

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

Strasbourg, 27 July 2022

GEC(2022)08

GENDER EQUALITY COMMISSION (GEC)

**Draft guidelines on
the place of men and boys in gender equality policies
and in policies to combat violence against women**

Consultation document

Contents

Preamble.....	3
I. Objectives and fundamental principles.....	6
Objectives	6
Fundamental principles	6
II. Proposed measures for member States.....	7
A. Measures focusing on addressing gender equality in care	8
B. Measures focusing on men and boys as agents of change for the realisation of gender equality and women's rights and on countering resistance to gender equality.....	10
C. Measures to reduce the negative impacts of social norms and gender stereotypes on men and boys	13
D. Measures to strengthen the role of men and boys in combating violence against women	15
E. Development and dissemination of scientific research and data on gender inequality and women's rights	17
III. Reporting and evaluation	18

Preamble

The Committee of Ministers,

1. Considering that the aim of the Council of Europe is to achieve a greater unity between its member States, *inter alia*, by promoting common standards in the field of human rights;
2. Recalling that gender equality is central to the protection of human rights, the functioning of democracy and good governance, respect for the rule of law and the promotion of well-being for all; that it entails equal rights for women and men, girls and boys, as well as the same visibility, empowerment, responsibility and participation in all spheres of public and private life; and that it implies equal access to and distribution of resources between women and men, as set out in the Council of Europe Gender Equality Strategy 2018-2023;
3. Recalling that there are still structural obstacles preventing the full realisation of gender equality and women's rights in society, that violence against women and girls remains the most widespread violation of women's human rights; that political activities and public decision-making remain male-dominated areas and that women continue to carry a disproportionate share of unpaid care work, which impacts their access to the labour market, to quality employment, decision-making and other opportunities;
4. Considering that men have a major role to play in eradicating violence against women and gender-based inequality, and that their involvement in building an egalitarian society is of medium and long-term benefit to both women and men, and society as a whole;
5. Considering that the issue of "men, boys and gender equality" has gained increased visibility in recent years, and taking into account the need to provide a policy framework for measures in this area, based on existing standards and policies;
6. Bearing in mind the obligations and commitments as undertaken by States in line with relevant Council of Europe conventions, such as:
 - the Convention for the Protection of Human Rights and Fundamental Freedoms (ETS No. 5, 1950);
 - the European Social Charter (ETS No. 35, 1961, revised in 1996, ETS No. 163);
 - the Council of Europe Convention on Action against Trafficking in Human Beings (CETS No. 197, 2005);
 - the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (CETS No. 210, "Istanbul Convention", 2011);

7. Recalling the following recommendations of the Committee of Ministers to member States of the Council of Europe:
 - Recommendation No. R (90) 4 on the elimination of sexism from language;
 - Recommendation No. R (96) 51 on reconciling work and family life;
 - Recommendation Rec (2002) 5 on the protection of women against violence;
 - Recommendation Rec (2003) 3 on balanced participation of women and men in political and public decision-making;
 - Recommendation CM/Rec (2007) 13 on gender mainstreaming in education;
 - Recommendation CM/Rec (2007) 17 on gender equality standards and mechanisms;
 - Recommendation CM/Rec (2010) 10 on the role of women and men in conflict prevention and resolution and in peace building;
 - Recommendation CM/Rec (2013) 1 on gender equality and media;
 - Recommendation CM/Rec (2019) 1 on preventing and combating sexism;
8. Taking account of the Council of Europe Gender Equality Strategy 2018-2023;
9. Recalling:
 - the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (“CEDAW”, 1979) and its Optional Protocol (1999);
 - the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women (1995);
 - the United Nations Security Council Resolution 1325 on women and peace and security (2000) and subsequent United Nations Security Council resolutions on this topic;
 - the United Nations Agenda 2030 for sustainable development;
 - the Report “Review of promising practices and lessons learned, existing strategies and United Nations and other initiatives to engage men and boys in promoting and achieving gender equality, in the context of eliminating violence against women” adopted by the United Nations Human Rights Council in 2018;

