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**GENDER EQUALITY COMMISSION
(GEC)**

**2020 Annual Report on the
Implementation of the Gender Equality Strategy 2018-2023**

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Highlights

1. 2020 was the third year of implementation of the Council of Europe Gender Equality Strategy for 2018-2023 (the Strategy), which was adopted by the Committee of Ministers in March 2018 and has already reached its mid-point. The Strategy signals the Council of Europe's continued commitment to this issue, and the important role the Organisation plays in advancing equality between women and men. The Strategy included a new objective related to the protection of the rights of migrant, refugee and asylum-seeking women and girls. The process to start preparing a draft Recommendation on migrant women and girls, through a drafting committee subordinate to the Gender Equality Commission, was launched in 2020, with a view to submitting a complete text to the Committee of Ministers by the end of 2021.
2. The year 2020 was significantly marked by the global COVID-19 pandemic and its consequences, affecting much of the work planned and the resources available to improve gender equality in the Council of Europe member States. The COVID-19 health crisis had a regressive effect on gender equality, with the pandemic threatening to roll back women's and girls' fundamental human rights, and shedding light on the difficulties that many women face in seeking support and protection from domestic violence, rape and other forms of violence against women, including in their online and digital dimensions.
3. Despite the difficulties in 2020, gender equality remained an area of interest for the Greek Presidency of the Committee of Ministers, which co-hosted a high-level online seminar on "*Advancing Gender Equality: The Role and Situation of Gender Equality Mechanisms in the Context of COVID-19*". The German Presidency, which started in November 2020, has also planned a number of events in the field of gender equality.
4. The Council of Europe provided a grant to the European Women's Lobby to promote the Committee of Ministers Recommendation CM/Rec(2019)1 on preventing and combating sexism through national level activities in different fields (education, public sector, sports, justice sector, media and the private sphere) in nine European countries – including several policy and legal initiatives.
5. The information made available by member States on the implementation of the Strategy shows that the number and intensity of national initiatives remains high. Several governments treat gender equality and violence against women as governmental priorities, linked to the implementation of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul Convention). Increased efforts will be needed at the national and the international level in respect of the protection of the rights of migrant, refugee and asylum-seeking women and girls, which is an important issue for a number of countries. The same can be said for gender mainstreaming, especially since the co-ordination of national policies to effectively implement a gender-sensitive approach in the broadest range of national policies remains a particular challenge. The present report underlines the main areas and types of measures taken by member States in 2020, implementing the six strategic objectives, which can be of interest and inspiration to others.
6. Gender mainstreaming continues to be a powerful transformative force within the Council of Europe, even during the pandemic and with the related limitations that new working methods imposed. Gender mainstreaming requires a fundamental change in mindsets and it implies embracing an institutional culture with procedures that take on board a gender equality perspective in policy content, but also in communication, as well as internal and external processes. Such a change can only be sustained with commitment at all levels, as well as with the necessary resources, training and ownership by all.
7. Targeted bilateral and regional co-operation projects are in place with member States (Armenia, Azerbaijan, Bosnia and Herzegovina, Georgia, Latvia, Republic of Moldova, Russian Federation, Turkey and Ukraine), as well as in Belarus, Kosovo* and the Southern Mediterranean region.
8. As in previous years, the Council of Europe further developed and strengthened strategic partnerships with other regional and international organisations, and with civil society. However, due to the COVID-19 pandemic, key international meetings and events (such as the UN Commission on the Status of Women, the Beijing+25 review, and Generation Equality Forum) were either cancelled or postponed.

* 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.

Introduction

1. The Council of Europe launched its Transversal Programme on Gender Equality in 2012, with the aim of increasing the impact and visibility of gender equality standards and of supporting their implementation in member States and within the Organisation itself. Within this framework, the first Council of Europe Strategy on Gender Equality 2014-2017 was adopted by the Committee of Ministers in November 2013. Building on the strength and successes of this first strategy and taking into account new challenges, the second strategy covering the period 2018-2023 was adopted by the Committee of Ministers in March 2018. The current Strategy places a greater emphasis on the impact of socio-economic issues on women's empowerment and on the role of men and boys for the realisation of gender equality. A new objective was added to the Strategy, which now sets **six strategic objectives (SOs)**:

- SO1: Prevent and combat gender stereotypes and sexism;
- SO2: Prevent and combat violence against women and domestic violence;
- SO3: Ensure the equal access of women to justice;
- SO4: Achieve a balanced participation of women and men in political and public decision-making;
- SO5: Protect the rights of migrant, refugee and asylum-seeking women and girls (**new**);
- SO6: Achieve gender mainstreaming in all policies and measures.

2. The Strategy is grounded on the belief that a strong commitment to **effective equality** (not just as proclaimed in fundamental principles and legal acts) between women and men at all levels and in all areas will benefit society as a whole, as well as future generations. This is fully in line with the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979), the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women in 1995, and the 2030 Global Agenda for Sustainable Development, adopted in September 2015. The Strategy demonstrates the Organisation's commitment to continue to provide leadership – through legal standards and policy guidance – for regional and global efforts to implement the Beijing Declaration and Sustainable Development Goal (SDG) 5 to “achieve gender equality and empower all women and girls”, as well as SDG 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”).

3. The Strategy therefore establishes commitments towards the empowerment of all women, a change in both women's and men's roles – including equal sharing of household and care responsibilities – ending violence against women and domestic violence, and the elimination of sexism and gender stereotypes.

4. Through the Strategy, gender equality intends to remain as a priority area for successive Presidencies of the Committee of Ministers - and member States are engaged - in the implementation of the above strategic objectives. Moreover, these strategic objectives apply to the Council of Europe's action as a whole and therefore to all activities conducted under its auspices. The Strategy thus follows the so-called dual-track approach: a) **specific policies and actions**, including positive action when appropriate, in critical areas for the advancement of women for the realisation of *de facto* gender equality, and b) **gender mainstreaming** in all policies and programmes, that is, the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels/stages, by the actors normally involved in making policy.

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

6. In 2020, the Council of Europe's Directorate of Internal Oversight (DIO) published a report on “Evaluation of Strategy Development and Reporting in the Council of Europe” for which 16 strategic documents of the Organisation were evaluated. The Gender Equality Strategy 2018-2023 was assessed to be among those of ‘best practice’ standard, due to its “*solid policy grounding, clear linkage with relevant strategies and relatively detailed indications of how the strategy or action plan will be implemented*”.

I. Overall Progress and Implementation

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

I.1. Development of activities, promotion, tools and co-operation programmes, monitoring/evaluation of standards to identify gaps and obstacles

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

9. One of the highlights of 2020 was the launch of the preparation of a new Committee of Ministers Recommendation on migrant women and girls, with the setting up of a dedicated drafting committee (GEC-MIG) under the auspices of the GEC, which oversees its work.

10. Due to the COVID-19 pandemic, the GEC's annual conference became an online event, jointly organised with the Greek Presidency of the Committee of Ministers. The high-level seminar, entitled "Advancing Gender Equality: The Role and Situation of Gender Equality Mechanisms in the Context of COVID-19", took place on 21 October 2020. The seminar provided a high-level forum for participants to discuss the impact of COVID-19 on gender equality and women's rights. The seminar report, including conclusions and recommendations, is available on the gender equality website.¹ In addition, a dedicated webpage was created to disseminate information submitted by member states on national measures taken to respond to the COVID-19 crisis.²

11. Particular efforts were deployed in parallel for the promotion of the 2019 Recommendation on preventing and combating sexism, including a number of actions that continue into 2021:

- Member States have been invited to promote and support the dissemination of the 2019 recommendation, including by ensuring its translation in national language(s) in order to facilitate its implementation by the many sectors concerned by this cross-cutting issue. Translations in more than 25 languages (in addition to the English and French official versions) have already been completed and are available in the Council of Europe website.
- The dedicated action page entitled "Sexism: See it. Name it. Stop it!", launched in 2019 and including a video clip on sexism,³ with key messages to present the importance of addressing it as one of the root causes of persisting inequalities and violence against women. Further translations were carried out in 2020, reaching a total of more than 20 language versions of the action page and dubbing/subtitling of the clip in national languages.
- The quiz on sexism, which was launched at the end of 2019, has also been translated into over 20 national languages.
- The call for proposals for an NGO grant to promote the fight against sexism, launched in 2019, was realised in 2020. The European Women's Lobby was selected to carry out a project with activities to promote the implementation of the 2019 Recommendation on preventing and combating sexism, in nine member States⁴ – each of them selecting the specific sectors to focus on.

¹ For further information, see [Advancing Gender Equality: The role and situation for gender equality mechanisms in the context of COVID-19 \(coe.int\)](#)

² See at [Women's rights and the COVID-19 pandemic \(coe.int\)](#).

³ For the webpage, see <https://www.coe.int/en/web/human-rights-channel/stop-sexism>; for the video clip, see also <https://vimeo.com/356636533>

⁴ Belgium, Bulgaria, Croatia, Hungary, Ireland, the Netherlands, Portugal, Romania, and Spain.

12. The Council of Europe **website on gender equality**⁵ through its regular updating and the publication of news items, continued to serve as a useful means to give visibility and to disseminate information about activities, developments and tools on gender equality in the member States and among the relevant structures, stakeholders, practitioners, partner organisations, NGOs, and others interested in the implementation of European standards in this field. The periodic newsletter on gender equality disseminated by e-mail drew further attention to the news published and to relevant Council of Europe developments.

