

Strasbourg, 7 February 2020

GEC (2019) Report November

**GENDER EQUALITY COMMISSION
(GEC)**

16th meeting

13-14-15 November 2019

REPORT

I. Opening of the meeting and adoption of the agenda

1. The 16th meeting of the [Gender Equality Commission](#) (GEC) was opened by the Chair (Charles Ramsden, United Kingdom). He drew the attention of the participants to certain items on the draft agenda such as the election of the Chair and Vice Chairs which would take place on the last morning of the meeting and the designation (by an election) of the eight members of the GEC-MIG for whom the Council of Europe would cover participation costs.
2. The draft agenda was adopted as it appears in Appendix I to this report. The list of participants is attached in Appendix II.
 - *The GEC adopted the draft agenda as it appeared in document [GEC\(2019\)OJ2 revised](#).*

II. Draft 2020-2021 terms of reference of the Gender Equality Commission

3. The GEC took note of the [draft 2020-2021 terms of reference](#) which are planned for discussion and adoption by the Committee of Ministers in the week following the GEC meeting. The GEC decided to appoint a rapporteur for persons with disabilities in line with the terms of reference. Andreia Lourenço Marques (Portugal) was the only candidate and her appointment was made on the understanding that it would be confirmed when the terms of reference are adopted by the Committee of Ministers.
 - *The GEC took note of the revised draft terms of reference for 2020-2021 of the GEC and appointed a rapporteur for persons with disabilities (Andreia Lourenço Marques, Portugal).*

III. Election of the Chair and two Vice-Chairs (January to December 2020)

4. In accordance with [Resolution CM/Res\(2011\)24 on intergovernmental committees and subordinate bodies](#), their draft [terms of reference](#) and working methods for 2020-2021, the GEC elected Charles Ramsden (United Kingdom) as its Chair for a second term of one year starting on 1 January 2020, and Andreia Lourenço Marques (Portugal) and Ljiljana Loncar (Serbia) as its two Vice-Chairs, for one year as from 1 January 2020, on the understanding that any appointments will be confirmed when the terms of reference have been adopted by the Committee of Ministers.
 - *The GEC elected unanimously Charles Ramsden (United Kingdom) as Chair of the GEC, and Andreia Lourenço Marques (Portugal) and Ljiljana Loncar (Serbia), as Vice-Chairs for one year as from 1 January 2020.*

IV. Exchange of views with Brigitte Grésy, President of the High Council of Equality, France

5. The Chair welcomed Brigitte Grésy, the newly-appointed President of the [High Council of Equality \(HCE\) of France](#) to the GEC meeting. Ms Grésy had previously participated in a meeting of the drafting committee preparing the Committee of Ministers Recommendation on preventing and combating sexism. She informed the members about the major public debate (a so-called *Grenelle*) on combating violence against women being organised by the French authorities. Ms Grésy said that the HCE had decided to focus on establishing a barometer of indicators that could help women victims of violence through the procedural chain from when an initial complaint is made, to the court procedure and to finding safe accommodation and getting psychological assistance. It was hoped to have the indicators ready by 8 March 2020.
6. Ms Grésy expressed her appreciation for the Council of Europe's [Recommendation on preventing and combating sexism](#) as the HCE is also working on everyday sexism. Recently it has looked into sexist insults and humour, and in 2019 it began studying sexism in reality TV and music videos. She extended an invitation to the GEC to send a representative to a plenary session of the HCE to present the Recommendation to the members.
7. Ms Grésy also spoke about the other activities being undertaken by the HCE on the topics of women and diplomacy, gender and innovation, women and health, including access to health care, research, women's medication and its cost, and governance and the quota system in France.
 - *The GEC held an exchange of views with Brigitte Grésy, the newly-appointed President of the High Council of Equality (HCE) of France and discussed areas of common interest, including the proposal for a GEC representative to present the Recommendation on preventing and combating sexism to the members of the HCE.*

V. Council of Europe Transversal Programme on Gender Equality

1. Gender Equality Strategy 2018-2023

a. Report of the conference "Tackling Gender Stereotypes and Sexism" (Helsinki, 28-29 March 2019)

8. The members were informed that the report of the conference "[Tackling Gender Stereotypes and Sexism](#)" which took place in Helsinki, Finland on 28 and 29 March 2019 had now been prepared as a publication. The report, which had been drafted by the conference rapporteur, took into account the comments and feedback made by members following the GEC meeting in May 2019. The document is now available on the [GEC website](#).
 - *The GEC took note of the final report of the conference "Tackling Gender Stereotypes and Sexism" which was revised following the last meeting, taking comments and feedback into consideration.*

b. Draft 2019 annual report on the implementation of the Gender Equality Strategy

9. The Secretariat introduced the [draft 2019 annual report](#) which had been prepared based on contributions from members about the [activities and measures in member States towards the achievement of the objectives of the Gender Equality Strategy](#), as well as activities being carried out by different sectors of the Organisation. This year, the draft report contains a thematic section on “Online gender-based violence”, which had been prepared on the basis of a contribution by an expert and enhanced with contributions and examples from the member States and recent Council of Europe developments on this topic.
10. Following a discussion among the GEC members, it was agreed that the report showed the depth and amount of work being carried out to promote gender equality. It was agreed that the inclusion of a thematic section improved the document. Some proposals were put forward to include more good practices from member States in the document. A deadline of 15 December 2019 was fixed for any other contributions to be included in the report and the document compiling all submissions entitled “Activities and measures in member States towards the achievement of the objectives of the Gender Equality Strategy” which will be appended to the report.
 - *The GEC reviewed the draft 2019 annual report on the implementation of the Gender Equality Strategy, and particularly its new thematic section on online gender-based violence. Members were invited to send any additional contributions and drafting proposals to the Secretariat by 15 December 2019.*

c. Objective 1 – Prevent and combat gender stereotypes and sexism

- Committee of Ministers Recommendation on preventing and combating sexism (CM/Rec(2019)1) – follow up
11. The Secretariat updated the members about the number of translations of the [Recommendation CM/Rec\(2019\)1 on preventing and combating sexism](#) which have been produced (12) and foreseen (5) by the end of the year. Members were encouraged to translate the Recommendation into their national language if it had not already been done, in order to allow for its further promotion.
 - Visibility tools about the sexism recommendation
 12. The Secretariat presented the different visibility tools related to the Campaign “Sexism: See it. Name it. Stop it.” ([video](#) and [action webpage](#)) which should be widely used to further promote the Recommendation. Members were again encouraged to translate and/or dub the different tools in order to make the information easily accessible to their national audience. The Secretariat informed the members that the video had already been shown at several events attended by members of the GEC and/or Secretariat such as: the Beijing +25 regional meeting in Geneva, the Equinet annual conference in Brussels, the Gender Summit on gender equality and science in Amsterdam, a conference in Strasbourg of representatives of Ministers of Internal Affairs and a conference on two years after #MeToo which took place in Reykjavik.

