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**Activities and measures at the national level
contributing to the achievement of the objectives of the
Council of Europe Gender Equality Strategy 2018-2023**

**Activités et mesures au niveau national contribuant
à la réalisation des objectifs de la Stratégie 2018-2023
pour l'égalité entre les femmes et les hommes**

2021

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MEMBER STATES

ANDORRE/ANDORRA

1. Objectif stratégique: prévenir et combattre les stéréotypes de genres et le sexisme

1.1 changements législatifs

Le gouvernement d'Andorre, poursuivant son engagement en faveur de l'égalité entre les femmes et les hommes, a approuvé **le projet de loi pour l'application effective du droit à l'égalité de traitement et des chances et à la non-discrimination entre les femmes et les hommes**, qui est actuellement en procédure parlementaire. Ce projet de loi comprend la définition du genre et des stéréotypes de genre. Il indique également que le système éducatif andorran doit avoir pour objectif l'élimination du langage sexiste et des stéréotypes de genre. Elle stipule également que les autorités publiques doivent veiller à ce que les jeux, les jouets et les jeux vidéo ne répondent pas aux stéréotypes de genre et ne contiennent pas de messages ou d'incitations à la discrimination sexiste à l'égard des femmes.

Elle souligne également que les médias doivent assurer la transmission d'une image égalitaire, plurielle et non stéréotypée des femmes et des hommes et promouvoir la connaissance et la diffusion du principe d'égalité et de non-discrimination entre les femmes et les hommes.

La pandémie causée par le nouveau coronavirus SARS-CoV-2 a rendu nécessaire la réévaluation du Plan de Gouvernement approuvé au début de la législature actuelle (2019-2023), en tenant compte des impacts économiques et sociaux causés par la crise sanitaire, dans le but de fixer des priorités visant à la récupération et à faire de l'Andorre un pays résilient, durable et global, sans perdre de vue les étapes à franchir : *l'Accord d'association avec l'Union européenne et la mise en œuvre des Objectifs de développement durable de l'Agenda 2030*.

À cet égard, le Gouvernement a approuvé le Plan d'action Horizon 23 (H23) 2020-2023, qui met en avant la diversité culturelle de la Principauté parmi ses atouts et identifie le bien-être et la cohésion sociale comme l'un des piliers qui sous-tendent les actions publiques, en plaçant les personnes au cœur des politiques sociales et en établissant une nouvelle orientation des politiques de l'emploi, en soulignant la transparence, la participation, la proximité, l'efficacité et l'égalité comme principes directeurs du Plan.

1.2 changements dans les politiques publiques

La loi 13/2019, du 15 février, pour l'égalité de traitement et la non-discrimination, établit l'obligation du Gouvernement d'approuver, à la demande conjointe du ministère de l'Emploi et des Affaires sociales, **un programme de promotion de l'emploi destiné aux femmes et aux membres des groupes en situation de plus grande vulnérabilité** ou en situation ou risque d'exclusion sociale dans le but de planifier, coordonner et contrôler les différents itinéraires d'insertion socioprofessionnelle, ainsi que les différentes actions professionnelles et autres projets connexes. Il s'agit donc d'un instrument dont l'objectif général est de revoir les itinéraires existants dans une perspective de genre afin d'y inclure des actions spécifiques favorisant l'autonomisation et la promotion des femmes, y compris les travailleuses migrantes, et comme objectifs spécifiques, la prévention de la violence sur le lieu de travail tout en promouvant la formation à l'égalité pour les entreprises et la classe ouvrière.

Le projet de loi pour l'application effective du droit à l'égalité de traitement et des chances et à la non-discrimination entre les femmes et les hommes contient également des articles relatifs au domaine du travail, tels que : la promotion et l'amélioration de l'emploi des femmes, la promotion d'initiatives professionnelles menées par des femmes, une plus grande diversification

professionnelle des femmes sur le marché du travail, la promotion de la conciliation de la vie familiale et professionnelle, etc. Il en va de même pour l'emploi public.

1.3 changements institutionnels

Après l'approbation de la Loi 13/2019, le Service des politiques d'égalité conjointement avec le Secrétariat d'État à l'égalité et à la participation citoyenne ont promu son développement réglementaire, en concentrant leurs efforts sur l'approbation du **Décret du 19 février 2020 qui approuve le Règlement de l'Observatoire de l'égalité**, qui est constitué comme un organe collégial spécifique du Gouvernement à caractère technique et consultatif, dans le but de contribuer à la connaissance de la situation des femmes et des autres groupes à risque de vulnérabilité en Andorre pour une meilleure prise de décision, planification et évaluation des politiques publiques, en coordonnant les travaux à réaliser pour la collecte, le traitement et l'interprétation des données, ressources et études et l'évaluation de l'égalité et de la non-discrimination en Andorre.

Bien que les réunions nécessaires aient été tenues pour mettre en place les commissions de travail, la pandémie a eu un impact sur le calendrier des actions prévues. Cependant, récemment, le gouvernement a été restructuré, ce qui a conduit à la suppression du Secrétariat à l'égalité et à la participation citoyenne, considérant que le mandat pour lequel elle avait été constituée avait pris fin, et à l'incorporation du portefeuille de l'égalité au ministère des Affaires Sociales, qui devient le ministère des Affaires Sociales, de la Jeunesse et de l'Égalité.

1.5 autres développements pertinents

En ce qui concerne la sensibilisation et la prévention dans le domaine de la publicité et des médias, diverses actions ont été entreprises, allant de la formation spécifique des professionnels du secteur à des conférences ouvertes à la société civile. Cependant, la principale action en cours de développement est un *manuel de bonnes pratiques* pour mener à bien une communication respectueuse qui garantisse un traitement digne des femmes et informe sur les ressources de prévention, d'assistance et de protection existantes.

2. Objectif stratégique: prévenir et combattre la violence contre les femmes et la violence domestique

2.1 changements législatifs

L'Andorre, en tant que secrétaire pro tempore de la Conférence ibéro-américaine, a accueilli le **XXVII^e Sommet ibéro-américain des Chefs d'État et de Gouvernement**, qui a eu lieu le 21 avril 2021 dans un format semi-présentiel, en réponse aux mesures préventives requises par la situation sanitaire de la région. Au cours de la réunion, la **Déclaration d'Andorre : Innovation pour le développement durable - Objectif 2030. L'Amérique latine face au reste du coronavirus** a été approuvée. Elle exprime "sa préoccupation face à la menace croissante de la criminalité transnationale organisée et d'autres délits connexes, au problème mondial de la drogue, à la traite des êtres humains, au trafic de migrants (...)" et reconnaît en particulier **l'impact différencié sur les femmes des crises sanitaires et socio-économiques** qui accroissent les obstacles pour la pleine jouissance de leurs droits fondamentaux, creusent les écarts d'inégalité et augmentent le risque de violence fondée sur le sexe, notamment dans la sphère domestique. À cet égard, **l'Initiative ibéro-américaine pour la prévention et l'élimination de la violence à l'égard des femmes** a été approuvée, visant à renforcer les réponses nationales pour combattre et éradiquer toutes les formes et tous les types de violence à l'égard des femmes en tant que condition indispensable à la réalisation de l'égalité des sexes et du développement durable en Amérique latine.

Les domaines thématiques identifiés pour la formulation de l'initiative sont : la prévention de la violence à l'égard des femmes, la mesure du coût économique de la violence à l'égard des femmes, la prévention et la prise en charge de la violence à l'égard des femmes dans les situations d'urgence,

l'analyse des effets de l'autonomisation économique des femmes sur le risque d'incidence de la violence à l'égard des femmes, la production de données et de statistiques sur la violence à l'égard des femmes ainsi que les formes émergentes de violence à l'égard des femmes.

Le Gouvernement a approuvé le **Décret 78/2021 du 24 mars, qui approuve le Règlement sur le droit à la défense et à l'assistance judiciaire** et reconnaît spécifiquement, en faveur des victimes de violence sexiste et domestique et des victimes de la traite des êtres humains, le droit à l'assistance judiciaire dans toutes les procédures judiciaires, y compris au moment du dépôt de la plainte, ce qui facilite l'accès à la justice et aux ressources existantes. Cette aide juridique sera gratuite pour les victimes de violences sexistes et domestiques si elles ne disposent pas de ressources financières suffisantes ou si elles subissent des violences économiques.

2.2 changements dans les politiques publiques

Chaque année, le Service des Politiques d'Égalité procède à une évaluation des différentes politiques et programmes qui ont été développés pour promouvoir la culture de l'égalité et la prise en charge des victimes de la violence sexiste. Le Service d'aide aux victimes de la violence basée sur le genre est un service de soutien technique intégré au portefeuille des services sociaux et socio-sanitaires, qui est gratuit et donne accès à une aide complète : sociale, psychologique et juridique. L'accès est ouvert aux femmes nationales et résidentes.

Pendant la crise pandémique, et plus particulièrement pendant la période de confinement strict, une augmentation du nombre de cas détectés a été observée par rapport à l'année précédente.

L'intervention du Service d'aide aux victimes de la violence sexiste est considérée comme un service essentiel et a donc été opérationnel, bien que les méthodologies de travail aient été adaptées en fonction des protocoles des autorités sanitaires. Dans ce sens, les femmes liées au service ont continué à recevoir de l'aide par l'intermédiaire des différents professionnels et, en ce qui concerne les nouveaux cas, des entretiens d'hébergement ont été réalisés, des ressources alternatives de logement ont été activées, des évaluations de risque ont été effectuées et les subventions économiques nécessaires ont été accordées.

En plus de la ligne d'assistance téléphonique ouverte 24 heures sur 24 et 7 jours sur 7, un numéro de téléphone mobile 606 181 a été activé pour faciliter la communication instantanée grâce à l'application « WhatsApp ». Le Gouvernement d'Andorre a approuvé un communiqué de presse afin d'informer sur le phénomène de la violence basée sur le genre et de la violence domestique et sur la pleine fonctionnalité du Service d'aide aux victimes de la violence sexiste. De même, la population a été informée par la radio par le biais de la « Cadena Ser », un média qui diffuse de manière récurrente les actions de promotion et de sensibilisation du Service des politiques d'égalité.

2.3 changements institutionnels

La Commission Nationale pour la prévention de la violence basée sur le genre créée légalement en 2016 continue de se réunir deux fois par an. Cette année, dans le budget du Service des politiques d'égalité, pour la première fois, un poste économique de 6 000 euros a été créé pour cette commission dans le but de commander des études, des plans d'action, des formations, etc.

2.4 recherche et sensibilisation

Le Gouvernement d'Andorre et l'Université d'Andorre ont formalisé un accord en octobre 2020 pour offrir une formation initiale et continue aux professionnels qui interviennent directement auprès des victimes de violence basée sur le genre. Lors de la première édition de ce programme de formation, des formations ont été dispensées aux forces de police, au collège des psychologues d'Andorre, au personnel sanitaire du Service de santé d'Andorre et au Barreau d'Andorre. Cette année, à partir du mois d'octobre, elles seront à nouveau organisées.

Pour commémorer le 25 novembre 2020, journée internationale contre les violences faites aux femmes, deux actions ont été menées :

1. Des masques mauves avec un ruban blanc ont été fabriqués et distribués : 500 pour les adultes et 250 pour les enfants.

2. Une vidéo a été réalisée dans laquelle des professionnels capables de détecter et d'intervenir dans des cas de violence sexiste et domestique ont pris position contre la violence et ont donné des informations réelles sur la violence sexiste. Les professionnels impliqués étaient issus de la police, des pompiers, du service des affaires sociales, de la santé, de l'hôpital, de l'association des femmes d'Andorre et du ministère de l'Éducation, entre autres.

Le lien pour regarder la vidéo est le suivant : <https://www.aferssocials.ad/igualtat/campanyes-d-igualtat/campanyes-2020/25n-dia-internacional-per-a-l-eliminacio-de-la-violencia-envers-les-dones>

Les 4, 11 et 18 octobre 2021, une séance de formation a été organisée pour le Barreau d'Andorre sur la violence sexiste, la réglementation en la matière, les procédures judiciaires et pénales, le service d'aide aux victimes de violence sexiste et la victimisation secondaire.

3. Objectif stratégique : garantir aux femmes l'égalité à la justice

3.1 changements législatifs

Le gouvernement d'Andorre, poursuivant son engagement en faveur de l'égalité des sexes, a approuvé **le projet de loi pour l'application effective du droit à l'égalité de traitement et des chances et à la non-discrimination entre les femmes et les hommes**, qui se trouve actuellement en procédure parlementaire. Il établit ce qui suit :

Article 22 : Accès à la justice et à la légitimité procédurale

1. Toute personne peut demander aux tribunaux la protection du droit à l'égalité de traitement et à la non-discrimination fondée sur le sexe.

2. La légitimation pour intervenir dans les procédures judiciaires civiles et administratives visant à défendre le droit à l'égalité de traitement et à la non-discrimination fondée sur le sexe correspond à la personne ou aux personnes concernées.

3. Dans les termes établis par les lois de procédure, les associations de défense et de promotion des droits de la femme, les organisations syndicales sont également légitimées à intervenir dans les procédures judiciaires civiles et administratives, au nom et dans l'intérêt de leurs membres ou associés, et à condition d'avoir leur autorisation, les associations professionnelles de travailleurs indépendants, les organisations de consommateurs et d'usagers, ainsi que les associations et organisations légalement constituées dont l'objet principal est la défense et la promotion des droits de l'homme, et dont l'activité est exercée en Andorre. Cette autorisation n'est pas nécessaire lorsque les personnes concernées constituent une pluralité indéterminée ou difficile à déterminer, sans préjudice de la légitimation procédurale des personnes qui peuvent s'identifier comme étant concernées.

Article 44. Justice

1. Les pouvoirs publics doivent promouvoir l'intégration du point de vue de l'égalité des sexes en tant qu'instrument d'interprétation et d'application des normes juridiques dans le domaine

judiciaire. À cette fin, l'application d'une perspective sexospécifique implique de confirmer l'existence d'inégalités structurelles des femmes dans la société et implique l'application du principe d'égalité de traitement et de non-discrimination en tant que critère d'interprétation des règles et de la décision judiciaire afin d'éliminer les obstacles qui entravent l'égalité effective des femmes.

2. Les pouvoirs publics doivent veiller à ce que les juges femmes et hommes, les magistrats femmes et hommes, et les procureurs femmes et hommes de tous les ordres juridictionnels reçoivent une formation complète et continue en matière d'égalité de traitement et de non-discrimination entre les femmes et les hommes, et en particulier dans des questions de violence contre les femmes et la discrimination multiple et intersectionnelle que subissent les femmes dans des situations de vulnérabilité.

3. Les pouvoirs publics doivent collecter et traiter les données détaillées par sexe en relation avec l'accès à la justice, y compris la participation des femmes au système judiciaire.

4. Les pouvoirs publics doivent promouvoir le fait que les organisations de professions juridiques et judiciaires organisent des conférences et d'autres événements publics afin de sensibiliser les professionnels du droit à l'égalité de traitement et à la non-discrimination entre les femmes et les hommes, et en particulier en matière de violence sexiste contre les femmes.

3.4 recherche et sensibilisation

En février 2021, des sessions de formation sur la violence sexiste ont été organisées au sein du Barreau à l'intention des avocats et avocates. En octobre 2021, une formation de trois jours sur la violence sexiste dans le domaine juridique a été organisée au sein du Barreau.

4. Objectif stratégique : assurer une participation équilibrée des femmes et des hommes à la prise de décision politique et publique

4.1 changements législatifs

Le projet de loi pour l'application effective du droit à l'égalité de traitement et des chances et à la non-discrimination entre les femmes et les hommes, qui est actuellement en procédure parlementaire, dispose ce qui suit :

Article 46 : *Participation politique et sociale des femmes*

1. Les pouvoirs publics doivent respecter le principe de la présence équilibrée des femmes et des hommes dans la répartition du pouvoir politique.

2. Les pouvoirs publics doivent promouvoir le réseau associatif féminin et prendre en compte les contributions des associations féministes et des groupes de femmes, et encourager la participation des associations féministes et des groupes de femmes au débat public.

3. Les associations et groupes professionnels et d'entreprises, les organisations syndicales, culturelles et sociales et les partis politiques doivent établir des mécanismes qui garantissent la participation active des femmes, ainsi que leur accès aux organes de direction, dans le but de parvenir à une représentation paritaire.

5. Objectif stratégique : protéger les droits des femmes et des filles migrantes, réfugiées et demandeuses d'asile

5.1 changements législatifs

L'Andorre a approuvé la **Loi 4/2018 du 22 mars, sur la protection temporaire et transitoire pour des raisons humanitaires**. Cette loi a pour objet de réglementer les *autorizations de séjour ou de séjour et de travail temporaire et transitoire* pour les personnes sous la protection du Haut-Commissariat des Nations Unies pour les réfugiés (HCR) et les personnes qui ne peuvent pas retourner dans leur pays d'origine ou de résidence habituelle en raison de violations systématiques ou généralisées des droits de l'homme.

La procédure d'octroi de ces autorisations s'inspire des principes de la migration sûre. À cet égard, Andorre a signé un protocole d'accord avec la Communauté de Sant Egidio pour la constitution d'un corridor humanitaire, afin que les bénéficiaires de cette protection temporaire et transitoire puissent voyager dans des conditions de sécurité. À cette fin, les ambassades d'Espagne et de France au Liban ont également collaboré dans le but d'obtenir les documents nécessaires pour voyager.

Depuis 2019, l'Andorre a accueilli un total de onze ressortissants syriens ayant subi les conséquences du conflit armé de longue durée dans leur pays d'origine.

La loi 4/2018 régit la figure du *représentant du bénéficiaire*, dont la mission est de garantir le respect des libertés individuelles fondamentales des bénéficiaires et de s'assurer que les bénéficiaires comprennent toutes les décisions et résolutions qui leur sont communiquées et notifiées, et qu'ils disposent des conseils juridiques appropriés pour utiliser les moyens de recours correspondants.

En outre, afin de garantir l'intégration sur le marché du travail, un itinéraire spécifique a été créé avec le Service de l'emploi pour accompagner les bénéficiaires de cette protection dans leur adaptation au marché du travail

5.3 changements institutionnels

Au cours du mois de juin 2021, une nouvelle famille de réfugiés est arrivée en Andorre. Le service d'aide aux réfugiés était chargé de leur fournir un logement, concrètement un appartement en location, de gérer une allocation pour couvrir tous leurs besoins de base, de faire toutes les démarches nécessaires pour qu'ils puissent bénéficier de la sécurité sociale, d'un permis de séjour et de travail, de la scolarisation, de l'apprentissage du catalan, etc.

5.4 recherche et sensibilisation

Pour commémorer le 20 juin 2021, Journée mondiale des réfugiés et sensibiliser la population à la question, une vidéo a été réalisée et diffusée mettant en scène différents professionnels et institutions qui ont participé à l'accueil des réfugiés. On y voit également un jeune réfugié que le pays a accueilli en 2018 expliquer son expérience. Le lien pour regarder la vidéo est le suivant : <https://www.aferssocials.ad/>

6. Objectif stratégique : intégrer les questions d'égalité entre les femmes et les hommes dans toutes les politiques et mesures

6.1 changements législatifs

Le projet de loi pour l'application effective du droit à l'égalité de traitement et des chances et à la non-discrimination entre les femmes et les hommes, qui est actuellement en procédure parlementaire, dispose ce qui suit :

Article 29 - *Transversalité du principe de l'égalité de traitement et de l'égalité des chances entre les femmes et les hommes*

Les administrations publiques, les organismes autonomes, les entreprises et les organismes publics connexes ou qui en dépendent doivent intégrer de manière transversale le principe d'égalité de traitement et d'égalité des chances entre les femmes et les hommes dans toutes leurs actions et dans la définition, la budgétisation, la mise en œuvre et l'évaluation de toutes les politiques publiques.

Article 30 - Rapports d'impact sur le genre

Les projets et propositions de dispositions réglementaires à caractère général, y compris les budgets annuels des administrations, des communes, des organismes et entités connexes ou qui en dépendent, ainsi que les plans et programmes d'intérêt économique, social et culturel particulier qui sont soumis à l'approbation du Conseil des Ministres et des conseils municipaux, doivent inclure un rapport sur leur impact de genre rendant visible l'impact différencié sur les femmes et les hommes des mesures envisagées et accorde une attention particulière aux facteurs intersectionnels et aux situations de vulnérabilité particulière de certains groupes de femmes.

Article 31 - Présence équilibrée des hommes et des femmes

1. Les pouvoirs publics, les organismes connexes ou dépendants et les entités qui reçoivent des aides ou des subventions publiques doivent respecter le principe d'une composition équilibrée entre les femmes et les hommes dans les nominations des postes de direction et dans les organes collégiaux et consultatifs des administrations, sauf pour des raisons objectives dûment motivées.

2. Ce principe doit également être observé dans les nominations qui correspondent aux administrations publiques dans les organes de direction des sociétés à capitaux publics.

3. Ce principe ne s'applique pas à la composition des organismes créés pour la promotion spécifique des droits et intérêts des femmes, qui peuvent avoir une composition exclusivement féminine.

Article 32 : Collecte de données, statistiques et études

1. Les administrations publiques, les organismes connexes ou dépendants et les entités qui reçoivent des aides ou des subventions publiques doivent systématiquement inclure la variable du sexe dans toutes leurs études, enquêtes, collectes de données et statistiques.

8. Commentaires additionnels

Commentaires additionnels

En ce qui concerne les traités et protocoles des Nations Unies relatifs aux droits de l'homme, nous avons le plaisir d'annoncer que l'Andorre a entamé les études nécessaires pour signer et ratifier le Protocole visant à prévenir, réprimer et punir la traite des personnes, en particulier des femmes et des enfants, qui complète la Convention des Nations Unies contre la criminalité transnationale organisée. À cet égard, un examen de la législation nationale est en cours afin d'apporter les modifications législatives nécessaires pour mettre notre droit interne en conformité avec le protocole.

AUSTRIA

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.1 Legislative changes

The Austrian Federal Government attaches high importance to the fight against hate on the Internet. The Austrian government programme 2020-2024 therefore declares the protection against violence and hatred on the Internet as one of the priorities of this legislative period.

The topic was issued in January 2020 and led to **the federal law on measures to combat hate on the internet (Hate on the Internet Combating Act, "Hass-im-Netz-Bekämpfungsgesetz – HiNBG")** with the intention to implement the necessary legal measures to combat hate on the internet in civil, media and criminal law. The federal law which provides for measures to combat hate on the internet **entered into force on 1 January 2021.**

The measures in the field of **Civil Law** include:

- **The new mandate procedure** (Section 549 of the Code of Civil Procedure (Zivilprozessordnung, ZPO): A special procedure has been established in the ZPO («mandate procedure»), which is available as an urgent procedure for massive violations of personality rights. This is a court procedure that can be used to quickly and inexpensively remove content (such as texts, postings, images) from the Internet if it significantly violates personal rights in a way that impairs human dignity. Likewise, the new mandate procedure is available so that one can stop the sending of such messages via a messenger service (such as WhatsApp, SMS, private messages on Facebook). There is a form available on the homepage of the judiciary, which can be used to file a lawsuit in the new mandate procedure. The lawsuit must be filed with the district court. There is no obligation to be represented by a lawyer in the mandate proceedings before the district court. The court fees in the first instance amount to 107 euros. They are to be paid by the plaintiff - unless procedural assistance is granted - and are reimbursed by the opponent if no objections are raised against the injunction order and no appeal on costs is filed.
- **The claim of the employer** (Section 20 (2) of the General Civil Code (Allgemeines Bürgerliches Gesetzbuch, ABGB): If hate postings are directed against his/her employees in connection with their work, the employer may also take legal action against such postings. The same applies to persons who, for example, work for an association on a voluntary basis and are subjected to hate postings because of this activity: in this case, the association can take legal action. This provision also applies to corporate bodies: for example, a municipality can take legal action against hate postings directed against the mayor, or a limited liability company against hate postings directed against the managing director.
- **Information from the provider** (Section 18 of the E-commerce Law (E-Commerce Gesetz, ECG): Anyone whose personal rights were violated by an anonymous entry on the Internet could already ask the platform operator (host provider) for the name and address so that he or she could take legal action against this person. This right to information has been simplified: now it is not to be filed with a lawsuit, but with an application under the Non-Contentious Proceedings Act, there is no obligation to be represented by a lawyer, and the flat fee is a uniform 82 euros. The application must be filed with the Regional Court for Commercial Matters (in Vienna: Commercial Court).

The measures in the **Media Act** include:

- an increase in compensation for the impairment suffered up to a maximum amount of EUR 40,000.-, in special cases up to a maximum amount of EUR 100,000.--;
- an expansion of the scope of withdrawal from circulation (Section 33 of the Media Act) and confiscation (Section 36 and 36a of the Media Act): The new provision enables the enforcement of the withdrawal and confiscation against host providers if the media owner's registered office is

abroad or the media owner cannot be prosecuted due to other reasons. Host providers will then be obliged to delete the parts of the website constituting the penal act.

- an expansion of the scope of psycho-social and legal support for the proceedings for victims of online hate speech: The new provision guarantees psycho-social and legal support to victims of online hate speech not only in civil and criminal proceedings but also in proceedings under the Media Act.

In the field of **criminal law**, the measures include:

- an extension of the provision of “cyberbullying” (§ 107c Austrian Criminal Code, hereinafter CC) in order to make even single cyberbullying-postings punishable;
- an extension of the provision of “hate speech” (§ 283 CC) by also including insults that offend the human dignity and are directed against individual members of protected groups;
- the introduction of a new criminal offence against unauthorised image recording in § 120a CC (so-called “Upskirting”);
- the facilitated investigation of perpetrators of offences that are prosecuted only at the request of an authorised person like “Criminal defamation” (§ 111 CC), “Accusation of prior offences that have been served or waived” (§ 113 CC) or “Insult” (§ 115 CC) if the offence was committed by means of telecommunication or using computer systems (§ 71 Austrian Code of Criminal Procedure, hereinafter CCP);
- the elimination of the risk of having to bear the legal costs in the case of an acquittal or a discontinuation of investigation proceedings when the offence is prosecuted at the request of an authorised person like “Criminal defamation” (§ 111 CC), “Accusation of prior offences that have been served or waived” (§ 113 CC) or “Insult” (§ 115 CC) if the offence was committed by means of telecommunication or using computer systems with the exception of cases where false accusations were made intentionally (§ 390 CCP)
- ensuring legal protection for the accused in the event of excessive access to files (§ 49 CCP) and
- the explicit inclusion of “other service providers” (corresponding to § 3 sub para. 2 of the E-Commerce-Act) in the provision of § 76a CCP in order to ensure that information on subscriber and access data can also be obtained from internet services, in particular OTT services, which are not providers of communications services.
- in the Media Act an increase in the indemnity for the insult suffered up to a maximum amount of EUR 40.000, in special cases up to a maximum amount of EUR 100.000 (§ 8 Media Act), as well as an expansion of the scope of withdrawal from circulation and confiscation in the Media Act. A new provision has been introduced in order to enable the enforcement of the withdrawal and confiscation against host providers, if the media owner’s registered office is abroad or the media owner cannot be prosecuted due to other reasons. Host providers will then be obliged to delete the parts of the website constituting the penal act (§ 36b Media Act).
- the extension of the psycho-social and legal support in criminal proceedings for victims of online hate speech and underage witnesses of violence in their social environment (new Section 66b of the CCP).

The **measures in the Austrian Code of Criminal Procedure (CCP)** include:

- the extension of the psycho-social and legal support in criminal proceedings for victims of hate on the internet and also for minor witnesses of family violence;
- the facilitated investigation of perpetrators of offences that are prosecuted only at the request of an authorised person like “Criminal defamation” (Section 111 of the CC), “Accusation of prior offences that have been served or waived” (Section 113 of the CC) or “Insult” (Section 115 of the CC) if the offence was committed by means of telecommunication or using computer systems;
- the elimination of the risk of having to bear the legal costs in the case of an acquittal or a discontinuation of investigation proceedings when the offence is prosecuted at the request of an authorised person like “Criminal defamation” (Section 111 CC), “Accusation of prior offences that have been served or waived” (Section 113 CC) or “Insult” (Section 115 CC) if the offence was

committed by means of telecommunication or using computer systems with the exception of cases where false accusations were made intentionally;

- ensuring legal protection for the accused in the event of excessive access to files and the explicit inclusion of “other service providers” (corresponding to Section 3 Sub para. 2 of the E-Commerce-Act) in the provision of Section 76a CCP in order to ensure that information on subscriber and access data can also be obtained from internet services, in particular OTT services (“over-the-top” media service), which are not providers of communications services.

Furthermore, please also see 2.1. and 2.2.

1.3 Institutional changes

The Austrian Ombud for Equal Treatment (National Equality Body dealing with discrimination according to the corresponding EU Directives) was established in 1991. Therefore, the Ombud can rely on extensive experience regarding sexual harassment.

1.4 Research and awareness-raising

The **Girls’ Day** (since 2006) and **Girls’ Day MINI** (since 2015) in the federal Civil Service were introduced with the objective to encourage girls and young women in choosing STEM-educations and professions. Schoolgirls from the age of 6 are invited to the “Girls’ Day” which is organised in the public sector each year. Since 2006, this action day has taken place within the federal ministries and the subordinated departments on the basis of a Ministerial Council Decision and allows the girls to gain an active insight and real experience within the public sector. The “Girls’ Day MINI” has taken place since 2015 and addresses girls in the kindergarten age group of four years upwards. The last Girls’ Day took place online on 22 April 2021.

<https://www.bundeskanzleramt.gv.at/agenda/frauen-und-gleichstellung/gleichstellung-am-arbeitsmarkt/girls-day-und-girls-day-mini.html>

The **MINT-Girls Challenge 2021** is a nationwide initiative and competition in which girls and young women were encouraged to use mathematics, IT/computer science, natural sciences or technology (in short: MINT/STEM) in developing creative ideas and solutions to tackle global challenges. Ideas could be submitted until 31 August 2021. The initiative aims to spark more girls and young women’s enthusiasm for mathematics, computer science, natural sciences and technology (MINT) and challenges gender stereotypes. Furthermore, the initiative is intended to address the shortage of skilled workers in Austria as a business location.

To further increase women’s and girls’ representation in MINT/STEM subjects and professions, a call for funding was launched. The call for funding for the empowerment of girls and women in education, work and society with a focus on mathematics, information technology, natural sciences and technology as well as financial literacy was issued in 2021 with a total volume of 1.6 million EUR. The aim is to strengthen the economic independence of women and to increase the proportion of women in male-dominated educational and professional fields. The eleven selected projects will be implemented between October 2021 and December 2022 and will focus on:

- offering experiments and workshops in kindergartens or schools
- providing low-threshold and free counselling for girls and women who are about to make educational decisions or are in the career orientation phase
- providing strategies for empowering women in male-dominated fields of education and occupation.

In order to advance the continuous gender-differentiated data collection and data evaluation in Austria, the “**Gender Index**” is produced annually. It provides an overview of gender-disaggregated data in key areas such as education, income, and employment and sheds light on gender relations from

various perspectives. On the one hand, by highlighting differences and similarities in the life of women and men. On the other hand, by making visible different situations of women - such as single parents, retired women or women in management positions.

Particular efforts are applied in specific policy areas like migrant integration. The Austrian integration law foresees continuous data collection of gender differentiated information, which allows crucial insight in gender related differences and discrimination. The data is further evaluated by the Advisory Committee on Integration and is used as a basis for policymaking.

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

2.1 Legislative changes

The federal law to combat hate on the internet (Hate on the Internet Combating Act, “Hass-im-Netz-Bekämpfungsgesetz – HiNBG” - for more details please see answer to question 1.1.) provided also for the **extension of the psycho-social and legal support in criminal proceedings for minor witnesses of family violence**. Therefore, according to Section 66b of the Criminal Procedure Code (CCP), at their request, **minors who have witnessed violence in the social environment** (violence in the family, violence against children) are entitled to psycho-social or legal assistance in criminal proceedings insofar as this is necessary to preserve the rights of the victim, taking into account their personal concerns.

On 11 May 2019, at the 59th meeting of the Council of Ministers, a comprehensive package of measures against violence against women and the strengthening of violence prevention was decided upon. Amongst other measures the implementation of Advice Centres for Violence Prevention (Beratungsstellen für Gewaltprävention) and the corresponding EU-wide tendering procedure were completed, and the respective institutions started their work on 1 September 2021. If a ban on entering a residence in connection with domestic violence is issued, perpetrators are obligated to contact the respective Advice Centre within five days of issuing the ban in order to arrange an appointment for violence prevention counselling within 14 days of making contact. This six-hour consultation creates the opportunity to communicate with perpetrators and to give advice on further options of therapy and anti-violence training.

Due to the newly created legal provision in Section 56 of the Security Police Act (Sicherheitspolizeigesetz, SPG) on the transmission of data to violence protection centres / intervention centres in cases under Section 107a of the Criminal Code, i.e. dangerous threats, has been further improved. The improvement in the Security Police Act and the associated data transmission were brought to the attention of all police officers by means of a corresponding decree.

2.2 Policy changes

On 3 April 2019 the Ministry of Justice published a **guideline regarding criminal prosecution in the field of domestic violence** (Richtlinien zur Strafverfolgung bei Delikten im sozialen Nahraum; kurz: Gewaltschutzerlass). Based on experience of law enforcement agencies and NGOs covering this area of crime, the guideline targets the presentation of special challenges in this field of crime and offers approaches that allow the prosecutor’s offices to collect all evidence, to develop a tighter co-operation with police forces and to solve the question, whether a suspect is to be arrested, especially considering the suspect’s dangerousness.

After more than one year of practice, the Ministry of Justice revised the guideline considering the practical experiences of public prosecutors, police and victim protection facilities. A second edition of the guideline was published on 17 December 2020 and focuses on the improvement of communication between prosecutors and police officers in order to investigate the issue as well as the danger coming from the suspect, on the special situation of the victims, on the documentation of prosecutors’ decisions and on meanwhile amending law. To accomplish the investigation of all aspects

of the case as soon as possible a *checklist for the stand-by duty in public prosecutor's offices* was created and enclosed to the guideline.

In October 2021 a further revision of the guideline introduced a uniform definition of domestic violence. Another focus is on further emphasising the principle of immediacy and the direct taking of evidence by the public prosecutor's office by formulating the goals of participation of the public prosecutors in security police case conferences (Section 22 para 2 of the Security Police Act) and direct questioning of suspects by public prosecutors.

A guideline for the implementation of Security Police Case Conferences, which have been anchored in Austrian law since 1 January 2020, was developed with the involvement of representatives of NGOs, the security authorities, experts from some State Police Departments and the Criminal Intelligence Service of Austria. In a subsequent meeting, representatives of other NGOs and the Federal Chancellery of the Republic of Austria were also involved. This was implemented in the associated decree and re-announced on 15 July 2021. The guideline is intended to further improve comprehensive and professional law-enforcement throughout Austria. In addition, an e-learning tool was developed for the Protection against Violence Act 2019, which among other things contains a module on Security Police Case Conferences. This tool can be accessed on the e-campus of the Federal Ministry of the Interior by law enforcement officers and is mandatory for new police officers to complete as part of the training. As part of the training for violence protection trainers, a training module with a focus on Security Police Case Conferences was carried out on 11 June 2021.

"GiP-Support" (Violence in the Private Sphere Support) was set up as a trial run in the Vienna State Police Directorate. By the end of the year, prevention officers for the area of «violence in the private sphere» are expected to have been trained at every police station. Further, the strengthening of institutions to protect against violence is being worked on intensively with the Federal Chancellery.

It is a central concern to develop suitable solutions in order to provide those affected by violence with comprehensive protection and the greatest possible support. For this reason, it was decided to strengthen the existing Violence Protection Centres and Intervention Centres with a total of € 5 million. In co-ordination with the other ministries involved, intensive work is currently being carried out on the implementation of the measures that have been decided. The first payments in this regard are planned for this year (2021).

Awareness raising among the general public regarding domestic violence within the context of the COVID-19 pandemic is still being carried out by the Austrian government. In order to draw attention to the increased risk of domestic violence due to exit restrictions and to the support services available, press conferences are still regularly held by the relevant ministries. Information material regarding domestic violence and related services continue to be distributed on different media channels nationwide. These have been translated into several languages.

The Federal Chancellery, together with the Ministry of the Interior, will commission an investigation into all homicides committed against women in the past ten years. The aim is to gain important information about police measures taken before homicides, about the perpetrators, their motives and the possibilities of early intervention before the escalation of violence. This is also intended to determine which factors lead to or promote violent behaviour towards women and which role cultural factors played in the murders. The procurement procedure is currently ongoing.

Continuation of awareness raising campaigns of the wide public on domestic violence in the wake of the COVID-19 pandemic:

- security Summit on the 3 May 2021 with the Austrian Minister for Women, the Minister of Justice and the Minister of the Interior as well as with the nine provincial police directors and provincial heads of criminal investigation departments

- round table on victim protection on 12 May 2021 with the Austrian Minister for Women, the Minister of Justice, the Minister of the Interior and the Minister of Social Affairs as well as with representatives of victim protection organisations
- several press conferences have been held by the Minister for Women, the Minister for Family, the Minister for Justice and the Minister for the Interior to raise awareness of the increased risk of domestic violence during lockdown and the support that is still available
- counselling services were advertised via information flyers distributed by retail chains, police stations, supermarkets, pharmacies and medical practices
- an information campaign was launched in daily newspapers and digital media
- comprehensive overview of the existing counselling services is also provided on the homepage of the Ministry for Women (in German and 13 foreign languages)

Additional financial resources (amounting to 24.6 million EUR) for protection against and prevention of violence and victim protection were provided by the Ministry for Women and the Ministry of the Interior. The financial means are inter alia used for:

- additional funding for violence specific counselling agencies;
- sensitisation campaigns on violence against women and girls so that every woman and every girl knows where to seek help;
- further trained prevention officers on the topic of domestic violence in every police station;
- strengthening of “security police case conferences”;
- re-introduction of proactive data transfer in the case of stalking and thus proactive contacting of victims by Violence Protection Centres;
- convictions: enhanced securing of evidence after domestic violence to increase the probability of conviction of the perpetrator;
- increased adversarial hearings during prosecutorial investigations to protect the women affected;
- strengthening legal and psychosocial support for victims in criminal proceedings by improving information flow about this service;
- promotion of anti-violence training in case of non-litigious proceedings, diversion, probation, custodial sentence as well as in the case of conditional release;
- enhanced consideration of the topic of violence against women in the training of judges and public prosecutors.

Measures concerning counselling centres:

- the budget for (government-funded) counselling services for women, suffering from domestic violence or fearing domestic violence was increased;
- establishment of new specialist counselling services for those affected by sexual violence in those provinces, in which there had not previously been a specific counselling service (Burgenland, Carinthia, Lower Austria and Vorarlberg);
- establishment of a new counselling service in western Austria to increase the support specifically available to those affected by forced marriage.

Measures concerning perpetrator work:

New “counselling centres for violence prevention” became operational by 1 September 2021. This 6-hour-counselling is mandatory for recipients of a protection or mobile restraining order.

2.3 Institutional changes

- Continuation of the inter-ministerial working group “Protection of Women against Violence”, comprising relevant ministries, all federal states and specific NGOs with its main task being the exchange of expertise and support of implementation measures.
- Continuation of the National Co-ordination Body “Protection of Women against Violence” with its main tasks being the national co-ordination of state reports under the Istanbul Convention and

exchange with other national co-ordination bodies as well as analysis and dissemination of specific data.

- Continuation of other relevant Working Groups esp. on Trafficking in Human Beings, Forced Marriage and Victim Oriented Work with Perpetrators.
- Continuation of an ad-hoc working group with the aim to assure accommodation in women's shelters of high-risk victims across Austria's provinces under the lead of the Division for Women and Equality which was set up in September 2019.
- Regarding the implementation of Advice Centres for Violence Prevention, please also see the answer to question 2.1.

2.4 Research and awareness-raising

- Continued participation in the EU prevalence study "gender-based violence 2020/2021" ("Gender based violence survey") - gender-specific violence against women (and men); results are expected in 2022
- Continued participation in the study "No room: Cyber violence against women in (ex)-partnerships" 2020/2021 which deems to analyse the specific form of cyber domestic violence; results are expected in 2022
- 30 July 2021 first networking meeting of the Advice Centres for Violence Prevention (online)
- 27 August 2021 Information event for representatives of NGOs in the field of violence protection with an input lecture from the field of activity of the Advice Centres for Violence Prevention
- 9 September 2021 Networking meeting between the Federal Ministry of Internal Affairs, the Federal Chancellery, Violence Protection Centres/Intervention Centre Vienna and the Advice Centres for Violence Prevention
- Participation in the EIGE prevalence study "Estimation of the number of girls at risk of female genital mutilation in the EU" 2020/2021 which estimated the risk to become a victim of FGM in Austria
- Qualitative and quantitative study of female murders between the years 2010 and 2020

2.5 Other pertinent developments

The budget of the Ministry for Women was increased to 14.65 million EUR in 2021 (and reflects an increase of 43% from 2019 to 2021). Around half of the total budget is set aside for the implementation of measures relating to violence against women.

