



# GENDER EQUALITY COMMISSION



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

### Annual Report 2018





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## Highlights

1. 2018 saw the first year of implementation of the new Council of Europe Gender Equality Strategy, adopted in March by the Committee of Ministers. This new Strategy for 2018-2023 (the Strategy) is proof of the Council of Europe's continued commitment, and the important role the Organisation plays towards the realisation of equality between women and men. The Strategy builds on the achievements of, and policy work developed for, the implementation of the Gender Equality Strategy 2014-2017. In response to current and emerging challenges, the Strategy includes a new objective related to the protection of the rights of migrant, refugee and asylum-seeking women and girls. The text also foresees a stronger focus on socio-economic issues aiming at the economic empowerment of women, as well as on the role of men and boys in relation to gender equality.
2. Gender equality remains a priority area for the successive Presidencies of the Committee of Ministers. Member States have started to engage in activities related to all six objectives of the Strategy, as is reflected in numerous national legislative and policy developments.
3. Sexism is still a big challenge affecting mostly women at different levels (individual, institutional, structural) and in all areas. The Council of Europe has been a frontrunner in recent years in looking at common solutions to address this issue. In particular, in 2018 member States have continued to work together on drafting a recommendation to prevent and combat sexism.
4. Various events organised in 2018, including the Council of Europe World Forum for Democracy, dedicated to the topic of gender equality and who should fight for it, have helped to place the issue of gender equality high on the political agenda and to give visibility to the standards of the Council of Europe and to its activities and those of member States.
5. Thanks to the commitment of different sectors in the Organisation and to a solid institutional setting, enhanced gender mainstreaming activities were conducted or initiated in 2018 in a number of areas notably sport, media, counter-terrorism, justice and combating corruption. New tools on gender mainstreaming were also produced such as the newly-revised specific gender mainstreaming web page.
6. Targeted bilateral or regional co-operation projects with Eastern Partnership countries, Bulgaria, the Czech Republic, Lithuania, Romania, the Russian Federation and Slovakia, have continued to provide national authorities with tools and expertise to comply with gender equality standards and to translate them into tangible measures. A capacity building and co-operation projects unit has been established in the Gender Equality Division with a view to designing and implementing project actions consistently and in line with the Strategy.
7. The Council of Europe further developed and strengthened strategic partnerships with other regional and international organisations and with civil society, for example, through the organisation of, participation in and contribution to events during the 62nd session of the UN Commission on the Status of Women.
8. Gender equality and its benefits are gaining ground in politics, the media and culture. At the same time, campaigns such as #MeToo have helped raise awareness about persistent, pervasive sex-based discrimination, violence against women and sexism in society. Challenges to progress being made include: movements against women's rights or gender equality generally - which are putting into question recent advances such as the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention); the lack of resources for institutional mechanisms, activities and policies in this area; a socio-economic situation that often hampers women's empowerment; and the fact that for some groups of women human rights are largely formal, their effective enjoyment limited.
9. The Council of Europe Gender Equality Strategy 2018-2023 will provide new impetus for synergies and activities with different stakeholders to help the much needed acceleration of the pace of progress towards real gender equality. It should be pointed out that the pace of ratifications of the Istanbul Convention remains at a good level. In 2018, Croatia, Greece, Iceland, Luxembourg and North Macedonia became Parties, whilst others have announced that they are preparing to do the same.

## Introduction

10. The Council of Europe launched its Transversal Programme on Gender Equality in 2012, with the aim of increasing the impact and visibility of gender equality standards and of supporting their implementation in member States and within the Organisation itself. The programme mobilises all of the Council of Europe's sectors, intergovernmental structures, monitoring mechanisms and partial agreements, as well as external partners - it brings together resources and tools for greater impact and focus.
11. Within this framework, the first Council of Europe Strategy on Gender Equality 2014-2017 was adopted by the Committee of Ministers in November 2013. Building on the strength and successes of this first strategy and taking into account new challenges, the second strategy covering the period 2018-2023 was adopted by the Committee of Ministers in March 2018.
12. The Strategy is grounded on the belief that a strong commitment to *de facto* equality between women and men at all levels and in all areas will benefit society as a whole, as well as future generations. Through the strategy, member states are committed – individually and together – towards the empowerment of all women, a change in both women's and men's roles - including equal sharing of household and care responsibilities - ending violence against women and domestic violence, and the elimination of sexism and gender stereotypes. In order to take into account new developments and the situation of women and men on the ground, a new priority area was included in the Strategy aiming at protecting the rights of migrant, refugee and asylum-seeking women and girls. In addition, a greater emphasis was placed on the impact of socio-economic issues on women's empowerment and on the role of men and boys for the realisation of gender equality.
13. This vision and framework for the Council of Europe's role and action in promoting gender equality takes into account the Organisation's added value and synergy and co-operation with all relevant partners, giving impetus to the political commitment towards realising women's human rights and gender equality.
14. The overall goal of the Strategy is to achieve the effective realisation of gender equality in Council of Europe member States. This is fully in line with the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979), the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women in 1995, and the 2030 Global Agenda for Sustainable Development, adopted in September 2015. The Strategy demonstrates the Organisation's commitment to continue to provide leadership - through legal standards and policy guidance – for regional and global efforts to implement the Beijing Declaration and Sustainable Development Goal 5 to: "achieve gender equality and empower all women and girls".
15. 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 internal institutional bodies and mechanisms, to tackle the challenges in implementing standards in the area of gender equality and women's rights.
16. The Strategy sets **six priority** objectives:
  - Prevent and combat gender stereotypes and sexism
  - Prevent and combat violence against women and domestic violence
  - Ensure the equal access of women to justice
  - Achieve a balanced participation of women and men in political and public decision-making
  - Protect the rights of migrant, refugee and asylum-seeking women and girls
  - Achieve gender mainstreaming in all policies and measures.

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

## I. Overall Progress and Implementation

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

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

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

20. A number of **high-level events were organised in 2018**, allowing for very useful exchanges and discussions on gender equality-related issues.

- The **annual conference**, organised in Copenhagen in May 2018 by the GEC in partnership with the Danish Ministry of Foreign Affairs, aimed at discussing the way forward in implementing the Strategy. It gathered together a wide range of stakeholders: government representatives, gender equality experts, as well as representatives of civil society and of other regional and international organisations. The conference focused on four of the main topics included in the Strategy: women in decision-making, the human rights of migrant, refugee and asylum-seeking women and girls, gender stereotypes and sexism, and the role of men in the gender equality agenda.
- A **high-level “Barbershop” event** dedicated to sexism in the public space, co-organised in May 2018 by the Permanent Representations of Denmark and Iceland to the Council of Europe, provided an opportunity to engage in a constructive discussion about how men can contribute towards advancing gender equality and combating sexism.
- The Council of Europe’s **2018 World Forum for Democracy** was devoted to the question of gender equality and focused in particular on women’s public, political and economic participation and on combating violence against women in the wake of the #MeToo-related campaigns. Opened by the Spanish Minister of Justice and French State Secretary for Equality, the Forum gathered participants from governmental and non-governmental organisations, gender equality experts as well as students and budding politicians with a broad range of views on gender equality, the forum highlighted promising practices and initiatives from all over the world, to help spur ideas and address current challenges in these areas.

