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GEC(2020)1

**GENDER EQUALITY COMMISSION  
(GEC)**

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**DRAFT**

**Work Plan 2020 - 2021**

In the framework of the Terms of Reference of the Gender Equality Commission (GEC) (see appendix 1), bearing in mind the six strategic priorities included in the Council of Europe Gender Equality Strategy (2018-2023) and subject to availability of resources, **the following activities will be the focus of the biennium 2020-2021.**

This Work Plan will be kept under review to fully reflect the breadth of activities carried out by the member States and the different services of the Council of Europe to implement the Gender Equality Strategy 2018-2023. This Work Plan will be regularly updated also in case it needs to react quickly to unexpected developments, events or circumstances, such as COVID-19 pandemic and its gendered political, socio-economic, health and violence against women impact and consequences.

Member States are encouraged to promote and disseminate the Council of Europe gender equality standards, materials and initiatives at national level, including through translations and use of social media. They are also encouraged to keep the Secretariat informed about initiatives at the national level so that they can be promoted and disseminated through the Council of Europe Gender Equality website and other forms of communication.

### **Strategic objective 1: Prevent and combat gender stereotypes and sexism**

1. Define an approach for the implementation of the Recommendation to prevent and combat sexism.
2. Continue to develop the Sexism: See it. Name it. Stop it. Campaign to raise awareness of the Recommendation to prevent and combat sexism in the member States. This includes the production of an information document/flyer with the main elements of the Recommendation, including the agreed definition of sexism and the information contained on the action against sexism webpage.
3. In co-operation with the Steering Committee on Media and Information Society (CDMSI) finalise and disseminate the report on the implementation of Recommendation CM/Rec(2013) on gender equality and media in member States.
4. Continue to raise awareness about online and offline sexist hate speech, including through co-operation projects and in co-ordination with other sectors of the Council of Europe.
5. Promote and support the implementation of the recommendations from the Amsterdam Conference (2013) on media and the image of women including through co-operation activities with the member States.
6. Promote and support the implementation of recommendations from the Helsinki Conference (2014) on combating gender stereotypes in and through education including through co-operation activities with the member States.

**Strategic objective 2: Prevent and combat violence against women and domestic violence**

1. Continue activities to promote the signature and ratification of the Istanbul Convention in the member and non-member States and among other regional and international partner organisations, by making available expertise and sharing good practices.
2. Develop and implement co-operation activities to support member States in their path to ratification and implementation of the Istanbul Convention, with a particular focus on legal and policy frameworks. Provide operational advice on institutional tools and structures to prevent and combat violence against women and domestic violence.
3. Subject to resources available, continue working with member States to adapt and implement at the national level the HELP course on violence against women and domestic violence.
4. Ensure synergies, co-ordination and as appropriate follow-up action, regarding work, activities and monitoring results of the respective monitoring bodies of the Istanbul Convention, the Convention on Action against Trafficking in Human Beings and the Lanzarote Convention.

***Country-level activities organised by the Capacity Building and Cooperation Projects Unit within this framework:***

5. Armenia: support in amending the national law on domestic violence and developing a national action plan on preventing and combating violence against women; research on the prevention of violence against women and domestic violence; awareness-raising activities to support public officials in the ratification efforts of the Istanbul Convention together with the United Nations Population Fund (UNFPA).
6. Georgia: launch of a new project on “Promoting an integrated approach to end violence against women and reinforcing gender equality in Georgia”; research on the administration of justice in sexual violence cases; producing a sexual violence manual together with UN Women and Equality Now.
7. Kosovo\*: conference on Council of Europe standards on awareness raising on violence against women.
8. Kosovo\*: launch of the research “Perpetrators Programmes”.

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\* 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.