Project Calls

- The Ministry for Women launched a call for a project grant over 1.6 million EUR in 2021 for projects regarding the protection and prevention of women and girls against violence.
- Furthermore, there was another project grant over 2 million EUR for projects improving the integration of migrant women and girls with a focus on violence protection.

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

3.1 Legislative changes

With a Regulation by the Ministry of Justice on special rules for the filing of court applications (1. COVID-19 Ziviljustiz-VO, BGBl. II Nr. 163/2020) the following measures were taken to make it easier for victims of violence to obtain interim injunctions for protection against violence during the COVID-19 related restrictions of the freedom of movement. These provisions entered into force on 21 April 2020.

Victim protection and support facilities have been granted extended powers of representation, as they are able to represent victims of violence to a limited extent, including the filing of applications for interim injunctions for protection against violence and for protection of privacy (pursuant to Sections 382b, 382e and 382g on the Act of the Enforcement of Judgements) and other written pleadings

(except for legal remedies). The victim protection and support facility can refer to the granted power of representation without having to show the written mandate to the court.

This provision has been incorporated into permanent law with the amendment of the Austrian Enforcement Act that entered into force on 1 July 2021.

The second measure of the COVID-19 regulations referred to people who were in quarantine under the Epidemic Act (Epidemiegesetz). They could file an application to obtain an interim injunction for protection against violence through the police. For this purpose, a form was created, that has to be handed out to the victim along with an information sheet after the police has issued an expulsion and prohibition to return order. The documents were translated into six languages. After the application to obtain an interim injunction is handed over to the police, the expulsion and prohibition to return order is automatically extended by two weeks. The police have to submit the application including documentation (for example, the report of the incident) immediately to the court, if possible, via the electronic legal communications system.

Due to the decrease of numbers of quarantines, this provision expired on 30 June 2021.

3.3 Institutional changes

See point 1.3.

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

4.4 Research and awareness-raising

In a resolution of the Council of Ministers 3 June 2020, it was decided to increase the proportion of women on the supervisory boards of state-affiliated companies (federal share of at least 50%) from 35% to 40% over the course of the current legislative period (until 2024).

The status of this commitment is reviewed annually in a **progress report**. On average, the federal women's quota in 2020 was 45.3%. Compared to the 2019 reporting period, an increase of 2 percentage points occurred in 2020 (2019: 43.3%).

Mentoring/work-shadowing programmes, confidence building, leadership and media training for women considering entering political and public decision-making.

As part of the Federal Civil Service's staff development programme, a cross-mentoring scheme is available as a tool for the promotion of women's careers.

One distinctive feature of this particular cross-mentoring scheme is that managers from one Ministry (i.e. the mentors) support their female colleagues from other Ministries (i.e. the mentees). This is a specific programme to support women in their career with around 30% of the mentors being male. The mentors pass on their experience and know-how, give advice on career planning and facilitate access to professional networks. Since 2005 about 1,300 mentors and mentees have participated in the programme.

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

5.1 Legislative changes

Within the policy area of integration, the integration act of 2017 stipulates obligatory integration measures designed for particular circumstances of migrant women. Through targeted policies as language and education offers in protected environments, women are empowered and supported to lead a self-determined and independent life.

5.2 Policy changes

The wide range of violence prevention facilities across the country is available to all women, thus also to all asylum seekers, undocumented women, recognised refugees and those with subsidiary protection. Recognised refugees are treated equally to Austrian citizens and therefore generally have access to women's shelters (there are only some regional differences in terms of access to women's shelters in this regard). The rules on asylum seekers and those with subsidiary protection, however, vary from province to province. If a woman is not able to access a women's shelter, female-specific facilities for asylum seekers are generally available and co-operate with women's shelters. Where possible, violence protection facilities offer mother-tongue counselling or request an interpreter.

Austria has a strong focus on combating human trafficking, with priority given to prevention and victim protection. A particular focus is on providing women and girls with the best possible protection against exploitation and human trafficking. The Ministry for Women, together with the Ministry of the Interior, therefore, finances the nationwide "Intervention Centre for Trafficked Women", which provides comprehensive counselling and support for trafficked women (including on residence law issues) and also offers shelter.

Federally funded specific institutions provide counselling on FGM and forced marriage and also offer shelters.

The federal government has made the protection of women against violence one of its top priorities. In 2019, as part of a special call of the Integration ministry and the Austrian Integration Fonds (ÖIF), an additional 1 million euros were made available for "Measures targeting violence against women in the context of integration and female genital mutilation". These projects run until 2021. Moreover, in 2020 the budget on women was increased by around 43% compared to 2019. A large part of which is spent on protection against and prevention of violence.

Moreover, at the end of 2020, five central measures to contain violence were additionally designed. Among others, they ensure the establishment of counselling centres for victims of sexual violence in every federal state. For the approximately 5,000 to 8,000 girls and women in Austria who are affected or threatened by forced marriage, the range of counselling will be expanded and a contact point in western Austria will be established.

This year, the Minister for Women and Integration, together with the Minister of the Interior, the Minister of Justice and the Minister of Social Affairs presented a set of measures to protect women and children against violence, including an additional increase in the budget on women by around € 25 million.

A central focus of the ÖIF is the promotion and support of women and girls with a migration background: Migrants are informed in courses and seminars about their chances and possibilities in Austria in order to promote a self-determined and independent life. In addition, the ÖIF integration centres, which are found throughout of Austria, offer advisory formats and information events for the promotion and labour market integration. As part of the ÖIF special call to empower women, the ÖIF is funding 19 projects against violence and for the empowerment women and girls in the context of

integration with 2 million euros. In addition, the Federal Chancellery supports 14 projects across Austria with the focus on women and girls affected by violence in rural regions, on young people and children affected by sexual violence, or on preventive measures for gender-based violence. Around 3.25 million euros are invested in 33 new projects across Austria to strengthen women.

5.4 Research and awareness-raising

Information on Austria-wide assistance facilities in the event of violence is available in 14 different languages (including Arabic, Farsi, Somali, Chinese, among others) on the website of the Ministry for Women: www.bundeskanzleramt.gv.at/agenda/gewalt-gegen-frauen.html

For the area of integration, please see the homepage of the “Austrian Integration Fund (ÖIF)”. This is a fund of the Republic of Austria and a partner of the Federal Government in promoting integration and advisory service for migrants. In its work, the ÖIF aims at persons entitled to asylum, persons entitled to subsidiary protection and third-country nationals with a migration background, institutions, organisations and multipliers in the integration, social and education sectors as well as Austrian society. All offers of the ÖIF can be found at: www.integrationsfonds.at

The federal chancellery itself provides a range of different counselling programmes and other services which can be found under: [Onlineberatung für Frauen und Mädchen - Bundeskanzleramt Österreich](http://www.bundeskanzleramt.gv.at/onlineberatung-fuer-frauen-und-maedchen)

5.5 Other pertinent developments

The Austrian Integration Fund (ÖIF) provides various teaching materials for language entry and literacy on its website – an exercise software for literacy is also available - see: <https://sprachportal.integrationsfonds.at/deutsch-lernen/materialien-zum-kostenlosen-download/einstiegs-und-alphabetisierungsmaterialien>

As mentioned in more detail under point 5.2, a significant amount of funds was added to the general budget on women in order to curb and prevent violence against women and several projects were added targeting similar goals.

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

6.1 Legislative changes

Gender equality is an important aspect of performance management in Austria, which is a results-oriented strategy on the federal level of government. The budgetary principle of promoting gender equality was incorporated in the Austrian Constitution in 2009 and came into effect in 2013 by introducing the Federal Budget Act. Another important legal framework is the regulatory impact assessments principles regulation in which the federal chancellery (in accordance with the federal ministry of finance) defines the dimensions for the impact assessment (see below). Additionally, the Federal Ministries Act gives responsibility to the Federal Ministry for Arts, Culture, Civil Service and Sport for the cross-ministry co-ordination of actual gender equality.

The system of performance Management has two distinct instruments: performance budgeting and regulatory impact assessments. Both instruments play a crucial role in achieving gender equality in Austria. The progress of gender equality is evaluated and reported annually.

The instrument of performance budgeting ensures that all ministries and supreme organs define gender-related outcome objectives, measures and indicators. The Federal Budget Act includes different sub-divisions. Each sub-division can define up to five impact goals. One out of the five goals shall be gender related. In the budget of 2020, 33 divisions defined gender-related impact goals. This

significantly increases the transparency of government action in this field and guarantees the integration of gender perspectives in all areas of policy making.

The instrument of regulatory impact assessments analyses the impact of different measures taken by the government. The impact is analysed by means of different dimensions (eight in total). One of the dimensions is gender-equality. Hence, the impact assessment includes a mandatory gender impact dimension for all regulatory impact assessments. All new laws, regulations and projects, in all fields, need to be analysed concerning their impact on equality. This entrenches the awareness for equality throughout the public administration and consequently raises the need to invest in skills to analyse these impacts.

6.3 Institutional changes

Since 2000, the **IMAG GMB (Inter-Ministerial Working Group on Gender Mainstreaming/Gender Budgeting)** supports and facilitates the implementation of gender mainstreaming and gender budgeting in all federal ministries and at all political levels. A crucial element is the exchange of information and experiences as well as exemplary initiatives. Further tasks are the exchange with federal provinces and municipalities as well as the support and evaluation of ongoing projects and measures.

The working group is chaired by the Minister for Women's Affairs and meets twice a year. Its members include all federal ministries as well as other important public institutions (such as the Constitutional Court). The members of the IMAG GMB are chairs of the gender mainstreaming working groups in their own ministries. The last session took place on 24 June 2021. <https://www.imag-gmb.at/>

The Federal government and its entities are managed according to the principle of outcome-orientation and performance management objectives and indicators are the basis for every budget plan (see also 6.1) including objectives to achieve gender equality is mandatory – at the federal level, each budget chapter needs to have at least one gender objective (out of a maximum of 5) and corresponding activities and indicators. This means that each ministry has at least one high-level gender objective and numerous corresponding measures, ensuring that gender measures are implemented in all policy fields. We are pleased to report that this gender budgeting has proven to be successful with more and more indicators being added. As such, an increase in the share of women in the highest paid positions for the entire Federal civil service was added to the Federal Budget of 2021 (Federal Budget 2021: https://service.bmf.gv.at/Budget/Budgets/2021/bfg/Bundesfinanzgesetz_2021.pdf)

The focus of management in public administration underwent a major shift with the introduction of impact orientation. The commitment to actual gender equality – which is enshrined in the constitution – was also taken into consideration in this process. As a result, at least one gender equality target must be specified for each subdivision during the budgeting process – including associated figures and measures. The co-ordination of this process includes both the compilation and evaluation of the gender equality impact data. The aim is to promote cross-ministerial co-operation, increase the relevance to governance, improve the underlying data and consolidate quality at a high level.

There is no systematic connection between performance management regulated by the Federal Budget Act (see 6.1) and the SDG's. Nevertheless, different connecting dots between the national law and the SDG's can be observed. For example, the instrument of performance budgeting ensures that all ministries and supreme organs define gender-related outcome objectives, measures and indicators. Those objectives, measures and indicator have to be defined according to specific quality criteria. One of those quality criteria is comprehensibility. The basis of comprehensibility can be different legal instruments as a government resolution. In Austria the coherent implementation of the "Agenda 2030" constitutes a government resolution. Hence, there is a connection to the SDG's, even though it is not formalised yet.

6.4 Research and awareness-raising

Austria celebrated the **anniversary of gender mainstreaming in 2020**. Activities and events took place throughout Austria with the common goal of focussing more on gender equality and on the potential of gender mainstreaming.

The IMAG GMB website provides an overview of numerous projects and activities as well as best practices at international, national and regional level. <https://www.imag-gmb.at/>

The “**Equality in discussion**” series of events has been organised by the Division for Women and Equality since 2013 at the suggestion of IMAG GMB. It deals primarily with the topic of gender equality in legal terms and with regard to the personal and professional development potential in a society. The last event was held online on 27 January 2021, on the topic of “Is artificial intelligence gender neutral?” <https://www.imag-gmb.at/service/projekt/veranstaltungsreihe-gleichstellung-im-gespraech.html>

The Federal Administration Academy (Verwaltungsakademie des Bundes) offers more than 15 different training courses on gender equality and diversity for Austria’s federal civil servants every year.

Although there is training in the individual ministries, there is no legal obligation for specific training and/or awareness-raising activities. The management academy (Verwaltungsakademie) offers specific courses to raise gender competence at federal level.

Training courses may aim to foster and improve knowledge of the legal framework to facilitate the implementation of the relevant provisions, they may train executives to support equal treatment of women and men as employees, or train female employees to better communicate their aims and preferences with a view to career progression. These courses are not obligatory, however.

6.5 Other pertinent developments,

The “Federal Income Report” (based on §6 Federal Equal Treatment Act – Bundes-Gleichbehandlungsgesetz) includes the gender pay gap for Austrian civil servants of various sectors and hierarchical levels and is published annually in October.

The current issue from October 2020 can be found here: https://www.oeffentlicherdienst.gv.at/fakten/einkommensbericht/Einkommensbericht_2020.pdf?7vj63n

The Federal Income Report featuring numbers from 2020 were published on 1 October 2021 (<https://www.oeffentlicherdienst.gv.at/publikationen/index.html>). The gender pay gap for Austrian civil servants was reduced from 9.0 % to 8.6 %.

BELGIQUE/BELGIUM

1. Objectif stratégique: prévenir et combattre les stéréotypes de genres et le sexisme

1.1 changements législatifs

Niveau fédéral

La Belgique a adopté de nouvelles dispositions légales permettant de mieux concilier les vie privée et professionnelle contribuant à combattre les stéréotypes de genre :

- Depuis le 1^{er} janvier 2021, le nombre de jours de congé de naissance (=congé de paternité) auquel tout travailleur a droit est augmenté, passant de 10 à 15 jours. Il est prévu une augmentation jusqu'à 20 jours à partir de 2023.
- Dans le cadre du congé de maternité, les jours de maladie pris dans les 6 semaines précédant la grossesse réduisaient le congé de maternité en proportion. Ce n'est plus le cas depuis juin 2020. La travailleuse, même si elle est en incapacité de travail au cours des six semaines qui précèdent son accouchement, pourra bénéficier d'un congé de maternité de quinze semaines au total.

Depuis 2021, à titre pilote, dans le cadre de lutte contre le harcèlement de rue, certaines zones de police (Bruxelles et Liège) organisent des patrouilles. Une policière est habillée en civil et un P.V. est dressé si elle est victime de comportement sexiste. Cela a abouti à des sanctions dans certains cas et parfois le prévenu a accepté la condition probatoire d'avoir un suivi par une association qui accompagne les auteurs de violence envers les femmes.

1.2 changements dans les politiques publiques

Niveau fédéral

En septembre 2021, la Belgique a adopté un plan national et intersectoriel « Women in digital » (2021-2026). Le plan interfédéral belge s'articule autour des cinq objectifs stratégiques suivants : veiller à ce que davantage de femmes obtiennent leur diplôme dans le secteur du numérique (ICT/STEM), favoriser l'intégration des femmes dans le monde du travail numérique et/ou dans le secteur du numérique, favoriser le maintien des femmes dans le secteur du numérique, construire de nouvelles images, éliminer l'écart de genre dans les groupes cibles spécifiques.

L'Institut pour l'égalité des femmes et des hommes a coordonné le projet européen "Parents@Work" de septembre 2019 à août 2021. Il vise l'échange et la diffusion de bonnes pratiques afin de promouvoir l'équilibre entre travail et vie privée pour les femmes et les hommes. En informant les employeurs et les travailleuses-eurs au sujet de leurs droits et de leurs obligations, le projet vise à améliorer la protection et à lutter contre la discrimination à l'égard des travailleuses enceintes, des mères et des pères sur le lieu de travail. En mars et avril, deux sessions de formation concernant les droits des parents sur le lieu de travail ont été dispensées aux inspecteurs du travail. Le 23 avril 2021, un webinaire a été organisé au cours duquel l'Institut a lancé [un site web](#) sur lequel les employeurs peuvent trouver plusieurs outils pour mettre en œuvre une politique favorable aux femmes, notamment du matériel d'apprentissage en ligne, des listes de contrôle et des bonnes pratiques.

1.3 changements institutionnels

Flemish government

- Preparations for the establishment of the Flemish Institute for Human Rights, since - as stated in the Flemish Coalition Agreement - the Flemish Gender Ombudsservice will be integrated in a new Flemish equality body

1.4 recherche et sensibilisation

Niveau fédéral

L'Institut pour l'égalité des femmes et des hommes a publié son [rapport annuel sur les discriminations de genre](#). En 2020, le nombre de plaintes a augmenté de 9% comparativement à 2019. Les domaines dans lesquels le plus de plaintes sont introduites concernent la discrimination de genre sur le lieu de travail et le sexisme dans l'espace public.

Flemish government

- Project call "shared parenthood" for projects focusing on the active role of fathers and a better combination of work and private life for men and women (October 2021) <https://gelijkekansen.be/praktisch/subsidies/oproep-gedeeld-ouderschap>
- Publication of the "Social Position and Participation of Men and Women in Flanders" report <https://www.statistiekvlaanderen.be/sites/default/files/atoms/files/SV-rapport%202021-1-mannen-vrouwen.pdf>
- GOVO: report on the influence of gender on work and salary of the employees of the Flemish government <https://overheid.vlaanderen.be/sites/default/files/Rapport-2021-Genderonderzoek-Vlaamse-overheid.pdf?timestamp=1634139780>
- Project Equischools from Move men: It shows boys in school non-violent models of masculinity, free from stereotypes. The project aims to create a school culture that promotes gender equality and combats discrimination. <https://www.movemen.be/>
- Draw for Change is an educative tool for students and teachers. In Draw for Change!, female cartoonists and their drawings offer a glimpse into some of the most pressing issues women face today. Using a mix of documentary and animation based on the style of the cartoonist, every episode is directed by an established local female filmmaker. <https://www.clindoeifilms.be/portfolio-item/draw-for-change/>
- Expert database: webtool to include more diversity in expertise in media <https://www.expertendatabank.be/nl>

1.5 autres développements pertinents

Niveau national

Une conférence interministérielle des ministres de l'égalité ou du Droit des femmes et qui a pour mission de renforcer la coordination et les collaborations entre les différents niveaux de pouvoir pour garantir les droits des femmes dans tous les domaines de leur vie quotidienne s'est réunie en juin 2021. Les Ministres ont adopté 33 mesures concrètes pour lutter contre le sexisme dans l'espace public, le cyberharcèlement sexiste et la précarité menstruelle.

Fédération Wallonie-Bruxelles

b) l'internet, les réseaux sociaux et la violence sexiste

Financement, dans le cadre de l'appel à projets visant à lutter contre le sexisme et les violences faites aux femmes dans le secteur de médias, du projet Witch Gamez visant à sensibiliser, collecter les vécus, outiller les filles et les femmes ayant été confrontées au sexisme et à des violences dans cet univers (<https://witchgamez.com/>)

g) éducation :

Pérennisation et actualisation en cours du Module de formation initiale et continuée « Filles-garçons : une même école » qui vise à apporter des contenus, des pratiques, des stratégies et des outils aux (futur-e-s) enseignant-e-s sur les questions d'égalité filles-garçons à l'école afin de pouvoir dispenser un enseignement plus égalitaire et dépourvu de stéréotypes de genre et sexistes. (<http://egalitefillesgarcons.be/>)

2. Objectif stratégique: prévenir et combattre la violence contre les femmes et la violence domestique

2.1 changements législatifs

Niveau national

Le Collège des procureurs généraux a adopté une circulaire (COL 20/2020) visant à généraliser la **pratique de la « revisite »** par le service de police en matière de violences entre partenaires pendant la période de crise sanitaire liée au coronavirus. Cette circulaire est entrée en vigueur le 1^{er} janvier 2021.

2.2 changements dans les politiques publiques

Niveau national

Une **Conférence interministérielle (CIM) relative aux droits des femmes** a donné lieu à l'adoption le 25 janvier 2021 d'une série de mesures de lutte contre les violences à l'égard des femmes fondées sur le genre. Ces mesures concernent notamment la mutualisation des campagnes de sensibilisation, des formations ou des statistiques entre l'Etat fédéral et les entités fédérées. Le déploiement de dispositifs tels que l'alarme mobile harcèlement ou l'approche en chaîne dans les centres multidisciplinaires figurent également parmi ces mesures. Des points d'attention particuliers comme l'indemnisation des victimes, l'accessibilité des lignes d'écoute, le recours à la médiation familiale dans le contexte de violence entre partenaires ou son impact sur l'exercice de l'autorité parentale et la garde des enfants sont aussi couverts.

Un nouveau **plan d'action national de lutte contre les violences basées sur le genre (PAN) 2021-2025** a été préparé en 2021 afin de compléter le cadre belge de lutte contre les violences basées sur le genre par de nouvelles mesures. Ce plan s'appuie notamment sur les recommandations de la société civile. En outre, il prend également en compte les recommandations formulées par le GREVIO et le Comité des Parties à la Convention du Conseil de l'Europe sur la prévention et la lutte contre les violences à l'égard des femmes et la violence domestique (Convention d'Istanbul) lors de l'examen de la mise en œuvre de cette Convention par la Belgique.

Niveau fédéral

Un **plan d'action fédéral de lutte contre les violences de genre et intrafamiliales à la suite de la 2^{ème} vague COVID-19** a été adopté au début de l'année 2021. Un montant d'un million d'euros a notamment été dégagé en janvier 2021 afin de soutenir 27 **structures d'accueil** de femmes victimes de violences après avoir identifié précisément les besoins et les services à soutenir en concertation avec les Communautés et les Régions.

Afin de lutter précisément contre les violences sexuelles, la Belgique s'est dotée en 2017 de trois **Centres de Prise en charge des Violences Sexuelles (CPVS)**. Un CPVS permet à une victime de violences sexuelles d'obtenir une assistance médicale et psychologique gratuite et de porter plainte en un seul endroit, 24h/24 7J/7. Les victimes sont accueillies par des professionnels formés et habitués à gérer ce type de cas. Les retours des victimes sont très encourageants. Le modèle mis en place au sein des CPVS a un effet très positif sur le taux de dépôt de plainte. En effet, près de 7 victimes sur 10 qui se sont présentées aux CPVS ont porté plainte à la police, bien davantage qu'habituellement en matière de violences sexuelles. Au vu des évaluations très positives, le gouvernement fédéral a approuvé la création de sept nouveaux CPVS d'ici 2024, afin que chaque victime trouve un centre à moins d'une heure de son domicile.

Trois **manuels relatifs au code de signalement** ont été publiés en juin 2021 respectivement sur les violences conjugales, les violences sexuelles et les mutilations génitales féminines. Ces manuels ont pour objectif de répondre à diverses questions que les médecins peuvent se poser lors de la prise en charge de victimes et de les soutenir dans cette tâche.

Flemish government

- A new horizontal Equality action plan (“Horizontaal Integratie en Gelijke Kansenbeleidsplan”) will be implemented, in collaboration with local governments, to tackle street harassment and to activate bystanders. <https://gelijkekansen.be/nieuws/horizontaal-integratie-en-gelijkekansen-beleidsplan-2020-2024>
- Financial support of Plan International to help improve their Safer Cities Programme <https://www.planinternational.be/nl/safer-cities>
- The Flemish Government is taking the lead in the further roll-out of the multidisciplinary approach to domestic violence and the development of Family Justice Centres. It also examines how these centres can play a role in tackling honour-related violence. The main element of the Family Justice Centre concept is that it provides a physical location where clients can obtain all the help and the services they need to put an end to the violence, to enhance their safety and increase offender accountability. A Family Justice Centre incorporates a multidisciplinary team of professionals - and thus various services - under one roof. From January 2020 to January 2021, a scientific research project is underway, commissioned by the Flemish Government, into low-threshold, directly accessible centres for tackling intra-familial violence. The aim is to develop, based on current good practices (see i.a. chain approach and Family Justice Centres), an intersectoral and multidisciplinary model on tackling intra-familial violence. For the development and support of this IFG, the Flemish Government invests an annual budget of 9 million euros.
- In October 2020 the Flemish action plan on Sexual Violence was launched. Meanwhile different measures have been taken:
 - o Implementation of ‘Child reflex’ in Flemish Houses of Justice: in collaboration with Vertrouwenscentra Kindermishandeling (Centres Against Child Abuse) employees of het Flemish Houses of Justice were trained to involve the wellbeing of children and raise awareness of signs of child abuse within the guidance of their clients.
 - o Distribution of the manual ‘starting the conversation’ by Stop it Now!, the helpline for people who are concerned about their sexual feeling or behaviour towards minors.
 - o Setting up guidelines for the media concerning the coverage on violence
 - o Implementing a chat box on sexual violence
- In order to educate professionals more than 300 lawyers (who often work for victims of sexual violence) are trained on sexual violence + all employees of the Houses of Justice received a comprehensive training on sexual violence.
- During the COVID-pandemic the requests for help regarding domestic violence increased. The Flemish Minister of Wellbeing initiated several policy measures regarding the approach on domestic violence, including
 - o Extra financial support for the professional helpline for questions regarding violence, abuse and child maltreatment 1712 in order to increase its opening hours and capacity and reinforce its communication and disclosure strategies.
 - o Providing extra subsidies for the Centres for General Welfare Work (CAW) in order to provide extra residential capacity for homeless people and victims of domestic violence in alternative housing facilities (f.e. hotels).
 - o Extra financial support for the Centres for General Welfare Work (CAW) to reinforce the psychosocial support among which the guidance of victims and perpetrators of domestic violence and abuse in order to break the spiral of violence to stop the violence and prevent new violence in the future.

Fédération Wallonie-Bruxelles

- Adoption du Plan intra-francophone de lutte contre les violences faites aux femmes 2020-2024, en novembre 2020 <http://www.egalite.cfwb.be/index.php?id=21146#65274>
- Afin d’adopter des mesures adéquates pour répondre à la hausse des signalements de violences conjugales et intrafamiliales lors des confinements, lancement d’une Task Force réunissant les cabinets et les administrations de la Fédération Wallonie-Bruxelles, la Cocof, la Région wallonne et la Région de Bruxelles-Capitale, ainsi que des associations de 1^{ère} ligne spécialisées dans l’accompagnement des victimes.

- Reconnaissances et soutien de nombreux projets dans le cadre de deux appels à projets : un appel à projets visant à lutter contre les violences faites aux femmes en contexte de pandémie et un appel à projets visant à lutter contre le sexisme et les violences dans le secteur des médias.
- Renouvellement de la convention pluriannuelle de l'ASBL Z ! pour la mise en place d'un plan de lutte contre le harcèlement à caractère sexiste et sexuel ainsi que les violences au sein des festivals musicaux et lieux festifs, intitulé Plan Sacha.

2.3 changements institutionnels

Flemish government

- Creation of temporary refuges for victims of domestic violence during quarantine-period
- Family Justice Centres:
 - o pilot project in one Family Justice Centre concerning honour-based violence
 - o increase in staff capacity: 10 new case managers for the Family Justice Centres and chain-approach
 - o The study on the expansion of the Family Justice Centres (started last year and will end at the end of this year/beginning of 2022). The Flemish government will allocate 9 million for the area-wide expansion and reinforcement of those FJCs.

2.4 recherche et sensibilisation

Niveau national

Une recherche scientifique menée durant 4 ans **sur les violences sexuelles** a été publiée en juin 2021 sous le nom **UN-MENAMAIS** (understanding the mechanisms, nature, magnitude and impact of sexual violence in Belgium). Selon les principaux résultats de cette recherche, 81% des femmes et 48% des hommes déclarent avoir subi des violences sexuelles au cours de leur vie. 5% des hommes et 16% des femmes indiquent avoir été violés.

Une grande **enquête nationale sur les violences basées sur le genre** est menée en 2021. Elle s'inscrit dans le cadre des travaux menés ces dernières années au sein du groupe de travail « Statistics on Crime and Criminal Justice » d'Eurostat. Cette enquête interroge 7.200 personnes âgées de 18 à 74 ans en Belgique sur leurs expériences en matière de violences fondées sur le genre. Elle doit livrer des résultats courant 2022. La Fédération Wallonie-Bruxelles a formé des enquêteurs et enquêtrices aux différents types de violences basées sur le genre et aux principes clés à connaître lorsqu'une enquête est réalisée dans le domaine des violences.

Niveau fédéral

La loi du 31 juillet 2020 portant des dispositions urgentes diverses en matière de justice impose aux magistrats (à l'exception des magistrats de la Cour de cassation et des tribunaux de l'entreprise) l'obligation de suivre soit une formation de base, soit une formation approfondie en matière des violences sexuelles et intrafamiliales. L'Institut pour l'égalité des femmes et des hommes est chargé de dispenser le module introductif de ces formations. Les premières sessions de formation ont eu lieu le 20 avril, 30 avril, 3 mai, le 27 mai et le 9 juin. Ces formations sont organisées par l'Institut de formation judiciaire. La Convention d'Istanbul fait l'objet d'une présentation spécifique dans le cadre de ces formations. Plus de 1000 magistrat-e-s ont participé à ces formations en 2021.

Flemish government

- Relational and sexual education research with youth with disabilities (focus on special secondary education) (started in September 2021)
- Research on the experience of violence by LGBTQI+ (started January 2021)
- Financial support of an organisation that works to improve support for people victims of sexual violence with aims to broaden their operation to victims of the LGBTQI+-community
- Awareness raising: booklets for pre-schoolers delivered to all schools on transgressive behaviour, to learn to recognise and accept boundaries

- 1712, the professional helpline for questions regarding violence, abuse and child maltreatment launched several campaigns that focused on domestic violence and intimate partner violence:
 - o In March 2021, 1712 launched a campaign regarding intimate partner violence linked to the TV-documentary 'If only you had known' (Als je eens wist) by Hilde Van Mieghem.
 - o In June 2021, 1712 launched a campaign aimed at perpetrators of domestic violence.
 - o In October 2021 a campaign was launched in the Brussels Capital Region aimed at bystanders and witnesses of domestic violence.
- The Department of Wellbeing, Public Health and Family supports the project 'CAVASa', a co-operation between the Flemish Network of Pharmacists and the Centres for General Welfare Work. Within this project the local pharmacist are points of contact for all questions regarding wellbeing, including domestic violence. To answer these questions, pharmacists work together with the Centres for General Welfare Work.

Fédération Wallonie-Bruxelles

Dans le cadre de la crise Covid19 et de l'augmentation des violences conjugales et intrafamiliales en situation de confinement :

- Visibilisation des numéros d'urgence, en particulier celui de la ligne d'écoute « Ecoute violences conjugales », lors des confinements, avec le lancement et la diffusion d'un visuel affiche « Rien ne justifie les violences conjugales et intrafamiliales, les services restent disponibles », recensant les différents numéros d'urgences gratuits
- Lancement d'une campagne de visibilité de la ligne téléphonique Ecoute violences conjugales via un spot audio et un spot visuel « Rien ne justifie la violence » (diffusion sur les chaînes TV et radio francophones belges et via les réseaux sociaux). <https://youtu.be/NJdZsgRknWw>
- Cofinancement d'une étude intitulée « Parcours croisés de violences, précarité et sans-abrisme au féminin », étude exploratoire pour la création d'un centre de jour pour femmes en Région de Bruxelles-Capitale.

2.5 autres développements pertinents

Fédération Wallonie-Bruxelles

Lancement d'un processus de reconnaissance de 5 Collectifs d'associations relatifs à la lutte contre les violences faites aux femmes dans le cadre du décret « relatif à la lutte contre les violences faites aux femmes » du 03/05/2019 et consolidé en mai 2020.

3. Objectif stratégique : garantir aux femmes l'égalité d'accès à la justice

3.3 changements institutionnels

Depuis le 1er juillet 2020, l'Institut pour l'égalité des femmes et des hommes est compétent pour assister les victimes de diffusion non consentie d'images de nus ou à caractère sexuel (ce que l'on appelle le « revenge porn »). En 2021, il a actualisé sa [page web](#), publié un [manuel à destination des victimes](#) et lancé une enquête afin d'établir un aperçu de la problématique.

L'Institut a développé ses collaborations avec des plateformes internet telles que Facebook, Google, Youtube et Pornhub. L'Institut est un trusted flagger, ce qui signifie qu'il est prioritaire lorsqu'il soumet une demande de retrait d'images aux plateformes.

4. Objectif stratégique : assurer une participation équilibrée des femmes et des hommes à la prise de décision politique et publique

4.4 recherche et sensibilisation

Niveau fédéral

L'Institut pour l'égalité des femmes et des hommes prépare le quatrième bilan de la loi de juillet 2011 qui impose aux conseils d'administration des entreprises belges cotées en bourse, des entreprises publiques autonomes et de la Loterie Nationale de ne pas compter plus de deux tiers d'administrateur-trice-s du même sexe pour l'année 2017.

Flemish government Preparation of the Evaluation report on the application of the decree of 13 July 2007 promoting a more balanced participation of women and men in advisory and management bodies of the Flemish government.

4.5 autres développements pertinents

Fédération Wallonie-Bruxelles

Adoption par le Parlement de la Fédération Wallonie-Bruxelles, le 13 octobre 2021, du décret relatif au renforcement de la féminisation des noms de métier, fonction, grade ou titre et aux bonnes pratiques non discriminatoires quant au genre dans le cadre des communications officielles ou formelles <https://www.pfwb.be/le-travail-du-parlement/doc-et-pub/documents-parlementaires-et-decrets/documents/001707311>

5. Objectif stratégique : protéger les droits des femmes et des filles migrantes, réfugiées et demandeuses d'asile

5.2 changements dans les politiques publiques

Niveau fédéral

Dans le cadre de l'adoption du plan fédéral gender mainstreaming (voir point 6), le Secrétaire d'État à l'Asile et la Migration s'est engagé à prioritairement intégrer la dimension de genre dans : la protection du bien-être des résidents des centres d'accueil Fedasil, L'accès à la vie sociale pour les résidents des centres d'accueil de Fedasil. le lancement des appels à projets chez Fedasil. La supervision de la relation entre le personnel et les résidents dans les centres fermés de l'Office des étrangers, la réforme de la législation relative au regroupement familial.

Il s'est également engagé à nommer un coordinateur/une coordinatrice gender mainstreaming au sein de l'Office des étrangers et de Fedasil et à veiller à la ventilation par genre des statistiques de l'Office des étrangers et de Fedasil (et du Commissariat général aux réfugiés et aux apatrides - CGRA).

5.3 changements institutionnels

Niveau fédéral

Conformément à l'article 25 de la Convention d'Istanbul, les Centres belges de Prise en charge des Violences Sexuelles proposent aux victimes de violences sexuelles en phase aiguë toute l'assistance dont elles ont besoin, que celle-ci soit médicale, médico-légale, psychosociale ou policière.

Les CPVS proposent cette prise en charge à toutes les victimes, quel que soit leur statut de séjour. Récemment, une solution provisoire a pu être mise en place entre l'Institut pour l'égalité des femmes et des hommes et l'Office des Etrangers pour des victimes en séjour illégal qui en déposant plainte étaient d'office signalée comme étant en situation irrégulière à l'Office des étrangers. La victime peut désormais obtenir une prolongation de l'ordre de quitter le territoire pour autant que certaines conditions soient remplies. Elle sera protégée lors de chaque contrôle ultérieur, peu importe l'arrondissement judiciaire où elle a déposé sa plainte. Ce document de séjour est valable pendant la

durée de l'enquête. Dans l'intervalle, la personne concernée peut entamer la procédure d'asile normale, en tenant compte du fait qu'elle a coopéré à une enquête.

Fédération Wallonie-Bruxelles

Dans le cadre du plan Droits des femmes, un hébergement spécifique dédié aux victimes mineures de mariage forcé, avec une prise en charge immédiate, 24h/24h et transdisciplinaire a été créée en 2021. Il s'agit d'un hébergement hautement sécurisé, avec adresse secrète, prévoyant un accompagnement par des associations spécialisées dans la problématique.

5.5 autres développements pertinents

Niveau fédéral

L'Institut pour l'égalité des femmes et des hommes a rendu en juin un avis indépendant relatif au projet de Code de la migration (réforme large de la législation dans ce domaine). Il a ensuite été auditionné et a pu attirer l'attention sur la prise en compte de la dimension de genre et en particulier des violences basées sur le genre dans la politique d'asile et de migration, se fondant notamment sur l'article 59 de la Convention d'Istanbul.

6. Objectif stratégique : intégrer les questions d'égalité entre les femmes et les hommes dans toutes les politiques et mesures

6.2 changements dans les politiques publiques

Niveau fédéral

En juin, le gouvernement fédéral belge a adopté son nouveau Plan fédéral gender mainstreaming 2020-2024 conformément à la loi la loi du 12 janvier 2007 visant au contrôle de l'application des résolutions de la conférence mondiale sur les femmes réunie à Pékin en septembre 1995 et intégrant la dimension du genre dans l'ensemble des politiques fédérales. Ce plan comprend e.a. l'engagement d'intégrer la dimension de genre dans environ 180 mesures prévues par les membres du gouvernement.

Fédération Wallonie-Bruxelles

Poursuite de la mise en œuvre du Plan Droits des femmes (2020-2024) adopté en 2020 et du *gender mainstreaming* par la budgétisation sensible au genre, le test d'impact sur l'égalité femmes-hommes et la reprise de formations à destination du personnel de l'administration et des cabinets Ministériel en Fédération Wallonie-Bruxelles

6.3 changements institutionnels

Niveau fédéral

Le Groupe Interdépartemental de Coordination (GIC) Gender mainstreaming a été reconstitué en mars 2021 suite à la formation du nouveau gouvernement fédéral. Le GIC s'est réuni 3 fois en 2021, e.a. pour préparer l'adoption du Plan fédéral Gender mainstreaming et le rapportage semestriel au Conseil des ministres.

Fédération Wallonie-Bruxelles

Mise en place du Comité de suivi du Plan Droits des Femmes composé de membres représentants l'administration du Ministère de la Fédération Wallonie-Bruxelles, les Cabinets ministériels et des membres experts issus de la société civile et académique dont les missions sont notamment :

1. évaluer la mise en œuvre des objectifs stratégiques et mesures relatives aux droits des femmes incluses dans le plan visé à l'article 3 ;
2. établir le rapport d'évaluation intermédiaire et le rapport d'évaluation finale en fin de législature à communiquer au Gouvernement et au Parlement, visés à l'article 10 ;
3. assurer la mise en œuvre des objectifs du présent décret, tels que visés à l'article 2, alinéa 2, 2° à 4° ;

4. veiller à l'accessibilité d'informations, d'études et d'outils éducatifs relatifs aux droits des femmes tant pour les professionnels et professionnelles que pour le grand public ;
5. veiller à une articulation cohérente avec les politiques locales, régionales et fédérales en matière de droits des femmes ;
6. en matière de lutte contre les violences faites aux femmes élaborer des propositions relatives à la lutte contre les violences faites aux femmes à intégrer au plan.

6.4 recherche et sensibilisation

Niveau fédéral

Les membres du GIC Gender mainstreaming ont reçu la formation de base sur le gender mainstreaming. Cette même formation a également été organisée pour les membres de certains cabinets ministériels et de administrations. La formation Genre et Marchés publics a été organisé en juin 2021 pour des membres des administrations fédérales, régionales et communautaires.

Fédération Wallonie-Bruxelles

Avril 2021 : lancement d'un appel à projets visant la formation continue des professionnel-le-s des différents secteurs culturels à l'approche inclusive du genre. Cet appel a permis de financer 8 projets s'inscrivant à la fois dans la formation, la réalisation de séminaires ou journées d'études, d'accompagnement et de créations d'outils pédagogiques pour un montant de 30.000 EUR.

BOSNIA AND HERZEGOVINA

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.1 Legislative changes

The Communications Regulatory Agency of BiH (CRA) is currently in the process of revising the Code of Audio-visual and Radio Media Services and the Code of Commercial Communications in order to harmonise them with the revised EU Directive 2018/1808 on audio-visual media services. In the context of the CEDAW Committee's recommendation for the 6th Periodic Report of BiH, a provision on prohibiting the portrayal of women and men in advertising in an insulting or degrading manner with regard to gender or sexual orientation is envisaged.

