

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

Strasbourg, 26 November 2020

GEC (2020) Report October

**GENDER EQUALITY COMMISSION  
(GEC)**

**18th meeting  
22-23 October 2020  
Via videoconference**

**Report**

## I. Opening of the meeting and adoption of the agenda

1. The 18th meeting of the Gender Equality Commission (GEC) was opened by the chair (Charles Ramsden, United Kingdom). This was the second meeting of the GEC to be held via videoconference because of the travel and health restrictions in place, as a result of the COVID-19 pandemic. A total of 40 member states participated in the meeting (including new representatives from five member states), as well as representatives of non-member states and observer states, the Conference of International non-governmental organisations, and international organisations. The list of participants is attached in Appendix II.

2. The meeting's agenda was adopted, as it appears in Appendix I to this report.

➤ *The GEC adopted the draft agenda as set out in document [GEC\(2020\)OJ2 revised](#).*

## II. Election of GEC Chair and two Vice-Chairs (January – December 2021) (via the KUDO electronic voting system)

3. Following short presentations by the candidates for the posts of chair and Vice-chairs of the GEC, and in accordance with Resolution CM/Res(2011)24 on intergovernmental committees and subordinate bodies, the GEC elected Andreia Lourenço Marques (Portugal) as its chair, and Basim Al Alousi (the Netherlands) and Kateryna Levchenko (Ukraine) as its two Vice-chairs, for a term of one year, with effect from 1 January 2021.

➤ *The GEC elected Andreia Lourenço Marques (Portugal) as chair of the GEC, and Basim Al Alousi (the Netherlands) and Kateryna Levchenko (Ukraine) as the two Vice-chairs of the GEC.*

## III. Council of Europe Transversal Programme on Gender Equality

### 1. Gender Equality Strategy 2018-2023

4. The chair informed the members that in line with its [terms of reference](#), the GEC should “*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 this sector, including possible new activities and those that might be discontinued*”. The chair also reminded the members about the [request from the Secretary General](#) for all chairs of intergovernmental committees to reply to a questionnaire about the four year strategic framework for the Council of Europe's priorities. He proposed that the [reply](#), sent in September 2020, could serve as a basis for a GEC discussion on this issue at the next GEC meeting. This would also allow for a discussion by the GEC on its terms of reference and any resulting proposals could be submitted to the Committee of Ministers, in time for the preparation of the next GEC mandate for 2022-2023.

- *The GEC agreed to hold an exchange of views at its 19th meeting (April 2021) to evaluate its activities in line with its terms of reference. The GEC also agreed that the reply from the chair to the Secretary General's questionnaire regarding the preparation of a four-year strategic framework reflecting the Council of Europe's priorities, would serve as a basis for the discussion to prepare the next mandate of the GEC.*
- 5. The chair reminded the members that the deadline for receipt of contributions on the implementation of the Gender Equality Strategy 2018-2023 in the member states was 27 November 2020. The template which had been sent to members also included an additional question relating to the mid-term review of the Strategy. The chair noted that the conference to be hosted by the German authorities in May 2021 will address the ongoing implementation of a number of priorities under the Gender Equality Strategy.
- 6. The chair also informed the members that preparations for the next Gender Equality Strategy (2024-2029) would begin over the next couple of years, on the basis of the mid-term review, discussions at the Berlin conference, and the successive annual reports on the implementation of the current Strategy.
- *The GEC took note of the deadline for receipt of member states' contributions regarding the implementation of the Gender Equality Strategy 2018-2023, on 27 November 2020.*
  - a. **Conference** (Berlin, 11-12 May 2021)
- 7. Stefanie Friedrich, the representative of Germany, informed the members about ongoing plans to host a two-day conference in Berlin in May 2021, as part of the forthcoming German Presidency of the Committee of Ministers of the Council of Europe. The conference will start on the day of the 10th anniversary of the opening for signature of the [Convention on preventing and combating violence against women and domestic violence](#) (Istanbul Convention). The first day will focus on celebrating this anniversary, including taking stock of the convention's achievements, as well as the challenges it faces, and on encouraging more states to sign and ratify it.
- 8. The second day of the conference will focus on the implementation of the Gender Equality Strategy 2018-2023, in particular three of its objectives: prevent and combat gender stereotypes and sexism; achieve balanced participation of women and men in political and public decision-making; and protect the rights of migrant, refugee and asylum-seeking women and girls. The conference will take stock of progress, experiences and challenges regarding the three strategic objectives, including by sharing information and experience, examining obstacles, and highlighting promising practices and relevant research on these topics.

9. More information can be found in the [draft concept note](#) which is available on the gender equality website.

- *The GEC took note of the draft concept note regarding the conference to be held in Berlin, Germany, in May 2021, in the framework of the German Presidency of the Committee of Ministers (November 2020 – May 2021).*

**b. Objective 1 – Prevent and combat gender stereotypes and sexism**

- Committee of Ministers Recommendation on preventing and combating sexism (CM/Rec(2019)1) – follow up/update on promotional activities

10. The secretariat (Cécile Gréboval) presented an update on the activities to promote the [Committee of Ministers Recommendation on preventing and combating sexism](#) (Recommendation) which have taken place since the last meeting. The [presentation](#) is available on the website. She informed members about the number of different languages in which the Recommendation (25), the action page (20) and the video (20) are available. She informed members that the action page on the campaign: “Sexism: See it. Name it. Stop it” has become one of the most visited pages of the Council of Europe website. She also presented the new [sexism brochure](#) which was published in September. This brochure was prepared to make the text of the Recommendation more user-friendly for a wider audience. Members were encouraged to contact the secretariat for copies of the brochure in English or French.

- *The GEC took note of the latest information regarding the campaign to promote the Committee of Ministers Recommendation CM/Rec(2019)1 on preventing and combating sexism, including the new brochure on sexism published in September.*

- Exchange with Laura Albu, Vice President, European Women’s Lobby, regarding the grant for the implementation of the Project “Mobilise against Sexism!”

11. The chair invited the secretariat to introduce the Project “Mobilise against Sexism!”, funded by a Council of Europe grant. The secretariat (Carolina Lasén Diaz) informed members that a grant of 48,000€ had been awarded to the European Women’s Lobby to implement this project to promote the 2019 Recommendation on preventing and combating sexism in nine countries (Belgium, Bulgaria, Croatia, Hungary, Ireland, the Netherlands, Portugal, Romania and Spain). The project has run in the second half of 2020 and it aims at raising awareness about preventing and combating sexism through the use of communication materials and tools, including through social media. In addition, the project includes contacts with decision-makers to discuss possible follow-up at the policy level.