21. The Council of Europe **website on gender equality** continued to serve as a useful means to give visibility and to disseminate information about activities, developments and tools on gender equality in the member States and among the relevant structures and stakeholders. Particular efforts were made to increase the visibility and impact of the work done to promote gender mainstreaming within the Organisation, notably through the creation of a new website section on this topic. This has led to greater recognition of efforts in the member States to comply with Council of Europe and other international standards, and an easier flow of information and experiences among the member States. The regular updating of the gender equality website, as well as the increasing number of translations of Council of Europe standards by member States, have contributed to raising the visibility of those standards and activities among experts and the general public.

### **Promotion, monitoring/evaluation of standards to identify gaps and obstacles and development of activities, tools and co-operation programmes**

22. In 2018, five more countries have ratified the Istanbul Convention. 33 states have so far become parties to this treaty. 12 further countries and the EU are signatories and two countries have not signed it (see Treaty Office, consulted last on 21 February 2019).

23. **Monitoring** implementation is used as a tool to support member States in their efforts to meet Council of Europe standards.

- At the end of 2017, the GEC completed the 3rd monitoring of the implementation of the Committee of Ministers Recommendation Rec(2003)3 **on balanced participation of women and men in political and public decision-making**. In 2018, work focused on the dissemination of the monitoring results and promotion of the report's recommendations to address the persistent gaps in relation to women's representation in decision-making.
- Activities began in 2018 to prepare a follow-up exercise on the implementation of Recommendation CM/Rec(2013)1 to member States **on gender equality and media**. This exercise will be carried out jointly by the GEC and the Steering Committee on Media and Information Society (CDMSI).
- Within the framework of the "ALL IN: Towards gender balance in sport", a joint European Union (EU) and Council of Europe project that started in 2018, support will be given to public authorities and sport organisations to ensure the implementation of the Committee of Ministers Recommendation CM/Rec(2015)2 on **gender mainstreaming in sport**.

24. **Reference to Council of Europe standards** - expertise and sharing of good practices with member and non-member States and other regional and international organisations has increased visibility of Council of Europe standards among its strategic partners.

- Reference to the Council of Europe Gender Equality Strategy, the Istanbul Convention and other Council of Europe standards and tools in the field of gender equality in UN, OSCE and EU documents. Some examples include:
  - The European Commission staff working document - 2018 Report on equality between women and men in the EU - published in April 2018 contains several references to Council of Europe standards and policy tools, including the Council of Europe report on the monitoring the implementation of Recommendation Rec(2003)3 on balanced participation of women and men in political and public decision-making and the Istanbul Convention.
  - The UN Working Group on discrimination against women thematic report on reasserting equality and countering rollbacks presented at the 38th session of the Human Rights Council (June 2018) makes reference to the Istanbul Convention in the context of its analysis of the ongoing backlash on women's human rights.



- The UN Women Strategy on levelling the law for women and girls by 2030 includes an excerpt from the Council of Europe Strategy which refers to women's economic empowerment.
- Many activities to promote gender equality carried out by member States in 2018 are related to the Council of Europe's standards and tools. Examples (drawn from the annual reports submitted by member States) include:
  - **National strategies, action plans or programmes on gender equality with thematic priorities in common with the Council of Europe Strategy:** Albania, Bulgaria, France, Greece, Iceland, Ireland, Italy, Luxembourg, Republic of Moldova, Poland, Romania, Russian Federation, Serbia, Slovenia, Sweden, Switzerland, Turkey, Ukraine.
  - **Legislative and policy measures to prepare for the ratification of the Istanbul Convention and/or its implementation including awareness-raising activities:** Andorra, Austria, Azerbaijan, Belgium, Bulgaria, Croatia, Cyprus, France, Germany, Greece, Hungary, Iceland, Ireland, Luxembourg, Monaco, Montenegro, Norway, Poland, Romania, Serbia, Slovenia, Spain, Switzerland, Turkey, Ukraine.
  - **Measures to address men as perpetrators and victims of domestic violence:** Croatia, Denmark, Estonia, Greece, Iceland, Ireland, Italy, the Netherlands, Poland, United Kingdom.
  - **Measures to address online sexual violence/revenge porn:** Denmark, France, Iceland, Slovenia, United Kingdom; **to deal with sexual harassment in public places:** Belgium, Cyprus, Malta.
  - **Activities to improve women's access to justice:** Albania, Andorra, Armenia, Azerbaijan, Bulgaria, Croatia, Denmark, Georgia, Greece, Iceland, Republic of Moldova, Norway, Poland, Romania, Switzerland.
  - **Activities to increase women's participation in political and public decision-making:** Belgium, Estonia, Malta, Germany, Greece, Iceland, Ireland, Luxembourg, Republic of Moldova, Montenegro, Russian Federation, Switzerland, United Kingdom.
  - **Awareness-raising/reporting regulations concerning the gender pay gap:** Cyprus, Estonia, France, Iceland, Malta, Serbia, United Kingdom.
  - **Paternity leave legislation:** Cyprus, Estonia, Finland, France, Norway, Spain, United Kingdom.
  - **Policies to have sex-disaggregated statistics in data collection:** Azerbaijan, Iceland, Slovenia, Spain, Sweden, Turkey.
  - **Activities to combat sexism in public life, education, the media, in advertising and the internet:** Greece, Malta, the Netherlands.
  - **Tools to promote non-sexist language:** Malta, Republic of Moldova, Slovenia.
  - **New and ongoing measures to promote gender mainstreaming in other policies:** Azerbaijan, Belgium, Cyprus, Estonia, Greece, Iceland, Italy, Luxembourg, Malta, Republic of Moldova, Monaco, Serbia, Ukraine; **as well as gender mainstreaming training for public officials:** Albania, Azerbaijan, Iceland, Poland, Russian Federation.
  - **Legal frameworks, counselling and training to improve the situation of the rights of migrant, refugee and asylum-seeking women and girls:** Andorra, Austria, Belgium, Bulgaria, Croatia, Cyprus, Denmark, Germany, Greece, Iceland, Ireland, Malta, Republic of Moldova, the Netherlands, Poland, Romania, Slovenia, Spain, Turkey.
  - **Raising awareness of Council of Europe standards:** Azerbaijan, Croatia, Malta.

25. Further examples may be cited, of initiatives which are of a more **overarching, strategic** nature:

- In **France**, after the President announced in November 2017 that he would make the fight against inequalities between women and men a “national cause” of his five-year mandate, each ministry concerned produced a video of the implications of this decision.<sup>1</sup> The government also adopted a budget of 530 million Euros for 2019 (up from 420 million Euros for 2018).
- In **Malta** the National Commission for the Promotion of Equality (NCPE) organised the Seminar ‘*Putting the Council of Europe Gender Equality Strategy 2018-2023 into action*’ on 4 October, providing an opportunity for further deliberations not only on the work of the Council of Europe but also on developments at national level. Presentations and discussions focused on each of the six objectives of the Council of Europe strategy followed by a critical analysis of the situation in Malta. Deliberations on the way forward were explored in workshops. The NCPE took on board the issues raised during the seminar as part of its regular consultation process to strengthen its work to promote gender equality.
- In the **Russian Federation**, a government Co-ordination Board for the implementation of the 2017-2022 National Strategy for Women was established. An Action Plan to implement the first stage (2017-2018) of the 2017-2022 National Strategy for Women was approved by the Government in March 2018.