13. In the exchange that followed, several member States indicated that both the Recommendation and visibility tools had been disseminated and posted online on ministry websites, Facebook, Instagram and other online platforms. The Recommendation and tools have already been used in training sessions and more member States were planning to do translations into their national language.

- Call for proposals – NGO grant to promote the fight against sexism

14. The Secretariat reminded the members about the [call for proposals for an NGO to promote actions to fight against sexism](#). The objective of the call is to co-fund a project with activities at the national level (in at least 10 countries) aimed at promoting the implementation of the Recommendation on preventing and combating sexism and complementing activities undertaken by the Council of Europe with member States. The deadline for receipt of applications was Monday, 18 November 2019.

The GEC

- *shared information about the activities being undertaken in member States with a view to promoting the Recommendation on preventing and combating sexism.*
- *took note of and welcomed the various visibility tools which have been prepared to promote the CM Recommendation on preventing and combating sexism. The tools include an action webpage and a video which has been dubbed/translated into several languages.*
- *took note of the deadline for the call for proposals for the NGO grant to promote the Recommendation and campaign against sexism (18 November 2019).*

- Draft analytical report on the follow-up to the implementation of CM/Rec(2013)1 on gender equality and the media

15. The Secretariat presented the [draft analytical report on the follow-up of the implementation of the Committee of Ministers Recommendation on gender equality and the media](#). The draft report had been prepared on the basis of replies received to a questionnaire which was circulated to the members of the GEC, the members of the [Steering Committee on Media Information Society](#) (CDMSI), media regulators, media self-regulatory bodies and media organisations. Responses were received from 34 member States, 17 media regulators, 3 media organisations and 4 self-regulatory bodies. The report showed that there had been progress on the legislative and policy side and there is now greater awareness of the issue. However, the low level of answers from the media sector itself was disappointing and many challenges remain in relation to gender equality and the media, regarding both media content and media as a profession, an issue that was not addressed very much. The articulation between media freedom and gender equality also remains a highly debated issue in some member States.

16. The draft report will also be circulated to the CDMSI and discussed at its forthcoming meeting (December 2019). The GEC members were asked to forward any contributions to, or comments on the document to the Secretariat by 15 December 2019, following which the Secretariats of the two committees would revise and finalise the document.

- *The GEC took note of work under way to prepare a report on follow-up to CM/Rec(2013)1 of the Committee of Ministers to member States on gender equality and the media. The members were invited to send their input and feedback on the draft to the GEC secretariat by 15 December 2019.*

17. More information about the above items can be found in the [Secretariat's presentation](#) which is available on the GEC website.

- Presentation by Liri Kopaçi-Di Michele, Head of the Secretariat to the Committee on Equality and Non-Discrimination of the Parliamentary Assembly

18. The Chair welcomed Liri Kopaçi-Di Michele, Head of the Secretariat of the [Committee on Equality and Non-Discrimination of the Parliamentary Assembly](#) (PACE) to speak about the latest work and activities of the PACE to tackle sexism, sexist hate speech and violence regarding women in politics. Ms Kopaçi-Di Michele drew attention to the findings of the [IPU/PACE study on sexism harassment and violence against women in European parliaments](#) and informed the members about PACE specific actions such as: the adoption of recommendations and resolutions on "[Promoting parliaments free from sexism and sexual harassment](#)", and "[Towards an ambitious Council of Europe agenda for gender equality](#)"; the launch by the PACE president of the initiative [#NotInMyParliament](#) to raise awareness on the prevalence of sexism, sexual harassment and other forms of violence affecting women parliamentarians; a call for the modification for the [Code of Conduct for members of the Assembly](#) with a view to prohibiting sexism, sexual harassment, sexual violence and other misconduct, as well as the obligation to take into consideration the [protection of human dignity rules of the Council of Europe](#).

19. Ms Kopaçi-Di Michele confirmed that the PACE would use the visibility tools prepared for the promotion of the sexism Recommendation in its work and would also include the Recommendation in an information package for all parliamentarians. She invited a representative of the GEC to present the tools at a future plenary meeting of the Committee on Equality and Non-Discrimination. She said that the Recommendation on preventing and combating sexism was a very useful document because it provides a detailed catalogue of measures and action to be taken and also provides benchmarks against which progress can be measured.

20. In the exchange that ensued, discussions focused on issues related to co-operation between the government authorities and parliaments, how to address the issue of immunity (of politically elected representatives), the importance of women's participation in political life, addressing the root causes of violence and discrimination against women in politics, the importance of complaints mechanisms and disciplinary measures.

- *The GEC held an exchange of views with Liri Kopaçi-Di Michele, Head of the Secretariat to the Committee on Equality and Non-Discrimination of the Parliamentary Assembly.*

d. Objective 2 - Prevent and combat violence against women and domestic violence

- Exchange of views with Marceline Naudi, President of the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO)
21. The Chair welcomed Marceline Naudi, the recently-elected President of the [Group of Experts on Action against Violence against Women and Domestic Violence](#) (GREVIO) for her first exchange of views with the GEC. Ms Naudi said that the monitoring of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence ([Istanbul Convention](#)) is gaining strength and is generally well supported by government authorities which recognise the importance of GREVIO's recommendations and the need to implement these. GREVIO has recently published its 10th report (on France) and with ongoing work on other reports, more or less half of the States parties have by now been involved in the evaluation process.
 22. Ms Naudi informed the members that GREVIO is currently discussing an activity report covering the activities since its creation until 2019. This report will be the first opportunity to take stock of GREVIO's work, findings and emerging trends. She welcomed a number of positive developments observed across the countries such as the setting-up of new specialised preventive and repressive services and co-ordination mechanisms, changes to laws and policies including to ensure that rape is defined by lack of consent, setting up co-ordinated responses for victims, creating 24/7 helplines, etc. However, she also said that there were still common challenges to be overcome such as the lack of resources, the lack of complete disaggregated data, issues of data protection, the implementation of protection orders in daily practice and the necessary funding for support services.
 23. Ms Naudi also informed the members about future prospects concerning GREVIO's work such as the possibility of preparing and submitting third party interventions before the [European Court of Human Rights](#), holding a thematic discussion on women in prostitution, its participation in an upcoming exchange of views before the Committee of Ministers about cyber violence and that GREVIO will begin shortly to review and discuss the implementation of recommendations in the first States which were evaluated, as well as the priorities for the future second round of evaluation. Ms Naudi said she appreciated the privileged relationship between the GEC and the GREVIO and looked forward to working together, particularly on the implementation of the strategic objective concerning combating violence against women (the second of the six current objectives of the Gender Equality Strategy 2018-2023).
 - *The GEC held an exchange of views with Marceline Naudi, President of the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO)*

- Exchange of views with Elisabeth Walaas, President of the Committee of the Parties to the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention)

24. The Chair welcomed Elisabeth Walaas, President of the [Committee of the Parties to the Istanbul Convention](#) who explained to the members the different role that the Committee of the Parties has compared to GREVIO. The Committee of the Parties was the political body of the two-pillar monitoring system of the Istanbul Convention. Its main function, on the basis of the findings contained in GREVIO reports, is to issue specific recommendations on desirable improvements and to follow up on their implementation in the member States concerned. Ms Walaas said that the members of the Committee of the Parties agreed to also use its platform to share common practices and that members were encouraged to share their experiences. She stressed that governmental authorities, parliaments and civil society must work together to achieve zero tolerance to domestic violence. Ms Walaas thanked the French Presidency of the G7 for highlighting the Istanbul Convention throughout and she encouraged the GEC members to promote the Istanbul Convention at every available opportunity.