13. **Dedicated co-operation projects on gender equality issues** are implemented through the Capacity Building and Co-operation Projects Unit established in January 2018 within the Gender Equality Division. The Strategy provides specifically for the provision of support to member States under the various SOs, especially SO2: Prevent and Combat Violence against women and domestic violence; SO3: Ensure the equal access of women to justice; SO4: Achieve balanced participation of women and men in political and public decision-making; and SO5: Protect the rights of migrant, refugee and asylum-seeking women and girls.

14. In 2020, co-operation projects have involved the following Council of Europe member countries: Armenia, Azerbaijan, Georgia, Latvia, Republic of Moldova, the Russian Federation, Turkey and Ukraine; as well as Belarus and Kosovo*, and the South Mediterranean Region. Each project has different purposes and working methods. Through most projects, this work has continued to provide national authorities with tools and expertise to implement gender equality standards, the principles of the Istanbul Convention and, where appropriate, the recommendations issued by GREVIO. In spite of the challenges posed by COVID 19 restrictions in the delivery of projects' outputs, the teams managed to adapt and utilise online and hybrid implementation methods to continue their work.

15. In 2020, the Council of Europe continued to provide strategic advice on violence against women and domestic violence in the context of the EEA/Norway Grants (2014-2021) national programmes in Bulgaria, Lithuania, Romania and the Slovak Republic. It also participated in the SYNERGY Network against Gender Based and Domestic Violence. In the context of the second phase of the Partnership for Good Governance financing facility (PGG II), the regional action on Women's Access to Justice in the Eastern Partnership countries continued to strengthen the competencies of legal professionals as regards Council of Europe standards on access to justice for women, including victims of violence against women and domestic violence. The year 2020 also saw the launch of a PGG II action in Azerbaijan focusing on raising awareness of the Istanbul Convention and other gender equality standards.

16. In 2020, many co-operation activities continued to focus to a large extent on implementation support concerning the Istanbul Convention, as it remains a high priority for many member States of the Council of Europe and beyond. Many of the member States which have not ratified (or signed) as yet the Convention are currently involved as beneficiaries in co-operation projects, including through *ad hoc* events. These projects are based on the fact that violence against women is not an individual phenomenon but one of the most serious and prevalent human rights violations, a form of discrimination against women and an obstacle to achieving gender equality. Grounded in the principles of the 2011 Istanbul Convention, these projects promote a comprehensive rights-based approach to end violence against women in accordance with the four pillars (the four "Ps") enshrined in the Istanbul Convention: **p**revention of violence, **p**rotection of victims, **p**rosecution of perpetrators and comprehensive **p**olicies.

17. A comprehensive methodology for NGOs campaigning on the Istanbul Convention was developed in co-operation with the European NGO WAVE Network and with UN women, which will be piloted in several countries in 2021. The HELP course on violence against women and domestic violence is now available in 15 languages. The HELP course on Women's Access to Justice is available in four languages and will be made available in four additional languages in early 2021.

18. The following co-operation projects were launched in 2020:

- The project "Ending violence against women: multi-country programme" started on 1 January 2020, for the 2020-2021 biennium, to provide focused, flexible and responsive support to beneficiary countries, upon request, in the area of preventing and combating violence against women, in line with the principles of the Istanbul Convention. The programme increasingly allows the Council of Europe to respond to emerging issues (i.e. the backlash against women's rights) adding to the Organisation's capacity to deliver targeted support to member States.

⁵ <https://www.coe.int/en/web/genderequality>

- The project “Promoting an Integrated Approach to End Violence against Women and Enhancing Gender Equality in Georgia” was launched on 1 January 2020 for a period of three years. It builds upon the results of previous projects and aims at strengthening national policy and the institutional framework and capacities of public officials for the effective application of European standards, notably the Istanbul Convention and other gender equality standards, and at raising awareness to achieve gender equality.
- The project “Awareness-raising activities on the Istanbul Convention in the Republic of Moldova” ran from January to November 2020 and was then extended to June 2021. Project activities contribute to paving the way towards the ratification of the Istanbul Convention by the Republic of Moldova. The focus was placed on the development of tools for the Moldovan authorities, aimed at explaining the Istanbul Convention, as well as good practices in its implementation and actions undertaken by other member States in order to ratify it.
- The Partnership for Good Governance II action “Raising awareness of the Istanbul Convention and other gender equality standards in Azerbaijan” was launched in July 2020 and will run until December 2021. The project seeks to provide support to the Azerbaijani authorities in their path towards the signature and ratification of the Istanbul Convention. It will assist in raising awareness on violence against women and domestic violence, building the capacity of government officials in preventing and combating these types of violence, and bringing national legislation and policy frameworks in line with international standards, especially the Istanbul Convention.

19. **References to Council of Europe standards** – expertise and sharing of good practices with member and non-member States and other regional and international organisations increases the visibility of Council of Europe standards among its strategic partners. References continue to be made regularly to the Strategy, the Istanbul Convention and other Council of Europe standards and tools in the field of gender equality, such as the 2019 Recommendation on preventing and combating sexism, in United Nations (UN) and European Union (EU) documents. In 2020, for instance:

- Two of the three opinions adopted in 2020 by the European Commission’s Advisory Committee on Equal Opportunities for Women and Men refer to Council of Europe standards and tools: the Advisory Opinion on “Intersectionality in gender equality laws, policies and practices”, adopted in January 2020, referred to the Committee of Ministers’ Recommendation, Rec(2019)1 on preventing and combating sexism as an instrument providing “an example of applying an intersectional approach”; the Advisory Opinion on “Combating online violence against women”, adopted in April 2020, refers to the definition of violence against women in the Istanbul Convention and calls on the EU to finalise its accession to this convention.
- The Platform of Independent Expert Mechanisms on Discrimination and Violence against Women (Platform EDVAW), of which the Council of Europe Group of Experts on Action against Violence Against Women and Domestic Violence (GREVIO) is a member, issued two joint statements in 2020, both including references to the Istanbul Convention: one published in February, calling for renewed efforts to address the root causes of gender-based violence against women and girls before, during, and after conflict; and another one issued in July to call upon all States and relevant stakeholders worldwide to take urgent steps to combat the global pandemic of gender-based violence against women, with a particular focus on domestic violence.
- In March 2020, the EU’s Institute for Gender Equality (EIGE) published the report “*Beijing + 25: the fifth review of the implementation of the Beijing Platform for Action in the EU Member States*”, which includes numerous references to Council of Europe standards and tools, such as the Gender Equality Strategy 2018-2023, the Istanbul Convention, the 2019 Recommendation on preventing and combating sexism, the analytical report on the implementation of the 2003 Recommendation on the balanced participation of women and men in political and public decision-making, and GREVIO evaluation reports, among others. In November 2020, EIGE issued two publications also with references to Council of Europe’s work on gender equality: (i) a Handbook for the EU institutions and agencies on “*Sexism at work: how can we stop it?*”, which referred to the Council of Europe 2019 Recommendation on preventing and combating sexism; and (ii) a report on “*Intimate partner violence and witness intervention: what are the deciding factors?*”, with references to the Istanbul Convention and GREVIO reports.

- In October 2020, the European Commission published its annual "Enlargement Package" (a set of documents explaining its policy on EU enlargement and including a Communication on enlargement setting out the way forward and taking stock of the situation in the candidate countries and potential candidates), where the Istanbul Convention was the second most cited Council of Europe Convention, with references to it in nearly all country reports.
- EU Council Conclusions on the EU Action Plan on Human Rights and Democracy 2020-2024, as well as the EU's Gender Action Plan (GAP) III for gender equality and women's empowerment in EU external action (2021-2025), both adopted in November 2020, referred to the Istanbul Convention and the need to partner with the Council of Europe to ensure universal respect for the obligations to prevent and address violence against women and girls arising from international instruments, including the Istanbul Convention.

I.2. Ensuring ownership by the member States of the Strategy and related processes and activities

20. As in previous years, **high-level events were organised in 2020 by the gender equality sector or other parts of the Organisation**, allowing for useful exchanges and discussions on gender equality-related issues; these are mentioned in other parts of this report concerning the GEC's own activities and those in co-operation with partners, and other Council of Europe initiatives – see paragraphs 10 and 66. in particular, and Appendix 3 for an overview of activities carried by different sectors of the Organisation. The planning and design of co-operation projects also regularly involve meetings with senior policy makers in addition to the various bodies directly concerned by the projects (ministries, training institutions for the police and justice system, gender equality bodies, NGOs, etc.), see paragraphs 14-18.

21. **Practical tools and publications, visibility and promotion materials on the Council of Europe standards and their implementation** were prepared and widely disseminated throughout member States and other stakeholders during national, regional or global events. Such publications are in high demand from member States and internal/external partners and are considered to be very useful tools to monitor progress and compliance with benchmarks and standards in the area of gender equality. A full list of the 2020 publications are included in Appendix 2 to this report.

22. The regular updating of **the gender equality website, as well as the increasing number of translations of Council of Europe standards**, have contributed to raising the visibility of both standards and activities among member States, experts and the general public. As indicated earlier, particular efforts were made in 2020 to promote the Recommendation CM/Rec(2019)1 on preventing and combating sexism (which is now available in more than 25 languages) and the co-operation projects run by the Gender Equality Division have a strong focus on the promotion and implementation of the Istanbul Convention.

Contribution of the member States to the implementation of the gender equality strategy

23. The GEC compiles every year a list of national activities and measures towards the achievement of the six objectives of the Council of Europe Gender Equality Strategy 2018-2023 (see Appendix 1). This body of work developed at the level of member States also feeds into and contributes towards the achievement of the United Nations Sustainable Development Goals (SDGs). For this 2020 report, 39 countries replied to a questionnaire aimed at assisting in the reporting of national developments in relation to the different strategic objectives and other relevant aspects.