1.2 Policy changes

In the previous reporting period, the Agency for Gender Equality of Bosnia and Herzegovina of the Ministry for Human Rights and Refugees of BiH (GEA BiH) drafted and the BiH Council of Ministers adopted a Guide for the Prevention of Gender-Based Harassment and Sexual Harassment in the Institutions of Bosnia and Herzegovina. The Council of Ministers BiH instructed all ministries and independent administrative organisations to adopt decisions on zero tolerance policy and to appoint the advisors for prevention of harassment in their institutions. As of December 2021, 60 institutions have fulfilled this obligation. This way the preconditions for the prevention and suppression of this form of gender-based discrimination were created. GEA BiH and the Civil Service Agency BiH organised two basic and advanced training for the appointed advisors.

The CRA has established a system for monitoring of licensees which will provide the Agency with constant access to the programme content of the licensees. In addition to monitoring compliance with the rules and regulations of the Agency, this system provides the possibility of thematic monitoring and analysis of reporting on topics such as reporting on violence against women, women in sports, portrayal of women in advertising messages, gender representation in news programmes, etc. Based on the conducted analyses the Agency plans to develop recommendations/guidelines for the media regarding the manner of reporting on these topics.

During 2020/2021, the Ministry of Energy and Mining of the Republika Srpska conducted a survey of employees' perception of gender equality in the ministry, in context of the implementation the Action Plan for implementation of the Common Assessment Framework. The results of this assessment are detailed and provide a basis for planning measures of the Ministry regarding the adoption of bylaws that would elaborate on the issues of violence prevention, harassment and sexual harassment, rewarding employees, equal representation of women and men in commissions, delegations and the like, improvement of human resources management, transparency of all data and classification by gender, and especially raising awareness of employees and training on gender equality, which proves to be a key factor in (non) application of applicable legal standards for gender equality.

1.3 Institutional changes

Institutional gender mechanisms in BiH - GEA BiH, Gender Centre of the Federation of BiH (GC FBiH) and Gender Centre of Republika Srpska (GC RS) - are competent to receive requests and investigate violations of the Law on Gender Equality in BiH, which includes violations in the field of sexism. More generally, the Institution of the Ombudsman for Human Rights of BiH is competent to receive requests to investigate violations of the BiH Law on Discrimination.

1.4 Research and awareness-raising

In order to implement the recommendations contained in the Concluding Observations on the Sixth CEDAW Report of BiH, the GEA BiH is launching an informative public campaign to raise awareness of BiH public on rights under the convention, the Optional Protocol and legislation prohibiting

discrimination against women and the tasks facing BiH to implement the recommendations of the CEDAW Committee.

The GEA BiH, GC FBiH and GC RS in accordance with the Law on Gender Equality in BiH and Resolution 1751 (2010) of the Parliamentary Assembly of the Council of Europe “Suppression of sexist stereotypes in the media” continuously promote and encourage the media to:

- raise the awareness of journalists and provide training to include the dimension of gender equality in journalism and the media and to represent women and men equally in media;
- refrain from reproducing gender stereotypes and prejudices, sexism, misogyny and hate speech in their work;
- refrain from publicly portraying and presenting any person in an offensive, derogatory or degrading manner with regard to gender.

Through the campaign *#bolje'vako* “Let’s strengthen inter-partner relations and communication with children. Let us be an example to others. Let’s change society by changing ourselves” which contains a series of short videos, the GC FBiH is promoting positive partnerships and non-violent communication with children. The analytical report for the period September - December 2020 shows the following data: digital marketing: 26,973 clicks and 4,582,479 impressions; Facebook: 497,662 hits and 1,770,413 appearances; YouTube: 152,647 views and 304,883 impressions. In the next period, the plan is to continue digital marketing (2,500,000 impressions and 250,000 video views through Facebook advertising, and 500,000 video views through YouTube advertising), making a new video, and promoting a total of eight videos. The campaign is continuous.

The RCA is actively promoting media and information literacy. The Agency has established an informal network of organisations active in the field of media literacy, which brings together about 70 relevant participants (representatives of ministries at various levels of government, NGOs, members of the academy). In order to raise public awareness, Facebook profile has been created <https://m.facebook.com/mipismenostbih/> and a web portal has been set up in co-operation with UNESCO www.medijskapismenost.ba.

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

2.1 Legislative changes

The new Law on Protection from Domestic Violence in FBiH, which has been in the parliamentary procedure since May 2021, is currently under public debate. The law would regulate, among other things, the status, financing and functioning of safe houses for victims of domestic and gender-based violence and the obligations of the protection services will be more precisely determined.

Amendments to the existing Law on Protection from Domestic Violence in the Federation BiH is underway, introducing the concept of a trusted person. A trusted person is a family member or other person or an employee of a guardianship authority, institution responsible for social and health care, other public institutions or a non-governmental organisation trusted by the victim.

The victim of violence has the right to appoint a trusted person who can be present at all procedures and actions prescribed by this law in which the victim is involved and which are related to the provision of protection and support related to violence. Courts and other state bodies are obliged to enable the presence of a trusted person in all procedures and actions referred to in paragraph one of this Article.

2.3 Institutional changes

The GEA BiH, in co-operation with the GC FBiH and the Federal Ministry of Health, launched a pilot project to open Crisis Centres for victims of rape and sexual violence. This is one of the obligations under the Istanbul Convention that BiH has not yet fulfilled. As part of the USAID-funded project “Strengthening the Capacity of Institutions for Resolving Gender-Based Violence”, funds in the amount

of approx. 120.000 Euro were provided for three health institutions in Sarajevo, Mostar and Tuzla that expressed their willingness to participate in the Project. In addition to the funds for equipping the space in the health care institutions, the training of staff who will be engaged in crisis centres is also planned and partially realised.

2.4 Research and awareness-raising

On the occasion of marking “16 days of activism against gender-based violence”, 2021. GEA BiH has implemented a public campaign for the prevention of violence. The campaign with two main slogans “Break the cycle of violence” and “Free yourself too” consisted of large format billboards placed in the six largest cities in BiH, radio jingles with 15 broadcasts on radio stations throughout BiH, two feature video-commercials and animated web ads (banners) broadcasted on paid advertising space on the most visited web portals (543,197 impressions), Google (3,757,306 impressions), YouTube (34,411 views and 202,598 impressions), Instagram and Facebook (3,248,370 impressions).

In November 2020, GEA BiH in co-operation with UN Women, the OSCE Mission to BiH and the EU Delegation to BiH, organised a virtual conference to mark the 20th anniversary of UN Security Council Resolution 1325 “Women, Peace and Security”. Publication that presents the content and recommendations of the conference, as well as a review of the implementation of AP UNSCR 1325 in BiH was prepared and distributed.

Within the international campaign “Generation Equality 2021 - 2026” co-ordinated in BiH by the GEA BiH with UN WOMEN, three action coalitions were established (Physical Autonomy, Sexual and Reproductive Health, Economic Justice and Rights, and Gender-Based Violence) and an Advisory Board of the Youth was formed. Generation of Equality is a multigenerational campaign that reaffirms the importance of the commitments made by the Beijing Declaration and aims to create equal opportunities and equal rights for all persons regardless of their age, race, religion, residence, gender and sexual orientation. The goal of the action coalitions is to jointly respond to challenges, obstacles, identify problems and offer potential solutions with concrete commitments to promote gender equality and empower women and girls in BiH. During 2021, events have been organised in which the three mentioned Action Coalitions were launched, with participation by representatives of institutions, international and non-governmental organisations.

In February 2021, the GEA BiH organised a regional round table on prevention and protection against sexual and gender-based harassment. Representatives of institutional mechanisms for gender equality and NGOs from Serbia, Croatia, Montenegro and Northern Macedonia and the representatives of the “I did not ask” movement attended. The round table resulted in recommendations for future action.

In October 2020 the GEA BiH and the Women’s Network of BiH signed a Co-operation Agreement which laid the foundation for joint action and exchange of information related to the protection and promotion of gender equality, especially the rights of victims of gender-based violence. The agreement is advocating for a systemic solution and improving the institutional framework for preventing, protecting and combating gender-based violence. The first result of this co-operation is the implementation of a pilot study on the position of vulnerable categories of women in BiH during the COVID-19 pandemic.

2.5 Other pertinent developments

The grant funds for eight safe houses for women victims of violence were allocated from the budget of the GEA BiH. Funds in the amount of 50,000 Euro, or approx. 6.000 Euro for each safe house, are intended for fixed costs of their operation. In addition, since in the Federation BiH, the financing of safe houses does not include salaries and fees of staff employed in safe houses, the GEA BiH sent an initiative to the Federal Ministry of Labour and Social Policy. As a result of this initiative, in the last contracts on the allocation of funds to safe houses, this provision has been changed, and it is now possible to use up

to 30% of approved funds to finance the salaries of professional staff working with victims of violence in safe houses.

The GEA BiH, in co-operation with Federal Ministry of Health and Federal Ministry of Work and Social Policy, developed and implemented projects with centres for social work and centres for mental health in the FBIH with the aim of more effective support and protection for victims of violence, but also to provide the necessary capacity to work with perpetrators of violence. In the period September - December 2021, training of staff was held creating new capacities to work with perpetrators of violence and implement a protective measure of mandatory psycho-social treatment.

From 6 to 14 October 2021 the expert team of the GREVIO Committee visited Bosnia and Herzegovina. The visit, which has been postponed twice due to the COVID-19 pandemic, was part of the process of first assessing the implementation of the Istanbul Convention. During the visit of the expert team, 22 meetings were organised with representatives of line ministries and institutions at all levels of government, in which a total of over 50 people participated. The GREVIO Committee will submit a preliminary report on the implementation of the Istanbul Convention in Bosnia and Herzegovina to the authorities of Bosnia and Herzegovina for comments at the beginning of next year, while its adoption is planned for June 2022.

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

3.2 Policy changes

At the end of October 2020, the High Judicial and Prosecutorial Council of Bosnia and Herzegovina adopted the Strategy for the Promotion of Gender Equality in the BiH Judiciary, based on which all judicial institutions in BiH will adopt their own action plans.

3.4 Research and awareness-raising

The GEA BiH conducted an analysis of data on cases of murder of women in BiH (femicide) for the period from 2018 to 2020. The aim was to determine the quality and quantity of data available to competent authorities and institutions and to determine their compliance with international standards in the field of data collection on gender-based violence, specifically on femicide. Different methods were used for the research: interview, survey, desk analysis, comparative analysis and processing of collected data. The initial hypothesis about the high prevalence of femicide in BiH was confirmed, as well as the inadequate collection of data on it. These results will be the basis for advocacy and other activities aimed at establishing a functional advisory body, i.e., "Femicide Watch", which will monitor the cases of murders of women in Bosnia and Herzegovina and point out possible omissions in the work of the competent authorities that preceded the crime of murder.

3.5 Other pertinent developments.

The GEA BiH co-ordinated the work of the Monitoring and Reporting Committee on the Istanbul Convention and Femicide in Bosnia and Herzegovina. The Committee elected a chairperson and adopted the Rules of Procedure, the Work Plan and the Work Report of the Committee for 2020. Among other things, the GEA BiH and the BiH High Judicial and Prosecutorial Council, within the Committee, worked to establish a system for monitoring and reporting on cases of gender-based and domestic violence in the judiciary. The process was completed in 2020 and the electronic data collection system has been active since 1 January 2021.

GEA BiH continues intensive co-operation with civil society on the implementation of the project "Human Rights Defenders (HRD) promote human rights in BiH" within the implementation of a Protocol, signed in 2018, between HRD BiH and representatives Local Democracy Foundation and Network of Policewomen. A Working Group consisting of representatives of relevant institutions and non-governmental organisations has been established and has developed an Action Plan for the

implementation of the said Protocol. Guidelines for the protection of the rights of the HRD have been drafted and the establishment of an Advisory Committee for the Protection of the Rights of the HRD is planned.

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

4.4 Research and awareness-raising

In March 2021, the GEA BiH organised the Conference “Gender Equality after 2020: Empowering Women and Building a Safer Environment”. This virtual event was broadcasted on social media and attracted close to 200 participants. The aim was to remind the BH public, and especially political decision makers, of the importance and obligations of BiH for promoting gender equality, arising from the laws and international documents, especially the Beijing Declaration and the UN CEDAW. It is recognised that the consequences of the COVID-19 pandemic had a specific impact on women, both in the workplace - especially in the health sector, trade and services, and at home. Attention was drawn to the importance that the competent authorities respect and implement the Recommendations for gender mainstreaming in the process of planning, making and implementing decisions, measures and plans in the fight against the COVID-19 pandemic, issued by the GEA BiH at the beginning of the pandemic, and submitted to governments, civil protection crisis headquarters and ministries of health at all tiers of government in BiH.

Organised by the GEA BiH and the Regional Co-ordination Board for Gender Equality, in December 2020, a regional virtual round table on the topic “Representation of gender issues in election campaigns and political programmes” was held, in the presence of over 30 participants from the countries of western Balkans, including state officials, parliamentarians, activists and academia. The reason was the elections that were held in 2020 in all countries in the region. The event consisted of two panel discussions: “Gender Issues in Election Campaigns and Political Programmes ” and “Creating Demand and Recommendations for the Future”. The significant underrepresentation of women in public and political life and the insensitivity of political parties to the perspective of gender equality was stated, and it was concluded, among other things, that it was necessary to strengthening capacity of political actors and improving regulations and that potential of political support to women candidates should be more recognised. The round table resulted in recommendations towards political parties, decision-makers, election authorities and the media.

The GEA BiH has financially supported the project of the Faculty of Economics in Sarajevo “Leadership Academy” in the amount of 10,000 Euro from the Financial Mechanism for the Implementation of the Gender Action Plan of BiH, funded by the Swedish SIDA (FIGAP II). The project aims to improve leadership competencies and knowledge, as well as media visibility of students of the academy (women from political parties). Leadership Academy is an educational programme aimed at strengthening the leadership capacities of women in BiH politics and represents a very important step in networking women in politics and encouraging their active political engagement. This project has strengthened the capacities of 27 representatives of political parties within the transversal areas defined by the BiH Gender Action Plan, which include: the media, improving the position of multiple marginalised groups of women, reconciling private and professional life and the role of men.

In July 2021, the GEA BiH and company “Mozzart” signed a protocol on co-operation. The partners agreed to co-operate on a practical level to promote gender equality, with special emphasis on women who are discriminated on multiple bases, women from vulnerable social groups (single mothers, women with disabilities, youth and older women, women belonging to national minorities, women in rural areas). The parties will also work on the prevention of gender-based violence and protection from all forms of violence against women in all spheres of social life.

4.5 Other pertinent developments

Ahead of the deadline for submitting electoral lists for the 2020 Local Elections, the GEA BiH sent an open letter to registered political parties «*Nominate and promote women candidates - it benefits everyone*» with recommendations for greater representation of women candidates. In addition, on the occasion of the launch of the election campaign for local elections, the GEA BiH sent recommendations to all political entities emphasising that candidates are responsible for respecting the standards of polite behaviour and gender-responsive behaviour in which there will be no sexism, misogyny, homophobia, insults based on gender, sexual orientation and gender identity, and sexual harassment, harassment and discrimination based on gender. This activity was carried out in the context of the implementation of Article 26 a) of the Gender Equality Law, according to which the GEA BiH previously sent recommendations to the media regarding gender stereotypes and sexist attitudes in the media in BiH.

The Central Election Commission of BiH has adopted a Declaration of Commitment for Gender Equality, which, among other things, stated that it will, within its competencies, apply the BiH Gender Equality Law in the work process, ensure the implementation of legally established levels of women representation in legislative and representative authorities, to actively advocate for gender equality and gender mainstreaming in administrative regulations for the implementation of the BiH Election Law, and to strive to make progress in the field of gender equality in the application of regulations, procedures and procedures at all stages of the election process.

Political party “Platform for Progress” from Tuzla signed a Statement for Political Parties on Commitment to Gender Equality, as a continuation of activities initiated by the GEA BiH in co-operation with the OSCE Mission to BiH in 2014. With this statement, leaders of political parties express their commitment to gender equality and point to the need and importance of equal participation of women and men in public and political life by recognising priorities in the field of gender equality and defining guidelines for developing programmes that will identify real problems faced by women and men.

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

5.2 Policy changes

The Migration and Asylum Strategy and Action Plan (2021-2025) which recognise the needs and interests of vulnerable categories, especially women and minors, as well as persons without parental care are being drafted.

In May 2021, the Council of Ministers of BiH, adopted the Migration Profile of Bosnia and Herzegovina for 2020, which fulfils one of BiH’s obligations in the visa liberalisation process and provides insight into key trends in migration. The report contains gender-disaggregated data relating to the number of visas issued (68% men and 32% women), the number of foreign nationals who applied for and obtained a temporary residence permit in BiH (56.83% women and 43.71 % men), number of persons who applied for asylum in BiH and persons whose applications were transferred from the previous year (36% women and 64% men), number of persons who obtained BiH citizenship (65% women and 35% men).

5.4 Research and awareness-raising

At the beginning of 2021, the GEA BiH financially supported the project “Towards improving the position of victims of trafficking in the legal and institutional system” in the amount of 10,000 Euro. The project contributes to ensuring that migrant women and girls victims of sexual and gender-based violence have access to information on rights and opportunities for protection from violence, as well as the right to access specialised legal aid services. By providing free legal aid services, advocacy and mediation to judicial and service institutions, and developing easy to read and easy to use material, the project contributes to ensuring access to justice and better information for migrant women about their

rights and contributing to the overall effort to early identify and prevent violence against migrant women in the centres. Within the mentioned project, a publication was made which in one place offers an overview of the basic problems in the system of protection of victims of human trafficking, which represent an obstacle on the way to exercising rights.

In addition, in November 2021, the Agency gathered non-governmental organisations and international organisations working with women on the move - migrants, recognised refugees and asylum seekers at a joint meeting. The aim of the meeting was to exchange information on activities and to map the problems that need to be acted upon together. The issue of prevention of gender-based violence against migrant women was recognised as especially problematic, and it was stated that the biggest problem is violence that takes place outside the reception centres for migrants. In order to provide a systemic solution to the problem of gender-based violence, the GEA BiH is on track to establish special accommodation for migrant victims of gender-based violence within the Refugee Reception Centre in Salakovac, near Mostar, run by the BiH Ministry of Human Rights and Refugees.

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

6.1 Legislative changes

A joint thematic session of the constitutional commissions of the House of Peoples and the House of Representatives, the Joint Commission for Human Rights and the Commission for Gender Equality of the House of Representatives of the BiH Parliamentary Assembly was held on the implementation of UN CEDAW Committee recommendations on the 6th periodic report of BiH. The session, which was initiated and prepared by the GEA BiH, focused on the integration of gender equality into the BiH Constitution. The members of the commissions were acquainted with the UN CEDAW recommendations and the proposed Amendment to the BiH Constitution.

The proposed amendments focused on women's human rights, as well as the rights of national minorities and persons with disabilities. The amendments guarantee equality between women and men and equal opportunities policies, affirmative action measures are considered non-discriminatory and introduce the right to decide on reproductive rights without discrimination, coercion or violence. At the thematic session, among other things, the initiative of the non-governmental sector – "Women for Constitutional Change" was presented with its set of proposed amendments to the Constitution. It was concluded that on the platform of the presented initiatives, the GEA BiH will continue its activity in co-operation with the secretaries of the competent parliamentary commissions, the academic community and civil society on the formalisation of the proposed constitutional amendments.

The GC FBIH reviewed the provisions of the Constitution of the Federation of BiH in terms of recommendations of the UN CEDAW Committee and in terms of introducing the principles of gender equality and equal opportunities while respecting the diversity of all citizens. In this regard, the GC FBIH submitted to the Commissions for gender equality of the House of Representatives and the House of Peoples of the Parliament of the Federation of BiH an Initiative for the introduction of amendments to the Constitution of the Federation of BiH from the aspect of gender equality and equal opportunities.

6.3 Institutional changes

In October 2020, the implementation of the Project "EU Support for Gender Equality" ("Gender equality facility"), co-ordinated by the GEA BiH and funded by IPA began. The project, implemented by UN Women, aims to strengthen authorities to comply with international obligations and the EU acquis in the field of gender equality and to improve the effectiveness of institutional mechanisms for gender equality and key staff in charge of European integrations. In order to strengthen the capacity of institutional mechanisms for gender equality, pre-accession capacities were analysed and a set of recommendations was developed. In addition, emphasis was placed on strengthening relevant sectoral capacities for the implementation of the gender equality perspective in the process of preparation and implementation of IPA pre-accession assistance, as well as in policy making. Workshops were held for

persons responsible for gender and persons responsible for European integrations in selected key institutions from the state and entity levels of government in the selected sectors. Special focus was placed on the process of capacity building for the use of gender indicators and statistics in relation to monitoring the Sustainable Development Goals, Gender Action Plan of BiH, Action Plan for UNSCR 1325, Istanbul Convention and the like. A special set of workshops has been conducted for statistical institutions, as well as persons from the mentioned sectors in charge of data collection. Important analyses and reports have been produced, such as a report on mapping gender statistics and guidelines for enriching and updating the statistical bulletins “Women and Men in BiH”. Attention is paid to the techniques and practices of monitoring and evaluation of the Gender Action Plan of BiH, whereby the process was in-depth analysed and a report with recommendations for improving the monitoring and evaluation of this strategic document was prepared.

6.4 Research and awareness-raising

The GEA BiH has, in co-operation with the Helsinki Citizens’ Parliament of Banja Luka and with the financial support of the European Institute for Gender Equality (EIGE), developed a Dictionary and Lexicon of Terms in the Field of Gender Equality which has been promoted and made available to the public. The dictionary has been translated from English into all languages of EU member states, including Croatian, and is now available in Bosnian and Serbian.

The GEA BiH initiated the analysis “COVID-19 pandemics as a challenge to human security from a gender perspective”. The analysis documented the BiH’s approach to implementing UNSCR 1325 by introducing the concept of human security as a strategic goal in action plans to implement this resolution, recognising current security threats and challenges in the context of different impacts on women and men, as well as introducing a gender-responsive approach in the current crisis and emergency situations in the strategic framework of BiH. Thanks to that, the UNSCR 1325 Implementation Action Plan served as a legal basis for concrete activities and reallocations of funds to provide support to vulnerable groups during the COVID-19 pandemic.

6.5 Other pertinent developments

After GEA BiH prepared an Analysis on the collection and recording of gender-disaggregated data in BiH institutions and issued recommendations in the previous reporting period, in September 2021 the Agency requested information from institutions on the implementation of submitted recommendations and the next steps for their realisation. The answers showed that most institutions have started implementing the recommendations, which includes the establishment of electronic databases or the preparation of by-laws that would enable the classification of data by gender. Several recommendations have been implemented, such as data on employees, promotions, participation in commissions or attendance at training, which are separated by gender. However, recommendations regarding data taken from the entity institutions require adjustment and harmonisation and are more difficult to implement in a shorter period of time. In their responses, the institutions pointed out that, wherever possible, they will implement the recommendations and continue to work on improving and disseminating gender-disaggregated data.

The text of the Action Plan for the Equality of LGBTI People in Bosnia and Herzegovina was finalised in the first quarter of 2021 and submitted to the Council of Ministers of BiH for adoption. The development of the action plan was led by the GEA BiH with technical support of the Council of Europe. However, due to political reasons for the consequent inactivity of the Council of Ministers of BiH, the document has not yet been considered by this body.

7. Main challenges and lessons learned

Activities in relation to gender equality have been undertaken in a challenging environment. Two main obstacles are: 1. COVID pandemic, due to which the issues of gender equality were moved down the governments' priority agenda and 2. Political clashes among the main actors of political life, which caused the state-level government ("Council of Ministers of BiH"), as well as the Parliamentary Assembly of BiH, not to convene the sessions for several months.

In the light of the abovementioned obstacles, the GEA BiH has learnt to cope with new reality by devising alternative ways of direct support to NGOs and mobilising representatives from the otherwise conflicting political camps, on the basis of general, common interest, such as gender equality and equal rights.

BULGARIA

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.1 Legislative changes

Equality between men and women in the Republic of Bulgaria is guaranteed at the highest legislative level. Pursuant to Article 6 from the Constitution all citizens shall be equal before the law and there shall be no privileges or restriction of rights on the grounds of race, national or social origin, ethnic self-identity, sex, religion, education, opinion, political affiliation, personal or social status or property status. (<https://www.parliament.bg/en/const>).

The Law on Protection against Discrimination (LPD) protects from discrimination all physical entities on the territory of the Republic of Bulgaria, without differentiating between various protected grounds as race, ethnicity, sex, disability, nationality, personal or social status, sexual orientation and every other trait stated in a law or international contract in which the Republic of Bulgaria takes part (Art. 4, para. 1 from the LPD). Harassment based on the aforementioned grounds, sexual harassment, discrimination incitement, persecution and racial segregation, as well as construction and maintenance of an architectural environment impeding the access of disabled people to public places are also considered discrimination (Art. 5 from LPD). (<https://www.mlsp.government.bg/blgarsko-zakonodatelstvo>)

The Act on Equality between Women and Men regulates the drafting of a National Strategy for the Equality between Women and Men, which is the main programming document and is implemented through plans.

The **National Strategy for the Promotion of Equality between Women and Men 2021-2030**, adopted by Council of Ministers Decision No 969 of 30 December 2020, contains the following main priority areas:

- equality between woman and men on labour market and equal level of economic independence;
- reducing gender pay and earnings gap;
- promoting equality between women and men in decision-making processes;
- combating violence and protection and support of the victims; and
- overcoming stereotypes based on sex in different areas of public life and sexism.

The strategy is implemented through national action plans. During the 2021 actual is **National Action Plan for the Promotion of Equality between Women and Men for 2021-2022**, adopted by the Council of Ministers by Decision No. 454 of 17 June 2021. It contains measures from the competences of different institutions and organisations in the priority areas of the Strategy, responsible bodies, financial resources and performance indicators.

The implementation of the National Strategy and its plans are reported in annual Reports on Equality between Women and Men. During the reporting period, a Report on Equality between Women and Men in Bulgaria for 2020 was been developed. (<https://www.mlsp.government.bg/blgarsko-zakonodatelstvo>).

According to amendments in the Radio and Television Act made in 2020 media services must not contain any incitement to violence or hatred directed against a group of persons or a member of a group based on any of the grounds referred to in Article 21 of the Charter of Fundamental Rights of the European Union.

Internationally, Bulgaria has ratified the International Convention on the Elimination of All Forms of Racial Discrimination. The requirements of Framework Decision 2008/913/JHA on combating certain

forms and expressions of racism and xenophobia by means of criminal law have also been introduced into Bulgarian legislation.

The Bulgarian Criminal Code (CC) regulates the criminal prosecution of hate speech in Article 162 - Article 164 of Chapter III "Crimes against the rights of the citizens" of the Special Part of the Code. Article 162, para. 1 provides penalties for propagating and inciting discrimination, violence or hatred on the grounds of race, nationality or ethnic origin by speech, press or other media (which includes the Internet). According to paragraph 2 of the same article, any acts of violence or damage to property of persons based on race, nationality, ethnicity, religion or political beliefs are punishable. Paragraph 3 of Article 162 criminalises the formation or management of organisations or groups performing activities described in the previous paragraphs, and paragraph 4 criminalises membership in such organisations and groups. Article 163 provides for punishment of persons who take part in a crowd rallied to attack groups of the population, individual citizens or their property in connection with their national, ethnic or racial affiliation, and the punishment is more severe if the crowd or some of the participants are armed or if an assault has been made which has resulted in severe bodily injury or death. Article 164 provides for punishment of persons who propagate or instigate discrimination, violence or hatred on religious basis by speech, through the press or other mass media, through electronic information systems or in another way.

Hate crimes may be reported to the authorities in accordance with the general procedure in the Criminal Procedure Code provided for the reporting of a crime. According to Article 208 of the CPC, the following shall be considered statutory occasions for the commencement of investigation: 1. a notice sent to the pre-trial bodies of the perpetration of a criminal offence; 2. information about a perpetrated criminal offence, distributed by the mass media; 3. appearance of the perpetrator in person before the pre-trial bodies with a confession about a perpetrated crime; 4. direct discovery by pre-trial bodies of signs of a perpetrated crime. The law provides an opportunity and allows anyone to report to the pre-trial authorities - the prosecutor and the investigating authorities or the police - for a crime that has become known to him. Also, in Article 212, para. 1 of the Criminal Procedure Code stipulates that the pre-trial proceedings shall be instituted upon drafting the act for the first investigative action, when observation of the crime scene, including examination, search, seizure and questioning witnesses are conducted, provided their immediate performance is the only possible way to collect and preserve evidence, as well as when a search is carried out under the conditions and by the order of Article 164 of the CPC.

Regarding the measures to support the victims of hate speech, the following can be noted: According to the Criminal Code, hate crimes, as well as hate speech crimes, are crimes of a general nature. In view of this, their victims are covered by the provisions of the Law on Support and Financial Compensation to Crime Victims (LSFCCV) and can seek protection and compensation in case they have not received such in a trial.

In the first place, the LSFCCV explicitly provides for the right of victims to be informed of the bodies before which they may lodge a complaint for a crime committed against them and of the procedures and opportunities they have thereafter. In view of this, the bodies of the Ministry of Interior, investigators and victim support organisations shall immediately notify the victims of:

- their opportunities for access to medical care, for the organisations they may address for free psychological help and support, as well as for any kind of specialised help they may receive;
- their right to legal aid, the bodies to which they may address its exercise, the conditions and the procedure for providing free legal aid;
- the bodies to which a signal for the committed crime can be submitted, the procedures after the submission of the signal and the possibilities for action of the victims under the terms and conditions of these procedures;
- the bodies to which a signal may be submitted in case of violation of their rights by the competent body acting in the framework of criminal proceedings;

- their rights in the criminal process and the opportunities for their participation in it;
- the authorities to which they may address in order to obtain protection for themselves and their relatives, the conditions and procedure for obtaining such protection;
- the bodies to which they may address in order to receive financial compensation from the state, the conditions and the order for its receipt;
- the possibilities for protection of their rights and interests, if they are foreign citizens, victims of crimes on the territory of the Republic of Bulgaria;
- the possibilities for protection of their rights and interests, if they have suffered from crimes on the territory of another state, and to which bodies they may turn in these cases.

When notifying, the competent authorities are obliged to take into account the condition and age of the victim. The notification shall be made orally and in writing through a sample form, in a language that the victim understands. In the course of the pre-trial proceedings, the supervising prosecutor monitors the fulfilment of the obligations of the investigative bodies to provide the information.

Secondly, victims of hate crimes and hate speech crimes can benefit from several forms of assistance, which benefit victims who have suffered pecuniary and non-pecuniary damage from crimes of a general nature:

- medical care in case of emergencies under the Health Act;
- psychological counselling and assistance;
- free legal aid under the Legal Aid Act;
- practical assistance.

The forms of assistance “psychological counselling and assistance” and “practical assistance” are provided in compliance with the principle of confidentiality before criminal proceedings, during or in due time after the conclusion of criminal proceedings according to the needs of the victims. If necessary, the free psychological consultation and assistance are provided even after the decision for support and financial compensation has been issued.

The free psychological consultation and help are provided by specialists - psychologists from the organisations for support of victims, according to the needs of the victim and his psychological condition. This activity is financed by the Ministry of Justice, as the procedure for selection of organisations to support victims, the conditions and procedure for financing, reporting and control over their activities are determined by the regulations for application of the law in compliance with state aid rules.

Victim support organisations and all other legal entities that come into contact with victims of crime in the course of their activities are obliged to provide them with practical assistance. The practical assistance is expressed in the prominent location of relevant information boards and other materials on the rights of victims of crimes under this law, in creating a calm and favourable environment for contact with them, in providing information on the risk of secondary and re-offending victimization, intimidation or revenge, and providing advice on how to prevent them.

Victim support organisations shall provide shelter or other appropriate temporary accommodation to victims of crimes for which there is an imminent risk of secondary and re-victimization, intimidation and retaliation. Organisations shall provide shelter or other appropriate temporary accommodation to victims for a period of up to ten days at the request of the victim of a crime. Investigators refer victims to support organisations. The provision of shelter or other suitable temporary accommodation shall be carried out immediately in a place other than the habitual residence of the victim of the crime, which is safe for him.

Thirdly, victims of hate crimes and hate speech crimes are also entitled to financial compensation if they have cumulatively suffered pecuniary damage from any of the following crimes:

- terrorism; premeditated murder; attempt to kill; intentional severe bodily injury; fornication; rape; human trafficking;
- crimes committed on behalf of or in execution of a decision of an organised criminal group;
- other serious intentional crimes, of which death or severe bodily injury have occurred as constituent consequences.

When the victim has died as a result of the crime, the right to assistance and financial compensation passes to his heirs or to the person with whom he was in actual cohabitation.

The financial compensation is in the form of an amount provided by the state, and its maximum amount cannot exceed BGN 10,000. When the financial compensation is intended for the maintenance of persons under 18 years of age, the amount is BGN 10,000 for each person.

The financial compensation covers, together or separately, the pecuniary damages, which are a direct consequence of the crime and are expressed in:

- medical expenses, except for the expenses covered by the budget of the National Health Insurance Fund;
- lost income;
- judicial fees and costs;
- lost means of subsistence;
- funeral expenses;
- other pecuniary damages.

1.2 Policy changes

The provisions of the Act on Equality between Women and Men (AEWM) regulate the operational institutional mechanism for equality between women and men, an important and key element of which are the co-ordinators of equality between women and men (together with the National Council on Equality between Women and Men at the Council of Ministers). According to Article 8 of the AEWM, the central and territorial bodies of the executive authorities designate employees who perform the functions of co-ordinators for equality between women and men, namely:

- participate in the development and implementation of the national equality policy for women and men;
- participate in the development of sectoral and local policies and programmes in view of equality between women and men;
- participate in the preparation of gender impact assessments of regulations and strategic documents proposed by the executive bodies;
- participate in the preparation, implementation and reporting of the National Strategy and plans for its implementation by their competence;
- co-ordinate the implementation of measures within the competence of the executive body and participate in the preparation of reports on equality between women and men;
- participate in the development of quantitative and qualitative indicators and analyses of equality between women and men in the respective area of competence of the institution;
- co-ordinate the collection and dissemination of information and good practices, the provision of equality between women and men data within the competence of the executive body;
- participate in the training on equality between women and men, as well as in organisation of such training;
- perform other functions in the field of equality between women and men, assigned by the respective executive body.

The designated co-ordinators co-operate with the Ministry of Labour and Social Policy, as those their functional responsibilities are defined in their job descriptions or by order issued by the hiring state

authority. To date, there are over 80 persons designated by the central executive bodies and all 28 regional administrations as co-ordinators for equality between women and men.

One of the priorities of the National Strategy for Promoting Equality between Women and Men 2021-2030 is equality between woman and men on labour market and equal level of economic independence. The National Action Plan to Promote Equality between Women and Men for 2021-2022 includes measures under this priority for better reconcile personal and professional life, promotion women's participation in the labour market, providing equal access to counselling services of beneficiaries in the field of agriculture, etc. (<https://www.mlsp.government.bg/blgarsko-zakonodatelstvo>)

On the labour market, according to Eurostat data for the second quarter of 2021 in Bulgaria, 46.5% of the employed, incl. 40.7% of managers, are women (46.3% and 35.1% for the EU-27 respectively). For 2020, Eurostat reports an 9.2% gender employment gap for Bulgaria (compared to 11.1% for the EU-27). According to Eurostat data, the gender pay gap in Bulgaria for 2019 is 14,1%, which equal to 14,1% gender pay gap for the EU-27.

More active procedures to detect and report sexist hate speech against all media, including the Internet, are encouraged. The main goal of measures to prevent and combat sexism is to bring about behavioural and cultural change at the individual, institutional and structural levels.

The Commission for Protection against Discrimination organises training seminars under the Project "Anti-Discrimination on the Labour Market" under Contract No. BG05M9OP001-3.017-0001-C01 under the Operational Programme for Human Resources Development. The aim of the project is to systematise the practices for equal opportunities and non-discrimination in order to promote, institutionalise and certify the policies on equality and non-discrimination in the workplace. Also improve the application of the principle of equality in employment and occupation in both the public and private sectors, in particular as regards the prevention of different treatment in employment and working conditions. Having employees with the employer concerned, whether from the private or public sector will help to prevent and prevent discrimination in the workplace.

1.3 Institutional changes

An independent specialised state body, with significant powers of prevention, protection against discrimination and promotion of equal treatment - the Commission for Protection against Discrimination (CPD) has been established in the Republic of Bulgaria. It operates under the specialised Law on Protection against Discrimination (LPD), which aims to ensure to every person the right to equality before the law, equality of treatment and opportunities for participation in public life and effective protection against discrimination. According to the Law on Protection against Discrimination, the Commission for Protection against Discrimination is an independent specialised state body for the prevention of discrimination, protection against discrimination and ensuring equality of opportunity. The Commission monitors the implementation and compliance with the LPD or other laws governing equality of treatment.

The Law on Protection against Discrimination and the established and operating in accordance with its provisions Commission for Protection against Discrimination are an essential part of the anti-discrimination policy of the Republic of Bulgaria, which includes equality between women and men.

It is noteworthy that the Law on Protection against Discrimination provides provisions for protection against discrimination, including on the grounds of sex in various spheres of public life: Chapter 2 'Protection against discrimination' - Section I 'Protection in the exercise of the right to work', Section II 'Protection in the exercise of the right of education and training' and Section III 'Protection in the exercise of other rights'. The provisions of Section I "Protection in the exercise of the right to work" have a broad scope - job vacancies, criteria for admission and appointment when applying for a

position, job application, selection of candidates, non-discriminatory and equal working conditions, equal remuneration for equal work and work of equal value, equal criteria in imposing disciplinary sanctions, termination of employment, exercising social security rights, vocational training of employees, collective labour law.

The Commission's regional representatives are located in 24 of districts, making the Commission for Protection against Discrimination unique in Europe. Their commitment is not only to provide independent assistance to citizens, but also to consult and inform them about the application of the anti-discrimination law, about the powers and rules of procedure of the CPD, about the legal possibilities for protection of the violated right to equal treatment, incl. for their procedural powers in the proceedings before the CPD. They participate in seminars, training in order to get acquainted with the specifics of PADA. In this way, they support and uphold the common will for tolerance, tolerance and equality between different groups of people.

In fulfilment of the obligation to provide independent legal assistance to victims of discrimination when filing complaints of discrimination (Article 47, item 9 of the Law on Protection against Discrimination), citizens are consulted at the reception of the CPD and by telephone.

The provisions of the Act on Equality between Women and Men (AEWM) are regulated by the National Council on Equality between Women and Men (NCEWM) at the Council of Ministers. The NCEWM is a co-ordinating and consultative body that supports the Council of Ministers in the development and implementation of the state policy on equality between women and men. It is also a body for consultation, co-operation and co-ordination between central and territorial executive bodies and civil society structures. The National Council comprises from deputy ministers of all ministries, representatives of relevant agencies and bodies, organisations of employers and employees at the national level, the National Association of Municipalities in the Republic of Bulgaria, non-governmental organisations, etc. The National Council on Equality between Women and Men:

- provides opinions on draft strategic documents and regulations containing provisions related to the equality of women and men before they are put forward to the Council of Ministers;
- participates in the development of the National Strategy for Equality between Women and Men;
- proposes measures to promote the state policy for equality between women and men;
- participates in the development of the quantitative and qualitative indicators required for the equality between women and men monitoring system.

During the reporting period, the NCEWM approved the draft of National Action Plan for the Promotion of Equality between Women and Men for 2021-2022 and draft of Report on Equality between Women and Men in Bulgaria for 2020, before their submission for adoption by the Council of Ministers. Information on the activities of the NCEWM can be found at http://saveti.government.bg/web/cc_19/1.

Complaints and signals to CPD are submitted to the head office and the regional offices, and it should be noted that the proceedings are free of charge. Independent assistance is also provided in the preparation of the initiative document.

The Commission for Protection against Discrimination participates in all forums related to the protection of human rights. We regularly receive and respond to invitations from non-governmental organisations working on the above issues. This close synergy facilitates the implementation of prevention policies in order to prevent discrimination on any grounds.

1.4 Research and awareness-raising

Currently the National Statistical Institute is working on the project BGLD-3.001-0001 «Novel Approaches to Generating Data on hard-to-reach populations at risk of violation of their rights», funded by the Financial Mechanism of the European Economic Area 2014 - 2021 (EEA FM). The project is

implemented in partnership with the European Union Agency for Fundamental Rights (FRA), and its goal is to develop innovative methods and approaches for data collection and adaptation of relevant indicators needed to formulate and implement policies aimed at representatives of vulnerable groups of the population. In 2020, a field survey was conducted among households with specialised questionnaire including different topics, as well as modules on maternity health, well-being, discrimination, harassment and violence. Although the survey is focused on the overall population, not specifically on stereotypes by sex, there will be available data on some important indicators, related to women from vulnerable groups particularly for Roma, elderly, people with disabilities and children. In 2022, NSI together with FRA will prepare several reports on the situation of vulnerable groups in Bulgaria. The main purpose of the report will be to inform the public and state institutions about regional development and the distribution of funding to reduce vulnerability in relevant areas and overcome national disparities.