26. The GEC compiles every year a list of national activities and measures towards the achievement of the six objectives of the Council of Europe Gender Equality Strategy 2018-2023 (see appendix 3). This body of work developed at the level of member States also feeds into, and contributes towards, the achievement of the Sustainable Development Goals (SDGs). On the basis of the appended information, member States have highlighted the following developments:

**Strategic objective 1 - Prevent and combat  
gender stereotypes and sexism**

Under the auspices of the **Croatian** Presidency of the Committee of Ministers, a conference was held in Zagreb on the position of women in sport. In particular, the conference explored gender-based violence and gender inequalities in sport.

In **Estonia**, the Family Benefits Act was amended, introducing changes gradually over the period 2018-2020. All fathers will have an individual right to paternity leave and benefits for 30 days. Several new work-life balance measures will be established, for example parents may earn parental benefits as well as income and the parental benefit will be reduced only when the monthly income exceeds 1.5 times the average Estonian salary. The 19 months of maximum parental benefit and leave can be used all at once or split until the child turns three.

On 30 September the **French** Government launched a broad awareness-raising campaign aimed at witnesses, against sexist and sexual violence (#Réagirpeuttoutchanger).

On 1 January, a law on equal pay certification entered into force in **Iceland**. As a result, all workplaces with 25 staff or more are required to implement the Equal Pay Standard (ÍST 85 Equal Pay Management Systems – Requirements and Guidance), the aim of which is to ensure that individuals performing jobs of the same or equal value receive the same remuneration, including salary, irrespective of their gender. In practice the new legislation is a tool to enforce a 1973 law prohibiting gender discrimination in pay and close the gender pay gap by 2022. It stood at 16.1% (unadjusted) and 4.5% (adjusted) at the end of 2016. The law also serves to eliminate discrimination based on characteristics other than gender, such as ethnicity.

In **Norway** a new integrated equality and anti-discrimination act came into force in January 2018. This law joins the discrimination grounds into one act, clarifying that discrimination on intersecting grounds is forbidden. Care work is also included as a ground for discrimination, together with gender, pregnancy, parental leave, ethnicity, religion, disabilities, sexual orientation, gender identity and gender expression. As of 1 July, parental leave in Norway was divided into three equal parts. Each parent has 15 weeks that are reserved for her/him. The

<sup>1</sup> <https://grande-cause-quinquennat.gouv.fr>

remaining 16 weeks may be shared by the parents as they wish. Fathers will therefore have the opportunity to have a greater part of the leave.

**Romania** adopted a National Strategy for the Promotion of Equal Opportunities and Treatment for Women and Men and Preventing and Combating Domestic Violence for the Period 2018-2021, as was the Operational Plan for its Implementation. The new strategy benefits from an integrated approach, focusing on the two areas (both Strategic Objectives 1 and 2).

In the **Russian Federation**, a study was conducted on then STEMatisation of Women: How gender stereotypes prevent women from pursuing a career in high-tech industries.

A Gender Equality Index has been calculated for the second time by **Serbia**, the only country outside the EU using the Index developed by the European Institute for Gender Equality (EIGE). This initiative was launched by the Co-ordination Body for Gender Equality, the Government's Social Inclusion and Poverty Reduction Unit and the Statistical OCE, with the support of the EIGE. Serbia presented the Index results at a conference, showing Serbia's visible progress between 2014 (when the Index was first introduced) and 2016, as reflected in a 3.4-point increase in the Gender Equality Index results.

In the area of personal/family/work-life balance, as of 5 July paternity leave was extended in **Spain** from four to five weeks, covering birth, adoption or fostering. The fifth week may be used until nine months after the birth, court ruling or administrative decision. This extension applies to both the private and the public sectors.

In December the **Swiss** federal equality law was amended so as to enable the equality of wages to be verified at businesses with over 100 employees, and to ensure employees are informed of the results of such verifications.

#### **Strategic objective 2 – Prevent and combat violence against women and domestic violence**

In **Denmark**, following an initiative to increase efforts against online sexual assault since February 2017, police districts have worked together with the regional public prosecutor to discuss allegations of online sexual assault in order to ensure the effectiveness of proceedings (scope of definition, nature, gravity of crime, as qualified). In 2018, the Attorney General and the regional public prosecutor increased their supervision of the proceedings on online sexual assault cases, especially to reduce the processing time. The Ministers of Employment and of Equal Opportunities have sent out a call to action to managers, companies and public institutions in Denmark, encouraging everyone to revisit company policies on sexual harassment as well as to evaluate the company culture. The Ministers of Equal Opportunities and of Culture have also jointly addressed the social partners of the theatre and movie industries to come together and initiate measures to combat sexual harassment. This has led to the drafting of an industry-wide code of conduct. The Danish Minister of Equal Opportunities has also partnered with NGOs to develop teaching materials that address the importance of consent and respect for personal boundaries when entering into intimate relationships.

The **Estonian** Government has run a pilot project concerning prevention of, and fight against, domestic violence. Police, prosecutors, women's shelters and victim support officials are co-operating to enable an immediate response to each emergency call made by victims of domestic violence. Perpetrators are removed from the home, if necessary, and are provided with counselling; and restraining orders are issued more promptly. There has already been a rise in criminal investigations as a result of the increased dedication with which the police treat each incident. As a result, victims are more willing to co-operate since they have more trust in the system.

For the first year of the **French** national cause, priority was placed on fighting sexual and sexist violence, with just over 75 interministerial measures already adopted, including: a) the imposition of fines for harassment in public spaces, such that sexist remarks, stalking, or commenting on a person's clothing or physical appearance can attract a fine between 90 and 750 Euros; b) a law on improved sanctioning of sexist and sexual violence ; c) an extension of the statute of limitations for offences against minors from 20 to 30 years past the person's reaching adulthood; d) training for personnel in contact with victims (police, judicial staff,...); e) 100% response rate for the dedicated 3919 emergency hotline for women victims of violence; f) establishment of an online reporting platform for incidents of sexual and sexist violence; g) the first local « contracts against violence » have been agreed, allowing justice, police, health and social work personnel to share information and intervene in good time.

In **Hungary** Crisis Ambulances have begun their operations as new service elements, with the goal both to prevent (i.e. handle problems before violent episodes occur) and to reinforce the regional cooperation of institutions involved in combating domestic violence. An annual 15 million HUF (46 thousand Euros) were allocated for the operating and professional tasks of the Crisis Ambulances from both central budget and EU funds. Five further Crisis Centres were established for victims who are forced to leave their homes with or without children. Nineteen Halfway Houses began operating to support the social reintegration of victims of violence and human trafficking, providing long-term housing and professional support. Seven newly opened

Secret Shelters host victims of violence in life-threatening situations. Training and awareness-raising has been carried out for 5000 specialists from the child protection warning system. The 2018 prevention campaign with the slogan: 'Love does not hurt!', and a new image, draws particular attention to the establishment of crisis management centres.

**Ireland** has enacted the Domestic Violence Act (2018), the Criminal Justice (Sexual Offences) Act 2017, the Victims of Crime Act 2017. In November 2018, the Criminal Law (Extraterritorial Jurisdiction) Bill 2018 was published. This Bill is the last step in the Government's 18-step Action Plan, approved in October 2015. It will criminalise offences committed abroad by Irish citizens or residents and enable Ireland to ratify the Istanbul Convention in 2019.