24. Activities to promote gender equality carried out by member States in 2020 are often explicitly related to Council of Europe's standards and tools, or reflect these:

- **Concerning in particular the implementation of, or alignment with, provisions of the Istanbul Convention, legislative and policy measures, including in relation to the COVID-19 pandemic, were reported in particular by:** Andorra, Austria, Azerbaijan, Belgium, Bosnia and Herzegovina, Croatia, Cyprus, Denmark, Estonia, Finland, France, Georgia, Germany, Greece, Iceland, Ireland, Italy, Latvia, Lithuania, Malta, Republic of Moldova, Monaco, Montenegro, Netherlands, North Macedonia, Norway, Romania, Serbia, Slovenia, Spain, Sweden, Switzerland, Turkey and Ukraine.

- **Many reported developments and activities, without being connected explicitly to the implementation of specific Council of Europe standards and policies, nonetheless mirror - or are related to - these**, for instance when it comes to combating gender stereotypes and sexism, combating domestic and intimate partner violence affecting women, combating trafficking in human beings and protecting victims, quotas for women in political decision-making, awareness-raising initiatives on gender equality issues, addressing persisting gender inequalities in the labour market, including employment conditions and the unequal sharing of care and household work, among others.

25. The following sections provide an overview of the main types of activities reported under each objective, noting that only the 2020 activities have been considered, and therefore it should not be implied that the countries not mentioned lack such measures. The comprehensive compendium of responses (included in Appendix 1) provides the full details submitted by member States, which may be useful as a source of both information and inspiration for other countries.

- **SO1: prevent and combat gender stereotypes and sexism**

26. The vast majority of member States have reported activities aimed at preventing and combating gender stereotypes and sexism, including surveys, research, training, awareness-raising tools and campaigns, legislative and policy initiatives, among others. Some member States have taken specific measures in relation to the COVID-19 pandemic as regards gender stereotypes and sexism, including in the education and labour market sectors, as well as in decision-making. Others have also reported activities carried out to improve gender equality among women subject to intersectional discrimination, including Roma women, migrant women, women with disabilities and LGBTI women.

27. Here are some of main topics addressed by member States under this objective:

- **Promotion of the Council of Europe Recommendation CM/Rec(2019)1 on preventing and combating sexism, and related tools** (Bosnia and Herzegovina, Croatia, Malta, Romania, Slovak Republic, Spain).
- **Awareness-raising initiatives in schools and/or higher education regarding gender stereotypes** (Andorra, Belgium, Cyprus, Germany, Italy, Monaco, Montenegro, Norway, Romania, Sweden, Turkey).
- **Activities to promote more women and girls in science, technology, engineering, and mathematics (STEM) and ICT sectors:** (Belgium, Estonia, Malta, Serbia, Spain, Turkey).
- **Legislative changes and/or campaigns addressing sexist hate speech** (Armenia, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Denmark, France, Georgia, Ireland, Malta, Republic of Moldova, Switzerland).
- **Legal and/or policy measures against sexual harassment: in the workplace** (Bosnia and Herzegovina, Denmark, Germany, Iceland, Norway, North Macedonia, Romania, Slovak Republic); **in the public sector** (Bosnia and Herzegovina, Cyprus, France, Georgia, Iceland); and **in higher education** (Estonia, Iceland, Republic of Moldova, Slovak Republic).
- **Initiatives to increase the role of men and fathers in care work and gender equality, including paternal and/or parental leave** (Denmark, Estonia, Ireland, Latvia, Lithuania, Netherlands, Romania, Slovenia, Switzerland, Ukraine).
- **Actions to address sexism and promote gender equality in and through the media** (Andorra, Azerbaijan, Belgium, Croatia, Finland, France, Germany, Georgia, Greece, North Macedonia, Spain, Turkey, Ukraine).

➤ **SO2: Prevent and combat violence against women and domestic violence**

28. As reported in paragraph 24 above, most member States have carried out legislative and policy measures to implement the Istanbul Convention, including GREVIO's recommendations,⁶ at the national level. In addition, urgent and emergency measures to address the impact of COVID-19 pandemic on women victims of violence and domestic violence have also been reported by most countries.

29. Some of the key measures taken by member States under this objective are listed below:

- **Measures and campaigns to raise awareness about violence against women and domestic violence** (Armenia, Austria, Croatia, France, Germany, Greece, Hungary, Ireland, Lithuania, Luxembourg, Malta, Republic of Moldova, Monaco, Montenegro, Netherlands, North Macedonia, Norway, Romania, Serbia, Slovak Republic, Slovenia, Spain, Switzerland, Turkey, Ukraine).
- **Other measures to prevent violence against women and domestic violence** (Andorra, Azerbaijan, Germany, Iceland, Italy, Latvia, Luxembourg, Republic of Moldova, Slovak Republic, Slovenia, Switzerland, Ukraine).
- **Training of relevant professionals** (Andorra, Armenia, Bulgaria, Cyprus, Estonia, Malta, Montenegro, Romania, Spain, Turkey, Ukraine).
- **Research initiatives, including surveys and data collection initiatives** (Armenia, Belgium, Bosnia and Herzegovina, Finland, Germany, Greece, Italy, Luxembourg, Malta, Republic of Moldova, Montenegro, Norway, Romania, Serbia, Spain, Turkey).
- **Measures to improve the police and judicial response to violence against women and domestic violence** (Armenia, Bulgaria, Croatia, France, Italy, Malta, Serbia, Slovenia, Turkey).
- **Measures on specific forms of violence against women, such as sexual violence** (Andorra, Austria, Belgium, Bosnia and Herzegovina, Croatia, Denmark, Finland, Iceland, Ireland, Italy, Republic of Moldova, Monaco, Netherlands, Romania, Slovak Republic, Spain, Ukraine); **forced marriage** (Belgium, Finland, Slovenia, Sweden); **female genital mutilation** (Austria, Belgium, Sweden); and **cyberviolence** (Austria, Belgium, Denmark, Slovenia).
- **Funding of NGOs to address violence against women and domestic violence** (Austria, Belgium, Bosnia and Herzegovina, Georgia, Lithuania, Sweden, Switzerland, Ukraine).
- **Measures targeting men as perpetrators of violence** (France, Latvia, Luxembourg, Republic of Moldova); and **to prevent men's violence against women** (Estonia, Netherlands).
- **Measures to prevent and combat trafficking in human beings as a form of violence against women** (Azerbaijan, Bulgaria, Estonia, Finland, Germany, Ireland, Italy, Latvia, Norway, Romania, Spain, Ukraine).

➤ **SO3: Ensure the equal access of women to justice**

30. This is the theme on which fewer countries have reported activities and developments (27 out of 39). The reports of some member States indicate a certain misunderstanding about this issue, linking gender neutral laws and procedures with no inequality in women's access to justice. The ongoing work on this issue by the Council of Europe, which started under the previous strategy for 2014-2017, is based on research linking women's unequal access to justice to structural and other barriers, as well as to the impact of gender stereotypes and sexism in the justice system.

⁶ In 2020, GREVIO carried out five evaluation visits and published seven country reports (Andorra, Belgium, Italy, Malta, the Netherlands, Serbia and Spain), bringing the total number of country reports to 17. They can be accessed [here](#).

31. The main issues on which member States have reported activities under this objective in 2020 include the following:

- **Protection and assistance for victims of crime, including women** (Austria, Finland, Georgia, Ireland, Norway, Slovak Republic, Turkey).
 - **Measures to facilitate access to justice for women victims of violence, including during the COVID-19 pandemic and related lockdowns** (Austria, France, Georgia, Germany, Iceland, Italy, Malta, Norway, Serbia, Spain, Switzerland, Turkey).
 - **Training of legal professionals (judges, prosecutors) on gender discrimination issues and/or violence against women** (Armenia, Azerbaijan, Bosnia and Herzegovina, Bulgaria, France, Germany, Italy, Romania, Spain, Turkey, Ukraine).
 - **Research and evaluation of legislation and data on gender-based discrimination, gender-based violence or equal opportunities** (Belgium, Bosnia and Herzegovina, Croatia, Italy, Malta).
 - **Legal assistance and/or free legal aid that (some) women can benefit from** (Azerbaijan, Bulgaria, Cyprus, Croatia, Georgia, Lithuania, Malta, Monaco, Montenegro, Norway, Slovak Republic, Spain, Turkey, Ukraine).
- **SO4: Achieve balanced participation of women and men in political and public decision-making**

32. Member States have reported the following activities and developments aimed at improving the participation of women in political decision-making, as well as in the public and private sectors more widely:

- **Measures to increase the number of women in local government** (Armenia, Azerbaijan, Bosnia and Herzegovina, France, Georgia, Iceland, Ireland, Italy, Republic of Moldova, Serbia, Ukraine).
- **Legislative and policy measures, including quotas, to promote women in political decision-making** (Bosnia and Herzegovina, Denmark, Estonia, Finland, Georgia, Germany, Iceland, Italy, Malta, Serbia, Ukraine).
- **Research and data on the participation of women in political and public life** (Austria, Bosnia and Herzegovina, Bulgaria, Croatia, Denmark, Finland, Iceland, Netherlands, North Macedonia, Romania, Slovak Republic, Sweden, Switzerland).
- **Measures to promote women in the public and private sectors, including at decision-making level** (Belgium, France, Greece, Iceland, Ireland, Italy, Malta, the Netherlands, Romania, Serbia, Slovenia, Spain, Ukraine).
- **Measures to reconcile work and family/private life, affecting political and public decision-makers** (Bosnia and Herzegovina, Bulgaria, Malta, Romania).
- **Training to promote and support women in political and public decision-making** (Armenia, Azerbaijan, Finland, Germany, Republic of Moldova, Netherlands, Romania, Ukraine) and **mentoring schemes for women** (Austria, Netherlands, North Macedonia).
- **Specific measures addressed to political parties** (Bosnia and Herzegovina, Germany, Italy, Netherlands).
- **Measures to improve the number of women in boards of state-owned and/or private companies** (Austria, Italy, Finland, Greece, Netherlands, Switzerland).