10. Stressing that patriarchy, as a system of male domination, is still pervasive in Europe, underpinning gender norms and inequalities that women and girls as well as men and boys experience; and that patriarchy negatively impacts societies, policy-making and international relations, notably as regards the way in which issues such as peace, social justice and climate change are addressed;
11. Noting that the Covid-19 pandemic has reinforced existing gender inequalities while generating new forms of disadvantage and exclusion;
12. Stressing that the diversity of men and women – as it relates to race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth, sexual orientation, gender identity, age, state of health, disability, marital status, migrant or refugee status, or other status – needs to be taken into account in measures related to the place of men and boys in gender equality policies and in policies to combat violence against women;
13. Recognising that the individual and collective conduct of men and boys is crucial for the full achievement of gender equality and women's rights, that their actions or inaction can accelerate, slow or reverse progress towards equality, and that men and boys must become agents of change, with men in positions of power having a particular responsibility in this regard;
14. Noting that men and boys may be subject to gender inequalities, norms and stereotypes which can limit their opportunities in public and private life; that harsh codes of masculinity can also negatively affect the lives of men and boys, particularly as victims and/or perpetrators of male violence, or in adopting behaviour that can be prejudicial to themselves; and that men and boys are, therefore, beneficiaries of gender equality in their own right;
15. Affirming that the ultimate goal of strategies and programmes on the place of men and boys in gender equality policies is to achieve gender equality in society and to eliminate all forms of discrimination and violence against women and girls, including by transforming discriminatory gender norms and stereotypes and promoting non-violent, respectful and equal gender relations;
16. Adopts the following guidelines to serve as a practical framework for the member States, to assist them in strengthening strategies and measures on the place of men and boys in gender equality policies and in policies to combat violence against women;
17. Invites member States to:
 - ensure that these guidelines are widely disseminated with a view to their implementation by all relevant authorities,
 - assess progress in their implementation and inform the competent Council of Europe steering committee(s) of the measures undertaken and the progress achieved in this field.

I. Objectives and fundamental principles

Objectives

18. The aim of these Guidelines is to establish fundamental principles to be taken into account by member States when drawing up strategies, legislation and other measures relating to the place of men and boys in gender equality policies and policies to combat violence against women, and to suggest strategies and practical measures to member States in this regard.
19. The Guidelines form part of the process of implementation of the rights and principles enshrined in European and international conventions, standards and policies concerning gender equality and women's rights, in the context of continuous backlashes. In particular, anti-feminist "men's rights" movements which undermine or challenge existing gender equality standards and policies, threaten the realisation of the fundamental rights of all women and men.

Fundamental principles

20. "Gender equality entails equal rights for women and men, girls and boys, as well as the same visibility, empowerment, responsibility and participation, in all spheres of public and private life. It also implies equal access to and distribution of resources between women and men" (Council of Europe Gender Equality Strategy 2018-2023). The aim of gender equality policies is to promote substantive gender equality, including by empowering women, and by eliminating all forms of discrimination and violence against women.
21. Policies on the place of men and boys in gender equality must comply with international standards and criteria and the relevant instruments of the Council of Europe and should adopt a dual approach: (1) specific measures, including positive action when appropriate, in areas critical for the advancement of women in order to achieve *de facto* gender equality; and (2) the implementation of a gender mainstreaming perspective in all policies and measures.
22. Measures to involve men and boys in gender equality policies must pursue the implementation of gender equality standards, challenge structural inequalities and not constitute an alternative policy objective to strengthen men's and boys' rights in isolation.
23. Measures regarding men and boys should take account of the combined effects of systems of exclusion, and disadvantage linked to aspects other than sex and gender, such as race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth, sexual orientation, gender identity, age, state of health, disability, marital status, migrant or refugee status, or other status. This means taking an intersectional approach.

24. Measures concerning men and boys should address the fact that violence against women is perpetrated primarily by men, and that men therefore have a particular role in the prevention of such violence. Special attention should be given to those provisions of the Istanbul Convention that address the role of men and boys; particularly in the area of prevention, including as decision-makers, role models, agents of change and advocates for equality between women and men; and speaking out against violence.
25. Measures involving men and boys should complement and not replace gender equality policies primarily targeting girls and women or the specific approaches of feminist movements that provide for women-only spaces and women-focused programmes. Measures should acknowledge the leading role of women and girls in making progress towards gender equality.
26. Member States should ensure the allocation of additional funding to measures involving men and boys, without diverting resources from the promotion of women's rights, empowerment and leadership. They should further ensure that action taken is regularly assessed, in terms of achieving gender equality and strengthening women's and girls' rights.
27. Measures involving men and boys should not have a negative impact on the visibility of women's NGOs and should not compromise opportunities and resources assigned to promoting women's rights and combating violence against women.
28. Measures involving men and boys should be designed in consultation with relevant women's NGOs and relevant organisations working with men and boys actively combating gender inequalities and violence against women and girls.
29. Legislation, policies and other measures adopted by member States should be evidence-based and reflect current, relevant and accurate scientific data and research in the area of gender equality and women's rights.