- *The GEC held an exchange of views with Elisabeth Walaas, President of the Committee of the Parties to the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention).*

- Sharing experiences by States parties on the implementation of the Istanbul Convention

25. The Chair invited the members to share their experiences about the process towards ratification and/or implementation of the Istanbul Convention. He began by saying that while the United Kingdom had not yet ratified it mainly because of certain issues of extra-territorial jurisdiction, recent legislation may help to pave the way. Many delegations reported that, as well as drafting new amendments to bring legislation in line with the Istanbul Convention, committees to deal with women's rights and certain forms of violence were being set up, research on specific trends was being carried out. Denmark, which ratified the Convention in 2014, has had the first conviction on new charges such as psychological violence.

- *The GEC held a "tour de table" about recent experiences of States parties on the implementation of the Istanbul Convention and about other states' preparations for ratification.*

- Exchange of views with Martin Kuijer, substitute member of the [Venice Commission](#) (the Netherlands), Rapporteurs of the opinion of the Venice Commission on the Constitutional implications of the ratification of the Istanbul Convention
26. The Chair welcomed Martin Kuijer substitute member of the Venice Commission (the Netherlands), one of the co-Rapporteurs of the recent "[Opinion on the Constitutional implications of the ratification of the Istanbul Convention](#)" (adopted by the Commission on 14 October). Mr Kuijer presented the opinion and explained that Armenia, which was in the process of ratifying the Istanbul Convention, had requested the opinion in order to examine some of the possible misperceptions expressed during the on-going public debate, and to provide for additional elements to support that debate. In preparing the opinion, the Venice Commission had looked at similar discussions and objections to the Convention which had been raised in other member States, such as the lack of added value when compared to the legal framework already in place, the perception that some of the terms and concepts (e.g. gender) would contradict or be incompatible with the national constitution and certain traditions, it would lead to the creation of a monitoring body with excessive competences and would introduce new commitments in the field of asylum law.
27. Mr Kuijer outlined the findings of the opinion which showed that the Istanbul Convention does present an added value and provides complementary safeguards even when there is a sound national infrastructure safeguarding human rights in place. GREVIO, as the expert body involved in the monitoring process, may not issue binding conclusions and the recommendations are actually issued by the Committee of the Parties to the Istanbul Convention acting as the peer evaluation and peer pressure mechanism. The opinion found that there is no *de facto* or *de jure* surrender of national sovereignty involved in the ratification of the Istanbul Convention. Mr Kuijer also pointed out that the obligations under the Istanbul Convention do not go any further than the [European Convention on Human Rights](#) or the case law of the [European Court of Human Rights](#).
28. Mr Kuijer concluded that the opinion covered areas that are being publicly debated in several member States, not just in Armenia, and he hoped that the opinion would thus be useful to further countries. He said that while it is a prerogative of each member state to ratify or not the Istanbul Convention, he hoped that this would be based on an informed debate and that the Venice Commission opinion would contribute to such a debate.
- *The GEC held an exchange of views with Martin Kuijer, substitute member of the Venice Commission (the Netherlands), Co-rapporteur of the opinion on the Constitutional implications of the ratification of the Istanbul Convention.*

e. Objective 3 - Ensure the equal access of women to justice

- Study on good practices on promoting gender sensitive approaches to access to justice

29. The Secretariat outlined the [proposed study on good practices](#) on promoting gender sensitive approaches to access to justice, the starting point of which was the persisting anomaly that very few cases of sexual violence committed against women reach the justice system. The study will be based primarily on information available in open sources including GREVIO's findings and the GEC's annual report on the implementation of the Gender Equality Strategy, complemented with findings from good practices in three member States which would be visited in a week's time in December 2019. The study group would be composed of a member of the Secretariat, an expert and one or two GEC members. The report of the study would then be presented at an event in 2020. Interested members were asked to contact the Secretariat as soon as possible.

- *The GEC discussed the concept for a study about good practices on promoting gender sensitive approaches to access to justice. GEC members interested in taking part in the study were invited to inform the Secretariat.*

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

- Experience of co-operation activities

30. The Secretariat informed the participants about a conference on participation of women in public and political life and decision-making, which took place in Sochi, Russian Federation, and which was organised in the framework of the project "Co-operation on the implementation of the Russian Federation National Action Strategy for Women (2017-2022)". There were experts from Italy, the Republic of Moldova, Slovenia, Spain and the United Kingdom. The French member of the GEC also participated in the conference. The Secretariat also explained that while the GEC has not done a lot on this subject, it is clear that it is an important topic for member States.

g. Objective 5 - Protect the rights of migrant, refugee and asylum-seeking women and girls

- Drafting Committee on migrant women (GEC-MIG)

31. The Chair introduced the item on the creation of a new [Drafting Committee on migrant women](#) (GEC-MIG) and asked for volunteers to put themselves forward to be part of it. He reminded the members that while representatives of all 47 member States could participate, only eight would have their participation costs borne by the Council of Europe. The Chair also stressed that it was important that the draft committee comprises members who have specific experience and/or expertise in the area. Member States could also put forward further experts (non-GEC members) for membership of the committee. The Secretariat explained that the information contained in the migrant women factsheet adopted at the last meeting prepared the ground for the committee's work and the Chair agreed that the future Recommendation should have a broad scope. It was planned to hold two annual meetings over the next two years. The GEC selected the eight member States for whom participation costs would be covered, following two rounds of voting: Austria, France, Greece, Italy, Malta, Portugal, Serbia and the Slovak Republic.

- *The GEC took note of the draft terms of reference for the GEC-MIG Drafting Committee. The GEC also selected the eight member State representatives whose participation costs will be borne by the Council of Europe (Austria, France, Greece, Italy, Malta, Portugal, Serbia, Slovak Republic).*

- Factsheets on the rights of migrant, refugee and asylum-seeking women and girls

32. The Chair informed the members that the [factsheet on the rights of migrant, refugee and asylum-seeking women and girls](#) which had been adopted at the last meeting was now available in a printed brochure. Following a request by several members at the last meeting, the Secretariat had also prepared a [shorter version outlining the key recommendations](#) which will be available shortly in a printed format.