➤ **SO5: Protect the rights of migrant, refugee and asylum-seeking women and girls**

33. In addition to the specific measures taken by some member States as regards the impacts of the COVID-19 pandemic in their migration and asylum policies, the following main activities have been reported for 2020 under this objective:

- **Gender-sensitive laws and procedures on asylum** (Austria, Bosnia and Herzegovina, Bulgaria, Croatia, Georgia, Germany, Ireland, Italy, Lithuania, Malta, Republic of Moldova, North Macedonia, Serbia).
- **Integration measures for migrant, refugee and/or asylum-seeking women and girls, including access to education, training, the labour market, etc.** (Austria, Belgium, Croatia, Cyprus, Estonia, Finland, Lithuania, Malta, Serbia).
- **Measures related to the identification, referral and protection of migrant women and girls as victims of trafficking in human beings** (Austria, Bosnia and Herzegovina, Bulgaria, Croatia, Germany, Italy, Lithuania, Malta, Serbia, Spain, Ukraine).
- **Measures addressing violence against migrant, refugee and asylum-seeking women and girls** (Bosnia and Herzegovina, Bulgaria, Croatia, Estonia, Finland, France, Germany, Greece, Italy, Malta, North Macedonia, Serbia, Slovenia, Spain, Turkey).
- **Research on a diversity of topics related to migrant, refugee and/or asylum-seeking women, such as violence against women, human trafficking, employment levels, good practices, etc.** (Bosnia and Herzegovina, Bulgaria, France, Greece, Italy, Lithuania, Malta).
- **Services and assistance to migrant, refugee and/or asylum-seeking women and girls provided by NGOs** (Bosnia and Herzegovina, Bulgaria, Finland, Germany, Greece, Lithuania, Netherlands, Serbia).
- **Training of relevant staff working with migrant, refugee and asylum-seeking women and girls** (Bulgaria, Croatia, Estonia, Finland, Germany, Greece, Italy, Serbia).

➤ **SO6: Achieve gender mainstreaming in all policies and measures**

34. The main activities and developments on gender mainstreaming reported by member States are as follows:

- **Measures to implement gender-sensitive budgeting** (Armenia, Austria, Belgium, Bosnia and Herzegovina, Iceland, Ireland, Italy, North Macedonia, Romania, Serbia, Sweden, Turkey, Ukraine).
- **Tools for gender mainstreaming, including “gender equality test”, “gender impact assessment”, “checklists” and other materials** (Austria, Finland, Georgia, Germany, Iceland, Malta, Netherlands, Serbia, Slovak Republic, Ukraine).
- **Co-ordinating body for gender mainstreaming in public policies** (Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Romania, Sweden, Ukraine).
- **Research and data collection on gender mainstreaming** (Austria, Belgium, Estonia, Greece, Iceland, Malta, Slovak Republic, Ukraine).
- **Training on gender mainstreaming for civil servants** (Armenia, Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Finland, Georgia, Iceland, Malta, Romania, Serbia, Spain, Ukraine).

- **Measures to integrate a gender equality perspective in sectoral policies, such as public administration** (Austria); **education** (Belgium, Iceland); **migration policy, defence, parliamentary work** (Bosnia and Herzegovina); **social benefits, STEM and ICT education, employment** (Croatia); **education projects** (Estonia); **local government** (Georgia, Greece, Iceland); **agriculture** (Georgia); **environmental policy, care policy** (Germany); **pension policy** (Greece, Slovenia); **employment** (Hungary, Italy); **career guidance** (Malta); **entrepreneurship policy, security and defence** (Republic of Moldova); **police recruitment** (North Macedonia); **migration, public budgeting** (Romania); **workplace policy** (Slovak Republic); **climate change, law enforcement** (Spain); **higher education and academia** (Sweden); **employment and entrepreneur policies** (Turkey); **employment, social policy** (Ukraine); **tax system** (Hungary); **health** (Ireland).

➤ **Challenges regarding the design and implementation of gender equality policies at the national level**

35. **Member States have reported a number of key challenges and difficulties to efficiently design and apply gender equality-related policies**, starting with the challenges and issues faced in the context of **COVID-19 pandemic** and the fact that all areas of economic and social activity have been affected and will continue to bear the impact in the months and years to come. Impacts range from the increase in domestic violence to greater economic stress in households in times of crisis, and the heavy toll of the health and economic crisis on women's employment and income as well as on their bigger share of unpaid work across our member States. One lesson learned put forward is the need to develop a rapid response system for the protection of women in times of crisis, including the need for sufficient and sustainable funding for support services for women victims of violence.

36. Reports on challenges stress that **barriers to substantive gender equality** still exist and that changing social and cultural patterns is a long-term process. These challenges are of a diverse nature, from the discontinuation of a specific national programme for equal opportunities for women and men (instead, gender equality will be planned as a horizontal principle in the programmes of all ministries); to the difficulty of achieving cultural change and change in attitudes regarding gender equality; inadequate resources (at the human, technical and financial levels); difficulties related to understanding and implementing gender mainstreaming in various sectors; the limited availability of statistical data and research on which to base effective gender equality policies.

37. Even in countries with a wide social and political consensus on the importance of gender equality, the challenge to keep this issue high on the public and private sector agendas remains. Member States underline that progress in this field cannot be achieved without **inter-institutional co-operation and co-ordination and the involvement of the private sector and civil society**. Other countries report the risks faced as certain **national gender equality mechanisms** are given additional tasks to address other inequalities, such as the rights of minorities or LGBTIQ+ persons, with no additional resources. National bodies that promote gender equality and protect women's rights need the right powers and budgets to be able to fulfil their important role, more so in these times of crisis.

38. **Across the European region, "anti-gender" movements remain a challenge to overcome for policy makers and civil society organisations working to promote gender equality. In a number of countries, mindsets and attitudes remain a major barrier to the advancement of women's rights and more equality between women and men in all aspects of life.** These movements try to return societies to a past of gender-segregated roles for women and men in the public and private sphere. We are also witnessing how the terminology of gender-equality policies, which had long been agreed and accepted, becomes an important obstacle to adopting further policy and legal instruments at the regional and global levels. The continuous misinterpretation and spreading of false information in relation to the Istanbul Convention has severely affected the pace of ratification of this important legal instrument. The convention addresses the causes and impacts of violence against women and domestic violence - an objective which at the time of the signature of the convention in 2011, was universal and uncontroversial. The Council of Europe and its partners are trying to address these negative narratives and strong opposition to the Istanbul Convention by highlighting the positive impact of this legal instrument on women's lives and rights.

I.3. Transversal and close co-operation with the various bodies and institutions in the Council of Europe to ensure gender mainstreaming in all Council of Europe policies and measures:

39. As regards gender mainstreaming within the Council of Europe, contacts are kept through intra-secretariat meetings (the Gender Mainstreaming Team) and the network of Gender Equality Rapporteurs (GERs), who lead the efforts to integrate a gender equality dimension into the specific work and activities of other Council of Europe sectors, with the support of their respective secretariats and of the Gender Equality Division. Gender mainstreaming and synergies are also created through mutual exchanges of views between the Gender Equality Commission and representatives of working bodies and committees at their respective meetings.

➤ Continued gender equality and gender mainstreaming activities in Council of Europe sectors

40. In 2020, different sectors of the Council of Europe continued their gender mainstreaming activities, the following provides a description of some of these activities.

41. The **Pompidou Group (PG)** started the drafting of a handbook on the gender equality dimension of different drug policy areas such as prevention, treatment and law enforcement and criminal justice in 11 countries. The handbook in preparation on the drug-related challenges faced by refugees, migrants and IDPs will include a gender equality perspective and the PG continued to look at the issue of women drug users victims of violence who are notably confronted with challenges in accessing shelters.

42. The **Criminal Law sector** organised a Conference on “The Role of the Police in a Democratic Society” with a session on “The role and place of women in police forces in Europe” in October 2020.

43. The **Bioethics Committee** produced its first expert report on gender equality issues entitled “Human rights in biomedicine: Integrating a gender equality perspective”, which was presented during the November plenary meeting of the Committee.

44. In the area of **trafficking in human beings**, the growing body of co-operation activities in different countries have included an increased attention to gender equality issues including regarding women and girls subject to trafficking for the purpose of sexual exploitation.

45. **Eurimages**, the cultural support fund of the Council of Europe renewed its commitment to gender equality by adopting its third strategy for gender equality in the European film industry covering the period 2021-2023. This reflects the fund’s ongoing commitment to addressing the problem of under-representation of women in cinema and to promote their participation in front of and behind the camera.

46. Gender equality issues were integrated in co-operation programmes led in Georgia and Ukraine by the **Elections and Civil Society** sector and a new Council of Europe toolkit on Participation of young women and girls from disadvantaged groups in political and public decision-making processes at local level was published. New data on the ELECDATA website regarding the percentage of women parliamentarians, shows that there has been a small evolution, from 26% women in 2016 to 30% in December 2020. This interactive data tool will be regularly updated.