In **Malta**, the Gender-based violence and domestic violence Act became law in April, implementing the Istanbul Convention in Malta's laws. It promotes and protects the right of everyone to live free from violence in both the public and private sphere.

**Moldova** adopted its first-ever strategy on preventing and combating violence against women and family violence in February 2018. It aims at providing a systemic approach and to ensure effective and prompt response from relevant bodies in cases of violence, based on four pillars: prevention, protection, punishment and integrated policies. Emphasis is put on public information about the seriousness of this phenomenon, and on promoting zero tolerance towards all forms of violence, combating stereotypes and prejudices about gender, and aligning the legislative and regulatory framework on international standards. The Strategy will include the identification and promotion of best practices in the field, new tools and mechanisms to improve the activity of actors who deal with victims of domestic violence, strengthening institutional mechanisms and multi-sectoral co-operation, including capacity-building for specialists and the development of specialised services for victims of domestic violence. The National Institute of Justice organised several relevant training courses for legal professionals, such as on "Providing state-guaranteed legal aid to victims of domestic violence", "Implementing domestic violence legislation" and "Judicial practice in cases related to domestic violence".

Over the past three years, **Romania** has embarked on an extensive reform of domestic violence legislation in preparation for ratification and implementation of the Istanbul Convention. Harmonising legislation was adopted in 2018, aimed at supporting domestic violence victims through immediate and coherent intervention by all responsible actors, at the same time increasing victims' level of trust in the authorities' ability to intervene. The new Provisional Protection Order (PPO) will allow the police to intervene quickly to protect the victim and to remove the perpetrator. After the PPO is issued, the police officer will ensure that the aggressor's rights are respected, through appropriate information including on specialised social services. PPOs can also be monitored for the first time via an electronic system. Social services for victims and domestic violence aggressors have also been expanded through emergency hotlines, integrated emergency services for victims of sexual violence and protected shelters (as a transition to independent living). At the level of the Agency for Equal Opportunities for Women and Men (Romanian acronym: ANES), a free-of-charge national hotline for victims of domestic violence was established (potential witnesses or any other persons who are aware of such acts can make free calls, including from abroad). Beneficiaries receive primary psychological counselling, legal counselling, information on social assistance measures and guidance towards specialised institutions.

In the **Russian Federation** a joint CoE/EU programme was developed to support implementation of the 2017-2022 National Strategy for Women. Preventing and combating violence against women is one of the main themes of this cooperation programme.

In July 2018, **Serbia** submitted its First report to the monitoring of GREVIO. In this context, several consultative round tables were organised in the country and after the report was submitted, the Coordination body for gender equality (CBGE) continued to promote the findings of the report and the Istanbul Convention throughout Serbia (and abroad), for a variety of audiences, including parliamentarians.

In **Slovenia**, a bilateral project on Violence against women and domestic violence continued in 2018, with Council of Europe support. The Council of Europe online course on violence against women and domestic violence, developed by the European Programme for Human Rights Education for Legal Professionals (HELP), was launched in March, in collaboration with the Slovenian Judicial Training Centre. It covers in an interactive way the key concepts, the international and European legal framework and the European case law governing the prevention and protection of women and girls from violence, focusing in particular on the Istanbul Convention. A national tutor of the course was selected. More than 30 participants (around 20% men) from various backgrounds – judges, prosecutors and criminal investigators from the police – followed the course online for some three months. The HELP course in Slovenian has been available on the HELP e-learning platform since August 2018. A report was prepared on the Challenges, gaps and best practices, including recommendations for the development of the Slovenian national programme on preventing and combating domestic violence and violence against women.

A National Agreement on gender-based violence was adopted in September 2017 by the Lower House of the **Spanish** Parliament, among all the political parties, public Administration and civil society. It includes 200 measures and a one billion Euro budget over a five-year period. In August 2018, the government passed a Royal Decree-Law containing urgent measures to develop the National Agreement on gender-based violence.

In the context of the Istanbul Convention coming into force in respect of **Switzerland** (1 April 2018), implementing steps were taken as described in the publication: "Preventing and combating violence against women and domestic violence – tasks and activities of the Confederation to implement the Council of Europe Convention (Istanbul Convention)".

### **Strategic objective 3 - Ensure the equal access of women to justice**

The **French** Ministry of Justice has taken a series of commitments under this Objective: a) establishment of an online reporting system for victims of sexist and sexual violence; b) reinforcement of sanctions for perpetrators and improvement in the protection of victims of sexist/sexual violence; c) review of the legal framework to improve prevention against cyber-harassment and prosecution of perpetrators. The August 2018 law on combating sexist and sexual violence considerably reinforces the criminalisation of cyber-harassment by covering acts committed as a group; d) roll-out of re-offending prevention training for all convicted perpetrators of violence. This training, which focuses on taking responsibility for preventing and combating domestic and sexist violence, was presented to all prosecution services in order to encourage them to have recourse to it. More than 2 000 training sessions were ordered between January and June 2018 (an increase compared to 2017).

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

In **France**, a system ensuring greater transparency about the gender pay gap is being introduced, allowing objective criteria to be developed thanks to a common computer programme. The system will be introduced in 2019 for businesses of over 250 employees, and as of 2020 for those numbering 50 to 250 employees. In September 2018 a French law was adopted requiring the governance bodies of companies of a certain size to engage in a reflection around an equal wages policy.

**Ireland** has taken action under the National Strategy for Women and Girls 2017-2020 to increase female representation on State boards and the female share is now 40.7%. This is the highest proportion of female board members ever in Ireland. It is also the first time that the 40% figure in the total membership of State boards has been surpassed.

Following electoral reforms in 2017 **Moldova** changed from a proportional to a mixed the electoral system, encouraging political parties to fulfil a quota of at least 40% of women candidates through a 10% budget increase. In 2018 new legislative amendments were adopted, providing for financial incentives for increased female representation (both on party lists and actually elected). In June 2018 the "Women 4 Leadership Academy" project was launched by Moldovan civil society organisations such as Contact-Cahul and Institutum Virtutes Civilis (IVC) in partnership with UN Women Moldova and with financial support from the Swedish Government. This project aims at creating an inclusive dialogue, training and leadership platform for women and increasing the chances for women from different vulnerable groups, including young women, women from ethnic minorities, women with disabilities. During the first session of the Academy (June to September 2018), a total of 40 women from different regions of the Republic of Moldova benefited from expertise and opportunities to develop political leadership abilities, communication, techniques for organising electoral campaigns, as well as the opportunity to discuss and learn from the political experiences of other women from Moldova and abroad. National and international experts share the best techniques for promoting and deploying effective public campaigns, motivating the public to vote for a woman, identifying the priorities of the target voters, etc.

In the **Russian Federation** a joint CoE/EU programme was developed to support implementation of the 2017-2022 National Strategy for Women. Balanced participation of women and men in political and public decision-making is one of the two themes of this cooperation programme.

Since June 2018, **Spain** has the first majority-female cabinet, composed of 11 women and 6 men, with women occupying key portfolios such as economy and business; finance; industry, trade and tourism; defence; labour, migration and social security; and territorial policy and public administration. Furthermore, the new Government has placed gender equality policies at the top of its priorities and the Vice-President, who is a woman, is also Minister of Presidency, Parliamentary Relations and Equality.