12. The chair introduced Laura Albu, Vice President of the [European Women's Lobby](#), who gave more detailed information about the project. She explained that most of the activities planned had been changed to online events because of the current COVID-19 situation, with at least one webinar, conference or round table discussion taking place in each of the nine countries. Funding had been allocated equally to each of the countries and all the Council of Europe tools had been made available in the national languages. Ms Albu said that partnerships had been established in various fields such as education, media and local and national governments, but she also stressed the importance of engaging parliamentarians in the campaign. The campaign in Romania was in the process of producing a humorous calendar for 2021, addressing sexism. Ms Albu's [presentation](#) is available on the meeting website.
13. In the question and answer session that followed, Ms Albu said that while the Committee of Ministers Recommendation on preventing and combating sexism was used by professionals, the action page was more popular with the rest of the targeted audience because of its dynamic design. Also, because it can be shared on social media and Facebook, it reaches a younger audience on a wide scale. She offered to share good practices and some tools with the GEC members after the project ends in December 2020.
14. The representative of Portugal, Andreia Lourenço Marques, highlighted and made available a summary [report prepared by the Portuguese partner in the project \(the Portuguese Platform for Women's Rights\), including](#) the activities carried out to date, such as meetings and events, as well as those planned for the near future.
15. The representative of Croatia, Martina Bosak, expressed her country's full support for the project and gave a short update of activities in her country, including the wide dissemination of the 2019 Recommendation, and meetings with the project partner in Croatia.
16. The chair thanked Ms Albu for her presentation and invited her to keep the GEC informed about the progress and activities of the project and to share some of the tools developed .
17. The Representative of Denmark, Kira Appel, informed the members about a virtual conference, organised in the framework of the Danish Presidency of the Nordic Council of Ministers, on "The Angry Internet – a threat to gender equality?". The conference, which takes place on 25 November 2020, will deal with the backlash to gender equality on the internet and online communities, where young men meet and where misogynist attitudes thrive – also known as "The Manosphere". The conference will launch a report on the challenges concerning these communities and will shed light on the extent of the phenomenon and its ties to mainstream online culture. All GEC participants were invited to attend this virtual event. On a separate topic, Ms Appel raised the need for the GEC to discuss the confusion between sexism and sexual harassment, including the legal tools to address them, as they are witnessing a backlash regarding this debate in Denmark.

*The GEC*

- *took note of the presentation made by the Vice-President of the European Women's Lobby about the project "Mobilise against Sexism!" which is being implemented in nine member states and funded by the Council of Europe, expressed its appreciation for the ongoing activities and looked forward to hearing about the results of the project at a future date.*
- *took note of the invitation from Denmark to participate in the virtual launch event on 25 November 2020 of "The Angry Internet – a threat to gender equality?".*

- Men and boys and gender equality – the next steps

18. The chair introduced the item by reminding the members that at the last meeting, the GEC had taken note of the proposal for an activity by the GEC on the subject of men and boys and the promotion of gender equality, and had agreed to come back to the proposal at this meeting. It had also been agreed to send contributions about member states' activities on the subject of men and boys' involvement in promoting gender equality, which the secretariat had compiled in a [document](#) available on the website.
19. The chair said that he had been able to use the information received when he spoke at the 5th International Conference on Men and Equal Opportunities (ICMEO), which was hosted by Estonia in September, to answer a question about governments' support to the role of men in gender equality. He invited the representative of Estonia (Käthlin Sander) to report back on the ICMEO conference. Käthlin Sander informed members that the conference, which was organised in co-operation with the Nordic Council of Ministers and the European Institute for Gender Equality (EIGE), had focused on topics ranging from caring (for oneself, for others and for the wellbeing and sustainability of societies) to toxic masculinities. The conference report, as well as recordings of all the proceedings, are [available on the conference website](#). She invited any member state wishing to host the 6th ICMEO Conference to contact her.
20. The chair invited the secretariat (Carolina Lasén Diaz) to inform the members about possible future work on this issue. Taking into account the number of organisations and countries working on the topic of engaging men and boys, the secretariat proposal was to engage an expert to prepare a mapping study on this topic, at both the international and national level.
21. The compilation of activities in the member states would be very important for such a study and those member states wishing to still contribute were invited to do so by 31 December 2020, to [gender.equality@coe.int](mailto:gender.equality@coe.int), so that the document can be finalised when the expert starts this work. It was further proposed to have the mapping study finalised in time for an in-depth discussion at the 19th meeting of the GEC (April 2021) so that the GEC can take an informed decision on the way forward.

22. In the discussion which followed, member states agreed with the proposal to carry out a mapping study, but indicated that a longer discussion on the topic was needed to discuss the issues put forward, including: treating men as beneficiaries of gender equality; considering where men are disproportionately affected by gender equality or not benefiting from it; including men in gender mainstreaming; debating the sharing of paid and unpaid work between women and men; and the role of stereotypes and prejudices affecting men.

*The GEC*

- *discussed the subject of men and boys in the promotion of gender equality and extended the deadline for receipt of contributions on national activities in this area until the end of the year;*
- *instructed the secretariat to engage a consultant to prepare a mapping study of existing initiatives and experiences at the national and international level on engaging men and boys in the promotion of gender equality policies; and agreed to discuss the mapping study at its next meeting (April 2021).*

**c. 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)
23. Marceline Naudi, President of the [Group of Experts on Action against Violence against Women and Domestic Violence](#) informed the members that GREVIO had been able to continue much of its work in spite of the COVID-19 situation. Three evaluation visits to [San Marino](#), [Slovenia](#) and [Poland](#) took place and only two visits were postponed to 2021. The first baseline report on [Belgium](#) was published in September and received a lot of media coverage. Three final reports were adopted (Andorra, Malta and Spain) at the last GREVIO meeting in October and would be published around 25 November, bringing the total number of GREVIO baseline reports to 17.
24. The President of GREVIO regretted to hear media reports about the possibility of states parties leaving the Istanbul Convention and insisted on the positive impact of the convention and the importance of remaining a party to it.
25. With regard to future activities, GREVIO has created a working group to prepare the first [General Recommendation](#) which will address the digital dimension of violence against women. The General Recommendation is expected to be issued in late 2021. The GREVIO President underlined that she looked forward to next year's conference in Berlin which would mark the 10th anniversary of the opening for signature of the Istanbul Convention.

- Sharing information and experiences on progress towards ratification and implementation of the Istanbul Convention
26. In reply to a question about using existing material to promote the Istanbul Convention, the President of GREVIO informed members that the different [materials](#) and [publications](#) available were regularly promoted at events and any speaking opportunities that arose. These include the [Q&A leaflet on the Istanbul Convention](#), which is now available in 30 languages. As regards further ratifications of the Istanbul Convention, the GREVIO President stressed the importance of encouraging member states and NGOs in favour of the Istanbul Convention to promote it, as the benefits accrued following ratification needed to be publicised.
27. Bilateral meetings and exchanges between parliamentarians of member states who have ratified the Convention with those who have not yet done so was put forward by the representative of Ukraine as a good way of explaining the benefits of the Convention to members of Parliament as they decide on the ratification. The representative of Georgia shared her country's experience leading to the ratification of the Istanbul Convention, with preparatory work at different levels, and which took three years. She further informed members about the ongoing preparation, with the Council of Europe, of videos with positive messages, showcasing their experience. The videos will be shared when they are ready.
28. The representative of the Conference of INGOs, Anne Nègre, informed the GEC about a recommendation recently adopted by the Conference of INGOs of the Council of Europe in support of the Istanbul Convention. The [recommendation](#) will be included in the gender equality website.
- *The GEC took note of the exchange of views with Marceline Naudi, President of GREVIO, on GREVIO's current activities, as well as on the situation regarding the ratification and implementation of the Istanbul Convention.*

#### **d. Objective 3 - Ensure the equal access of women to justice**

- Gender sensitive approaches to access to justice - update on current activities and proposals for future work
29. The secretariat (Carolina Lasén Diaz) reminded the members about the mission carried out by a member of the secretariat (Christophe Speckbacher) and Ljiljana Lončar (Serbia) to Croatia, Spain and the United Kingdom in December 2019. The information gathered from meetings which took place (NGOs, legal professionals, networks of professionals supporting women and an ombudsperson for Gender Equality) revealed that there is not enough evidence of good practices of gender-sensitive approaches to access to justice to justify a study on this.