47. The **Roma and Travellers** sector adopted a new Strategic Action Plan for Roma Inclusion, including a gender equality perspective. Two meetings of the Council of Europe dialogue with Roma and Traveller Civil Society took place where gender equality issues were included. LGBTI Roma women participated for the first time in the October 2020 meeting. Data was also collected regarding how Roma in general and Roma women in particular were impacted by the COVID-19 crisis and. A toolkit was prepared which includes ways to address these issues.

48. With regard to **Sport**, the Enlarged Partial Agreement on Sport (EPAS) ran the ALL IN Towards gender balance in sport” project in 2019-2020, including the collection of data on gender equality in sport in around 20 countries, showing serious gaps in the fields of leadership, coaching, participation, gender-based violence and media/communication. EPAS is now supporting member States and partner organisations developing gender equality strategies on the basis of the ‘ALL IN’ evaluations and preparing the next data collection campaign to be run in 2022. All the results are online, as well as a dashboard, an analytical report, country leaflets, as well as a toolkit on gender mainstreaming in sport and an online library gathering resources on gender equality in sport.

49. The **Youth Department** published the revised edition of the “Gender Matters” manual and a new website dedicated to gender equality issues was set up. The Programming Committee on Youth revised the criteria for study sessions in order to better take into account the effective contribution of activities at the European Youth Centres towards gender equality, and the European Youth Foundation has allocated 650,000€ to 47 youth NGO projects addressing the gender equality perspective in 2020.

50. In the area of **education**, the 2020 volume of the Common European Framework of Reference for Languages: Learning, Teaching, assessment contains gender-sensitive content, as a result of a targeted approach. In the context of co-operation and capacity-building activities in Turkey, storybooks for pre-school and first and second elementary grades were developed and reviewed from a gender-sensitive perspective. Gender equality issues are being mainstreamed in a project on **Building capacity for inclusion in education in Kosovo***, including an intersectional gender analysis on pre-university education. The analysis found that even though there are more women and girls with special education needs, they are less present in schools at all.

51. Committees at the **European Directorate for the Quality of Medicine** increased their efforts to include a gender equality perspective in their work, including greater awareness about the need for a gender dimension in the area of organ, tissue and cell transplantation. The Newsletter “Transplant 2020” followed the practice from previous years to include some data disaggregated by sex for both organ donors and recipients. A dedicated group is preparing a scientific paper analysing sex-disaggregated data from all 71 reporting countries and interpreting its relevance.

52. The **Congress of Local and Regional Authorities** adopted a report on fighting sexist violence against women in politics at local and regional level in December 2020. A guide on Preventing and combating sexism at local level in Ukraine was published, and an online course for local authorities on “Gender Mainstreaming at Local Level” was developed.

53. The **Office of the Directorate General of Programmes (ODGP)** continued to put in place supporting mechanisms to ensure adequate gender mainstreaming in the Council of Europe co-operation activities. This included the setting up of a network of Gender Equality Focal Points in Council of Europe external offices and the organisation of decentralised training sessions in two of these offices.

➤ **Specific gender mainstreaming activities by the Gender Equality Division**

54. In 2020, the Gender Equality Division (GED) was particularly active in participating in the work of the **Ad hoc Committee on Artificial Intelligence (CAHAI)** and its subordinate working groups and in the work of the newly established **Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI)**, as well as its subordinate Committee of Experts on Combating Hate Speech. Representatives of the Gender Equality Commission participated in all meetings of CAHAI and CDADI and their subordinate bodies, contributing to various documents and discussions, in order to ensure the integration of a gender equality perspective in the areas of artificial intelligence, anti-discrimination, intercultural integration and hate speech.

55. **Additional policy input** was provided to documents and instruments from different sectors including the Social Charter, migration and children’s rights.

56. Support was also provided by the Gender Equality Division with regards to the organisation of **gender mainstreaming training for Council of Europe staff** by the Directorate for Human Resources, although few training sessions were organised in 2020, due to COVID-19. In addition, the GED contributed to gender mainstreaming work by the **Office of the Directorate General of Programmes**, notably the setting up of a network of Gender Equality Focal Points in Council of Europe country offices and the organisation of decentralised training sessions in two of these offices (see paragraph 53 above).

57. A two-day **training course was organised for Gender Equality Rapporteurs** (GERs) in November 2020. The training course, which took place online, was tailored to the needs of participants in terms of knowledge and policy areas and highly appreciated by GERs.

58. Two meetings of the internal **Gender Mainstreaming Team (GMT)** were organised in 2020. These meetings provided an opportunity to exchange information about ongoing gender equality and gender mainstreaming-related activities of the different sectors of the Council of Europe and to make links between different areas. GMT meetings were very well attended and provided for rich discussions on a variety of issues. In 2020, in addition, thematic experts' presentations were proposed to GMT members on "Understanding anti-gender equality movements in Europe" (February 2020) and on "Human rights in biomedicine: Integrating a gender equality perspective" (November 2020). Both thematic discussions attracted significant attention.

59. The Gender Equality Division also continued its efforts to **raise awareness internally** about gender equality and women's rights, notably around the International Women's Day and the 16 Days of Activism against Gender-Based Violence.

60. These activities contributed to the development of an institutional culture conducive to mainstream gender equality issues.

Gender equality in core sectors of the Council of Europe

61. It is encouraging to continue seeing **women elected to senior positions in the Council of Europe, and some for the first time in the history of the Organisation**, as it was the case for the Registrar of the European Court of Human Rights in November 2020, in addition to the second female Secretary General of the Organisation (elected in 2019) and the first female Commissioner for Human Rights, elected in 2018. Figures for 2020 show that the total number of women members of the Parliamentary Assembly represented 36% of members, just 2% up from 2019, even though this is above the percentage of women members of parliament in Council of Europe member States. Efforts towards gender balance contribute to the achievement of SO4: "Achieve balanced participation of women and men in political and public decision-making", while also contributing to the credibility of the Organisation's action to promote gender equality.

62. The Council of Europe is currently undergoing a reform of its human resources strategy (the "Council of Europe People Strategy 2019-2023"), which includes a review of the Regulatory Framework for Staff Management so that the current goals in terms of equal opportunities are set at a more ambitious level, in line with best practice and complemented by enforcement mechanisms.

63. Gender equality continued to feature prominently on the international agenda and the successive Presidencies of the **Committee of Ministers** (Greece, Germany) have greatly supported efforts and policies in this field throughout 2020.

64. Gender equality-related issues are also regularly included on the agenda of the nine committees of the **Parliamentary Assembly**, including the Committee on Equality and Non-Discrimination (which has a sub-committee on gender equality). Several important initiatives on gender equality-related issues were taken in 2020, including:

- Resolution 2323 on "Concerted action against human trafficking and the smuggling of migrants", where PACE underlines that trafficking in human beings disproportionately affects women and girls, who represent the vast majority of victims, and calls for a gender perspective to be applied in the analysis of trafficking phenomena and in the design and implementation of actions and policies to prevent and combat this scourge.
- Resolution 2331 on "Empowering women: promoting access to contraception in Europe", which established that policies in response to the pandemic should consider the gendered aspects of the

crisis, and that sexual and reproductive health and rights should be prioritised and adequate resources allocated.

- Resolution 2339 on “Upholding human rights in times of crisis and pandemics: gender, equality and non-discrimination”, called *inter alia* for the ratification and implementation of the Istanbul Convention and the European Social Charter (Revised), as well as for specific measures to be taken by national parliaments, political parties and their leaders, including to mainstream equality issues into the work they undertake in response to the COVID-19 pandemic.
- Resolution 2351 on “The gender dimension of foreign policy”, where the Assembly called on political leaders to take a strong stand to protect and promote women's rights at national and international levels and to support a gendered and inclusive approach to foreign policy, and encouraged international organisations to promote the participation of women in higher management, mainstream gender throughout their activities, and organise training on gender equality and on combating sexism.
- In December 2020, the Chair of the GEC was invited to a meeting of the Parliamentary Network Women Free from Violence, organised by the Committee on Equality and Non-Discrimination, where he intervened in a hearing on “Good practices implemented during the 2nd wave of COVID-19 to tackle violence against women”.

65. The Office of the Council of Europe **Commissioner for Human Rights**, Dunja Mijatović, has published three quarterly reports on her 2020 activities, reflecting the Commissioner's work on women's rights and gender equality, one of her main priority themes. This includes promoting the ratification and implementation of the Istanbul Convention, as well as challenging misconceptions around the convention. The Commissioner's Office's also has a distinctive focus on women's sexual and reproductive health and rights, including access to safe and legal abortion, alongside the need to fight sexism and sexist hate speech, which are at the root of gender-based violence against women. In February 2020, the Commissioner published her first submission to the Committee of Ministers in the context of the supervision of the execution of three judgments by the European Court of Human Rights in cases against Poland regarding access to abortion. In August 2020, she made a further submission to the Committee of Ministers in the context of the supervision of the execution of a 2017 judgment of the European Court of Human Rights against Romania concerning the authorities' failure to protect the applicant from domestic violence and their discriminatory attitude towards the applicant as a woman.

I.4. Strategic partnerships with other regional and international organisations, civil society and other relevant stakeholders

66. The Council of Europe continues to maintain ongoing strategic partnerships with regional and international organisations such as: the European Union-European Commission and its Advisory Committee on Gender Equality, the European Parliament, the European Institute for Gender Equality (EIGE) and the European Union Agency for Fundamental Rights (FRA); the United Nations – in particular UN Women, the Committee on the Elimination of Discrimination against Women (CEDAW), the Office of the United Nations High Commissioner for Human Rights (OHCHR) and the Human Rights Council; the Organization for Security and Co-operation in Europe (OSCE); the Organisation for Economic Co-operation and Development (OECD) and the Organization of American States (OAS); the European Network of Equality Bodies (Equinet); the International Organisation of la Francophonie (OIF); networks of women's organisations (European Women's Lobby, Women against Violence Europe Network); other international NGOs, the private sector, research and think-tank institutes. In this context, the chair or members of the GEC or its Bureau, as well as the Gender Equality Division, regularly provide input to the work of partners, including through attendance at events.