- *The GEC took note of the printed version of the factsheet on the rights of migrant, refugee and asylum-seeking women, as well as the shorter "Key Recommendations" version requested by members at the last GEC meeting.*

h. Objective 6 - Achieve gender mainstreaming in all policies and measures

- Update on gender mainstreaming activities at the Council of Europe

33. The Secretariat updated the members about gender mainstreaming in Council of Europe bodies, policies and activities. The annual training session for Gender Equality Rapporteurs will be organised in December 2019 and the Human Resources Directorate has confirmed that gender mainstreaming training will be organised for staff members during 2020. In relation to policy areas and Council of Europe bodies, the [European Committee on Legal Co-operation](#) held a workshop on gender mainstreaming in the process of law reform with the support of the Gender Equality Division; it took place on 12 November 2019 and was attended by several GEC members. As regards other activity areas: a report on gender equality issues in relation to bioethics is currently being prepared by the [Committee on Bioethics](#); a new [ElecData](#) project in the electoral assistance sector includes gender equality related information; the [Group of States against Corruption](#) (GRECO) and the [Committee of Experts on the Evaluation of Anti-Money Laundering Measures and the Financing of Terrorism](#) (MONEYVAL) jointly commissioned a study on "Gender, Corruption and Fraud". Members were encouraged to send any information, relevant materials or training tools on gender mainstreaming to the Secretariat for publication on the [gender mainstreaming website](#). More information about gender mainstreaming can be found in the Secretariat's [presentation](#) which is available on the GEC meeting website, as well as on the dedicated [webpage](#).

- *The GEC heard an overview and update about gender mainstreaming in Council of Europe activities.*

- Reflection on the role of Senior Gender Equality Adviser at the Council of Europe

34. The Chair welcomed Carlien Scheele and congratulated her on her recent appointment as Director of the [European Institute for Gender Equality](#) (EIGE). He invited her to inform the members about her experience of working with the Council of Europe on gender-sensitive policies, human resource management and gender mainstreaming over the last three years. Ms Scheele informed the members that this would be her last GEC meeting in her current functions as she would be taking up her new duties on 1 February 2020.

35. During her time in the Council of Europe, she had held two roles – Senior Gender Equality Adviser and Senior Human Resources Adviser. She said that there was a genuine willingness to work on gender mainstreaming within the Organisation, but that it needed a two-tier approach. Obviously, the colleagues in the Secretariat first had to understand the subject before approaching the bureau members and the gender equality rapporteur in their respective committee to explain the implications of gender mainstreaming and what was expected from their sector of activity. As soon as the added value of gender mainstreaming had been acknowledged, it was understood that there would be better policy making and better projects as a result.

36. Ms Scheele also spoke about how communicating about gender mainstreaming had reached a large number of people and how important it was to continue communicating with colleagues. She said that the Organisation's people strategy had been completely gender mainstreamed in all the important fields such as training, preparing contracts, etc. As a secondee to the Organisation, she felt it was actually easier for her to discuss certain subjects with management and she encouraged member States to consider seconding an adviser to the Council of Europe who would take over and continue her work.

➤ *The GEC took note of the presentation by Carlien Scheele reflecting on the positive role of the Senior Gender Equality Adviser and Senior Human Resources Adviser at the Council of Europe. Since her secondment would soon be ending (and she would be taking up her new post as director of EIGE on 1 February 2020), she encouraged member States to consider seconding an adviser to the Council of Europe.*

- Presentation by Philippe Wéry, Gender Equality Rapporteur of the Steering Committee for Human Rights (CDDH) of the CDDH Roadmap on Mainstreaming Gender and Human Rights

37. The Chair welcomed Philippe Wéry, Gender Equality Rapporteur of the Steering Committee for Human Rights (CDDH) who presented activities of the CDDH related to gender equality including the draft [CDDH Roadmap on Mainstreaming Gender and Human Rights](#). Mr Wéry said that this document aimed at providing concrete guidance on how to integrate a gender equality perspective in the work of the CDDH, in particular by proposing a new gender impact assessment tool. The CDDH is focusing its work on the strengthening of human rights and improving national watchdog mechanisms in this field and the gender equality perspective may not always be so obvious, even when gender equality-related activities have been undertaken. That said, there is a particular gender gap in the area of effective enjoyment of social rights that needs to be remedied.

38. The Secretariat explained that the Roadmap would be submitted to the CDDH at its next meeting in the end of November, and members were invited to send any comments they may have, which would be integrated into the document.

➤ *The GEC held an exchange of views with Philippe Wéry, Gender Equality Rapporteur of the Steering Committee for Human Rights (CDDH), about the draft Roadmap on Mainstreaming Gender and Human Rights. GEC members were invited to send their comments on the Roadmap in writing to the Secretariat by 22 November 2019.*

i. Committee of Ministers request for information and comments on a Recommendation by the Parliamentary Assembly of the Council of Europe

39. The Secretariat presented draft elements for a reply of the Committee of Ministers to the Parliamentary Assembly's Recommendation 2157 (2019) "[Towards an ambitious Council of Europe agenda for gender equality](#)", which were agreed upon by the GEC.

- *The GEC adopted the elements for a reply of the Committee of Ministers to PACE Recommendation 2157 (2019) "Towards an ambitious Council of Europe agenda for gender equality" and instructed the Secretariat to transmit them to the Committee of Ministers.*

VI. Co-operation projects/programmes

- General overview of co-operation projects undertaken by the Gender Equality Division

40. The Secretariat presented an overview of co-operation projects managed by the Gender Equality Division. Currently there are projects running in Azerbaijan, Armenia, Belarus, Bulgaria, Georgia, Kosovo*, Lithuania, the Republic of Moldova, Romania, the Russian Federation, the Slovak Republic, Slovenia, Turkey and Ukraine. The projects are funded through different programmes and contributions such as the EU Joint Programmes, the Partnership for Good Governance, the Horizontal Facility and Norway Grants. The projects have mostly centred around combating violence against women and domestic violence, with some new projects dealing with political participation, gender sensitive education and gender and media. The overall objective of co-operation activities was to align with the six objectives of the Gender Equality Strategy. More information can be found in the Secretariat's [presentation](#) which is available on the GEC website and on the [co-operation website](#).

- *The GEC took note of the presentation on current and planned co-operation projects managed by the Gender Equality Division.*

- Partnership for Good Governance II - Women's Access to Justice project: Regional Conference on "Moving closer to full ratification and implementation of the Istanbul Convention" (7 - 8 April 2020, Tbilisi, Georgia)

41. The Chair passed the floor to the representative from Georgia who informed the members about a high-level conference on women's access to justice that will be hosted in Tbilisi on 7-8 April 2020. The aim of the conference is to provide a platform to discuss barriers, remedies and good practices and will be organised in the framework of the Partnership for Good Governance – Women's Access to Justice regional project.