30. The members were also informed about a [report](#) which had been adopted recently by the Committee of Ministers on the evaluation of European judicial systems. The report, prepared by the Council of Europe [European Commission for the Efficiency of Justice](#) (CEPEJ), contains gender- disaggregated data and findings as regards women judges and prosecutors. It was proposed to invite the CEPEJ Chair to the next meeting of the GEC, to have an exchange of views and to discuss the report. This would be in line with the terms of reference of the GEC to engage with relevant Council of Europe Committees and bodies to take account of issues related to women's access to justice.
- *The GEC took note of the information presented by the secretariat about ongoing activities and discussed future work in the area of ensuring equal access of women to justice, and agreed to invite the Chair of the European Commission for the Efficiency of Justice (CEPEJ) for an exchange of views with the GEC at its next meeting in April 2021.*
31. The secretariat (Anca Sandescu) made a presentation about ongoing work by the Council of Europe in the field of women's equal access to justice. She outlined the history of the work on Strategic Objective 3 of the Gender Equality Strategy, which began in 2012 with a feasibility study, followed by other studies and events, including the GEC conference on this topic which took place in [Bern in 2015](#). Since then, regional projects to improve women's access to justice have been undertaken in Armenia, Azerbaijan, Georgia, Republic of Moldova, Ukraine and more recently Belarus, funded by the European Union.
32. In her presentation, Ms Sandescu highlighted the impact of the COVID-19 pandemic on this issue, bringing to light the barriers and challenges to women's access to justice that had been identified before 2015. She informed members about the views received from national partners on the impact of COVID-19, as well as lessons learned.
33. Ms Sandescu further informed the members about an international conference on "Women's Access to Justice: Moving closer to full ratification and implementation of the Istanbul Convention" which would take place in September 2021 and welcomed proposals from the members in the organisation of this conference. Ms Sandescu's [presentation](#) is available on the website and includes links to all the tools and materials resulting from the regional project.
34. The representatives of Ukraine and Azerbaijan took the floor to express their appreciation for the project on women's access to justice, including the good co-operation developed for judicial trainings in this topic and the use of tools developed under this project – as gender stereotypes remain strong and affect women's access to justice, including victims of violence.
- *The GEC took note of the information presented by the secretariat about the projects being implemented in the area of women's equal access to justice.*

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

- Exchange of views with Jelena Drenjanin, Spokesperson on gender equality at the Congress of Local and Regional Authorities and rapporteur on “Fighting sexism against women in politics at the local and regional level”
35. The chair welcomed Jelena Drenjanin, who is a member of the Congress of Local and Regional Authorities of the Council of Europe. Ms Drenjanin outlined the work which the Congress has done to promote the active participation of women in political life, such as the resolutions on encouraging women to take part in political life (Resolution 303 (2010) on [achieving sustainable gender equality in local and regional political life](#) and Resolution 404 (2016) on [women’s participation in public life at local and regional level](#)).
36. Ms Drenjanin put forward steps that could be taken by local and regional authorities to encourage women’s participation, such as: ensuring that the way in which political business is conducted does not stop women from participating, through the introduction of family-oriented meeting hours and support for child care; facilitating capacity-building programmes, candidate training and public speaking workshops; and by creating networks of female mayors, gender equality committees, and running awareness raising campaigns. She recalled that the Congress itself has a specific and effective policy measure which requires a gender-balanced representation of at least 30% in all national delegations in the Congress.
37. Ms Drenjanin underlined that in order to sustain women’s representation, the fight against the culture of sexism and sexist violence, which exists in politics, must continue. Her report on the subject, “[Fighting sexist violence against women in politics at local and regional level](#)”, which was recently adopted by the Congress’ Current Affairs Committee, is a follow-up to previous work on the subject. The report asks local and regional authorities to: set an example and take measures to protect and support women in their institutions; introduce legislation to combat sexist violence, establish safe and confidential complaint mechanisms and effective sanction mechanisms; raise awareness about violence against women in politics, and to be particularly vigilant during elections; collect and share good practices addressing sexism in politics so that we can all learn from each other’s progress; and to co-operate with civil society organisations, academia and the private sector. The report is scheduled for adoption by the Statutory Forum of the Congress on 7 December 2020.
38. The representative of Norway, Elin Grotnes, raised the issue of the low presence in politics of women with disabilities and of migrant women, and the links between this situation and the hate speech attacks that particular groups of women are often subject to.
- *The GEC took note of the exchange of views with Jelena Drenjanin, Spokesperson on gender equality at the Congress of Local and Regional Authorities, and the report on “Fighting sexism against women in politics at the local and regional level” for which she was rapporteur.*

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

- Presentation by Vera Eloi da Fonseca (Portugal), Chair of the [Drafting Committee on migrant women](#) (GEC-MIG)

39. The chair welcomed Vera Eloi da Fonseca, Chair of the GEC-MIG. In her [presentation](#), which is available on the GEC website, the GEC-MIG Chair informed the members about the first meeting of the GEC-MIG, held on 1-2 October 2020, and the exchanges and discussions which took place therein. She explained that the focus of the meeting was to discuss and define the why, who and how of the draft recommendation. The GEC-MIG had agreed that: there was a clear need to review and update the existing [1979 Recommendation](#); that the text would address the needs and situation of all migrant, refugee and asylum seeking women and girls with a broad scope; and that it would follow the general model of CM Recommendations with a preamble, a short operational part and guidelines in an appendix. The GEC-MIG agreed tentatively to structure the appendix around five headings: horizontal issues, arrival issues, protection issues, residence and integration issues, and return issues. The [report](#) of the GEC-MIG meeting is on the website and the GEC-MIG Chair welcomed any comments or contributions from the GEC members to the work of its subordinate body.
40. The secretariat (Cécile Gréboval, Secretary to the GEC-MIG) informed members that the second meeting of the GEC-MIG will take place on 14-15 December 2020 and it will probably be an online meeting. A draft of the preamble and the operational part and a draft structure of the guidelines will be presented and discussed at the second meeting, taking into account what was agreed at the first meeting. Members would have an opportunity to comment on the documents prior to the meeting.
41. The GEC Chair reminded everyone that all 47 members of the GEC were members of the GEC-MIG and if they were not able to attend themselves, he encouraged them to send an expert to replace them, particularly if they were one of the eight member states whose participation costs were covered by the Council of Europe.
42. In summing up, the GEC Chair underlined that the GEC took note of the work of the GEC-MIG and agreed with the scope, as outlined by the GEC-MIG Chair, and the next steps outlined by the secretariat, and looked forward to the next progress report at the next GEC meeting.
- *The GEC took note of the report of the first meeting of the Drafting Committee on migrant women (GEC-MIG) by its chair, Vera Eloi da Fonseca, and agreed on the future steps outlined.*

