitor the implementation of the provisions of the Equal Opportunities for Women and Men Act and the measures of the Resolution on the National Programme for Equal Opportunities for Women and Men.

Other activities

In March 2015, the Minister responsible for gender equality conducted a training session for her fellow ministers to promote gender equality and the implementation of the Law on Equal Opportunities for Women and Men. The important role of the state, all ministries and government departments in the development of measures in the field of gender equality and their joint alliance to achieve the objectives was highlighted. Ministers were reminded of the implementation of the Equal Opportunities for Women and Men Act which binds each ministry in its field to develop measures that will eliminate gender inequalities and promote gender equality. Examples of good practices were presented.

Target Group: Decision-makers

COUNTRY: SPAIN

Objective 1.

Combating Gender Stereotypes and Sexism

Other activities

From October 2014 to July 2015, the **Observatory of Women's Image** of the Institute of Women and for Equal Opportunities (hereinafter, the Institute) has received 719 complaints involving 340 companies and the media, of which 49% (350) correspond to advertising content and 51% (369) to non-advertising content: media (279) and other sectors and activities (90). The Observatory has also taken the following actions: filed a lawsuit against a Spanish company for unlawful sexist advertising; 39 requirements and sexist claims; 25 recommendations to improve the treatment of women's image; 1 Public Statement for discriminatory comments and 3 direct contacts with agencies or units with responsibilities. (<http://www.inmujer.gob.es/en/observatorios/observimg/home.htm-english>) Reference must also be made to the **collaboration between the Institute and the Spanish (Public) Radio and Television Corporation (RTVE)** offering specific equality training for staff of the Corporation through the Institute's Virtual School of Equality.

The **Virtual School of Equality**, currently in its sixth edition (2014-2016), provides on-line gender equality training in several areas. In this edition 42.000 places have been offered as well as a new course for the State Security Forces which has had great success, with participation rates of 1,034 officers and officials of the National Police during the first two months, making special reference to the fact that 682 are men, representing 66% of overall participation. (<http://www.escuelavirtualigualdad.es/>)

The State Secretariat of Social Services and Equality, through the Institute, and in collaboration with the Ministry of Education, Culture and Sport and the Regional Education Bodies of the Autonomous Communities, are currently developing the "**Equal Education Plurales**" project. Its aim is to advance a specific methodology to formulate and implement gender-based educational models; design guidelines to incorporate equal education into quality management systems currently used in the educational field; design an intervention model to produce, implement, monitor and evaluate Equality Plans in school centers; and provide instruments, tools and capabilities for a successful equal education model where the educational objectives can be developed and transferred to the educational authorities.

(<http://www.inmujer.gob.es/areasTematicas/educacion/programas/ProyPlurales.htm>)

Objective 2.

Preventing and combating violence against women

Legislative Changes:

- **The Act 23/2014, of 20 November, on mutual recognition in criminal matters in the UE**, which states a reinforcement of the victims' security beyond the national boundaries and incorporates some the Framework Decisions and the 2011/99/UE Directive, of 13 December 2011, on the European Protection Order, adopted on the scope of mutual recognition in criminal matters to the Spanish legal system.
- **The Criminal Code Amendment (Organic) Act 1/2015, of 30 March** reinforces the specific protection currently stated in the Criminal Code with respect to the victims of intimate partner violence through measures as, in the event of suspension of the enforcement of custodial sentences imposed on convicted offenders serving sentences for intimate partner violence

crimes, the mandatory application of a prohibition of approaching to the victim, a ban on residence in a certain place and the duty of participate in equality of treatment and non-discrimination programs. Likewise, it is worthwhile mentioning the creation in the Criminal Code of new offences as cyberbullying, the rendering inoperable or disruption of the normal functioning of the electronic devices set to control the enforcement of penalties, security or precautionary measures imposed on perpetrators, as a modality of the breaking a sentence offence. With relation to **the trafficking of women and girls for the purpose of sexual exploitation**, it must be stressed **that the Organic Act 1/2015, of 30 March**, incorporates in article 177 bis, among the facts constituting the offence of trafficking, the exchange and control transfer over the victims; among the forms of commission of the criminal offence, the delivery or reception of payments or benefits to get the consent of the person who controls the victim; and, among the aims of the offence, the exploitation so that the victims commit any crime for the perpetrators (traffickers) and the contraction of a forced marriage. Furthermore, it defines the concept of vulnerability according to the 2011/36/UE Directive adopted by the European Parliament and the Council of the European Union, of 5 April, on preventing and combating trafficking in human beings and protecting its victims. Finally, with regard to **forced marriage**, the **Organic Act 1/2015, of 30 March**, states forced marriage as a criminal offence in order to comply with the international commitments made by Spain through the signature and ratification of the Istanbul Convention.

- **The Act 4/2015 on the Legal Status of the Victims of Crime, of 27 April**, regarding female victims of intimate partner violence, enhances their assistance and protection, outlining measures as the non-consideration of their current spouse or the partner/s with whom they have maintained an analogous affective relation as an indirect victim of the crime, when he/they has/have been held criminally liable. Furthermore, female victims of intimate partner violence victims will be guaranteed the notification of certain decisions without needing to apply for them, as those which state the conviction or the subsequent release of the offender, as well as the possible flight of the convicted offender.
- **The Organic Act 8/2015 of 22 July and the Act 26/2015 of 28 July, both on amendment of the system for protection of children and adolescents**, improve the care and protection of the children of intimate partner violence female victims, who have been included in article 1, paragraph 2 of the Organic Act 1/2004 on Comprehensive Protection Measures against Gender-based Violence, of 28 December, so as to bring attention to their condition of victims of this violence. In addition, as a new development, judges are required to take a decision on precautionary and security measures stated in the Comprehensive Protection Act 1/2004, specifically noting the civil measures related to minors (including parental rights or child custody suspension and the parental visiting, stay and communication arrangements suspension). Regarding the developments in the existing legal regulation on the scope of pensions in the event of intentional homicide crime, it enables the precautionary suspension of the widower's pension disbursement when a judicial decision appreciating reasonable grounds for suspecting the commission of homicide by the spouse is delivered and while the criminal proceeding concludes, not being either payable during that time the orphan's pension that could be awarded to his children. In the event of a perpetrator sentenced for intentional homicide crime who previously had been awarded a widower's pension, it will be possible an *ex officio* review by the Administration.
- **The Act 15/2015 on the Non-contentious justice system, of 2 July** introduces developments with respect to the legal requirements for marriage, stating that sentenced perpetrators or accomplices for taking part in the intentional death of the spouse or the partner with whom they have maintained an analogous affective relation may not enter into marriage. Furthermore, all

those who have been sentenced for intimate partner violence crimes, either against the spouse or the unmarried partner, they will not be allowed to collect any inheritance from the victim on account of disinheritance and debarment from succession, including, in addition, crimes against life (as it has hitherto), injuries, habitual abuse, threats, coercion and stalking or crimes against sexual freedom.

- **The Organic Act 7/2015 on the amendment of the Judiciary Organic Law, of 21 July** introduces as the most remarkable developments the broadened competence of the courts specialised in violence against women in the field of the investigation on the breaking a sentence or a precautionary measure offence in cases of intimate partner violence, the specialised training of the professional staff from the psychosocial teams which provide service to the Justice Administration in family, minors, disabled people and intimate partner and domestic violence and, finally, the inclusion of gender perspective and sex variable on the scope of judicial statistics.

Policy Changes: none.

Other activities:

- **Undertaking of awareness raising campaigns on violence against women:** in 2014 and 2015, the main campaign, on the basis of the data from the evolution of intimate partner violence on the scope of partner relationships beginning in the adolescence, has been targeted specifically to the adolescents and their environment, under the motto **“Share your story, there is way out”** in order to intensify detection and to foster the early identification of the first signs of intimate partner violence and the detection of cases and provide the victims with information on the available resources about what they can do in the event of a situation of violence against women. On the scope of business initiatives related to violence against women, it should be mentioned the initiative **“Companies for a society free of gender-based violence”** which has developed more than 60 awareness raising actions within the main business organizations in Spain.
- **Developments in the area of the study on violence against women:** the Government Office against Gender-based Violence has designed a computer tool for the dissemination of statistical data on intimate partner violence named **“Statistical Portal of Gender-based violence”**, which is integrated in the website of the Ministry of Health, Social Services and Equality. This tool allows, in an easy, intuitive, openly and truly **“citizen oriented”** way, to query data from the Government Office against Gender-based Violence statistical sources, making it possible to produce statistical tables and graphics that may be exported for being included in documents. Furthermore, the Government Office against Gender-based Violence, in collaboration with the Center for Sociological Research, has developed the **Survey on Violence against Women 2015**, which is conducted every four years since 1999, with a main objective: to increase knowledge of the prevalence of violence against women in Spain. What is new about the 2015 Survey is that the sample has included, for the first time, women aged 16 and above instead of just women over 18, as was done in previous surveys. As well as improving the questionnaire to better measure the violence suffered by women from their current or former partners, fulfilling the quality requirements recommended by the UN Statistics Committee, a new battery of questions has been introduced in order to have, for the first time in Spain, data on the prevalence of non-partner physical and sexual violence against women. This development follows the recommendations of the international organizations such as the United Nations and complies with the provisions of the National Strategy for the Eradication of Violence against Women 2013-2016 in terms of raising the visibility of other forms of violence against women

in addition to intimate partner violence. With respect to the last studies and research promoted by the Government Office against Gender-based Violence it should be underlined **the study on social perception of Intimate partner violence among teenagers and youth and the study about the reticence of victims of gender-based violence to report their aggressors.**

- **Enhancing coordination with autonomous communities through the Referral Protocol among shelters for women victims of intimate partner violence and their children**, which has been published in the Spanish Official Gazette of 7 July 2015. Under this instrument a national network of shelters for women victims of intimate partner violence and their children is arranged, focusing also on their mobility by recovery or security purposes.

Target Group: Women and girls (and their children), and minors, victims of intimate partner violence and other forms of violence against women as trafficking of women and girls, female genital mutilation or forced marriage.

<http://www.msssi.gob.es/ssi/violenciaGenero/laDelegacionInforma/home.htm>

Objective 3.