- *The GEC took note of the information provided by Georgia concerning a high-level international conference on "Women's Access to Justice - Moving closer to full ratification and implementation of the Istanbul Convention", which will take place on 7-8 April 2020 in Tbilisi, Georgia, in the framework of the PGG II programme.*

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

VII. Thematic discussion

- New tendencies and counter-reactions to gender equality – Denmark
42. Alexander Breum Andersson (Denmark) made a [presentation on a research project entitled “Mapping the Manosphere”, which is](#) focused on backlashes happening online and how communities of men are mobilising against feminism and gender equality. The project is being initiated in relation to the forthcoming Danish Presidency of the Nordic Council and the Council’s ongoing work on hate speech, sexism and harassment online. Some recent mass killing cases have pointed to the possible existence of forms of terrorism with misogynist motivation.
43. In his presentation, Mr Breum Andersson spoke about the “manospheres” which are groups of people, mostly men, who are in strong opposition to feminism and gender equality in society. These groups feel that men are losing out while women are gaining rights and gender equality. They are transnational and active mostly online. The goals of the research will be to map these tendencies including the links between these extreme communities and mainstream online culture, and to provide recommendations for the prevention of radicalisation and anti-gender equality movements.
44. The members were very interested in the presentation and the future results of the project and the Chair therefore invited Mr Breum Andersson to report back at a future GEC meeting.
- *The GEC took note of the presentation by the representative of Denmark about a project, foreseen under the 2020 Danish Presidency of the Nordic Council of Ministers, to research the emergence of extremist online communities opposed to gender equality.*

VIII. Co-operation with other Council of Europe sectors

- Appointment of Kätlin Sander (Estonia) as GEC representative on the Ad Hoc Committee on Artificial Intelligence (CAHAI)
45. The Chair reminded the members that in relation to the designation of a GEC representative on the new intergovernmental [Ad Hoc Committee on Artificial Intelligence](#) (CAHAI), the delegate from Estonia had put herself forward. The members then endorsed her nomination and offered their support in her new role. The first meeting of the CAHAI will take place from 18 to 20 November and a report would be provided at the next GEC meeting (May 2020).
- *The GEC endorsed the appointment of Kätlin Sander (Estonia) as GEC representative on the Ad Hoc Committee on Artificial Intelligence (CAHAI).*

- Presentation by Nina Lichtner, Secretariat of the Cybercrime Convention Committee (T-CY), of the compilation of online resources on combating online violence against women and children
46. Nina Lichtner from the Secretariat of the Cybercrime Convention Committee presented the project of a new [webpage on cyberviolence](#) (which went online after the GEC meeting) compiling a number of online resources, with specific chapters on a) cyber harassment, violations of privacy, cybercrime and actual violence; b) online sexual exploitation and sexual abuse of children; c) hate crime. It is also envisaged to have a greater focus on forms of violence that affect women in particular. The online resource came about as a result of a working group on cyber violence in 2016 to map the phenomenon of cyber violence, including against women and girls. The compilation gives an idea of what is available and what is under development. The working group, while focused on the criminal justice aspects, also took a broader picture and approach to the subject of cyberviolence. Ms Lichtner also explained that the phenomenon of cyberviolence was very difficult to define because many acts related for instance to harassment online fall into different categories such as sexual violence against children, cyberstalking, sexting, etc.. The resource is structured in three parts: legislation - compiling domestic laws, as well as international standards; initiatives, policies and strategies; and a collection of national and international resources such as statistics, reports, studies, hotlines, etc. It is expected to provide disaggregated statistics at a later date, if sufficient data becomes available.
47. The Secretariat informed the participants that online gender-based violence was the subject finally chosen to be addressed in the annual report on the implementation of the Gender Equality Strategy as a special thematic section. This part of the report, as well as contributions from member States on the topic, would be useful for the T-CY to include in the resource compilation. The Secretariat also informed the GEC that there would be an exchange of views at the Committee of Ministers on 12 December on the topic of cyber violence against women and girls, organised in the framework of the forthcoming Georgian Presidency of the Committee of Ministers ([link to a news published after the event](#)).
48. The Secretariat proposed that the members consider appointing a focal point on online violence who could in future keep abreast of pertinent developments in this field and would report back during the GEC's meetings. The representative from Slovenia indicated her country's interest in the proposal.
- *The GEC heard a presentation by Nina Lichtner, Secretariat of the Cybercrime Convention Committee (T-CY), on a new webpage compiling online resources on combating online violence against women and children.*

- Presentation by Stan Frossard, Executive Secretary, Enlarged Partial Agreement on Sport (EPAS) of the Council of Europe/European Union joint project "ALL IN: Towards gender balance in sport" on policies and programmes addressing gender inequalities in sport
49. The Chair introduced Stan Frossard, Executive Secretary of the Enlarged Partial Agreement on Sport (EPAS), who presented the results of the project "ALL IN: Towards gender balance in sport". This joint Council of Europe/European Union project aimed at data collection and activating gender equality strategies on subjects such as participation, leadership, coaching, media, gender-based violence, as well as policies related to gender equality in sport. Mr Frossard informed the members that while the results of the project show that sport remains a male-dominated environment, mainstreaming gender equality into all areas produces good results. The project helped identify a number of good practices and led to the production of a Toolkit on gender mainstreaming in sport "How to make an impact on gender equality in sport - All you need to know", as well as various other publications. He also informed the members that factsheets were produced for the participating countries and demonstrated how to access the data and information contained in the [analytical report](#) .
50. Mr Frossard indicated that there was high satisfaction from the partners of the project and there are commitments to develop gender equality strategies in several member States, and to translate the tools in order to have a wide dissemination of the information. Mr Frossard encouraged the members to support national partners to develop strategies and to look at the extension of the project in the future to new participating countries.
51. In answer to questions from the members, Mr Frossard said that while gender equality in relation to employment by sports organisations was covered, no data was collected about prize money and this could be included in the next edition of data collection. He also confirmed the existence of contacts with the Swiss authorities about possible co-operation during the youth Olympic games in Switzerland in 2020. Ukraine said that they would like the Council of Europe to be co-organisers of an event on gender equality and sport during the next CSW (March 2020).
- *The GEC took note and welcomed of the presentation by Stan Frossard, Secretariat of the Enlarged Partial Agreement on Sport (EPAS), of the results of the Council of Europe/European Union joint project "ALL IN: Towards gender balance in sport" on policies and programmes addressing gender inequalities in sport.*