The actual National Action Plan to Promote Equality between Women and Men for 2021-2022 includes measures for organising and conducting a shooting tournament for female-officers of the Ministry of Interior, the Ministry of Defence and security services, focused monitoring of commercials in audio-visual media services for stereotypes into them, etc.

The Badge of Distinction awarded for significant achievements in the effective implementation of the equality between man and woman policy, established in accordance with the provisions of the Act on Equality between Women and Men, is encouraging and represents a moral reward and an incentive for institutions/organisations in order to improve their management, in line with the achievement of equality for women and men. In 2021, Ministry of Labour and Social Policy held a procedure for awarding of the Badge of Distinction.

1.5 Other pertinent developments

In the last quarter of 2020, the CEM conducted a focused monitoring on the topic of participation/representation of women and men in commercial communications in television programmes, conducted in connection with the regulator's commitments in the National Council for Equality of Women and Men to the Council of Ministers. The monitoring covers television commercials in four programmes of two commercial media service providers (BTV Media Group EAD and Nova Broadcasting Group EOOD) in a total of 32 hours of content. Two of the programmes are specialised movie programmes, two of the programmes are polythematic.

The monitoring as a whole considers as a positive trend the lack of discriminatory commercial practices by sex, as well as the lack of negative stereotypes by sex in the monitored programmes and advertisements.

In connection with the pre-election monitoring of the elections for the 45th National Assembly on 4 April 2021, the CEM reported the predominance of men over women during the campaign in the radio and television programmes. According to information from the Central Election Commission (CEC), of the candidates for MPs on 4 April 2021, women are 2073 or 29.67%, and men are 4913 or 70.3%.

In the campaign for the 46th National Assembly, CEM monitoring again acknowledged the predominance of men over women participating in radio and television programmes during elections. According to the CEC, 3,585 were the male candidates for the extraordinary elections on 11 July 2021 and 1,494 were the female candidates.

In the election campaign for President and Vice President on 14 November 2021, CEM monitoring reported 19 men and 4 women candidates for head of state and 9 men and 14 women candidates for the post of Vice President of the Republic.

Given the fact that sexism and sexist behaviour occur in the whole spectrum of human activities, including cyberspace, in order to effectively counter, on the Internet, in the media and in government agencies, attention is regularly paid and campaigns are carried out to eliminate stereotypes by sex. Monitoring actions are being used to protect against online abuse, including cyberbullying, sexism and threats of sexual violence against the general population, with a special focus on women and children.

The policies of the Ministry of Education and Science in connection with the prevention and combating of negative stereotypes on sex and sexism are most pronounced in Ordinance No. 13 on civic, health, environmental and intercultural education. In it, the problems of stereotypes and sexism are considered through the various prisms of civic, health and intercultural education, which contributes to the formation of a more comprehensive vision for their solution.

In the school year 2020/2021, the subject of civic education was introduced in the 11th grade. The global topic "Identities and differences in society" of this subject as a result of the training requires students to recognise cases of discrimination on the grounds of «sex» and to assess the justification of the fight against discrimination.

In accordance with the six thematic priorities of the Strategy in August 2021 by letter of the Minister of Education and Science the Council of Rectors of Higher Education Institutions in the Republic of Bulgaria, the Bulgarian Academy of Sciences, the Agricultural Academy, the State Agency for Research and Innovation and the Bulgarian National Science Fund (BNSF) has been informed, that on the occasion of the concluded negotiations under the Regulation establishing the EU's Horizon Europe Research and Innovation Framework Programme (2021-2027) and other related legislation, as of 2022, a significant change in the rules and requirements for participation in the programme is the condition for potential beneficiaries under the Horizon Europe to have a Equality between women and men Plan (EP). introduced before the conclusion of the grant agreement with the EC in 2022 and contain the following elements:

1. Publication: official a document signed by the senior management of the organisation concerned, published on the institution's website and distributed to the staff of the organisation concerned; it is recommended that the document be translated into English as well.
2. Specialised resources: commitment of resources, including financial and expert knowledge for the implementation of the plan;
3. Data collection and monitoring: data on the sex of the staff (and students) - for all categories of staff; annual reporting of imbalances by sex based on indicators; a comprehensive assessment approach;
4. Training: raising awareness/training on equality between women and men; developing information materials, seminars or setting up working groups with specific tasks.

The above organisations are also informed about the content and areas that the Equality between women and men Plan should cover. In addition, they were invited to participate in the online training, held on 28 September 2021 by the European Commission, in connection with the development of a plan for equality between women and men, which was attended by representatives of the Ministry of Education and Science. There is also information sent on the GEAR toolkit (<https://eige.europa.eu/gender.mainstreaming/toolkits/gear/action-toolbox>), which provides step-by-step advice on the preparation, implementation and enforcement of the EP, monitoring and evaluation of the plan, and suggests ideas for next steps to promote equality between women and men within the organisation.

In connection with the introduced mandatory condition for the existence of a Equality between women and men Plan for participation in the Horizon Europe work programmes, it is necessary to develop one for the MES by the end of the current year in order to be able to participate in projects funded by the

Horizon Europe work programmes. As a result, a working group will be formed with the participation of representatives of specialised directorates in the Ministry of Education and Science, whose competence will be the development of concepts, strategies, programmes and plans in accordance with national and European practice.

Apart from the above, the Ministry of Education and Science regularly publishes on the Horizon Europe website and on the Science Portal information on forthcoming training related to the topic of equality between women and men.

In addition, according to Article 4 of the Higher Education Act guarantees that in higher education privileges and restrictions related to age, race, nationality, ethnicity, sex, social origin, political views and religion are not allowed, except in the cases explicitly stated in the High School Activity Rules in accordance with the peculiarities of the education and the future profession.

The Ministry of Education and Science encourages higher education institutions to implement the policy of equality between women and men. Some higher education institutions have independently developed plans for equality between women and men.

The CPD considers complaints and signals related to hate speech on various grounds, highlighting ethnicity, social status, sex, as well as the provisions set out in Article 37 of PADA as follows:

(1) Refusal to provide goods or services, as well as the provision of goods or services of lower quality or under more unfavourable conditions, on the basis of the signs under Article 4, para. 1.

(2) Discrimination on the basis of the grounds under Article 4, para. 1 in the public or real sector, directly or indirectly, related to the performance of economic activity, including with regard to the creation, equipment or expansion of economic activity or the commencement or expansion of any other form of such activity.

(3) In the activities under para. 2, the rejection or toleration by a person of conduct that constitutes harassment or sexual harassment may not serve as a basis for making a decision that affects that person.

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

2.1 Legislative changes

Having regard to the judgment of the Constitutional Court delivered on 27 July 2018, by which the Court ruled that the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence, opened for signature on 11 May 2011 in Istanbul, signed from the Republic of Bulgaria on 21 April 2016, does not comply with the Constitution of the Republic of Bulgaria, our country is not able to ratify this international act, as well as to accede to any part of it.

At the same time, we note that the Republic of Bulgaria has significantly implemented its legislation in the field of combating domestic violence and a good legislative framework for combating domestic violence has been created. It includes the following acts: the Criminal Code (CC), the Protection Against Domestic Violence Act (PADVA), promulgated, SG, issue no. 27/2005, *Rules for Implementation of the Protection against Domestic Violence Act* (RIPADVA), adopted by CMD № 113/2010, promulgated, SG, issue no. 45/2010, the Legal Aid Act (LAA), promulgated SG, issue 79/2005, the European Protection Order Act (EPOA), promulgated, SG, issue no. 41/2015, Law on Support and Financial Compensation to Crime Victims (LSFCCV), promulgated SG, issue no. 105/2006, the *Law on Arms, Ammunition, Explosives and Pyrotechnic Articles* (promulgated SG, issue no 73/2010). Legal mechanisms have been introduced to protect victims of violence, including and free legal aid before all courts at the expense of the state budget and of victims of domestic or sexual violence who do not have the means and wish to use legal protection, compensation of victims, protection services, including in actions with an international element.

Nevertheless, in order to ensure adequate and comprehensive criminal protection from all acts of violence against women, by influencing the perpetrators through the most severe form of state coercion, which is punishment, the Republic of Bulgaria has made some normative amendments to the Penal Code (PC) in order to criminalise domestic violence and to increase the protection of the rights of victims of violence in general, including violence against women.

With the Act to amend and supplement the Penal Code, promulgated SG, issue no. 16/2019, all forms of domestic violence are criminalised, thus ensuring adequate and comprehensive criminal protection from all acts of violence against women, including violence against women, by influencing the perpetrators by means of the most severe form of state coercion, such as punishment.

The main changes are in the following directions:

- a definition has been introduced for cases where the crime was committed «in conditions of domestic violence», such as cases of systematic physical, sexual or mental violence, economic dependence, forced restriction of privacy, personal liberty and the personal rights of a spouse, ex-spouse, descendant or ascendant, a person with whom they live or have lived in the same household;
- the qualified composition was supplemented by introducing more severe criminal liability for murder and bodily harm in order to criminalise all forms of domestic violence that escalate to attack on the life or health of individuals;
- domestic violence has risen as a qualifying feature in the system of a number of criminal offenses - kidnapping, unlawful deprivation of liberty, coercion, threat of crime;
- all forms of systematic stalking of another person have been raised in a crime in order to arouse in the persecuted person a well-founded fear for his/her safety or that of his/her close. The Criminal Code defines «stalking» as any threatening conduct, which may take the form of harassment, showing another person that he/she has been observed or entering into unwanted communication by all possible means;
- it is envisaged that for moderate bodily injury caused to a ascendant, descendant, spouse, brother or sister, the criminal proceedings will be of a general nature and will be initiated on the complaint of the victim to the prosecutor and will not be terminated thereafter at his request;
- higher sanctions were introduced for non-compliance with a court decision or an order for protection against domestic violence. More severe criminal liability was introduced in case of repetition of the act related to the failure of the execution of the court decision and non-execution of a protection order against domestic violence and a European protection order;
- All forms of domestic violence that lead to a more serious violation of bodily integrity are prosecuted ex officio, which is an essential element in ensuring justice for victims of domestic violence by ensuring their access to justice.

With the Act to amend and supplement the Penal Code, promulgated SG, issue no. 16/2019, an amendment to the Criminal Procedure Code was adopted with two new provisions (Art. 67a and Article 417a), which provide for immediate informing of the victim with specific protection needs in cases when the detained perpetrator of violence escapes or be released temporarily or permanently.

With the Law for amendment of the Code of Criminal Procedure, promulgated. SG, issue no. 83 of 22.10.2019, a new Article 369a, according to which an abbreviated court investigation in the cases under Article 371, item 2 shall not be allowed in case of intentional causing of death.

The powers of the Commission for Protection against Discrimination are set out in Article 47 of the PADA. According to the texts of the provisions, the CPD has no legislative initiative. The Commission takes advantage of the norm of Article 47 item 8 gives opinions on draft normative acts for their compliance with the legislation for prevention of discrimination, as well as recommendations for adoption, repeal, amendment and supplementation of normative acts.

It is in constant co-operation with the bodies of the executive power, in which mechanisms for protection of the rights of the citizens on the territory of the country have been established.

The CPD fulfils its obligations under the National Co-ordination Mechanism (CCM) on human rights, established by Decision No. 796/13 December 2013 of the Council of Ministers, of which it is a member with observer status.

The CCM allows the CPD, as an independent state body, to contribute to the establishment of a unified position of the Republic of Bulgaria on the implementation of the obligations arising from ratified, promulgated and entered into force international acts.

2.2 Policy changes

Actual **National Action Plan for Promotion of Equality between Women and Men for 2021-2022** includes measures from the competences of different institutions aiming to combat violence and protection and support of the victims, such as: providing support and protection of victims of trafficking of human beings, actions for prevention of traffic of human beings, conducting awareness-raising activities, providing social services to children and persons victims of violence, trafficking or other forms of exploitation (Crisis centres and other services), drafting amendments in legal framework in order to improve preventions and contra-acting domestic violence, violence against women and protection of victims of violence, maintaining telephone lines to register signals of discrimination and violence (Ministry of defence); etc.

The National Legal Aid Bureau is the beneficiary of a contract registration No. BGJUSTICE-4.001-0001-C01/20 February 2020, under which it implements a pre-defined project No. 9 “Improving access to justice for people living below the poverty line with a special focus on women, children and the Roma community” in partnership with the Norwegian Judicial Administration. Under the project, three pilot centres have been opened at the bar associations in the cities of Varna, Veliko Tarnovo and Stara Zagora. The project pays special attention to three main target groups: victims of domestic violence and gender-based violence, children at risk and representatives of Roma communities, including those living in remote and isolated rural areas. The project includes activities to ensure access to legal aid for vulnerable groups through a mechanism for co-operation at the local level on domestic violence and gender-based violence. In the implementation of the project, mobile teams of lawyers and a Roma mediator have been established, who provide legal assistance to individuals through on-site consultations. One of the main goals of the local mobile teams is to raise awareness about the availability and access to legal aid.

The NLAB co-operates with various non-governmental organisations, as well as with the Ombudsman of the Republic of Bulgaria in connection with raising awareness regarding victims of trafficking, regardless of their sex, ethnicity and age. Victims of domestic violence, victims of trafficking for sexual exploitation and victims of based by sex crimes, placed in sheltered institutions who do not have the means to authorise a lawyer to represent and defend them, take the opportunity to receive free legal aid. Initially, it is provided in the form of consultations by lawyers on duty in one of the centres for free legal advice, opened at some bar associations in the country. By 2021, RCCs have been opened and are actively working at the bar councils - Blagoevgrad, Varna, Veliko Tarnovo, Vidin, Gabrovo, Kardzhali, Pleven, Sliven, Sofia, Stara Zagora, Haskovo, Pazardzhik, Pernik. The victims can receive free legal aid, subsequently and for the preparation of complaints, claims for filing a case and procedural representation in the pre-trial and court proceedings in already initiated and pending cases.

The National Institute of Justice is a beneficiary under a contract with registration No. BGJUSTICE-4.001-0002-C01/12 February 2020, under which it implements a pre-defined project No. 7 “Prevention and counteraction to violence against women and domestic violence” in partnership with Ministry of Justice of the Republic of Bulgaria. The implementation of the project will

contribute to increasing the capacity of Bulgarian institutions in the field of domestic violence and violence against women and children with an emphasis on the capacity of professionals in the justice sector to comply with institutional practices and European standards in the field of domestic violence and gender-based violence. For the implementation of the project a contract has been concluded with the beneficiary the National Institute of Justice in partnership with the Ministry of Justice of the Republic of Bulgaria. The percentage of the grant under the project is 100%. To ensure the accurate and timely implementation of the project on 4 August 2021 an additional agreement was signed between the Programme Operator and the Beneficiary, including amendments to the budget and the plan for implementation of activities. The planned electronic distance training continue, led by multi-professional teams of trainers and a mixed group of trainees is involved, incl. investigative police officers, prosecutors, judges and social workers. Together with representatives of the Council of Europe, a Case Management Manual is being developed and the e-learning module of the HELP programme, dedicated to the prevention and protection against violence against women and domestic violence, is being adapted.

According to Article 6, para. 7 of the Protection Against Domestic Violence Act (PADVA), annually the budget of the Ministry of Justice determines funds for financing projects of non-profit legal entities that carry out activities under this law, for development and implementation of programmes for prevention and protection from domestic violence.

Chapter three of the *Rules for Implementation of the Protection against Domestic Violence Act* (RIPADVA) regulates the procedure for financing the programmes and training under Article 6, para. 7 of the PADVA. According to the regulations, the Minister of Justice or an official authorised by him announces a competition for financing projects of the programmes and training under Article 6, para. 7 of PADVA every year until March 31. Providers of social services licensed under the Social Services Act and legal entities registered under the Commercial Register Act and the register of non-profit legal entities working for the protection of victims of domestic violence may apply for funding.

According to the Guidelines for applying for projects under Article 6, para. 7 of the PADVA for 2021, which are in line with the *National Programme for Prevention and Protection against Domestic Violence for 2021, adopted by Decision No. 412/7 May 2021 of the Council of Ministers of the Republic of Bulgaria*, the priority funding objectives are as follows:

1. Ensuring protection, rehabilitation and reintegration of the victims of domestic violence, through timely provision of quality services.
2. Provision of services for work with perpetrators of domestic violence, in order to prevent recurrences of domestic violence;
3. Prevention and protection from domestic violence through the development and dissemination of information materials in the media and social networks.

In view of the set objectives, the following activities have been financed:

- Programmes for providing assistance to victims of domestic violence: *social, psychological and legal counseling - Article 6, para. 7, item 2, letter "a" of the PADVA;*
- Specialised programmes for perpetrators of domestic violence: *social and psychological counseling - Article 6, para. 7, item 4 of the PADVA;*
- Programmes for prevention and protection from domestic violence, which refer to editions and publications - *Article 6, para. 7, item 1, letter "e" of the PADVA.*

In the tender procedure under Chapter Three of the PADVA for 2021, 19 project proposals have been approved, which correspond to the objectives of the financing for 2021.

Contracts worth a total of about BGN 440,000 have been concluded with the following non-profit legal entities - *Naya Association Foundation; Alliance for Protection Against Gender-Based Violence; Knowledge, Success, Change Association; Nadja Centre Foundation - Ruse Branch; Positive Personal Skills in Society; Bulgarian Fund for Women Foundation; Association "Centre for Creative Justice",*

Association “Youth Forum 2001 – Razgrad”; SOS Families at Risk Foundation; H&D Gender Perspectives Foundation; Maria Centre Association; Crime Prevention Fund - IGA Foundation; Open Door Centre Foundation; Women’s Association «Ekaterina Karavelova»; Nadja Centre Foundation; Demetra Association; Bulgarian Gender Research Foundation; Gender Alternatives Foundation; Dinamika Centre Association.

The contracts will be implemented until December 2021.

In pursuance of the National Programme for Prevention and Protection Against Domestic Violence for 2021, based on a one-year contract concluded in May 2021 under the Public Procurement Act, a National Telephone Line for Victims of Domestic Violence was financed - **0800 1 8676 or 02/981 76 86**, which is maintained by the Animus Association Foundation.

Increasing the capacity of the Bulgarian police in responding to cases of domestic violence and gender-based violence, under a project entitled “Improving the effectiveness of policing in the field of domestic violence and gender-based violence”, funded by the Norwegian Financial Mechanism, Home Affairs Programme. An algorithm for risk assessment in identifying cases of domestic violence and gender-based violence and training of police officers to protect victims of domestic violence is being developed, as well as the development of an Automated Information System for data entry, processing and storage, related to domestic violence and gender-based violence. In 2021 training was conducted for 4,462 police officers in the field of prevention and counteraction to acts of domestic violence.

The National Programme for Prevention and Protection against Domestic Violence for 2021 has been developed and is being implemented.

The Co-ordination Mechanism for interaction in work on cases of children, victims or at risk of violence, and for interaction in crisis intervention is applied.

2.3 Institutional changes

In 2017, the Ministry of Interior nominated a national co-ordinator for domestic and gender-based violence, his deputies, and regional co-ordinators were appointed in the regional directorates of the Ministry of Interior to support the activities of Mol employees.

2.4 Research and awareness-raising

In September 2020, the Bulgarian National Statistical Institute started work on the Project ‘Survey on Gender-Based Violence (full implementation)’ according to the Grant agreement with the European Commission.

In the frame of the Project, a survey on the gender-based violence in the country will be conducted in strict compliance with the requirements of national legislation and methodological recommendations of the EC. The focus is on the prevalence of violence among women aged 18 - 74. The purpose of the survey is to collect reliable, comparable and representative at national and European level data on the spread of the phenomenon.

Due to the rescheduling conducting the 2021 Census in Bulgaria, the start of the survey fieldwork was postponed to early November 2021. The data collection process will be till the end of February 2022. Final data will be available in 2023.

The implementation of the project is an important step towards the introduction of this type of statistical surveys in the regular statistical practice of the country in the future.

Steps have been taken to encourage the reporting of cases of domestic violence and gender-based violence, and the Ministry of Interior, together with non-governmental organisations, periodically

conducts ongoing information and awareness campaigns to encourage survivors to report cases of violence. domestic violence, thus reducing the latency of the phenomenon. In all buildings of the Ministry of Interior, buildings of Local Administrations and District Prosecutor's Offices posters are posted with information on how the injured persons should seek help (legal, medical, social and other). Stickers on a hotline for victims of domestic violence have been posted on public transport. Every received signal for domestic violence is registered by the Ministry of Interior, an attitude is taken and it is reported immediately to the competent regional prosecutor's office and civil court.

Employees of the General Directorate for Combating Organised Crime - Ministry of Interior have developed materials concerning victims of domestic violence, telephone fraud, human trafficking, violence in schools and others, which are spread on the Internet and act preventively.

The project "Improving the Effectiveness of Policing in the Field of Domestic Violence and Gender-Based Violence" currently being implemented by the General Directorate of the National Police has a priority axis "Improving the situation of the Roma population".

The provision of independent consultations and the provision of methodological assistance to citizens, both in the central office of the CPD and through the regional representatives of the Commission, located in 24 regional centres of the country represent a major part of the body's activities. The employees of the Regional Representatives Directorate provide up-to-date and adequate information on the protection that the Law on Protection against Discrimination provides to citizens, the rules of procedure before the Commission, the powers of the CPD as an independent specialised state body for prevention of discrimination, protection against discrimination and equality. They provide methodological assistance to citizens who wish to initiate proceedings before the CPD by acquainting them with the mandatory details of the complaint or signal. Citizens on the territory of the country have the opportunity to be informed and consulted in places by conducting the so-called outsourced receptions. This form of activity in constituent municipalities is an essential part of the independent assistance provided to victims of discrimination, especially when they live in remote areas of the district, when they are people with disabilities or representatives of other vulnerable groups.

Regional representatives organise or actively participate in events and campaigns in connection with the World Day to Combat School Violence, the International Day for the Elimination of Racial Discrimination, the International Day of the Roma, the International Day against Homophobia, the International Day of Older Persons, the International Day on the White Cane, International Day for Tolerance, World Day to Combat Violence, International Day of Persons with Disabilities, International Human Rights Day. Presentations, round tables, essay, drawing competitions, etc. are organised with the respective thematic focus.

Bulgarian National Commission for Combating Trafficking in Human Beings (NCCTHB) reports:
Victims' referral and support

Victims of human trafficking accommodated to specialised services:

Currently, the National Commission for Combating Trafficking in Human Beings (NCCTHB) manages seven specialised services for victims of trafficking in the cities of Sofia, Varna and Burgas (three shelters for temporary accommodation, three counselling centres and one shelter for subsequent reintegration).

During the period 1 January – 4 November 2021, a total of 33 persons have been accommodated to the specialised services, including 19 adult victims of trafficking in human beings (18 women and 1 man) and 14 children accommodated together with their mothers. 17 of them were victims of human trafficking for the purpose of sexual exploitation and 2 were victims of trafficking for the purpose of labour exploitation.

Alerts to the administration of NCCTHB:

A total of 58 alerts were submitted to the administration of NCCTHB, 52 of which related to cases of human trafficking. The total number of persons formally or informally identified is 115.

Recent developments related to awareness-raising and capacity building activities during the reported period:

- ✓ Forums and capacity building events
 - National Meeting on Combating Human Trafficking and Protection of Victims - an annual forum that brings together all stakeholders at central and local level to discuss the latest trends and current issues concerning the crime of trafficking in human beings, as well as support for victims;
 - Virtual conference “Modern Slavery, Human Trafficking and Organised Immigration Crime” – capacity building event organised by the Crown Prosecution Service and British Embassy Sofia in co-operation with NCCTHB for law enforcement officials and other experts, focusing on the illegal migration, JITs, participation of victims in the prosecution process, the detection and investigation of money laundering in cases of trafficking in human beings and illegal migration;
 - Online round table “Challenges in the identification, investigation and prevention of trafficking in human beings for the purpose of labour exploitation” – national expert meeting focusing on the problems in identification including the distinction of labour exploitation and labour rights violation, investigation’s specifics and improvement of the effective prevention methods;
 - Regional online forum “Trafficking in human beings for the purpose of labour exploitation: prevention and identification in conditions of crisis and rising unemployment” – capacity building event for regional labour specialists and syndicate representatives focusing on the labour market actuality and impact on THB for labour exploitation in crisis conditions;
 - Regional forum “Enhancing the investigative capacity of the crime of human trafficking. Online crime. Methods of evidence collection. Identification and referral of victims of human trafficking” – capacity building event with the participation of prosecutors, investigators, police officials and members of the LCCTHB Varna;
 - OSCE Special Representative for Combating Trafficking in Human Beings country visit;
 - More than **500 professionals** including pedagogical specialists, social workers, school and health mediators, labour experts and inspectors, law enforcement officials, syndicate and non-governmental representatives took part in different capacity building training and webinars.

✓ Prevention

- National campaign for prevention of trafficking in human beings for the purpose of labour exploitation (April-May 2021) – this year’s campaign relies both on offline and online prevention tools, focusing on awareness raising activities among Bulgarians who are looking for job opportunities abroad as well as foreign country nationals coming to Bulgaria for seasonal or temporary employment. In line with the 10 local anti-trafficking co-ordinators and our partners from the Ministry of Labour and Social Policy, Ministry of Foreign Affairs, General Labour Inspectorate, Employment Agency, syndicates and non-governmental organisations we envisaged and to some extent have already achieved a series of activities and outreach information sessions, handouts’ providing including to foreign nationals applying for Bulgarian visa and awareness raising activities among students and young people.

An essential part of prevention planning this year includes an exchange of good practices on bilateral level. NCCTHB’s team joined several working expert meetings co-organised by representatives of other Bulgarian authorities to share experience and outline future joint measures including national labour regulations’ specifics and amendments as well as defining a targeted prevention approach and activities with relevant representatives of Germany and France.

- Local awareness raising campaign focusing on prevention of all forms of human trafficking and cybercrime in the context of new technologies’ use for recruitment and exploitation of victims of

human trafficking targeting young people and students as specifically vulnerable to these methods of involvement;

- “Blind betting” – awareness-raising campaign for prevention of trafficking in human beings for the purpose of sexual exploitation; a joint initiative launched simultaneously in 26 European countries. The campaign was planned and co-ordinated by General Directorate Combating Organised Crime at the Ministry of Interior together with the National Commission for Combating Trafficking in Human Beings, with the support of EMPACT.
- “Blind betting”/“Don’t Gamble With Their Faith” – a follow-up awareness-raising initiative focusing on users of sexual services provided by victims of trafficking. It aims at drawing the attention of the public and groups at risk to the methods of engaging in trafficking, identifying and supporting the victims of sexual exploitation. The campaign was realised as well in 26 EU countries, developed and co-ordinated by General Directorate Combating Organised Crime at the Ministry of Interior together with the National Commission for Combating Trafficking in Human Beings, with the support of EMPACT;
- Besides the main campaigns’ activities, local anti-trafficking co-ordinators included the topics related to ICTs, social networks and the resulting new models of exploitation on the one hand and trafficking in human beings for the purpose of labour exploitation on the other hand during a series of awareness raising sessions and discussions with vulnerable groups, students and long-term unemployed people.

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

3.1 Legislative changes

In order to ensure equal opportunities for women and men, the current Bulgarian legislation makes no difference by sex, except in specific cases of protection of women (for example, in pregnancy and maternity). Protection against all forms of discrimination is governed by the Law on Protection against Discrimination (LPD), which is intended to provide every person with the right to: equality before the law; equality of treatment and of opportunities to participate in public life; and effective protection against discrimination.

According to Article 9 of LPD the burden of proof is reversed “in proceedings for protection against discrimination after the party alleging discrimination present facts on the basis of which it can be assumed that there is discrimination, the respondent must prove that the principle of equal treatment has not been breached”. Commission for Protection against Discrimination (CPD) created pursuant to LPD is an independent government body to prevent discrimination, protect against discrimination and ensure equality of opportunities. Proceedings before the commission are initiated on a complaint of the persons concerned, an initiative of the commission and signals from individuals and legal entities, state and municipal bodies. No fees are charged for proceedings before the CPD. In fulfilment of the obligation to provide independent legal assistance to victims of discrimination when filing complaints about discrimination (Article 47, item 9 of the Law on Protection from Discrimination) at the CPD reception room and by phone consult citizens.

In the Republic of Bulgaria all persons have equal access to justice. For the convenience of the citizens in the National Legal Aid Bureau there is a legally regulated national legal aid telephone number 070018250 for the whole country. The National Legal Aid Telephone is a hotline where every citizen can get free legal advice. Legal advice is provided free of charge by telephone from lawyers selected through a competition.

With regard to victims of domestic violence or victims of crimes based on sex, sexual exploitation, human trafficking, etc., our national legislation guarantees access to justice by providing free counseling and legal aid in connection with the preparation of complaints, signals, preparation of claims, filing of cases and procedural representation before the bodies of the pre-trial proceedings and the court. In the regional counselling centres, where the initial legal assistance is provided to these

persons, if necessary, the victims are referred to forensic doctors, doctors, psychologists, Crisis centres providing social services, etc. Victims of domestic violence are exempt from payment of state fees for instituting protection cases under the Protection Against Domestic Violence Act. The right to protection in the pre-trial and court proceedings of the victims of crimes is guaranteed, who do not have the opportunity to hire a contract lawyer and explicitly state that they wish to have one. In these cases, the bodies of investigation and the court submit a request to the respective Bar Council, in the area of which the act for appointment of an official lawyer, registered in the National Register for Legal Aid at the NLAB, was committed.

The CPD provides free consultations when submitting complaints and signals in the reception of the CPD, as well as in the offices of its regional representatives for all citizens on the territory of the country.

3.3 Institutional changes

The CPD is a body with competence to control the application and observance of the laws regulating equality in treatment, exercising control over the application and observance of the Law on Protection against Discrimination and other laws regulating equality in treatment. Over the years, the CPD has established itself in society as an active state body for prevention, control and protection against discrimination. In recent years, the number of complaints and signals from citizens, legal entities, state and local authorities and government, as well as non-governmental organisations has increased. This trend undoubtedly establishes the increased sensitivity of the Bulgarian society to the manifestations of discrimination and increased civic activity in defending human rights and freedoms for all, as well as the intolerance to the manifestations of discrimination as unequal treatment. More and more citizens are seeking protection of their violated rights before the CPD.

3.4 Research and awareness-raising

The Commission for Protection against Discrimination (CPD) has regional representatives, which makes it unique in Europe. They have an obligation to provide independent legal assistance to citizens, to advise and inform them of the implementation of the Law on Protection against Discrimination, of the powers and rules of proceedings before the Commission, on the possibilities to protect the violation of the right to equal treatment, including for their procedural powers in the proceedings before the CPD

The Commission for Protection against Discrimination has organised a number of seminars in recent years. The main purpose of the training is to consider the specifics of discrimination and to take it into account when considering cases.

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

4.1 Legislative changes

According to the provisions of the Act on Equality between Women and Men, one of the principles of the state policy on equality between women and men is the balanced representation of women and men in all decision-making bodies; and overcoming based by sex stereotypes.

The Law on Protection against Discrimination (Article 41) imposes requirements on the nine-member composition of the CPD, indicating that in the process of electing or appointing members of the Commission the principles of balanced inclusion of women and men and inclusion of persons from ethnic minorities should be respected.

4.5 Other pertinent developments

In the EIGE Gender Equality Index 2021 Bulgaria is in 9th place in the EU in the domain of "Power".

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

5.1 Legislative changes

In accordance with the requirements of the Law on asylum and refugees (LAR), every foreigner for whom the conditions and prerequisite provided by law are present has access to the procedure for granting protection on the territory of the Republic of Bulgaria. The principle of non-discrimination on grounds of sex in proceedings for granting of international protection is derived from the general rule of Article 20 of LAR, according to which no restrictions shall be allowed with respect to the rights or privileges of foreigners seeking or granted protection in the Republic of Bulgaria, based on race, nationality, ethnic origin, sex, descent, religion, education, convictions, political affiliation, personal and social status or property status. According to the Qualification Directive (Directive 2011/95/EC), transposed into our national legislation with the amendments to LAR, promulgated in SG, issue 80 of 2015, the aspects related to sex, are duly taken into account for the determination of belonging to a social group or the establishment of a characteristic of such a group. With the transposition of the Qualification Directive, the definition of «persons from a vulnerable group» introduced in paragraph 1 item 17 of the Additional Provisions of LAR was introduced, namely in this category fall minors or underage persons, unaccompanied minors and underage persons, elderly people, pregnant women, single parents with underage children, victims of trafficking in human beings, persons with serious health problems, persons with mental disorders, and persons who are victims of torture, rape or other serious forms of mental, physical or sexual violence.

For full harmonisation with the European legislation and standards, legal and organisational measures have been taken and implemented for optimization of the national system for granting international protection. Amendments to LAR have been introduced to upgrade and supplement the procedural guarantees for one of the most vulnerable groups - unaccompanied minors. Practical legal provisions and mechanisms are in place to increase the quality of the proceedings for granting international protection. Provisions of Article 25 supplement procedural guarantees in accordance with the principle of child's best interest, provided in Article 25 of the Procedural Directive (Directive 2013/32/EU) and respond to the European Commission's Recommendations for further development of provisions concerning the representation of this vulnerable group. According to LAR, the function of representatives of unaccompanied children - candidates for international protection is assigned to lawyers from the Register for Legal Aid of the National Office for Legal Assistance with the Ministry of Justice. In this way greater speed and efficiency in the appointment of a representative is achieved. There is no need for carrying out additional actions and procedures for providing legal aid and the required standard for the necessary knowledge and skills to perform this function is provided. The obligations of the representative are regulated, requiring the necessary knowledge to assist the child in the procedure of granting international protection, including informing the child about the meaning and possible consequences of the personal interview and, if necessary, how to prepare for it. It is regulated that a representative cannot be a person whose interests are in conflict or could possibly be in conflict with the interests of the unaccompanied child.

With the changes introduced in Article 30a of LAR, a working mechanism for identification and assessment of the needs of persons from vulnerable groups has been established. According to Article 30a (1) of LAR, when the affiliation of a foreigner seeking international protection to a vulnerable group or with special needs is established, the needs are identified and assessed, and if necessary, a Support Plan is prepared. This mechanism ensures that the decision-making authority has at its disposal all relevant information on the identified vulnerabilities, special procedural needs and opportunities to provide support. The documents prepared in this procedure are attached to the personal file of the foreigner and ensure that during the entire procedure for granting international protection the special procedural needs of the applicant for international protection be taken into account, that he will be able to exercise his legal right and to perform his duties. The proceedings for granting of international protection for persons from vulnerable group is carried out by employees who have undergone additional training and qualification with focus on the specifics of interviewing this category of persons,

in particular the importance of the principle of child's best interest. This presupposes peculiarities during the hearing and observance of the right to an opinion, as well as use of appropriate methods of communication according to the age, sex, culture and maturity of the person.

According to Article 3 of the Protection against Discrimination Act, all-natural persons on the territory of the country have the right to protection.

According to Article 3, para 2 Associations of natural persons, as well as legal entities, enjoy the rights under this law when they are discriminated based on the grounds under Article 4, para. 1, in respect of their membership or of the persons employed in them.

The Ministry of Youth and Sports (MYS) primarily implements a policy aimed at girls and boys at risk among different groups of the population, with a view to improving their quality of life, supporting their social integration, adaptation and full realization in social life. One of the activities implemented annually by the Ministry, aimed at ensuring equal access to education and prevention of early school leaving, is Programme «Sports for Children at Risk», which creates opportunities and conditions for selection, access and free participation in programme is sports activities in order to support the physical, spiritual and personal development. The specifically aimed at girls and boys from vulnerable social groups, children in social institutions and those with problematic behaviour. It is implemented through the partnership between the MYS, sports clubs and institutions involved in solving problems of children at risk. Every year, about 1 400 girls and boys at risk, accommodated in various social institutions, covered in sports clubs across the country, are actively and systematically involved in the events.

Another initiative that MYS implements is Council of Europe's «Start to talk» project, which aims to take concrete measures to prevent and respond to child sexual abuse. MYS joined the initiative in 2020. In 2021, MYS changed the main target from the sexual violence to violence against children in sport in general. This includes violence against girls in sport. Its main target is to guide and accompany Bulgaria towards effective child safeguarding in sport policies

5.4 Research and awareness-raising

Ministry of Interior is carrying out prevention and information activities to prevent trafficking in human beings - women and men, girls and boys, including activities aimed at "vulnerability of citizens" from "third countries", refugees and asylum seekers.

The priority areas of SAR's activity are aimed at improving the awareness of asylum seekers in order to prevent violations of fundamental human rights.

Specially developed brochures on human trafficking and voluntary return to the country of origin have been placed in the reception areas of SAR.

SAR present daily on screens four films with information on the following topics: trafficking in human beings for the purpose of labour exploitation, in human beings for the purpose of sexual exploitation, protection of unaccompanied children, victims of trafficking and general information on human trafficking and the protection provided by official institutions. The films help to raise awareness about possible abuse and serve as a preventive measure against sexual and labour exploitation.

For the period November 2020 - October 2021, SAR staff participated in seminars related to migrant women, victims of trafficking for sexual exploitation and other forms of sexual violence, organised by the "Animus Association" Foundation under the project "TOLERANT: International Network for Employment of Women-Victims of Trafficking". The services that the "Animus Association" Foundation provides to women seeking help are related to the provision of legal aid, psychological assistance and a Community Support Centre funded by UNICEF.

The International Organisation for Migration in partnership with UNICEF organised a seminar named «Prevention of sexual violence», which was attended by SAR staff.

Projects and activities of partner NGOs are implemented in the territorial units (TU) of SAR: The Association Council of Refugee Women in Bulgaria works with third-country nationals accommodated in TU of SAR under the project "SAVE - Speak out against violence", phase III. Activities: include group sessions on equality between women and men, raising awareness of refugees and asylum seekers about sexual violence and providing information among professionals.

"Mission Wings" Foundation has implemented activities under the project "Action against sexual violence against women and children - asylum seekers and migrants". The activities included therapeutic group work and information sessions with adolescents, and men on the topic of sexual violence as well as work on specific cases.

Legal aid to asylum seekers accommodated in TU of SAR is provided by the Bulgarian Helsinki Committee under the project "Legal Aid for Refugees and Migrants".

The CPD does not provide legal aid, but complaints and signals can be submitted to the central office and to the regional representations, and it should be noted that the proceedings are free of charge. Independent assistance is also provided in the preparation of the initiative document.

5.5 Other pertinent developments

SAR creates the necessary conditions for achieving equality between women and men in conducting different activities and in the provision of care and services for foreigners accommodated in the territorial units of the agency according to their specific needs. Equal access to health, social and psychological care is provided.

The inclusion of girls seeking protection in the education system is encouraged, as well as in all social and educational activities organised by SAR or NGOs.

In 2021, SAR joined as an associate partner in a project for adult literacy under the Operational Programme “Science and Education for Smart Growth” with target group persons over 16 years of age, including persons seeking international protection.

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

6.1 Legislative changes

Integration of the principle of equal treatment of women and men in legislation and in all national, regional and local policies, strategies, programmes and plans is enshrined in the Act on Equality between Women and Men as the main approach in the implementation of the state policy on equality between women and men.

6.2 Policy changes

The Council of Ministers defines the state policy on equality between women and men. The Minister of Labour and Social Policy directs, co-ordinates and controls the implementation of the state policy on equality of women and men. In the Ministry of Labour and Social Policy there is a specialised unit – the Department on Equal Opportunities, Anti-Discrimination and Social Assistance Benefits (EOASAB), responsible for organising and co-ordinating policy, involved in the development and analysis of the implementation of national action plans in fostering equality between women and men and other documents. Participates in committees, working groups and programmes in the field of equality between women and men and anti-discrimination at European and national level. The Department is also a Secretariat of the National Council on Equality between Women and Men at Council of Ministers. In carrying out its duties, the Department maintains relations with other public authorities, as well as with other research institutions and non-governmental organisations active in this field.

The EOASAB Department works in close co-operation with officials of central and territorial executive bodies, designated as co-ordinators on equality between women and men.

Representatives of the competent institutions are involved in the institutional mechanism for equality between women and men, consisting of the National Council on Equality between Women and Men and the co-ordinators on equality between women and men.

