

**Programmatic Cooperation Framework for
Armenia, Azerbaijan, Georgia, Republic of Moldova, Ukraine and Belarus**

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Strengthening judicial capacity to improve women's access to justice

Chisinau, 24-25 October 2016

[REPORT](#)

Regional conference organised by the Council of Europe in partnership with the National Institute of Justice of the Republic of Moldova in the framework of the project *Improving women's access to justice in five Eastern Partnership countries (Armenia, Azerbaijan, Georgia, Republic of Moldova, and Ukraine)*.

TABLE OF CONTENTS

Introduction	7
Setting the scene: improving the gender sensitiveness of justice systems	11
Barriers, remedies and good practices for women’s access to justice: country examples	13
International standards and international good practices for improving women’s access to justice	17
Strengthening capacities in the legal professions to improve women’s access to justice	21
Training manual <i>Ensuring access to justice for women</i>	25
Facilitating women’s equal access to justice: the role of civil society	29
Recommendations	31
Appendix I – Programme	33
Appendix II – List of Participants	37

This report is based on the presentation of speakers during the regional conference. Presentations can be accessed on the Council of Europe Gender Equality website.

This report has been prepared by Olga Dorul, General Rapporteur of the regional conference and trainer at the National Institute of Justice, Republic of Moldova.

The opinions expressed in this work are the responsibility of the authors and do not necessarily reflect the official policy of the Council of Europe.

Introduction

An important topic on the working agenda of many states, including the Republic of Moldova, is equal opportunities between women and men. The function of the Ministry of Justice is to guarantee the respect and realisation of human rights. Therefore, women's access to justice is a special topic which should receive specific attention within the general context of human rights and the protection of fundamental freedoms.

The Republic of Moldova is party to various international covenants on human rights and fundamental freedoms, including the International Covenant on Civil and Political Rights (ICCPR), and the International Covenant on Economic, Social and Cultural Rights (ICESCR). Therefore, the state shall correlate its domestic policies to reach a real, and not an illusory vision on human rights.

At present, all efforts from the Ministry of Justice and other ministries are focusing on two aspects: the quality of laws and the quality of law enforcement. This regional conference has been a suitable platform for discussions in order to raise awareness and identify additional actions for policy makers to prevent and remove all causes limiting women's access to justice, and in particular, when investigating cases of violence against women.

**Anatolie Munteanu,
Deputy Minister of Justice,
Republic of Moldova**

The Ministry of Labour, Social Protection and Family of the Republic of Moldova is currently the co-ordinator of the inter-ministerial platform aiming at familiarising society's actors on existing barriers to women's access to justice, the remedies available, the importance of free access to justice, as well as best practices. Gender equality and women's access to justice will greatly improve the lives of women and other vulnerable groups in the Republic of Moldova. In view of Moldova's ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention),¹ the recommendations are: to develop studies jointly with civil society on the compliance of national legislation with the provisions of the Istanbul Convention; to amend the domestic legislation; to increase the efficiency of the administrative structures dealing with cases of violence against women and domestic violence, as well as to develop a strategy focusing on three aspects: prevention, punishment and policies.

Good results have been obtained by carrying out a series of measures aiming at ensuring gender equality. First of all, a draft law on the improvement of the protection mechanism was developed to assign specific attributions to the police. Secondly, the circle of subjects that can benefit from protection measures has been broadened and victims of violence are entitled to financial compensation provided by the state. A hotline offering counselling to victims of domestic violence was launched in September 2016. The Strategy on Gender Equality 2017-2021 is

¹ The Council of Europe Convention on preventing and combating violence against women and domestic violence, available at: <http://www.coe.int/en/web/istanbul-convention/text-of-the-convention>

currently being developed and will become an efficient tool in co-ordinating the activities of national stakeholders, as well as demonstrating their commitment in promoting gender equality.

**Stela Grigoraș,
Minister of Labour, Family and Social Protection,
Republic of Moldova**

This Regional Conference gathered 15 delegations in Chisinau, including delegations from eight schools which carry out professional training of judges and prosecutors, to share their training experience in the sensitive area of improving women's access to justice, and which requires efforts to find the most appropriate solutions. Indeed, discrimination remains and the margin of appreciation is still invoked by states to justify it. This regional conference was an opportunity for participants to think about new perspectives for co-operation in the area of training judges and prosecutors. Co-operation can be enhanced and the best and most interactive practices must continue to be shared. Within the project *Improving women's access to justice in five Eastern Partnership countries*², the National Institute of Justice of the Republic of Moldova has organised a cycle of three training seminars on this topic for national judges and prosecutors. It allowed for the assessment of domestic practices related to the efficiency of the implementation of international standards in this area, as well as for a better understanding of the way in which barriers and stereotypes prevent women from accessing justice.

**Diana Scobioală,
Director of the National Institute of Justice,
Republic of Moldova**

Women's free access to justice is an important subject for the Supreme Council of Magistrates and its activities. In cases of domestic violence, courts have 24 hours to issue a protection order and statistical data show an annual increase in this number.³ However, one of the main problems remains the enforcement mechanism of the laws.

In the Republic of Moldova, women judges represent almost half of the total number of judges.⁴ Between 80% and 90% of court clerks and secretaries of the courts of law are women.

Women are more and more involved in the management of the Supreme Council of Magistrates. The institution has not yet dealt with a complaint on gender inequality.

**Micu Victor,
President of the Superior Council of Magistracy,
Republic of Moldova**

² Improving women's access to justice in five Eastern Partnership countries (Armenia, Azerbaijan, Georgia, Republic of Moldova and Ukraine). Information available at: <http://www.coe.int/fr/web/genderequality/women-s-access-to-justice>

³ Report on the observance of human rights in the Republic of Moldova in 2015 p. 44, available at: http://www.ombudsman.md/sites/default/files/document/attachments/raport_2015_final.pdf

⁴ In 2014, the share of women in the total number of judges represented 43.8%. Statistical structure of women and men in the Republic of Moldova, available at: <http://www.statistica.md/libview.php?l=ro&id=5106&idc=168>

Women in the Republic of Moldova are currently underrepresented in public authorities. For example, only 20% of all deputies in the Parliament are women.

The Council for the Prevention and Elimination of Discrimination and Ensuring Equality (the Council) has planned to promote legislative initiatives to include gender-specific names of professions on the Moldovan classifier of occupations which will mean adding a feminine gender to nouns.

In the area of gender equality, the Council has found a breach of the provisions of domestic law by an airline company related to women's fixed-term employment contracts. Additionally, the Council has found that the lack of response from the police to the calls of victims of domestic violence represents a form of discrimination against women. The Council also recognises the need for disaggregated statistics by all criterions.

The ratification of the Istanbul Convention by the Republic of Moldova was deemed essential.