II. Proposed measures for member States

30. Member States may devise the following types of measures according to the objective pursued: (1) measures focusing on addressing gender equality in care; (2) measures focusing on men and boys as agents of change for the realisation of gender equality and women's rights, and on countering resistance to gender equality; (3) measures to reduce the negative impacts of social norms and gender stereotypes on men and boys; (4) measures to engage men and boys in action to combat violence against women; (5) measures promoting the development and dissemination of scientific research and data on gender inequalities and women's rights.

31. In addition to the proposed measures hereunder, member States should also ensure the full application of relevant provisions of various Committee of Ministers recommendations to member States, including Recommendation No. R (90) 4 on the elimination of sexism from language, Recommendation No. R (96) 51 on reconciling work and family life, Recommendation Rec (2002) 5 on the protection of women against violence, Recommendation Rec (2003) 3 on balanced participation of women and men in political and public decision-making, Recommendation CM/Rec (2007) 13 on gender mainstreaming in education, CM/Rec (2007) 17 on gender equality standards and mechanisms, Recommendation CM/Rec (2010) 10 on the role of women and men in conflict prevention and resolution and in peace building, and Recommendation CM/Rec (2019) 1 on preventing and combating sexism.

A. Measures focusing on addressing gender equality in care

32. The gendered division of paid and unpaid work, in particular the persistent unequal sharing of unpaid care work between women and men, is a significant obstacle to gender equality. The equal involvement of men in care activities is an important aspect in transforming gender roles and relations. Before the Covid-19 outbreak, women in the European Union spent 13 hours more than men every week on unpaid care and housework. Effective and proactive strategies, policies, and programmes are needed to ensure gender equality in relation to care, including enhancing the role of public authorities and private actors, and involving men and women equally in care and other unpaid work.
33. Tackling entrenched gender norms and stereotypes is also crucial in addressing the low participation of men in care activities, including through educational and awareness-raising measures and measures to promote equal parenting.

The governments of member States should [adopt] / [consider adopting] the following measures:

34. Contribute to the development of a so-called “Care Deal” in Council of Europe member States, by promoting care as a responsibility of the State and a shared responsibility of men and women as equal earners and equal carers. Such a “Care Deal” also requires the implementation of coordinated and structural measures to develop accessible, affordable and quality care services for children, the elderly and other dependants, and to improve working conditions in the care sector, including remuneration levels and job security.

35. Adopt legislation promoting men's, women's, and indeed society's, equal responsibility for care, as well as the equal distribution of unpaid care work among women and men. Such measures may include:
 - introducing paternity leave at 100% compensation,
 - introducing non-transferable paid parental leave and care leave for other dependants, accessible to all workers,
 - ensuring the availability of flexible working arrangements for both women and men,
 - introducing a right to disconnect for all workers,
 - reviewing tax systems so that they contribute to an equal share of care responsibilities between women and men.
36. Encourage employers in the public and private sectors, as well as social partners, to promote concrete voluntary measures conducive to an equal redistribution of unpaid care work and to work-life balance for women and men. Such measures may include:
 - offering more attractive care-leave arrangements and flexible working conditions than those provided by law to all workers, both women and men, and applicable regardless of position,
 - taking concrete measures to eliminate all forms of discrimination, penalisation, or stigma against carers, be they women or men,
 - offering quality and affordable childcare facilities within companies.
37. Make reporting on gender equality issues mandatory by law for all employers, including working conditions of women and men, equal pay, policies to reconcile working and private life, and equal access of women and men to decision-making positions.
38. Provide training to, and raise awareness among, relevant professionals who come into contact with parents, including social welfare, health, and education professionals, to enable them to promote gender-equal parenting and the equal involvement of women and men in unpaid care work.
39. Ensure that diverse and non-stereotypical portrayals of parenthood are being disseminated, including in educational, social welfare and healthcare settings. This can also be achieved through public communication and family policy measures which target parents, in a non-stereotypical manner, with a strong message promoting care as a shared responsibility.
40. Carry out awareness-raising and media campaigns with messages adapted to different groups, in order to promote an understanding of unpaid care work and gender stereotypes among the general public.