In line with the National Strategy for the Promotion of Equality between Women and Men for the period 2016-2020 and the current National Strategy for the Promotion of Equality between Women and Men for the period 2021-2030, and in response to the challenges of widespread stereotypes by sex, in the past 2020, as well as in 2021, the Ministry of Culture continued to work actively to implement specific measures under Priority Area 5: Changing the existing stereotypes by sex in society in various spheres of public life. Activities in this direction include promoting the integration of the principle of equality between women and men - for example, gifted children from state and municipal schools are supported - girls and boys, according to their specific needs and talents, capacity and prospects for development. The stimulation of talented children and young people of both sexes for creative development in the field of arts and amateur creativity has a similar impact. Equal participation of women and men in creative projects and events in different spheres of culture is a factor that also

contributes to the successful opposition to stereotypes by sex in modern society. Another key measure to make progress in this priority area is the funding of special training, activities and projects targeting women and other vulnerable groups at risk of discrimination. The Ministry of Culture provides annual financial support to creative projects under its programmes in compliance with the principle of equality between women and men:

1. Through **the Programme for development of amateur creativity and protection of the intangible cultural heritage**, in 2020 the Ministry of Culture has provided financial support to over 30 projects of municipalities, community centres and non-governmental organisations in which women and men participate on an equal footing. The programme prioritises equal participation of women and men in a number of events: festivals, fairs, celebrations, competitions and other forms of creative potential development, talent expression, promotion of the achievements of art schools, preservation and promotion of traditional knowledge and skills in order to preserve the intangible cultural heritage, which are effective practices for attracting representatives of both sexes to participate in cultural life.
2. The policy of the Ministry of Culture **to support Community centres**, as the most widespread cultural institutions in the country – centres for information, non-formal education, cultural expression and civic participation in small towns and rural areas, is extremely effective in creating conditions for equal creative development of women and men. Annually is supported the development of Community centres libraries, art schools, foreign language schools, upgrading and creation of new educational forms, maintenance and creation of theatrical ensembles, local history circles, creation and maintenance of collections of cultural values in order to provide opportunities for equal access for members of both sexes. **Additional funds from the state budget** are allocated to provide librarians, secretaries of Community centres, choir conductors, accompanists, choreographers, orchestra conductors, music pedagogues, art directors of various ensembles, foreign language teachers, curators in Community centre museums. The purpose of the state support is the inclusion of more children, youth and adults of both sexes in Community centre activities.
3. For the reporting period, additional support was provided through the competition sessions **under the two programmes – “Bulgarian Libraries – Contemporary and Awareness Centres”** with a total fund of BGN 2,000,000 per year and **“Book Aid”** with a financial resource of BGN 100,000 per year.

Under the programme “Bulgarian Libraries - Contemporary and Awareness Centres” a large part of the supported in 2020 843 projects are of Community centre libraries, separate and in small settlements in all regions of the country. In 2021, 953 public library projects were supported. The aim of the programme is to provide free access to people of both sexes to new books, specialised editions, according to the specifics of library users. The priority of the programme is to promote interest in reading equally among women and men.

To promote reading and access to contemporary literature through **the Book Aid programme** in 2020, 60 projects for publishing new books in various fields were financially supported: Bulgarian and translated fiction; Bulgarian and translation humanities; literature for children and adolescents; cultural and historical heritage and contemporary culture. The programme also aims to present to the book market the works of writers and researchers of both sexes and to encourage their expression as authors and creators with a common contribution to the development of literary processes and science. In 2021, 84 publishing projects were financially supported.

4. In order to stimulate talented children of both sexes in the field of arts, science and sports through **the Programme of measures for protection of gifted children from state, municipal and private schools** for 2020, 204 scholarships were awarded to students from state, municipal and private schools and 45 one-off financial aid to children and young people aged 11-18. A total of 1,424 young

artists aged 15 to 29 of both sexes received financial support. For 2021 the results are: 228 scholarships for students from state and municipal schools, 30 one-off financial support.

5. In 2020, 194 projects were supported under a **programme to support creative projects in the field of performing arts**, which is related to the manifestation, development of creative potential and participation in the cultural life of representatives of both sexes. In the field of theatre, music and dance arts in order to create and validate events that provide equal opportunities for participation of professionals in highly artistic products, regardless of their sex and distribution in the country and abroad, 2 competition sessions were realised and 36 festivals and competitions have been supported. For 2021, five sessions for financial support of creative products in the field of theatre, music and dance arts have been announced and held, with a total of 23 festivals and 106 projects supported.
6. 115 projects related to ensuring equal access of the society to the cultural heritage without distinction between men and women have been supported through **programmes for targeted financing of creative projects for activities in the field of museum work and visual arts**. In the period November 2020 - October 2021, several competition sessions were **held in the field of protection of movable cultural heritage and visual arts**. A total of 130 projects have been funded.
7. For the first time in 2020 a **programme to support creative projects in the field of literature** to create new works in all literary genres has been developed, in order to financially support individual artists - fiction writers, poets, publicists, literary critics and historians, playwrights for creation of new works in all literary genres on a competitive basis. The total amount of funds for the session is BGN 300,000 and it will start in early 2021. 115 projects of authors for the creation of new works in all literary genres on a competitive basis have received support in compliance with the principles of equality, maximum efficiency and publicity.

Information about the current programmes of the Ministry of Culture can be found on the official website of the Ministry, for which we provide *a link to the section «Competitions/Announcements»*: <http://mc.government.bg/page.php?p=163&s=164&sp=0&t=0&z=0>.

8. **Under the Creative Scholarships Programme of the National Culture Fund** for 2020, funds totalling BGN 2,477,520 have been provided to support young and prominent artists and other young professionals in the field of culture.

Link to the website of the National Culture Fund: <https://programmes.ncf.bg/bg/programi>

Organising training for raising the awareness and expertise of the regional equality co-ordinators and employees of the structures under Article 37 of the Ministry of Interior, which support them in order to get acquainted with their commitments and opportunities.

6.3 Institutional changes

The Act on Equality between Women and Men also regulates the working institutional mechanism, which includes the National Council on Equality between Women and Men at the Council of Ministers and the co-ordinators of equality between women and men.

The designated co-ordinators co-operate with the Ministry of Labour and Social Policy, as those their functional responsibilities are defined in their job descriptions or by order issued by the hiring state authority. To date, there are persons designated by the central executive bodies and all 28 regional administrations as co-ordinators for equality between women and men.

During the reporting period, the National Council on Equality between Women and Men provided opinions on draft documents related to the equality between of women and men, such as the National

Action Plan for the Promotion of Equality between Women and Men for 2021-2022 and Report on Equality between Women and Men in Bulgaria for 2020.

6.4 Research and awareness-raising

Organising and conducting training courses, according to the approved catalogue of vocational training courses with in-service staff of the Ministry of Interior on topics related to equality between women and men.

7. Main challenges and lessons learned

An extremely important role in the fight against violence (domestic violence, gender-based violence, human trafficking, violence against adults, social violence against women and other forms of violence) is to improve the qualifications of MoI employees by conducting a number of training courses on work with the victim of violence, work with the perpetrator of violence, preventive activity.

In order to overcome difficulties in the work and create a better mechanism for work, efforts are being made for this training to be attended by prosecutors, judges, representatives of child protection agencies, lawyers and representatives of non-governmental organisations.

Organising and conducting a shooting tournament "8 March" for women, employees of the Ministry of Interior, the Ministry of Defence and the security services, in order to increase the authority of the relevant institutions and encourage young girls and women to apply and enter the Ministry of Interior and the Ministry of Defence.

CROATIA

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.1 Legislative changes

On 1 October 2021, the Croatian parliament passed the amendments to the Electronic Media Act and the Copyright and Related Rights Act. The Electronic Media Act requires a transparent declaration of ownership and financing sources. As for the resolution of the problem of hate, sexist and other comments posted under online articles, the Act now requires users to register before posting any comments. These changes shift the responsibility from the website owners to users themselves. The amendments also forbid audio-visual media services to provide any content inciting to violence or hatred against groups or a member of a group on grounds of gender, race, skin colour, ethnic or social origin, genetic characteristics, language, religion or conviction. Furthermore, these services are also not allowed to incite violence or hatred based on any ground of discrimination.

1.2 Policy changes

The National Plan for Gender Equality 2022-2027 and its accompanying Action plan 2022-2024, which are currently underway, entail the measures related to recognising and combating sexism in different spheres. For example, the thematic area Gender-based violence includes the measure “Raising the level of expertise and awareness of stakeholders in the justice system about sexism and stereotypes” and the thematic area Multiple discrimination includes the measure “Systematically combat the occurrence of sexism in electronic media”.

In April 2021, the Government of the Republic of Croatia adopted the new Protocol for procedure in cases of hate crime (link: <https://bit.ly/30r4xof>).

1.4 Research and awareness-raisin

Several state bodies have been implementing projects throughout 2020 and 2021 related to different intersectional groups of women on combating stereotypes and discrimination.

The Ministry of Interior’s project “Together Against Hate Speech” aims at promoting the culture of tolerance and non-violence and preventing all forms of hate speech as socially unacceptable behaviour. They have also developed a package of preventive and educational tools which consists of 2 videos entitled “Be tolerant”. Through the project “I Have a Choice” the police have been establishing good co-operation with Roma associations, civil society organisations and educational institutions in order to implement joint activities. It is focused on the prevention of peer violence and vandalism, as well as domestic violence, violence against women, risky and socially unacceptable behaviour among children and youth, the abuse of drugs and other addictive substances, decreasing the risk of human trafficking and smuggling, and improving road traffic culture. The Ministry of Interior’s Prevention Department of the General Police Directorate organised educational courses in schools with the aim of preventing early marriage, particularly in the Roma national minority, during which students were shown an educational video “Marry when you are ready”. Finally, regarding the people with disabilities the Ministry of Interior implemented the project “A Day Like a Dream” with an aim to lower the probability of older or disabled persons, particularly women with disabilities, of becoming victims of crime.

The Government Office for Human Rights and the Rights of National Minorities (hereinafter: GOHRRNM) throughout the project “Roma Inclusion - Fulfilling Preconditions for Successful Implementation of National Minority Policies - PHASE I” have been raising awareness about the importance of education and the position of women, children and young. During 2020 and 2021, the GOHRRNM conducted a series of activities directly aimed at Roma women. The publication entitled “Roma Inclusion in the Croatian Society: Women, Youth and Children” was published and translated into English. The main goal of the research was to identify and determine complex links between

individual indicators of social status of the three target groups and unite them in a single framework of recommendations for improving the social position of Roma women, children and youth in relation to the majority population and other national minorities and their integration into Croatian society. Video graphics based on the results of the research are available here: <https://www.youtube.com/watch?v=U5AtGHXZmrk>. Moreover, a short documentary about successful Roma women “One’s own” was created. It was broadcasted on the national television and at the Human Rights Film Festival. The idea behind the film was to raise awareness showing of the deprived position of Roma women who face multiple discrimination and at the same time to break down stereotypes and prejudices about Roma women among the majority population.

“Parents@Work: Changing Perceptions!” started in June 2019 and was implemented until June 2021. It is carried out in Croatia and Austria by L&R Research, CESI – Center for Education, Counselling and Research, the Ombudsperson for Equal Treatment in Austria and the Ombudsperson for Gender Equality in Croatia, and is co-funded by REC Programme. The basic hypothesis is that discrimination usually occurs due to prejudices: parents are seen as being less flexible, productive and professionally involved and causing organisational difficulties to the employers because of their parenting responsibilities. Changing attitudes of companies, parenting employees themselves, and society in general, is necessary and precisely the goal of this project. Project website: <https://bit.ly/30r4xof>

To fight consistent occurrence of gender inequality and impact of gender stereotypes in the distribution of family responsibilities and childcare within the families in Croatia, the implementation of the project “Re-define Work-Life for Women and Men” started in 2020 under the authority of the Ministry of Labour, Pension System, Family and Social Policy. The main goal of this project is to change the attitude of companies, parenting employees themselves, and society in general.

During the reporting period the Ombudsperson for Gender Equality and the Director of the Governmental Office for Gender Equality reacted in many cases related to sexism in different media content, sexism in language, offensive and humiliating portrayal of persons based on sexual orientation with its warnings and recommendations.

1.5 Other pertinent developments

The project implemented in the 2021 “Women’s Voice in Sports” aims to promote the media visibility of women’s sport. The holder of the project the Croatian Olympic Committee partnering with Agency for Electronic Media, The Governmental Office for Gender Equality, Ombudsperson for Gender Equality and Croatian Paralympic Committee. The project is sponsored by Ministry of Culture and Media and Ministry of Tourism and Sports. Promotional videos available here: <https://bit.ly/3DVszG1>

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

2.1 Legislative changes

The 2021 amendments of **the Criminal Code** (*Official Gazette* No 84/21) strengthened the protection of victims of domestic violence and violence among closely related persons. This was achieved by extending the meaning of the term “closely related person” to include current or former intimate partners. This extension resulted in a stronger protection of the mentioned categories of persons including the *ex officio* prosecution of perpetrators and a higher prescribed penalty of imprisonment. The aforementioned amendment to the Criminal Code was accompanied by an appropriate amendment to the Act on Protection against Domestic Violence (*Official Gazette* No 84/21).

The same amendments to **the Criminal Code** also redefined the procedural requirement for prosecution for the sexual harassment, which resulted in its *ex officio* prosecution for all categories of victims. The previous procedural requirement for prosecution of three-month deadline for submitting a motion for prosecution is no longer linked to this criminal offence.

A new criminal offence “Abuse of sexually explicit recordings” had also been introduced with the 2021 amendments of **the Criminal Code**. The criminal offence may be committed by a person who misuses the relationship of trust with other and makes available a recording of sexually explicit content to a third party without the consent of the recorded person. In this case the recorded person only consented to the personal use of the recording, which means that the perpetrator in this case infringes victim’s privacy. The person who creates a new sexually explicit recording or modifies an existing one by using the computer system or otherwise, and uses a recording as if it were authentic, would also be punished. A stricter punishment is envisaged for perpetrators who made available content to a larger number of people.

In order to strengthen the protection of victims of crime, the **Act on Amendments to the Criminal Code** (*Official Gazette* No 84/21) also revised the security measures. Instead of being optional, it is now mandatory for the court to impose the protective measure of compulsory psychosocial treatment and the protective measure of removal from the common household, whereby the protective measures remain valid after the court judgement is rendered. The imposition of the protective measure prohibiting the performance of a particular duty or activity is also mandatory when the risk of recidivism has been established. The security measure “protective supervision upon full execution of the prison sentence” which was previously applied *ex lege*, has been amended and is now imposed by the court during the pronouncement of the judgment. The amendments of the **Ordinance on the Manner of Execution of Precautionary Measures** (*Official Gazette* No 73/21), which entered into force on 8 July 2021, include extending the circle of persons subject to police checks for compliance with precautionary measures. In that sense, the circle of persons subjected to certain precautionary measures have been extended to both, the person on whom the measure was imposed and other persons who may have knowledge of the violation of the imposed measure.

2.2 Policy changes.

Two national policies regarding gender-based violence are underway. The National Plan for Gender Equality 2022-2027 includes a thematic area that identifies problems related to gender-based violence. The types of gender-based violence that the Plan encompasses are: rape, sexual violence, domestic violence, cyber violence, war-related gender-based violence, sexual harassment and femicide. The National Plan’s first accompanying Action Plan 2022-2024 includes measures:

- (a) Improve statistical monitoring of gender-based violence in the case-law,
- (b) Improve the competencies of professionals working in the field of protection against violence,
- (c) Raising the level of awareness of the public and victims about the need to respond to violence, the reasons and ways to combat all types of gender-based violence,
- (d) Increasing the level of expertise and awareness of stakeholders in the judicial system about sexism and stereotypes, and
- (e) Increasing the level of expertise and awareness of police officers on gender-based violence.

The National Plan for Gender Equality is planned to be enacted by the end of the year. The more specific National Plan, which drafting recently started, is focused on Sexual Violence and Sexual Harassment (2022-2027). The working group has been formed and first outputs on the analysis of the problem had been received. The key areas of intervention that will be covered by the National Plan are:

- (a) Development of prevention,
- (b) Education of professionals who work with victims of sexual violence and sexual harassment,
- (c) Protection and support for victims of sexual violence and sexual harassment,
- (d) Development of public policies and changes in legislation,
- (e) Working with perpetrators of sexual violence and sexual harassment.

At the end of 2020, 6 new shelters for victims of domestic violence were established, and now a total of 25 shelters for victims of violence operate in the Republic of Croatia. Shelters receive financial

support from the Ministry of Labour, Pension System, Family and Social Policy, cities and counties, and from EU funds.

To mark 25 November - the International Day for the Elimination of Violence against Women - the Government of the Republic of Croatia has expanded the working hours of the National Call Centre for Victims of Crimes from 8 hours a day to 24 hours 7 days a week. The National Call Centre offers support to victims of gender-based violence as well.

2.3 Institutional changes

With the entry into force of the Convention on Preventing and Combating Violence against Women and Domestic Violence, in November 2018 an Agreement on Interdepartmental Co-operation in Preventing and Combating Violence against Women and Domestic Violence was signed. Based on the signed Agreement, a National Team for the Prevention and Combating of Violence against Women and Domestic Violence was formed in 2020, as well as county teams for the Prevention and Combating of Violence against Women and Domestic Violence had been established in each county. The tasks of these teams are to improve the system of protection against violence against women and domestic violence in the local community, prevention of new cases of violence, participation in joint training programmes and preventive activities in order to combat violence against women and domestic violence and criminal/domestic violence legal protection.

The Victim and Witness Support Service of the Ministry of Justice and Administration informs victims about the regular and conditional release of perpetrators from serving a prison sentence, and, where needed, sends a request for additional support to the competent county team, police or social welfare centre. Under the new Act on the Execution of Prison Sentences (*NV* No 14/21), an Ordinance on informing victims about the release of prisoners is being drafted.

2.4 Research and awareness-raising

The Ministry of Interior continued implementing several projects related to rising awareness about gender-based violence: (a) Living life without violence, (b) Lily, (c) Results of a survey on "Gender Based Violence - FEMICID WATCH" were publicly presented at a round table held on the National Day for the Elimination of Violence against Women.

The Ministry of Labour, Pensions, Family and Social Policy is the holder of the EU project entitled "Stop Violence against Women and Domestic Violence - There is No Justification for Violence", which is implementing in partnership with the Ministry of Justice and Administration and the Victims and Witnesses Support Association in the area 24-hour telephone for victims of violence. The project is worth approximately 1,300,000 Euros. As part of this project, a National Media Campaign with the slogan *#empatijasada* is being implemented. The purpose of a media campaign includes: (a) Public awareness of the harmfulness and unacceptability of violence against women and domestic violence, (b) The importance of preventing violence against women and domestic violence, (c) Obligation to report violence (d) Promotion of the service of the National 24-hour telephone line 116 006 as part of the system of prevention from violence and protection of victims of violence.

Regarding research on gender-based violence the Ombudsperson has registered an increase in the number of complaints related to the cases of sexual harassment, especially in the field of employment and work, while a significant jump in complaints was observed in 2021, when through *#spasime* movement many victims spoke publicly about their experiences related to sexual harassment and gender discrimination.

2.5 Other pertinent developments

The Ministry of Science and Education supported the implementation of the European project Sexual Violence – Educational and Prevention Programme (SVEP Programme). The project holder is the NGO

The Women's Room – Center for Sexual Rights, while partner organisations are the Ombudsman for Children of the Republic of Croatia, Blue Telephone, and different high schools across Croatia. The project is implemented for two years and is financed by the European Commission.

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

3.5 Other pertinent developments

In 2021 Ministry of Justice and Administration, in accordance with the provisions of the Free Legal Aid Act (*Official Gazette* No. 143/13. & 98/19.), conducted a tender for financing projects of authorised civil-society-associations and law faculties for provision of primary legal aid. Financial resources were allocated for a total of 23 projects of authorised civil-society-associations and law faculties, and a total of 1,985,000.00 HRK was awarded. The project activities envisage the provision of primary legal aid to vulnerable social groups, such as socially vulnerable persons, persons with disabilities, members of national minorities, victims of violence, victims of domestic violence, and applicants for international protection. Most of the authorised civil-society-associations in their priority area of activity stated the provision of primary legal aid to victims of violence and domestic violence, members of national minorities, while several authorised civil society-associations in their priority area of activity stated the provision of primary legal aid to applicants for international protection, persons granted international protection - irregular migrants.

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

4.4 Research and awareness-raising

The parliamentary elections in Croatia took place in July 2020. According to official election results, 23% women and 77% men were elected as members of Croatian parliament. From the gender perspective, that represents significantly better result in comparison with the results of the last elections in 2016 (when only 13% of women were elected). Factor that influenced such outcome is the fact that, starting from this year's parliamentary elections, legislation fines came into force for all political parties which do not fulfil gender quota (40%) on election lists. Although we can categorise this increase as a positive trend, it's still far from the principle that is set by Croatian Gender Equality Act, which states that there should be at least 40% of members of the underrepresented gender. It must also be said that the vertical discrimination is still very present: women are more represented in the lower parts of election lists than in their higher parts. They are the least represented in the first places on election lists (19%). From the period of elections until today the percentage of women in parliament increased to 32% due to the changes in the structure of the members of the Parliament.

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

5.2 Policy changes.

The Draft Action Plan for integration of persons who have been granted international protection for the period from 2021 to 2023 has been created. A particular attention has been given to the position of women beneficiaries of international protection within the labour market. The Draft Action Plan outlines possible areas of intervention that contribute to a better level of employability and employment of these women within the current Croatian context. It also offers examples of good practice related to collaboration of various stakeholders, NGOs, state bodies and public institutions. All of that was devised for a purpose to equip women under international protection with work-related knowledge and skills necessary to participate in the labour market. In this sense, the Draft Action Plan envisages a round table on economic integration of women beneficiaries of international protection in order to gather all stakeholders – state administration bodies, employment services and other public institutions, local and regional authorities, NGOs and international organisations etc. - to detect and

discuss challenges, good practices and futures interventions with regards to economic emancipation of women beneficiaries of international protection.

5.4 Research and awareness-raising

When refugees and asylum seekers arrive at the reception centre for international protection applicants, all applicants are provided with information in the language that they speak or for which it can be reasonably assumed that they understand. All relevant information about applicants' rights and obligations can be found in all the key locations at the reception centres.

With a co-operation of the Ministry of Interior, UNHCR and IOM Office, the Governmental Office for Gender Equality started an initiative to draft a leaflet on gender-based violence for migrant, refugee and asylum-seeking women on eight different languages. The idea behind the leaflet is to inform this vulnerable group of women who experienced gender-based violence about their rights, services and possibilities to apply for asylum on the basis of gender sensitive interpretation of the 1951 Refugee Convention. The leaflet will be printed in 3000 copies in 2021, and 3000 copied in 2022. If it proves to be a successful initiative, the leaflet will be updated and printed on a yearly basis.

5.5 Other pertinent developments

As regards the protection of human rights and prevention of all forms of discrimination, Croatia consistently carries out the measures and recommendations of all relevant international authorities and organisations. It should be pointed out that, in addition to the *Action Plan on Protecting Refugee and Migrant Children in Europe (2017-2019)* and the recommendations of the *United Nations Committee on the Elimination of Discrimination against Women (CEDAW)*, Croatia also consistently carried out the measures under the UN Security Council Resolution 1325 on women, peace and security (2000). A number of activities have been carried out in order to implement these measures in an effective and efficient manner. One of the main results was the Standard Operating Procedure for the prevention and response in case of sexual and gender-based violence in reception centres for international protection applicants in the Republic of Croatia.

While recognising the fact that international protection applicants in Croatia have access to the national mechanism for prevention and action, the Ministry of the Interior, UN High Commissioner for Refugees, International Organisation for Migration, Croatian Red Cross, Médecins du Monde-Belgique, Croatian Law Centre, Jesuit Refugee Service Croatia and Society for Psychological Assistance have agreed that a clear and efficient system needs to be established for referring international protection applicants, who have suffered sexual and gender based violence and who are accommodated in reception centres for international protection applicants, to the national mechanism. The aim of the Standard Operating Procedure is to ensure and improve the quality and the efficiency of referrals to the national mechanism for prevention and action.

The Standard Operating Procedure defines the procedures, roles and responsibilities of those providing services who participate in the prevention and protection against sexual and gender-based violence in reception centres for international protection applicants in Croatia, and it will be used in line with the existing national protocols.

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

6.2 Policy changes.

The obligation of the ministries to create Action plan for gender equality is stipulated in the Article 11 of the Gender Equality Act. In 2021 The Ministry of Regional Development and EU Funds and the Ministry of Foreign Affairs produced their Action Plans for the period of four years, both of which were approved by the Governmental Office for Gender Equality.

Gender equality is highlighted among the horizontal priorities in the National Development Strategy of the Republic of Croatia until 2030, while goals and measures related to equality are horizontally integrated into social and human rights policies. The National Development Strategy of the Republic of Croatia until 2030 emphasises that goals and measures aimed at promoting equality and equal opportunities should be part of all public policies. Accordingly, equality and equal opportunities need to be taken into account when developing strategic documents in different areas of socio-economic life, but also when evaluating their impact.

A balanced participation in Ministry of Culture and Media's public calls in 2021 has been ensured, as well as the support to programmes carried out by the NGOs referring to the promotion of gender equality and strengthening the position of women and girls.

In this context, 7 artistic and cultural programmes/projects in the visual arts domain have been funded:

1. K-zona, Space of Gender and Media Culture: Vox Feminae Festival 2021
2. K-zona, Space of Gender and Media Culture: Scary Women – mural and lectures
3. Centre for Women Studies: Creative women cultural theories and practices
4. Centre for Women Studies: Culture and arts in feminist key
5. Generator of Multidisciplinary Coproduction: Grrrl power
6. Women Citizens to its City: GSG na Smoqui - Deviant Women

Multidisciplinary Author's Projects and Actions (MAPA): HERstory/NJENApriča: bareness of women memory strategies

6.3 Institutional changes

With the aim to fulfil the precondition for the ESI funds in the period 2014-2020 public employees involved in management and control of ESI funds are included in the seminar Antidiscrimination, gender equality and implementation of the UN Convention on the rights of the persons with disabilities. The training on gender equality lasts two hours and covers the legal framework, EU policies and rules, including concrete examples on how to prepare calls for proposals and assess project proposals from gender perspective. The training is organised in the State School for Public Administration from 2015. More than 1500 public servants were included so far. In 2021 from January to October, six training courses were organised with participation of 130 public servants.

6.5 Other pertinent developments

Croatia continuously works on the promotion of gender equality and women's empowerment on international level, through our bilateral relations and multilateral activities. During the reporting period, the Ministry of Foreign Affairs has actively advocated for gender equality, the fight against discrimination against women and violence against women within the activities of the UN Human Rights Council and the UN Third Committee, as well as within the EU and other international organisations. They have also supported the work of the special procedures of the UN Human Rights Council, including on the protection and promotion of the rights of women and girls.

In July 2020, the Ministry of Foreign and European Affairs adopted the Action Plan for the Establishment and Promotion of Gender Equality in the foreign affairs service for the period 2021-2024.

In December 2020, the Republic of Croatia reaffirmed its commitment to combating violence against women and girls by joining the Group of Friends for the Elimination of Violence against Women and Girls, a new group established on the International Day for the Elimination of Violence against Women. This group encourages mutual understanding and co-ordination within the UN on efforts to eliminate all forms of gender-based violence.

In January 2021, Croatia supported the mandate of the EEAS Gender and Diversity Adviser.

In September 2021, the Republic of Croatia joined the Geneva Group of Friends to Eliminate Sexual Harassment established with the aim to spur discussions and co-ordinate actions in different multilateral fora towards the elimination of sexual harassment, as well as to support ongoing efforts by international organisations, agencies and programmes in Geneva in this regard.

Finally, the Ministry of Foreign Affairs has organised the high-level video conference on Women's Contribution to Peace and Security, held in April 2021 under the Croatian Presidency of the U.S.-Adriatic Charter (A5). This event provided an opportunity to share lessons learned and best practices in order to address gaps and to advance the implementation of the WPS agenda in A5 countries and beyond.

8. Additional comments, if any

For the 25th anniversary of Croatia's accession to the Council of Europe, amongst other activities the Ministry of Foreign and European Affairs had set up a promotional stand to bring citizens closer to the importance of Croatia's 25-year membership. Partners in organising this event were the Governmental Office for Gender Equality, the Ministry of Culture and Media, the Ministry of Tourism and Sports and the Office for Human Rights and the Rights of National Minorities, which provided publications of the Council of Europe translated in the Croatian language. The Minister of Foreign and European Affairs reminded everybody on 6 November 1996, Croatia became a member of "the oldest European integration whose role was to strengthen European unity and prosperity, of course through the promotion of common values and principles of protection of fundamental human rights and freedoms, democracy and the rule of law."

The Governmental Office for Gender Equality has continued, during the reporting period, to print and disseminate brochures, including the Council of Europe Gender Equality Strategy 2018-2023, to different stakeholders.

CYPRUS

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.1 Legislative changes

MINISTRY OF JUSTICE AND PUBLIC ORDER

Recognising that sexism is widespread and prevalent in all institutions and layers of society, reiterating stereotypes and gender-based discrimination, on a national level, a group of women Members of Parliament undertook the initiative to compile special legislation to combat sexism and online sexism.

The Law, which was hitherto absent from national legislation, fully coincides with the Recommendation of the Committee of Ministers of the Council of Europe on “Preventing and Combating Sexism”.

The law on Combating Sexism constitutes a fully rounded tool to effectively prosecute anyone behaving in a sexist manner, but first and foremost it is to protect the victims who are subject to sexism, as well as to behaviours which have a detrimental effect on them, which humiliate them or denigrate them in any way.

The aim of the Cyprus legislation on sexism is to criminalise sexism in all its forms in both public and private spheres, including online sexism. More specifically, any form of public or private sexist behaviour which is perpetrated against a specific person or a specific group of people, and which consists of an action, a gesture, visual material, a practice, oral or written word based on the idea or concept that a person or group of people is inferior based on their sex constitutes sexism. The aim of these sexist actions is to create an intimidating, hostile, derogatory, humiliating and offensive environment for the victim; to violate their rights and injure their dignity, while it reproduces and perpetuates gender-based stereotypes and discrimination.

Sexism also includes online sexism, which, according to the law, means placing electronic data which contains sexism and which targets a specific person or a specific group of people, on an information technology system.

Although the new law covers men and women equally, as the preliminary remarks of the law state, women and girls are those most strongly affected by such types of violence and this is why they need particular protection and support. Thus, the law aspires to deconstruct social stereotypes and prejudices around the roles of men and women, and to create a climate of respect for all people across all of society. It also hopes to send the message that such sexist behaviours constitute an offence and must therefore be penalised in order to deter future offenders.

COMMISSIONER FOR ADMINISTRATION AND HUMAN RIGHTS (OMBUDSMAN)

After recommendations of the Ombudsman, the Director of the Public Administration and Personnel Department has agreed that the Public Service Law should be amended, so that sexual harassment in the public sector is explicitly defined as a distinct disciplinary offence. As a result, she has forwarded the issue to the Legal Service of the Republic to prepare the amendment and submit it to the Parliament.

1.2 Policy changes

Ministry of Defence

1. On the basis of the relevant law [205(I)/2002]:

(a) a Code of Conduct about Sexual Harassment and Harassment in National Guard has been developed and enforced from February of 2018.

(b) a Council about Sexual Harassment and Harassment in National Guard carries the out the tasks of the Gender Equality Committee in the prevention of harassment and sexual harassment in the Army of the Republic, the elimination of stereotypes that maintain and reproduce discrimination, inequality and gender-based violence.

2. On the basis of the National Action Plan of the Republic of Cyprus for the implementation of UN Security Council Resolution 1325 (2000), a Military Advisory Council for the Promotion of Gender Equality was established on 30 October 2019.

This Military Advisory Council is made up of 3 women and 2 men, Officers of the Army of the Republic.

The role of the above Council is as follows:

(a) Identification of issues related to the relevant Resolution and submission of relevant recommendations to address them.

(b) Advocate for gender equality and promote policies to increase the presence of women at all levels of the Army.

(c) Ensuring that gender specificities are taken into account in the implementation of Army actions.

(d) Encouraging members of the Army to co-operate and contribute to its activities and report on gender equality issues.

(e) Inform members of the Army of the impact of armed conflict on both sexes and the value of women's involvement in conflict resolution and decision-making.

At same time, the Council carries out the tasks of the Gender Equality Committee in the prevention of harassment and sexual harassment in the Army of the Republic, the elimination of stereotypes that maintain and reproduce discrimination, inequality and gender-based violence.

The Council will take the following actions in co-operation with competent Bodies:

(a) Develop a Code of Conduct for personnel serving in military and civilian missions in respect of their obligations to respect the rights of women and girls during conflicts and peace processes.

(b) Organise seminars and experiential workshops to train members of the Army, regardless of their position, in order to inform them on gender equality issues.

3. With the enactment of amending Regulations 28/2016 concerning non-commissioned Officers (NCO's) and the simultaneous abolishment of Regulations on women who served in the army as NCO's (Regulations 311/1993), matters concerning both women and men NCO's are regulated by the same legislation.

4. In addition in 2016 the National Guard Law [Law 19(I)/2011] has been amended with Law 82(I)/2016 in order to be possible for women to be recruited as contract soldiers.

There is no other legislation under the competence of the Ministry of Defence that requires amendment for eliminating any form of discrimination.

Ministry of Labour, Welfare and Social Insurance

The mechanism of the Department of Labour continues not only to examine complaints concerning gender discrimination (in order to ensure equality in employment and to combat discrimination) but also to prevent any employment discrimination. There are Equality Inspectors accessible in all cities at the District Labour Offices who can provide information regarding the protection of maternity and paternity according to the relevant Legislation. They also inform about the rights and obligations and give guidance on how to submit a complaint. A number of informative leaflets can be found on the Department of Labour's website both in Greek and English. Furthermore, any person who may face any kind of sex discrimination at work or may need support can apply to the mechanism for early intervention or to submit complaint to the equality Inspectors under "The Equal Treatment for Men and Women in Employment and Vocational Training Law". In addition, the law, as has been amended, provides for the procedure of investigation of a complaint by the Gender Equality Inspectors of the Ministry of Labour, Welfare and Social Insurance. Informative leaflets relating to matters of sexual discrimination, including pregnancy discrimination continues to be distributed to the Associations of Employees and Employers as also to the general public by the Department of Labour.

Ministry of Education, Culture, Youth and Sports

Policy Changes

The Ministry of Education, Culture, Youth and Sports (MOECSY) promotes an antiracist policy, supported by the Pedagogical Institute, which offers teacher training related to antiracist policies and practices in education. Specifically, the Ministry, following a recommendation by the European Commission against Racism and Intolerance, and in collaboration with the Anti-Discrimination Body, has drafted a "Code of Conduct Against Racism & Guide for Managing and Reporting Racist Incidents" in schools. The Code discusses research and policy and identifies the need for a whole-school antiracist policy, with a broad conceptualisation of racism in all forms, in order to include all sorts of discrimination. It also provides schools and teachers with a detailed plan on how to deal with and prevent racist incidents, which they may adjust to their specific needs before adoption and implementation in school-based settings. It includes definitions of basic concepts (e.g., racism, racist incident, homophobia, transphobia, bullying, discrimination, gender stereotypes, sexism etc.), outlines the responsibilities and commitments expected by each member of the school community and provides the steps needed to be followed by schools for dealing with racist incidents in a practical rubric.

Other activities

1. MOECSY focuses on ensuring equal opportunities in education for both genders on a non-discriminatory basis at all levels of education. The Ministry has formed an Interdepartmental Committee with representatives from all the Ministry's departments and services. This Committee oversees and co-ordinates all gender equality issues related to actions taken by the Ministry of Education, Culture, Youth and Sports.

2. There is also a website dedicated to Gender Equality (Pedagogical Institute), which includes useful information, bibliography and teaching material for promoting equal opportunities of both genders and gender mainstreaming in the educational process. The content of the website is frequently updated.

http://www.pi.ac.cy/pi/index.php?option=com_content&view=article&id=910&Itemid=383&lang=en

3. The recently revised curricula have developed modern teaching material which will include a gender perspective aimed at combating gender stereotypes from an early age, especially by encouraging boys' greater involvement in family life and women's participation in politics/public life and develop relationships based on gender equality and mutual respect between the sexes.
4. Implementing programmes in schools with the aim of promoting gender equality and respect among all children in class, irrespective of their background or gender (Educational Psychology Service).
5. Training of teachers and parents on issues related to active citizenship, multiculturalism, social inclusion/exclusion, identities and relationships between girls and boys, gender equality awareness through school-based training seminars and programmes (Pedagogical Institute).
6. Workshops for teachers (Primary and Secondary Education) organised by the Pedagogical Institute.
7. Organising conferences/seminars on gender issues for teachers of all levels by the Pedagogical Institute.
8. Workshops for teachers and students aiming at the promotion of equality and inclusion (Career Counselling and Educational Services).
9. Collaboration of the Interdepartmental Committee with the Gender Equality in Employment and Vocational Training Committee and various NGOs.
10. The MOECSY, in collaboration with the Interdepartmental Committee with the Gender Equality in Employment and Vocational Training Committee, is organising an annual competition for pupils at all levels of education concerning combating gender stereotypes in the field of workplace or their career path.

Commission for Administration and Human Rights (Ombudsman)

Following a recommendation submitted by the Ombudsman, every Ministry and Public Department designated an Equality Committee or an Equality Officer, with particular responsibilities in the enforcement of the Code of Conduct to prevent and deal with sexual harassment within the civil service. Our Office, by the end of 2020 until now, has been providing training to the members of the Committees or the Officers, regarding the notions and the procedures included in the Code.

1.3 Institutional changes

Ministry of Defence

A Council about Sexual Harassment and Harassment in National Guard carries the out the tasks of the Gender Equality Committee in the prevention of harassment and sexual harassment in the Army of the Republic, the elimination of stereotypes that maintain and reproduce discrimination, inequality and gender-based violence.

1.4 Research and awareness-raising

Commission for Administration and Human Rights (Ombudsman)

In the beginning of 2021, the Ombudsman carried out an Awareness Campaign for harassment and sexual harassment in the workplace, under her mandate as an Equality Body, within the 30 years since the establishment of the Institution in Cyprus. In particular, through media spots victims of such behaviours were encouraged to break their silence and report to the competent authorities.

Gender Equality Commission in Employment and Vocational Training

The Gender Equality Committee in Employment and Vocational Training in its effort to raise awareness between students of all ages, has also conducted two contests in 2021- one for all elementary and high school students and it was a writing contest regarding the gender roles and the way these were experienced and overturned during the pandemic lockdown. The other contest, regarded university students of communication and design degrees, asking them to design posters about sexual harassment at work. The designs will be printed and used by the Committee in campaigns throughout the next years in order to raise even more awareness and sensitisation of its target-groups.

1.5 Other pertinent developments

Ministry of Labour, Welfare and Social Insurance

The prohibition of sexual harassment in the workplace is governed by the Equal Treatment of Men and Women in Employment and Vocational Training Law [L.205(I)/2002, as amended]. Recently a new amendment (N.86(I)/2021) was introduced, setting minimum requirements for the code of behaviour companies are required to adopt. The amendment further increased sanctions.

Ministry of Interior - Cyprus Radio Television Authority

Concerning the Strategic Objective to prevent and combat gender stereotypes and sexism, it is noted that as part of a policy change, the Cyprus Radio Television Authority has drafted a Code of Conduct among media professionals and especially journalists for the promotion of gender equality and the combat of prejudice. More specifically, the Code is expected to be adopted by radio and television organisations regarding all their audio-visual services and training seminars will be provided to journalists.

Moreover, it is noted that following the Recommendation 2021/1534 on the protection, safety and empowerment of journalists as issued by the European Commission on 16 September 2021 which makes specific references to the protection of women journalists and members of minority groups, we plan to include certain recommendations in our draft legislation on the “Safeguarding of freedom of Press and the operation of Media in the Republic of Cyprus”, which is currently under consultation by the Ministry of Interior with the various involved bodies.

Commission for Administration and Human Rights (Ombudsman)

In the context of the above-mentioned Campaign, our Office co-operated with several Organisations (e.g., Cyprus Theatre Organisation, Cyprus Sports Organisation, Open University of Cyprus) for drafting Codes of Conduct to prevent and combat harassment sexual harassment.

Ministry of Finance

The Public Administration & Personnel Department (PAPD) issued a circular letter (dated 2 November 2020) to the public service for removal of any material that might be considered to have sexist content.

The PAPD called the heads of public services to direct their staff to remove and to prohibit the posting in public service offices of material promoting sexism and gender discrimination.