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

- Gender mainstreaming in Council of Europe activities

43. The secretariat (Cécile Gréboval) made a [presentation](#) about the gender mainstreaming activities in the Organisation since the last meeting in July. These included meetings of the Ad Hoc Committee on Artificial Intelligence (CAHAI) and its subordinate bodies, and the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI), which has a sub-committee on hate speech (see below for more details), at which the GEC is represented. The second meeting of the Gender Mainstreaming Team in 2020 will take place in November and will include a debate on gender equality and bioethics, with the participation of Professor Ina Wagner, a leading European academic in the field of work and technology. The annual training of the Gender Equality Rapporteurs (GERs), who are “ambassadors” for gender equality in the different intergovernmental committees, will also take place in November with the participation of approximately 15 GERs. The Gender Equality Division continues to regularly provide policy input to different sectors of the Organisation such as children’s rights, migration or gender sensitive language, which can be a complex subject.

➤ *The GEC took note of the summary and update from the secretariat about the activities of the Council of Europe in the field of gender mainstreaming.*

- Exchange with Flora Vincent, scientist, author of the book “Intelligence Artificielle: pas sans Elles!” (*Artificial Intelligence, not without her!*), and Co-Founder of the WAX Science Association (What About Xperiencing Sciences), France

44. The chair welcomed Flora Vincent, who specialises in equality issues in relation to artificial intelligence. In her [presentation](#), which is available on the website, Ms Vincent explained that she and her co-author, Aude Bernheim, wanted to look at the challenges facing gender equality due to the growing use of artificial intelligence, and which include the absence of women in the field; how technology is saturated with sexist biases; how the algorithms become “macho machines”; how to ensure fair solutions for all; and how AI can be used to improve gender equality.

45. Ms Vincent underlined that algorithms themselves can propagate gender and racial inequalities, and she gave some examples in her presentation in the area of criminal justice and health. In the book they tried to investigate how potential gender or racial biases are present in algorithms and how to fix that. She stressed that people who write algorithms need to be trained to avoid reproducing existing stereotypes and biases.

46. Ms Vincent considered that artificial intelligence has a great potential to be used to generate equality, for example, by creating algorithms which are programmed to make sure that online systems recommend as many women as men candidates for a job, instead of reproducing discrimination and job segregation.
  47. The chair thanked Ms Vincent for her very interesting presentation and the much food for thought that she had provided. He added that some of the remedies which had been proposed will be useful for the GEC's contribution to the work of CAHAI.
- *The GEC took note of the presentation by Flora Vincent about her work on artificial intelligence and gender equality.*
- Reports from GEC members who have participated in the following intergovernmental committee meetings:
    - 2nd meeting of the [Ad Hoc Committee on Artificial Intelligence \(CAHAI\)](#)
48. Käthlin Sander, the representative of Estonia, informed the members about her participation in the [2nd meeting of the CAHAI](#) which is tasked with examining the feasibility and potential elements of a legal framework for the development, design and application of artificial intelligence. During each of the plenary meetings that she has attended, Ms Sander had the opportunity to draw the committee's attention to the under-representation of women in AI development, research and leadership; to gender biases contained in AI-based tools; to how AI can cause or perpetuate sex-based discrimination, sexism and gender stereotypes; and to the fact that AI solutions can have negative impacts on equality, for example voice, speech and face recognition systems perform worse for women than for men, and also do worse for black people.
  49. Ms Sander brought to the attention of the CAHAI committee the "[Pact for an Artificial Intelligence Based on Equality between Women and Men](#)", recently produced by a French civil society organisation (*Laboratoire de l'Égalité*), the English translation of which was prepared in co-operation with the Gender Equality Division.
  50. Ms Sander also participated in the subordinate working group of the CAHAI, the Policy Development Group (CAHAI-PDG), and will participate in the Legal Frameworks Group (CAHAI-LFG) in 2021.
- *The GEC took note of the report by Käthlin Sander (Estonia) following her participation in the Ad Hoc Committee on Artificial Intelligence (CAHAI) and its working group on Policy Development (CAHAI-PDG).*

- 1st meeting of the [Steering Committee on Anti-Discrimination, Diversity and Inclusion](#) (CDADI)
51. Andreia Lourenço Marques, GEC's vice-chair and representative from Portugal, informed members that at the first meeting of the CDADI, there was an exchange of views with the Secretary General of the Council of Europe and with the EU Commissioner for Equality which had been very interesting and had shown how the two organisations can work together. She proposed holding such an exchange at a future GEC meeting. During the CDADI meeting, she took the opportunity to point out that there had not been a gender perspective in a study that had been prepared on COVID-19 – “An analysis of the anti-discrimination, diversity and inclusion dimensions in Council of Europe member states”. This led to a discussion on the gender equality dimension, where she was able to point to good practices and other materials on the GEC COVID-19 website.
52. During the CDADI discussion on hate speech and the future drafting of a recommendation on the subject, the secretariat (Cécile Gréboval) spoke about the relevant GEC work on sexism and sexist hate speech. Other subjects discussed included the drafting of a multi-level policy framework for intercultural integration, accompanied by a draft recommendation; and the preparation of a study identifying good practices in member states on the active political participation of national minority youth. Ms Lourenço Marques was able to draw the Committee's attention to having a gender equality dimension included in all this work.
53. Ms Lourenço Marques also attended a subordinate body of the CDADI, the [Committee of Experts on Combating Hate Speech](#) (ADI/MSI-DIS). The main task of ADI/MSI-DIS is to prepare a draft recommendation on a comprehensive approach to addressing hate speech, including in the context of an online environment, within a human rights framework, building on the case-law of the European Court of Human Rights, and drawing upon existing Council of Europe texts and the legacy of the No Hate Speech Movement Youth Campaign. ADI/MSI-DIS will also aim to provide practical tools in this area to give guidance to member states and other stakeholders. Ms Lourenço Marques drew the attention of members to relevant provisions of the Istanbul Convention and of the Recommendation on preventing and combating sexism. As it was the first meeting, the discussions centred on what issues to address in the recommendation, such as prevention, awareness raising, political participation, political parties, education, eliminating stereotypes, collecting sex-disaggregated data.
54. A Gender Equality Rapporteur (María Rún Bjarnadóttir, Iceland) was appointed by CDADI and Ms Lourenço Marques will collaborate with her in order to ensure that a gender equality dimension and sexist hate speech are both included in the draft recommendation.