67. Council of Europe representatives/GEC members organised, participated in, and contributed to the following events, which provided further opportunities to promote gender equality, as well as the relevant Council of Europe standards:

- Conference organised during the PACE session in co-operation with the International NGO SOROPTIMIST (Strasbourg, January 2020).
- Meeting with a delegation from Morocco (Strasbourg, February 2020).
- Meetings with FIFA (online, March and April 2020).
- Meeting with representatives of the European Institute for Gender Equality, (Strasbourg, April 2020).
- 5th International Conference on Men and Equal Opportunities: Men who care (online, Tallinn, September 2020).
- Meeting with the new FRA management board members elected by the Committee of Ministers of the Council of Europe (Philippe Boillat and Lawrence Early), (Strasbourg, September 2020).
- Event organised by the North South Centre on “Promoting Diversity and Equality” (online, October 2020).
- Conference on “The role of the police in a democratic society” organised by the Council of Europe (online, October 2020).
- Meeting of the European Commission’s Advisory Committee on Equal Opportunity (online, October 2020).
- Exchange with the European Parliament’s Culture Committee on gender equality in the media sector (October 2020).
- Online high-level seminar on “Advancing Gender Equality: The role and situation for gender equality mechanisms in the context of COVID-19” (online, October 2020).
- 9th meeting of the Council of Europe dialogue with Roma and traveller civil society (online, October 2020).
- Council of Europe webinar on cyberviolence against women, organised by the secretariat of the Cybercrime Convention (online, November 2020).
- Study visit of Roma and Traveller Women to get to know, understand and use Council of Europe instruments and mechanisms (online, December 2020).
- Exchange with PACE’s Parliamentary Network Women Free from Violence (online, December 2020).

Appendix 1 - Activities and measures in member States towards the achievement of the objectives of the Council of Europe Gender Equality Strategy 2018-2023

Because of the length of this appendix compiling the contributions from member States, it cannot be appended to this report. It can nevertheless be found on the following page of the Gender Equality Commission website: <https://www.coe.int/en/web/genderequality/gender-equality-strategy>.

Appendix 2 - List of standards, publications and other practical tools produced in 2020⁷***Gender Equality***

[Factsheet of Council of Europe standard related to gender equality and women's rights](#)

Prevent and combat gender stereotypes and sexism

Brochure related to the Council of Europe campaign "[Sexism: See it, Name it, Stop it!](#)"

Updating of the Council of Europe [video](#) and [action page](#)⁸ to help the wider public identify acts of sexism and take a stand against them continued throughout 2020, with [further translations of the tools](#)

[Gender equality and media](#) – Analytical report of the progress made on the implementation of Recommendation CM/Rec(2013)1 on gender equality and media (2019 data)

Prevent and combat violence against women and domestic violence

[Infographics on the four pillars the Istanbul Convention](#) and its [brochure](#)

Infographics on the "[Myths and facts about the Istanbul Convention](#)" and [explanatory brochure](#)

[Advancing towards the ratification and implementation of the Istanbul Convention: good practices from states parties](#)

[Media Guidance for the Development of Self-Regulatory Standards to Report on Cases of Violence Against Women and Domestic Violence](#)

[Research on preventing and combating violence against women and domestic violence, including in situations of social disadvantage, in the Russian Federation](#)

[Risk assessment standards and methodologies for diverse stakeholders in Ukraine: Next steps in implementing international standards to ensure the safety of victims of violence against women and domestic violence](#)

[Court Considerations on Issuing Restraining or Protection Orders in Cases of Domestic Violence: International Standards and Overview of Ukrainian National Practice](#)

[Risk Assessment Standards and Methodologies for Diverse Stakeholders in Ukraine](#)

Infographic: "Needed changes to the Ukrainian system of assistance for victims of violence against women and domestic violence" and its [explanatory brochure](#)

[Administration of Justice on Sexual Violence Crimes against Women in Georgia](#)

Ensure the equal access of women to justice

[Checklist for Gender Mainstreaming Law Schools' Curricula](#)

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

[Achieving balanced participation of women and men in political and public decision making in the Russian Federation – Report on European Best Practices](#)

⁷ All these documents can be found on the Gender Equality website at: <http://www.coe.int/equality>.

⁸ For the webpage, see <https://www.coe.int/en/web/human-rights-channel/stop-sexism>; for the video clip, see also <https://vimeo.com/356636533>

Appendix 3 - Overview of activities in 2020

Strategic objective 1: Prevent and combat gender stereotypes and sexism			
Activity	Entity	Timeframe	Current Status
1. Prepare factsheet with the main elements of the recommendation to prevent and combat sexism, including the agreed definition of sexism	GED + GEC	2019-2020	Completed
2. Follow-up the implementation of Recommendation CM/Rec(2013) on gender equality and media in member States	GED + GEC + CDMSI	2018-2020	Completed
3. Prepare a factsheet on Parliaments free of sexism and sexual harassment	PACE	2019-2020	Completed
4. Contribute to the work of the Council of Europe in relation to internet governance and artificial intelligence from a gender equality perspective	GED + relevant sectors	2018-2023	Ongoing
5. Preparation 2nd edition of "Gender Matters" - manual on gender-based violence affecting young people	Youth	2020	Ongoing
6. Preparation revised edition of Compasito – manual for human rights education with children	Youth	2018-2020	Ongoing
7. Report on "Fighting sexism against women in politics at the local and regional level (to be followed by a practical tool for women candidates in elections)	Congress	2019 - 2020	Ongoing
8. Mapping of responses to hate speech in the Republic of Moldova, Ukraine, Armenia and Georgia, including responses to sexist hate speech and intersectional hate speech	Inclusion & Anti-discrimination	2020-2021	Ongoing
9. Webinars on combating discrimination affecting Roma, LGBTI and disabled people included content related to intersectional discrimination, and hence the situation of women	Inclusion & Anti-discrimination	2020	Completed
10. Workshop on designing gender and diversity sensitive minority language education in Ukraine	Inclusion & Anti-discrimination	2019-2020	Completed
11. Preparation of a Tool Kit on promoting Gender Equality in Youth Work	Youth	2019-2020	In preparation
12. Study session Feminists of the world, unite! - in co-operation with the International Falcon Movement – Socialist Educational International	Youth	March 2020	Completed
13. Publication of a toolkit on Gender Equality in Youth Work	Youth	2020-2021	Ongoing
14. Translation of Lanzarote Statement to the member states on children during COVID confinement in 10 languages and Lanzarote Opinions on Sexting and grooming (3 languages)	C-PROC jointly with DGII (EndOCSEA@Europe)	April 2020	Completed
15. CyberEast Interview: On Gender Misbalance in the Field of Cybercrime and Cybersecurity and the Work of the CERT-GOV-MD in Moldova	C-PROC (CyberEast)	July 2020	Completed

Strategic objective 2: Prevent and combat violence against women and domestic violence			
Activity	Entity	Timeframe	Current Status
1. Events/activities to promote the signature, ratification and implementation of the Istanbul Convention, as well as awareness raising about the Convention in member and non-member states, regional and international partner organisations	GED + GEC + VaW	2018-2023	Ongoing
2. Armenia - media guidelines on gender equality and reporting violence against women and domestic violence.	Capacity-building and co-operation projects Unit	2020	Completed
3. Armenia – Support to the Ministry of Labour and Social Affairs for the draft National Action Plan for Combating Domestic Violence	Capacity-building and co-operation projects Unit	2020	Completed
4. Armenia - HELP online course on violence against women and domestic violence and various other trainings of public officials.	Capacity-building and co-operation projects Unit	2018-2021	Completed and ongoing
5. Georgia - Finalising a sexual violence manual together with UN Women and Equality Now; developing training programmes and guidelines; conducting training of social workers, investigators, prosecutors and judges; various awareness raising activities, including a video on the ratification process of the Istanbul Convention; research study on the administration of justice in domestic violence cases.	Capacity-building and co-operation projects Unit	2020-2022	Ongoing
6. Georgia - HELP online course on violence against women and domestic violence and various training of public officials and NGOs.	Capacity-building and co-operation projects Unit	2018-2022	Ongoing
7. Georgia – research study on “the Administration of Justice on Sexual Violence Crimes against Women in Georgia”	Capacity-building and co-operation projects Unit	2019-2020	Completed
8. Kosovo* - Conference on Council of Europe standards on awareness raising on violence against women	Capacity-building and co-operation projects Unit	October 2020	Completed
9. Republic of Moldova - Implementation 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	2020-June 2021	Ongoing
10. Russian Federation - Launch of the project “Taking action for the implementation of the Russian Federation national action strategy for women (2017-2022)”	Capacity-building and co-operation projects Unit	2021-2022	Under preparation
11. 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	Capacity-building and co-operation projects Unit	2020	Completed
12. Turkey - Official launch of joint project “Fostering a Comprehensive Institutional Response to Violence Against Women in Turkey”	Capacity-building and co-operation projects Unit	2019-2022	Ongoing