9. Republic of Moldova: launch of the project “Awareness-raising activities on the Istanbul Convention to the Republic of Moldova” in the context of ratification of the Istanbul Convention.
10. Russian Federation: research on preventing and combating violence against women and conference on inter-agency co-operation: models to prevent and combat violence against women at the regional level.
11. Ukraine: conference on implementation of the Istanbul Convention.
12. Ukraine: research on multi-agency risk identification.
13. Ukraine: report on the use of protective orders.
14. Ukraine: high-level closing conference on “The Istanbul Convention: a tool to advance in fighting violence against women and domestic violence in Ukraine”.
15. Turkey: official launch of joint project “Fostering a Comprehensive Institutional Response to Violence Against Women in Turkey”.

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

1. Keep up to date the compilation of case-law of the European Court of Human Rights on gender equality issues prepared by the Gender Equality Unit.
2. Engage with relevant Council of Europe committees and bodies (e.g. the European Commission for the Efficiency of Justice - CEPEJ, the European Committee on Legal Co-operation – CDCJ, the Consultative Council of European Judges – CCJE, and the Consultative Council of European Prosecutors – CCPE) so that their activities take account of issues related to women’s access to justice and the Council of Europe’s work in this field. Through activities undertaken in this area, contribute to the implementation of the Council of Europe Action Plan on “Strengthening Judicial Independence and Impartiality”.
3. In co-operation with other Council of Europe sectors, undertake activities such as research and exchange of good practices to address multiple and intersectional forms of discrimination affecting women as regards their access to justice.
4. Promote and support the implementation of the recommendations from the Bern Conference (2016) “Towards guaranteeing equal access of women to justice” including through co-operation projects.

*Country-level activities organised by the Capacity Building and Cooperation Projects Unit within this framework:*

5. Organise an international conference on women's access to justice and the status of Istanbul Convention ratifications in the Partnership for Good Governance (PGG project).
6. A regional group meeting with heads of six law schools from PGG countries to present a checklist on how to gender mainstream the law school curricula and discuss the good practices of the training of trainers on the manual for judges and prosecutors ensuring women's access to justice.
7. Norway Grants (EU countries): strategic meeting on access to justice for Synergy, the violence against women network, in Strasbourg.

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

1. Consider follow-up measures to address the main findings and recommendations from the third monitoring round of the implementation of CM Recommendation (2003)3, including activities at the national level as well as co-operation projects. Continue promotion of the analytical report in the member States and in other relevant sectors of the Council of Europe (such as the Parliamentary Assembly, the Congress, the Venice Commission, the Elections and Civil Society Division).
2. Continue co-operation with the Venice Commission, the Elections and Civil Society Division and other relevant Departments of the Council of Europe in their work to integrate gender equality in electoral processes.

*Country-level activities organised by the Capacity Building and Cooperation Projects Unit within this framework:*

3. Russian Federation: Analytical report on achieving balanced participation of women and men in political and public decision making and mentoring seminar for present and future women leaders.

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

1. Through meetings of the Drafting Committee (GEC-MIG), prepare a draft Committee of Ministers' Recommendation on migrant and refugee women, taking into account Recommendation Rec(79)10 concerning women migrants and on the basis of an analysis of needs and gaps.

2. Support the integration of a gender equality dimension in Council of Europe bodies, policies and measures regarding migration, asylum and integration, in order to secure the human rights of migrant, refugee and asylum-seeking women and girls, men and boys, regardless of traditional or cultural attitudes.

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

1. Organise and carry out training of Gender Equality Rapporteurs (GERs).
2. Revise the training manual for GERs.
3. Organise and carry out regular exchanges of views between:
  - GERs and the GEC;
  - GEC and other sectors of the Council of Europe carrying out work on gender mainstreaming.
4. Continue the work on the promotion of gender-sensitive language and communication within the Organisation.
5. **Upon request and where possible**, provide advice and expertise to the Committee of Ministers and other Council of Europe committees and bodies on gender mainstreaming and gender-sensitive budgeting, upon request and on the basis of existing standards and tools. This includes ongoing initiatives in the fields of sport, cinema, youth policies, democratic governance, etc.
6. Continue disseminating and giving visibility to activities and work on gender mainstreaming carried out by member States and relevant sectors of the Council of Europe including through regular update of the website dedicated to gender mainstreaming.