- *The GEC took note of the presentation made by Andreia Lourenço Marques following her participation in the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) and its subordinate body, the Committee of Experts on Combating Hate Speech (ADI/MSI-DIS).*

#### IV. Co-operation projects/programmes

- General overview of ongoing [co-operation projects](#) being carried out by the Gender Equality Division
55. The secretariat (Marta Becerra) made a [presentation](#) about the ongoing-co-operation projects undertaken by the Gender Equality Division. Ms Becerra informed the members about the [tools](#) that were available, such as the HELP courses on [Violence against Women](#) and on [Women's Access to Justice](#), which are now available in several languages. The latest developments include working with member states that have not yet signed or ratified the Istanbul Convention, such as Azerbaijan and the Russian Federation. Work is also ongoing in Turkey, concerning capacity building for legal and other professionals; in Latvia, as regards the setting up of specialist services for victims of violence in line with the Istanbul Convention; in Kosovo\*, regarding prevention of violence against women and the protection of victims; in Armenia and the Republic of Moldova focusing on visibility and counter-narratives on the Istanbul Convention; and co-operation with the WAVE Network and UN Women to develop a methodology and tools for awareness-raising campaigns on the Istanbul Convention. Infographics on the four pillars of the Istanbul Convention are about to be finalised. An [information document](#) giving more detailed information about the different projects was made available on the GEC website. Ms Becerra highlighted that many cooperation activities had moved to online formats and platforms because of the COVID-19 pandemic, with an increased use of online resources and tools.
- *The GEC took note of the presentation on current and planned co-operation projects managed by the Gender Equality Division.*

---

\* 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.

## V. Thematic discussion

- Presentation by Ana Puy Rodriguez, Gender Equality Officer in the Ministry for Ecological Transition and Demographic Challenge, Spain, on “Climate change from a gender equality perspective”
56. The chair welcomed Ana Puy Rodriguez from the Spanish Ministry for Ecological Transition and Demographic Challenge, who made a presentation on “Climate change from a gender equality perspective”. Ms Puy Rodriguez presented evidence on links between gender inequalities and the effects of climate change, such as the [UN framework linking gender and climate policies and action](#), and Spanish initiatives linking gender and climate policies and action. The [presentation](#) is available on the GEC website.
57. Ms Puy Rodriguez put forward that mainstreaming gender equality in climate policies and measures could be linked to the Council of Europe’s elaboration of a non-binding instrument on human rights and the environment. With regard to the [Gender Equality Strategy 2018-2023](#), Ms Puy Rodriguez underlined that links to climate policy and action could be made regarding areas such as Strategic Objective 2, on preventing and combating violence against women and domestic violence, and the gendered vulnerabilities of environmental defenders (for example, the threat of murder, sexual violence or the risk of rape); and to Strategic Objective 5, on protecting and the rights of migrant, refugee and asylum-seeking women and girls, as regards the gender dimensions of climate-related migration and displacement.
58. The chair thanked Ms Puy Rodriguez for her presentation and considered that Strategic Objective 4, on achieving balanced participation of women and men in political and public decision-making, may be another relevant area, and that if women’s participation was increased, perhaps climate change would be treated differently.
59. The representative of Italy, Stefano Pizzicannella, underlined the importance of this topic, which will be included in Italy’s National Strategy for Equal Opportunities, as women are particularly hit by climate change. A network of focal points on gender and climate change has been set up to address this.
- *The GEC took note of the presentation by Ana Puy Rodriguez, from the Ministry for Ecological Transition and Demographic Challenge of Spain, on “climate change from a gender equality perspective”.*



## VI. Co-operation with other Council of Europe sectors

- Exchange with Petros Stangos (Greece), member of the [European Committee of Social Rights](#) about the [collective complaints](#) on equal pay lodged by University Women Europe (UWE)
60. Mr Stangos informed members that the absolute prohibition of any discrimination and the fundamental right of women to have equal pay, compared to the pay of men, for a job of equal value, and also the rights of women to equal opportunities and equal treatment have, for a long time, given rise to a considerable amount of case-law discussed by the European Committee of Social Rights (ECSR), the Council of Europe's monitoring body of the European Social Charter. He further explained that there are two different proceedings which can be followed in the supervision of the implementation of the Charter by member states: the first is by national reports submitted by states, and the second is the collective complaints mechanism submitted by organisations or trade unions.
61. In December 2019, following three years of proceedings, the ECSR adopted a series of decisions regarding 15 member states who have accepted the collective complaint mechanism – not all states who have ratified the charter have done so. The ECSR has handed down its decisions on the merits of the 15 complaints submitted by University Women Europe (UWE). The Committee of Ministers will examine these decisions in order to adopt recommendations addressed to each of the member states that have been found in breach of the Charter, because of their non-compliance with the principle which should be guiding their policy. The decisions of the ECSR identify criteria and standards of a general scope to guide the action carried out in each member state. They are put forward to help member states in their efforts to combat gender inequality, which is highlighted in particular with the gender pay gap and the lack of opportunities for women in employment.
62. The six general criteria/principles established by the ESCR are the duties on the part of states: (1) to recognise the right to equal pay in their legislation; (2) to ensure access for women to effective remedies before independent and impartial courts; (3) to ensure transparency, that is to allow for comparability of pay between women and men, and transparency of remuneration is a fundamental element that needs to be applied so that women can exercise their right to equal pay for an equal job; (4) to take into account the advice of equality bodies as to the policies they should adopt; (5) to promote equal opportunities between women and men with regard to equal pay; and lastly (6), to ensure fair representation of women in decision-making positions in private sector companies.

63. Among these principles, the first one, the duty to recognise the right to equal pay, was not breached by any member state; guaranteeing access to effective remedies was breached by five states; ensuring transparency on remuneration was breached by 11 states; the principle of the role of equality bodies was breached by three states; 12 states were found to be in breach of promoting equal opportunities; and five states were found to have breached the standard on the last criteria.
64. Of the 15 states concerned, only Sweden was found not to be in violation of the Charter. The other countries were found to have been in breach of five obligations under the Charter (Bulgaria), four (Greece and Croatia), three (Czech Republic, Finland, Ireland and Slovenia), two (Italy, the Netherlands and Norway) and one (France and Cyprus).
65. Mr Stangos explained that these proceedings are pending before the Committee of Ministers and that it is important for the GEC to support the decisions of the ESCR by whatever means available, so that the Committee of Ministers can adopt the recommendations for each member state according to the breaches found. Following this, the ESCR will once again look at these collective complaints to ascertain if the measures have been applied.
66. The chair thanked Mr Stangos for the summary of the proceedings and said that the GEC stands ready to support the Committee of Ministers should a request be forthcoming and looked forward to another progress report in due course.
- *The GEC took note of the exchange of views with Petros Stangos, member of the European Committee of Social Rights, about the Committee's decisions regarding equal pay, agreed to follow developments on this issue and expressed its readiness to support the Committee of Ministers in any request that may come to the GEC in this respect.*

## **VII. Co-operation with international/regional organisations**

- United Nations: CSW 2021; Beijing+25

67. The chair invited the members to share plans for events at the next CSW (15-26 March 2021) as well as activities regarding Beijing+25 and its follow-up. The representative of Sweden, Karin Bengtson, underlined that as one of the priority themes for CSW65, in 2021, is "the elimination of violence for achieving gender equality and the empowerment of all women and girls", it could be good to do something about the Istanbul Convention, if possible. She also informed members that Sweden is taking part in the Generation Equality Forum and co-leading the coalition in the area of economic justice and rights, with the aim to raise ambitions in this area.