41. Adopt systematic approaches and mechanisms to monitor, evaluate and report the impact of measures on engaging men and boys, particularly in the areas of unpaid care work, social norms and gender stereotypes.
42. Address gender-stereotypical career choices through the development of innovative pedagogical tools, materials and activities for teachers and career guidance counsellors, in order to eliminate gender-stereotypical expectations, behaviour and choices among boys and girls.
43. Take measures to encourage more men to choose careers in care, *inter alia* through recruitment campaigns targeting boys and young men, educational scholarships for men in health and social care-related diplomas, and by increasing the visibility of male role models in the sector. Specific targets should be set to facilitate the monitoring and evaluation of measures.
44. Take measures, within and outside education systems, to raise awareness and promote the development of critical thinking among men and boys for the countering of sexism in the content, language and illustrations of toys, comics, books, television, video and other games, online content and films, including pornography.
45. Implement measures to encourage all members of society, especially men and boys, to abandon sexist behaviour and gender stereotypes and to adopt respectful and healthy behaviour, notably in the digital sphere, and especially in relation to young women and girls, women journalists, politicians, public figures and women's human rights defenders.

B. Measures focusing on men and boys as agents of change for the realisation of gender equality and women's rights and on countering resistance to gender equality

46. As stated in the Council of Europe Gender Equality Strategy 2018-2023, "Political activities and public decision-making remain male-dominated areas. Men set political priorities, and political culture continues to be structured around male behaviour and life experience". It is therefore important to improve the accountability of political leaders vis-à-vis commitments to gender equality and women's rights at all levels. Men in power in other areas, such as in business and in the media, can also play an important role in promoting gender equality and women's rights through their decision-making power, resources, and influence.
47. Patriarchy is often the root cause of harmful gender norms and behaviour. Patriarchy also negatively impacts policy formulation and decision-making outcomes at all levels. This needs to be taken into account in order to ensure that men and boys play a transformative role towards gender equality.

48. Regressive ideologies and political and religious movements, as well as misogynist online spaces that oppose or challenge gender equality and feminist standards and principles, are a growing concern for stakeholders and organisations that support gender equality and women's rights. Appropriate measures are needed to counter this resistance and to limit the impact of such reactionary ideologies and movements. This requires improved knowledge and awareness of the various forms of resistance and opposition, the actors involved, their potential links with terrorist movements and the threat that they constitute for democracy and human rights. This is all the more important when different forces are contesting rights in other gender-related areas, such as sexual and reproductive health and rights, sexuality education, and the rights of LGBTI people.

The governments of member States should [adopt] / [consider adopting] the following measures:

49. Secure commitment at the highest level to actively promote an institutional culture which rejects gender-based discrimination and violence, sexism, gender stereotypes and gendered power dynamics in the public and private sector. Such measures could include:
- the adoption and implementation of binding gender parity and quota measures for political, public and private decision-making positions,
 - the adoption and implementation of codes of conduct that include redress mechanisms and sanctions, in order to provide guidance to public and private officials in diverse settings,
 - the adoption of pledges or concrete targets by men leaders related to promoting gender balance, to combating gender discrimination, and to dedicating adequate funding for measures and programmes to promote gender equality and to combat violence against women,
 - public commitments to not holding or participating in men-only public panels or decision-making bodies and to involving women in the planning of events.
50. Develop democratic and transparent monitoring mechanisms encouraging men in decision-making at all levels, including male heads of government and of political parties, to report on actions taken to implement national, European and international standards and commitments relating to gender equality and women's rights.
51. Identify, encourage, and mobilize the voices of men in decision-making, including politicians, diplomats, civil servants, and members of the armed forces, in support of gender equality, women's engagement in international relations, and the full implementation of existing international commitments on women, peace and security.