*Country-level activities organised by the Capacity Building and Cooperation Projects Unit within this framework:*

7. Armenia: Technical advice for the Ministry of Education on mainstreaming gender perspective in school curricula and materials for primary and secondary schools.

## **I. Progress review**

1. Prepare and disseminate the annual report on the implementation of the Gender Equality Strategy 2018-2023, and submit it to the Committee of Ministers.
2. Continue monitoring developments at the national level and compile an annual document on action taken by the member States to implement the Council of Europe Gender Equality Strategy.

## **II. International co-operation**

1. Continue engaging and co-operating with the United Nations, in particular UN Women, the Commission on the Status of Women – CSW; the Committee on the Elimination of Discrimination against Women – CEDAW; the Office of the High Commissioner of Human Rights; the United Nations Educational, Scientific and Cultural Organization – UNESCO; and the Economic Commission for Europe – UNECE).
2. Organise events on the standards and activities of the Council of Europe in the area of gender equality during the regular annual sessions of the United Nations Commission on the Status of Women.
3. Contribute towards the implementation of the United Nations Beijing Declaration and Platform for Action, and towards achieving the UN Sustainable Development Agenda 2030, in particular Sustainable Development Goal 5 (“Achieve gender equality and empower all women and girls”) and Goal 16 (“Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels”).
4. Contribute and engage in the Equality Generation initiative convened by UN Women, including by actively participating in the relevant Generation Equality Action Coalitions. These Action Coalitions are global, innovative, multi-stakeholder partnerships that will mobilise governments, civil society, international organisations, and the private sector.
5. Update and revise the factsheet on the Council of Europe’s contribution to the UN 2030 Agenda and the Sustainable Development Goals.
6. Continue engaging and co-operating with the European Union (in particular the European Commission, European Institute for Gender Equality (EIGE), the European Parliament, and the Agency for Fundamental Rights (FRA)). Continue contributing to the work of the European Commission’s Advisory Committee on Equal Opportunities of Women and Men. Continue co-operation with the European Network of Equality Bodies (Equinet).
7. Continue engaging and co-operating with the Organization of American States (OAS), the Organization for Security and Co-operation in Europe (OSCE) and the Organisation for Economic Co-operation and Development (OECD).

8. Continue engaging with relevant international and regional NGOs in the field of gender equality and women's rights.

### **III. Communication**

1. Update and revise the factsheet on gender equality.
2. Continue disseminating and giving visibility to activities including through regular update of the gender equality website.
3. Continue issuing an online newsletter on gender equality, featuring Council of Europe's work on gender equality and gender mainstreaming.
4. Undertake specific external and internal communication activities in relation to specific events, for example international days.

See Appendix 2 for the table of activities.



## Appendix 1 – Terms of reference of the GEC for 2020-2021

Under the authority of the Committee of Ministers, building on the achievements in the area of gender equality, including notably the Council of Europe Gender Equality Strategy 2018-2023, the Gender Equality Commission (GEC) will steer the Council of Europe's intergovernmental work in the field of gender equality and advise the Committee of Ministers on appropriate action to be taken in its field of competence, taking due account of relevant transversal perspectives. In particular, the GEC will:

- i. promote gender equality as a visible priority for the Organisation (internally and externally) and, to this end, support all committees and bodies of the Organisation in ensuring that a gender equality perspective is maintained in their activities;
- ii. conduct needs' assessments and provide advice on the development of standards, co-operation and monitoring activities within its field of competence;
- iii. provide expertise to member States on the development of legislation, policies, practice, training schemes and awareness material to support implementation of internationally agreed standards at national level; and facilitate exchange of experiences and good practices;
- iv. oversee and support the implementation of the Council of Europe Gender Equality Strategy (2018-2023);
- v. support governments, parliaments, local authorities, civil society and the private sector for the purpose of achieving real progress on gender equality in member States;
- vi. promote the inclusion in the political agendas of the Council of Europe member States and beyond of the need to prevent and combat all forms of violence against women and domestic violence;
- vii. engage in co-ordination and joint planning at regional and international level with the European Union, including the Fundamental Rights Agency (FRA) and the European Institute for Gender Equality (EIGE), the UN, in particular UN Women and the United Nations Global Compact, the World Bank, the OAS, the OSCE, the OECD, other intergovernmental organisations and civil society with the aim of strengthening equality and enhancing women's rights as an integral part of universal human rights; promote the visibility of the Council of Europe's standards at these levels through participation in meetings at the level of the UN Commission on the Status of Women, the Committee on the Elimination of Discrimination against Women and the Human Rights Council;
- viii. follow the implementation of the non-binding instruments that it has prepared as well as conventions for which it has been given supervision by the Committee of Ministers;
- ix. contribute to co-operation and other activities to support national initiatives in this field;
- x. without prejudice to the mandates of intergovernmental committees of the Council of Europe that already follow the work of monitoring mechanisms, follow the activities of the relevant monitoring and other bodies or convention mechanisms;
- xi. hold an exchange of views annually in order to evaluate its activities and advise the Committee of Ministers and the Secretary General on future priorities in its sector, including possible new activities and those that might be discontinued;

- xii. take due account of building cohesive societies and promoting and protecting the rights of persons with disabilities in the performance of its tasks;
- xiii. in accordance with decisions [CM/Del/Dec\(2013\)1168/10.2C](#) of the Committee of Ministers, carry out, at regular intervals, within the limits of the available resources and bearing in mind its priorities, an examination of some or all of the conventions for which it has been given responsibility in co-operation, where appropriate, with the relevant convention-based bodies, and report back to the Committee of Ministers;
- xiv. contribute to the achievement of the UN 2030 Agenda for Sustainable Development, in particular with regards to Goal 5: Gender Equality and Goal 16: Peace, Justice and Strong institutions.

The terms of reference of the Gender Equality Commission for 2020-2021 include the following specific tasks:

- i. Prepare a draft Committee of Ministers' Recommendation on migrant and refugee women, on the basis of [Recommendation Rec\(79\)10](#) concerning women migrants.
- ii. Prepare studies, analyses of good practices and/or factsheets on such subjects as: gender equality in the development, design and application of artificial intelligence; sexism and violence, including harassment, against women in the political arena; online forms of violence against women and girls; the engagement of men and boys in promoting gender equality policies; selected articles of the Istanbul Convention.
- iii. Identify a topic of particular relevance in the field of gender equality and organise an annual thematic conference to exchange experience and good practices and facilitate progress on this topic.
- iv. Prepare annual reports on the implementation of the Council of Europe Gender Equality Strategy (2018-2023), and in this context, in particular, review the effectiveness of [Recommendation Rec\(2003\)3](#) on balanced participation of women and men in political and public decision making, and Recommendation R(96)5 on reconciling work and family life.
- v. Define an approach for following on the implementation of legal instruments (see main tasks viii and xiii), including notably [Recommendation Rec/CM\(2019\)1](#) on preventing and combating sexism.
- vi. Contribute towards the implementation of the United Nations Beijing Declaration and Platform for Action.
- vii. Review progress towards the United Nations Sustainable Development Goals (UNSDGs), as evidenced by monitoring mechanisms and promoted through standard-setting and exchange of experiences and good practices.

## Appendix 2 – Table of Activities

Activity	Responsible	2020	2021
<b>Objective 1. Prevent and combat gender stereotypes and sexism</b>			
Define an approach for the implementation of the Recommendation to prevent and combat sexism	GED + GEC		
Continue to develop the Sexism: See it. Name it. Stop it. campaign to raise awareness of the Recommendation to prevent and combat sexism in the member States. This includes the production of an information document/flyer.	GED + GEC		
In co-operation with CDMSI, finalise and disseminate the report on the implementation of Recommendation CM/Rec(2013) on gender equality and media in member States.	GED, GEC and CDMSI		
Continue to raise awareness about online and offline sexist hate speech	GED + GEC		
Promote and support implementations of recommendations from the Amsterdam conference	GE and Media Divisions		
Promote and support implementations of recommendations from the Helsinki conference	GED + GEC		
<b>Objective 2. Prevent and combat violence against women and domestic violence</b>			
Promote the signature and ratification of the Istanbul Convention	GE/VAW Divisions		
Develop and implement co-operation activities to support member states towards ratification	GED		