**Strategic objective 5 - Protect the rights of migrant, refugee and asylum-seeking women and girls**

**Greece's** National Action Plan on Gender Equality 2016-2020 refers to the economic crisis affecting Greece and to the austerity and fiscal adjustment policies applied, exacerbating the risk of multiple discrimination against women. The General Secretariat for Gender and Equality (GSGE) operates a Pan-Hellenic Network of 62 structures (40 counselling centres, 21 shelters across the country and a 24-hour SOS Helpline 15900) providing free counselling services, safe accommodation and other services and facilities to female victims of gender-based violence. For the 2014-2020 programming period, the GSGE extended the target group to include not only female victims of gender-based violence, but also women victims of multiple discrimination, such as refugees, migrants, Roma women, etc. in order to help eliminate social exclusion at all levels. The GSGE participates as partner in a "Building a safety net" project which is funded by the EU – Daphne Strand and is implemented through five partners in three different countries (i.e. Greece, Italy, Spain). The main objectives of the project include: access of survivors of gender-based violence (GBV), in particular female migrants and refugees, to aid services and assistance; countering underreporting of GBV by raising capacity and awareness of field professionals; establishment of multi-actor co-ordination and improved protection mechanism and working methods; empower and inform migrant and refugee women as regards the reporting of GBV and legal remedies; involve all relevant actors including women's organisations in the response to GBV.

**Strategic objective 6 - Achieve gender mainstreaming in all policies and measures**

In **France**, equality between women and men has been declared a "national cause" of the President's five-year mandate.<sup>2</sup> The issue therefore underpins the entire Government, in all its policies and measures.

A system of gender-responsive budgeting is being continuously implemented in **Serbia**. The obligation of gender-responsive budgeting was introduced in 2015 by adopting amendments to the Budget System Law. All budget users are thus expected to implement gender-responsive budgeting by 2020. Further progress has been made in 2018, and according to the available data, 40 institutions at the national level and 18 institutions at the provincial level will apply the principles of gender-responsive budgeting in the budget for 2019. By 2020 all budget users should apply gender responsive budgeting.

27. The GEC continued to work on the development of **new standards and policy documents in the field of gender equality** and is also making progress in the preparation of a draft Committee of Ministers recommendation to prevent and combat sexism.
28. The Council of Europe is implementing a growing number of **targeted co-operation projects on gender equality issues**. Grounded in the principles of the Istanbul Convention, these projects promote a comprehensive rights-based approach to end violence against women in accordance with the four pillars enshrined in the Istanbul Convention: prevention of violence, protection of victims, prosecution of perpetrators and comprehensive policies. The projects are based on the idea that violence against women is not an individual phenomenon but one of the most serious and prevalent human rights violations, a form of discrimination against women and an obstacle to achieving gender equality. As of January 2018, a capacity building and co-operation projects unit has been established in the Gender Equality Division with a view to designing and implementing project actions consistently and in line with the Strategy.
- As of September 2018, three bilateral projects are being implemented in Armenia, Georgia and Ukraine. These projects aim at building the capacity of first line services for victims such as the police and social workers, as well as legal professionals dealing with cases of violence against women. The Council of Europe continues to provide strategic advice on violence against women and domestic violence in the context of Norway Grants (2014-2021) national programmes in Bulgaria, the Czech Republic, Lithuania, Romania and Slovakia.
  - A regional project covering Armenia, Azerbaijan, Belarus, Georgia, Republic of Moldova and Ukraine started in February 2018 and will conclude in December 2018. The project seeks to increase knowledge and improve skills to apply Council of Europe standards and good practices in the justice sector of the beneficiary countries regarding gender equality, women's rights and access to justice.

<sup>2</sup> <https://grande-cause-quinquennat.gouv.fr>

- As of November 2018, a new bilateral project is being implemented in the Russian Federation aimed at building awareness on women's equal participation in public and political decision-making and on combating violence against women and domestic violence.

29. **Practical tools and publications, visibility and promotion materials** on the Council of Europe standards and their implementation were prepared and widely disseminated throughout member States and other stakeholders during national, regional or global events. Such publications are in high demand from member States and internal/external partners, and are considered to be very useful tools to monitor progress and compliance with benchmarks and standards in the area of gender equality. They include:

- The factsheet on "Achieving balanced participation of women and men in political and public decision-making: a gender equality and democratic requirement".
- The factsheet on "Achieving gender equality and empowering all women and girls: The Council of Europe's contribution to the UN 2030 Agenda and the Sustainable Development Goals".
- The Gender Equality Strategy 2018-2023 as adopted by the Committee of Ministers.
- A dedicated website on gender mainstreaming within the Council of Europe, including a specific section on activities conducted by different entities in different policy areas.
- The report of the Conference "Gender equality: paving the way" to launch the Council of Europe Gender Equality Strategy 2018-2023 (Copenhagen, Denmark, 3-4 May 2018).
- The regularly updated factsheet prepared by the European Court of Human Rights (the Court) on its case law related to gender equality.
- An electronic newsletter, issued quarterly, with the Council of Europe's gender equality news.
- A first and second video showcasing the work of different sectors of the Organisation on gender mainstreaming.
- Translations by member States of the Council of Europe's standards and tools, such as the Gender Equality Strategy 2018-2023, the Istanbul Convention, and recommendations from the Committee of Ministers on gender equality issues. These texts are available on the Gender Equality website.
- A free online e-learning courses on Women's Equal Access to Justice and on Violence against Women on the platform of the Council of Europe Programme for Human Rights Education for Legal Professionals (HELP).
- Second editions of the national adaptations of the HELP course on Violence against Women in Armenia and Georgia.
- Translations into Armenian, Azeri, Georgian, Romanian, Russian, and Ukrainian of several promotional materials about the Istanbul Convention, including country studies, collections of papers on specific articles, and the Court's factsheet on gender-related case-law, factsheets on violence against women and on domestic violence.
- Proceedings of the workshop on the Istanbul Convention and its monitoring mechanism in Tbilisi, Georgia in June 2018.
- Practical Handbook for police officers on combating violence against women and domestic violence in Armenia.
- Face-to-face course on violence against women and domestic violence for legal professionals in Armenia.
- Regional conference on access to justice for women victims of violence to take stock of progress and existing challenges in the Eastern Partnership countries (Strasbourg, October 2018).
- Training on the Council of Europe methodology for surveying support services for victims of violence against women (Strasbourg, November 2018). The training is designed for state's representatives of countries that have ratified the Istanbul Convention.
- The factsheet on "Women's Access to Justice: a guide for legal practitioners".

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

30. An increasing number of activities were undertaken by various steering committees and monitoring mechanisms to introduce a gender equality perspective in Council of Europe policies at all levels, as called for by the Strategy. Gender Equality Rapporteurs (GERs) have been appointed in more than 40 entities of the Council of Europe, which has led to exploring new avenues for gender mainstreaming and to reinforced co-operation and synergies on a variety of topics.