52. Take concrete steps, for example through awareness-raising, research, training and codes of conduct, to challenge and discredit misogynistic, domineering or violent leadership styles in the public arena and at all levels.
53. Develop and support targeted training sessions for high-level political decision-makers, particularly men, on human rights, gender equality and non-violence, in order to counter unconscious bias and raise awareness about existing standards and remaining challenges and to ensure progress.
54. Encourage and support the adoption of internal policies and actions, as well as compulsory training on gender norms and stereotypes, gender equality, anti-discrimination, sexism, sexual harassment and violence in the workplace, targeting decision-makers, and particularly men, in private and public companies and services.
55. In the context of government initiatives, issue clear public statements on why men and boys should be meaningfully involved in, and support, gender equality policies.
56. Create sustainable structures for consultation and partnerships with relevant women's NGOs and relevant organisations working with men and boys active in the area of promoting gender equality, to ensure their meaningful participation, as well as accountability and transparency, in the implementation of policies and initiatives to engage men and boys in efforts to achieve gender equality.
57. In close consultation with relevant women's NGOs and relevant organisations working with men and boys, develop criteria for the design and funding of strategies and activities related to the role of men and boys in gender equality policies, including:
 - a stated objective to promote gender equality and full adherence to established international policies and standards on promoting gender equality and combating violence against women,
 - to ensure that policies and activities on engaging men and boys do not negatively impact on the funding, legitimacy and visibility of programmes and organisations promoting women's rights, empowerment and leadership,
 - to ensure that activities are evidence-based and reflect up-to-date, relevant and accurate scientific data and research in the areas of gender equality and combating violence against women.
58. Support organisations, projects and programmes, including training activities, on men and boys in gender equality policies that fulfil the above criteria.

59. Take measures to ensure the safety and protection of teaching and other professionals who develop and implement gender equality programmes - particularly with children and young people -and who may be the target of attacks by anti-feminist groups.
60. Take measures to better identify and understand the strategies used by regressive movements, including anti-feminist “men’s rights” movements and online misogynist spaces, to oppose gender equality; and implement preventive interventions to limit their potential to recruit, to cause harm and to negatively impact on democracy, political and public discourse, and gender equality policies.
61. Encourage the organisation of public lectures, conferences and awareness raising campaigns to deconstruct and challenge misogynistic and sexist discourse, as well as myths and misconceptions about gender equality policies and feminist movements.
62. Invite bodies working on anti-terrorism at national level to adopt a gendered approach to counter-terrorism and preventing violent extremism, focusing *inter alia* on the links between violent anti-feminist “men’s rights” movements and terrorism.

C. Measures to reduce the negative impacts of social norms and gender stereotypes on men and boys

63. In 2021, the proportion of early leavers from education and training was slightly higher for young men than for young women (those considered were individuals aged 18-24 who have completed at most a lower secondary education and were not in further education or training at the time of the survey). Early school leavers face a higher risk of unemployment, social exclusion and poverty. Social origin and migration background are important factors affecting early school leaving and some groups of young men are more likely to drop out of school in order to seek paid employment. A gender mainstreaming and intersectional approach should therefore be adopted to address this issue.
64. Social norms and stereotypes also affect the health status of women and men differently. Men are more likely to engage in high-risk behaviours as a result of stereotypical images of men and masculinity, resulting in increased street violence, alcohol abuse, and suicide rates. Men also have differing sexual and reproductive health needs, including in relation to contraception, prevention and treatment of HIV and other sexually transmitted diseases (STDs), as well as cancers that affect men. Yet these needs are often unfulfilled due a combination of factors, including poor health-seeking behaviour among men.
65. There is increasing evidence that comprehensive sexuality education has positive effects on both boys and girls and can contribute to conveying strong messages in favour of equality between women and men, including in developing respectful social and sexual relationships, promoting non-stereotyped gender roles, and reducing risky behaviour, particularly among young men, in relation to sexual relationships, contraception, and HIV and other STDs.

66. Societal expectations and gender norms around masculinity are linked to men's greater likelihood to engage in violence and participate in extremist groups. Men and boys are also vulnerable to violence and abuse by other men, including in war-related violence, as victims of homicide, as well as of violence related to racial and ethnic discrimination.