Guaranteeing Equal Access of Women to Justice

See “Compilation of contributions from member states on key challenges and good practices on access to justice for Women Victims of Violence at National Level”, Spain.
http://www.coe.int/t/dghl/standardsetting/equality/05conferences/2013ParisHearingAccessJustice/Documents/Compilation_revised_03_02_14.pdf

See good practices sent for Berna Conference:

- “Women’s information and advice service”
- “Legal framework and support for NGO’s activities to facilitate women’s access to justice”
- “Free legal aid for victims of Gender based Violence”
- “Support services for victims of crimes”

Objective 4.

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

Legislative Changes:

Law 31/2014, amending the Corporate Enterprise Act to improve the corporate governance, approved in December 2014, provides that the board of directors should ensure that the selection procedures of its members favours gender, experience and knowledge diversity, and do not entail bias that could imply discrimination of any sort and, in particular that they facilitate the selection of women board members. The Law also requires the Appointment and Remuneration Committee to establish a representation goal for the underrepresented sex on the board and to develop guidelines on how to achieve this goal. It also requires companies to provide information on the specific measures taken to achieve gender balanced participation on their boards.

Policy Changes:

A **new Good Governance Code of listed companies** (GGC) was approved by **resolution of the National Securities Market Commission (CNMV) Board on 18 February 2015**. The GGC establishes that the boards of directors should approve a director selection policy that is concrete and verifiable, ensures that the appointment or re-election proposals are based on a prior analysis of the board’s needs and that it favours a diversity of knowledge, experience and gender. A **gender target** is explicitly included, recommending that the director selection policy should pursue the goal of having **at least 30% of total board places occupied by women directors before the year 2020**.

http://www.cnmv.es/DocPortal/Publicaciones/CodigoGov/Good_Governanceen.pdf

Among initiatives and programmes that are being carried out to boost women in decision-making, is the **“Promociona programme”**, co-financed with a generous funding from the European Economic Area, and coordinated by CEOE (Spanish Confederation of Business Organizations) with the direct support and supervision of the State Secretariat of Social Services and Equality, and with the collaboration of a well-known Business School (ESADE). Its aim is enabling companies to develop and retain female talent within their organizations, by providing an **excellent leadership and personal development training programme, including a 360-degree assessment, cross-mentoring, coaching and counseling opportunities, as well as by supporting female candidates in creating and strengthening their professional network** through which companies detect candidate’s potential in their organizations and commit to promoting them in their company. The programme also intends to promote cultural change within the participant’s organisations. However, the **key element** of the programme is that participating companies nominate their own female participant to the programme and commit themselves, before starting the programme, to promote their candidates when possible in a near future. The programme, initiated in 2013, is being extremely successful, with a large impact in the media and a significant positive feedback from the companies involved and the business community. Due to the huge demand, in the second edition, the programme extended the number of vacancies up to 30 extra participants. Those extra places were fully paid by the companies involved. Up to now, 15% of the participants from the first edition and the 11% from the second edition, who are still under training, have been promoted to top leadership positions. Moreover the 110 participants have created a **“Women Managers and Board Directors Association”** in order to strengthen their network and improve their shared experiences and knowledge.

Additionally, the above motioned Programme has been linked to the initiative **“Más Mujeres, Mejores Empresas” (More Women, Better Companies)** aiming to increase the participation of women in decision-making positions within the economic sector. To that end, companies sign a voluntary agreement with the Ministry of Health, Social Services and Equality, in which they commit themselves to reach specific targets regarding gender balance in decision-making positions and boards of directors. Companies also commit to develop and implement targeted measures to achieve those voluntary targets in a four year period. New voluntary agreements are expected to be signed in the following months, as well as the monitoring and evaluation of the existing ones.

Target Group: Companies, business organizations and business schools; Boards of Directors; Male and female workers; Women in middle management positions; Public administrations and social agents.

It must also be noted that as a result of the **elections to parliaments in 14 of the 17 Autonomous Communities** (Regional parliaments) held in 2015, 1.249 women were elected and 1.268 men, with women holding 44.60 % of the seats, 1.46 percentage points higher than in the last 2011 elections.

Objective 5.

Achieving gender mainstreaming in all policies and measures

In relation with policy changes, the **Spanish Strategic Plan on Equal Opportunities between Women and Men 2014-16**, adopted by the Spanish Council of Ministers on March 7th, 2014, is currently being implemented. A total of 455 actions are being carried out. These 455 actions will contribute to the compliance of 192 measures of the 224 included in the Plan (85.7%). This Plan foresees measures to improve the participation of women in the social and economic fields, to foster equal opportunities in the education system, to implement equality policies in other fields and to integrate the principle of equal treatment and opportunities in all government policies. Furthermore, it

includes measures both for women who live in rural areas and for particularly vulnerable women. Another important Plan adopted last year was the **Action Plan for Equal Opportunities of Women and Men in information Society 2014-2017**. Its aim is to increase the participation of women in ICT and the number of women professionals and entrepreneurs in this sector. It has five main objectives: increasing the participation of women in Information and Communication Technologies (ICT), fostering the leading role played by female professionals and business owners in this sector, promoting digital content of interest for women, promoting the use of digital public services, and increasing the confidence in and security of these technologies. Noteworthy among other measures are information, dissemination and awareness-raising campaigns using new technologies regarding gender-based violence, wage equality and cyber-security.

<http://www.inmujer.gob.es/areasTematicas/sociedadInfo/docs/PlanAccionSocInformacion.pdf>

On 14 May 2015, the government approved the **Comprehensive Plan for Family Support 2015-2017**. One of its strategic objectives is reconciliation of personal, family and work life and co-responsibility. Among the measures included are initiatives to promote a greater flexibility in working hours, such as the possibility of accumulating hours that can later be used for specific reconciliation needs in the Public Administration. Furthermore, the benefit to care for children with cancer or any other serious illness is extended so that it also covers minors in foster care. In addition to advancing towards more rational working hours and promoting family-responsible company policies, the Plan addresses the improvement of reconciliation rights of self-employed workers and analysis of the need to regulate telework.

With regard to maternity support and the acknowledgment of the role of women who decide to have children, the Plan includes a supplementary payment to contributory pensions for women that have given birth to two or more children. This retirement supplement, to be applied from January 1, 2016, will be of 5% for women who have had two children; 10% for those who have had three; and of 15%, for those who have had four or more. Therefore, the more children a woman has had, the higher the pension to be granted by the Social Security system.

As foreseen in the Spanish Strategic Plan on Equal Opportunities between Women and Men 2014-2016, two relevant Plans will be shortly adopted, the **Special Plan for Equality of Women and Men in the Workplace and against Wage Discrimination**, aimed at ensuring equality between women and men regarding access and permanence in employment and in the working conditions, and to prevent and correct the gender pay gap, and a **Plan for the Promotion of Women in Rural Areas** aimed at improving the social and labor market integration and economic participation of women in rural areas.

ADDITIONAL COMMENTS (IF ANY):

The Spanish Strategic Plan for Equal Opportunities 2014-2016 is available in English on the website of the Institute of Women and for Equal Opportunities:

<http://www.inmujer.gob.es/actualidad/PEIO/docs/PEIO2014-2016Ingles.pdf>

PAYS: SUISSE

Objectif 2.

Prévenir et combattre la violence à l'égard des femmes

Changements politiques

1. Le processus de ratification de la Convention d'Istanbul (signée par la Suisse en septembre 2013) est en cours.

Autres activités

1. Le Bureau fédéral de l'égalité (BFEG) organise chaque année une **conférence nationale** sur la violence domestique. La dernière a eu lieu le 20 novembre 2014 sur le thème « **La violence domestique comme thème de santé publique** ». La prochaine aura lieu le 19 novembre 2015 avec pour titre : « **Protection de l'enfant et de l'adulte dans un contexte de violence domestique. Points communs et défis** ».
2. Un **rapport** réalisé en 2014 sur mandat de la Conférence des directrices et directeurs cantonaux des affaires sociales (CDAS) et du BFEG donne un **aperçu de la situation relative aux maisons d'accueil pour femmes en Suisse et analyse les besoins** dans ce domaine. Le rapport met en évidence un besoin permanent de places stationnaires dans les maisons d'accueil et révèle de grosses différences régionales au niveau du nombre de places offertes : <http://www.sodk.ch/fr/domaines/familles-et-societe/aide-aux-victimes/maisons-daccueil-pour-femmes/>

Objectif 3.

Garantir l'égalité d'accès des femmes à la justice

Changements politiques

1. En octobre 2014, le Conseil fédéral a chargé le Département fédéral de justice et police, en collaboration avec les départements de l'intérieur et de l'économie, de préparer un **projet de loi visant à obliger les entreprises employant plus de 50 personnes à procéder régulièrement à une analyse de leur pratique salariale et faire contrôler leurs analyse par un tiers**. Le gouvernement devrait soumettre en automne 2015 un avant-projet de loi au parlement.

Autres activités

1. Un premier **commentaire en allemand de la CEDAW** est paru en juillet 2015 sous l'égide du Bureau fédéral de l'égalité entre femmes et hommes et du Ministère autrichien pour les femmes : <http://www.staempfliverlag.com/detail/ISBN-9783727231278//Kommentar-zum-%DCbereinkommen-der-Vereinten-Nationen-zur-Beseitigung-jeder-Form-von-Diskriminierung-der-Frau>

Objectif 4.

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

Changements politiques

1. Le Département fédéral de la justice a mis en consultation en hiver 2014 un projet de loi qui prévoit un **quota de 30%** pour le sexe sous-représenté dans les **conseils d'administration et les directions des grandes sociétés anonymes**.

Autres activités

1. En vue des élections fédérales en octobre 2015, la Commission fédérale pour les questions féminines et les associations faitières féminines ont lancé en mars 2015 le **projet « Votez femmes ! »** <http://www.votez-femmes.ch/fr/home/index.html>

Objectif 5.**Intégrer dans toutes les politiques et dispositions une démarche soucieuse d'égalité entre les femmes et les hommes**

La réalisation de l'égalité entre femmes et hommes est inscrite dans le **programme de législature 2015-2019**, qui devrait être approuvé par le Conseil fédéral début 2016. Le programme sert de base au gouvernement pour fixer ses objectifs annuels. Le gouvernement rend compte chaque année au Parlement des mesures prises pour atteindre les objectifs de l'année précédente.