- GERs are currently operational in 35 steering committees and other intergovernmental bodies, as well as in 7 monitoring mechanisms<sup>3</sup> and are leading efforts to integrate a gender dimension into their specific work and activities with the support of their respective secretariat and of the Gender Equality Division. This has resulted in **new gender equality-related activities** being undertaken or scheduled notably in the areas of sport, counter-terrorism, justice, environmental hazards, media and combating corruption
- A **training session for GERs** and relevant staff members was organised in October 2018, aimed at providing participants with both theoretical knowledge and practical tools on gender mainstreaming, building on the experience of previous gender mainstreaming training sessions. Participants expressed their satisfaction with the quality of the training and its usefulness for their ongoing and future work on gender equality and gender mainstreaming.
- A **Master Class** was organised in October 2018 for the judges and registrars of the Court in order to raise awareness of the benefits of gender sensitive judgements, examine their impact on women's access to justice, and start a discussion on these topics with the Court.
- The **GEC holds regular exchanges of views** with GERs and representatives from different sectors across the Organisation to share information, expertise, know-how, good working methods and practices, as well as to discuss challenges. In 2018, such exchanges took place with the Secretariats of the Steering Committee on Media and Information Society, the World Forum for Democracy, the Group of Experts on Action against Violence against Women and Domestic Violence, Counter-Terrorism, the Group of States against Corruption, as well as with the GER of the Ad Hoc Committee of Experts on Roma and Travellers issues and the Chairperson of the Committee on Equality and Non-Discrimination of the Parliamentary Assembly.

31. The **Gender Mainstreaming Team (GMT)** is an important component of the Transversal Programme on Gender Equality. It brings together Secretariat representatives from across the Council of Europe institutions and bodies. The GMT met once in the reporting period. Such meetings provide an opportunity to exchange information on the implementation of the Strategy, discuss challenges and share good practices in overcoming difficulties. The table in Appendix I to this report provides information about gender-related activities supported by GMT members in the different sectors within the Organisation. Specific efforts were made within the Office of the Directorate of Programmes (ODGP) to put in place tools for improved gender mainstreaming when devising co-operation programmes and country-specific plans of action.

32. A **comprehensive set of tools** was produced in the course of 2018, in order to support the implementation of gender mainstreaming within the Organisation, including a specific website, two videos, and a revised handbook to assist the Gender Equality Rapporteurs in their role.

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<sup>3</sup> Group of States against Corruption (GRECO), Group of Experts on Action against Trafficking in Human Beings (GRETA), Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO), European Commission against Racism and Intolerance (ECRI), Committee of Experts of the European Charter for Regional or Minority Languages (ECRML), Committee of Experts on the Evaluation of Anti-Money Laundering Measures and the Financing of Terrorism (MONEYVAL), and Advisory Committee on the Framework Convention for the Protection of National Minorities.



33. The Directorate of Human Resources continues to support the implementation of gender mainstreaming in different sectors of the Organisation through the work of the Senior Human Resources Adviser. Her work has focused on the Directorate of Human Resources, the Office of the Directorate General of Programmes, the European Court of Human Rights and the European Directorate for the Quality of Medicines.

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

34. The Council of Europe continues to develop and enhance strategic partnerships with regional and international organisations (the EU - in particular the European Commission, the European Parliament, the European Institute for Gender Equality (EIGE) and the European Union Agency for Fundamental Rights (FRA); the United Nations - in particular UN Women, UN Global Compact, the Committee on the Elimination of Discrimination against Women (CEDAW), the Office of the United Nations High Commissioner for Human Rights (OHCHR), and the Human Rights Council; the Organization for Security and Co-operation in Europe (OSCE); the Organisation for Economic Co-operation and Development (OECD) and the Organization of American States (OAS); the European Network of Equality Bodies (Equinet); networks of women's organisations (European Women's Lobby, Women against Violence Europe Network); other international NGOs, the private sector, research and think-tank institutes. Regular exchanges, consultation and co-operation have furthered synergies and co-ordination on the basis of the added value of each organisation.

- The first step to build a global alliance to fight violence against women and girls at global level was taken in December 2017 together with the European Commission, the OECD and UN Women. A joint *communiqué* was issued confirming the institutions' commitment to intensify their collaboration and joint efforts to bring violence against women and girls to an end.
- By way of illustration of high-level events, Council of Europe representatives organised, participated in and contributed to events during the 62nd session of the UN Commission on the Status of Women (March 2018); an informal meeting of the EU Working Party on Human rights - COHOM (April 2018); the Stockholm Forum on Gender Equality (April 2018); an International Conference on Men and Equal Opportunities (May 2018); the OECD Forum 2018 (May 2018); the POLITICO Summit: Women Rule (June 2018); the conference "Gender Equality and YOU. Young Voices. Joint Initiative" (October 2018); Conference on Migrant, Refugee, Asylum-Seeking Women and Girls in the Euromed region (October 2018); Conference "Breaking the cycle of inequality in sport" (October 2018); the World Bank's Law, Justice and Development Week (November 2018); UNESCO's Annual Meeting of the Internet Governance Forum (November 2018); and the UN Women meeting of regional mechanisms (November 2018).
- The Council of Europe contributes to, and is a member of, the steering committee of a three-year programme launched in 2017, "Implementing Norms, Changing Minds", implemented in the Western Balkans and Turkey. The aim of this initiative is to promote favourable social norms and attitudes to: prevent gender discrimination and violence against women; pursue empowerment of women and girls (including those from disadvantaged groups) who have experienced discrimination or violence; and to advocate for and use available, accessible, and quality services along with full implementation of legislative framework in line with international standards including the Istanbul Convention. The programme is implemented by UN Women in partnership with, and with the financial support of, the European Commission.

## II. Conclusions

35. The year 2018 was the first in a new cycle, after the adoption of the Council of Europe Gender Equality Strategy 2018-2023. This Strategy is proof of the strong commitment of the Council of Europe towards the realisation of *de facto* equality between women and men and the empowerment of women in all their diversity. It also shows the willingness of the Organisation to continue to address existing and emerging challenges, notably to safeguard the human rights of migrant, refugee and asylum seeking women, persistent sexism at all levels and socio-economic barriers to women's empowerment. The Strategy stresses the need to involve all relevant stakeholders, including men and sectors that have not previously been involved in work on gender equality.
36. To ensure the smooth implementation of the Strategy, the Council of Europe can rely on a solid institutional setting, including the GEC, the GERs, the GMT and the Gender Equality Division. This structure ensures continuous progress in raising awareness on gender equality issues and in ensuring gender mainstreaming across the Organisation, including in a growing number of intergovernmental committees, monitoring bodies and partial agreements. The GEC provides a unique forum for exchanging experience and good practices on the implementation of the Strategy and other Council of Europe standards in the field of gender equality not only among member States, but also with non-member States, other international organisations and civil society.
37. The Council of Europe's extensive body of standards and work also provides important input towards the efforts of member States to achieve the UN 2030 Agenda for Sustainable Development, in particular Sustainable Development Goals 5 ("Achieve gender equality and empower all women and girls") and 16 ("Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels"). Its intergovernmental platforms, notably the GEC, provide unique opportunities to exchange information and experience on progress made towards the SDGs.
38. The implementation of gender equality standards is making some progress but it remains very slow. Exchanges with member States and other relevant stakeholders, as well as co-operation programmes are useful ways to address the gaps and support member States in applying gender equality standards.
39. The global context shows a mixed picture. The #MeToo-related campaigns, as well as the political and social responses they have prompted, have given visibility to the persisting challenges posed by sexism and violence against women, whereas the benefits of substantive gender equality have risen in status in politics, the media and culture. Knowledge and competences regarding gender equality are also improving as a growing number of stakeholders rise to the challenge and address gender inequality.
40. There is a genuine danger of backlash if effective steps are not taken to accelerate the pace of progress towards real gender equality. Shrinking resources and co-ordinated movements opposing progress on gender equality and women's human rights contribute to widening the gap between standards and their implementation. Violence against women remains a global pandemic affecting one in three women while anti-gender equality movements reject the Istanbul Convention and the very notion of gender. These movements justify discrimination against women, normalise patriarchy, violence, sexism and homophobia, thereby rejecting fundamental principles of human rights and impeding progress in the realisation of gender equality.