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

2.1 Legislative changes

Ministry of Justice and Public Order

Law on Preventing and Combating Violence against Women and Domestic Violence

In April 2021, a law of the utmost importance was passed, namely that of Preventing and Combating Violence against Women and Domestic Violence, with which Cyprus complies fully with the Convention of the Council of Europe on Preventing and Combating Violence Against Women and Domestic Violence (Istanbul Convention).

The law deals systematically with all violent offences against women that are included in the Istanbul Convention, while it also introduces new offences, such as psychological violence, financial violence and dissemination of sexual or pornographic material, known as revenge porn. The penalties for these offences are especially high, with the ultimate aim of acting as a deterrent towards the perpetrators, and in order to broadcast a message of zero tolerance towards gender-based violence in any form. The law also includes cases which will be taken into consideration during the prosecution of violent offences and will aggravate the severity of the punishment. It also sets out a mechanism with co-ordinated authorities to monitor the implementation of the Convention.

At the same time, the law sets out a well-founded, extensive and modern series of preventive actions and suppressive measures, laying the basis for practical support and protection to be provided to the victims of sex-based violence. The current network of protection for women victims of violence is reinforced even further since the law also focuses on education, training and awareness-raising among professionals, and on improving co-ordination between all relevant bodies. Moreover, the new law aims not only to develop mindsets and behaviours that promote equality and abolish stereotypes surrounding the sexes, but mainly to transform the privacy and silence that surround acts of violence into a public outcry, reporting and exemplary punishment of the perpetrators.

Law on combating harassment and stalking

In April 2021, a new law criminalising harassment and stalking was also passed. This law lays a new and complete foundation to combat harassment and stalking. It consists of a framework in keeping with European legislation and legislation in other European states, which fulfils the obligation arising from Article 34 of the Istanbul Convention.

Besides creating new criminal offences, the law provides for aggravating circumstances which may increase penalties in serious cases. It also provides for immediate and effective measures to be taken of a preventive nature to protect victims. Further, the law contains a scale of penalties which correspond to the weight and severity of the offences committed. Moreover, the law creates the corresponding civil offences and sets out the process through which the victims can seek compensation for any injury that they have suffered.

First and foremost, the law aims to cover an institutional and legal gap in this area. This will ensure the possibility for a police investigation and prosecution of behaviour that falls within the definition of stalking. This law, together with the law on Preventing and Combating Violence against Women and Domestic Violence, reinforce and strengthen the network of protection, support and empowerment of victims of such behaviour, and make it clear that this behaviour is in no way acceptable.

Ministry of Education, Culture, Youth and Sports**Legislative Changes**

In national laws, general references are made to the responsibility of the Ministry of Education, Culture, Youth and Sports for the provision of information on sexuality education to children and provision of training to educators. Sexuality Education is included in the Health Education curriculum. The topics that are related to sexuality education are mostly included in the thematic unit “Family Planning, Sexual and Reproductive Health”. The unit includes topics that are related to a holistic understanding of sexual and reproductive health, such as the national and European legal framework, stereotypes, domestic and other forms of violence, risky sexual behaviour, homophobia, the role of religion and media, etc. These topics are approached in relation to the role of peer pressure, life values, gender stereotypes, self-confidence, safety, human rights and responsibilities and substance abuse.

Sexuality education, as included in Health Education, may contribute to the prevention and dealing of social problems such as sexual violence, bullying, unwanted pregnancies in teenagers, homophobia, risky sexual behaviours, HIV/AIDS and other STDs, reproduction of gender stereotypes, violence against women, stigmatisation and discrimination of marginalised groups such as LGBT students etc. Based on the methodological approach of Health Education, sexuality education is approached in a way that no students, from any background, will feel insulted, excluded or uncomfortable during the lesson. On the contrary, each student is empowered through their own cultural and ethical framework in order to acquire the skills and adopt the attitudes, values and behaviours which enhance their resistance to the early initiation of sexual activities and/or involvement in high-risk sexual behaviours.

The learning objectives of sexuality education in the Health Education Curriculum aim to the promotion of critical analysis of the various perspectives on issues of sexuality and not to a moralistic position in favour of against any choice of sexual behaviour. Sexuality education, based on the Health Education Curriculum, does not aim to teach what is ‘right’ or ‘wrong’ in relation to family planning and sexual life - always in the context of international, European and national legal framework and of the International Declaration of Human Rights. The learning objectives are based on the health promotion approach and aim to provide opportunities to students in order to critically explore the various social factors, which determine issues of sexuality, and to understand the ways in which society may influence the attitudes, choices and behaviours of a person in relation to sexuality issues.

Gender Equality Committee in Employment and Vocational Training

Cypriot Law 205(I)/2002, Equal Treatment of Men and Women in Employment and Vocational Training, has been amended once again in 2021 with law 86(I)/2021 with the addition of specific reference regarding the preparation of Code of Conduct by the employers and/or their representatives and must include amongst other things, the definitions of the punishable acts of sexual harassment and harassment.

In the 2021 law amendment, the Committee has acquired the competence to assist employers in the process of preparation and adoption of a code of conduct and investigate whether such a code has been adopted and implemented by employers and whether employees have been informed; additionally, the Committee has the competence to provide training to employers and employees on matters relating to the equal treatment of men and women in employment and vocational training.

Lastly, the law as amended, refers to more severe penalties – whether those be financial penalties or imprisonment sentences.

Ministry of Finance

An amendment of the Disciplinary Code of the Public Service law has already been promoted to specifically refer that harassment and sexual harassment are included among the disciplinary offences involving dishonesty or moral turpitude. This amendment is expected to be approved/voted soon by the Cyprus Parliament.

2.2 Policy changes

Ministry of Education, Culture, Youth and Sports

Policy Changes

1. The MOECSY recognising its responsibility and influence in the field of primary prevention, has proceeded to the setting up and operation of a Co-ordinating Committee for the Prevention and Combating of Sexual Abuse and Exploitation of Children with representatives of all Ministry's departments and services. The Committee co-ordinates all matters concerning the Protection of Children from Sexual Exploitation, Sexual Abuse and Child Pornography relating to the actions of the Ministry.

2. The National Strategy and Action Plan to Combat Sexual Abuse and Exploitation of Children and Child Pornography ("NS") constitutes the basic policy text and guides the actions and initiatives of the Authorities of the Republic of Cyprus for the next three years. The elaboration of the NS was decided by the Council of Ministers on 13/7/2015 and for this purpose an Inter-ministerial Committee has been established, comprising the Ministers of Education and Culture, Labour, Welfare and Social Security, Justice and Public Order and Health. The National Strategy and Action Plan to Combat Sexual Abuse and Exploitation of Children and Child Pornography 2016-2019, was seeking to recognise the scope and scale of this social problem, to identify the priorities for addressing it properly and to determine the necessary actions and policies in order to achieve the primary goal which can be described as follows: "All children should have the opportunity to grow up in conditions of security, equipped with all the tools that would allow them to develop healthy relationships, without having to face any form of sexual exploitation or abuse, free from all forms of sexual injury". This Strategy was renewed recently and the new one covers the period 2020-2023.

3. The MOECSY has designed and developed the National Strategy for Preventing and addressing School Violence, which has a four-year timeframe of implementation (2018 -2022). According to its role and responsibilities, and based on the aforementioned Strategy, the Cyprus Observatory on School Violence (COSV) of the CPI has developed and implemented actions that aim to prevent and address bullying and violence in schools. COSV provides support to school units for the implementation of actions and programmes aimed at improving the school climate, with the ultimate aim of reducing violence in schools. These programmes, which are school-based and they have a two-year duration, are the "Conflict Resolution - School Mediation" and the "Recognition and Management of School Bullying".

The COSV supports schools in the implementation of anti-bullying programmes, which deal with recognising, preventing and combating bullying. With the "Conflict Resolution - School Mediation" schools are encouraged to find effective way of resolving student conflicts as well as alternative way of managing conflict situations at school.

Also, educational material to assist teachers on how to undertake activities with children to enhance their competences needed for prevention and management of school violence was produced and disseminated.

The curriculum of this material includes activities to enhance anger management, team building, empathy, emotional intelligence, social and communicative skills, tolerance, acceptance of diversity, mediation skills, anti-bullying skills, conflict management etc.

It must also be noted that, the Ministry of Education, Culture, Sports and Youth in the framework of the implementation of the National Strategy for the Prevention and Management of School Violence, in June 2018, announced an Open Tender for services by a researcher to conduct a long-term research on the phenomenon of school violence.

The responsibility for monitoring the implementation of the Convention was assigned to the Observatory for Violence at School (COSV), within the terms of its mandate.

The project is part of the first section of this National Strategy, which provides for the creation of mechanisms for data collection, coding and analysis and reporting of key outcomes around the phenomenon, extent and forms of violence at school.

The Ministry of Culture, through the creation of these mechanisms, seeks to monitor the phenomenon of violence at school, identify needs and evaluate the effectiveness of existing interventions/programmes in order to make research-based decisions and, in general, to formulate effective policy.

This research is the first step in the effort to reduce violence in the Cypriot population and is the first to be addressed to all schools in Cyprus. It will be completed in four (4) school years, from the date of signing the Contract and includes data collection for three (3) consecutive years (2020-2023) from all Public and Private schools in Cyprus, of all levels (Pre-primary, Primary, Secondary General, Secondary technical and Vocational). Moreover, the COSV collects data concerning good practices for the prevention of violence in schools, it evaluates these practices and it organises an annual conference where the best practices are awarded, thus receiving visibility and outreach. Finally, COSV collaborates with other stakeholders involved in preventing and responding to school violence.

Other activities

1. In-service training of teachers on issues related to preventing and combating delinquency (Department of Primary Education, Department of Secondary General Education, Department of Secondary Technical and Vocational Education, the Pedagogical Institute).
2. Workshops for teachers (Primary and Secondary Education) organised by the Pedagogical Institute and the Mediterranean Institute of Gender Studies (MIGS).
3. Workshops for teachers (Primary and Secondary Education) organised by the Pedagogical Institute on gender relations topics.
4. Collaboration of the Interdepartmental Committee with various NGOs.

The COSV participates as a partner in the following European project:

- Erasmus+ KA3 project entitled “SAFER: Social competences and Fundamental Rights for preventing bullying (including on-line bullying)” (1/12/20 – 30/11/23). This project aims to experiment the innovative method of “Whole School & Community Approach” in preventing and combating bullying.

Advisory Committee for the Prevention and Combating of Violence in the Family (ACPCVF)

Adoption of comprehensive and co-ordinated policies on violence against women

- **Advisory Committee for the Preventing and Combating Violence in the Family**

The Committee was established by a Council of Ministers Decree in 1996 in accordance with Article 16 of the Family Violence Law 47(I)/1994 that was replaced by Law 119(I)/2000. The Committee

consists of persons appointed in their personal capacity by the Council of Ministers and having knowledge and experience of the subject. According to the law the members come from the Ministry of Justice and Public Order, the Ministry of Health, the Cyprus Police, the Ministry of Education and Culture, the Social Welfare Services, the Law Services, and relevant organisations of the private sector. The Committee monitors the implementation of the relevant law on Family Violence and raises awareness among professionals and the public more generally. The Committee has been very active and has played a vital role in raising awareness, carrying out research, strengthening interdepartmental co-operation, monitoring implementation of the relevant law and evaluating existing services, providing training to relevant professionals, and in developing a National Action Plan on Combating Violence in the Family. Additionally, the Committee was appointed by the Council of Ministers to co-ordinate the establishment of the Woman's House.

• **National Action Plans for the prevention/ combating of violence in the family, and gender-based violence**

There have been 2 national action plans for the prevention and combating of violence in the family regarding the periods (i) 2010-2013, and (ii) 2017-2019 . These action plans were prepared by the Advisory Committee for the Preventing and Combating Violence in the Family and approved by the Council of Ministers.

Noted that the following important actions were foreseen and promoted by the NAP 2017-2019:

- o Adoption of Law 51(I)/2016 (which transposes the Victims' Rights Directive);
- o A police risk assessment protocol for cases of intimate partner violence. The protocol refers to Articles 20 and 21 of Law 51(I)/2016 on individual assessment of victims, as well as Law 14(III)/2017 ratifying the Istanbul Convention;
- o The recent adoption Law on Preventing and Combating Violence against Women and Domestic Violence 2021 (115(I)/2021) which mainly transposes the Istanbul Convention, and also includes many provisions of the Victims Rights Directive and Law 51(I)/2016 transposing the Directive;
- o The creation of Woman's House which has been in operation since 1 December 2020. It is a multi-agency and multi-professional crisis centre for victims of VAW and their children, based on the Family Justice Centre model and operates as a "one-stop-shop" providing integrated services for victims and their children.

Additionally, according to Article 41 of the new Law on Preventing and Combating Violence against Women and Domestic Violence 2021 (115(I)/2021) – which adopted to comply with the Istanbul Convention – the Co-ordinating Body is responsible for the design, monitoring and implementation of the National Strategy for the Prevention and Combating of Violence against Women.

• **Woman's House (WH)**

As part of the implementation of its obligations under the Istanbul Convention, Cyprus set up the Woman's House. The political decision to adopt more comprehensive and co-ordinated policies on violence against women, took place on 27.11.2019, when the Council of Ministers approved the proposal of the Minister of Labour, Welfare & Social Insurance (Ministerial Decision Number: 88.585) for the creation of the Woman's House (WH) , a crisis centre for women victims of violence and their children. The Advisory Committee for the Prevention & Combating of Violence in the Family (ACPCVF) was appointed by the Council of Ministers, as the Co-ordinator for the issue. This ministerial decision is based on the proposal that ACPCVF had submitted, in 2016, to the Ministry of Labour, Welfare & Social Insurance, regarding the urgent need of bringing together all the involved services in supporting and protecting women victims of violence under in one roof/ structure.

Therefore, at the end of December 2020, the WH was established. It is a multi-agency and multi-professional crisis centre for victims of VAW and their children, providing integrated specialised

services to women and girls that are victims of violence against women. The WH, also provides services to migrant women on the principle of non-discrimination, regardless of their migrant/ legal status.

The WH is based on the European model Family Justice Centre (FJC), and operates as a 'one-stop-shop' providing integrated services for victims of violence against women. WH's vision is to protect and support all women (and their minor children) as well as girls (under the age of 18) who are victims of violence. The mission of the WH is to provide security, protection, support and empowerment for victims of violence against women and girls through quality, specialised, accessible and co-ordinated multidisciplinary approach services, under one roof. It's important to note that the services are provided regardless of the victim having to press charges against the perpetrator. The mother and her dependent children receive the initial services at the Woman's House in order to avoid their separation and thus avoid further re-victimisation.

The administration/ operation of the WH is assigned by the government to the NGO, Association for the Prevention and Handling of Violence in the Family (SPAVO).

The WH provides the following services:

- o Protective measures (regarding the victim and the offender) for the immediate protection and safety of the victim.
- o Immediate/ short-term psychological support and referral to the Mental Health Services / NGO for long-term treatment and follow-up.
- o Socio-economic support (access to benefits, housing, care services, referral to labour market reintegration services – e.g., Employment Office).
- o Medical examination for physical and sexual abuse and referral to specialists of the GHS for long-term treatment and medical care. In case of sexual abuse of a minor, a referral will be made to the Child's House.
- o Provision of the victim's testimony, as well as a video-recorded testimony by the Police in co-operation with the competent local Police Stations or the CSI.
- o Referral and/or escort services - if required – at the Shelter/ housing services, the Police, the Court, Hospitals, Mental Health Services, the Welfare Services, child support and protection Agencies, etc.
- o Legal services (free legal aid, etc)

• Official/governmental guidelines

The following are the current official/governmental guidelines, approved by the Council of Ministers, on dealing with violence in the family, issued by the Advisory Committee for the Prevention and Combating Violence in the Family:

- o Interdepartmental Procedures Manual on Handling cases of Violence in the Family (2002);
- o Interdepartmental Procedures Manual on Handling cases of Domestic Violence in relation to Children (2017).

These guidelines are addressed to: Public prosecutors, the social services, the police, health services, the Ministry of Education and Culture, and to NGOs.

In August 2021, the Advisory Committee for the Prevention and Combating Violence in the Family, in the frame of its legal mandate, has conducted and submitted to the government, Evaluation Report on Interdepartmental Procedures Manual on Handling cases of Domestic Violence in relation to Children (2017).

• Specialised teams for domestic violence cases at Police

Specialised teams for the investigation of cases of domestic violence have recently been set up in the Criminal Investigations Department of the Police in each district (Nicosia, Limassol, Larnaca, Paphos and Famagusta). The Limassol and Nicosia specialised teams have been in operation since the end of

2020 (September and November 2020 respectively) and for the other districts since February 2021. The specialised teams work closely with SPAVO and the Woman's House.

- **Data collection**

As foreseen by the Istanbul Convention and the Victims' Rights Directive, and the article 44 of the Law on Preventing and Combating Violence against Women and Domestic Violence 2021 (115(I)/2021) , there is no comprehensive data collection on all forms of violence against women. Only Police and SPAVO (NGO) keep statistical data but with different variables which cannot be compared. The data gap is problematic, as it impedes an in-depth analysis and policy-making that would create much needed services and mechanisms to support and protect victims.

Since 2016, the Advisory Committee for the Prevention and Combating of Violence in the Family has formally submitted to the Ministry of Justice and Public Order a proposal for a unified and centralised data collection mechanism and processing of administrative data on domestic violence. Noted this political strategic action is foreseen in the NAP 2017-2019. However, up until today, no action has been taken in this area.

Prevention

The Advisory Committee for the Prevention and Combating of Domestic Violence, in collaboration with relevant NGOs contributes in promoting the implementation of the provisions of the relevant directives and national laws regarding violence against women through media interventions, training, proposals for support services to victims, as well as advocacy through formal and informal consultations (e.g., participation in parliamentary committee meetings). Also, the Advisory Committee, as the appointed – by the Council of Minister – Co-ordinator for the setup of Woman's House (WH), in collaboration with SPAVO which is the Administrator/ Operator of the WH, organised, participated and funded the induction training of the personnel of the WH, which took place on 9-27th November 2020.

On 4 November 2021, the Advisory Committee for the Prevention and Combating of Domestic Violence gave a lecture at the Training Programme for Sergeants No. 113 (04/10/2021 - 26/11/2021) of the Cyprus Police Academy. The lecture was on Violence against Women (Istanbul Convention).

Migration and asylum

The Woman's House provides services to migrant women on the principle of non-discrimination, regardless of their migrant/ legal status.

Cyprus Police

Policies to deal with domestic violence

- Within the context of the relevant laws, special attention is given to the Istanbul Convention guidelines, the law 119(I)/2000, which provides for the Prevention of Violence in the Family and Protection of Victims, the law 115(I)/2021 which provides for the prevention and fight of violence against women and domestic violence and the law 114(I)/2021 which provides for the protection from stalking and harassment.
- Within the scope of the Cyprus Police framework to deal and prevent/combat/tackle domestic violence and violence against women, in 2021, a Safeguarding Sub-Directorate at the Crime Combating Department, in the Police Headquarters has been established. its role and mission, inter alia, are the prevention and fight against domestic violence and violence against women and young girls, through the implementation of all the relevant laws, regulations and directions/orders by the Chief of Police.

- Moreover, Specialised Police Units for the investigation of cases of domestic violence, and other related offences, have been established since 2020 in all the Criminal Investigation Departments at all Police Divisions in Cyprus. These Units are staffed by trained police personnel and are in co-operation with all competent authorities of the Republic, when investigating and dealing with domestic violence, child abuse, harassment and stalking, and violence against women cases. These Units are strategically supervised the new Sub-Directorate for Safeguarding, that was established at the Police Headquarters in 2021.
- Additionally, within the framework of the work conducted by the Safeguarding Sub-Directorate, the Education, Awareness and Communication Unit has been formed and its main goals/mission, are the promotion of education to all the police members regarding the topics of violence against women and domestic violence, raising awareness campaigns and actions on the violence against women, revising the relevant protocols and guidelines/suggestions on the implementation of the relevant laws on investigation and criminal procedure.
- Moreover, the Committee on Equality between women and men in the Police Force has been established in 2007 and its main mission is the implementation of the law on gender equality in the Police, equal treatment and the change of mindset in order to adjust to a new culture of gender equality.
- The Committee monitors the application of the relevant law and forms suggestions on its best implementation.
- It also collects, manages and processes information regarding the gender equality in the Police, promotes relevant researches and seminars, receives or hears complains regarding the violation of the principle of equal treatment, regardless of the gender and handles ex officio such matters.

Policies supporting shelters and housing measures

- Within the Police scope on the handling of cases of domestic violence and abuse of children, after a report of an incident has been recorded, the Police applies the abovementioned laws and implements the necessary procedures in order to protect the victim.
- In such a case, the person acting violently should leave the family home, not the victim.
- If, however, for safety reasons, there is no other choice but for the victim to leave the family home temporarily, the Police can assist the victim to leave the family home with safety.
- The Police and always in collaboration with the Social Welfare Services and/or the Association for the Prevention and Combating of Domestic Violence, can assist any victim of violence in finding a temporary home at a shelter for victims of domestic violence or abuse, or another safe place.
- Moreover, in collaboration with the Social Welfare, the Police can apply for the issuance of a Temporary Protection Order (a temporary exclusion of a suspect order), which will prohibit the spouse or cohabitant to enter the family home, irrespective of who the owner of the house is.
 - In order for the Protection Order to be issued, the Court must be satisfied (with testimonies and evidence e. g. statements) for the severity of the situation and that there is a danger of a repeated violent act. The victim or the person representing the victim, can also apply for the Temporary Protection Order.

2.3 Institutional changes

Ministry of Justice and Public Order

The Woman's House, Cyprus

As part of the implementation of the obligations under the Istanbul Convention, on 27.11.2019 the Council of Ministers of Cyprus approved the operation of a "Woman's House" which functions (and has done so since December 2020) as a multi-agency multi-disciplinary crisis centre for women victims of violence and their children. The Woman's House is based on the Family Justice Centre model and

operates as a 'one-stop-shop' providing integrated services for victims of violence against women. The mission of the Woman's House is to provide safety and protection, crisis management, and support women victims of violence and their children through quality, specialised, accessible and co-ordinated services, all under one roof.

Specialist services from various disciplines including social workers, psychologists, medical staff, legal professionals, and police work under the same roof to provide appropriate support and protection to women and their children.

The objectives of the Woman's House include:

- Improve multi-agency co-operation and co-ordination of relevant services providing services to victims.
- Provide accessible, effective and quality services to women (and their minor children) and girls (under 18 years) victims of violence.
- Provide a safe, supportive environment for victims asking for help.
- Reduce the time required for victims to access these services and prevent revictimisation.
- Promote reporting of violence against women and increase criminal prosecutions of violence against women and girls.
- Improve system responses to violence against women in order to reduce recidivism and prevent femicide.

The Woman's House also includes a Child Advocate within its core team, in order to provide specialised support to children experiencing domestic violence, in line with Article 26 of the Istanbul Convention. The role also ensures that the rights of the child are taken into account in all procedures and processes, and that they are child-friendly and safe, including in civil and criminal procedures.

2.4 Research and awareness-raising

Cyprus Police

As regards the research and awareness – raising campaigns, the following campaigns are taking place, during the last three months of 2021:

- An awareness campaign was organised by the Safeguarding Sub-Directorate of the Crime Combating Department of the Police Headquarters and took place on 25 November 2021, on the occasion of the International Day for the Elimination of violence against women. On the day of the event, the members of the Safeguarding Sub-Directorate and the members of the Special Divisional Units of Investigation of cases of Domestic Violence in all districts of Cyprus, were located at all the shopping malls of Cyprus and provided the public (mainly women) leaflets and flashcards on domestic violence and abuse of children as well as small awareness gifts, in order to inform the public and increase awareness.
- Two small video spots on domestic violence were produced and are being projected in all social media and accounts of the Police.
- Leaflets on domestic violence and child abuse were prepared in Greek and English languages as well as 2 flashcards on domestic violence and violence against women.
- Presentations to the members of the Safeguarding Sub-Directorate, on the new laws mentioned above/new protocols on domestic violence and violence against women, in order to maintain updates on the topics.

Ministry of Finance

The Cyprus Academy of Public Administration organises workshops to raise awareness of public servants about the introduction of the Code of Preventing and Combating Sexual Harassment and

Harassment in the Public Service. The Academy also organises specialised training for the Equality Officers/members of the Equality Committees who are appointed based on the abovementioned code.

2.5 Other pertinent developments

Ministry of Finance

In the framework of the project Astrapi (funded by Erasmus+ and implemented by the Cyprus Academy of Public Administration and other stakeholders), a toolkit for the efficient implementation of the policies and the tools preventing and combating sexual harassment in workplace was prepared.

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

4.3 Institutional changes

Ministry of Defence

(a) 21 of the 44 female Officers serve in positions of responsibility and administration, largely participating and shaping decision-making.

(b) Female non-commissioned Officers occupy the proportion of 32.6% in the Army and female soldiers with contract the proportion of 20.7%.

All women have the right to access and study in Military Schools of Officers and Non-Commissioned Officers through the educational system. The criteria for admission to a Military School of Officers and Non-Commissioned Officers are adjusted for women taking into account their physical differences compared to men.

4.4 Research and awareness-raising

Ministry of Justice and Public Order

The National Machinery for Women's Rights and the office of the Gender Equality Commissioner are planning a series of educational seminars which aim to reinforce political participation by women, following the disappointing results of the Parliamentary elections, and the continuing under-representation of women in decision-making centres. These will start in December and will continue on a regular and systematic basis during the first six months of 2022.

The aim of the Educational Seminars is to strengthen and empower women's participation in politics in decision-making bodies, in order to strengthen democracy and promote equality. The target group is young women who are interested in getting involved in the political sphere and who are active in the political, party, trade-union or voluntary spheres, and in society. During the educational seminars, childcare services will be provided by experienced personnel.

The topics to be covered at the seminars are "Gender and Politics"; "Skills"; and "Political Involvement and Readiness".

The seminars will strive to encourage political participation by women, and to strengthen or improve their abilities and skills. They further aim to present good practices of managing political life, and to prepare women to undertake political offices and confront the challenges of a political career.

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

5.2 Policy changes

Ministry of Education, Culture, Youth and Sports

Policy Changes

The Social Welfare Services of the Ministry of Labour, Welfare and Social Insurance have been put under their guardianship a number of unaccompanied minors, applicants for international protection. Subsequently, the Ministry of Education, Culture, Youth and Sports of Cyprus is applying European directives and the action plan of the Interdepartmental Committee for the Integration of children with a migrant background, for the education of all underage persons, especially children with a migrant background, prepared a special programme for the education of unaccompanied minors in schools. As part of their studies at school and during the asylum procedure, there is an effort to empower these children especially in education, technical training, work and employment, access to basic services and the active participation and social inclusion with a view to obtaining further educational and professional qualification. Unaccompanied minors are refugee children group have the highest vulnerability, due to both their recent traumatic experience having lived and the lack of support from their family in their place of arrival. Therefore, the Ministry of Education efforts focused on further support and integration of these children.

Also, in the Educational Programme for Unaccompanied Minors/ who are Applicants for International Protection a Certificate of Attendance was granted to children who would attend the particular programme and in addition the Ministry of Education, Culture, Youth and Sports established three afternoon classes at the State Institutes of Further Education. Such classes ran on a full-time schedule of 20 periods per week. Teachers are employed through the purchase of services (the basic criterion for recruitment being experience and professional qualifications for teaching Greek as an additional language).

5.4 Research and awareness-raising

Commission for Administration and Human Rights (Ombudsman)

A Report on the Status of Foreign Domestic Workers (FDW), that was submitted by the Ombudsman in December 2020, showed that there are several factors that contribute to the phenomena of coercion and violence against this extremely vulnerable group of female immigrants. These factors mainly include their gender and race, great financial need, the weak framework of their protection by the state, the absence of sanctions against abusive employers, their social isolation and the prevailing culture of tolerance of their exploitation. These factors, apart from contributing to the abusive practices themselves, also prevent the reporting of abuse by FDW, thus making their exploitation even more invisible.

The research findings suggest that FDW are generally unwilling to complain about situations which they consider unfair or illegal, even in cases where physical or sexual violence has been used against them, due to their mistrust of Cypriot authorities and concerns that any interaction with them will damage their legal or employment status in the Republic. Facing the possibility of the termination of their employment, especially in light of the disproportionate cost they bore for their arrival and the consequences that returning to their home country will have for them and their families, FDW are likely to endure not only the violation of their employment contract, but also threats and violent behaviour.

As a result, the Ombudsman underlined that the correct confrontation of sexual harassment, violence and abuse requires, in the first place, the development of policies of prevention and repression of these phenomena. Further, the investigation of the complaints should be conducted through a victim-

centred approach. The mechanisms for locating the victims of serious employment exploitation should also be enhanced and utilised by the relevant support services.

The Ombudsman made her Report public, both in order to press for the implementation of her recommendations, and also to raise public awareness.

CZECH REPUBLIC**1. Strategic objective: Prevent and combat gender stereotypes and sexism****1.1 Legislative changes**

No changes.

1.2 Policy changes

No changes.

1.3 Institutional changes

In March 2020, the Department of Gender Equality at the Office of the Government of the Czech Republic launched a project called “Capacity Building and Methodological Support in the Prevention of Domestic and Gender-Based Violence,” which is funded from the Norway Grants and the state budget. The project consists of six activities, one of which is concerned with increasing the competence of state administration bodies to combat online sexism; hence, with implementing the Recommendation of the Committee of Ministers of the Council of Europe CM / Rec (2019)1 on the prevention and combating of sexism. The mapping of the legislation concerned with on-line sexism has begun in 2021. (More information about the project can be found under section 2.4.).

1.4 Research and awareness-raising

In October 2019, the Office of the Government of the Czech Republic and the Office of the Public Defender of Rights published a handbook on the prevention of sexual harassment in the state sector. The handbook was distributed to ministries and offices of state administration. Following the publication of the handbook, training seminars for the management and persons responsible for investigating complaints have been organised. In 2021, five such training seminars have been organised by the Office of the Government and the Office of the Public Defender of Rights.

1.5 Other pertinent developments

No changes.

2. Strategic objective: Prevent and combat violence against women and domestic violence**2.1 Legislative changes.**

The Act No. 43/2013 Coll., on victims on crime, has been amended in 2021. Due to the amendment, the victims of domestic and sexual violence will have to be automatically assigned the status of particularly vulnerable victims. As a result, law enforcement agencies will be required to approach victims of domestic and sexual violence more sensitively. For example, the law stipulates that the law enforcement must comply with the victim’s wish not to meet with the perpetrator. Legal aid provided free of charge will also become more easily accessible for victims.

2.2 Policy changes

The Gender Equality Strategy for 2021-2030 has been adopted by the Czech Government in March 2021. The Strategy contains a stand-alone chapter on security, which presents 70 measures concerned with prevention and elimination of domestic and gender-based violence, including measures concerned with financing, methodical support, awareness raising and training.

An update of the Action Plan on the Prevention of the Domestic and Gender-based Violence for 2019-2022 was approved by the Czech Government in August 2021. As a result, new measures have been added to the Action Plan, including measures concerned with prevention of violence on retired persons, prevention of cyber-violence, and ensuring the safety of persons in danger of domestic and sexual violence during crisis situations.

2.3 Institutional changes

In December 2021, a new sub-committee for domestic and sexual violence was established under the Constitutional Law Committee of the Chamber of Deputies. It is the first time a specific permanent body specifically aimed at domestic and sexual violence has been established within the Chamber of Deputies.

2.4 Research and awareness-raising

The Capacity Building and Methodological Support in the Prevention of Domestic and Gender-Based Violence project, funded from the Norway Grants and the state budget, was launched in March 2020. Among other things, the project aims to provide methodical support (including training) to various public administration bodies in the field of domestic and gender-based violence, promote the use of the Norwegian animated film "Angry man", and increase the ability of the Police of the Czech Republic to respond to new forms of gender-based violence. Workshops for primary and secondary school pupils, which focus on prevention of sexual and cyber violence, have also been organised within the project. The workshops focus on the development of soft skills, which are important for the prevention of sexual violence and recognition of sexual violence and new forms of cyber violence. Discussions about the need for consent in sexual conduct and about respect and boundaries are also integral parts of the workshops. The Office of the Government of the Czech Republic co-operates with the Czech NGO *Konsent*, which has extensive experience in the prevention of sexual violence, on the organisation of the workshops. As of 1 October 2021, 118 workshops, which were attended by 2,265 pupils, were organised. Another full-day seminar was also organised for the students of the faculty of education on how to work with young people.

The Ministry of Labour and Social Affairs carried out an analysis on the availability of specialised social services for persons at risk of domestic and gender-based violence in the Czech Republic. The findings show that the Council of Europe's minimum standards for support services in the area of violence against women are met only in the case of the helpline and are not met in the case of counselling, shelters, crisis aid, and crisis centres for victims of sexual violence. A deficit of approximately 680-3,000 beds has also been identified in specialised shelters for victims of domestic and gender-based violence.

The Office of the Government of the Czech Republic carried out research on the occurrence of sexual harassment in public transport. It was the first such research carried out in the Czech Republic. The results of a representative survey show that one in three women and one in ten men in the Czech Republic have experienced sexual harassment in public transport. At the same time, one in four passengers on public transport has witnessed sexual harassment. As many as a third of those who witnessed such behaviour did not respond and did not aid the victim.

2.5 Other pertinent developments

Thanks to a call within the Human Rights programme of the Norway Grants, five new centres providing assistance to victims of domestic and gender-based violence are to be established in the Czech Republic throughout 2021 and 2022. One of the five centres should be focused specifically on the victims of sexual violence, becoming the first such centre in the Czech Republic.

The Government Council for Gender Equality, which is an advisory body to the Government, approved the Quality Standards for Specialised Social Services for Victims of Domestic and Gender-Based Violence. The Council recommended the Government to use the standards to fund services for victims of violence from EU funds and other grant titles.

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

3.1 Legislative changes

The Act No. 297/2021 Coll., on one-time compensation for persons sterilised in violation of the law, was passed in July 2021. The compensation is made available to those who were sterilised in violation of the law in medical facilities located in the present-day Czech Republic between 1 July 1966 and 31 March 2012. According to the act, sterilisation in violation of the law means, in particular, exerting pressure, coercion or persuasion so that the person submitted themselves to a fertility-preventing medical procedure, as well as not informing the person intelligibly and sufficiently about their medical condition and about the purpose, nature, expected benefits, potential consequences and risks of the medical procedure and other options for addressing the medical condition. The claimants shall submit their compensation claims within three years after the Act entered into force; otherwise, their claim expires. The compensation amounts to 300 000 CZK. It is expected that 400 persons, both women and men, may be eligible for the compensation.

3.2 Policy changes

No changes.

3.3 Institutional changes

No changes.

3.4 Research and awareness-raising

No change.

3.5 Other pertinent developments

No changes.

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

4.1 Legislative changes

The Gender Equality Strategy for 2021-2030, which was adopted by the Government on 8 March 2021, contains a measure, according to which variant solutions of legislative measures to support balanced representation in politics are to be drafted by December 2022. The possible legislative measures which could be implemented in the Czech Republic are to be produced by an expert working group, which consists of experts, representatives of political parties, and the Ministry of Interior. Following the adoption of the Gender Equality Strategy for 2021-2030, the working group has been established in 2021; its first two meetings took place in July and November 2021.

A follow-up measure of the Gender Equality Strategy 2021-2030 calls on the Ministry of Interior to present a proposal of the most appropriate measures for supporting balanced representation on candidate lists, which will be based on a regulatory impact assessment. The proposal is to be presented by December 2023.

The Gender Equality Strategy for 2021-2030 also includes a measure, according to which amendments to the Act No. 353/2019 Coll., on the selection of persons to the management and supervisory bodies of legal entities with state ownership participation (the Nomination Act), and Act No. 90/2012 Coll., on business companies and co-operatives (the Act on Business Corporations), are to be presented by the Ministry of Justice. The amendments shall introduce provisions that will promote balanced representation of women and men in management and regulatory bodies of business corporations.

4.2 Policy changes

No changes.

4.4 Research and awareness-raising

In September 2021, the Office of the Government and the Embassy of Chile in the Czech Republic co-organised an awareness-raising seminar on Chile's experience with quotas on candidate list, which was also attended by members of the working group tasked with producing possible legislative measures to support balanced representation of women and men in politics (see 4.1).

The Committee for Balanced Representation of Women and Men in Politics and Decision-making, which is an advisory committee to the Government Council for Gender Equality, continued its work in the monitored period. Members of the Committee include representatives of political parties, NGOs, unions, and academia. The Committee has a long-term interest in dialogue with student organisations and youth fractions of political parties on the topic of balanced representation. In September 2021, the Committee organised the first meeting with youth fractions of political parties to discuss the barriers that youth and women are facing in politics. Next year, another meeting with youth fractions and student organisations is planned. A meeting with women's fractions is planned to take place, too.

4.5 Other pertinent developments

The Government Council for Equality of Women and Men called on the Czech National Bank to strictly supervise the compliance with the Sec 118, para 4, letter I) of the Capital Market Business Act, according to which, in case of an issuer that is not a small nor a medium entity, the annual report shall include the description of the diversity policy applied to the statutory body, the supervisory board, the board of directors or any other similar body of the issuer. As a result, the Office of the Government of the Czech Republic and the Czech National Bank have drafted a guidebook for issuers on how to implement and report the diversity policy. The guidebook was published in February 2021 and contains eight means on how to support the diversity policy as well as examples of good practice.

5. Strategic objective: Protect the rights of migrant, refugee and asylum-seeking women and girls**5.1 Legislative changes**

No changes.

5.2 Policy changes

No changes.

5.3 Institutional changes

No changes.

5.4 Research and awareness-raising

No changes.

5.5 Other pertinent developments

No changes.

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

6.1 Legislative changes

No changes.

6.2 Policy changes

No changes.

6.3 Institutional changes

In 2020, the Office of the Government of the Czech Republic submitted a request for support within the Technical Support Instrument of the European Commission. In 2021, the project titled “Strengthening the government capacity for gender-sensitive and inclusive recovery” has been chosen for financial support and selected among the Commission’s flagship projects. The project aims at improving the integration of gender equality in the design and implementation of public policies and budget cycles in the Czech Republic. In addition, the Project is expected to produce additional effects in short and medium term, such as strengthening the implementation of the Gender Equality Strategy for 2021-2030, defining calls for projects (focusing on gender equality) supported within the ESF+ to ensure a better allocation of the financial support, and assessing how gender equality is being promoted through the Czech Republic’s national plan submitted under the Recovery and Resilience Facility. The project, which should last approximately 20 months, is being implemented by the OECD, with the Office of the Government having the role of the guarantor of the project and recipient of its outputs.

6.4 Research and awareness-raising

Two workshops on gender impact assessment, which are run by the Department of Gender Equality, took place in the monitored period. The workshops were established in 2018 following a quantitative analysis, which had been carried out by the Department and which had uncovered that the impact on women and men had been inadequately considered in a large proportion of the materials presented to the government. The workshops, which are aimed at state employees, teach the attendees about gender impact assessment and the usage of the Methodology on Gender Impact Assessment for Materials Presented to the Government, which was adopted by the government in 2016. The Department aims to run three workshops on gender impact assessment every year.

6.5 Other pertinent developments

No changes.

7. Main challenges and lessons learned

Factors which positively influence the implementation of policies and measures

- Placement of the Department of Gender Equality within the Office of the Government

The placement of the Department of Gender Equality, which is the national gender equality body, at the Office of the Government of the Czech Republic emphasises the cross-sectional character of the agenda and its importance, thus allowing easier implementation of measures within ministries and other relevant subjects.

Factors which negatively influence the implementation of policies and measures

- Marginalisation of the agenda and insufficient capacities

Previous analyses undertaken by the Department of Gender Equality have demonstrated that gender impact assessment is insufficiently utilised in government materials. Moreover, gender focal points, despite being responsible for the implementation of gender equality, usually only devote part of their workload to the gender equality agenda and often encounter a limited level of competency.

- Reliance on external funding

The financing for gender equality is usually dependent upon projects submitted within the ESI Funds or the EEA and Norway Grants. This has resulted in limited continuity of the initiatives, which have been implemented by central state administration bodies.

- Anti-gender movements

The anti-gender movements have hindered progress in certain areas, especially concerning the ratification of the Istanbul Convention.

8. Additional comments, if any

The Gender Equality Strategy for 2021-2030 was adopted by the resolution the Government of the Czech Republic No. 269 of 8 March 2021.

The Strategy sets 434 concrete measures concerned with promotion of gender equality. Every measure includes a date by which it is to be implemented and information on which state administration bodies are responsible for its implementation. Bodies of central state administration are to report annually on how they implement the measures set by the Strategy to the Department of Gender Equality, which is located within the Office of the Government of the Czech Republic.