**Ian Feldman,
President of the Council on the Prevention and Elimination of
Discrimination and Ensuring Equality,
Republic of Moldova**

Setting the scene: Improving the gender sensitiveness of justice systems

*Key obstacles to women's access to justice in Europe*⁵

Ensuring access to justice means ensuring access to fair, affordable, accountable and effective remedies in terms of contact with, entry to and use of the legal system. Equal access to justice implies: the right to an effective remedy; the right to a fair trial; the right to equal access to courts and the right to legal aid and legal representation which improve access to courts.

Key obstacles to women's access to justice are the combination of economic, cultural, legal and institutional elements. These obstacles are: lack of awareness of procedures; lack of financial resources and restrictions on the availability of legal aid; cultural barriers, fear and shame that are discriminatory attitudes, stereotypes and prejudices; emphasis placed on using alternative dispute resolutions (ADR) such as mediation; gender neutral legislation and *de jure* discrimination; the lack of gender balance and gender bias in courts and among law enforcement officials.

Existing international and regional mechanisms are the full response for the barriers. Hence, the first step member states need to take should be to ensure full implementation of international and regional human rights treaties to make equal access to justice for women a reality.

The standards of great importance are: 1) access to free legal aid for women by ensuring that eligibility criteria for legal aid is formulated on the basis of gender considerations so as to take into account the diverse realities of women's lives; 2) addressing the power dynamics between women and men in ADR processes to ensure that women are respected and their voices and concerns are heard; 3) ensuring the possibility of legal standing for NGOs to bring proceedings before the courts; 4) raising awareness among law enforcement officials on gender equality and eliminating gender-based stereotypes; 5) allocating resources and giving powers to equality bodies which could monitor and secure equal access of women to justice; 6) taking special measures at the legal or practical level in order to address the needs of vulnerable women and enhance their access to justice.

Sylwia Spurek,
Legal expert, Deputy Commissioner for Human Rights of Poland
responsible for equal treatment issues

*Gender issues in the judiciary*⁶

The European Commission for the Efficiency of Justice (CEPEJ) was established in 2002 by a resolution of the Committee of Ministers of the Council of Europe. The aim of CEPEJ is to improve the efficiency and functioning of justice in member states, to share knowledge, as well as to implement Council of Europe instruments. In order to carry out its tasks, CEPEJ has been regularly assessing the legal systems of states by collecting qualitative and quantitative data concerning their functioning since 2004.

⁵ Intervention by Sylwia Spurek, Key obstacles to women's access to justice in Europe, available at: <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806b585d>

⁶ Intervention by Gábor Széplaki-Nagy, *Poser les bases : améliorer la sensibilisation au genre des systèmes juridiques*, available (in French only) at: <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806b57b3>

As equality between women and men is essential for protecting human rights, a functioning democracy, respect for the rule of law, economic growth and competitiveness, the Committee of Ministers adopted the first Council of Europe Gender Equality Strategy 2014-2017.⁷

The strategy aims at strengthening the impact and visibility of equality norms by supporting their enforcement in the member states, through clear-cut measures and initiatives in priority areas. In April 2016, the Committee of Ministers also adopted the Council of Europe Plan of Action on Strengthening judicial independence and impartiality which includes the need for member states to ensure gender balance in the judiciary, as well as to mainstream a gender perspective into all reforms concerning the strengthening of judicial independence and impartiality.⁸

Therefore, CEPEJ requests that member states provide specific data about the distribution of women and men among judges and prosecutors, as well as measures taken to ensure parity in the recruitment process of professional judges. CEPEJ is aware that equality between women and men should not be limited to such an analysis. A gender balanced representation is an objective in itself to be distinguished from the capacity to adjudicate cases on violations of women's rights. Indeed, the sex and the number do not guarantee fair decisions free from stereotypes so training of judges and prosecutors, regardless of their sex, is therefore vital to the improvement of women's access to justice.

**Gábor Széplaki-Nagy, Prosecutor, Head of Division,
Office of the Prosecutor General of Hungary and Gender Equality
Rapporteur of the European Commission for the Efficiency of Justice
of the Council of Europe (CEPEJ)**

⁷ Council of Europe Gender Equality Strategy 2014-2017, available at:
<https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=0900001680590174>

⁸ Council of Europe Plan of Action on Strengthening judicial independence and impartiality, available at:
<https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806442b9>

Barriers, remedies and good practices for women's access to justice: country examples

Presentation of the main findings of the regional report on barriers, remedies and good practices for women's access to justice in five Eastern Partnership countries⁹

The regional report on barriers, remedies and good practices for women's access to justice in five Eastern Partnership countries is based on the understanding that access to justice is central to the rule of law and integral to the enjoyment of basic human rights. It is also an essential precondition to social inclusion and a critical element of a well-functioning democracy. Access to justice can be construed as the ability of people, including people from disadvantaged groups, to seek and obtain a remedy through formal or informal institutions of justice, and in conformity with human rights standards. The report highlights the extent to which countries fulfil their obligations to implement standards on access to justice for women and the legal, procedural, socio-economic and cultural barriers that still remain. It aims at promoting appropriate measures which must be put in place to ensure that the justice chain is gender-responsive. This includes the training of legal professionals in the fields of gender equality, women's rights and non-discrimination, to raise awareness about the obstacles faced by women in accessing justice. A comprehensive normative framework needs to accompany a change of mind set of judicial actors.

Barriers, remedies and good practices for women's access to justice in the Republic of Moldova¹⁰

The report focuses on gender gaps in access to justice, gender responsiveness of the justice system, remedies, good practices and recommendations. Discriminatory policies and legislation were identified and analysed with regard to gender gaps in access to justice, (such as, conditions for the allocation of social benefits, content of the classification of professions in the Republic of Moldova, employment of disabled women and transgender people in the labour market). Additionally, the gender neutrality of Moldovan legislation generating grounds for women's discrimination was under scrutiny (legal status of pregnant women lawyers or women taking care of small children, custody of children, including cases of domestic violence, disabled women and lesbian women).

Women's low level of awareness about their rights and lack of trust in the judiciary system were identified as social and cultural barriers hindering women's free access to justice.

In addition, the report highlighted that it is not enough to have a perfect normative framework; it is necessary to change the mind set of judicial actors. Therefore, the proposed measures to address the obstacles that prevent equal access to justice for women included: information to be made available in rural areas in all public places for women to access and learn about their rights, rigorous supervision for the execution of protection orders, continuous campaigns targeting women and men on the prohibition of violence and discrimination, introducing

⁹ Regional report on barriers, remedies and good practices for women's access to justice in five Eastern Partnership countries, at:

<https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806b0f41>

¹⁰ Doina Ioana Străisteanu, Barriers, remedies and good practices for women's access to justice in five Eastern Partnership countries: Republic of Moldova, available at:

<https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806b0f41>

mandatory courses on women human rights for police, prosecutors, judges, lawyers, social workers and child service.