The governments of the member States should [adopt] / [consider adopting] the following measures:

67. Recognise and challenge gender stereotypes in teaching and learning (including low expectations of boys' achievement) and develop gender-sensitive teaching practices that are more conducive to motivating and engaging boys and girls.
68. Introduce evidence-based policies and measures to combat school dropout rates and early school leaving, adopting an intersectional approach to explore how gender may intersect with other factors, such as social origin and migration status.
69. Ensure that comprehensive sexuality education - including on gender norms and stereotypes, the meaning of consent, and responsible behaviour in intimate relationships - is provided for by law, and that it is mandatory, sufficiently resourced, and mainstreamed across the education system from early school years.
70. Regularly evaluate and revise sexuality education curricula, in order to ensure that they are accurate, evidence-based and meet the existing needs of both girls and boys.
71. Adopt policies and measures, including programmes targeting youth in and outside formal education, to address harmful manifestations of masculinity, including male violence against men and its impacts.
72. Ensure the availability and accessibility of general support services for men and boys experiencing violence, including domestic violence, as well as access to appropriate health and social services that are adequately resourced, and that professionals are trained to assist victims.
73. Make visible the societal and financial costs of harmful, restrictive masculinity, particularly in relation to perpetrating and being subjected to violence, risks to health and wellbeing, engaging in high-risk behaviour, risk of suicide, and dissatisfaction in life.
74. Implement evidence-based public health policies, and develop health promotion programmes, that address the needs of men and boys, based on an intersectional analysis of health needs and health outcomes.

75. Promote the inclusion of gender equality in initial and in-service training programmes of all professionals in the education, health, social welfare and care sectors, including on transforming gender norms and promoting positive behavioural changes.
76. Design and implement evidence-based initiatives targeting men and boys, such as awareness raising campaigns and informational activities, to improve men's use of health care services, including mental health, cancer screening, vaccination, and sexual and reproductive health services.

D. Measures to strengthen the role of men and boys in combating violence against women

77. While not all men are perpetrators of violence, violence against women is a manifestation of unequal power relations between women and men and impacts on society as a whole. Men and boys have an essential role to play in combating all forms of violence against women in their different roles, including as allies, witnesses and bystanders.
78. Impunity for perpetrators of acts of violence against women is still one of the major challenges to be addressed. The question of the effectiveness of sanctions as provided for by existing international standards, including the Istanbul Convention, should be addressed in measures relating to men and gender equality.
79. Domestic violence should be an essential factor in determining child custody, as required by Article 31 of the Istanbul Convention, as domestic violence has a direct impact on children's lives. GREVIO, the monitoring mechanism of the Istanbul Convention, has noted in several baseline reports that parties tend to give priority to an understanding of the 'best interest of the child' as the right to maintain contact with both parents at all costs, regardless of the violence children have witnessed. Furthermore, so-called "parental alienation", a concept rejected by the scientific community, has been successfully instrumentalised by anti-feminist "men's rights" movements and is often invoked to deny child custody to a mother and grant it to a father accused or convicted of domestic violence.

The governments of member States should [adopt] / [consider adopting] the following measures:

80. Develop and implement systematic, nation-wide and sustainable violence prevention initiatives and interventions – specifically among men and boys – regarding all forms of violence against women, in both formal and informal education programmes, as well as among the general public.
81. Develop and implement interventions in education that contribute to creating peer environments, especially among young men, that promote non-violent masculinity and in which they feel safe to open up and assume responsibility for men's violence against women, including as witnesses and bystanders.

82. Support the implementation of violence bystander intervention programmes, particularly in secondary education and university settings, that are grounded in a gender-transformative approach, and that provide men with the knowledge and skills to challenge their peers safely and effectively. Such programmes should be robustly evaluated to measure both attitude and behavioural change over time.
83. Address impunity for all forms of violence against women by taking measures to identify strengths, weaknesses and areas for improvement in state responses, to promote accountability of state agencies, and set specific and time-bound targets for increased reporting and conviction rates for offences covered by the Istanbul Convention.
84. Take measures to increase the levels of attendance in domestic violence perpetrator programmes and treatment programmes for sex offenders. This can be achieved by integrating referrals to perpetrator programmes into the criminal justice system as a tool to reduce recidivism, while ensuring that such referrals do not replace prosecution, conviction or sentencing.
85. Develop guidelines for the operation of perpetrator programmes to ensure baseline quality standards, and to ensure a victim-centred approach with regard to victims' safety, support and human rights. Member States may consider adopting an accreditation process to ensure such standards.
86. Provide or strengthen systematic initial and in-service training for relevant professionals, including the police, prosecutors, lawyers and judges, on all forms of violence against women and girls, on the prevention and detection of such violence, the needs and rights of victims, as well as on how to prevent secondary victimisation. Such training needs to be based on up-to-date and clear protocols and guidelines based on a gendered understanding of violence against women and domestic violence.
87. Provide court appointed professionals, including health professionals, with systematic and mandatory initial and ongoing training on all forms of violence against women, including the effects of such violence on victims as well as on child victims and witnesses, in order to enable them to provide expert advice in legal proceedings concerning child visitation/custody rights.
88. Given the absence of scientific grounds for so-called "parental alienation syndrome" and the impact of its use on both women and children, member States should not use it in court proceedings on the determination of custody and visitation rights.
89. Develop integrated and co-ordinated strategies to address the demand that fosters the trafficking and exploitation of women and girls, including conducting public surveys on the number of men, and the proportion of the male population having purchased sex, and through awareness raising and information campaigns targeting men and boys.