68. The representative of Denmark, Kira Appel, informed about Denmark's participation in the Generation Equality Forum's coalition on sexual and reproductive health and rights. She also said that in the framework of the Danish Presidency of the Nordic Council of Ministers, they are co-operating with the upcoming Finnish Presidency to maintain the focus on young people that had been planned in 2020 for Beijing+25 and arrange an online event with panels to facilitate the participation of young women and men.
69. The chair confirmed that the Generation Equality Forum would take place in June 2021.
- *The GEC discussed the forthcoming meeting of the UN Commission for the Status of Women and the related events planned by the member states and took note of the plans about the Generation Equality Forum, foreseen in Paris in June 2021.*

Council of the European Union gender equality agenda:

- German Presidency (June – December 2020)
70. The representative of Germany, Stefanie Friedrich, informed the members that gender equality is one of the key priorities of the German EU Presidency, with a particular focus on women on the labour market and on violence against women. Germany also produced a [brochure](#) in the context of the Presidency, which illustrates where the country stands on gender equality.
71. Because the COVID-19 pandemic has amplified the unequal distribution of care work and paid work, and shown that women carry the bigger burden during the crisis, Germany plans to adopt Council Conclusions on the distribution of unpaid care work and paid work between women and men at the Employment, Social Policy, Health and Consumer Affairs Council (EPSCO) in December 2020. With regard to violence against women, Germany has initiated having a Europe-wide single telephone number on which the respective national helplines on violence against women can be reached.
72. Germany will hold a virtual event on the impact of the COVID-19 pandemic on gender equality in Europe, in co-operation with the European Institute for Gender Equality (EIGE), on 19 November 2020. Members and experts from the European Parliament, the Council of Europe, the German national parliament, as well as other international organisations and civil society, will be invited.
73. The Trio Declaration, by Germany Portugal and Slovenia brings together the priorities of the three EU Presidencies, with a focus on gender equality in the labour market and on gender-based violence.
- *The GEC took note of the gender equality agenda of the current German Presidency of the Council of the European Union (July – December 2020).*

- Portuguese Presidency (January – June 2021)

74. The representative of Portugal, Andreia Lourenço Marques, informed the members that the Portuguese Presidency would focus on the impact of COVID-19 in the labour market, for both women and men. EIGE is producing a research note that will be used for the EPSCO Council Conclusions. Another priority for Portugal will be violence against women and the 10th anniversary of the Istanbul Convention. Portugal is currently designing a roadmap, together with Germany, and planning several events in Portugal, as well as a conference on this subject. Once finalised, the roadmap will be presented to the Council of Europe and the European Union. Portugal will also organise a meeting of the High Level Group on Gender Mainstreaming which will take place at the end of January 2021.

- *The GEC took note of the gender equality agenda of the forthcoming Portuguese Presidency of the Council of the European Union (January – June 2021).*

### **VIII. Current and future activities at national and international level**

- Council of Europe gender equality agenda:

- Greek Presidency (May – November 2020)

75. The representative of Greece, Christina Agoritsa, said that as the Presidency coincides with the 70th anniversary of the opening for signature of the European Convention on Human Rights, Greece will host the 130th Session of the Committee of Minister in Athens to mark this anniversary. The theme will be the implementation of the Convention and the extent to which it meets the expectations of the people of Europe, particularly young people, since the Greek Presidency has a focus on young people. Because of COVID-19, the majority of their Presidency events took place online, becoming an e-Presidency.

76. Ms Agoritsa expressed her appreciation that technology had allowed the organisation of the webinar on “[Advancing Gender Equality: The role and situation for gender equality mechanisms in the context of COVID-19](#)” which took place on 21 October. She highlighted that the interventions during the seminar had shown that the COVID-19 crisis is a threat to the progress made on gender equality. The participation of the Greek President and Prime Minister shows the level of political will and commitment of Greece towards gender equality, which is very important. She thanked the Gender Equality Division for the good co-operation in the organisation of the seminar.

77. She further informed members that Greece has passed legislation on gender quotas in company boards and in management boards of sports association, and intends to pass further legislation regarding the [ILO Convention on violence and harassment in the workplace](#) and the EU’s work-life balance Directive.

78. The chair underlined that the webinar had been a very interesting and well-organised event, and the high calibre of the speakers in the opening session had set the tone for the rest of the event. The chair thanked the Greek authorities for having organised the event.
- *The GEC took note of the gender equality agenda during the Greek Presidency of the Committee of Ministers of the Council of Europe (May – November 2020), including the Seminar on “Advancing Gender Equality: The role and situation for gender equality mechanisms in the context of COVID-19” which took place on 21 October 2020, and looked forward to the report of the seminar.*
- German Presidency (November 2020 – May 2021)
79. The representative of Germany, Stefanie Friedrich, informed the members about the plans for the forthcoming Presidency of the Committee of Ministers of the Council of Europe, in which Germany wishes to strengthen the Council of Europe as an international standard setter for human rights, democracy and the rule of law. Because of the overlap of Germany’s Presidencies of both the Council of Europe and the Council of the European Union in November and December 2020, Germany aims to generate synergies with regard to the accession of the European Union to the European Convention of Human Rights and support the European Union’s ratification of the Istanbul Convention. Germany will host a conference on “Human Rights Protection in the Council of Europe and the European Union” on 9 December 2020.
80. Germany also intends to look at the effects of the COVID-19 pandemic on gender equality. A virtual event on this topic will take place on 19 November 2020, in co-operation with EIGE. Germany would be willing to organise a joint side event with the GEC at the CSW65, once the format of the meeting is known. With regard to the work on anti-discrimination, diversity and inclusion, Germany supports the work of the CDADI, including the conference “Dealing with Hate Speech from a European Perspective – Impulses for the Council of Europe”.
- *The GEC took note of the gender equality agenda during the forthcoming German Presidency of the Committee of Ministers of the Council of Europe (November 2020-May 2021).*

## **IX. Any other business**

81. Ljiljana Lončar, Vice chair of the GEC and representative of Serbia, informed the members that she would be leaving the GEC as she is about to move to a different Department, and wished success for the Commission’s future work. The chair thanked her for her active participation, on behalf of the GEC.

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

82. The chair encouraged members to send any subjects for thematic discussions to the secretariat ([gender.equality@coe.int](mailto:gender.equality@coe.int)) for decision by the Bureau at its next meeting.