Doina Ioana Străisteanu, National expert and Member of the Council on the prevention and elimination of discrimination and ensuring equality, Republic of Moldova

Barriers, remedies and good practices for women's access to justice in Georgia¹¹

The report focuses on three fundamental aspects: gender gaps in access to justice, gender responsiveness of the justice system, and recommendations, remedies and good practices. National legal provisions were analysed, including constitutional law, criminal law, gender equality law, anti-discrimination law, law on domestic violence, family law and property rights, labour law, etc. with the gender-neutrality of legislation being one of the issues examined.

A major socio-economic and cultural barrier for women in Georgia is the belief that the most important role of women is to take care of the family. Good practices related to promoting women's access to justice have been identified such as the parliamentary overview of the Executive; a gender equality department of the Public Defender's Office; the introduction of a typology of domestic crimes in the Criminal Code of Georgia; and a reform of legal aid.

The report features recommendations concerning women's access to justice. These include the need to increase the gender sensitivity of the justice system through professional development programmes and in educational institutions; the need to develop gender sensitive legislation and policies to overcome low participation of women in social, economic and political life; and the need to introduce a systematic collection and analysis of sex-disaggregated data in the justice system.

Baia Pataraiia, National expert, Georgia

Institute of Justice of Kazakhstan

The Justice Academy under the Supreme Court of the Republic of Kazakhstan is a recent institution established in March 2016 to provide training for judges and the judiciary. As access to justice is one of the core elements to justice itself, the principle of free access to justice for women is put forward. Specific training on human rights is scheduled for the period 2017-2018 with an emphasis on the elimination of stereotypes. One of the issues mentioned refers to the difficulty of collecting evidence. It was mentioned that cases brought by women applicants before courts in 2016 constituted 20% of all cases.

Makhsat Bereketov, Vice Rector of the Justice Academy under the Supreme Court, Republic of Kazakhstan

¹¹ Baia Pataraiia, Barriers, remedies and good practices for women's access to justice in five Eastern Partnership countries: Georgia, available at: <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806b0f41>

National Institute of Magistracy of Romania

The Romanian National Institute of Magistrates is the only institution responsible for the training of magistrates, judges and prosecutors, as well as Romanian magistrates holding office. In view of carrying out its work in the area of training on preventing and combating domestic violence and on access to justice for women and vulnerable groups, a series of educational activities are organised during the initial and follow-up training. All these educational activities focus on a specific and complete multidisciplinary approach with co-operation between various specialists taking into account the legal and psychological perspectives. Based on a financial contribution from Norway, 10 workshops on domestic violence were organised in one year for criminal law judges and prosecutors. Amendments are being made to improve the implementation of the Istanbul Convention which entered into force in Romania in September 2016. Courts can issue protection orders for victims of domestic violence within 72 hours and victims can be exempted from court fees.

**Cristiana Craciunescu, Judge, Trainer at the
National Institute for Magistracy, Romania**

Special courts and special prosecutor's offices examining cases of violence against women in Spain¹²

Spain has a normative and institutional framework to fight violence against women. A deep commitment of legislation and public policies has raised awareness about this problem as a structural form of violence affecting society as a whole.

Special courts and special prosecutor's offices examining violence against women have been established in Spain for more than 10 years. Based on this experience, measures should be implemented to ensure the right of women to a life free of violence. Training must be made compulsory and specialisation must extend to all levels of the judiciary, from the first instance courts to higher courts of appeal, including the constitutional court. Gender awareness-raising in the interpretation and application of the law is necessary. Legal operators, mainly judges, prosecutors and lawyers should use gender sensitive criteria when interpreting the rules, showing the knowledge and understanding of the phenomenon of violence and adopting solutions in their legal reasoning that ensure equality and non-discrimination as a principle of binding interpretation. Gender-sensitive legal-reasoning needs an inner-reflective work of each professional as sexism and patriarchal culture often prevent the objective and impartial application of the law. All training should include learning strategies to raise gender awareness and sensitivity, as well as to identify and combat gender stereotypes among all legal professionals. Finally, programmes on violence against women need to be allocated sufficient funding.

**Carmen de la Fuente Méndez, Chief of the
Public Prosecutor's Office of Cartagena, Spain**

¹² Intervention by Carmen de la Fuente Méndez, Special courts and special prosecutor's offices examining cases of violence against women in Spain: ten years' experience, available at: <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806b6a78>

International standards and international good practices for improving women's access to justice

The Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention)¹³

The Istanbul Convention is a comprehensive and complex treaty. It is at the same time a human rights treaty, a criminal law treaty and an instrument for greater gender equality. The Istanbul Convention offers a comprehensive framework to end violence against women and domestic violence and it is the most far-reaching international treaty on this subject. The Istanbul Convention sets clear standards in the area of access to justice for victims of violence against women. In this respect, the Istanbul Convention sets out the states' positive obligations in view of criminal prosecution and efficient judicial examination of cases of violence against women.

The implementation in the national legal framework of the provisions of the Istanbul Convention in matters of investigation, prosecution and punishment of acts of domestic violence might be affected by some impediments, such as the realisation of the principle of due diligence. In studies on the implementation of the Istanbul Convention in Serbia, the issue of compensation was not considered thoroughly as data on that topic were scarce and due to the fact that Serbia made reservations on specific provisions of the Istanbul Convention related to compensation. A comprehensive set of indicators of practical implementation of the due diligence principle in the areas of protection, prevention, prosecution/punishment was created and tested against available data obtained from official statistical sources and administrative records of public institutions. The main challenge of the research studies was to create indicators that would be both internationally comparable and adapted to the national context.

Overall, the research on the implementation of the provisions of the Istanbul Convention focused on the analysis of victims' access to justice and identification of the reported number of cases that were not prosecuted. Serious gaps in implementation of legal provisions were identified during the study. Analysis of judicial response to cases of rape (and other sexual offences, as defined in the criminal legislation) indicated even more serious gaps.

Findings also implied that forms of violence against women such as forced marriage were mostly neglected or overlooked by institutions.

Biljana Brankovic, member of the group of experts on action against violence against women and domestic violence (GREVIO)

Addressing judicial gender stereotyping

A gender stereotype is a generalised view or preconception about attributes or characteristics that are or ought to be possessed by, or the roles that are or should be performed by women and men. Stereotypes impede judges' activity by compromising their impartiality, influencing their understanding about the nature of the criminal offence, affecting their views on witness credibility and capacity, preventing them from holding offenders legally accountable, all of which obstruct access to legal rights and protections.