Changements législatifs

1. Une motion, acceptée en juin 2015 par la chambre basse du Parlement fédéral, demande à ce que la loi sur les marchés publics oblige à l'avenir les entreprises soumissionnaires à prouver qu'elles **respectent le respect de l'égalité salariale au moyen d'une attestation fournie par un tiers**. La chambre haute n'a pas encore débattu sur cette motion. A l'heure actuelle, la Conférence des achats de la Confédération recommande aux entités adjudicatrices de faire signer les entreprises qui souhaitent obtenir un **marché public** la « **Déclaration du soumissionnaire** » **relative au respect de l'égalité salariale**. Depuis le 1^{er} mai 2015, le formulaire prévoit que les soumissionnaires et les sous-traitants qui emploient plus de 50 personnes doivent déclarer non seulement qu'ils respectent le principe d'égalité salariale mais aussi de quelle façon ils ont contrôlé ou fait contrôler leur pratique salariale. Lorsqu'une entreprise n'est pas en mesure de fournir les justificatifs demandés, le service adjudicateur n'entre pas en matière sur l'offre.

Autres activités

2. Le Département fédéral de l'intérieur et le Département fédéral des affaires étrangères ont publié en octobre 2014 un **bilan (1999-2014) du plan d'action de la Suisse** relatif à la mise en œuvre de la plateforme **Pékin** (1995) (téléchargeable via : <http://www.ebg.admin.ch/themen/00007/00070/index.html?lang=fr>)
3. L'administration fédérale est en train d'élaborer une **Stratégie développement durable** pour la période **2016-2019**. L'égalité entre femmes et hommes sera mentionnée dans cette stratégie comme un objectif distinct avec des mesures spécifiques.
4. Le Bureau fédéral de l'égalité a développé des **outils de travail** destinés à aider les responsables de projets législatifs au sein de l'Administration fédérale à procéder à une **analyse d'impact sur l'égalité** (*gender impact assessment*) **dans le processus législatif** : <http://www.ebg.admin.ch/themen/00007/00709/index.html?lang=fr>

COUNTRY: "THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA"

Objective 1.

Combating Gender Stereotypes and Sexism

Legislative Changes

In November 2014 the Parliament of RM adopted amendments to the Law on Equal Opportunities for Women and Men (Official Gazette br.166 of 12.11.2014). These changes provided the legal basis for the preparation and adoption of bylaws that will facilitate the implementation of the law and promote equal opportunities for women and men in certain areas of social life.

Policy Changes

Ministry of labour and Social Policy and Ministry of Education and Science adopted Bylaw-Rulebook on how to perform the analysis of the content of curricula, textbooks and programs in terms of promoting equal opportunities for women and men. The analysis aims to remove stereotypes and prejudices related to gender roles of women and men (girls and boys) in textbooks and curricula.

Objective 2.

Preventing and combating violence against women

Legislative Changes

The Law on prevention, combating and protection of domestic violence has been prepared and adopted by the Assembly of the Republic of Macedonia and was published in the "Official Gazette of the Republic of Macedonia" No. 138/2014, as of 17 September 2014. The law that will be enforced as from 1 January 2015. This Law created a specific legal framework for systematic and coordinated promotion of measures and actions against domestic violence in the country, through creating comprehensive and integrated system of acting at the level of prevention, combating against domestic violence and protection of victims of domestic violence. By enacting of this regulation the level of awareness and fight against domestic violence will be promoted and raised, primarily through continued undertaking of measures by all relevant stakeholders at national and local level in the part of prevention from domestic violence, raising of the awareness and sensibilisation of the general and expert public; raising of the level of responsibility for immediate and effective action of the officials and institutions to prevent domestic violence; providing the necessary, effective and efficient protection of victims; strengthening of multi-sectoral action by all professional structures with involvement of civil sector as well, and creation of integrated national and local policies for successfully dealing with this phenomenon.

Objective 3.

Guaranteeing Equal Access of Women to Justice

Policy Changes

The **Protocol on co-operation between the relevant institutions and associations for protection and prevention of domestic violence** was enacted and published in the "Official Gazette of the Republic of Macedonia" No.143/2015. This protocol provides for an efficient and successful co-operation between the competent institutions and associations for the purpose of protection, assistance and support to the victims of domestic violence, as well as providing treatment for perpetrators of domestic violence. The Protocol regulates the types, manner and content of the co-operation between the competent authorities in taking preventive measures, protection of victims of domestic violence and undertaking legal measures against perpetrators of domestic violence.

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

The Government of RM has adopted Methodology on Gender Responsive Budgeting for State Administration Bodies, which is the main guidebook used when preparing gender responsive budgeting analyses. Ministry of Labour and Social Policy has also prepared Manual on Gender Responsive Budgeting for State Administration, which is an excellent accessory tool when state administration bodies implement gender budgeting initiatives.

Other activities

Each ministry implementing gender budget analysis has a working group established, which deals with these initiatives, gathers data and information on the actual situation, processes and analyses them and prepares periodic report. In the course of the monitoring process, working group on gender responsive budgeting:

- analyses the context, i.e. political, economic, social and other influences that are important, and can affect the program;
- monitors the result achieved as regards the number of male and female beneficiaries;
- analyses the financial resources and the manner they are spent;
- monitors the changes by analysing the indicators and compares them with the initial state.

Programs, subject to gender sensitive budgeting, are monitored under the standard procedures of the institutions themselves each six months.

Target Group: Following programs were subject to gender budget analyses in the Republic of Macedonia:

- Gender budget analysis of the active employment policies and social protection carried out by the Ministry of Labour and Social Policy and the Employment Agency of the Republic of Macedonia;
- Gender budget analysis of the Self-Employment Program carried out by the Ministry of Labour and Social Policy and the Employment Agency of the Republic of Macedonia;
- Gender budget analysis of the Human Right Program – improving the access to justice by strengthening the right to free legal aid, carried out by the Ministry of Justice;
- Gender budget analysis of the Annual Program for Protection of Immovable Cultural Heritage carried out by the Ministry of Culture;
- Gender budget analysis of the Program for ICT Project Development and Implementation carried out by the Ministry of Information Society and Administration;
- Gender budget analysis of the Rural Development Program carried out by the Ministry of Agriculture, Forestry and Water Supply;
- Gender budget analysis of the Program for Early Detection of Malignant Diseases in the Republic of Macedonia carried out by the Ministry of Health.

COUNTRY: TURKEY

Objective 1.

Combating gender stereotypes and sexism

Legal Amendments

- The Law Nr.6645 Amending the Law on Occupational Health and Safety along with Specific Laws and Decrees became effective having been published on the Official Gazette on 23rd April 2015. (Target Group: Workers)

- “The Draft Law Amending Specific Laws and Decrees on the Protection of Family and Dynamic Population Structure”, which was prepared under coordination of Ministry of Family and Social Policies, was negotiated and adopted at the committees within the Grand National Assembly of Turkey (TGNA) and submitted to the General Assembly. However, due to expiry of the current legislative year, the Draft Law is envisaged to be addressed in the new legislative period. Below is presented a summary of its content:
 - a. The unused periods of maternal leave being considered in scope of the civil service gradual progress of civil servants,
 - b. Enabling the civil servants and workers giving birth to their children to benefit from the paid part-time working up to six months after the expiry of their maternity leaves,
 - c. Providing a part time working alternative for the parents until their children reach compulsory primary school age,
 - d. Use of the unemployment fund to cover the remuneration and premiums of the employees in the periods they do not work,
 - e. Fathers being entitled to the periods of maternity leave not used due to decease of the mothers after child delivery,
 - f. Parents being entitled to the legal paid and unpaid periods of parental leave in case of child adoption,
 - g. Additional periods of maternity leave for the civil servants in case of premature childbirth,
 - h. Obligation for the municipalities to set up crèches and day care centers to increase the number thereof,
 - i. Introduction of five year-exemption from the corporate and income tax, applicable for the pre-school education institutions opened upon a license from the MoNE, for those opened upon a license from the MoFSP.

Target Group: Nationwide

Other Activities

- A co-operation protocol on “The *Young Ideas, Powerful Women Project*” was signed on 27 December 2012 between the Ministry of Family and Social Policies, Intel Technology Services Limited Company and the Women Entrepreneurs Association of Turkey. Aimed at raising awareness and creating opportunities to strengthen the status of women and facilitating their participation in regional economic development of Turkey, the Project promotes the use of technology by the women 18-30 years of age to produce innovative proposals of solution and/or social entrepreneurship projects, geared towards strengthening the status of women and preventing discrimination against women particularly in the districts where the access to resources is limited. In scope of the Project, “Idea Camps” were held in Kütahya, Erzurum, Gaziantep, Sakarya, Trabzon and Adana with the participation of the youth. The project was presented as a best practice at the side event titled “Young Ideas, Powerful Women-A Model Practice from Turkey” organized on 11 March 2014, in scope of

the 58th Session of the UN Commission on the Status of Women held in New York/USA between 10 March and 21 March 2014. In addition, social entrepreneurship trainings were delivered to the youth in the working groups of the 6 projects coming to the fore at the idea camps, in scope of an event held in İstanbul on 10-11 June 2015. (Target Group: University Students)

- With the aim of increasing the number of crèches at the organized industrial zones, a Protocol of Co-operation was signed among the Ministry of Family and Social Policies, the Ministry of Science, Industry and Trade and BORUSAN Holding on 21 January 2013 to materialize the “Mom’s Job My Future” Project. In scope of the Protocol, it is planned to build crèches in the organized industrial zones in 10 individual cities (Adıyaman, Afyonkarahisar, Malatya, Şanlıurfa, Ordu-Fatsa, Karaman, Balıkesir, Çorum, Mardin, Diyarbakır) between 2013 and 2019. For this purpose, the construction of the crèches has been completed in two cities (Adıyaman and Afyonkarahisar) in scope of the Project and they are now active. The activities in the other cities are on a fast track. (Target Group: The Personnel Working in the Organized Industrial Zones)
- The Co-operation Protocol on Trainings for Women Farmers was signed on 14th May 2012 among the Ministry of Family and Social Policies and the Ministry of Food, Agriculture and Husbandry and the Union of Agricultural Chambers. It is planned under the Protocol to train the women, who live in the rural area and are engaged in farming, on agriculture, gender equality, violence against women and individual rights and freedoms, as well as enhance inter-institutional co-operation. For extension of the trainings concerned, Trainers’ Trainings on Gender Equality were also delivered to the social workers working at the Provincial Directorates of Family and Social Policies and its affiliated bodies and it is planned to complete the training program organized for women farmers till August 2015 in 81 provinces of Turkey. Trainings of Trainers on Equality between Women and Men and Gender Equality were organized for the personnel working in the Provincial Directorates of the Ministry of Family and Social Policies in Kayseri, İzmir, Gaziantep, Sakarya and Diyarbakır. With the trainings extended throughout the provinces of Turkey including the pilot provinces, nearly 4000 women farmers have been trained so far. (Target Group: Women Farmers)
- The “Project on Review of the Female Labor Force Profile and Statistics from a Perspective of Gender Equality in Turkey” run as a part of the 2014 Investment Program of the Ministry of Family and Social Policies aims to increase women’s participation in economic life in Turkey and strengthen their socio-economic status.