Many stakeholders were involved in the drafting of the Strategy. The drafting of the Strategy lasted two years and was divided into three phases: the expert phase, the consultation phase, and the approval phase. During the expert phase, each chapter of the Strategy was drafted by an independent expert group, which included various stakeholders, including NGOs, the academia, social partners, state institutions, and independent experts. During the consultation phase, the measures proposed by the expert groups were discussed with ministries and the Government Council for Gender Equality at roundtables and bilateral meetings. When the issues raised by the ministries and the Government Council for Gender Equality were settled, the Strategy was submitted to the inter-ministerial comment procedure and subsequently adopted by the Government.

The Strategy is divided into eight chapters: labour and care, decision-making, security (concerned with the prevention of domestic and gender-based violence), health, knowledge (concerned with both education and research), society (concerned with gender stereotypes, the public opinion on gender equality, and the media), foreign affairs, and institutions (concerned with capacity-building and institutional framework). Intersectional perspective is a cross-cutting principle of the Strategy.

DENMARK

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.1 Legislative changes

Safety online and digital education for girls and boys:

In August 2021, the Danish Government launched 35 initiatives to step up the fight against unfair competition and lack of consumer security among the tech giants and intensify the fight against illegal content on social media as well as strengthen the digital education of girls and boys in order to promote respect and safe space online. The initiatives include: 1) Criminalisation of identity theft, 2) Study whether the current rules of criminal law in the area of digital assaults are sufficient, 3) Creating a digital patrol unit in the police department, and 4) Stricter marketing requirements aimed at children and young people.

(This initiative also relates to 1.5c)

1.2 Policy changes

Combating sexual harassment:

In the Fall of 2020, the Danish Government launched 14 initiatives to combat sexual harassment. The initiatives include: 1) tripartite negotiations between the labour market partners on actions against sexual harassment in the workplace, 2) an alliance of relevant organisations, educational institutions, NGO's and labour market partners, 3) strengthening of education in psychological workplace environment at vocational educations and high schools, and 4) a "Whistle-blower" bill, as well as other activities.

1.3 Institutional changes

Salary structure committee:

To address the gender pay gap, in October 2021 the Government established a so-called "salary structure committee", which among other things will analyse and compare salary structures and salary development in the public sector and shed light on benefits of possible changes to the system.

1.4 Research and awareness-raising

Initiatives to achieve gender balance and equality in education:

The government is establishing two expert groups with the purpose of achieving gender balance in educations and combat the gender-segregated educations.

First, an expert group focusing on the elementary schools is established with the purpose of looking at differences in the academic results of boys and girls in schools and advice on how to minimise the gender differences.

Second, an expert group focusing on higher education will also be established to give advice on how to minimise the gender segregated educations.

(This initiative also relates to 1.2)

1.5 Other pertinent developments

Initiatives to counter harmful content online:

Children and young people must have the necessary support to avoid harmful content on the Internet. Thus, the Government amongst other things set aside DKK 4 million yearly for 2021 and 2022 to Save the Children's counselling service "SletDet (Delete It)". Furthermore, DKK 3.6 million was allocated for a counselling collaboration between Save the Children and the Danish Women's Society.

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

2.1 Legislative changes

New consent-based rape legislation:

In December 2020, the Danish Parliament adopted a change to the criminal code defining rape as intercourse without consent.

14 initiatives to combat stalking:

In August 2021, the Government and several other parties launched 14 initiatives to combat stalking, among other things this includes a provision on stalking in the Criminal Law.

2.2 Policy changes

Strengthened funding for efforts combating domestic violence:

As part of the financial reserve for initiatives on the social, health and labour market area, the Government has allocated 23.1 million DKK to early help for perpetrators of violence and families affected by violence.

In addition, 4.5 million DKK has been allocated to Mødrehjælpen (Mother's Aid) for treatment of children and young people in families affected by abuse.

Strengthened efforts for victims of human trafficking:

As part of the financial reserve for initiatives on the social, health and labour market area, the Government have set aside 118.2 million DKK for strengthening the efforts supporting victims of human trafficking.

Psychological counselling to male victims of violence:

As a part of combating intimate partner violence, the Government has allocated funding to a temporary test scheme, which will provide psychological counselling to male victims of violence and their children at crisis centres in 2022-23. This follows legislation adopted by the Parliament in 2020, which ensured women at crisis centres the right to ten hours of free psychological counselling.

2.4 Research and awareness-raising

Information campaign on new consent-based rape legislation:

The new consent-based rape legislation was followed in 2021 by an information campaign with the purpose to provide information on the new consent provision and the boundaries between legal and unlawful sexual conduct as well as strengthening the public conversation about consent, prevention of rape, referral to relevant help and encouraging more victims to report.

Nordic conference on "the Manosphere":

In May 2021, a Nordic conference was held on internet forums (the "Manosphere"), where young men gather to oppose equality and women's equal rights, and to incite hatred and violence against women and minorities.

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

3.1 Legislative changes

Digital mail to all parents or custodians:

In March 2021, a bill on digital mail for both parents was adopted in parliament. The bill intends to contribute to greater equality between parents. The aim of the bill is to ensure that digital post about a child will be sent to both parents or custodians and not only to the mother as is currently most

customary. This will include messages and information from schools, children's institutions, hospitals, doctors and dentists, etc.

Shared child and youth benefits between the parents:

From 2022, the child and youth benefits will by default be shared equally between the parents of the child. The change in legislation was adopted in December 2020.

Parental leave scheme for self-employed:

Legislation on a parental leave scheme for self-employed adopted in December 2020. Going forward, self-employed will enjoy the same rights as persons who are employed in the private sector. The parental leave scheme aims to create better financial conditions for self-employed who take parental leave from their business.

Legislation on earmarked parental leave:

In October 2021, the Government and several parties in Parliament reached a political agreement on the implementation of the EU directive on work-life balance of parents and carers, specifically regarding earmarked parental leave for both parents. The political agreement establish that the parental leave by default will be split equally with 24 weeks for each parent – 11 of which will be earmarked and thus non-transferable. Moreover, the agreement will provide better opportunities for diverse forms of families to share the leave as they wish to.

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

4.1 Legislative changes

Strengthened legislation on gender balance in management and on boards:

The Government is expected to put forward a bill on the obligation for both public and private boards and top managements to set target figures and policies on a more equal gender distribution. Municipalities, regions and ministries will be covered by the new rules, which also aims at providing more transparency by publicly available target figures on websites.

4.3 Institutional changes

Balanced participation of men and women in decision-making:

Since 2019, the Government together with Copenhagen Business School and more than 20 of the largest Danish recruitment agencies have co-operated on a voluntary code of conduct for recruitment agencies about diversity in management and boards. It consists of eight principles for diversity in recruitment including presenting clients with at least 33% female candidates.

In September 2021, the Government organised a conference on diversity in management as part of the completion of the project, where Copenhagen Business School announced that they in collaboration with the recruitment and search agencies will extend the project on promoting more women in leadership with another three years.

4.4 Research and awareness-raising

Women in politics:

In August 2021, a guide for Danish political party organisations to promote diversity and women in politics was launched. The purpose of the guide is to provide the Danish parties with inspiration, good advice, examples, and tools on how party organisations can work to promote and retain women in politics at local, regional and national level.

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

5.1 Legislative changes

Strengthening of the efforts against negative social control:

In March 2021 legislation was adopted strengthening the efforts against negative social control. The legislation included amongst other things an explicit reference to negative social control in the provision on psychological violence in the Criminal Law. It is clarified that the provision for instance includes non-consensual retention in marriage by the means of religious divorce contracts. Religious marriages of minors is banned and the penalty and deportation rules for retaining a person in a marriage by force is strengthened.

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

6.1 Legislative changes

Increasing flexibility when registering co-motherhood:

In 2020, the Government launched 10 initiatives to strengthen rights and opportunities for LGBT+ persons in Denmark, which are now being implemented. One of the ten initiatives are aiming at increasing flexibility when registering co-motherhood.

Thus, the rules for co-motherhood are to be made more flexible by automatic registration of co-motherhood. This entails abolishing the requirement for the participation of a healthcare professional as a condition for determining co-motherhood. Hereby, the child's right to two parents are taken into account.

ESTONIA

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.4 Research and awareness-raising

In Spring 2021, the Ministry of Social Affairs published a series of ten short (approx. 2-3 minutes) **video-lectures** with an aim to raise awareness on gender equality, violence, including digital violence, against women, equal treatment of minorities and on promoting diversity. From the gender equality perspective, the lectures touched upon topics such as gender segregation of education and labour market, men`s role in promoting gender equality, gender (in)balance in politics, controlling behaviour in intimate relations, gender-based cyberviolence and children as witnesses of (domestic) violence. The so-called micro-lectures were released approximately once a week and were accompanied by a press release and/or blog entry or an entry in social media.

Among various reasons behind our gender pay gap is **gender segregation in education and the labour market**. According to Statistics Estonia, in order to eradicate this segregation, more than a third of employees of one sex would have to change occupation and economic activity. To tackle gender segregation in education and the labour market, we have been implementing **two 18-months applied research projects**. Both projects are concentrating on finding new possibilities to use nudging for promoting gender equality and are co-funded by the Estonian Research Council from the European Regional Development Fund, and the Ministry of Social Affairs. **Project “Glass Walls and Ceiling in the Estonian ICT Sector”** was finalised in the first half of 2021. It had a specific aim to ascertain nudges to increase the share of women among ICT sector students and employees. Nudges were developed and tested for three target groups – high school students, employers, and general public/parents. Policy recommendations to help to ensure women`s better access to education and career in the ICT sector were formulated and will be followed up together with tested nudges in co-operation by the Ministry of Social Affairs and the Ministry of Education and Science. **Project “Nudging to Support Stereotype-free Career Choices and Working Conditions”** started at the end of 2020 and will continue to be implemented until Spring 2022. The second project seeks nudges to help teachers and career advisers in supporting and promoting career choices that are free of gender stereotypes, and to support employers in ensuring equal and fair working conditions and stereotype free recruitment and promotion. In the first phase of the project, a qualitative analysis was conducted to cast light on the attitudes, gender stereotypes and knowledge on gender stereotypes of the employers, recruiters, teachers and career counsellors. In the second phase of the project, nudges were developed based on the qualitative analysis and literature review. The effect of the nudges is tested by using randomised controlled trials. An implementation analysis which specifies the scalability of the measures will be carried out. Results of these two projects will also be taken into account when planning and implementing in the framework of tackling structural problems in the Estonian labour market measures to address gender segregation of educational choices and the labour market in STEM and EHW sectors, including by decreasing gender-stereotyping and increasing co-operation between schools, vocational training institutions, recruitment agencies and employers, with co-funding from the Structural Funds. Preparations for these activities will start in 2022.

To emphasise the importance of **men`s participation in carrying the care burden and to increase the take-up of the 30-calendar-day paternity leave** (prolonged from 10 working days as of July 2020), an applied research project is being carried out to test and thereby identify suitable nudges to achieve these aims. The project is carried out from June 2021 to March 2022 in co-operation of researchers, the Ministry of Social Affairs and the Social Insurance Board.

At the end of 2021 and the beginning of 2022, the **sixth Gender Equality Monitor**, a representative population survey mapping gender equality related experiences and attitudes, is being carried out. This time the survey will also include questions to examine whether and if yes then how COVID-related

restrictions changed the sharing of unpaid work and care duties between women and men in Estonian families. The results of the survey will be published in 2022.

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

2.1 Legislative changes

From 2019, the **Victim Support Act** is undergoing a renewal process. Based on initial consultation with relevant ministries, NGOs and other relevant parties, and discussions on the structure and content of the new law in 2020, the draft law has been developed in 2021 and will be sent for co-ordination with relevant ministries and other parties in the first quarter of 2022. The new law will cover all the services and compensations provided by the national victim support via the Social Insurance Board.

2.2 Policy changes.

In July 2021, the Government approved a new **Violence Prevention Agreement 2021-2025**. The agreement covers the prevention and combating of various forms of interpersonal violence. The agreement does not include a complete list of violence prevention activities. The focus is on problems that still need more attention or have so far been overshadowed or where the expected progress has not been made. The main focus is on violence against children, while new topics include violence against the elderly and mental violence. Hate crimes, which have received less attention so far, have also been addressed to some extent. The agreement sets out 14 measures for violence prevention, including for example changing attitudes and norms on violence; violence prevention in educational institutions, youth work, and hobby education and recreational activities; prevention and reduction of domestic violence; prevention of trafficking in human beings and prevention of sexual violence; better protection and support for victims of violence; supporting perpetrators in ceasing violent behaviour, etc. The measures cover activities at different levels of prevention. Gender equality is recognised and will be promoted as a prerequisite for preventing violence against women. The agreement also points out that in order for people to be more aware of violence and re-victimisation, to condemn violence more, to dare to report violence and to seek help, the public must consistently, actively, and accurately be informed of the nature and causes of violence, as well as the links between violence and gender-stereotyped attitudes and prejudices based on race, ethnicity, religious beliefs, and sexual orientation, the consequences of violence, and the need for and opportunities to prevent it. It is foreseen that the gender equality related knowledge of specialists involved in the prevention and combating of violence will be improved, and the consideration and promotion of the gender perspective and the principles of gender equality in prevention and combating activities will be fostered. The agreement confirms that programmes for perpetrators must be gender-sensitive and based on the principles of gender equality. It also refers to plans to take measures to prevent dating, sexual, and gender-based violence against young people in schools through age-appropriate and up-to-date methods. Translation of the agreement into English will be available soon.

2.3 Institutional changes

From January 2021, the Social Insurance Board started provision of **safe housing and counselling to (presumed) victims of trafficking**. Previously the service provision was subcontracted to an NGO.

2.4 Research and awareness-raising

Social Insurance Boards` Victim Support homepage¹ providing information about all services available to people who have experienced violence, neglect or mistreatment, but also e.g., guidance about how to recognise intimate partner violence and how to help someone in need, was made available in addition to Estonian also in English and Russian.

In the framework of Norway Grants projects, **advocacy, awareness-raising** to involve men and boys to act against violence, and general awareness-raising activities are being implemented. In 2021,

¹ SIB`s Victim Support homepage is available in English at: <https://www.palunabi.ee/en>

campaign on domestic violence involving men as role models taking a stand against violence took place. In 2022, campaign against buying of sex will take place, to reduce prostitution and trafficking in women.

See also information provided about **video-lectures** under point 1.4.

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

4.4 Research and awareness-raising

See information provided about **video-lectures** under point 1.4.

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

5.5 Other pertinent developments

The Social Insurance Board has started working on an initiative which would enable better identification of and support to women who have undergone FGM and protect girls and babies who might be subject to this grave violation of the rights of girls and women.

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

6.3 Institutional changes

In order to improve implementation of mainstreaming strategy, i.e., that gender, age, special needs and other aspects would be taken into account in policymaking, in 2021-2022, the Ministry of Social Affairs is implementing a **pilot project** together with the Ministry of Finance, Ministry of Culture, Ministry of Education and Science and the Ministry of Economy and Communication. The aim of the project is to find the most efficient (both resource and result-wise) and sustainable solution for co-ordinating, supporting and implementing this strategy. Results of this project will be presented, together with further policy and practice proposals, to the Government in 2023.

6.4 Research and awareness-raising

In December 2021, an electronic **collection of articles**² **“Towards a Balance Society. Women and Men in Estonia”** was published. The aim of this third such compilation is to analyse gender equality situation and developments in different fields during the last 10 years. Articles focus on topics such as women and men in the labour market, work-life balance, women among founders of start-ups, gender dimension of a migration, gender and health, gender aspects of ageing, women in politics, civil society and activism, gender and environment, gender-based violence, sexual harassment, education and gender equality, women in science, equal opportunities for women and men in performing and audio-visual arts, gender in music, social media, and traditional media.

At the beginning of December, also a **virtual gender equality competence centre**, developed by the Ministry of Social Affairs in the framework of the Norway Grants project, was made public. The aim of the centre is to make information about gender equality, including principles, legislation, notions, indicators, studies, relevance in different policy fields, etc., easily available to both the public but also more specifically to policymakers, educationalists and employers. In 2022, training module enabling self-learning will be made available to at least one main target group of the centre.

In order to provide knowledge-based, effective and motivating support for promoting gender equality and equal opportunities, including accessibility, to implementers of projects financed from the

² The compilation of articles „Towards a Balanced Society. Women and Men in Estonia III“ is available in Estonian at: <https://vordsuskeskus.ee/sites/default/files/2021-11/TEEL%20TASAKAALUSTATUD%20%C3%9CHISKONDA%20III.pdf>. Short summaries of the articles will be translated into English in 2022.

European Structural and Investment Funds, the Gender Equality and Equal Treatment Competence Centre for the use of the Cohesion Policy Funding is carrying out a study “Gender Equality and Equal Treatment in the projects financed from the ESIF: awareness, motivation and opportunities for increasing them”. Results of this study will be available at the end of 2021.

8. Additional comments

A **study on the socio-economic impact of COVID-19 pandemic on gender equality** was carried out by the Praxis Centre for Policy Studies. The knowledge was primarily gathered through focus group and expert interviews conducted in March and April 2021³, both of which gave an indication for it to be likely that, like in many other countries, the pandemic has increased gender inequality in Estonia, primarily due to the difficulty of reconciling work and family life, which hit women harder than men. Expert interviews also indicated that although the importance of the gender perspective in the development of “pandemic policies” might be recognised in principle, it rarely influenced the actual policymaking. One area where gender equality brought about a policy change during the pandemic was victim support in cases of intimate partner violence.

In April 2021, the Government adopted the first **human rights diplomacy action plan** that sets out Estonia’s foreign policy actions for the protection of human rights and advancing democracy. Among thematic priorities, also protection of human rights of women and girls is listed, the activities focusing on achieving gender equality, empowering women and girls and fighting sexual and gender-based violence.

Our **third National Action Plan on Women, Peace and Security** until 2025 was adopted by the Government in May 2021. The action plan focuses on improving the situation of women in and after conflicts, raising awareness, improving co-operation and information exchange, and the representation of women in positions related to peace and security in Estonia. Estonia is also actively involved in **Women, Peace and Security and Humanitarian Action (WPS-HA) Compact** which was revealed at the Generation Equality Forum in July 2021, and the development of its framework. The Compact seeks to drive a global inter-generational movement to implement existing commitments on Women, Peace and Security and Humanitarian Action. Signatories are invited to take transformative action for gender equality through strengthened co-ordination on existing mechanisms for women peace and security and humanitarian action; improved monitoring and assessment of progress; and a focus on financing, advocacy and increased visibility.

³ Haugas, S. and Sepper, M.-L. (2021). COVID-19 pandeemia sotsiaal-majanduslik mõju soolisele võrdõiguslikkusele. Full paper available in Estonian at: http://www.praxis.ee/wp-content/uploads/2021/01/Pandeemia_ja_sooline_vordoiguslikkus_poliitikaanaluu-2.pdf

GERMANY

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.1 Legislative changes

With the Act to Combat Right-Wing Extremism and Hate Crime, which in this respect entered into force on 3 April 2021, it was stipulated that a threat of an unlawful act against sexual self-determination is punishable even if the threatened act is not a serious criminal offence (“Verbrechen”) as defined by the German Criminal Code (StGB). In addition, another law, which came into force on 22 September 2021, introduced the offence of inciting insults; according to this provision, it is a criminal offence to allow content (e. g. a writing), which is capable of attacking the human dignity of others by i. a. insulting a group defined by its sexual orientation or individuals on account of their belonging to this group, to reach another person who belongs to the aforementioned group.

The following amendments refer to children of all genders. Nevertheless, since especially girls are affected by sexual violence, these amendments are worth mentioning here. The penalty ranges of the provisions on the protection of children from sexual abuse were significantly aggravated in 2021. In addition, no mitigation is provided by law. The criminal offences relating to child pornography were also significantly tightened in 2021. In addition, a new legal provision was introduced in the criminal code that sanctions the handling with so-called sex dolls with a childlike appearance (section 184l of the criminal code). Similarly, the distribution and possession of so-called abuse instructions on the internet was criminalised (section 176e of the criminal code). The provisions governing the statute of limitations have also been again extended. In addition, special qualification requirements for family court judges, juvenile court judges, and juvenile prosecutors have been in effect since 1 January 2022. By these qualifications, especially judges and prosecutors who deal with child victim witnesses shall be enabled to hear them in an understanding and empathetic manner in order to avoid secondary victimisation as far as possible. In addition to other measures, an acceleration requirement for proceedings involving minor victim-witnesses has been explicitly enshrined in the 2021 Code of Criminal Procedure. Finally, since 2021, so called “up-skirting” is criminalised (section 184k of the criminal code). It covers recordings that violate the intimate sphere of persons of any gender, such as taking a picture with a cell phone under a woman's skirt in the subway. This provision therefore also aims to protect girls and women.

1.2 Policy changes

The Federal Government is committed to clamping down on all primary causes of the gender pay gap and to further promoting suitable measures to eliminate the gender pay gap within the framework of federal budget and finance planning. For example, as a result of the first evaluation report of the Act to Promote Transparency in Wage Structures between Women and Men (“Gesetz zur Förderung der Transparenz von Entgeltstrukturen”), the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) in July 2020 started a programme to support companies in implementing the principle of equal pay for equal work and work of equal value at company level. The aim of the programme is to convince the companies and to engage with them in promoting and achieving a more modern culture of work in terms of gender equality, especially in terms of equal pay. Therefore, the 3-year programme also includes e.g. offering a best-practice exchange and offers the opportunity for company representatives to engage in dialogue.

As one main outcome of the German Presidency of the Council of the EU 2020 in the field of gender equality, Germany negotiated Council Conclusions on Tackling the Gender Pay Gap, which all member States approved in a written procedure. The Council Conclusions focus on one root cause of the gender pay gap that has so far not received as much attention as others – that is the valuation and distribution of unpaid care work between women and men as well as the effect this distribution has on the amount of paid work women and men are able to perform. The Council Conclusions recommend a two-pronged approach to reaching the goal of sharing paid work and unpaid care work between women and men

on an equal basis and can be seen as a guideline in terms of supporting women's labour market participation.

The project „KITE - KI Thinktank female Entrepreneurship“ was run by the National Agency for Women Entrepreneurs (bga) from October 2020 – July 2021 and funded by the German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ).

The KITE Project aimed at using the help of artificial intelligence to detect and highlight patterns of gender-based discrimination that female entrepreneurs experience in their lives. The tool which is designed in the KITE Project is meant to help female entrepreneurs train themselves in dealing with these situations and to strengthen their resilience to gender-based discrimination, since gender-based discrimination is one of the reasons why women engage less in entrepreneurship than men.

KITE was also a flagship project of the New Digital Agenda of the BMFSFJ, „Agenda for Smart Social Policies“.

1.3 Institutional changes

Combating gender stereotypes in vocational and study choices

“Cliché Free Initiative” (Initiative Klischeefrei)

The Initiative “Cliché Free” (*Klischeefrei*), which was set up in 2016, aims to establish non-clichéd vocational and study choices, free from restrictive gender stereotypes. It offers a wide range of support to all those involved in the vocational choice process (early childhood education, schools, universities, companies, institutions, vocational guidance centres, and parents), enabling them to help girls and boys make vocational choices that match their strengths – and not gender stereotypes.

The service centre advises and networks all those involved and runs the initiative's website (<https://www.klischee-frei.de>). It provides practice-oriented material, background information and success stories on gender-sensitive vocational guidance. A growing number of partner organisations (approx. 400 as of December 2021) are joining the initiative and have committed themselves to providing non-clichéd vocational guidance within and outside their institutions.

Girls' Day – Future Prospects for Girls/ Boys' Day – Future Prospects for Boys

Girls' Day – Future Prospects for Girls is to motivate girls and young women to opt for training or studies in fields traditionally not taken into consideration by women. This nationwide day is usually held on the fourth Thursday in April.

Enterprises, universities, and research institutions organise an open day for girls aged 10 to 17, offering an insight into, and practical experience in, a wide range of careers and professions. Thus, the range of vocational choices of girls is considerably broadened, as it is mainly STEM careers which are on offer. For companies, Girls' Day has evolved into an important recruitment instrument. In 2018, 27 per cent of them had so far recruited women due to their participation in Girls' Day.

Boys' Day – Future Prospects for Boys is to motivate boys and young men aged 10 to 17 to opt for training or studies in fields traditionally not taken into consideration by men, such as nursing, care, education or the service sector. In addition, they can take part in a variety of workshops with regard to social skills and life planning unhampered by traditional gender roles. Just as *Girls' Day*, it is usually held on the fourth Thursday in April.

Since 2011, almost 300,000 boys have taken part.

YouCodeGirls – Conception and development of a gender research-based initiative on “Coding for Girls”

The aim of the project is to attract sustainable "honest interest" in programming activities among girls and young women, independent of stereotypes, and to accompany and strengthen the discovered potential in professional commitment (promotion of girls in the STEM sector, here: information technology).

Another aim is to create an internet platform that bundles existing and new offers and thus makes them available to users throughout Germany in a tailored manner.

meintestgelände

My testing ground (mein Testgelände) – the gender magazine for young people

The online magazine www.meintestgelaende.de is a cooperation project of the Federal Association of Work with Boys (Bundesarbeitsgemeinschaft Jungenarbeit) and the Federal Working Committee on Girls' Policy (Bundesarbeitsgemeinschaft Mädchenpolitik). It is the only website in Germany and the German-speaking countries to publish authentic and unedited posts on gender and equality from young people and thus encourages discussions not only among young people, but also with professionals. The posts from autumn 2020 are about topics such as what it means to be a girl, a boy or LGBTQI*. Moreover, the young readers address gender roles and inequalities based on sex, colour, religion, disabilities, culture or beauty and body concepts. In addition, they discuss life paths and plans for the future, school and job, youth culture and women's rights. The aim is to engage both girls and boys in the discussions.

Some 5,000 professional youth workers exchange views on, and experiences of, anything to do with "gender" in a Facebook account connected to the website.

The project is funded by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth at least until 2022.

Germany has organised dialogue forums against sexism together with representatives from the fields of culture, media, business and the general public. The results of the dialogue forums have been published in the guidance titled "Together against Sexism", which includes 30 recommended actions against sexism. You can find the complete guidance at the following website in German: <https://www.dialogforen-gegen-sexismus.de/handreichung-1>

1.4 Research and awareness-raising

In 2021, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) funded the "School against Sexism" project run by Pinkstinks Germany. The project offers low-threshold information about gender stereotypes and sexism, by using videos, that are published in the social media. The "School against sexism" has reached 2.4 million people in 2020. Since July 2021 the BMFSFJ is also financially supporting the development of the "School against sexism 2.0". In this project Pinkstinks Germany even wants to reach more people by publishing videos about sexism and gender stereotypes, that are spoken and shared by influencers.

DaMigra, the umbrella association of migrant women organisations, is active nationwide. The project #selbstbestimmt (#selfdetermined), funded by BMFSFJ between 2019-2022 focuses on intersectional discrimination, e.g. concerning sexism and racism. In safe spaces, migrant women can reflect on these topics. DaMigra represents the interests of migrant women in dealings with policymakers, businesses and the media by giving recommendations also concerning sexism.

1.5 Other pertinent developments

The recommendation on preventing and combating sexism says correctly that language and communication are essential components of gender equality. So non-stereotypical communication is a

good way to educate, raise awareness and prevent sexist behaviour. As a result, the BMFSFJ funded the website www.genderleicht.de, run by the female journalists league (jb) until September 2021, in order to show media professionals why gender-sensitive language is important. A gender-sensitive language conveys the awareness that women are an equal and important part of the society. Since September 2021, the BMFSFJ has also been funding a research project of the jb that analyses which images of women and men dominate in media coverage.

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

2.1 Legislative changes

With the act promulgated on 22 June 2021 to combat sexualised violence against children (Federal Law Gazette I p. 1810), the scope of punishment for the offences of sexual abuse of children and child pornography in the Criminal Code (Strafgesetzbuch, StGB) were considerably increased. Furthermore, express criminal liability was created for the manufacture, distribution, acquisition and possession of sex dolls with a childlike look.

The German Bundestag has considerably reduced the hurdles for the fulfilment of the elements of stalking, and has expressly included acts of cyberstalking in the act adopted on 24 June 2021 to more effectively combat stalking and to improve recording of cyberstalking, as well as to improve protection under criminal law against forced prostitution. Furthermore, a rule was created for particularly serious cases of stalking. Also, incorporating negligence into “criminal liability of clients” in section 232a (6) StGB has served to improve criminal-law protection against forced prostitution. This law entered into force on 1 October 2021.

The Bundestag also acted, among other things, to improve criminal-law protection against insults based upon sexual orientation, by introducing the criminal offence of hate-based insults in the act, also adopted on 24 June 2021, to improve criminal-law protection against so-called enemies’ lists, to impose criminal liability for distribution and possession of instructions for sexual abuse of children and to improve the fight against hate-based content, as well as to combat propaganda materials and symbols of anti-constitutional organisations. This law entered into force on 22 September 2021.

The act on continued development of the German Code of Criminal Procedure and on amending additional provisions of 25 June 2021 (Federal Law Gazette I p. 2099) took up sexual self-determination as an independent protected right in the Protection against Violence Act. Courts can now issue protective orders based upon that act (such as a prohibition on approach or contact, and/or allocating the common home to the victim) upon motion by the victim if the perpetrator has violated the victim’s sexual self-determination. As a parallel measure, section 1361b (2) of the Civil Code was amended to include that protected right; the provision enables the matrimonial home to be temporarily allocated to one of the spouses for the purpose of living separately if the victim and perpetrator are spouses. These amendments have served to expand the victim’s access to protective measures under family law and have strengthened the protection of victims.

For the better protection of children and young people, amendments were made to the Federal Central Criminal Register Act to considerably lengthen the deadlines for the inclusion of even petty convictions that are relevant for the protection of children and juveniles in extended certificates of good conduct; the applicable dates of deletion were considerably lengthened as well.

2.2 Policy changes

Sexual harassment in the workplace is one form of violence against women, but men can also be victims. That is why the initiative “Stronger than Violence”, which was launched in November 2019, will focus on this problem in the next few months and call on employers and companies to take responsibility. It is part of the Federal Government action programme “Together against Violence against Women” (Gemeinsam gegen Gewalt an Frauen) and works to ensure that more women and men have the courage to defend themselves when they experience physical, sexual or psychological violence and that more people around those affected take notice and provide support.

2.3 Institutional changes

On 27 May 2021, the Federal, Länder and Local Government Round Table “Together against Violence towards Women”, which began its work on 18 September 2018, presented its position paper “Ensuring protection and support in cases of violence nationwide – shared position for a federal law regulation” (Schutz und Beratung bei Gewalt bundesweit sicherstellen – Gemeinsame Position für eine bundesgesetzliche Regelung).

Here, the Federal Government, the Länder and local governments worked together under joint and shared responsibility, but each within their own jurisdiction, to find ways to promote the needs-based expansion and financial security of the work performed by women’s shelters, safe housing and non-residential support and care facilities. In line with Germany’s federal system, the Länder are primarily responsible for providing and financing a needs-based support system. The position paper will be the basis for work on a draft bill in the upcoming legislative period.

With the aim of improving the implementation of international guidelines, national monitoring bodies for gender-based violence and for human trafficking will be established. The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth started funding the German Institute for Human Rights (DIMR) in February 2020 to develop a concept for independent monitoring bodies on gender-based violence and human trafficking.

A key result of the first project phase is the recommendation of DIMR to separate the reporting on the topics of gender-based violence and human trafficking and to implement two independent monitoring bodies. Since May 2021, the DIMR has been evaluating the requirements for establishing these bodies. The aim is for both monitoring bodies to be able to start work from autumn 2022.

2.4 Research and awareness-raising

The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, the Ministry of the Interior and Community and the Federal Criminal Police Office are currently planning a representative Gender Differentiating Survey on the extent to which women and men are affected by violence in Germany, in particular within relationships and with regard to sexual violence. The study aims to determine valid data that allow for creating and expanding help and support systems in a more targeted manner. An academic advisory board for the planned survey of unreported cases of violence against women and men has been established. The advisory board consists of ten experts from different academic fields.

The German presidency of the Committee of Ministers of the Council of Europe coincided with the tenth anniversary of the opening for signature of the Istanbul Convention. Together with the Council of Europe, Germany organised a High-Level Conference on 11 May 2021 to highlight the importance of the Convention, discuss challenges and exchange best practices.

The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth commissioned a new study on “Violence against Women with Disabilities in all sheltered workshops”. The three-year study was launched in July 2021.

The BMFSFJ's Rainbow web portal (see <https://www.regenbogenportal.de>) provides information on sexual and gender diversity and supports lesbian, trans, intersex and non-binary women. The portal makes LGBTI women socially visible on the one hand and at the same time provides information on topics such as violence and discrimination. It also offers a nationwide overview of contact points for advice and self-help. Its counselling, information services and training offers are also aimed at professionals in the field of, for instance, pedagogy, counselling, healthcare and administration. In June 2020 the BMFSFJ established the Gender Diversity Dialogue Forum in order to expand the counselling and support landscape on intersexuality and transsexuality. In the summer of 2021, the committee advocated a legally guaranteed right to counselling and advice for trans, intersex and non-binary people and their families with a position paper.

To focus European gender equality policies on the concerns and interests of lesbian, transgender, intersex and non-binary women in particular, the Federal Government in November 2020 held a conference on "Intersectionality and LGBTI Policies in Europe: Lived Realities of Lesbian* Women and the Recognition of Rainbow Families" as part of its Presidency of the Council of the EU.

2.5 Other pertinent developments

The Federal Forum for Men is an interest group for boys, men and fathers. The Federal Forum is the men's policy contact for political and social decision-makers at federal and state level. In the reporting period, it has conducted an information campaign, including interviews with party representatives on topics relating to manhood, gender equality, health of men and boys, etc. This work highlighted the role of men and boys for gender equality in the federal election process and shed a light on topics which prevent boys and men from fully participating in gender equality processes. The Forum is in close contact with the German Women's Council and is also funded by the BMFSFJ. Both work together, for example, in an alliance "to share care work fairly". The Federal Forum focuses on gender-reflective life planning, career orientation, caring masculinity and male self-care, men as perpetrators and victims of violence, as well as the work-family reconciliation needs of men. It works to ensure that boys, men and fathers are taken into account in gender equality policy at the municipal level as well as at the state and national level. One focus is to offer tailored counselling for boys, men and fathers nationwide. In cooperation with the Federal Ministry for Gender Equality, the Men's Advice Network has been created, an online map with which boys and men can find counselling, advice and support to prevent or to get help in critical situations. In the reporting period, the network's website was updated in terms of accessibility and the amount of counselling services nationwide.

The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ) supports the Bundesfach- und Koordinierungsstelle Männergewaltschutz (BFKM). The objectives of the BFKM are to provide advice on setting up and coaching existing men's protection projects; establishment of a nationwide network of men's protection institutions; standardised case recording and referral of high-risk cases; development of quality standards for men's protection centres; conceptual design of men's protection services as well as political counselling and raising public and professional awareness of men's exposure to violence. The BFKM also pursues the establishment of emergency call services for men affected by violence. Within the framework of these activities, further training and training material are also offered to the relevant bodies. In Germany, there are currently nine men's protection centres with a total of 29 places for affected men* and, if necessary, their children. The existing men's* protection facilities have an average occupancy rate of up to two thirds. Some of them work with waiting lists. The locations of the shelters are anonymous. In this way, safe accommodation can be guaranteed. You can find further counselling services for men on the topics of violence (perpetrator and victim counselling), health, sexuality, homelessness, fatherhood, boys' work, work or older men with the Men's Counselling Network (see below).

The federal states of Bavaria, North Rhine-Westphalia and Baden-Wuerttemberg support a helpline on violence against men, which can be reached at 0800 1239900 during certain office hours and is offered by man-o-mann Männerberatung e.V. and AWO Augsburg.

In critical situations, boys, men and fathers - as well as girls, women and mothers - need counselling and support. The Federal Ministry for Family Affairs is funding the training project of the SKM Bundesverband e.V. The project aims to integrate counselling services that specifically address boys, men and fathers into the existing counselling environment in Germany.

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

3.1 Legislative changes

No legislative changes. Equal access of women and men to judicial legal protection is guaranteed in German procedural law.

3.3 Institutional changes

The percentage of women is still growing in all parts of justice, from passed exams to lawyers, prosecutors and judges. In 2018 about 46% of judges and 49% of prosecutors were women; while only 35% of the lawyers. On the other hand, at the same time more than 57% of the students who passed their second state exam were women. This can be expected to be reflected in a further increase of the percentage of women in the numbers of lawyers, prosecutors and judges in the next years. (data for the period 2019 and 2020 are currently not available)

3.4 Research and awareness-raising

In autumn 2020, the central victim protection platform (Hilfe-Info. de) of the Federal Ministry of Justice and Consumer Protection was launched on the internet. This will facilitate access to information for those concerned. The victim protection platform contains information on all matters relating to victims' rights after a crime, including assistance and advice, financial, practical, psychological and forensic support and the conduct of criminal proceedings. The information is also grouped according to certain groups of persons concerned and or crime-specific. Via the counselling centre finder, victims can search for a victim support centre near them. The victim protection platform also includes numerous video and audio interviews as well as explanatory videos to make the information easily accessible to victims.

Generally, judges and prosecutors receive regular training on the topic. Especially the German Judicial Academy, a co-financed institution by the Federal Government and the 16 Länder, offers regular training with a special focus on gender equality.

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

4.1 Legislative changes

In February 2021, the German Federal Constitutional Court dealt with an election examination complaint about the last German federal election with regard to parity. The Federal Constitutional Court said that the complaint was improper, so at the moment there is no parity law in Germany at the federal level.

4.4 Research and awareness-raising

In 2020 and 2021, the BMFSFJ funded the Helene Weber College, a cross-party network, in order to help women win political mandates. In 2020 and 2021, there were mentoring and empowerment programmes in Germany for female students and women with migration backgrounds.

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

5.1 Legislative changes

In Germany, international protection can already be granted in cases of persecution due to affiliation to certain social groups (article 3 para. 1 German Asylum Act). Potential acts of persecution include in particular activities tied to a certain gender affiliation (article 3a para. 2 no. 6 Asylum Act).

5.2 Policy changes

The Federal Office for Migration and Refugees (BAMF) has implemented a number of measures for the specific protection of women who apply for asylum. Furthermore, the internal guidelines contain specific procedural and legal provisions for dealing with victims of gender-based violence. Examples of such provisions include instructions on the use of specially trained and sensitized case-workers, the use of female interpreters, instructions on conducting the personal interview or on the assessment of gender-specific human rights violations.

With the funding period 2021-2027 of the Asylum, Migration and Integration Funds (AMIF) Germany will promote projects with measures that aim to achieve equality between men and women - especially in the field of integration:

Integration is to be facilitated by improving equal opportunities in the public and private sector. This particularly includes, the promotion of employed women, better professional integration and an increased education and training rate for migrants.

Also, women play a key role in the integration process. According to practical experiences to date, their willingness, attitudes and desire to integrate are decisive for the successful integration of the children and the entire family. Germany will therefore pay special attention to providing targeted and improved services specifically for women.

Another focus is on improving equal opportunities for third-country nationals. This particularly includes increased support for employed women, improved professional integration as well as a higher rate of educational and advanced training among migrants. A particular focus is also to promote the skilled labour immigration of women.

Another goal of German integration policy, is to facilitate the orientation of migrants (third country nationals) in Germany through pre-integration measures and to foster equal participation through integration measures. It looks at the needs of special target groups (e.g. immigrated women) and provides tailored services.

5.4 Research and awareness-raising

- Information is provided to all applicants for international protection, regardless of sex, age or gender. If the applicant already makes an application upon entry or if the application is made from within the German territory, the border authorities or the federal states are responsible for providing and communicating the relevant information to the applicants.
- In accordance with article 12 of the German Asylum Act and article 19 APD, BAMF informs all asylum seekers about the asylum procedure in group and/or in one-on-one counselling sessions,

which make it possible to also address sensitive issues. The so-called ‘asylum procedure counselling’ is an independent asylum procedure consultation and voluntary offer to all applicants. Group counselling sessions are provided by BAMF and one-on-one counselling sessions are provided by BAMF or NGOs.

- The German Government launched the letter of protection against female genital mutilation campaign. Affected women can keep the protective letter with them to their country of origin to show it to their families in the country of origin. It emphasises that female genital mutilation is a criminal offense in Germany - even if it is carried out abroad.

5.5 Other pertinent developments

Since 2017, the Federal Office for Refugees and Migration has trained and raised awareness among interpreters of how to deal sensitively with special vulnerabilities.