¹³ Intervention by Biljana Brankovic about the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention), available at: <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806b5860>

Judges have a crucial role in identifying and challenging stereotypes, including by refusing the admission of testimonies based on stereotypes, by challenging stereotypes by lower courts, and by challenging legislation. Judges should have a gender-sensitive approach to reparations. Training of judges and prosecutors is essential. Additionally, the following measures should be considered: to highlight the harm of judicial stereotyping through evidence-based research and highlight good practice examples of judges challenging stereotyping, to advocate for legal and policy reforms that prohibit judicial stereotyping; to monitor and analyse judicial reasoning for evidence of stereotyping; to challenge judicial stereotyping through petitions and expert evidence, to improve judicial capacity to address stereotyping and to build judicial capacity to confront current challenges in the judicial system.

**Veronica Birga, Chief of the Women’s Human Rights and Gender Section,
Office of the UN High Commissioner on Human Rights**

The Council of Europe Gender Equality Strategy: Current progress and hopes for the future¹⁴

As result of the 2012 Transversal Programme on Gender Equality, the Committee of Ministers of the Council of Europe adopted its own Gender Equality Strategy 2014-2017 unanimously in November 2013. The Strategy promotes a holistic and integrated approach to gender equality and provides policy guidance and support to Council of Europe member states, as well as within the Organisation. The overall goal of the strategy is to achieve the advancement and empowering of women and the effective realisation of gender equality through activities around strategic objectives: combating gender stereotypes and sexism; preventing and combating violence against women; guaranteeing equal access of women to justice; achieving balanced participation of women and men in political and public decision-making; achieving gender mainstreaming in all policies and measures.

The Gender Equality Commission of the Council of Europe (GEC) was established to help and ensure the mainstreaming of gender equality into all Council of Europe policies and to bridge the gap between commitments made at international level and the reality of women in Europe. The GEC, whose members are appointed by all member states, provides advice and support to other Council of Europe bodies and to member states, guides the Organisation’s intergovernmental work on gender equality and oversees the implementation of the Gender Equality Strategy, which includes but is not limited to gender mainstreaming.

Currently, the GEC continues to develop tools to support member states, to increase visibility of Council of Europe standards, and to exchange good practices.

Dragan Knezevic, member of the Gender Equality Commission, Serbia

¹⁴ Intervention by Dragan Knezevic, the Council of Europe Gender Equality Strategy: Current progress and hopes for the future, available at:
<https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806b5862>

*Toolkit for women's access to justice*¹⁵

Statistical data collected every year shows that women increasingly manage to be heard by justice institutions. However, efforts to promote women's participation in justice institutions are reflected in only 23% of country reports. A case study highlighted the differences between what is important for women and men in Jordan. Issues of family, criminal and administrative law were deemed more important for women, while civil law was considered more important for men.

The main aims of the Toolkit for women's access to justice are to bridge human rights, development, peace and security agendas; to address gaps in programming; to propose a theory of change on women's access to justice; to implement CEDAW General Recommendation No. 33 on women's access to justice; to promote the peace-building aim of sustainable development goals (SDG) and the UN Security Council's resolutions on women, peace and security.

The relevant methodology for the development of the Toolkit includes capacity gap assessment; desk review of the women's access to justice landscape; commissioning of thematic papers; focus group discussions; expert interviews and identification of examples of good practices.

Beatrice Duncan, Justice and Constitutional Advisor, UN Women

¹⁵ Intervention by Beatrice Duncan, Toolkit for women's access to justice, available at: <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806b5c92>

Strengthening capacities in the legal professions to improve women's access to justice

Gender equality and women's rights in judicial training: means available to judges to improve women's access to justice in Switzerland¹⁶

Switzerland lacks an organised system of continuing education of judges and a magistrates' school in the true sense of the word. Recently, the Swiss Academy of Magistrates was established; however, it provides only the continuing education of judges and does not tackle expressly women's rights. Conversely, the universities are the ones which offer interdisciplinary courses on rights and gender at Master's level. While performing their activity, judges acquire skills related to the types of examined cases.

Unfortunately, in Switzerland, women are victims of discrimination sanctioned by law and very often the number of proceedings initiated by women and the number of convictions remain insignificant. In this respect, more action has been taken, but the training of judges was not included.

In the absence of a clear and complete normative framework (as a matter of effective means) in the area of regulation of employment relations, but also in the area of domestic violence, the Swiss judges have always been creative and, therefore, open to recognise women's rights.

In matters of employment relations, there are procedural tools that could boost the proceedings in the area of prohibition of discrimination: facilitated proof, simplified procedure, cost-free procedures in cases of sex-based discrimination in employment relations, as well as the right of some organisations promoting gender equality or those who defend employees' interests to act in their own name, thus avoiding the traumatising effect of the judiciary proceedings on the victims.

In the area of domestic violence, there are interesting measures that can encourage women's access to justice. Criminal investigation bodies and judges have the general obligation to inform victims about available remedies and consultation centres they could refer to. Likewise, the Criminal Procedure Code of Switzerland contains a series of special rights for victims. Additionally, the legislation provides for the exemption of any court costs for the victims of domestic violence.

Florence Aubry Girardin, Dr. iur, Judge of the Supreme Court, Switzerland

Gender equality and women's rights in prosecutorial training: the National Academy of the Public Prosecutor's Office of Ukraine

Given that the Public Prosecutor's Office of Ukraine does not conduct the overall supervision and representation of individuals in courts of law, the training of prosecutors in the National Academy on gender equality and improving women's access to justice is carried out in the context of criminal proceedings and the scope of current powers of prosecutors.

¹⁶ Intervention by Florence Aubry Girardin, *Moyens à disposition des juges en vue d'améliorer l'accès des femmes à la justice: Situation de la Suisse*, available (in French only) at: <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806b5a11>

Based on the provisions of the National Human Rights Strategy, as of 2018 prosecutors will be specialised in cases of gender-based violence, in particular in cases of human trafficking and by the end of 2016, the systematic training of prosecutors in matters of domestic violence will be initiated.

The training seminars held at the Academy revealed the basic requirements of the target group and established the main goal of the mandatory training: to improve professional knowledge and skills regarding the identification of various forms of domestic violence and gender-based discrimination, the peculiarities of their legal classification and the application of protection measures in relation to victims. Concerning the methodological aspects of the courses, the outcomes of questionnaires were taken into account when setting up teaching forums and methods. They proved that prosecutors needed to improve their theoretical knowledge in the area of gender equality. Hence, the methodology of the course implied a blend between interactive classes and practical activities, and an introductory lesson. Both judges and lawyers are invited to attend the training sessions. The training activities are recorded and their subsequent watching allows the analysis and discussion of errors made during mock training sessions.