IX. Co-operation with international/regional organisations

- Council of Europe's contribution to the Beijing+25 review process following UNECE meeting
52. The Chair informed the members about his recent participation in the [UNECE regional review meeting](#) in Geneva which took place on 29-30 October 2019. He spoke at the plenary session about Council of Europe activities in the field of violence of women and the importance of Recommendation Rec(2019)1 on preventing and combating sexism, and the promotional sexism video was shown to the participants. He also moderated one of the two side-events co-organised by the Council of Europe on "[Ending Violence against Women and Girls: Prevalence, Proposals and Partnerships](#)". There was a lot of interest in the event which was organised in co-operation with the International Council of Women and the French Presidency of the Committee of Ministers of the Council of Europe, and co-sponsored by the Permanent Mission of Canada to the UN in Geneva, UN Women Regional Office for Europe and Central Asia and NGO/CSW Geneva, particularly from civil society.
53. The Secretariat informed about the second side-event on "[The Istanbul Convention in practice: holistic care for victims of sexual violence](#)" which was organised in co-operation with the Permanent Representation of Belgium to the UN in Geneva. This was the first time that the Council of Europe had made such a large contribution to the regional review, and this was as a direct result of implementation of the Istanbul Convention which was helping to put the Council of Europe on the global goals and Beijing commitments map. Reports of both side-events would be published shortly and made available on the GEC website.
54. In the discussion that followed, members spoke about their own impressions of the regional review meeting and about their participation. The representative from Iceland expressed concern over UN Women maintaining a neutral opinion about prostitution and sex work and believed that this was supporting a backlash in this area. Several member States agreed and a few favoured holding a discussion in the GEC about this in future.
- *The GEC heard a presentation about the Council of Europe contribution to the Beijing+25 review process, including participation in plenary sessions and co-organisation of side events at the UNECE regional review meeting in Geneva on 29-30 October 2019. Members also discussed the Council of Europe and member States' contributions to the global review process in 2020, including at CSW 64 (New York, in March), the Generation Equality Forum (Paris in July) and the UNGA (New York in September). The GEC welcomed opportunities for a higher profile in international fora for the Council of Europe's contribution to furthering the global goals on gender equality, in particular given such innovations as the Recommendation on sexism and the potential universal reach of the Istanbul Convention.*

- Exchange of views with Valentina Beghini, Senior Technical Officer, Gender Equality and Diversity & ILOAIDS Branch, International Labour Organization about its Convention concerning the elimination of violence and harassment in the world of work
55. The Chair welcomed Valentina Beghini from the International Labour Organization who made a [presentation](#) about the recently-adopted Convention concerning the elimination of violence and harassment in the world of work. She said that the core obligations of the convention were to respect, promote and realise the rights of everyone to a world of work free from violence and harassment. The convention applies to all sectors – private or public, formal or informal, urban or rural areas, and also takes into account violence and harassment involving third parties. The convention will come into force one year following the ratification by two member States.
- *The GEC held an exchange of views with Valentina Beghini, Senior Technical Officer, Gender Equality and Diversity & ILOAIDS Branch, International Labour Organization about its Convention concerning the elimination of violence and harassment in the world of work.*
56. The French representative informed the members about the upcoming [Generation Equality Forum](#) which will take place in Paris in July 2020. Convened by UN Women and co-chaired by France and Mexico, with the leadership and partnership of civil society, the forum will be a global gathering for gender equality, building on the Beijing+25 reviews and CSW64 (March 2020). He said that the forum will be launched in May 2020 in Mexico and culminate in Paris on 7-10 July 2020. The overall expected outcome will be a feminist agenda setting space and, specifically, the establishment of Action Coalitions - a joint action agenda by a group of committed stakeholders. More information about the forum is available in the presentation which can be found on the [GEC meeting website](#).
- *The GEC took note of the presentation by the representative of France concerning the Generation Equality Forum (Paris, July 2020).*
- Council of the European Union - gender equality agenda:
 - Croatian Presidency (January-June 2020)
57. The Croatian representative informed the members about the gender equality-related activities planned during the forthcoming Presidency of the Council of the European Union by Croatia. She said that Croatia would focus on the labour market. The Office for Gender Equality is organising two events with the Ministry of Labour and Demography, Youth and Family Policy: a meeting of the High Level Group on Gender Mainstreaming which would be followed by a high level conference on “Participation of women in the labour market: benefits for society”. Both events will take place in January in Zagreb.
- *The GEC took note of the gender equality agenda of Croatia during the forthcoming Presidency of the Council of the European Union (January-June 2020), including a meeting of the High Level Group on gender mainstreaming (Zagreb, 28-29 January 2020), to be immediately followed by a high-level conference on participation of women in the labour market (Zagreb, 30-31 January 2020).*

X. Events attended by GEC members, experts and the Secretariat

58. The Chair invited the members to consult document [GEC\(2019\)7](#) which summarises the events at which members of the GEC and the Secretariat have participated since the last meeting. In reply to a question about how decisions are taken as to who participates in events, the Secretariat explained that it depends on the invitation and the format of the event, and thus on who is best placed to participate. Sometimes a member of the Secretariat will attend an event so as to give a Council of Europe overview of a particular subject, GEC members may also be approached if they have indicated their interest or expertise in the subject matter and a representative from the member state hosting the event may sometimes be asked to attend. Budgetary considerations are also taken into account in making such decisions.

- *The GEC took note of the information in the summary document of events participated in by GEC members and Secretariat since the last meeting.*

XI. Current and future activities at national and international level

- Council of Europe gender equality agenda:
 - French Presidency (May-November 2019)
 - Georgian Presidency (November 2019-May 2020)
 - Greek Presidency (May-November 2020)

59. The French Representative reported back about the current French Presidency of the Council of Europe. He said that it had been very active and events were still planned until the end of the year. He spoke about the high-level conference on the rights of the child which was taking place at the same time as the GEC meeting in the Council of Europe and which covered the consequences of violence against women on children, as well as stereotypes. A meeting of the platform of human rights institutions for women also took place and a campaign for promoting the universality of the Istanbul Convention had also been programmed with the support of the Organisation and other member states. He said that the priorities of future presidencies of the European Union were also being discussed and one of these would be violence against women.

60. The Georgian Representative informed the members about two events taking place during the forthcoming Georgia Presidency. The first one will be the informal exchange of views on cyber violence on women and girls at the Committee of Ministers on 12 December in Strasbourg, which was mentioned earlier. The second event will be a side-event at the CSW in New York which will also be on cyber violence. She said that cyber violence was such a widespread phenomenon affecting women and girls and that it needed to be properly explored. She would keep the GEC informed about any other relevant events taking place during her country's Presidency.

61. The Greek Representative informed the members that her authorities would like to hold the GEC thematic conference in Athens during the Greek Presidency. She said that it was still too early to confirm dates, but if it were possible, the authorities may also consider hosting the 18th meeting of the GEC in the latter half of 2020. Economic empowerment of women and how the crisis has affected women, as well as the digital economy, were topics being considered for the conference. More information would be sent to GEC members when it was available.

- *The GEC took note of the gender equality agenda during the French (May-November 2019), Georgian (November 2019-May 2020) and Greek (May-November 2020) Presidencies of the Committee of Ministers of the Council of Europe.*

XII. Other business

62. The representative of Estonia informed the members about an international conference on men and equal opportunities in 2020. This is part of a series of conferences which have previously been hosted in other member States (Luxembourg, Sweden). She hoped that the GEC would be represented at the conference.

- *The GEC took note of the international conference being hosted by Estonia on men and equal opportunities in 2020.*

XIII. Proposals for the agenda of the next meeting, including thematic discussions

63. Several GEC members proposed items to be included on the draft agenda of the next meeting. As was the case for previous meetings, the Secretariat would forward all proposals to the Chair for decision.