It is eventually targeted by the project to produce evidences and outputs to provide a basis for facilitating women’s access to labor market, making a detailed list of socio-economic setbacks to their entry in the labor market along with the policies and practices to improve and promote the conditions for women in the labour force. A meeting was held on 23 December 2014 to share the project outcomes with the relevant stakeholders. The project outputs were printed in Turkish and English and published on the official website of the GDSW.

([http://kadininstatusu.aile.gov.tr/data/542a8e86369dc31550b3ac33/T%C3%BCrkiye'de%20Kad%C4%B1n%20C4%B0%C5%9Fg%C3%BCc%C3%BC%20Profili%20ve%20C4%B0statistikleri'nin%20Analizi%20\(Nihai%20Rapor\).pdf](http://kadininstatusu.aile.gov.tr/data/542a8e86369dc31550b3ac33/T%C3%BCrkiye'de%20Kad%C4%B1n%20C4%B0%C5%9Fg%C3%BCc%C3%BC%20Profili%20ve%20C4%B0statistikleri'nin%20Analizi%20(Nihai%20Rapor).pdf).)

Target Group: Nationwide

- A research was conducted on the Demand and Supply of Child Care and Early Childhood Trainings in Turkey, in scope of the “Project on Increasing Women’s Access to Economic

Opportunities (2012-2017)” run in collaboration with the World Bank through the funding of Swedish International Development Agency (SIDA). The data collection and analysis processes of the research were completed, the draft report shared with the relevant stakeholders in October 2014 and the final report was made available in Turkish and English. Building on the research outcomes, efforts have been underway to develop a draft model of quality and accessible early childhood care and education services to ensure that women are involved in the labor market more actively in our country. The draft model is scheduled to be completed before the end of 2015. (Target Group: Women already in the labor market and the potential participants)

- “The Protocol on Co-operation in Promotion of the Instructors’ Trainings on Gender and Participation in Life and Employment” was signed between The Ministry of Family and Social Policies, The Ministry of National Education and the Genç Hayat Foundation (Youth Organization) on December 16, 2013. Within the scope of the “Attention, the Youth at Home Project” run in ten cities as a part of the protocol activities; the training programs, role model meetings and seminars on gender equality and participation in social life and employment have been organized for the teachers working at the secondary educational institutions with dormitories (high schools and their equivalents), and those working at technical and vocational high schools, students and their families within the framework of the “Count me In Project”. Accordingly, the teachers’ trainings are delivered in the first run and secondly the teachers, having received the trainings, organize training activities for the students and their parents. As of September 2014, training programs for the students and their parents have been organized in four project cities (Ankara, İstanbul, İzmir, Adana) by the teachers who received trainings of the trainers. Moreover, impact analyses of the trainings held in scope of the projects concerned have been carried out. The ToT programs and the subsequent activities are being undertaken in six other pilot cities (Bursa, Konya, Malatya, Erzincan, Sinop and Gaziantep) starting from the second half of 2015.
- The project on “Technical Assistance to Promote Gender Equality in Education” which was launched by the Ministry of National Education in 2014 with a duration of 24 months aims to eliminate the negative impacts of the gender stereotypes, contribute to establishing gender equality, promote gender equality for boys and girls at schools and complement the whole levels of educational system with a gender sensitive perspective. The targeted results of the project to be applicable at 40 pilot schools, choosing four schools in ten pilot cities each (Erzurum, Batman, Samsun, İzmir, Malatya, Şanlıurfa, Karaman, Mardin, Trabzon, Sivas), are presented below:
 - Develop a tool and build up capacity for applicability of the tool for the educational and administrative staff at schools geared towards “Promotion of Gender Equality at Schools”,
 - Enhance the institutional capacity of the MoNE for extension of an egalitarian and gender responsive approach in the education sector,
 - Organize central and local campaigns to raise awareness on gender equality in education among the students, parents, educational and administrative staff.

The Project Kick-off Meeting and subsequently the Gender Equality Working Group Meeting were held in July 2015.

Objective 2.**Preventing violence against women and combating violence****Legal amendments**

- The Law Nr.6284 on the Protection of Family and Prevention of Violence against Women which took effect on 20 March 2012 provides for opening of the Violence Prevention and Monitoring Centers in the Article 14; and the opening procedures as well as the services and activities thereof are established under the Law. The Draft Regulation on the VPMCs was prepared in scope of the legislative work for setting the working procedures and principles of the centers.

Political Adjustments

- In pursuant to the Article 12 of the Law Nr.6284 which rules that “technical tools and methods shall be applicable as the injunction orders ruled as per the Law are implemented”. The project on “The Pilot Scheme for Application of the Electronic Support Systems in Combating Violence against Women” was launched in 2012. The Project concerned is scheduled to be completed in October 2015 and is still applicable in Adana and Bursa.

During the period of pilot scheme, it was considered that it poses a life risk for the victims to wait for the security teams to come to their aid after they push the buttons in cases of emergency and also that the scheme is impossible to maintain or extend nationwide the way it is, due to its systematic and technical shortcomings. Accordingly, a pilot scheme was started to monitor the victims of violence as well as the perpetrator at the same time using the electronic monitoring system infrastructure and the system of electronic bracelets for combating violence against women more efficiently. To this end, a “Co-operation Protocol on the Pilot Implementation of the Technical Surveillance within the scope of Combating Violence against Women” was signed on March 8, 2015 among the relevant ministries. In scope of the Protocol, it is aimed to improve the Registration Form for the Domestic Violence Incidents applied to the victims and perpetrators by the law enforcement authorities for nationwide extension of the audio surveillance systems to enable a more effective risk assessment, set the work flow charts of the practice, develop the legislation for the audio surveillance system and work as necessary to amend the current legislation, develop fields of co-operation among the relevant stakeholders and cumulate experience.

- Violence Prevention and Monitoring Centers have been set up in 14 cities in pursuant to the Article 14 of the Law Nr.6284 on the Protection of Family and Prevention of Violence against Women. The Violence Prevention and Monitoring Centers are the centers of reference for women, who are exposed to or under risk of violence, that run monitoring activities round the clock seven days a week offering the services of consultancy, guidance as well as empowering and supportive services they would need, for the purpose of preventing violence and implementing the protection orders effectively. The number of the centers has risen to 35 as of July 2015 and efforts are continued for their nationwide extension.

Other Activities

- Our reference law in combating violence against women is the Law Nr.6284 on the Protection of Family and Prevention of Violence against Women. The research project on “The Impact Analysis of Implementation of the Law Nr.6284” was started on 15th July 2014 to reveal how the provisions of the Law are reflected upon the women victims of violence and perpetrators along with their children and immediate families and to assess whether they are effective in prevention of domestic violence and violence against women and protection of the victims of violence. The project aims to evaluate the contribution of the law implementation to the prevention of domestic violence, reveal the setbacks for the

decision-makers to implementation of the law, assess the impact of the injunction orders on the parties concerned and identify the civil and penal lawsuits which are brought in line with the injunction orders and concern the victims and perpetrators of violence as the parties, as well as determining their causes and parallel details. It is planned to reveal the outcomes of the research in the second half of 2015. As a result of the research, a comprehensive roadmap will be developed to overcome the challenges in the implementation of the Law Nr.6284 and efforts will be maintained to this end, in co-operation with the relevant institutions and organizations.

- A Parliamentary Investigation Committee was formed within the TGNA to investigate the causes of violence against women and identify which measures need to be in place. The Parliamentary Investigation Committee on the Causes of Violence against Women and Identifying the Necessary Measures published its first report on May 8, 2015. Our General Directorate offered its contribution to the report by assigning experts for the reporting process.
- The follow-up and evaluation activities of the National Action Plan on Combating Violence against Women (2012-2015) are currently being carried out and preparatory work for the new Action Plan has been started due to the imminent expiry of the plan at the end of 2015. The new Action Plan is being developed with regard to the international conventions with a particular focus on the Istanbul Convention, the national legislation, the results of the Impact Analysis Research of the Law Nr.6284 and the final report of the TGNA Investigation Committee on Prevention of Violence against Women. The new Action Plan is envisaged to be built on the legal arrangements, awareness-raising, delivery of protective and preventive services, inter-institutional co-operation and services for the perpetrators.
- “The Co-operation Protocol on Securing the Contributions of the Religious Officials in Protection of Family and Prevention of Violence against Women” was signed on 12th April 2010 between the Minister of State Responsible for Women and Family and the Minister of State Responsible for Religious Affairs. The Protocol was updated on 22nd August 2013 and put back into effect. Within this framework, 468 trainers were trained and the field trainings of 47.566 staff members were completed by May 2015.
- “The Protocol on Stepping up Institutional Capacity, Co-operation and Coordination for Achieving Gender Equality and Combating Violence against Women” has been effective after being signed on July 3, 2013 with the Ministry of National Defense. In scope of the protocol, it is targeted to hold training seminars on “Gender Equality” and “Combating Violence against Women”, enrich and strengthen the available programs of training and train the staff who would deliver the training seminars. The trainings of 32 specialist trainers, 150 trainers, 3.554 troop trainers and 169.598 basic and skilled privates and non-coms were completed in 2014. Lastly, the second term of the specialist trainers’ trainings under the protocol was held in Ankara between 16 March and 3 April 2015.
- The Co-operation Protocol on Combating Violence against Women was signed with the Ministry of Health on March 8, 2015. The Protocol aims to increase the efficiency of health services to be offered as a part of the Law No. 6284 on Protection of Family and Prevention of Violence against Women and the Implementation Regulation of the Law and identify the framework and conditions of the co-operation to be developed between the Ministry of Family and Social Policies and the Ministry of Health, as well as the liabilities upon the parties. Within the scope of the Protocol, it is planned to add “Violence against Women and Domestic Violence” as well as “Anger Management Units” to the application area of the

Psycho-Social Support Centers functioning under the health care facilities with an emergency unit affiliated to the Ministry of Health and set up these units in a such a way to cover services which will equip the perpetrators of violence with anger management techniques and revise these units to cover such services.