**XI. Dates of forthcoming meetings**

83. The chair informed the members about the dates of forthcoming meetings and stressed that the possibility of future meetings being held in person remained to be confirmed.

- *The GEC took note of the dates and places of the next meetings: 2nd meeting of the GEC-MIG (Strasbourg), 14-15 December 2020; 3rd meeting of the GEC-MIG (Strasbourg), 4-5 March 2021; 19th meeting of the GEC (Strasbourg), 14-16 April 2021; Conference (Berlin, Germany), 11-12 May 2021.*

**XII. Adoption of the abridged report of the 18th GEC meeting (22-23 October 2020)**

- *The GEC adopted the abridged report of the 18th GEC meeting (22-23 October 2020) and agreed to submit it to the Committee of Ministers.*

## APPENDIX I

**Agenda**

- I. Opening of the meeting and adoption of the agenda**  
 - *Draft Agenda* *GEC(2020)OJ2 Rev*
- II. Election of GEC Chair and two Vice-Chairs (January – December 2021)**
- III. Council of Europe Transversal Programme on Gender Equality**
- 2. Gender Equality Strategy 2018-2023**
- h. Conference (Berlin, 11-12 May 2021)**  
 Concept Note *GEC(2020)4*
- i. Objective 1 – Prevent and combat gender stereotypes and sexism**
- Committee of Ministers Recommendation on preventing and combating sexism (CM/Rec(2019)1) – follow up/update on promotional activities
  - Exchange with Laura Albu, Vice President, European Women’s Lobby, regarding the grant for the implementation of the Project “Mobilise against Sexism!”
  - Men and boys and gender equality – the next steps  
*Information document*
- j. 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)
  - Sharing information and experiences on progress towards ratification and implementation of the Istanbul Convention

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

- Gender sensitive approaches to access to justice - update on current activities and proposals for future work

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

- Exchange of views with Jelena Drenjanin, Spokesperson on gender equality at the Congress of Local and Regional Authorities and rapporteur on "Fighting sexism against women in politics at the local and regional level"

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

- Presentation by Vera Eloi da Fonseca (Portugal), Chair of the Drafting Committee on migrant women (GEC-MIG)

*GEC-MIG(2020)Report 1*

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

- Gender mainstreaming in Council of Europe activities
- Exchange with Flora Vincent, scientist, author of "Artificial Intelligence, not without her!", and Co-Founder of the WAX Science Association (What About Xperiencing Sciences), France
- Reports from GEC members who have participated in the following intergovernmental committee meetings:
  - 2nd meeting of the Ad Hoc Committee on Artificial Intelligence (CAHAI)
  - 1st meeting of the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI)

**IV. Co-operation projects/programmes**

- General overview of ongoing co-operation projects being carried out by the Gender Equality Division



**V. Thematic discussion**

- Presentation by Ana Puy Rodriguez, Gender Equality Officer in the Ministry for Ecological Transition and Demographic Challenge, Spain, on “Climate change from a gender equality perspective”

**VI. Co-operation with other Council of Europe sectors**

- Exchange with Petros Stangos (Greece), member of the European Committee of Social Rights about the collective complaints on equal pay lodged by University Women Europe (UWE)

**VII. Co-operation with international/regional organisations**

- United Nations: CSW 2021; Beijing+25
- Council of the European Union gender equality agenda:
  - o German Presidency (June – December 2020)
  - o Portuguese Presidency (January – June 2021)

**VIII. Current and future activities at national and international level**

- Council of Europe gender equality agenda:
  - o Greek Presidency (May – November 2020)
  - o German Presidency (November 2020 – May 2021)

**IX. Other business****X. Proposals for the agenda of the next meeting, including thematic discussions****XI. Dates of forthcoming meetings (to be confirmed)**

- *2nd meeting GEC-MIG, Strasbourg, France, 14-15 December 2020*
- *3rd meeting GEC-MIG, 2021 [date and venue to be confirmed]*
- *19th GEC meeting, Strasbourg, 14-16 April 2021*
- *Conference, Berlin, Germany, 11-12 May 2021*

**XII. Adoption of the abridged report of the 18th GEC meeting (22-23 October 2020)**

**Appendix II****List of participants****Andorra**

Mireia PORRAS GARCIA  
 Social Affairs Department  
 Ministry of Social Affairs, Justice and  
 Interior

**Austria**

Valerie DORI  
 Human Rights and Humanitarian Issues  
 Department  
 Ministry of Foreign Affairs

**Azerbaijan**

Sabina MANAFOVA  
 International Relations and Protocol  
 Department

**Belgium**

Marian VANDENBOSSCHE  
 Department of Equal Opportunities,  
 Integration and Civic Integration

Barbara BRUNISSO  
 Equal Opportunities Directorate  
 Ministry of the Federation Wallonia-  
 Brussels

**Bosnia and Herzegovina**

Samra FILIPOVIĆ HADŽIABDIĆ  
 Agency for Gender Equality  
 Ministry of Human Rights and Refugees

**Croatia**

Narcisa BEĆIREVIĆ  
 Permanent Mission to the Council of  
 Europe

Martina BOSAK  
 Government Office for Gender Equality

**Cyprus**

Andri SAVVA  
 Office of Commissioner for Gender  
 Equality

**Czech Republic**

Radan ŠAFAŘÍK  
 Secretariat of the Government Council for  
 Equality of Women and Men  
 Department of equality between women  
 and men

**Denmark**

Kira APPEL  
 Department for Gender Equality  
 Ministry of Environment and Food

Jeppe HOLM NIELSEN  
 Department for Gender Equality  
 Ministry of Environment and Food

**Estonia**

Käthlin SANDER  
 Department of Equality Policies  
 Ministry of Social Affairs

**Finland**

Päivi YLI-PIETILÄ  
 Gender Equality Unit  
 Ministry of Social Affairs and Health

**France**

Alexis RINCKENBACH  
 Office of European and International  
 Affairs  
 Ministry of Solidarity and Health  
 /Ministry delegated for equality between  
 women and men

Maureen GOUVERNEUR  
 Ministry of Solidarity and Health  
 /Ministry delegated for equality between  
 women and men

**Georgia**

Lela AKIASHVILI  
 Human Rights Council of the  
 Administration of Government

Sophie JAPARIDZE  
Permanent Representation to the Council  
of Europe

**Germany**

Stefanie FRIEDRICH  
Federal Ministry for Family Affairs, Senior  
Citizens, Women and Youth

**Greece**

Christina AGORITSA  
Independent Department of European and  
International  
Co-operation  
General Secretariat for Family Policy and  
Gender Equality, Ministry of Labour and  
Social Affairs

Georgia PAPAGEORGIOU  
Independent Department of European and  
International Co-operation  
General Secretariat for Family Policy and  
Gender Equality, Ministry of Labour and  
Social Affairs

**Hungary**

Brigitta GYEBNÁR  
Ministry of Human Capacities  
Ministry of State for Family and Youth  
Affairs, Women's Policy and  
Equal Opportunities