41. Heightened attention to the phenomena has shown to what extent gender stereotypes and prejudices continue to be a critical challenge, and weigh heavily on the lives of many women and on the possibility of free choices for women and men, girls and boys. The ongoing work by the GEC to prepare a draft recommendation to prevent and combat sexism is an example of a co-ordinated response by the member States at the level of the Council of Europe to address this situation.
42. As reported in previous years, budgetary cuts and austerity measures affecting gender equality authorities and bodies continue to directly affect the activities and impact of institutional mechanisms for gender equality in implementing relevant gender equality standards and commitments at the national, regional and local level in the governmental and non-governmental area. Strengthening the governmental institutional mechanisms for gender equality is a *sine qua non* condition to allow for real progress on the ground. At the individual level, the situation of many women in Europe has worsened and the Gender Equality Strategy 2018-2023 underlines the need to pay due attention to the establishment of social and economic conditions for the exercise of equal rights by women and men, including in relation to sharing paid and unpaid work equally. It also underlines the need to ensure that *all* women benefit from gender equality policies and have access to their full human rights, including migrant, refugee and asylum-seeking women and girls.
43. The response to these challenges requires the continuation of strong gender equality policies accompanied by appropriate resources and a strong commitment to gender mainstreaming. This requires political commitment on the part of all relevant actors, as well as adequate investment in time and expertise across policies.
44. The pioneering work undertaken by the Council of Europe regarding women's equal access to justice has also shown that addressing gender stereotypes in the judiciary, in all fields of law including the prosecution and punishment of violence against women, and the redress given to victims, will be critical to making progress in preventing and reducing the prevalence of sex-based discrimination and of the continuous violation of women's human rights. The Strategy and co-operation programmes in this area will provide member States with continued support to improve the situation and ensure real access to rights.
45. The implementation of the Strategy and responses to current challenges will benefit from existing partnerships and co-operation with and among member States, as well as with other regional and international organisations and civil society, aimed at ensuring synergies, strengthening impact, outreach and visibility, and avoiding duplication.
46. It is time to show strong political commitment towards accelerating the pace of change, in order to put in place the conditions for a radical shift in mentalities and in the perception and consideration of both women's and men's roles. This requires heightened awareness and involvement of all stakeholders in society, from individual women and men to institutions at all levels, private actors and opinion makers in all areas. The stakes are high and the Council of Europe will strive to advance a progressive agenda on women's rights and gender equality, and the full implementation of existing standards.

## Appendix 1 - Overview of activities in 2018

<b>Strategic objective 1: Prevent and combat gender stereotypes and sexism</b>			
<b>Activity</b>	<b>Entity</b>	<b>Timeframe</b>	<b>Current Status</b>
1. Finalise the preparation of a draft recommendation on preventing and combating sexism and transmit it for considering by the Committee of Ministers	GE + GEC	2018-2019	Ongoing
2. Follow-up the implementation of Recommendation CM/Rec(2013) on gender equality and media in member States	GE + GEC + CDMSI	2018-2020	Ongoing
3. Contribute to the work of the Council of Europe in relation to internet governance and artificial intelligence from a gender equality perspective	GE + relevant sectors	2018-2023	Ongoing
4. Study session - A change of perspective: queer feminist principles as the fabric of modern, peaceful and socially just European society in co-operation with the National Unions of Students in Europe	Youth	February 2018	Completed
5. Preparing 2nd edition of "Gender Matters"- manual on gender-based violence affecting young people	Youth	2018	Ongoing
6. Preparing a revised edition of Compasito – manual for human rights education with children	Youth	2018-2019	Ongoing
7. Nomination of a thematic spokesperson	Congress	2018	Ongoing
<b>Strategic objective 2: Prevent and combat violence against women and domestic violence</b>			
<b>Activity</b>	<b>Entity</b>	<b>Timeframe</b>	<b>Current Status</b>
1. Events/activities to promote the signature, ratification and implementation of the Istanbul Convention, as well as awareness raising about the Convention in member and non-member states, regional and international partner organisations	GE + GEC + VaW	2018-2023	Ongoing
2. International Conference on migrant and asylum seeking women in European and Southern Mediterranean region	North South Centre	2018	Completed
3. Report to map out existing tools against cyber bullying and violence against women in and children	T-CY/ Information Society Division	2018	Completed

4. Preparing the 2nd edition of the manual Gender Matters – manual on gender-based violence affecting young people	Youth	2018	Ongoing
5. Conference on gender equality in sport/part 2: Preventing violence against women in sport / in the framework of the Croatian Chairmanship of the Committee of Ministers of the Council of Europe	EPAS + Croatian authorities	October 2018	Completed
6. Publication of the report of the study visit to the UK Forced Marriage Unit (London, 7-8 December 2017) on child and/or forced marriages within Roma and Traveller communities	Roma and Travellers Team	May 2018	Published
<b>Strategic objective 3: Ensure the equal access of women to justice</b>			
Activity	Entity	Timeframe	Current Status
1. Ensure the updating of the compilation of case-law of the European Court of Human Rights on gender equal	GE	2018-2023	Ongoing
2. Prepare new factsheet on access to justice for women victims of violence	GE	2018	Completed
3. Prepare e-course for legal professionals on women's access to justice	GE + HELP	2018	Completed
4. Prepare and lead a master class on women's equal access to justice for the judges and registrars of the European Court of Human Rights	GE + Court	2018	Completed
5. Implementation of JUSTROM2 joint CoE/EC programme on Roma women's access to justice in Bulgaria, Greece, Italy and Romania	Roma and Travellers Team	April 2018- March 2019	Ongoing
<b>Strategic objective 4: Achieve a balanced participation of women and men in political and public decision-making</b>			
Activity	Entity	Timeframe	Current Status
1. Contribute to the organisation of the 2018 World Forum on Democracy focusing on women's participation in decision-making	GE + GEC + WFD	2018	Completed
2. Continue co-operation with relevant departments to integrate gender equality in electoral processes	GE + GEC + relevant sectors	2018-2023	Ongoing
3. Conduct a study on gender equality in constitutions	VC	2018-2023	Ongoing