To make the training programmes efficient, it is necessary to involve civil society experts in the development and implementation of these programmes; and to train prosecutors to identify cases when the rights and legitimate interests are violated on grounds of discrimination and gender-based stereotypes, so that in the future, these cases are efficiently investigated in criminal proceedings.

Viktoriiia Mozgova, National Academy of the Public Prosecutor's Office, Ukraine

Gender equality and women's rights in training for lawyers in Georgia¹⁷

Gender equality is a perfect sign of the democracy of any state and state authorities inside the state.

The Georgian Bar Association is a unified Bar for all practicing attorneys in Georgia, uniting more than 7,000 lawyers of which 4,150 practicing lawyers. Of these practicing lawyers, 1,916 are women.

The Bar Association regulates the entrance into the profession, controls deontology proceedings, and executes the mandatory continuous legal education programme for its members. In comparison, judges and prosecutors do not have mandatory continuous training. Every lawyer in Georgia who is a Bar member should carry out 12 credit hours of continuous legal education during a calendar year. Half of the trainers are women.

The Bar Association creates all grounds for the integration of women in the legal profession, as well as good practice for women's access to justice in Georgia. Hence, it is worth mentioning the available practices within the Bar Association aiming at promoting women to occupy elected and non-elected positions. Currently, out of 24 members of the current staff of the Association, 19 are women. Women represent the majority in the Ethics Commission and the Audit Commission. These are bodies with an elective structure.

¹⁷ Intervention by Irakli Kandashvili, Gender equality and women's rights in training for lawyers, available at: <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806b5863>

**Irakli Kandashvili, Board Member of the Georgian Bar Association and
Chairman of the Educational Council**

Gender equality and women's rights in training for lawyers in South East Europe¹⁸

In 2012, the South East European Law School Network (SEELS), with the support of Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), conducted a research project regarding the legal perspectives of gender equality in South East Europe, with special emphasis on women in the legal professions and in gender equality training for lawyers.

In terms of the gender equality legal framework (constitutions, legislation), all SEE countries (Albania, Bosnia and Herzegovina, Croatia, Montenegro, Serbia and “the former Yugoslav Republic of Macedonia”) have a solid standing with great progress achieved especially in the aftermath of joining the Council of Europe, and later, by applying for European Union membership. Council of Europe's standards, especially the Convention for the Protection of Human Rights and Fundamental Freedoms, and the jurisprudence of the European Court for Human Rights, have pushed these countries into an intensive process of gender mainstreaming of their legislations and policy instruments.

Reforms in the body of law on gender equality include different forms of mechanisms of monitoring and (administrative and legal) remedies. The main form of monitoring is an established system of reporting under monetary sanctions for failing to report, which in some SEE countries are quite substantial. Most of the governmental bodies and agencies report to the national government (typically, Ministry of Labour and Social Policy), while other (independent) bodies report to the national parliament, i.e. to the parliamentary committees on gender equality, such as the anti-discrimination commissions, the national statistical office, etc.

The gender equality legislation also provides for the obligation to collect gendered statistical data. However, when it comes to the legal professions, such statistical data have not been collected, illustrating an ongoing weakness of persistent discrepancy between the solid legislation on gender equality and its implementation process.

Overall, in the SEE countries, when it comes to female representation among the student population in legal studies, it can be observed that legal education, especially at undergraduate level, is “female dominated”, with the female students ratio comfortably at half of the student population. When it comes to the academic staff (full, associate and assistant professors) and managing staff (deans and vice deans) of the law schools, the situation is somewhat different.

Despite the legal obligation under the gender equality law that all SEE countries have, there has not been much progress in terms of the gender sensitivity of legal language. Apart from some initial legal steps made by Croatia regarding the correct gender naming of professions, the SEE region is still seriously challenged in this respect and much work remains to be done.

**Karolina Ristova-Aasterud, Faculty of Law “Justinianus Primus”,
Skopje, “the former Yugoslav Republic of Macedonia”**

¹⁸ Intervention by Karolina Ristova-Aasterud, Gender equality and women's rights in training for lawyers in South East Europe, available at:

<https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806b5a13>

Training manual: Ensuring Access to Justice for Women

Common general part of the training manual Ensuring access to justice for women¹⁹

The training manual “*Ensuring access to justice for women*” has been drafted as a practical tool for judges and prosecutors. The training includes a common general part and national parts specific to Armenia, Georgia, the Republic of Moldova, and Ukraine. The general part focuses on the roles and duties of prosecutors and judges in improving access to justice for women; violence against women; harmful practices; gender stereotypes and gender bias; case law and practical advice.

The first part of the general part refers to the principles of non-discrimination and gender equality; women’s human rights; components of access to justice, and gender stereotypes. The second part describes international and regional legal frameworks: the United Nations system and the European system. The third and fourth parts focus on what every practitioner should know and the practice of judges and prosecutors with a special attention to challenging gender stereotypes.

Elisabeth Duban, International legal consultant

National part - Ensuring access to justice for women in Armenia²⁰

International documents ratified by Armenia are part of the country’s legal system and according to its Constitution, in case of a conflict between the norms of domestic laws and ratified international treaties, the international treaties prevail. Procedural codes also emphasise that international treaties ratified by Armenia are part of procedural legislation and therefore have direct legal power. However, proper implementation of laws, especially international law, remains a serious problem.

In Armenia, women and men have stereotypical roles in society. When women try to challenge these stereotypes or the traditional lifestyle, it may result in violence against them. The most common ways of stereotyping are allegations that women exaggerate the potential danger; that they do not really want to leave their abusive husbands but simply to warn them, and therefore the state should not intervene with what is considered as family issues. A dangerous form of judicial stereotyping is to adjudicate on the grounds of the woman’s morality - condoning violence if she is considered to be ‘immoral’; in these cases, the sentences are dramatically low.

This chapter of the manual highlights the phenomenon of domestic violence which the most prevalent form of violence against women, in the context of women’s access to justice. Issues such as sex-selective abortions and early marriages are discussed. Other aspects of the discriminatory legislation and policies deserve to be mentioned. In particular, due to the absence of a law on domestic violence, the victims are deprived of special protection measures which could be provided under such normative framework. Moreover, today, due to gender neutral policies and stereotypes, only 24% of judges are women in Armenia.

¹⁹ Intervention by Elisabeth Duban, Overview of the general part of the training manual *Ensuring access to justice for women*, available at:

<https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806b5a69>

²⁰ Intervention by Gohar Hakobyan, “Ensuring access to justice for women in Armenia”, available at:

<https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806b5ab3>

The national chapter provides a series of recommendations for judges and prosecutors in view of increasing the quality of justice in the process of investigating cases of domestic violence and sexual violence against women.