- A protocol was signed among The Ministry of Family and Social Policies, Ministry of Justice, Ankara Bar Association and the Presidency of Ankara University on 2nd July 2015 to engage the Faculty of Law students at the Ankara University in law clinic practices related to the Law Nr.6284. The protocol will allow the students of the law clinic on domestic violence to work at the VPMCs affiliated with our Ministry to provide legal support for the victims and also offer them access to the applied trainings. The law clinic of the Law Nr.6284 will be launched on 1st October 2015.
- Except for the protocol work, GDSW organizes training activities for combating violence against women in line with the training needs of the MoFSP, co-operation with various authorities or the requests of the authorities:
- The GDSW run the 2009 IPA-I Project on Combating Domestic Violence against Women. The main objective of the Project is to contribute to the national efforts to protect women's human rights. Accordingly, training programs on violence against women and gender equality are going to be organized for the staff of the service units available for the women victims of violence. In scope of the trainings, the materials of which are now being developed, training seminars on gender equality, violence against women, legislation and awareness are going to be delivered to a total of 1.275 people in the second half of 2015 and in 2016. The situation analyses and training needs analyses are being conducted for the cities where the project is implemented. In addition, project support has been made available for 19 NGOs in 11 cities [Istanbul (5), Ankara (3), Samsun (2), Nevşehir (2), Adana, İzmir, Gaziantep, Mardin, Düzce, Kocaeli, Konya] in order to step up the capacities of the local and national NGOs for combating violence against women under the grant component of the project. 10 out of 19 projects receiving support accordingly have been finalized. The monitoring visits are being paid in scope of the projects. Awareness activities will be carried out practicing the communication strategy being developed under the project and making use of the media, movies, meeting and different activities.
- There are on-going efforts to integrate and revise the data systems used by the affiliated bodies of the General Directorate on the Status of Women (women's shelters, first-step stations and VPMCs). Accordingly, the revision of the "Web-based Software Module" pertaining to the Law Nr.6284 and "VPMC Data System" is about to be completed. Trainings on the systems concerned have been completed in 81 cities and the system has been made available in a test environment. Following the test entries, 81 cities will start entering data. Moreover, efforts are underway to connect the systems to Turkish National Judiciary Informatics System (UYAP).
- In scope of the Prime Ministerial Circular Nr.2006/17, "The Monitoring Committee on Violence against Women" convenes every year in a session held with the participation of the relevant government agencies, universities and NGOs. At these sessions, the opinions and suggestions of the relevant parties are considered in scope of combating violence against women. The 8th session of the Monitoring Committee on Violence against Women was held on 10th December 2014 with the participation of the relevant institutions and organizations.
- The implementation process of the National Action Plan on Combating Violence against

Women (2012-2015) is evaluated twice a year in six-monthly periods under the coordination of the GDSW and with the participation of the institutions and organizations responsible for the strategies. Within this framework, the first six-monthly monitoring and evaluation meeting of 2014 was held on 14 October and the second of the year 2014 was held on 8th July 2015 together with the first of the year 2015.

- Training programs were organized for the staff members in all levels of service delivery to ensure that services due for the women victims of violence or those under risk (protection, accommodation, treatment, vocational/occupational courses, empowerment, legal rights, child/elderly care and rehabilitation etc.) are rendered more effective. In service trainings were delivered on April 20-24, 2015 and April 27-May 1, 2015 to 419 executives and professional staff members engaged in combating violence against women at the Women's Shelters, First-Step Stations, Violence Prevention and Monitoring Centers, Social Service Hubs and Provincial Directorates affiliated with The Ministry of Family and Social Policies. The trainings covered the themes of anger management, crisis and response, project design and project cycle management, legislation, purchase and budgeting procedures and how to cope with stress.
- The project on "Women's Shelters for Combating Domestic Violence" launched in 2013 covering 26 cities in Turkey has been run by the General Directorate on the Status of Women. The project envisaged to have 3-year duration is comprised of two components which are the grant and technical support components. It is envisaged under the Project to organize a series of trainings with the participation of the staff members from the women's shelters, the first step stations, VPMCs and other government offices and agencies combating violence against women. Under the technical support component of the project;
- 115 in-depth interviews and 18 focus group discussions were held to identify the training and supervision needs of the women subjected to violence, and in scope of the available situation analysis, quantitative data from 316 authorities were collected to complete the Situation and Needs Assessment.
- There is an on-going process for developing provincial action plans for the project cities.
- Training materials are being developed in scope of the project and training programs on the legislation on violence against women, gender equality and awareness-raising will be organized during the second half of 2015 and in 2016 for a total of 1.275 professionals including the health, justice and security staff members along with the personnel of our Ministry.
- Working standards are being defined for the VPMCs, shelters and the pre-shelter and post-shelter mechanisms.
- Efforts are underway to update, improve and standardize the work flow schemes for the Women's Shelters, First-Step Stations and VPMCs, along with the forms used by these units. Accordingly, a workshop was held in Ankara on 27th-29th May 2015 with the participation of the personnel members from the VPMCs, first-step stations, women's shelters along with the staff responsible for women's services at the provincial directorates.
- In line with the communication strategy now being developed, awareness-raising activities are going to be carried out by means of movies, meetings and other various activities.

- In scope of the grant component, 19 projects have been offered grants in 11 cities to enhance the capacities of the local and national NGOs for combating violence against women. According to the data of June 2015, 9 out of 19 grant schemes have been finalized.

Target Group: The target groups of “The Project on Women’s Shelters for Combating Domestic Violence” are the staff at the municipalities, governorates and the central and local bodies of the Ministry of Interior, Ministry of Justice, Ministry of Health, Ministry of Family and Social Policies and the Ministry of National Education, along with the staff of the women’s shelters and NGOs working in the field of combating violence against women, the grant beneficiaries, trade bodies, local media professionals and community leaders.

- The National Research on Combating Domestic Violence against Women in Turkey, which had been first conducted in 2008, was renewed in 2014 in order to explore the differences in the prevalence of violence against women by evaluating the impacts of the policies and programs in last five years. The outcomes of the research were made public on 30 December 2014. The report of the research was printed in Turkish and English and both versions are now being distributed.
- “The Protocol on Stepping up Institutional Capacity, Co-operation and Coordination for Achieving Gender Equality and Combating Violence against Women” has been effective having been signed with the Ministry of National Defense on July 3, 2013. In scope of the protocol, training seminars are being delivered in four steps:
 - 2-week long “Specialist Trainers’ Trainings Program” at the first phase for 85 participants in three groups;
 - 2-week long specialist trainers’ training programs for 85 participants;
 - 1-week trainings of trainers for 300 participants at the second phase;
 - 2-day trainings on gender equality and combating violence against women for 3000 participants in regional scale programs to be organized at the third phase;
 - 6-hour training programs to be held by the 3000 trained at the third phase for the privates and non-coms in the troops at the fourth phase of the training activities.

The activities carried out in 2014 under the protocol (the programs except for the specialist trainers’ trainings are organized by the Turkish General Staff and the data relating to the trainings completed are obtained on an annual basis) are presented below:

- The Specialist Trainers’ Trainings of 42 participants were completed at the first phase,
- The Trainings of Trainers of 150 participants were completed at the second phase,
- The Trainings of Troop Trainers of 3554 participants were completed at the third phase,
- The Trainings of 169.598 privates and non-coms were completed at the fourth phase.
- In addition, conferences were held for 7316 staff members in total, including the commissioned officers, non-commissioned officers and military officers at the headquarters.

In 2015, the specialist trainers’ trainings were held for 28 participants.

- The Co-operation Protocol on Combating Violence against Women was signed between the Ministry of Health and the Ministry of Family and Social Policies on March 8, 2015 in scope

of the activities aimed at prioritizing the victims of violence in service delivery, institutional capacity building for the services available for the victims and perpetrators of violence through the programs to be developed for the perpetrators, organizing trainings on combating violence against women for the health care staff and developing data systems.

Objective 3.

Promotion of Women's Access to Justice

Special importance is attached to the access of the women victims to justice in the activities gaining momentum recently in the field of combating violence against women in Turkey. Within this framework, legal provisions and efforts to put them into practice are available in our country. One of the most substantial efforts in that sense is the formation of the Department on the Rights of Victims under the roof of the Ministry of Justice.

Necessity has arisen to set up a unit within the Ministry of Justice to support the victims both materially and spiritually in the devastating period following the acts of crime, guide them with its expertise focusing solely on the victims as the target group of service. In consequence of a general overview of the problems experienced by the victims in criminal procedure and identification of the practices and setbacks relating to victims' rights in the criminal justice system; a unit called The Department on the Rights of Victims was established under the General Directorate of Penal Affairs to guide and support the victims in the investigation and prosecution of the crimes and coordinate the related services.

Special importance is attached to the women victims by the Department on the Rights of Victims. It is planned to deliver special and inclusive services to particularly the women victims subjected to domestic violence and sexual abuse. The Department on the Rights of Victims has undertaken many actions for women.

A report titled "Violence against Women; The Protection of Women Victims in The Judicial Process and Proposals of Solution" was submitted to the TGNA in 2015. At the same time, contributions were made to the related commission work.

The Department on the Rights of Victims made special reference to the women victims at the 3-phase courses organized this year for the prospective judges and prosecutors at the Academy of Justice to promote the Rights of Victims. A detailed description regarding the women victims was shared with the prospective judges and prosecutors.

The website of The Department on the Rights of Victims refers to the women victims in the context of both "domestic violence and sexual abuse". This section includes detailed and guiding information about the women victims.

Women victims are also included in the guidebook defining the approach of the civil servants to the victims in scope of the Guidebook on How to Approach to the Victims. The approach of the judicial, health and law enforcement personnel to the women victims are described in detail.

The Guidebook on the Rights of Victims which is envisaged to be issued and now under preparation covers detailed information regarding the legal rights of women victims, services provided by the public and civil society organizations and the legal procedures.

The situation regarding women's access to justice in Turkey had previously been submitted to GEC in detail and below is presented a description of the same.