13. Ukraine – Round table on Awareness Raising in line with the Istanbul Convention	Capacity-building and co-operation projects Unit	July 2020	Completed
14. Ukraine – Round table on Multi-agency Co-ordination/Data Collection, in line with the Istanbul Convention	Capacity-building and co-operation projects Unit	July 2020	Completed
15. Ukraine – Round table on Gender and the Media, in line with the Istanbul Convention and Council of Europe guidance	Capacity-building and co-operation projects Unit	July 2020	Completed
16. Ukraine - Research on multi-agency risk identification, " Risk Assessment Standards and Methodologies for Diverse Stakeholders in Ukraine: Next Steps in Implementing International Standards to Ensure the Safety of Victims of Violence against Women and Domestic Violence "	Capacity-building and co-operation projects Unit	July 2020	Completed
17. Ukraine – development of a resource toolbox , including four Ukraine-specific publications commissioned under the project guiding implementation of the Istanbul Convention; seven key Council of Europe documents on gender equality and violence against women; eight essential Council of Europe documents on the Istanbul Convention; and six guides on specific Articles of the Istanbul Convention	Capacity-building and co-operation projects Unit	November 2020	Completed
18. Ukraine - Report on the use of protective orders	Capacity-building and co-operation projects Unit	November 2020	Completed
19. Ukraine – Guidance on reporting on cases of VAW: " Media Guidance for the Development of Self-Regulatory Standards to Report on Cases of Violence Against Women and Domestic Violence, based on Council of Europe Standards "	Capacity-building and co-operation projects Unit	November 2020	Completed
20. Ukraine – Police guidance on addressing cases of VAW: Combating Violence against Women and Domestic Violence: a Practical Guide for Police Officers in Ukraine	Capacity-building and co-operation projects Unit	November 2020	Completed
21. Ukraine – development of awareness raising materials, including Infographics: " Myths and facts about the Istanbul Convention " and an explanatory brochure ; Infographics: " Needed changes to the Ukrainian system of assistance for victims of violence against women and domestic violence " and an explanatory brochure ; Video: Myths and Facts about the Istanbul Convention ; Video: Ukraine's actions under the 16 days of Activism against Gender based violence; Interactive map of national and regional events/activities under the 16 days of Activism against Gender-based Violence 2020. In addition, translations of Council of Europe awareness-raising materials previously produced.	Capacity-building and co-operation projects Unit	2020	Completed
22. Ukraine - High level closing conference on "The Istanbul Convention: a tool to advance in	Capacity-building and co-operation projects Unit	December 2020	Completed

fighting violence against women and domestic violence in Ukraine”			
23. Azerbaijan (PGGII) – launch of the project “Raising awareness of the Istanbul Convention and other gender equality standards in Azerbaijan”	Capacity-building and co-operation projects Unit	July 2020-December 2021	Ongoing
24. Preparation and adoption of Assembly Report on “ The Istanbul Convention on violence against women: achievements and challenges ”	PACE	2018-2020	Completed
25. Revision and publication of the Handbook for Parliamentarians on the Istanbul Convention	PACE	2019-2020	Completed
26. Preparation of a report on “Strengthening the fight against so-called “honour” crimes”	PACE	2020-2021	Ongoing
27. Preparation of a report on “Stopping harassment of women and men speaking out for the right to abort	PACE	2020-2021	Ongoing
28. Publication of the second edition of Gender Matters, manual on addressing gender-based violence affecting young people	Youth	2020	Completed
29. Publication of the Internet site Gender Matters	Youth	2020	Completed
30. The CCPE Opinion No. 15 (2020) on “The role of prosecutors in emergency situations, in particular when facing a pandemic” mentions the need of particular efforts for combating violence against women and domestic violence in the context of the COVID-19 pandemic.	CCPE	November 2020	Ongoing
31. Civil Society Grants to raise awareness on OCSEA through child participation and development of tools	C-PROC jointly with DGII (EndOCSEA@Europe)	July 2019-July 2020	Completed
32. Desk research to analyse OCSEA training strategies and materials for Law enforcement officers in Armenia, Azerbaijan, Republic of Moldova and Ukraine and Finalisation of Training Module on OCSEA	C-PROC jointly with DGII (EndOCSEA@Europe)	September 2019 – May 2021	Ongoing
33. Law Enforcement Materials on Online Child Sexual Abuse and Exploitation Reviews for Armenia, Ukraine and Azerbaijan	C-PROC jointly with DGII (EndOCSEA@Europe)	February 2020	Completed
34. Online child sexual exploitation and abuse in times of the COVID-19 pandemic	C-PROC (iPROCEEDS-2)	May 2020	Completed
35. Lanzarote Committee meeting debriefings	C-PROC jointly with DGII (EndOCSEA@Europe)	June 2020	Completed
36. Webinar: Introduction to Cyberviolence	DG1, C-PROC (CyberEast)	June 2020	Completed
37. Reports/Reviews on Law Enforcement Training Material on OCSEA for Ukraine, Azerbaijan, and Armenia translated and shared with counterparts	C-PROC jointly with DGII (EndOCSEA@Europe)	July-August 2020	Completed
38. Substantive law study – Budapest, Lanzarote and Istanbul Convention provisions, desk study	C-PROC (Cyber East)	July-September 2020	Completed

39. Four grants for Awareness Raising projects on OCSEA and Lanzarote Convention concluded (Ukraine, Montenegro, Serbia, Republic of Moldova)	C-PROC jointly with DGII (EndOCSEA@Europe)	July-September 2020	Completed
40. Improvement of OCSEA Pilot Training Module for Law Enforcement and Judiciary with Lesson plans in view of TOT and best practices – lesson plans and questionnaires developed	C-PROC jointly with DGII (EndOCSEA@Europe)	July-September 2020	Completed
41. Online training course for the judicial sector in Turkey on countering online child sexual exploitation	C-PROC (iPROCEEDS-2)	October 2020	Completed
42. Cyberviolence against Women online training, with the purpose to incentivize countries in the EAP to ratify the Istanbul Convention	C-PROC (CyberEast)	October 2020	Completed
43. Preparation and publication of the country's legal profiles on strengthening the capacities of criminal justice authorities on fighting against online child sexual exploitation	C-PROC (Octopus)	November 2020-February 2021	Ongoing
44. Organisation (including preparation) of the workshops on legislation and judicial training for Asian, African and Latin American countries on strengthening the capacities of criminal justice authorities on fighting against online child sexual exploitation	C-PROC (Octopus)	November 2020 - September 2021	Ongoing
45. EEA/Norway Grants: expert advising and active involvement in the development and implementation of EEA/NG programmes and conferences in Bulgaria, Romania, Czech Republic, Slovakia and Lithuania (2/year per country); and meetings and conferences of the SYNERGY Network against Gender Based and Domestic Violence (16 EU countries) (2-3/year)	Capacity-building and co-operation projects Unit	2018-2023	Ongoing
Strategic objective 3: Ensure the equal access of women to justice			
Activity	Entity	Timeframe	Current Status
1. Ensure the updating of the compilation of case-law of the European Court of Human Rights on gender equality	GED	2018-2023	Ongoing
2. Undertake activities to address multiple and intersectional forms of discrimination affecting women as regards their access to justice	GED + other sectors	2018-2023	Ongoing
3. Develop and implement a Mentoring Programme for Legal Professionals on Women's Access to Justice -2 generations (PGG II WAJ)	Capacity-building and co-operation projects Unit	October 2019-December 2021	Ongoing
4. Development of a checklist for gender mainstreaming law schools' curricula and its interactive tool in English and all the Eastern Partnership countries' languages (PGG II WAJ)	Capacity-building and co-operation projects Unit	2020	Completed
5. 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	Capacity-building and co-operation projects Unit	December 2020	Completed

manual for judges and prosecutors ensuring women's access to justice			
6. Organise a round table and a report on the framework for measuring women's access to justice in the Eastern Partnership region (PGG II WAJ)	Capacity-building and co-operation projects Unit	April 2020 March 2021	Ongoing
7. Azerbaijan (PGGII) – national adaptation and launch of the HELP course on VAW/DV with judges, prosecutors and lawyers	Capacity-building and co-operation projects Unit	October 2020-June 2021	Ongoing
8. Preparation of a report on “Justice and security for women in peace reconciliation”	PACE	2020-2021	Ongoing
9. Conducting national training courses for legal aid lawyers on women's access to justice (PGG II WAJ)	Capacity-building and co-operation projects Unit	2020-2021	Ongoing
10. Implementation of JUSTROM3 joint Council of Europe/EC programme on Roma women's access to justice in Bulgaria, Greece, Italy and Romania	Roma and Travellers Team	September 2019-August 2021	Ongoing
11. Ukraine – translation, launch and implementation of the HELP course on Access to Justice for Women for Ukrainian judges	Capacity-building and co-operation projects Unit	June-August 2020	Completed
12. First consultation meeting with Roma and Traveller Women activists and civil society for the organisation of the 8th International Roma Women's Conference	Roma and Travellers Team	September 2020	Completed
13. Ukraine - launch and implementation of the HELP course on Access to Justice for Women for Ukrainian lawyers	Capacity-building and co-operation projects Unit	October-December 2020	Completed
14. Second consultation meeting with Roma and Traveller Women activists and civil society for the organisation of the 8th International Roma Women's Conference	Roma and Travellers Team	December 2020	Completed
Strategic objective 4: Achieve a balanced participation of women and men in political and public decision-making			
Activity	Entity	Timeframe	Current Status
1. Continue co-operation with relevant departments to integrate gender equality in electoral processes	GED + GEC + relevant sectors	2018-2023	Ongoing
2. 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	Capacity-building and co-operation projects Unit	April 2020	Completed
3. Conduct a study on gender equality in constitutions	VC	2018-2023	Ongoing
4. Preparation of a report on “Gender Dimension in Foreign Policy”	PACE	2020	Ongoing
5. Preparation of a report on “Enhancing participation of women from vulnerable groups in political and public decision-making”	PACE	2020-2021	Ongoing
6. Follow-up to the implementation of the 30% quota for the underrepresented gender by Congress delegations	Congress	2018-2023	Ongoing
7. Inclusion of participation of women in policy and governance processes at local level, in Lithuania and Slovakia, in relevant policy	Centre of Expertise for Good Governance	2019-2020	Ongoing