Activity	Responsible	2020	2021
Adapt and implement the HELP course on VaW and domestic violence with member States	GED/HELP Unit		
Follow-up action to work of monitoring bodies of the Istanbul, Lanzarote and Action against Trafficking in Human Beings Conventions	GE/VaW/Trafficking/Children Divisions		
<i>Country-level activities organised by the Capacity Building and Cooperation Projects Unit within this framework:</i>			
<b>Armenia</b> Support in amending the national law on domestic violence and developing a national action plan on preventing and combating violence against women; a research on the prevention violence against women and domestic violence; awareness-raising activities to support public officials in the ratification efforts of the Istanbul Convention together with UN Population Fund	Capacity-building and co-operation project Unit		
<b>Georgia</b> Launch of new project on “Promoting an integrated approach to end violence against women and reinforcing gender equality in Georgia”; research on the administration of justice in sexual violence cases; producing a sexual violence manual together with UN Women and Equality Now	Capacity-building and co-operation projects Unit		
<b>Kosovo*</b> Conference on Council of Europe standards on awareness raising on violence against women  Launch of the research publication “Perpetrators Programmes”	Capacity-building and co-operation projects Unit		
<b>Republic of Moldova</b> Launch of the project “Awareness-raising activities on the Istanbul Convention in the Republic of Moldova” in the context of ratification of the Istanbul Convention	Capacity-building and co-operation projects Unit		

Activity	Responsible	2020	2021
<b>Russian Federation</b> Research on preventing and combating violence against women and conference on inter-agency co-operation: models to prevent and combat violence against women at the regional level	Capacity-building and co-operation projects Unit		
<b>Ukraine</b> Conference on implementation of the Istanbul Convention  Research on multi-agency risk identification  Report on the use of protective orders  High level closing conference on “The Istanbul Convention: a tool to advance in fighting violence against women and domestic violence in Ukraine”	Capacity-building and co-operation projects Unit		
<b>Turkey</b> Official launch of joint project “Fostering a Comprehensive Institutional Response to Violence Against Women in Turkey”	Capacity-building and co-operation projects Unit		
<b>Objective 3. Ensure the equal access of women to justice</b>			
Update compilation of case-law of the Court on gender equality issues	GED		
Engage with committees and bodies so that their activities take account of women’s access to justice	GED + GEC/ CEPEJ/CDCJ/CCJE/ CCPE		
Undertake activities to address forms of discrimination affecting women’s access to justice	GED and other relevant sectors		
Promote recommendations from the Bern Conference	GED + GEC		

Activity	Responsible	2020	2021
<i>Country-level activities organised by the Capacity Building and Cooperation Projects Unit within this framework:</i>			
<b>Regional</b> Organise an international conference on women's access to justice and the status of Istanbul Convention ratifications in the Eastern Partnership (PGG project)	Capacity-building and co-operation projects Unit		
A regional group meeting with heads of six law schools from PGG countries to present a checklist on how to gender mainstream the law school curricula and discuss the good practices of the training of trainers on the manual for judges and prosecutors ensuring women's access to justice	Capacity-building and co-operation projects Unit		
Norway Grants (EU countries): strategic meeting in Strasbourg on access to justice for the Synergy violence against women network	Capacity-building and co-operation projects Unit		
<b>Objective 4. Achieve a balanced participation of women and men in political and public decision-making</b>			
Follow-up to the Analytical Report on the 3rd round of monitoring CM Recommendation (2003)3	GED + GEC		
Continue co-operation with the Venice Commission and the Elections and Civil Society Division to support their work on gender equality in electoral processes	GED + VC + ECS		
<i>Country-level activities organised by the Capacity Building and Cooperation Projects Unit within this framework:</i>			
<b>Russian Federation</b> Analytical report on achieving balanced participation of women and men in political and public decision making and mentoring seminar for present and future women leaders	Capacity-building and co-operation projects Unit		