Gohar Hakobyan, National expert, Armenia

National part - Ensuring access to justice for women in Georgia²¹

The national chapter begins with a brief historical review to remind the target audience of the condition of Georgian women and their role in society, as well as the historical social, cultural, religious barriers that impede the enjoyment of their rights.

Current obstacles to access to justice for women include stereotypes within society, lack of awareness among women regarding their rights, especially in rural areas, victim syndrome, lack of economical basics, low level of representation of women in decision-making positions, etc. General legal principles of equality, regulations on labour rights of women, family law, and criminal law are discussed. The national parts of the manual also describe gaps in identification and prosecution of psychological and systematic violence; methodology to obtain evidence in such cases; improving access to justice for victims of domestic violence; ways of encouraging victims to collaborate with investigative bodies; domestic courts practice of preventive measures and sanctions; and best and worst practices.

The role of prosecutors and judges in ensuring women's access to justice is highlighted throughout this part.

Maia Bakradze, National expert, Georgia

National part - Ensuring access to justice for women in Ukraine²²

The objectives of the national part are to inform about the situation of women's access to justice in Ukraine, to highlight international and regional covenants related to the protection of women's rights and their implementation in national cases. In addition, the manual analyses the major issues in legal relations where the risk of gender-based discrimination is the highest (gender-based discrimination, labour disputes, relations within the family law, and the peculiarities of women's rights protection in armed conflicts). Finally, the manual comprises recommendations in view of identifying the facts of discrimination (test of discrimination).

The manual highlights the role of judges and prosecutors in ensuring gender equality and suggests ways to prevent women's discrimination which include raising the exception of unconstitutionality of discriminatory norms; directly enforcing constitutional provisions that guarantee protection against discrimination; adding references to international and regional treaties in the area of human rights, and to the case-law of international and regional courts and tribunals.

²¹ Intervention by Maia Bakradze, Ensuring access to justice for women in Georgia, available at: <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806b6141>

²² Intervention by Olena Uvarova and Oksana Pol'na, Ensuring access to justice for women in Ukraine, available (in Russian only) at: <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806b5a6a>

For prosecutors, this implies the identification of the particularities of communication with victims of domestic and sexual violence; highlighting women as a “risk group” with specific needs; knowledge of international, regional and national standards in the area of women’s rights protection; co-operation with the NGOs that are active in the area of women’s rights protection, etc.

The national chapter also includes information regarding the methodological aspects of judges and prosecutors’ training; it is structured on modules and learning units and contains teaching methods and strategies.

Oksana Pol’na, National expert, Ukraine

National part - Ensuring access to justice for women in the Republic of Moldova

Moldovan society bears some rudimentary hallmarks of a patriarchal society, and the impact and effectiveness of laws and policies promoting equal treatment, including free access to justice for women in need, are compromised by the persistence of gender stereotypes. This is why the national part aims at, among others, helping judges and prosecutors fight gender stereotypes and highlight the existence of remedies that must be offered to female victims.

The objective is to familiarise the main actors of the justice sector with key notions of gender equality in general and with the conditions fostering women’s free access to justice in particular.

In recent years, the Republic of Moldova has strengthened its legal and regulatory framework on gender equality, equal treatment of women and men with regard to employment, education, health and other areas. Despite progress with regard to ensuring gender equality, the authorities still have to resolve many issues standing in the way of completely eliminating the differences between women and men, and strengthening gender balance. Gender-based perceptions and stereotypes, together with a normative framework that is in some way gender neutral, favour discriminatory practices which can be identified in politics, family relations, and employment. Nevertheless, due to the ratification of international and regional tools combating discrimination against women in the Republic of Moldova, genuine practices that proved to be efficient in fighting discrimination against women could be identified. Among these, the activity of the Council on the prevention and elimination of discrimination and ensuring equality, which started in 2013; recent recognition of the police competence in applying protection measures in relation to victims of domestic violence; launch of a hot line to provide consultation to victims of domestic violence, etc.

Being aware of international, regional and national standards related to gender equality, the beneficiaries of the manual shall develop skills to respond to the requirements for women’s protection against all forms of discrimination.

Furthermore, the report encompasses the methodological aspects concerning the education of magistrates, namely, a training schedule and interactive instructional methods and strategies that are appropriate to the established goal.

Olga Dorul, National expert, Republic of Moldova

Facilitating women's equal access to justice: the role of civil society

Access to justice for women confronted with multiple and intersectional discrimination: the case of legal aid centres and Roma communities in Bulgaria and Romania²³

Roma women are facing several barriers to their access to justice such as lack of awareness about their rights; lack of trust in public institutions; lack of confidence in reporting offences against them to the police; lack of knowledge of protective or enforcement agencies; lack of physical accessibility to court facilities; lack of knowledge and pre-requisites to access free legal aid or financial means to cover litigation costs; illiteracy or lack of fluency in the national language; and legal problems clash with Romani traditions.

The Bulgarian National Legal Aid Bureau and National Telephone for Primary Legal Aid were established to have a better legal protection of the rights and interests of vulnerable groups. Over 24 months, 9,701 consultations were provided and 60% of the clients were women.

The Council of Europe/European Union Joint Programme on Access of Roma and Traveller Women to Justice (JUSTROM) was launched in October 2016 to enhance female Roma and Traveller's access to justice in Bulgaria, Greece, Ireland, Italy and Romania through information and awareness-raising campaigns; establishing legal clinics for marginalised communities; and non-discrimination trainings for lawyers, magistrates and police officers.

To ensure access to justice for victims of multiple discrimination, it is necessary to use recognised tools that involve projects of co-operation and transfer of know-how among stakeholders. NGOs and Roma community mediators are building confidence bridges and ensuring access to free legal aid for those who are vulnerable.

Maria Marinova-Alkalay, Human rights and non-discrimination expert

Access to justice for women victims of gender-based violence in the Republic of Moldova²⁴

Founded in 2009, the Women's Law Centre is an NGO dedicated to promoting recognition, respect and enforcement of the rights of women as human rights and to contribute to the prevention and combating of domestic violence in the Republic of Moldova.

One of the challenges faced by victims of domestic violence is the fact that the police response in many instances is limited to ascertaining a misdemeanour (contravention) despite the fact that domestic violence is incriminated by criminal law. As a consequence, the measures applied by the police in such cases are not efficient and are limited to a reprimand or a fine imposed on the abuser, usually paid from the family budget or even by the victim herself. The local police do not take domestic violence cases seriously or even refuse to intervene especially in small local communities. Additionally, there is an ineffective mechanism of enforcement and oversight of protection orders.