One of the fundamental human rights and an integral component of the rule of law, judicial access is more of an issue for women victims of violence. In view of the fact that women might face discrimination in many aspects including the education, health and employment opportunities in particular; discrimination could bring along difficulties in access to justice when they suffer from violence. Therefore, a great many measures are essential in legal, structural, socio-economic and cultural terms for them to enjoy their right to equal access to justice.

Accordingly, special attention has been paid to women victims' access to justice as a part of the efforts which has gained momentum recently in Turkey in its campaign against violence targeting women. Below is presented a summary of the relevant legal and practical work in our country.

The issue of "Legal Aid" is addressed in the Civil Courts Law Nr.6100, which sets forth that those who cannot afford to the court expenses totally or partially shall be entitled to legal redress, the beneficiaries shall be exempted from the litigation costs and further, a lawyer shall be designated to the beneficiaries by the bar association upon a court demand or their own request. The women victims of violence shall also be entitled to legal redress within scope of the law concerned.

After our country ratified the Istanbul Convention without any reservations in an effort to combat violence against women, the legal work gained impetus for alignment of the Convention's provisions, and The Law Nr.6284 on Protection of Family and Prevention of Violence against Women was made effective on March 20, 2012. With its substantial provisions as to combating violence against women, the Law stands out as an advanced legal arrangement as far as the judicial access for women victims of violence is concerned. The Law stipulates that in case of violence or any risk of violence, any one may report it to the public agencies or authorities. Once they are reported, the public officials concerned shall obey the Law as they fulfill their obligations without delay and inform the authorities about the other necessary measures. Another arrangement introduced by the Law Nr.6284 and fairly significant in terms of the victimized women's access to justice concerns no reliance on any proof or documents for a protective injunction order to be made. Hence, loss of time is avoided until the injunctions are issued for protecting the women victims. Likewise, the Law also provides for ruling of the protective injunctions without delay and timely application of the injunctions ruled and notifying the decisions about the rejected requests of injunction only to the person under protection.

It is envisaged in the Law Nr.6284 that The Violence Prevention and Monitoring Centers shall be set up to run the support and surveillance services aimed at violence prevention, effective implementation of the preventive and protective injunctions. The Centers, which are operable on a 24/7 basis and one-step system, have been set up in 36 provinces. They are going to be extended to 48 provinces at all in 2015 and it is planning to extend nationwide in 2016. These centers play a significant role in securing women victims' access to justice. Accordingly, the coordination and surveillance of the legal support services for victims of violence is also undertaken by these centers in pursuant to the provision of the Law, regarding coordination of services offered to the persons protected. Furthermore, it is also one of the duties of the centers to make official request for ruling and application of the injunctions, if necessary.

One of the most vital services in access of women victims of violence to justice is availability and functionality of the hotlines serviceable 24/7 free of charge. In this scope, the ALO 183 hotline is available in our country for women victims of violence to contact easily and help them to the quickest access to the psychological, judicial, economic advice and guidance services as well as the relevant social utilities and the type of service they need. This hotline is capable of answering the calls from 81 provinces thanks to its 24/7 service principle and 4 teams in shift, each comprised of 3 personnel members. In cases where emergency response is needed, the Emergency Response Team

official deployed at the Provincial Directorates of Security, Gendarmerie and Family and Social Policies in that province is contacted.

Women's Law Commission (TBB) working under Turkey Union of Bar Association (TÜBAKKOM) is among the sample of good practices on women victims of violence access to justice. The Commission aims to launch trainings to inform women about their rights and enable them to enjoy from these rights, provide voluntary counseling services to women victim of violence. "Women's Law Commission" was established in many of the provinces to achieve this aim. Bars, which provide important services in women's access to justice, deliver various services women victim of violence through these commissions and provide support to victims. Among the services provided by the Bars are ; assigning free of charge lawyers, services offered by Legal Assistance Boards, services of Women's Law Commissions, services by Women Solidarity Centers.

Free of charge lawyers are provided to victims of violence, lawyers are assigned to inform the victims about their legal rights and legal procedures are followed by these lawyers on behalf of the victims by Legal Assistance Boards which enable victims to get free of charge legal assistance if they need. Victims of violence can not only apply to the Bars in the province they reside, they can also demand lawyers through the police station and gendarmerie stations. Activities are launched about the basic laws, achievement of gender equality, free of charge counseling are provided on where and how to apply in the legal process to raise the awareness of women and especially those who are victims of violence about their rights in the women solidarity centers affiliated to Bars and women rights commissions.

"Domestic Violence Bureau" established by the Chief Public Prosecutor's Office of Ankara in order to enable women's access to justice is a significant sample of good practice. Domestic Violence Bureau was established on June 6, 2011 in order to provide a single central service during investigation of the complaint by the victim, victim's protection order request and execution of the protection orders and efficient implementation of international conventions. A prosecution unit which only follows the investigation process of violence against women incidences and do not deal with other crimes was set up, excluding from other forms of crimes. This practice brought in remarkable expertise and efficiency for the investigation process of violence against women cases.

Launched in May, 2011 by the Ankara Bar, "Gelincik Project" is a significant sample of good practice in which every forms of legal and accommodation assistance, vocational services; social and psychological support are provided to the victims of violence and the children. The Gelincik project was formed under the Legal Assistance Centers of Bars. Women victims of violence who need legal assistance can apply to Gelincik through 7/24 accessible telephone line and they are directly responded by lawyers who are expert on violence against women. If the woman victim of violence is residing in Ankara and does not have the suitable conditions to come on her own, they are picked up by the car of the Bar's from her home. There are 152 voluntary lawyers within the scope of the project, all of whom have been provided 2-3 day training on violence against women. The process proceed like the following way; firstly a legal situation assessment is done by the guiding lawyer who opened the phone, then a lawyer is called on from the list of voluntary lawyers. The voluntary lawyer embraces the case form the beginning to the end of the process. The voluntary Lawyer who took over the responsibility of the case is assigned within the scope of legal assistance. Afterward, the woman is (after the necessary measures are taken) accommodated to her home or a shelter securely or to a place she wants to go and the process about the legal procedure is followed by the assigned voluntary lawyer. The Project also contributes to women victims of violence efficient and active access to justice and increasing the awareness and sensitiveness of public officials on the issue.

Public officials providing investigation, prosecution and legal procedures services to women victims

of violence need to be trained on the rights of women victim of violence and their human rights. 71.000 police officers, 65.000 health personnel, 336 judges and prosecutors and 17.000 religious officers have been trained within the scope of the protocols signed by the Ministry of Family and Social Policies and it is planned to launch activities in order to enable the sustainability of the trainings. 2.470 Gendarmerie personnel participated to the seminars organized within the scope of the co-operation built between the Ministry of Family and Social Policies and the Gendarmerie. Furthermore, a number of trainings are delivered for the Gendarmerie personnel on violence against women. Also, trainings will be held within the scope of the 2009 IPA Project and it is being planned to reach 1.275 person much of whom will be public officers (for details, see page 9).

Objective 4.

Promotion of balanced participation of women in politics and the public decision-making mechanisms

Other Activities

Formed in scope of the World Economic Forum on the Middle East, North Africa and Eurasia held in Istanbul on 4th-6th June 2012, under the auspices of the Ministry of Family and Social Policies and co-leadership of the Sabancı Holding and Doğu Holding; “Turkey Gender Parity Taskforce” aims to reduce the gender gap in the field of economic participation and opportunities down to 10 percent in the period of three years ahead. The Task Force was converted into “The Equality at Work Platform” following its press launching held in Istanbul on January 15, 2013. The country score in the field concerned, which had stood at 0,414 in 2012, rose up to 0,453 in 2014 and thus, the two-year ultimate goal was fulfilled by 9,4 percent. The membership procedures of the platform are run online via www.istesitlikplatformu.gov.tr since April 2013. The number of the firms becoming members of the Equality at Work Platform is 85 according to the data of June 2015. The second press launch meeting of the Equality at Work Platform was held in Kayseri on March 6, 2014. Accordingly, 27 firms centered in Kayseri have put their signatures under the Platform membership declaration. Within the framework of the side events organized on the occasion of the 58th Session of the UN Commission on the Status of Women held in New York between 10th and 21st March, the Equality at Work Platform and the relevant activities carried out in Turkey was shared with the UN members as the model best practices on 11th March 2014. The platform members signed the “Declaration of Equality at Work”, “The Manual for Establishing Gender Equality” was distributed to the stakeholders and information was provided about the platform at various national and international meetings to reach out to increased number of firms. After becoming platform members, the firms have made progress in pursuit of the main goals of increasing the number of women at the senior management positions along with the female staff members, reconciliation of work and family life providing crèches and breastfeeding rooms, practices to enable equal pay for work of equal value, and promotion of awareness and sensitivity about the equality between men and women.

Two booklets on “The Best Practices” and “Promotion of Equality at Work throughout the Supply Chain” were prepared with the themes of the best practice in the process of platform membership and extension of these practices throughout the supply chain. The booklets were printed, shared with the relevant stakeholders and made available on the website.

(<http://kadininstatusu.aile.gov.tr/data/542a8e86369dc31550b3ac33/Tedarik%20Zinciri%20Kitap%C3%A7%C4%B1%C4%9F%C4%B1.pdf>).

“Working Women as Role Models Videos” were shot as a part of the Platform work. The “Survey on the Status of Women at the Workplaces” filled in by the firms becoming platform members was analyzed and a “Survey Analysis Report” was prepared. The report aimed to provide advice for the firms to improve themselves particularly in the fields which lacked gender perspective.

Target Group: Private sector employees

Objective 5.

Gender Mainstreaming

Other Activities

In scope of The UN Joint Program on Protection and Promotion of Women's Human Rights: Gender Budgeting Program (2012-2015) run by the UN Women in co-operation with the Ministry of Family and Social Policies, the Ministry of Interior and Turkish Association of Municipalities with the funds of the Sabancı Foundation, it is targeted to contribute to the delivery of local services by the local government working based on a participatory model together with the city councils and women's NGOs within the framework of the gender responsive budgeting principles. Trainings were delivered in scope of the project to the representatives of municipalities, universities and NGOs in the pilot cities of Aydın, Çanakkale, Edirne, Erzincan, Eskişehir, Gaziantep, Kahramanmaraş, Kastamonu, Kayseri, Kocaeli and Ordu. Subsequent to the trainings, the themes of Gender Equality and Gender Responsive Budgeting were included in the Strategic Plans of 2015-2019. Activities have been taken up to ensure that the municipal services are rendered gender responsive. The Roadmaps of Gender Responsive Budgeting, which were prepared during the trainings, were approved in Edirne, Eskişehir and Gaziantep. Monitoring mechanisms were established in Edirne, Eskişehir, Gaziantep and Kocaeli for the municipal activities. Efforts have been underway to set up NGO platforms in the pilot cities. The municipal activities started in scope of the Gender Responsive Budgeting Program are currently being maintained.