4. Gender impact assessment of the Youth for Democracy programme – with a focus on equal participation of women and men in youth organisations and structures	Youth	2018	Ongoing
5. Study session - <i>The Glass Ceiling Is Not Your Limit</i> , in co-operation with the Federation of Young European Greens AISBL	Youth	November 2018	Completed
6. Follow-up to the implementation of the 30% quota for the underrepresented gender by Congress delegations	Congress	2018-2023	Ongoing
7. Conference on gender equality in sport/part 1: Breaking the cycle of inequality in sport - by fixing gender balance in leadership and preventing violence against women in the framework of the Croatian Chairmanship of the Committee of Ministers of the Council of Europe	EPAS + Croatian authorities + GEC	October 2018	Completed
8. National Mentoring Workshop on Roma Women’s Political participation in the Republic of Moldova (Chisinau, October 2018)	Roma and Travellers Team	October 2018	Completed
9. National Mentoring Workshop on Roma Women’s Political participation in Croatia (Zagreb, November 2018)	Roma and Travellers Team	November 2018	Completed
10. World Forum for Democracy - Laboratory 13 - Women’s diversity: what are the interests of women of ethnic minorities and who represents them in politics? (Strasbourg, November 2018) sponsored by the Roma and Travellers Team	Roma and Travellers Team	November 2018	Completed
<b>Strategic objective 5: Protect the rights of migrant, refugee and asylum-seeking women and girls</b>			
<b>Activity</b>	<b>Entity</b>	<b>Timeframe</b>	<b>Current Status</b>
1. Prepare a factsheet on existing Council of Europe standards aimed at preventing migrant, refugee and asylum-seeking women and children	GE + GEC	2018-2019	Under preparation
2. Study session <i>Leading Change for Young Women Migrants and Refugees Rights Across Europe</i> , in co-operation with the European YWCA	Youth	March 2018	Completed
3. Project “Social Inclusion of Young Refugees”	Youth	November 2018 - December 2020	Under preparation

4. Guidelines for supporting young refugees in transition to adulthood	Youth SRSR Refugees	2018-2019	Ongoing
5. Report « Unaccompanied refugee children : role and responsibilities of local and regional authorities» (section on the situation of girls) – Resolution 428(2018); Recommendation 414(2018)	Congress	2018	Completed
6. Report on the protection of displaced people by local governments (section on the situation of women)	Congress	2018-2019	Ongoing
<b>Strategic objective 6: Achieve gender mainstreaming in all policies and measures</b>			
<b>Activity</b>	<b>Entity</b>	<b>Timeframe</b>	<b>Current Status</b>
1. Organise and carry out training of Gender Equality Rapporteurs	GE	2018	Completed
2. Organise and carry out regular exchanges of views between Gender Equality Rapporteurs and the Gender Equality Commission	GE + GEC	2018-2019	Ongoing
3. Continue regular exchanges of views between sectors of the Council of Europe carrying out gender mainstreaming and the Gender Equality Commission	GE + GEC and relevant sectors, including Youth	2018-2023	Ongoing
4. Regularly update the dedicated website on gender mainstreaming to give visibility to activities and work on gender mainstreaming carried out by members states and relevant sectors of the Council of Europe	GE	2018-2023	Ongoing
5. Prepare a factsheet on gender equality and children's rights	CRD	2018-2019	In preparation
6. Project on developing a model for services for pregnant women who use drugs (Egypt)	Pompidou Group/Med NET	2018	Completed
7. Organise regular meetings of the Gender Mainstreaming Team	GE + GMT	2018-2023	Ongoing
8. Produce and disseminate tools to facilitate gender mainstreaming within and beyond the Organisation, such as videos, toolkits and manuals	GE + relevant sectors, including Youth	2018-2023	Ongoing
9. GRECO's 5th round evaluations include a gender dimension and, as appropriate, gender-based recommendations to member states.	GRECO	2018-2023	Ongoing

10. Organise and propose training sessions to staff members on gender equality and gender-mainstreaming	DHR	2018-2019	Ongoing
11. Gender impact assessment of the Youth for Democracy programme	Youth	2018	Ongoing
12. Update of a factsheet on the work of the Congress on women's rights and equality between men and women gender equality.	Congress	2018-2023	Ongoing
13. Setting up of a webpage on activities about gender	Congress	2018	Completed
14. Gender mainstreaming toolkit "How to reach gender equality in sport". EU-Council of Europe joint project "ALL IN – Towards gender balance in sport"	EPAS	2018-2019	Ongoing
15. Online library of practices and resources on gender equality and gender mainstreaming in sport (leadership, coaching, participation, gender-based violence, and media/communication). EU-Council of Europe joint project "ALL IN – Towards gender balance in sport"	EPAS	2018-2019	Ongoing
16. Regional training seminars on gender equality and gender mainstreaming in sport, evidence-based policies and strategies, and the collection of data. CoE/EU joint project "ALL IN – Towards gender balance in sport"	EPAS	2018-2019	Ongoing
17. Update of the Guidelines for CAHROM Rapporteurs, including CAHROM Rapporteur on Gender Equality	Roma and Travellers Team	September 2018	Completed

#### Abbreviations:

<b>CAHROM:</b>	Ad Hoc Committee of Experts on Roma and Traveller Issues
<b>CDMSI:</b>	Steering Committee on Media and Information Society
<b>Court:</b>	European Court of Human Rights
<b>CRD:</b>	Children's Rights Division
<b>DHR:</b>	Directorate of Human Resources
<b>EPAS:</b>	Enlarged Partial Agreement on Sport
<b>EU:</b>	European Union
<b>GEC:</b>	Gender Equality Commission
<b>GE:</b>	Unit for the Transversal Programme on Gender Equality
<b>GER:</b>	Gender Equality Rapporteur
<b>GRECO:</b>	Group of States against Corruption
<b>HELP:</b>	European Programme for Human Rights Education for Legal Professionals
<b>N/S Centre:</b>	European Centre for Global Interdependence and Solidarity of the Council of Europe
<b>Pompidou Group:</b>	Co-operation Group to Combat Drug Abuse and Illicit Trafficking in Drugs
<b>SRSR Refugees:</b>	Special Representative of the Secretary General of the Council of Europe on Migration and Refugees
<b>T-CY:</b>	Cybercrime Convention Committee
<b>VaW:</b>	Violence against Women Division
<b>VC:</b>	Venice Commission
<b>WFD:</b>	World Forum for Democracy



## **Appendix 2 - List of compilations, handbooks and other practical tools<sup>4</sup>**

### ***General***

- Gender Equality Strategy 2018-2023 adopted by the Committee of Ministers (March 2018).
- Factsheet “Achieving gender equality and empowering all women and girls: The Council of Europe’s contribution to the UN 2030 Agenda and the Sustainable Development Goals”.

### ***Prevent and combat gender stereotypes and sexism***

- Compilation of instruments related to the notion of sexism.
- Compilation of good practices to prevent and combat sexism in Council of Europe member states.

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

- Factsheet prepared by the European Court of Human Rights on its case law related to Gender Equality.
- Practical Handbook for police officers on combating violence against women and domestic violence in Armenia.
- Face-to-face course on violence against women and domestic violence for legal professionals in Armenia.
- Training on the Council of Europe methodology for surveying support services for victims of violence against women. The training is designed for state’s representatives of countries that have ratified the Istanbul Convention.
- Factsheet “Women’s Access to Justice: a guide for legal practitioners”.

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

- Factsheet “Achieving balanced participation of women and men in political and public decision-making: a gender equality and democratic requirement”.

### ***Promoting gender mainstreaming in all policies and measures in the Council of Europe***

- Website on gender mainstreaming within the Council of Europe, including a specific section on activities conducted by different entities in different policy areas.
- First and second video showcasing the work of different sectors of the Organisation on gender mainstreaming.

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<sup>4</sup> All these documents can be found on the Gender Equality website at: <http://www.coe.int/equality>.

**Appendix 3 - Activities and measures in member States towards the achievement of the objectives of the Council of Europe Gender Equality Strategy 2018-2023**

The compilation of contributions from member States can be found on the Gender Equality Commission website (14th meeting of the Gender Equality Commission).