- *The GEC took note of proposals to hold thematic debates on: the approach towards prostitution: does neutrality encourage the backlash, and is it in line with the Istanbul Convention and the Beijing Platform for Action? (Iceland); climate change (Spain); national/institutional mechanisms on gender equality (Ukraine, France); 30th anniversary of non-violent Velvet Revolution (Slovak Republic); review of Beijing Platform (France, Iceland); sexual and reproductive health and rights (Serbia) and to consider how and whom to inform of the results of the debates.*

XIV. Dates of forthcoming meetings

64. The Chair announced the proposed dates of the next meeting of the GEC which was agreed by the members. As a result of ongoing discussions with the Greek authorities regarding possible events during its forthcoming Presidency of the Committee of Ministers, the dates and venue of the 18th GEC meeting would be confirmed early in 2020 and conveyed to the members.

- *The GEC took note of the dates of the next meeting: 17th GEC meeting, Strasbourg, 27-28-29 May 2020. Pending discussions with the Greek Presidency, the venue and dates for the 18th GEC meeting will be confirmed early in 2020.*

XV. Adoption of the abridged report of the 16th GEC meeting (13-14-15 November 2019)

- *The GEC adopted the [abridged report of the 16th GEC meeting](#) (13-14-15 November 2019) and agreed to its transmission to the Committee of Ministers.*

Appendix I**AGENDA**

- I. Opening of the meeting and adoption of the agenda**
 - *Draft Agenda* *GEC(2019)OJ2 Revised*
- II. Draft 2020-2021 terms of reference of the Gender Equality Commission**
 - Appointment of a Rapporteur for persons with disabilities *Draft ToR*
- III. Election of the Chair and two Vice-Chairs (January to December 2020)**
- IV. Exchange of views with Brigitte Grésy, President of the High Council of Equality, France**
- V. Council of Europe Transversal Programme on Gender Equality**
- 1. Gender Equality Strategy 2018-2023**
- a. Report of the conference “Tackling Gender Stereotypes and Sexism”**
 (Helsinki, 28-29 March 2019) *Publication*
- b. Draft 2019 annual report on the implementation of the Gender Equality Strategy**
GEC(2019)9
- Activities and measures in member States towards the achievement of the objectives of the Gender Equality Strategy* *GEC(2019)8*
- c. Objective 1 – Prevent and combat gender stereotypes and sexism**
- Committee of Ministers Recommendation on preventing and combating sexism (CM/Rec(2019)1) – follow up
 - Visibility tools about the sexism recommendation *Video and Infographic*
 - Call for proposals – NGO grant to promote the fight against sexism
 - Draft analytical report on the follow-up to the implementation of CM/Rec(2013)1 on gender equality and the media *GEC(2019)10*
 - Presentation by Liri Kopaçi-Di Michele, Head of the Secretariat to the Committee on Equality and Non-Discrimination of the Parliamentary Assembly *Oral presentation*

d. Objective 2 - Prevent and combat violence against women and domestic violence

- Exchange of views with Marceline Naudi, President of the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO)
- Exchange of views with Elisabeth Walaas, President of the Committee of the Parties to the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention)
- Sharing experiences by States parties on the implementation of the Istanbul Convention
- Exchange of views with Martin Kuijer, substitute member of the Venice Commission (the Netherlands), Rapporteur of the opinion of the Venice Commission on the Constitutional implications of the ratification of the Istanbul Convention *Venice Commission Opinion*

e. Objective 3 - Ensure the equal access of women to justice

- Study on good practices on promoting gender sensitive approaches to access to justice
Concept note *GEC(2019)13*

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

- Experience of co-operation activities *Oral presentation*

g. Objective 5 - Protect the rights of migrant, refugee and asylum-seeking women and girls

- Drafting Committee on migrant women (GEC-MIG)
Draft terms of reference *Draft ToR*
- Factsheets on the rights of migrant, refugee and asylum-seeking women and girls
Complete version *Publication*
Key Recommendations *GEC(2019)12 abridged*

h. Objective 6 - Achieve gender mainstreaming in all policies and measures

- Presentation of gender mainstreaming in Council of Europe activities
Oral Presentation
- Reflection on the role of Senior Gender Equality Adviser at the Council of Europe
Oral presentation

- Presentation by Philippe Wéry, Gender Equality Rapporteur of the Steering Committee for Human Rights (CDDH) of the CDDH Roadmap on Mainstreaming Gender and Human Rights GEC(2019)15

i. Committee of Ministers request for information and comments on a Recommendation by the Parliamentary Assembly of the Council of Europe

- *Elements of a reply to the CM on PACE Recommendation 2157 (2019) "Towards an ambitious Council of Europe agenda for gender equality"* GEC(2019)16

VI. Co-operation projects/programmes

- General overview of co-operation projects undertaken by the Gender Equality Division *Oral presentation*
- Partnership for Good Governance II - Women's Access to Justice project: Regional Conference on "Moving closer to full ratification and implementation of the Istanbul Convention" (7 - 8 April 2020, Tbilisi, Georgia) *Oral presentation*

VII. Thematic discussion

New tendencies and counter-reactions to gender equality - Denmark

VIII. Co-operation with other Council of Europe sectors

- Appointment of Käthlin Sander (Estonia) as GEC representative on the Ad Hoc Committee on Artificial Intelligence (CAHAI)
- Presentation by Stan Frossard, Enlarged Partial Agreement on Sport (EPAS) of the Council of Europe/European Union joint project "ALL IN: Towards gender balance in sport" on policies and programmes addressing gender inequalities in sport *Oral presentation*
- Presentation by Nina Lichtner, Secretariat of the Cybercrime Convention Committee (T-CY), of the compilation of online resources on combating online violence against women and children

IX. Co-operation with international/regional organisations

- Council of Europe's contribution to the Beijing+25 review process following UNECE meeting GEC(2019)14
- Exchange of views with Valentina Beghini, Senior Technical Officer, Gender Equality and Diversity & ILOAIDS Branch, International Labour Organization about its

Convention concerning the elimination of violence and harassment in the world of work *ILO Convention*

- Council of the European Union - gender equality agenda:
 - o Croatian Presidency (January-June 2020)

X. Events attended by GEC members, experts and the Secretariat *GEC(2019)7*

XI. Current and future activities at national and international level

- Council of Europe gender equality agenda:
 - o French Presidency (May-November 2019)
 - o Georgian Presidency (November 2019-May 2020)
 - o Greek Presidency (May-November 2020)

XII. Other business

XIII. Proposals for the agenda of the next meeting, including thematic discussions

XIV. Dates of forthcoming meetings

- *17th GEC meeting, Strasbourg, 27-28-29 May 2020 (Room 7 – main building)*
- *18th GEC meeting, Strasbourg, 2-3-4 December 2020 (Room 7 – main building) (tbc)*