<b>Objective 5. Protect the rights of migrant, refugee and asylum-seeking women and girls</b>			
Prepare a draft CM recommendation on migrant and refugee women	GE+GEC-MIG + GEC		
Support the integration of a gender equality dimension in Council of Europe bodies, policies and measures regarding migration, asylum and integration	GED/SRSG Migration		
<b>Objective 6. Achieve gender mainstreaming in all policies and measures</b>			
Organise and carry out training of GERs	GED + GERs		
Revise the GER training manual	GED		
Continue the regular exchanges of views between GERs and the GEC, and GEC and other sectors of the Organisation	GED + GEC + GERs		
Continue the work on the promotion of gender-sensitive language and communication within the Organisation	GED + other relevant sectors		
Upon request and where possible, provide advice and expertise to CM and other committees and bodies on gender mainstreaming and gender-sensitive budgeting	GED + GEC		
Continue disseminating and giving visibility to gender mainstreaming activities and work through regular updates on website	GED		
<b><i>Country-level activities organised by the Capacity Building and Cooperation Projects Unit within this framework:</i></b>			
<b>Armenia</b> Technical advice for the Ministry of Education in Armenia on mainstreaming gender perspective in school curricula and materials for primary and secondary schools.	Capacity-building and co-operation projects Unit		

<b>Progress Review</b>			
Prepare and disseminate the annual report on the implementation of the Strategy 2018-2023	GED + GEC		
Compile annual document on action taken by the member States to implement the Strategy 2018-2023	GED + GEC		
<b>International co-operation</b>			
Continue engaging and co-operating with international organisations	GED + GEC		
Organise events on the standards and activities in the area of gender equality during the regular annual sessions of the UN CSW	GED + GEC		
Contribute to the implementation of the UN Beijing Declaration and Platform for Action and to achieving the UN 2030 Agenda for Sustainable Development (SDGs 5 and 16)	GED + GEC		
Contribute and engage in the Equality Generation initiative convened by UN Women, including by actively participating in the relevant Generation Equality Action Coalitions. These Action Coalitions are global, innovative, multi-stakeholder partnerships that will mobilise governments, civil society, international organisations, and the private sector.	GED + GEC		
Update and revise the factsheet of the Council of Europe's contribution to the UN 2030 Agenda and the Sustainable Development Goals.	GEC + GEC		
Continue engaging and co-operating with the EU, contributing to the work of the European Commission Advisory Committee on Equal Opportunities of Women and Men. Continue co-operation with the Equinet	GED + GEC		
Continue engaging and co-operating with the OAS, OSCE and OECD	GED + GEC		
Continue engaging with relevant international and regional NGOs in the field of gender equality and women's rights	GED + GEC		



<b>Communication</b>			
Update and revise the gender equality factsheet	GED + GEC		
Continue disseminating and giving visibility to activities including through regular updates of the gender equality website	GED		
Continue issuing an online newsletter on gender equality	GED		
Undertake specific external and internal communication activities in relation to specific events, for example, international days.	GED		

*Council of Europe acronyms*

CCJE – Consultative Council of European Judges

CCPE – Consultative Council of European Prosecutors

CDCJ – European Committee on Legal Co-operation

CDMSI – Steering Committee on Media and Information Society

CEPEJ – European Commission for the Efficiency of Justice

CM – Committee of Ministers

ECS – Elections and Civil Society Division

GEC – Gender Equality Commission

GED – Gender Equality Division

GER – Gender Equality Rapporteur

HELP Unit – Human Rights Education for Legal Professionals Unit

SRSG Migration – Special Representative of the Secretary General on Migration and Refugees

VAW – Violence against Women Division