Target Group: NGOs, municipal staff, academicians and citizens in the pilot cities.

ADDITIONAL DETAILS (IF ANY):

"The Humanitarian Aid Program on Combating and Response to Gender Based Violence" has been run in partnership with the GDSW and the UNFPA for the Syrian women since 2013. The Program aims to raise the awareness of the Syrian citizens, who fled from the on-going war in Syria and came to Turkey, on gender based violence, step up the capacities of the relevant personnel who deliver services on response to violence against women and provide technical support to our country. In scope of protection and assistance provided to the Syrian citizens under temporary protection of the government of Turkey, the psycho-social and health care services are offered via the available structures. The role of the UN organizations is to offer technical and material support as necessary.

The following are included among the Objectives and Priorities of the Program:

- Support the existing national services to meet the needs of the growing Syrian population in Turkey,
- Develop the qualities and skills of the camp managers and service providers with regard to psycho-social needs of the Syrian people,
- Mobilize the Syrian people on gender based violence and increase their awareness on the issue and
- Prevent violence against women and children.

In scope of the program, a study visit was paid to Gaziantep-Nizip and Osmaniye camps in May 2013 by the UNFPA team and a team from the Ministry of Family and Social Policies to identify the needs regarding Gender Based Violence at the camp where the Syrian citizens stay.

In addition, "Helping the Helpers Trainings" started on 29 June 2013 for the personnel of the pilot camp in Gaziantep Nizip-1 (executives, interpreters, health care staff, voluntary Syrian teachers, Turkish teachers, security staff, cleaning staff, qualified instructors and the soldiers at the stations)

were finalized in December and 37 training seminars were completed.

- Trainings were delivered on “trauma, methods of approach to victims and legislation” to social workers and psychologists working at camps.
- A number of meetings were organized with the participation of the Syrian people to mobilize them on gender based violence, raise their awareness on the issue, exchange information on early and forced marriages, build solidarity among the women on violence against women, improve and strengthen their emotional skills. The meetings provided a fruitful platform on which women could express themselves and build solidarity among each other and the information on such issues as violence against women could be discussed.

Additionally, informative brochures were prepared on “violence against women, marriageable age, civil marriages and women’s rights” for the Syrian people in Turkey. The brochures which were printed in 500.000 Arabic and 500.000 Turkish versions were handed out in the provinces with camps. It is expressed clearly and simply in the brochures

- The legal minimum age for marriage is 18,
- Civil marriage is an obligation,
- Marital rape, violence against women and domestic violence are considered to be offences, and
- What mechanisms of reference are available in case experiencing or witnessing an act of violence.

Five training seminars of “Helping the Helpers” are envisaged in the project for 2015 and 2 seminars have been completed so far.

Furthermore; *The Working Group on Gender-Based Violence* convenes monthly with the participation of the representatives from the Prime Ministry Disaster and Emergency Management Authority, the Ministry of Family and Social Policies, UNICEF, UNFPA, UNHCR and the International Organization for Migration, and assesses the final situation of the Syrian population and the recent status of the camps. Thus, coordination is ensured among the different units which provide psycho-social support to the Syrian people and up-to-date information are exchanged among them.

- The updating work of The National Action Plan on Gender Equality (2008-2013) which had been prepared by the GDSW with the contributions of all the relevant stakeholders have been started for the 2015-2020 period and continued under 8 distinct categories (in parallel with the Beijing Platform for Action: promotion of gender equality in Turkey, participation in power and decision-making mechanisms, health, education, employment, environment, poverty and media).
- “The Project on Career Planning Centers for Women Convicts”, which was started in 2012, has been run by the General Directorate on the Status of Women (GDSW). It was aimed under the project which has a 27-month period of implementation to blend the Assessment of Prior Learning- APL model the ISQ research institute in Portugal produced and applied for the disadvantaged individuals, with the convicts included as well, and the remarkable work of the BBS START GmbH which is a “Competence Agency” offering career planning services to the disadvantaged individuals in Germany, to develop an applicable model for Turkey. In this scope;
- It was decided to apply the model at the penal institutions where the women convicts are kept to ensure that the Portugal and German models are implemented effectively in Turkey

and the Ministry of Justice General Directorate of Prisons and Detention Houses was also engaged in the Project in August 2014.

- Portugal APL Workshop, Germany Competence Agency Workshop and Turkey Capacity Building Workshop were held. In addition, Turkey Status Report and the Technical Report of the Competence Agency were drafted. In addition, the scales and forms were developed for the career planning process and they were put into pilot application at the penal institutions. In the light of all these activities, a guidebook was arranged for reference during the career planning process. The website of the project has also been made available.
- A protocol has been signed between our GD and The Ministry of Justice General Directorate of Prisons and Detention Houses to ensure sustainability of the Project practices.
- A software program has been developed and made available integrated to the National Judiciary Informatics System (UYAP) to ensure that the career planning is practiced more efficiently for women convicts at the penal institutions.
- Trainers' trainings have been held for the social workers at the penal institutions for efficiency and sustainability of the career planning process.
- Project brochures, banners and booklets have been prepared as well as the external discs for project publicity.

COUNTRY: UKRAINE

Objective 1.

Combating Gender Stereotypes and Sexism

Other activities: In August 2015 the President of Ukraine signed the Decree on approval of the National Human Rights Strategy of Ukraine: <http://zakon5.rada.gov.ua/laws/show/501/2015> (Ukrainian); http://www.ua.undp.org/content/ukraine/uk/home/presscenter/articles/2015/09/02/-_html (English). According to this Strategy - implementation of the comprehensive measures to combat gender discrimination, including gender stereotypes defined as a one of the expected outcomes in framework of the strategic goal "To ensure equal rights and opportunities for women and men in all areas of public life".

Among the objectives of the State Program to Ensure Equal Status of Man and Women in Ukraine (2013-2016): <http://zakon0.rada.gov.ua/laws/show/717-2013-%D0%BF> (Ukrainian only) - to prevent the stereotypes about the role of women and men. This Programme provides relevant training on gender equality issues and awareness-raising about gender equality.

Target Group: government officials, representatives of education, culture, media, NGO.

In 2015 the Council of Experts on combating gender-based discrimination renewed its activities (after suspension of its activities in 2013). The Ministry of Social Policy of Ukraine coordinates the work of this body. The main task of its activity is consideration of complaints on the facts of such discrimination from individuals. Most complaints related to TV and advertisements content (gender stereotypes and sexism). Based on consideration of these complaints the Council of Experts issues recommendations for the relevant media, broadcasting and advertising agencies. The recommendations aimed to minimize the factor of gender stereotypes and sexism in media space.

Objective 2.

Preventing and combating violence against women

Other activities:

Ukraine signed the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) on 7 November 2011. At the present stage we are implementing national procedure for preparation to the ratification this Convention. The Ministry of Social Policy of Ukraine in close cooperation with other relevant state bodies and civil society are working for promotion of this process. The representatives of the Parliament (Verkhovna Rada) of Ukraine involved to the preparation for the ratification of the Istanbul Convention. The cross-party parliamentary group "Equal Opportunities" plays important and active role in this process.

Significant number of the activities provided through the project of the Council of Europe Action Plan for Ukraine "Prevention and combating violence against women and domestic violence" (2013-2016)

<http://www.coe.int/en/web/stop-violence-against-women-ukraine/about-project/background>

Among the main achievements by the end of September 2015:

- The report on compliance of selected Ukrainian laws with the Council of Europe Convention on Preventing and Combating violence against women and domestic violence (Istanbul Convention) both in English and Ukrainian was published, presented and distributed among relevant national and international stakeholders in May 2015.
- A report on good international practices and standards on violence against women and domestic

violence have been widely distributed and have been discussed on the occasion of several national events (round tables, conferences, parliamentary hearings, working groups, etc.).

As a result, the authorities have drafted a package of amendments to improve the national legislation that are supposed to be in line with the recommendations of the report.

- The national expert completed a detailed analysis of the state of play with regard to collecting data on violence against women and domestic violence in Ukraine – an inventory of existing practices, sources of statistical data and databases. The working group on data collection has met several times and has fruitfully discussed ways to improve the Ukrainian system for data collection.

As a result of these activities, the working group will formally identify the next steps needed to improve the Ukrainian system for data collection.

- The analysis of obstacles encountered by victims and survivors of violence against women and domestic violence in obtaining assistance and redress was carried out. On the basis of this analysis, the international expert is currently preparing a report on institutional set-up and mechanisms established in Ukraine at regional and local level to ensure a coordinated response to various forms of violence against women and domestic violence.

Detailed information on the national events organized in cooperation with the Project: <http://www.coe.int/en/web/stop-violence-against-women-ukraine> .

According to the National Human Rights Strategy of Ukraine <http://www.ua.undp.org/content/ukraine/uk/home/presscenter/articles/2015/09/02/-html> (English) - combating gender-based violence, human trafficking and slavery as well as the combating domestic violence are the strategic areas of this document.

Significant work in the sphere of the prevention of domestic violence carried out by the International women's rights center "La Strada Ukraine". La Strada-Ukraine is a national center for development of scientific and methodical support for human trafficking prevention, violence prevention, child rights protection and gender equality promotion: <http://www.la-strada.org.ua/>.

Objective 3.

Guaranteeing Equal Access of Women to Justice

Other activities: In August 2015 the President of Ukraine signed the Decree on approval of the National Human Rights Strategy of Ukraine: <http://zakon5.rada.gov.ua/laws/show/501/2015> (Ukrainian); <http://www.ua.undp.org/content/ukraine/uk/home/presscenter/articles/2015/09/02/-html> (English).

Among the expected outcomes in framework of the strategic goal "To ensure equal rights and opportunities for women and men in all areas of public life" defined - "equal access to justice is provided".

The State Program to Ensure Equal Status of Man and Women in Ukraine (2013-2016) <http://zakon0.rada.gov.ua/laws/show/717-2013-%D0%BF> (Ukrainian only) provides research on the level of access to justice for women and men who have experience of the discrimination and gender-based violence. Based on the results of this research the relevant recommendations should be developed.