XV. Adoption of the abridged report of the 16th GEC meeting (13-14-15 November 2019)

<p>Calendar of forthcoming events and meetings</p> <ul style="list-style-type: none"> - <i>CSW, New York – 9-20 March 2020</i> - <i>17th GEC meeting, Strasbourg, 27-28-29 May 2020</i> - <i>18th GEC meeting, Strasbourg, 2-3-4 December 2020 (tbc)</i>

Appendix II – List of participants

Representatives

Albania

Sidita GJIPALI

Andorra

Mireia PORRAS GARCIA

Armenia

Hasmik SIMONYAN

Austria

Eva FEHRINGER

Azerbaijan

Ulfat MACHANOV

Belgium

Alexandra ADRIAENSSENS

Bulgaria

Irina IVANOVA

Croatia

Gordana OBRADOVIĆ DRAGIŠIĆ

Cyprus

Andri SAVVA

Czech Republic

Radan ŠAFARIK

Jan ŠKERÍK

Denmark

Alexander BREUM ANDERSSON

Estonia

Käthlin SANDER

France

Alexis RINCKENBACH

Georgia

Ana IVANISHVILI

Sophio JAPARIDZE

Germany

Filip NIEMIEC

Greece

Christina AGORITSA

Hungary

Rita NAGYLAKE

Iceland

Rósa ERLINGSDÓTTIR

Italy

Chiara CATAPANO

Michele PALMA

Latvia

Agnese GAILE

Lithuania

Aurelija MINEIKAITE

Luxembourg

Ralph KASS

Malta

Renee LAIVIERA

Republic of Moldova

Lilia PASCAL

Monaco

Corinne MAGAIL-BOURDAS

Montenegro

Biljana PEJOVIĆ

Netherlands

Basim AL ALOUSI

North Macedonia

Elena GROZDANOVA

Norway

Anette HOEL
Lise ØSTBY

Poland

Wiesława KOSTRZEWA-ZORBAS

Portugal

Andreia LOURENÇO MARQUES

Russian Federation

Olga OPANASENKO

San Marino

Yuliana Andrea TRENGIA

Serbia

Ljiljana LONCAR

Slovak Republic

Marek SIMON

Slovenia

Jasna JERAM

Spain

Ana ARRILLAGA ALDAMA

Sweden

Karin BENGTON

Switzerland

Thomas THENTZ

Turkey

Onur DİNÇER

Ukraine

Oleh KOVAL
Kateryna LEVCHENKO
Yaroslava SOCHKA

United Kingdom

Charles RAMSDEN (Chairperson)

PERMANENT OBSERVERS/**Holy See**

Anne-Julie KERHUEL

Mexico

Lorena ALVARADO QUEZADA

Delegation of the European Union to the Council of Europe

Andrea ROMEO

NON MEMBER STATES**Morocco**

Rachid MEZIANE

Tunisia

Hamida MOHALLEL
Aloui HAYET

INTERNATIONAL ORGANISATIONS**International Labour Organization**

Valentina BEGHINI
Senior Technical Officer, Gender Equality
and Diversity & ILOAIDS Branch

European Institute for Gender Equality

Maruša GORTNAR
Head of Operations

OTHER**High Council of Equality, France**

Brigitte GRÉSY
President

Cléa LE CARDEUR

Commissioner for international and
European affairs

Utrecht University

Alexandra TIMMER
Associate Professor

Lucia VAN DER MEULEN

* * *

**ORGANS AND COMMITTEES OF
THE COUNCIL OF EUROPE**

**Conference of International Non-
governmental Organisations of the
Council of Europe**

Anne NEGRE
Vice-President for Gender Equality

**International Alliance of Women at the
Council of Europe**

Anje WIERSINGA

Venice Commission

Martin KUIJER
Substitute member (the Netherlands)
Co-Rapporteur of the Opinion of the
Venice Commission on the
Constitutional implications of the
ratification of the Istanbul Convention

**Group of Experts on Action against
Violence against Women and Domestic
Violence (GREVIO)**

Marceline NAUDI
President

**Committee of the Parties to the Council
of Europe Convention on Preventing
and Combating Violence against
Women and Domestic Violence
(Istanbul Convention)**

Elisabeth WALAAS
President

**Steering Committee for Human Rights
(CDDH)**

Philippe WÉRY
Gender Equality Rapporteur

* * *

SECRETARIAT

**DIRECTORATE GENERAL OF
DEMOCRACY**

**Directorate of Human Dignity, Equality
and Governance**

Claudia LUCIANI
Director

**Human Dignity and Gender Equality
Department**

Daniele CANGEMI
Head of Department

Mehdi REMILI

Co-ordinator
South Med Co-operation

Gender Equality Division

Caterina BOLOGNESE
Secretary to the GEC
Head of Division
E-mail: caterina.bolognese@coe.int

Christophe SPECKBACHER

Programme Manager, Gender Equality
Policies

E-mail: christophe.speckbacher@coe.int

Cécile GRÉBOVAL

Programme Manager, Gender
Mainstreaming

E-mail: cecile.greboval@coe.int

Adrienne LOOBY

Co-Secretary to the GEC

E-mail: adrienne.looby@coe.int

Anne BRUNELLIÈRE

Administrative assistant

E-mail: anne.brunelliere@coe.int

Evrydiki TSELIUO
 Administrative assistant
 E-mail: evrydiki.tseliou@coe.int

Capacity-building and co-operation projects

Marta BECERRA
 Head of Unit
 E-mail: marta.becerra@coe.int

Sara HAAPALAINEN
 Policy Adviser

Anca SANDESCU
 Project Manager

Jenna SHEARER-DEMIR
 Programme Adviser

Alla KRYTYNSKAIA
 Project Assistant

* * *

Directorate of Anti-discrimination

Children's rights and Sport Values Department

Enlarged Partial Agreement on Sport (EPAS)

Stan FROSSARD
 Executive Secretary
 E-mail: stan.frossard@coe.int

DIRECTORATE GENERAL HUMAN RIGHTS AND RULE OF LAW

Secretariat of the Enlarged Agreement of Democracy through Law (Venice Commission)

Simona GRANATA-MENGHINI
 Deputy Secretary
 Email: simona.granata-menghini@coe.int

Media and Internet Governance

Urska UMEK
 E-mail: urska.umek@coe.int

Cybercrime Division

Nina LICHTNER
 E-mail: nina.lichtner@coe.int

Bioethics

Myrto KARYDI
 Trainee

* * *

Parliamentary Assembly - Committee on Equality and Non-Discrimination

Liri KOPACI-DI MICHELE
 Head of Secretariat
 E-mail: liri.kopaci-dimichele@coe.int

Office of the Commissioner for Human Rights

Claudia LAM
 Adviser

Antonella CRICHIGNO
 Trainee

Directorate of Human Resources

Carlien SCHEELE
 Senior Human Resources Adviser

Congress of Local and Regional Authorities

Leire ZAPIAIN
 Trainee

* * *

Interpreters

Elisabetta BASSU
 Rebecca BOWEN
 Didier JUNGLING
 Isabelle MARCHINI