²³ Intervention by Maria Marinova-Alkalay, Access to justice for women confronted with multiple and intersectional discrimination: the case of legal aid centres and Roma communities in Bulgaria and Romania, available at:

<https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806b5ab2>

²⁴ Intervention by Angelina Zaporozjan-Pirgari, Access to justice for women victims of gender-based violence in the Republic of Moldova, available at:

<https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=09000016806b5a68>

The measures taken by the Women's Law Centre to increase access to justice for women victims of violence include monitoring and documentation of women's rights violations; legal reform and elimination of barriers to justice, with emphasis on domestic violence. The major amendments adopted in September 2016 to the legislation of the Republic of Moldova in matters of protection of victims of domestic violence had been an initiative of the Women's Law Centre. The adjustments refer, *inter alia*, to building the capacities of the police in providing efficient protection to victims of domestic violence.

**Angelina Zaporojan-Pirgari, Director,
Women's Law Centre, Republic of Moldova**

Recommendations

The regional conference offered the opportunity to discuss and assess normative tools and national mechanisms to ensure gender equality and women's access to justice. Experiences were shared from Armenia, Azerbaijan, Bulgaria, Georgia, Kazakhstan, the Republic of Moldova, Poland, Romania, Serbia, Spain, Switzerland, "the Former Yugoslav Republic of Macedonia" and Ukraine.

Additionally, the following entities and organisations were approached in the light of their role, their achievements and their perspectives: the Gender Equality Commission of the Council of Europe (GEC), the group of experts on Action against violence against women and domestic violence (GREVIO), the European Commission for the Efficiency of Justice (CEPEJ), UN OHCHR, and UN Women. Several NGOs' representatives were also present.

The experience shared during the conference allowed participants to identify best practices that can be adjusted to the traditions and values of the national legal systems. Subsequently, these could be promoted as *lege ferenda* in view of building the national judiciary capacities to ensure women's access to justice.

In view of the foregoing and based on the conference's discussions that outlined best practices and solutions to improve women's access to justice, a series of recommendations can be proposed.

Recommendations for states and state actors

Despite implementing international standards on gender equality at the national level and aligning the major part of the national normative framework to the provisions of the international treaties in the area, the Eastern Partnership states are still facing issues related to the enforcement of laws. Therefore, it is essential to continue the dissemination of information concerning the fight against all forms of discrimination against women, and in particular, on the necessity to improve women's access to justice which would contribute to the enhanced legal culture of judges and prosecutors.

The actions carried out should have a strong impact on judges and prosecutors' perceptions on gender equality. Training should raise awareness among the profession through techniques and methods tailored to their needs. Judges should become aware of the need to prevent and fight gender-based stereotypes, also understanding that there is no standard victim of sexual assault and domestic violence.

States are invited to create an institutional framework capable of responding to each individual complaint. Judicial institutions should become accessible and efficient.

Specialisation of judges in matters of domestic violence is recommended as an efficient remedy to combat discrimination against women.

In view of ensuring efficient protection of women victims of domestic violence, it is recommended to set up a mechanism to monitor the way protection ordinances are enforced.

By implementing an efficient tool to collect data on women's participation in justice, in particular in cases of divorce, child custody, labour disputes, as well as offences and crimes involving violence against women, the "problems of the system" could be identified and subsequently, the state could respond adequately.

To obtain significant long-term outcomes, it is strongly advised to embed units promoting the concepts of non-discrimination and gender equality into the curriculum in the subjects that are taught at all levels.

Recommendations for training institutions

Since improving women's access to justice implies a change of mind set, in practical terms, this could be attained through initial and continuing education of jurists. Ideally, the training should be multidisciplinary and provided by jurists and practitioners from a variety of domains, such as psychologists, social workers, forensic pathologists and police officers. The involvement of NGOs specialised in the protection of women's rights in the continuing training programmes for judges and prosecutors represents a valuable practice.

In order to train the entire judiciary and prosecution staff, it is recommended that the training implies both face-to-face and distance learning. Hence, the HELP Programme of the Council of Europe could serve as an efficient tool.²⁵ The role of justice academies is crucial and their mission is to disseminate good training methods and techniques.

It is necessary to strengthen the co-operation between the institutions training judges in the member states of the Council of Europe by concluding agreements of co-operation to continuously exchange experiences and identify best and "worst" practices.

Recommendations for civil society

It is necessary to:

- foster the right image of women's role in the society which meets the universally protected values;
- participate along with the state in the development of the normative framework in matters of ensuring women's access to justice;
- monitor the legal position of women that are victims of domestic violence and sexual violence;
- organise awareness campaigns for women, especially, in the rural areas, to inform them about their rights and legal remedies;
- develop programmes to assist women who cannot enjoy their right to access justice due to socio-economic and cultural barriers.

²⁵ An e-learning version of the training manual *Ensuring access to justice for women* is envisaged for 2017. A course on violence against women is currently being developed.

Appendix I - Programme

Monday, 24 October 2016	
Opening Session	
Moderator and introductory remarks: Carolina Lasén Diaz , Head of the Gender Equality Unit, Council of Europe	
9.00 – 10.00 am	<ul style="list-style-type: none"> ▪ Anatolie Munteanu, Deputy Minister of Justice of the Republic of Moldova ▪ Stela Grigoraş, Minister of Labour of the Republic of Moldova ▪ Diana Scobioală, Director of the National Institute of Justice of the Republic of Moldova ▪ Micu Victor, President of the Superior Council of Magistracy of the Republic of Moldova ▪ Ian Feldman, President of the Council on the Prevention and Elimination of Discrimination and Ensuring Equality of the Republic of Moldova
Session 1 – Setting the scene: improving the gender sensitiveness of justice systems	
Moderator: Diana Scobioală , Director of the National Institute of Justice, Republic of Moldova	
10.00 – 11.00 am	<p><i>Key obstacles to women’s access to justice in Europe</i></p> <ul style="list-style-type: none"> ▪ Sylwia Spurek, Legal expert, Deputy Commissioner for Human Rights of Poland responsible for equal treatment issues <p><i>Gender issues in the judiciary</i></p> <ul style="list-style-type: none"> ▪ Gábor Széplaki-Nagy, Prosecutor, Head of Division, Office of the Prosecutor General of Hungary and Gender Equality Rapporteur of the European Commission for the Efficiency of Justice (CEPEJ) of the Council of Europe <p><i>Discussion</i></p>
11.00 – 11.30 am	Coffee break
Session 2 – Barriers, remedies and good practices for women’s access to justice: country examples	
Moderator: Lilia Pascal , member of the Gender Equality Commission of the Council of Europe, Republic of Moldova	
11.30 – 12.30 pm	<p>Presentation of main findings of the regional report on <i>Barriers, Remedies and Good Practices for Women’s Access to Justice in Eastern Partnership Countries</i></p> <ul style="list-style-type: none"> ▪ Doina Ioana Străisteanu, National expert, member of the Council on the Prevention and Elimination of Discrimination and Ensuring Equality of the Republic of Moldova ▪ Baia Pataraiia, National expert for Georgia <p><i>Discussion</i></p>