90. Encourage diverse stakeholders, such as sports and cultural institutions, public transportation services, as well as private enterprises including commercial centres, restaurants and bars, to develop communication and information campaigns targeting men and boys on the prevention of all forms of violence against women.

E. Development and dissemination of scientific research and data on gender inequality and women's rights

91. Sex- and gender- disaggregated data is still often not systematically collected or available across policy sectors. Reliable and comparable data is essential to accurately assess progress on key gender inequality indicators and to identify those most affected, as well to assess how such gender inequalities intersect with other forms of discrimination. Robust data enables governments to better design, adapt, monitor and evaluate policies, addressing the specific needs of both women and men.
92. In addition, there is strong evidence to suggest that research and higher education institutions reproduce social values leading to gender inequalities and that unconscious or implicit bias may impede objective research design and analysis. Data resulting from such bias in research is exploited by antifeminist "men's rights" movements and other regressive movements to undermine progress on gender equality and women's rights.

The governments of the member States should [adopt] / [consider adopting] the following measures:

93. Promote gender equality in scientific research, as well as the integration of the sex and gender dimension in research methodology and analysis, ensuring that such analyses are used and disseminated appropriately and feed into policies and measures to promote gender equality.
94. Promote scientific research that includes an intersectional approach to gender inequalities in order to better inform policy measures, by including other demographic variables in the research methodology.
95. Build institutional capacity to collect robust and reliable age- and sex-disaggregated data, and other variables as needed and appropriate, across policy sectors. Adequate funding must be allocated to those bodies and organisations that collect such data, including national statistical offices and research institutes carrying out large scale surveys, as well as equality bodies, public institutions, and civil society organisations that carry out targeted surveys on the needs and experiences of women and girls, and men and boys.
96. Systematically collect and analyse sex-disaggregated data on the distribution and type of unpaid care work carried out by women and men, including through time-use surveys at regular intervals, in order to better understand and monitor changes in the distribution of unpaid care work between men and women and their links with policies and programmes.

97. Use gender budgeting tools to promote taxation and budgetary policies that contribute to gender equality, including assessments at regular intervals of the economic value of unpaid care work as a percentage of GDP, and disseminate the results of such assessments widely.
98. Initiate, support and fund research on men's and boys' perceptions of gender equality and women's rights in order to inform equality policy stakeholders and raise public awareness, particularly among men, about both the pace of change and the diverse attitudes of men with regard to gender equality and women's rights.
99. Initiate, fund, and support research on the interrelations between sex-related biological differences and socio-economic and cultural factors that affect the behaviour of women and men and their access to health services, to allow evidence-based interventions and gender-sensitive policies.
100. Promote gender-sensitive language and communication, for example by producing training material and tools as provided for in relevant recommendations of the Council of Europe Committee of Ministers to member States.

III. Reporting and evaluation

101. These Guidelines ask member States to monitor progress in their implementation and to inform the competent steering committee(s) of the measures taken and progress achieved.
102. Reporting should be regular and include information on:
 - strategies, measures, programmes and promising practices that address the place of men and boys in gender equality policies and in policies to combat violence against women,
 - research undertaken and supported to provide data on the place of men and boys in gender equality policies and in policies to combat violence against women, as well as the outcomes of any such research,
 - national awareness-raising measures and campaigns undertaken at all levels, including regarding the media through which they were conducted.