The international organizations and partners provide the relevant assistance for the development of national standards for women's access to justice as well as for identification of the socio-economic and cultural, obstacles to women's access to justice for improving the situation in this sphere. In particular, in the framework of the Joint Programmes - Activities EU/CoE http://www.coe.int/t/DGHL/STANDARDSETTING/EQUALITY/02_GenderEqualityProgramme/GEC/GE

C_7/Presentations/Raluca%20Presentation.pdf .

Objective 4.

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

Legislative Changes: the Local Elections Law signed by the President of Ukraine on 6 August 2015 and adopted by the Parliament of Ukraine on 14 August 2015 № 595-VIII:

<http://zakon3.rada.gov.ua/laws/show/595-19> (Ukrainian only).

The Local Elections Law stipulates that in multiple-mandate constituencies at local and regional level not less than 30 per cent of each party list is to be represented by women or men (Article 4.).

Policy Changes: The number of women in the Verkhovna Rada of Ukraine has grown after the parliamentary elections in 2014 and, for the first time in the history of independent Ukraine, a woman was elected vice-speaker.

Other activities: the National Human Rights Strategy of Ukraine

<http://zakon5.rada.gov.ua/laws/show/501/2015> (Ukrainian);

<http://www.ua.undp.org/content/ukraine/uk/home/presscenter/articles/2015/09/02/-html> (English).

Among the expected outcome of the strategic goal “To ensure equal rights and opportunities for women and men in all areas of public life” – to provide conditions for balanced participation of women and men in the political processes and public decision-making.

The State Program to Ensure Equal Status of Man and Women in Ukraine (2013-2016)

<http://zakon0.rada.gov.ua/laws/show/717-2013-%D0%BF> (Ukrainian only) provides measures for active involvement of women in public and political life. Among the objectives of this programme - achieving balanced participation of women and men in decision-making process, equal representation in state bodies, including the positions of top-level officials.

Target Group: government officials, parliamentarians, NGO,

Objective 5.

Achieving gender mainstreaming in all policies and measures

Other activities: In August 2015 the President of Ukraine signed the Decree on approval of the National Human Rights Strategy of Ukraine: <http://zakon5.rada.gov.ua/laws/show/501/2015>

(Ukrainian); <http://www.ua.undp.org/content/ukraine/uk/home/presscenter/articles/2015/09/02/-html> (English). According to this Strategy the ensuring equal rights for women and men; combating gender-based violence, human trafficking and slavery; combating domestic violence are defined among the objectives of human rights policy of Ukraine for the next years. The draft of the Action Plan on implementation of the Strategy is elaborated with involvement of the international partners from the UN, the Council of Europe, the EU and the OSCE. We expect this document to be adopted soon.

The State Program to Ensure Equal Status of Man and Women in Ukraine (2013-2016)

<http://zakon0.rada.gov.ua/laws/show/717-2013-%D0%BF> (Ukrainian only) provides the implementation of gender-sensitive approaches in all spheres of policy, public and political life. This programme is based on the best practices of the European Union and is adjusted to meet the highest international standards.

Gender budgeting allows disaggregation of budgets on a gender basis and can identify discrepancies in state funding, from a gender perspective. Based on this approach Ukrainian authorities are taking efforts to achieve a properly gender-transparent process of financial decision-making at the government level. The international organisations provide the relevant assistance in this process.

OSCE-ODIHR, UNDP, and the Friedrich Ebert Stiftung have already implemented training activities in Ukraine on integrating a gender perspective in local policies. In several pilot cities, this led to the introduction of gender-sensitive budgeting or allocating funds for the promotion of gender equality. Since 2013 in Ukraine is implementing the Project "**Gender Budgeting in Ukraine**" (the **GRB Project**). The GRB Project operations are planned for 5 years (November 2013 – December 2018). The goal of the project is to increase economic efficiency and transparency in budget allocations that takes into account the different needs of women and men through the introduction of gender responsive budgeting (**GRB**) in Ukraine. Detailed information about the GRB project, activities within this project and the main expected outcomes: <http://grbproject.org/en/>.

The issues covered by the UN Security Council Resolution 1325 (2000) are of particular importance for our country with regard to the situation in and around Ukraine. Our state faces new challenges, in particular: women are more vulnerable to various human rights violations and abuses; increased risks of trafficking in human beings and violence against women and girls; a vast majority of internally displaced persons are women, many of whom become the sole caretakers of children and older relatives; economic consequences of the conflict sharply affect women. Therefore, Ukrainian authorities as well as the civil society strongly committed to strengthen the prevention, protection and combating violence against women and girls as well as to increase the women role in all spheres of political and public life through realization a number initiatives. First of all it will be adoption the National Action Plan on implementation of the UN Security Council Resolution 1325 (2000). The action plan is aimed at promoting women's greater participation in military, political, economic and social life, peace process, recovery process, prevention and combating gender-based violence.

We have drafted the National Action Plan on implementation of the UN Security Council resolution 1325 which was developed by the Government of Ukraine in close co-operation with the UN agencies, the OSCE as well as civil society. We expect this document to be adopted soon.

The number of events and activities on the equal participation of women in conflict resolution and peace-building processes were held in Ukraine during 2015. In particular:
http://www.nato.int/cps/en/natohq/news_123557.htm?selectedLocale=en.

The OSCE Special Monitoring Mission to Ukraine (SMM) in co-operation with the OSCE Project Co-ordinator in Ukraine, continues to facilitate visits from OSCE institutions and bodies on gender issues intended to raise awareness and support Ukrainian state institutions in the implementation of UN Security Council Resolution 1325. The purpose of these visits is to combat sexual and gender-based violence and trafficking in human beings more effectively. The visits resulted in enhanced SMM capacities to monitor and report on gender issues and raise awareness on human trafficking and to support gender inclusive dialogue facilitation efforts, and Ukraine's capacity to draft and implement a more inclusive and effective National Action Plan on UN Security Council Resolution 1325 on Women, Peace and Security.

COUNTRY: UNITED KINGDOM

Objective 1.

Combating Gender Stereotypes and Sexism

Other activities

- The UK's success in supporting women to set up and grow their own business has been recognised internationally. The UK is considered the best place in Europe for women to start a business and is ranked third in the world. This is due to the excellent support in place, like the 1.1million Women and Broadband challenge fund to improve digital skills and the GREAT website which gives women the information they tell us they need.
- The Government recognises the importance of women entrepreneurs and we are working hard to support them and help them grow.
- Initiatives such as the Superfast Broadband Challenge Fund support women in business, encourage women's enterprises to develop and increase their digital-know-how and take advantage of Superfast Broadband technology to increase skills and expand or set up a new business.
- The Government is extremely active in trying to get women and girls to consider careers in which they are currently underrepresented.

e.g.

Your Daughter's Future is a new guide that was launched in February 2015 to help parents support their daughters as they make important decisions about their next steps. It was developed with the help of girls aged 12 – 16 who have a wide range of career goals, from politics to sport and midwifery. It sets out what support they want from their parents as they weigh up exam and careers options.

- **Your Life** is a three-year campaign aimed at helping young people in the UK build the skills needed to succeed in the current competitive global economy. Through this campaign we expect an increase in the number of girls and young women that take up careers in Science, Technology, Engineering and Maths (STEM).

Objective 2.

Preventing and combating violence against women

Legislative Changes

- The Serious Crime Act 2015, which received Royal Assent on 3 March, made a number of changes to the Female Genital Mutilation Act 2003 in order to strengthen the law on FGM.
- On 3 May, three of these measures came into force:
 - to extend the reach of the extra-territorial offences in the 2003 Act to habitual (as well as permanent) UK residents;
 - to provide lifelong anonymity for victims of FGM; and
 - to create a new offence of failing to protect a girl from risk of FGM
- The Act also introduces FGM Protection Order, which are new civil orders to protect victims or potential victims of FGM. An order could include, for example a requirement for a passport to be surrendered to prevent a girl being taken abroad for FGM. The new orders came into force on 17 July; ahead of the summer holiday period, when girls may be particularly at risk. In addition, the Act provides for mandatory reporting duty which will require regulated health and social care professionals and teachers to report known cases of FGM in under 18's to the police.

Other activities

- The UK Government has launched a range of initiatives to help prevent online abuse of women and girls including a Revenge Porn Helpline, and online abuse guidance to support victims of harassment online.
- In June 2015, the Government launched a new website (Stop Online Abuse) to help people take action against offensive, damaging or threatening content in all forms of media, particularly online. The website provides practical advice for women and LGB&T adults on how to recognise abuse, steps to take to report it and how to get offensive content removed

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

Please see 'Preventing and combating violence against women' section.

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

- The Women and Equalities Committee was appointed by the House of Commons on 3 June 2015 to examine the expenditure, administration and policy of the United Kingdom's Government Equalities Office (GEO).
- The Minister for Women and Equalities and the GEO will now be held to account by a select committee for the Government's performance on equalities (gender, age, race, sexual orientation, disability and transgender/gender identity) issues.

Other activities

- One third of those attending the Cabinet are now women. (10 out of 30 – 33.3%).
- Nearly a quarter of ministers are women (23 out of 97 – 23.7%).
- Since the General Election in May 2015, the number of female MPs is at its highest level ever. Women now make up 29.4% of MPs (191 seats) up from 23% in 2010.

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

- In the UK Shared Parental Leave and Pay now enables working parents to share up to 50 weeks of leave and up to 37 weeks of pay in the first year from the birth of their child, where the mother ends her maternity leave and/or pay early to return to work (and likewise for adopters).
- If they wish the parents can also stop and start their leave and pay, returning to work between periods of leave, for example, to enable them to undertake some training, complete a particular project or simply stay in touch with their workplace. Each parent is able to take up to 3 blocks of consecutive weeks of leave – more if the employer agrees to this.

Policy Changes

- The UK has some of the most diverse ranges of working arrangements in Europe. The OECD rates the UK as fourth most flexible place to operate a business.
- The right to request flexible working was extended to all employees in the UK with 26 weeks continuous service in June 2014. It enables qualifying employees to agree a working pattern that suits them and their employer's business; it also allows carers to accommodate a work pattern that suits their caring needs.

- The right to request flexible working empowers employees to ask for flexible working but the onus is on them to demonstrate that the pattern of work that they have proposed can work for their employers business. Whilst employers are free to say 'no' they must have sound business reasons for refusing a request, e.g. cost.
-