12.30 – 1.00 pm	<p><i>Presentation from the Academy of Justice of Kazakhstan</i></p> <ul style="list-style-type: none"> ▪ Makhsat Bereketov, Vice Rector of the Justice Academy under the Supreme Court of the Republic of Kazakhstan
	<p><i>Presentation from the National Institute of Magistracy of Romania</i></p> <ul style="list-style-type: none"> ▪ Cristiana Craciunescu, Judge, Trainer of the National Institute for Magistracy of Romania
1.00 – 2.30 pm	Lunch break
2.30 – 3.00 pm	<p><i>Special courts and special prosecutor's offices examining cases of violence against women</i></p> <ul style="list-style-type: none"> ▪ Carmen de la Fuente Mendez, Chief of the Public Prosecutor's Office of Cartagena, Spain
	<i>Discussion</i>
<p>Session 3 – International standards and international good practices for improving women's access to justice</p> <p>Moderator: Victoria Neaga, Representative of the Delegation of the European Union to the Republic of Moldova</p>	
3.00 – 4.00 pm	<p><i>The Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention)</i></p> <ul style="list-style-type: none"> ▪ Biljana Brankovic, member of the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO)
	<p><i>Addressing judicial gender stereotyping</i></p> <ul style="list-style-type: none"> ▪ Veronica Birga, Chief of the Women's Human Rights and Gender Section, Office of the UN High Commissioner on Human Rights
	<p><i>The Council of Europe Gender Equality Strategy: Current progress and hopes for the future</i></p> <ul style="list-style-type: none"> ▪ Dragan Knezevic, member of the Gender Equality Commission of the Council of Europe, Serbia
4.00 – 4.30 pm	Coffee break
4.30 – 5.00 pm	<p><i>Toolkit for Women's Access to Justice</i></p> <ul style="list-style-type: none"> ▪ Beatrice Duncan, Justice and Constitutional Advisor, UN Women
	<i>Discussion</i>
<p>Closing Remarks – Day 1</p> <p>Moderator: Jose Luis Herrero, Head of Council of Europe Office in Chisinau</p>	
5.00 pm	<p>Summary of the first day's discussions</p> <ul style="list-style-type: none"> ▪ Olga Dorul, General Rapporteur

Tuesday, 25 October 2016

Session 4: Strengthening capacities in the legal professions to improve women's access to justice

Moderator: **Nataliia Shuklina**, Vice-Rector of the National School of Judges of Ukraine

9:30 – 11:00 am	<i>Gender equality and women's rights in judicial training</i>
	<ul style="list-style-type: none"> ▪ Florence Aubry Girardin, Dr. iur, Judge of the Supreme Court, Switzerland
	<i>Gender equality and women's rights in prosecutorial training</i>
	<ul style="list-style-type: none"> ▪ Viktoriiia Mozgova, National Academy of the Public Prosecutor's, Ukraine
	<i>Gender equality and women's rights in training for lawyers</i>
	<ul style="list-style-type: none"> ▪ Irakli Kandashvili, Board Member of the Georgian Bar Association, Chairman of Educational Council ▪ Karolina Ristova-Asterud, Faculty of Law "Iustinianus Primus", Skopje, "the former Yugoslav Republic of Macedonia"
	<i>Discussion</i>

11.00 – 11.30 am	Coffee break
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Session 5: Training manual on Ensuring Access to Justice for Women

Moderator: **Konul Gasimova**, Human rights expert

11.30 am – 1.00 pm	<i>General part of the training manual:</i>
	<ul style="list-style-type: none"> ▪ Presentation by Elisabeth Duban, International legal consultant
	<i>National chapters of the training manual</i>
	<ul style="list-style-type: none"> ▪ Armenia: Gohar Hakobyan, National expert ▪ Georgia: Maia Bakradze, National expert
	<i>Discussion</i>

1.00 – 2.30 pm Lunch break	
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2.30 – 3.15 pm	<i>National chapters of the training manual</i>
	<ul style="list-style-type: none"> ▪ Ukraine: Oksana Pol'na, National expert ▪ Republic of Moldova: Olga Dorul, National expert
	<i>Discussion</i>

Session 6: Facilitating women's equal access to justice: the role of civil society

Moderator: **Ivana Goranic**, Expert on Justice and Home Affairs at the Regional Co-operation Council (RCC)

3.15 – 4.15 pm	<i>Access to Justice for Women Confronted with Multiple and Intersectional Discrimination: The Case of Legal Aid Centres and Roma Communities in Bulgaria and Romania</i>
	<ul style="list-style-type: none"> ▪ Maria Marinova-Alkalay, Human Rights and Non-Discrimination Expert

	<p><i>Access to justice for women victims of gender-based violence</i></p> <ul style="list-style-type: none"> ▪ Angelina Zaprojan-Pirgari, Director of the Women's Law Centre, Republic of Moldova
	<i>Discussion</i>
4.15 – 4.45 pm	Coffee break
Closing Session	
4.45 – 5.30 pm	<p>Conclusions</p> <ul style="list-style-type: none"> ▪ Olga Dorul, General Rapporteur <p>Closing remarks</p> <ul style="list-style-type: none"> ▪ Carolina Lasén Diaz, Head of the Gender Equality Unit, Council of Europe ▪ Diana Scobioală, Director of the National Institute of Justice of the Republic of Moldova

APPENDIX II - List of Participants

Armenia

Sergey ARAKELYAN
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Academy of Justice

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Prosecutor General's Office

Artak GEVORGYAN
First Deputy Director
School of Advocates

Sona HOVAKIMYAN
Society Without Violence
Mariam KURSHUDYAN
Coalition Stop Violence Against Women

Nona MIKAYELYAN
Prosecutor
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Prosecutor General's Office

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Responsible for Public Relations and
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Member of the Bar Association

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Supreme Court

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Human Rights Unit
Chief Prosecutor's Office

Natia MEREBASHVILI
Head
Division of Prosecutorial Activities
Supervision in Tbilisi Territorial
Authorities
Ministry of Internal Affairs

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Supreme Court of Justice
President of the Judges Association

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Deputy Executive Director
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National Institute of Justice

Ecaterina POPA
Head of Section
National Institute of Justice

Mircea ROSIORU
President
Superior Council of Prosecutors

Iulia SIRCU
Judge
Supreme Court of Justice

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Expert
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National School of Judges

Kateryna LEVCHENKO
President
International Women's Rights Centre
"La Strada-Ukraine"

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Stela GRIGORĂȘ
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