**Iceland**

Tryggvi HALLGRÍMSSON  
Equality Directorate

**Ireland**

Deirdre NÍ NÉILL  
Gender Equality Division,  
Department of Justice and Equality

**Italy**

Stefano PIZZICANNELLA  
Office for International and General  
Affairs, Department for Equal  
Opportunities

Tiziana ZANNINI  
Department for Family Policies  
Presidency of the Council of Ministers

**Latvia**

Agnese GAILE  
Department of Social Policy Planning and  
Development  
Ministry of Welfare

**Luxembourg**

Ralph KASS  
Ministry for Equality between women and  
men

**Malta**

Annalise DESIRA  
Human Rights and Integration Directorate  
Ministry for European Affairs and  
Equality

**Republic of Moldova**

Lilia PASCALE  
Policy for ensuring equality between  
women and men  
Ministry of Health, Labour and Social  
Protection

**Monaco**

Corinne MAGAIL  
Department of external relations and  
cooperation  
Ministry of State

**Netherlands**

Basim AL ALOUSI  
Gender Equality and LGBTI Equality  
Department  
Ministry of Education, Culture and  
Science

**Norway**

Elin GROTNES  
Director for Children, Youth and Family  
Affairs

**Poland**

Lidia LEŚNIEWSKA-RÓŻYCKA  
Office of the Government Plenipotentiary  
for Equal Treatment

**Portugal**

Andreia LOURENÇO MARQUES  
Vice-Chair  
Commission for Citizenship and Gender  
Equality

**Romania**

Andreea-Angela PASCU  
Directorate for Preventing and Combating  
Domestic Violence

**Russian Federation**

Olga OPANASENKO  
Ministry of Foreign Affairs

**San Marino**

Stefano PALMUCCI  
Department of External Affairs  
Legal Affairs Directorate

**Serbia**

Ljiljana LONCAR  
Vice-Chair  
Cabinet of Deputy Prime Minister and  
Minister of Construction, Transport and  
Infrastructure

**Slovak Republic**

Marek SIMON  
Department of Equality between Women  
and Men  
and Equal Opportunities

**Slovenia**

Sara SLANA  
Equal Opportunities Department  
Ministry of Labour, Family, Social Affairs  
and Equal Opportunities

**Spain**

Ana ARRILLAGA ALDAMA  
Institute of Women and for Equal  
Opportunities  
Ministry of Health, Social services and  
Equality

**Sweden**

Karin BENGTON  
Division for Gender Equality  
Ministry of Health and Social Affairs

**Switzerland**

Thomas THENTZ  
Federal Department of the interior  
Federal Office of equality between women  
and men

**Turkey**

Onur DINÇER  
General Directorate on the Status of  
Women  
Ministry of Family, Labour and Social  
Affairs

**Ukraine**

Kateryna LEVCHENKO  
Government Commissioner for Gender  
Equality Policy

**United Kingdom**

Charles RAMSDEN  
Chair of the GEC  
EU and International Policy  
Government Equalities Office

\* \* \*

**PERMANENT OBSERVER****Holy See**

Anne-Julie KERHUEL  
Section for Relations with States  
Secretariat of State

\* \* \*

**NON-MEMBER STATES****Morocco**

Fatima BARKAN  
Ministry of Solidarity, Social Development  
and the Family

Rachid MEZIANE  
Department of Women and Children's  
Affairs  
Ministry of Justice

**Tunisia**

Anis ZAHRAZ  
Department of Woman Affairs  
Ministry of Woman, Family and Elderly  
people

**ORGANS AND COMMITTEES OF THE  
COUNCIL OF EUROPE****Congress of Local and Regional  
authorities**

Jelena DRENJANIN  
Spokesperson on Gender Equality

**Conference of International Non-  
governmental Organisations**

Anne NEGRE  
Vice-President for Gender Equality

\* \* \*

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

Marcelline NAUDI  
President

**European Committee of Social Rights**

Petros SANGOS  
Member (Greece)/

**Drafting Committee on Migrant Women  
(GEC-MIG)**

Vera ELOI DA FONSECA  
Chair

**INTERNATIONAL ORGANISATIONS****European Institute for Gender Equality  
(EIGE)**

Zivile MACIJAUŠKIENE  
Stakeholder Relations Officer

**UN Women Regional Office for Europe  
and Central Asia**

Yolande IRIARTE

**Nordic Information on Gender**

Jenny Pentler  
Project Coordinator

\* \* \*

**OTHERS****European Women's Lobby**

Laura ALBU  
Vice-President

Mae OCAMPO  
Programme Director

**Ministry for the Ecological Transition  
and the Demographic Challenge, Spain**

Ana PUY RODRIGUEZ  
Gender Equality Officer

**Wax Science Association**

Flora VINCENT  
Scientist, Author, Co-founder of the Wax  
Science Association, France

**COUNCIL OF EUROPE SECRETARIAT****DIRECTORATE GENERAL OF DEMOCRACY****Directorate of Human Dignity, Equality  
and Governance****Human Dignity and Gender Equality  
Department**

Daniele CANGEMI  
Head of Department

E-mail: [nicola-daniel.cangemi@coe.int](mailto:nicola-daniel.cangemi@coe.int)

Valeria REVA  
Administrative Assistant

### **Gender Equality Division**

Caterina BOLOGNESE  
Head of Division

Carolina LASÉN DIAZ  
Secretary to the GEC  
E-mail: [carolina.lasen-diaz@coe.int](mailto:carolina.lasen-diaz@coe.int)

Cécile GRÉBOVAL  
Programme Manager, Gender  
Mainstreaming  
E-mail: [cecile.greboval@coe.int](mailto:cecile.greboval@coe.int)

Adrienne LOOBY  
Co-Secretary to the GEC  
E-mail: [adrienne.looby@coe.int](mailto:adrienne.looby@coe.int)

Evrydiki TSELIYOU  
Administrative assistant  
E-mail: [evrydiki.tseliou@coe.int](mailto:evrydiki.tseliou@coe.int)

### **Capacity-building and co-operation projects**

Marta BECERRA  
Head of Unit  
E-mail: [marta.becerra@coe.int](mailto:marta.becerra@coe.int)

Sara HAAPALAINEN  
Policy Advisor  
E-mail: [sara.haapalainen@coe.int](mailto:sara.haapalainen@coe.int)

Anca SANDESCU  
Project Manager  
E-mail: [anca.sandescu@coe.int](mailto:anca.sandescu@coe.int)

Parvana BAYRAMOVA  
Senior Project Officer  
Baku  
E-mail: [parvana.bayramova@coe.int](mailto:parvana.bayramova@coe.int)

Eva GONZALEZ DE LA ARADA  
Trainee

**North South Centre**  
Rocio CERVERA  
Deputy Executive Director

\* \* \*

**Interpreting, Travel, Events and  
Multimedia (ITEM)**  
Renaud MOREUILLE

**Interpreters**  
Barbara GRUT  
Julia TANNER