advice, revision of legislation and capacity building related to good governance			
8. Inclusion of gender indicators in “Civil Participation in Decision-Making” and “Social Vulnerability Self-Assessment” programmes in the framework of an EU-Council of Europe Joint Project in Greece	Centre of Expertise for Good Governance	2019-2020	Ongoing
9. Strengthening opportunities for participation of women in policy and governance processes in Armenia and an inclusive approach to youth, marginalised or disadvantaged groups (also with a view to attaining (SDG Goal 5 and objective 17 of EU GAP II)	Centre of Expertise for Good Governance	2019-2020	Ongoing
10. Study visit for Roma and Traveller women – Capacity building to strengthen monitoring activities	Roma and Travellers Team	December 2020	Completed
11. Preparation of a CEPEJ tool aiming at “Ensuring the diversity in the recruitment and promotion of judges”.	CEPEJ	2020-2021	Ongoing
12. Inclusion of indicators concerning gender issues as regards justice professionals in the CEPEJ various evaluation tools on European judicial systems.	CEPEJ	2018-2022	Ongoing
Strategic objective 5: Protect the rights of migrant, refugee and asylum-seeking women and girls			
Activity	Entity	Timeframe	Current Status
1. Gather information and data on the situation of migrant, refugee and asylum-seeking women and girls	GED + GEC	2019-2020	Ongoing
2. Promote the integration of a gender equality and women’s rights perspective in relevant Council of Europe policies and activities related to migration, integration and asylum	GED + relevant sectors	2018-2023	Ongoing
3. Project <i>Youth. Together</i> on Social Inclusion of Young Refugees	Youth	November 2018-June 2020	Completed
4. Compass training course <i>Gender Equality – Just Society</i> on the participation of young women in trade unions (in Bosnia and Herzegovina)	Youth	2020	Completed
Strategic objective 6: Achieve gender mainstreaming in all policies and measures			
Activity	Entity	Timeframe	Current Status
1. Organise and carry out training of Gender Equality Rapporteurs	GED	2018 2019 2020	Completed Completed Completed
2. Organise and carry out regular exchanges of views between Gender Equality Rapporteurs and the Gender Equality Commission	GED + GEC	2018-2023	Ongoing
3. Continue regular exchanges of views between sectors of the Council of Europe carrying out gender mainstreaming and the Gender Equality Commission	GED + GEC and relevant sectors, including Youth	2018-2023	Ongoing

4.	Armenia - 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	2020-2021	Ongoing
5.	Preparation of a report on “Empowering women: promoting access to contraception in Europe”	PACE	2019-2020	Completed
6.	Preparation of a report on “The fight for a level-playing field – ending discrimination against women in the world of sport”	PACE	2020-2021	Ongoing
7.	Preparation of a report on “Gender aspects and human rights implications of pornography”	PACE	2020-2021	Ongoing
8.	Regularly update the dedicated website on gender mainstreaming to give visibility to activities and work on gender mainstreaming carried out by members states and relevant sectors of the Council of Europe	GED	2018-2023	Ongoing
9.	Organise regular meetings of the Gender Mainstreaming Team	GED + GMT	2018 2019 2020	Achieved x 2 Achieved x 1 Achieved x 2
10.	Produce and disseminate tools to facilitate gender mainstreaming within and beyond the Organisation, such as videos, toolkits and manuals	GED + relevant sectors, including Youth	2018-2023	Ongoing
11.	GRECO’s 5th round evaluations include a gender dimension and, as appropriate, gender-based recommendations to member states.	GRECO	2018-2023	Ongoing
12.	Update of a factsheet on the work of the Congress on women’s rights and equality between men and women gender equality.	Congress	2018-2023	Ongoing
13.	European Youth Foundation – support for activities – gender mainstreaming is a precondition for receiving grants	Youth	2018-2023	Ongoing
14.	Project by Lebanon on identification of needs of women with substance use disorders	Pompidou Group MedNET	2020 2021	Ongoing
15.	Project by Tunisia on gender drug use prevention and care among adolescents	Pompidou Group MedNET	2020 2021	Ongoing
16.	Project in Egypt on a model of care for patients with dual diagnosis	Pompidou Group MedNET	2020-2021	Ongoing
17.	Courses in addictology taking into account the gender dimension in the faculties of Medicine of Tunis (Tunisia) and Rabat, Casablanca and Marrakech (Morocco)	Pompidou Group MedNET	2020-2021	Ongoing
18.	Ensure gender perspective in the draft Committee of Ministers recommendation on a multi-level policy framework for migrant integration prepared by the Working Group on Intercultural Integration (GT-ADI-INT) under the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI).	Inclusion & Anti-discrimination	2020-2021	Ongoing
19.	Ensure gender perspective in the draft Committee of Ministers recommendation on comprehensive approach to combating hate speech within a human rights framework	Inclusion & Anti-discrimination	2020-2021	Ongoing

prepared by the Committee of Experts on Combating Hate Speech (ADI/MSI-DIS)			
20. Ensure gender perspective in the draft Committee of Ministers guidance document on the promotion of equality and the protection from discrimination and hate during the COVID-19 and similar crises (CDADI)	CDADI	2020-2021	Ongoing
21. Report on the impact of COVID on the situation of Roma in Ukraine, particularly on the Roma women	Inclusion & Anti-discrimination	2020	Ongoing
22. Revision/assessment of the gender and diversity sensitive disaggregated data collection systems on discrimination, hate crime and hate speech existing in the Eastern Partnership countries (in particular Armenia, Moldova, Ukraine and Georgia)	Inclusion & Anti-discrimination	2019-2021	Ongoing
23. Gender Mainstreaming in projects – Training for the No Hate Speech and Cooperation Unit's Field Staff	Inclusion & Anti-discrimination	2020	Completed
24. Gender mainstreaming systematically included and to be considered in drafting guidelines and recommendations as well as in activities by the Centre of Expertise of Good Governance in member States	CDDG	2018-2020	Ongoing
25. Fostering inclusive participation and equal opportunities for women in political decision-making at the local level in Lithuania are components of training programmes	Centre of Expertise for Good Governance	2019-2020	Ongoing
26. Gender equality included in training for mayors and senior local officials in technical assistance projects in Greece, Lithuania, Serbia, Slovakia and Ukraine.	Centre of Expertise for Good Governance	2019-2020	Ongoing
27. Emphasis on gender mainstreaming and gender impact assessment in relation to competences that are to be decentralised to amalgamated communities under the Decentralisation Roadmap in Armenia and elaboration of specific gender-based budgeting components in Local Finance Benchmarking.	Centre of Expertise for Good Governance	2019-2020	Ongoing
28. Academic study "Comparative analysis on how national Roma inclusion strategies in Council of Europe member States include the gender perspective and mapping of good practices	Roma and Travellers Team	2020-2021	Ongoing
29. Implementing a gender approach in different drug policy areas: from prevention, care and treatment services to law enforcement and the criminal justice system: elaboration of an handbook	Pompidou Group	2020-2021	Ongoing
30. Updating the criteria for activities to be held at the European Youth Centres to streamline approaches to gender equality	Youth	2020	Completed
31. The guidelines on sport integrity, Action 3 of the Kazan Action Plan to unify and further develop international standards supporting sport ministries' interventions in fields of	EPAS	2019-2020	Completed

sport integrity such as gender mainstreaming and gender equality in sport.			
32. ALL IN indicators relevant for GE in sport are being promoted within the Sustainable Development Goals (SDG 5) on gender equality: consultation with UNESCO staff and experts, participation in the Open Ended Working Group Meeting on Model Indicators on Sport and the SDGs.	EPAS	2020	Ongoing
33. Promotion of the ALL-IN results and tools providing support to public authorities and sport organisations when designing and implementing policies and programmes addressing gender inequalities in sport at the GEC meeting on 13 November 2019 and Side event at the 64 th session of the Commission on the status of women on 9-22 March 2020	EPAS	2019-2020	Ongoing
34. Support to countries developing gender equality in sport: Translations of the ALL-IN tools and report in national languages and presentation of the ALL-IN results at Georgian conference on 12 November 2020	EPAS	2020	Completed

Abbreviations:

CCPE	Consultative Council of European Judges
CDADI	Steering Committee on Anti-discrimination, Diversity and Inclusion
CDDG	European Committee on Democracy and Governance
CDMSI	Steering Committee on Media and Information Society
CEPEJ	European Commission for the Efficiency of Justice
C-PROC	Cybercrime Programme Office
EndOCSEA@Europe	End Online Child Sexual Exploitation and Abuse@Europe
EPAS	Enlarged Partial Agreement on Sport
GEC	Gender Equality Commission
GED	Gender Equality Division
GMT	Gender Mainstreaming Team
GRECO	Group of States against Corruption
MedNET	Mediterranean Network for co-operation on drugs and addictions
PACE	Parliamentary Assembly of the Council of Europe
Pompidou Group	Co-operation Group to Combat Drug Abuse and Illicit Trafficking in Drugs
VaW	Violence against Women Division
VC	Venice Commission