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

6.2 Policy changes

The Federal Government has adopted a cross-departmental gender equality strategy. The Federal Government has defined nine goals for different social sectors in its gender equality strategy and indicated which specific measures need to be taken for these goals to be reached.

The Federal Government is updating the working aid on equality-oriented impact assessment and implementing it in the electronic legislative work flow.

6.3 Institutional changes

The Federal Government has founded a “Bundesstiftung Gleichstellung” (Federal Foundation for Gender Equality). It is as an open house, which provides information and offers space for exchange and new ideas. The law establishing the foundation came into force in May 2021. The Foundation Council, consisting of members of the German Bundestag and the Federal Minister for Family Affairs, Senior Citizens, Women and Youth, decides on the further steps. The seat of the foundation is in Berlin.

7. Main challenges and lessons learned

Gender equality policy in Germany has evolved over the past 25 years - from women's policy to gender justice policy to the policy of fair opportunities for women and men. For many people in Germany (86 percent), the realisation of gender equality is particularly important for the social cohesion of society. An equality policy that explicitly includes boys and men meets with high approval.

Studies on gender equality in Germany show that there is a profound change in roles among women and men up to the age of 40: Women and men in this age group want to share family responsibilities as partners and both want to be gainfully employed. Only a coordinated progressive policy for equality of women and men enables both genders to achieve an optimal balance between career, family and self-fulfilment. More and more fathers are taking parental leave, older men are increasingly caring for their partners, men are more often working as educators in day-care centres, and more and more separated fathers are demanding the normalisation of the so-called alternating model.

With the aim of breaking down role models and stereotypes and enabling women and men to lead independent lives according to their wishes and needs, it is the task of gender equality policy based on partnership to shape the framework conditions accordingly. In the fall 2020 the BMFSFJ published the dossier “Gender equality policy for boys and men in Germany”: The dossier describes how these policies already address and mobilize boys and men as active subjects as well as beneficiaries of gender

equality. In addition, there is an overview of the current state of research and developments in the field. It also illustrates present and future challenges and opens up new perspectives and horizons – for a modern society in which partnership is actively lived. Since 2021 it is also available in English: <https://www.bmfsfj.de/bmfsfj/meta/en/publications-en/gender-equality-policy-for-boys-and-men-in-germany-176930>

GREECE

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.1 Legislative changes

Law 4837/2021 on the strengthening of social protection amends article 17 of Law 4604/2019 on substantive gender equality, by expanding the “Gender Equality Label”, granted to public and private companies distinguished for implementing gender equality policies in workplace, into “Diversity Label” awarding the enhancement of equal treatment and anti-discrimination policies. Thus, discrimination on grounds of sex orientation, gender identity or characteristics is included in the forms of discrimination to be combated.

1.2 Policy changes

- ❖ The “Diversity awareness” project has been approved under the Recovery and Resilience Facility (RFF). The investment consists of two interconnected subprojects seeking to raise awareness on diversity: a) the development and delivery of diversity training programmes for employees in both the private and public sector with the aim of fighting discrimination against all dimensions of diversity in the workplace; and b) the development of a concrete mechanism to collect appropriate statistical data relating to equality and discrimination. The role of the Observatory on Gender Equality of the General Secretariat for Demography, Family and Gender Equality (GSDFPGE) shall be enhanced in order to produce comprehensive reports assessing the state of play of equal opportunities. Moreover, a mechanism for the certification and an award system for enterprises/organisations promoting good diversity and inclusion practices will be developed. The goal is to train 1,600,000 employees by the end of 2024, with priority given to those employed in front office positions and managerial roles. The implementation of the reform and investment is expected to be completed by 31 March 2025.
- ❖ In April 2021, the GSDFPGE announced the creation of the “Innovation Centre for Women - #GIL4W” which will be based on the United Nations model for Sustainable Development. The initiative will be developed with the co-operation of the European Centre for Women and Technology (ECWT) and aims, inter alia, at:
 - 1) the design of innovative actions that will enhance the attraction of more women to study in STEM and will aim to increase their participation in companies, which will be based on research and innovation
 - 2) the creation of a platform for the development of entrepreneurship that will be based on high technology, creating the conditions for equal participation in the new environment formed by the continuous development of technology and giving special emphasis to female talent
 - 3) assessing the impact of gender-based policies.

In general, the initiative aims, on the one hand, at thematic co-operation between governmental and social partners and, on the other hand, at their commitment that the adoption of technology and innovation will not increase social and economic inequalities.
- ❖ The implementation of the “R&I PEERS” project in which the GSDFPGE participates as a partner continues. The project aims to create and validate pilot experiences that disrupt gender-biased approaches and unconscious rules which limit participation by and careers for women in Research and Innovation.

1.4 Research and awareness-raising

- ❖ The project “Capacity building for women candidates and media stakeholders in public debates in Greece” (“Gender Public Debate”) aiming to train media professionals and female politicians to recognise and address sexism in public discourse was completed in early 2021.
- ❖ The Structures (Counselling Centres, Shelters) of GSDFPGE’s Network have been collaborating with public and private stakeholders (e.g., municipalities, school units, media) in carrying out a variety

of information and awareness-raising activities to deconstruct gender stereotypes and biases (e.g., online workshops and training, radio shows, videos).

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

2.1 Legislative changes

- ❖ The new Labour Reform Law 4808/2021 includes the ratification of the ILO Convention 190 on violence and harassment in the world of work. The adoption of this landmark instrument recognises the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment (articles 1-23).

2.2 Policy changes

- ❖ On 25 January 2021, with the emergence of the “MeToo” movement in Greece, a governmental specialised e-platform (<https://metoogreece.gr/>) was created on the initiative of GSDFPGE for the collection of information and complaints on issues of sexual harassment, abuse and authoritarian violence as well as for the co-ordination of actions to combat them. The platform which aims to protect all citizens and children, both women and men/girls and boys, provides supportive material and information on all the Greek main helplines for immediate help and support.
- ❖ The operation of the GSDFPGE’s integrated Network of Structures for preventing and combating violence against women continues. During the reference period, *4,275 women survivors of GBV and 84 women suffering multiple discrimination* received specialised support by the Counselling Centres, whereas 408 third parties received mainly useful information. The Women Shelters accommodated in total *216 women and 238 children* (total women and children: 454), *81 of the women and 115 of the children being refugees*. *60 women were supported through interpretation* in 13 Counselling Centres and 9 Shelters throughout Greece in the framework of KETHI-UNICEF co-operation. A total of *8,669 calls to SOS 15900 Helpline* were recorded, *5,942 of which regarded “incidents of violence” and 1,422 “Useful Information*. Of the total calls regarding incidents of violence and useful information, *69% were calls by the victim seeking support and 31% by third parties*. Moreover, for the first-time e-mails sent to the Helpline have been counted; *770 e-mails* were received most of which concerned useful information on services of the Network of Structures as well as legal support for women.
- ❖ The provision of temporary shelters for safe accommodation was extended until May 2021. During the reference period *33 women and their children* were accommodated.
- ❖ In November 2020, the Hellenic Manpower Organisation, in the framework of its co-operation with the GSDFPGE, proceeded to *the modification of the employment and entrepreneurship programmes* that it implements, in order to support the unemployed women victims of gender-based and domestic violence. This is done through the support of unemployed women victims of violence with a 40% increase in points in the improved Second Business Opportunity programme and inclusion of unemployed women victims in the Employment Programme of Vulnerable Social Groups. The women victims of domestic and gender-based violence who will complete employment support sessions in the GSDFPGE’s Counselling Centres will be able to participate in the programme.

2.3 Institutional changes

- ❖ In January 2021 the National Gender-Based Violence Sub-Working Group (GBV-SWG) was re-launched. The GBV-SWG was established under the auspices of the UNHCR Greece office, co-chaired by the GSDFPGE and is functioning as information sharing and discussion forum aiming to -among other priorities- co-ordinate and strengthen the actions taken by actors who are active in the field of GBV, including trafficking in human beings.
- ❖ A Project Management Team has been established in GSDFPGE with the participation of representatives of relevant Ministries and NGOs to co-ordinate the drafting of the report which shall be submitted to the committee of independent specialists of GREVIO in February 2022.

2.4 Research and awareness-raising

Conduct of Research/Studies

- ❖ Research entitled *“Social representations, beliefs and stereotypes about domestic violence against women in Greece”* conducted by National Centre for Social Research (EKKE) on behalf of the Research Centre for Gender Equality (KETHI)⁴ was completed in 2021. It aimed at the investigation of social representations, beliefs and stereotypes about domestic violence against women through a) professionals or groups of professionals involved in the management of the phenomenon and b) relevant press publications.
- ❖ An assessment entitled *“Programmatic Review of Services available and accessible to Children in the shelters of the Network of the GSDFPGE”* is being carried out by the Institute of Child Health in the framework of the co-operation between GSDFPGE and UNICEF Office in Greece.
- ❖ A study aiming to present new approaches and proposals on the *effective intervention and changing attitudes of men perpetrators of domestic violence* is being conducted on behalf of KETHI.

Tools development

- ❖ A *“Risk Assessment Tool”* for women victims of gender-based violence and domestic violence is being developed on behalf of GSDFPGE in order to assess the level of risk of recurrence of violence in their narrow environment. The tool will be applied and utilised horizontally by all the reception services of women victims of gender based and domestic violence, such as the Police, Health Care services and Justice System.
- ❖ A *Mapping Tool of the specialised services* available across Greece to asylum seekers and refugees who have survived GVB has been developed under the GSDFPGE-UNCHR co-operation and it's going to be allocated to all relevant bodies.
- ❖ Under the *“EMPOWER” project* a *“Training Manual for the Identification, Management and Prevention of GBV for the front-line workers”* supporting refuge and migrant community in open accommodation sites of ESTIA accommodation programme was produced.

Awareness-raising activities

- ❖ A new *information and awareness campaign* was launched on October 11 by the Ministry of Labour and Social Affairs-GSDFPGE on social media, in view of 25 November. The message is addressed to women victims of violence, but also to the perpetrators and their relatives and the wider environment, wanting to remind that some words can become *“sharp as knives”*. And, as the video of the campaign urges women to *“listen to his actions and not his words”*, while advising them to speak now, to call the SOS helpline 15900 for women - victims of violence and to contact the 43 counselling centres to receive support services.
- ❖ On the occasion of 25 November 2020 GSDFPGE in collaboration with UNICEF Greece published the *1st Annual Report on Violence Against Women*. The Report presents the institutional framework at international, European and national level for the response to violence against women, with special reference to the Law 4531/2018 which ratified the Istanbul Convention. On the occasion of 25 November 2021, the 2nd Annual Report was also published.
- ❖ The spot *“Ask for help, be your power”* was produced by the GSDFPGE in collaboration with well-known actors on the occasion of 25 November 2020.
- ❖ The adaptation and translation into Greek of the *Gender-Based Violence pocket guide*, an easy-to-use and easily accessible digital application, adapted to the needs of non-specialised professionals on GBV issues in order to provide information to survivors is in progress.

⁴ The Research Centre for Gender Equality (KETHI) is a Legal Entity under Private Law of the Ministry of Labour and Social Affairs, supervised by the GSDFPGE.

- ❖ On the occasion of the emergence of the #MeToo movement in Greece the Hellenic Post in collaboration with GSDFPGE launched a special edition of 10 self-adhesive stamps dedicated to “MeToo” movement.
- ❖ The Observatory for Gender Equality, responsible for the collection and publication of statistics on all forms of violence under article 11 of the Convention, publishes for the second consecutive year relevant *e-bulletins*^{5,6,7}.
- ❖ The *GSDFPGE and the Structures of its Network* have been organising or co-organising a variety of awareness-raising activities (e.g., conferences, campaigns, workshops, etc.) on the issues of gender-based violence.
- ❖ In November 2020, the *4th “50/50 Equality in cinema WIFT GR Film Festival”* took place under the auspices and with the support of the Hellenic Ministry of Culture and Sport, and under the auspices of the Hellenic General Secretariat for Family Policy and Gender Equality. The festival was organised by “Women in Film and Television in Greece” (WIFT) and aspired to contribute in raising awareness of the violence against women and enhancing empowering practices.
- ❖ Under the project entitled “Enhancing protection for refugee and migrant GBV survivors through increased access to GBV services and awareness raising activities”, implemented by KETHI and funded by UNICEF:
 - In September 2021, the book “*Everything from Scratch*” was published as a result of the collaboration between UNICEF and Research Centre for Gender Equality (KETHI). The book puts the emphasis on boys' experiences in an attempt to highlight the role of gender stereotypes in the manifestation/tolerance of gender-based violence and the need to change traditional gender stereotypes as the basis and beginning of a world where boys and girls will participate equally. The book is available in four languages: Greek, English, Arabic and Farsi.
 - A manual addressed to secondary school teachers on the educational use of the book “*The World Anew*” (the book was published in the framework of this project in 2019) in order to raise awareness on GBV issues was published.
 - Creation of an *e-book version* of the book “*The World Anew*”, which is available free of charge on various relevant platforms.
 - Creation of a *podcast* with the stories of the book “*The World Anew*” in four languages.
 - Creation of *four videos* to be shown on social networks, television, aimed at teenage children. Each video covers one or more aspects of intimate partner gender violence among adolescents and is available in four languages: Greek, English, Arabic and Farsi.
 - Broadcasting of a *40'' video* by TV stations (national and regional) for the period from 25 October to 25 November 2020.

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

3.3 Institutional changes

The Public Prosecutor’s Office at the Supreme Court issued a circular (No. 3/2021) addressed to all prosecutors’ offices of the State regarding the handling of complaints on criminal behaviours against sexual freedom, on the occasion of an Olympic champion’s complaint that she had been sexually assaulted. According to this circular, it is imperative that prosecutors intervene promptly for an investigation when there is even the slightest evidence of the commission of such ex officio prosecuted crimes or such crimes for which the statutory complaint has been lodged. Further, the circular underlines the necessity that the Prosecutor of Misdemeanours, as a “hearing prosecutor”, to whom the incident of sexual harassment or more serious violation against sexual freedom is reported, shall encourage the victim to file a complaint.

⁵ <https://isotita.gr/wp-content/uploads/2021/04/Newsletter-Report-GSFPGE-11.2020-01.2021.pdf>

⁶ <https://isotita.gr/wp-content/uploads/2021/09/Quarterly-Newsletter-Report-GSFPGE-Feb-Apr-2021-1.pdf>

⁷ <https://isotita.gr/wp-content/uploads/2021/09/5th-Quarterly-Newsletter-Report-GSFPGE-May-Jul-2021-1.pdf>

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

4.3 Institutional changes

Law 4604/2019 on substantive gender equality explicitly provides for the establishment of Municipal and Regional Committees for Gender Equality with specific competences in the 332 Greek municipalities and 13 regions respectively. Based on this legislative obligation and following the 2019 local and regional government elections, 9 Regional Committees and 311 Municipal Committees for Gender Equality have been established in the years 2020-2021⁸. The central responsibility of these Committees is to take into consideration the National Action Plan for Gender Equality, participate and support the integration of gender equality perspective into the local and regional policies, propose and participate in the preparation of gender equality action plans at local and regional level.

4.4 Research and awareness-raising

The project "Capacity building for women candidates and media stakeholders in public debates in Greece" ("Gender Public Debate") aiming to train media professionals and female politicians to recognise and address sexism in public discourse was completed early 2021. The project was co-funded by the EU.

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

5.1 Legislative changes

Ministerial Decision 23/13532/2020, published in November 2020, sets out the General Regulation on the Operation of Temporary Reception and Temporary Accommodation Facilities for third country nationals or stateless persons, which operate under the responsibility of the Reception and Identification Service. According to this regulation, in the above-mentioned structures care is taken to:

- ensuring suitable accommodation, taking particular care to provide safe accommodation for single women and in all cases separate accommodation on the basis of sex, except in cases where there are family ties,
- complying with measures to prevent the risk of sexual or gender-based violence (e.g., appropriate lighting in all areas within and around the Facility),
- ensuring privacy in the living areas, maintaining safe access to public personal hygiene areas, separated on the basis of gender),
- providing special medical care and psychosocial care for children, women who are pregnant or in a state of pregnancy or in the post-natal period,
- including gender among the factors taken into account in the information provided to those staying in the facilities and, more generally, in all the services provided,
- ensuring the presence of police staff of both sexes on all shifts and carrying out any checks with full respect for human dignity and by staff of the same sex as the person being checked.

5.2 Policy changes

See para. 2.2. regarding the GSDFPGE's Network.

5.3 Institutional changes.

See para. 2.3. referring to the National Gender-Based Violence Sub-Working Group (GBV-SWG).

5.4 Research and awareness-raising

❖ The GSDFPGE in collaboration with UNCHR conducted an internal pilot study to investigate the specific needs of women refugees, migrants and asylum seekers who are not in a situation of active abuse and are hosted in the shelters of the Network, in relation to their housing needs.

⁸ Unfortunately, we are not in a position to distinguish how many Committees have been established only in the reference period.

- ❖ Under the project “Empower Ref” GSDFPGE issued leaflet in eight languages (Arabic, Farsi, Kurmanji, Punjabi, Dari, Urdu, French and English) addressed to migrants women on the forms of gender-based violence and how women can deal with such incidents.

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

6.1 Legislative changes

Law 4808/2021 transposes into national Law the recent EU Work-life Balance Directive (Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU), that aims at better supporting a work-life balance for parents and carers. More specifically the new Law provides for the following:

- Fathers will have a right to paternity leave (14 days with pay) and will be protected against dismissal for 6 months from the birth of the child.
- Both parents will have a right to a four-month parental leave.
- Parents with children up to 12 years old will have a right to flexible arrangements (e.g., telework, flexible hours, part-time).
- Caregivers will have a right to a five-day leave, for a relative or a roommate in need of care.
- Each worker has the right to time off from work (two days per year) for urgent family reasons.

6.2 Policy changes

- ❖ The public consultation on the National Action Plan for Gender Equality 2021-2025 has been conducted and NAPGE is to be announced by end of 2021. Its main priorities are in line with the priorities of the EU Gender Equality Strategy 2020-2025, the Council of Europe Gender Equality Strategy 2018-2023. In brief, the new National Action Plan is structured in the following axes:
 - -Preventing and combating VAW and domestic violence.
 - -Equal participation of women in decision making/leadership.
 - -Equal participation of women in the labour market.
 - -Gender mainstreaming in sectoral policies (education, public administration, health, culture, sports etc).
- ❖ The National Action Plan on Women, Peace and Security has already passed the online public consultation procedure and it is to be formally adopted shortly. Built on the multiple dimensions of security and approaching peace as inextricably linked to the concepts of substantive gender equality and gender-based economic and social justice, it sets four basic priorities, which cover various areas of private and public life spheres:
 - the prevention of armed conflict and pertinent gender-based and sexual violence.
 - the participation of women in decision-making at all levels.
 - the protection of the rights of women and girls.
 - the relief and recovery of women and girls survivors of armed conflict.
- ❖ In December 2020, the National Action Plan for the Rights of Persons with Disabilities (NAP) was announced by the Minister of State. The ninth objective of the NAP refers to women with disabilities and includes actions related to the horizontal integration of the disability dimension in all policies and programmes for gender equality and to the prevention and combating gender-based violence against women and girls with disabilities including forced abortion and sterilisation. Of particular importance is also the 'visibility' of women with disabilities who suffer additional grounds for discrimination (e.g., women refugees, Roma women). The majority of these actions are included in the NAPGE 2021-2025. In this direction, a Co-operation Protocol was signed in September 2021 between the GSDFPGE and the National Confederation of Disabled People (NCDP).
- ❖ In August 2021, the GSDFPGE and the National Centre for Public Administration and Local Government (EKDDA) signed a Co-operation Protocol. The aim of the initiative is to create joint

training programmes for civil servants, among others, in the elimination of gender stereotypes, utilising human resources.

- ❖ Updated Co-operation Memorandum of the GSDFPGE with the Hellenic Statistical Authority (ELSTAT) pertaining to the provision of statistical information concerning statistics on gender equality, the needs of the “Observatory for Monitoring Gender Equality” of the GSDFPGE and the monitoring of the Istanbul Convention (April 2021).
- ❖ Law 4837/2021 set the institutional framework for the project “Nannies of the Neighbourhood” designed to support parents/guardians to take care of their babies, aged from 2 months to about 2.5 years by giving them access to accredited caregivers. The project is in progress and the pilot implementation phase will be launched at the first trimester of 2022 with the aim of being implemented horizontally at the end of the year.
- ❖ The “Childcare units within large companies” project has been approved under the Recovery and Resilience Facility (RFF). The investment provides funding for the creation and equipment of childcare units in the premises of 120 companies (50 childcare units within companies with more than 100 employees and 70 units within companies with more than 250 employees. It aims to enhance work-life balance and promote measures that actively support the employment of young parents. The implementation of the investment shall be completed by 31 December 2025.

6.4 Research and awareness-raising

- ❖ The implementation of the project “Promoting work-life balance in companies and a better sharing of care between men and women - SHARE” is ongoing. Under the project:
 - three consultation workshops with the participation of the Ministry of Labour and Social Affairs, the social partners, the Greek Ombudsman, certification companies, academics and civil society have been organised,
 - a “Gender Training Manual for Company Actors” has been produced,
 - two leaflets have been issued,
 - a TV spot has been created,
 - a methodology for the Gender Equality Label Awarding has been developed,
 - the evaluation procedure is in progress.
- ❖ During the reference period the Observatory for Gender Equality produced five e-bulletins diffusing information on the following topics:
 - women’s unemployment during the COVID-19 period,
 - gender-based violence,
 - data from Counselling Centres and Women Shelters for the period 2018-2020,
 - women and health,
 - women and work organisation.
- ❖ GSDFPGE participated at the Working Group of the Organisation for Economic Co-operation and Development (OECD), Gender Mainstreaming and Governance, the topic of discussion was the questionnaire on “Mapping best practices and challenges by national institutions for gender equality and address the impact of COVID-19”.

6.5 Other pertinent developments

In October 2021, a [project proposal](#) was submitted by GSDFPGE under the flagship support project “Gender mainstreaming in public policy and budget processes” of the Technical Support Instrument 2022. The project aims to promote capacity development among central government’s bodies as to the implementation of Gender Impact Assessment and Gender Budgeting, which is considered crucial for the implementation of Law 4604/2019.

7. Main challenges and lessons learned

Despite the work that is undertaken in order to achieve substantive gender equality, there are still issues that restrict our momentum to move forward. Stereotypes and persisting patriarchal perceptions of life issues are still obstructing the way, yet there are continuous efforts to eliminate them. Persisting stereotypes about the image of women in the media, in professional life and career opportunities, motherhood, increased presence of women in atypical work, vocational segregation, are few of the problems that still exist and need to be addressed.

Furthermore, during the economic and social crisis that our country had to endure followed now by the current health crisis of the COVID-19 pandemic which is ongoing and not gender-neutral, major setbacks have occurred, such as high female unemployment (yet less drastically increased due to the fact that more women had precarious jobs than men), more women in low paid, precarious work, shift in traditional gender roles. Adding the refugee population that our country had to receive and include into the Greek society; we could say that multiple discrimination issues have arisen and need special attention.

There have also been no efforts to include the notions of gender budgeting and gender impact assessment in public policies (as tools for gender mainstreaming), even though the recent Law 4604/2019 provides for such obligations by the State. The bet is a gradual successful and efficient implementation of the Law and taking advantage of any possible available tool.

At the same time, unfortunately, Greece does not keep track of the proportion of the national budget that is invested in the promotion of gender equality and the empowerment of women (gender-responsive budgeting).

The new National Action Plan on Gender Equality 2021-2025 has been designed so as to help us work to that direction with policies aiming at promoting women’s employment and their inclusion in the labour market, at improving their digital skills, at addressing work-life balance and breaking gender stereotypes.

The role of the GSDFPGE as the national mechanism for the implementation and the monitoring of the Istanbul Convention is very challenging too, given the “shadow pandemic” of violence against women.

HUNGARY

Ending gender-based violence, support and protect victims

In March of 2021, a research questionnaire focusing on the topic of domestic violence was launched involving the 14-18 age group. This survey assessed the attitudes of students and young people with regards to the issue of domestic violence. At the end of the questionnaire, students were able to watch a short film on the development and dynamics of domestic violence, in addition to options on how to escape from such situations. Information concerning the organizations and services that provide help were also highlighted. The online questionnaire was completed by a total of 3,047 students, of whom 2,626 answered all of the questions in the survey. This study showed that increasing preventative measures remains a very important task, as only 28% of these students have heard of these issues so far. It was also found that 24% of students know of someone affected by this issue in their environment. Nevertheless, the latent nature of domestic violence is still very high. All this has shown that a greater number of awareness-raising campaigns and sessions are needed, with regards to prevention.

At the end of this year, two additional campaigns will be launched with the support of the government. The main message of the campaigns is that all forms of domestic violence are unacceptable and that help is available to all victims.

Challenging gender stereotypes

Closing gender gaps in the labour market

The rules of the Act I. of 2012 on the Labour Code (hereinafter: Labour Code) have recently been amended with regard to several provisions that promote women's employment, including the return of parents with small children to the world of work and the balance of work and private life. Besides taking parental leave, women are entitled to work part-time until their child reaches 4 years old.

Atypical forms of employment in the Labour Code also help to combine family and work responsibilities. The labour market situation of women in Hungary has improved significantly in the past 11 years. Ever since the low point in 2010, the rate of women in employment has been constantly on the rise, it has seen the second highest increase among EU Member States after Malta. The average yearly growth in the number of employed women has been over 30 thousand, which resulted in 67% of women being in employment in early 2020 in contrast to only 54,3% in 2010. In this same 10-year timespan, women's unemployment rate decreased from an initial 9,8% to a mere 3,3%. In the first year of the COVID-19 pandemic, the number of women in employment was reduced by about 20 thousand. As a result of the government's successful anti-crisis measures, however, the employment situation in Hungary has bounced back and quickly improved in 2021 – accordingly, women's employment rate almost reached 70% in Q3 2021, marking a 30-year peak.

Women can access all Hungarian labour market programmes without any restrictions. Within the framework of the ongoing ESF-funded large-scale active labour market programme ('Path to the labour market', EDIOP 5.1.1 and CCHOP 8.1.1), labour market services, wage subsidies, trainings, support for self-employment, mobility support/housing allowances are provided to women facing challenges in their (re-)entry to the labour market. Since its launch in 2015, as of 25 October 2021, more than 119 thousand women has participated in the programme. Almost 88 thousand participants received employment support, while more than 31 thousand participants' training was aided.

The national implementation of the youth guarantee scheme ('Youth Guarantee Active Labour Market Programme', EDIOP 5.2.1 and CCHOP 8.2.1) has also attracted and supported the labour market integration of a considerable amount of young women. Since 2015, the programme has had over 80 thousand female participants – about 58 thousand participants' employment has been subsidized, and almost 22 thousand women has received marketworthy training via the Hungarian youth guarantee thus far.

In an effort to reflect the specific labour market situation of women with small children, targeted programmes have been introduced in order to ease their labour market participation. Women with small children (under 3 years of age) are not only among the priority target groups of the aforementioned programmes, but they are the intended beneficiaries of the following two schemes as well. The programme called 'Supporting the labour market return of parents with small children' (EDIOP 5.3.11) and introduced in 2018 aims to tackle the temporary shortage of state-based nurseries through offsetting the extra financial costs of non-state-based nurseries. In the framework of the programme financial support (maximum HUF 40 thousand per month) is provided for those parents who decide to work and leave their children at non-state-based nursery (workplace nursery, family nursery, non-municipal nursery, mini-nursery or day-care) in case no childcare place is available at state-based nurseries in their hometown. Since its launch, the support has been awarded for more than 4800 applicants.

In our understanding, though, the provision of day-care facilities on its own cannot provide comprehensive help for mothers with lower skill levels, outdated knowledge or eroded skills in their labour market return. In order to help the labour market participation of these women with small children, another programme ('Providing grants for and supporting the training and employment of parents with young children', EDIOP 5.3.13) introduced in 2020, provides support for gaining a new qualification, up-to-date knowledge and trainings during the period of childcare benefits. Scholarship is granted to low skilled participants in case of the continuation of their primary or secondary studies. The cost of travelling is reimbursed and child-care is ensured during the trainings. Applications have been open since October 2020, and in this one-year period during which the possibilities for in person trainings were heavily struck by the pandemic, the programme has aided about 400 participants.

Achieving equal participation across different sectors of the economy

Since 2010, the Hungarian Government has implemented several systemic reforms to help families and mothers with young children to re-enter the labour market, to achieve equal participation across different sectors of the economy. These include the reform of the day-care system, the expansion of day-care places and the introduction of tax incentives for employers. Labour market data confirm the effectiveness of these government measures.

Act I of 2012 on the Labour Code Objective: to increase employment and labour market flexibility.

- Wide scope for agreements between the parties by extending individual and collective autonomy; Organisation of working time: reference period, paid period, daily working time;
- New atypical forms of employment: on-call work, job-sharing, multi-employer, teleworking;
- Family protection: Parental annual leave, unpaid leave for childcare, paternity leave, part-time work at the request of the worker;
- Adaptability to rapid change, work-life balance;
- Equal treatment requirement.

Active labour market measures are available for both men and women. However, in order to ease the labour market participation of some targeted programmes have been introduced in order to promote better their labour market integration.

Nursery network

The government has already placed great emphasis on the wage development of those working within the nursery network system in recent years, which - due to the particularly female over-representation in the workforce - may also contribute to the increase in terms of the female employment rate.

The Government offers a long-term perspective to professionals working in nurseries. Accordingly, the salaries of early childhood educators have already increased in several steps and in a differentiated way from 2016-2020. This favourable process continued in 2021.

With regards to early childhood educators, the rate of replacement allowance was set by law from 1 January 2021, which was fixed at 30% of the hourly wage. This pertains to early childhood educators in nurseries or mini nurseries who have to replace their colleague who is unable to work due to illness or any other reason (such as leave, further training); thus creating extra work.

As of 1 July 2021, conductor educators working in nursery care were also subject to the teacher career system (i.e., another, more favourable salary classification system).

In 2020, nursery allowance increased. This was also extended to nursery assistants, early childhood educators with degrees as well as professional counsellors. This was followed in 2021 by a further increase in allowances.

During these two years, the wages of nursery professionals increased by an average of 30%. Thanks to broad wage increases, the salaries of early childhood professionals have increased an average of 2.5 times, in comparison to 2010.

Achieving equal participation across different sectors of the economy

Addressing the gender pay and pensions gap

Section 12 of the Labour Code sets a general rule with regard to the principle of “equal pay for equal work” valid for all categories of workers. In the system of the Labour Code, this provision is an imperative requirement: neither the agreements between the parties nor collective agreements may depart from it. With regard to equal treatment, details are specified by Act CXXV of 2003 on equal treatment and the promotion of equal opportunities (hereinafter: Equal Treatment Act) (Sections 8-10 and 21).

The scope of the Equal Treatment Act covers all type of occupational relationships (including public sector). Section 12(3) of the Labour Code states that “the equal value of work” for purposes of the principle of equal treatment shall be determined based on the nature of the work performed, its quality and quantity, working conditions, the required vocational training, physical or intellectual efforts expended, experience, responsibilities and labour market conditions.

The regulation of the criteria quoted and listed in a non-exclusive manner in Section 12 (3) of the Labour Code serves to ensure that the application of the principle of equal remuneration for work of equal value facilitates the evaluation of prevailing factor as much and as objectively as possible.

The classification and pay scale systems operated in the public sector are being reformed step by step, mainly in the scope of the career programmes. Statutory classification and pay scale systems are operated in all areas of the budgetary sector of course do not differentiate between men and women.

Women's policies focus on achieving a harmonious balance between women and men in the areas of family, employment, social protection, participation in decision-making, the inviolability of human dignity and education. In addition, the Government ensures real equality of opportunity and makes every effort to reduce the pay gap between women and men.

It is clear that the difference in average earnings between men and women can be partly explained by objective reasons. For example, the greater involvement of women in child-rearing, during which they are sometimes absent from the world of work, may lead to a certain earnings gap after they have started working, which may also have an impact on average earnings. The higher participation of men in most physically demanding or hazardous jobs may also cause earnings differentials between the two sexes. Or the possibility for women to retire at a reduced rate after 40 years of employment, under which men have to work longer, may also lead to a pay gap on average in favour of men who have higher earnings at that time precisely because of their greater work experience. However, this preferential retirement option can in no way be considered as negative discrimination against women.

It is therefore misleading and counterproductive to speak of women as a disadvantaged social group, in terms of unequal opportunities, economic dependency and the pay gap in the case of any wage differentials that are experienced.

Closing the gender care gap

With a view of protecting families and facilitating having and raising children, the Government has established, in the last years, a very complex system to support families and also to contribute to a more well-balanced life between private life and work.

Paternity leave

From 2019 paternity leave for fathers working in the central administration increased to 8 days instead of 5 days and to 10 days instead of 7 days for twin children. Employed parents rearing children below 16 years of age are eligible to additional days off (for both parents): two days for one child; four days for two children; and seven days for three or more children. Since 1 January 2019, parents working in the Central Administration have doubled the amount of these days for leave: 4 days for one child, 8 for two children and 14 days for three children per year.

GYED Extra package

Thanks to the GYED Extra package introduced from 1 January 2014, parents can make use of childcare benefits after multiple children at the same time. In addition to the disbursement of GYED (childcare fee) and GYES (child home care allowance), the hours parents are allowed to work are not limited after the child reaches the age of six months.

Grandparent's child care fee

Grandparent's child care fee enables the parents of the children to go back to work, and leave the grandparent to take care of the child. The receiver of the benefit is allowed to work only at home. The amount of the benefit is determined on the basis of the grandparent's income and the duration of the grandparent's child care fee is taken as normal work, thus contribution is made to the pension fund.

Infant Care Allowance 100

From 1 July 2021, the amount of the infant care allowance is 100%, determined on the basis of the claimant's income (previously 70%), from which only personal income tax is deducted. During maternity leave (168 days), the income of the insured mothers is not reduced, in fact, they can receive a higher benefit than their previous net earnings, as the CSED will be a subject to an input tax deduction (15%) in addition, social insurance contribution is not needed to be paid (18,55%).

Achieving gender balance in decision-making and politics

According to **the Fundamental Law of Hungary**, men and women are equal; Hungary shall protect gender equality between men and women by means of specific measures. The Hungarian Government supports the strategic principle of gender equality between men and women. At the same time, as the Fundamental Law of Hungary also specifies the protection of families, the issue of gender equality for women and men is substantially approached from the perspective of family, especially since the gap is not primarily coming from the biological sex of women or men, but the fact that because of raising children, women are disadvantaged on the labour market and in many other areas. The Government is committed to enforcing women's rights, however not by emphasising the differences between men and women but by creating harmonic cooperation between them.

Institutional development

The Ministry of State for Family and Youth Affairs was established in 2014 and a new unit was created to facilitate women's policy. In 2012, a Working Group on Human Rights was set up in Budapest and a **Thematic Working Group Responsible for Women's Rights** started to function. It aims to monitor the enforcement of women's fundamental human rights in Hungary, particularly in the field of employment, education, health care and partnership.

In order to achieve balanced participation of women and men in political and public decision-making the **Subcommittee on Women's Dignity** as part of the Parliament's Committee on Culture was established in 2015. Women and men equally participate in the Subcommittee's work. The improvement of the women's economic participation and employment are the main objectives of the Subcommittee, in accordance with the Europe 2020 Strategy's goals.

Nursery development

The government places great emphasis on reconciling work and family life; thus, supporting the return of women with small children to the labor market. In addition to the payment of various family support benefits, mothers can stay at home until their child is 3 years of age. Families with small children can plan their long-term return to the labor market in a complex way from the moment they decide to have a child. The nursery care system, which is under continuous development and expansion helps families in this way.

Within the framework of the nursery development program (2019), the Government has set the goal of implementing a network of nurseries in Hungary that responds to the needs of all parents who demand it. As a result, compared to 2010 (32 000 places), by October 2021, there were already 67% more places (more than 54 000) providing nursery care. Moreover, nursery care was provided in almost three times more settlements.

With the increase in the number of places, the proportion of children receiving nursery care has also increased significantly in recent years. In 2010, day care for children was available to around 10.1% of 0-2 year-olds. Currently, there are enough places for more than 19% of this age group in terms of nursery care. It should be emphasized that in Hungary, 98% of children in nursery care are between the ages of 1-2; if we correlate this age group to the number of available nursery places, then it can be concluded that in 2021, nursery care was ensured for 29% of the children concerned. According to data from the Hungarian Central Statistical Office, the number of children under the age of 3 who did not have access to early childhood education and care in any form at their settlement of residence has been gradually declining for years.

The addition of nursery care places is financed by the Government from EU and domestic-funded tenders, the implementation of which is underway.

During this year, there are/were several nursery development tenders, which provide an opportunity for maintainers wishing to operate nursery care, to create the most optimal form of care for them:

- within the framework of the EU tender, the providers had the opportunity to implement new places for nurseries, mini nurseries as well as family nurseries and to expand existing institutions and services. The tender closed in February of 2021.
- within the framework of a domestically funded tender, local governments have the opportunity to submit a tender for the establishment of nursery and mini nursery places until 1 December of 2021.
- within the framework of a domestic-funded tender, non-municipal maintainers (private sector) had the opportunity to submit a tender for the establishment of family nurseries by 15 September of 2021, and for workplace nursery places by October of 2021.

Furthermore, in 2021, further tenders have been announced within the framework of EU-funded projects (for example, through the National Recovery and Resilience Plan); thus, enabling the creation and development of additional places providing nursery care:

- From 12 November 2021, in settlements with a population of over at least 3000, municipalities and churches will have the opportunity to apply for new nursery, mini nursery and family nursery places by building new real estate, transforming existing real estate and expanding existing nurseries.
- The development of nurseries in settlements with less than 3,000 inhabitants will also be implemented by creating new places, in the framework of which a completely new building can be built, the previously owned property used for non-nursery care can be transformed (change of function). From 1 December 2021, applications can be submitted e.g. on behalf of local governments, churches and non-governmental organizations.

Additionally, as a result of the pandemic, conditions were eased for accessing public funding for nurseries as well as mini nurseries. Lastly, we increased the specific amount of state support for family nurseries (about two and a half times more, in comparison to 2017) and workplace nurseries this year (more than eight times more, in comparison to 2017).

In terms of future prospects, with the opening of nurseries, the number of locally provided services will also increase, which will significantly contribute to the increase of female employment. Furthermore, new jobs will be created, and disadvantaged children will have access to quality care as soon as possible.

Empowering Women in the Family and Society Action Plan 2021-2030

The Empowering Women in the Family and Society Action Plan 2021-2030 was elaborated by a working group of experts and consulted with NGOs. The Governmental Decision 1685/2020 accepting the Action Plan was published in the Hungarian Official Journal on 22nd October 2020. The Action Plan covers the areas of better reconciliation of family life and work; empowering women in areas, where they are underrepresented; creating equal economic, health and social protection for women and men. Implementation Plans will be elaborated for 2-year periods, the first one was already accepted for 2021-2022.

The Hungarian Government has taken the appropriate steps in order to mitigate the effects of COVID-19 on the current financial situation as well as the everyday lives of women. Women with small children could find themselves in an especially problematic situation due to the effects of COVID-19. These women are supported by the Hungarian Government by and through the following measures.

Expanding the social protection of women

During the state of emergency, the conditions for receiving benefits for families raising children were facilitated by the Government so that no one, including parents raising their children alone, would be deprived of these benefits as a result of the new circumstances that have arisen as a result of the coronavirus. This way, the disbursement of family benefits was automatically prolonged. In cases when parents' entitlement to child care fee (a benefit based on social security status), child care allowance (a benefit provided on a subjective right) or child-raising support (a benefit for families with 3 or more children) expired during the state of emergency, his/her entitlement to the benefit was automatically prolonged and paid during the first wave of COVID-19 in 2020 – from 11th of March until 30th of June – as well as in 2021, from 8th of March until 7th of April.

With these measures the preservation of jobs of women was supported as well, because during the difficult economic situation in the period of state of emergency they were allowed to stay on unpaid leave in case they received childcare fee or child care allowance.

Ensuring childcare services

Measures during the Covid19 period

During the second (2020 November) and third wave of COVID-19 (2021 March) respectively, nursery care was continuously provided; thus helping parents to work uninterruptedly. Only some institutions or groups were closed because of the low level of infection in the nursery system.

In order to preserve the viability of maintainers within the nursery care system, public funding rules were adapted as per various periods of emergency.

Workplace childcare services could be established from April 2020 by any employer, who needed to solve the daily care of the healthy children (between 20 weeks-14 years of age) of their employees. This regulation has been reintroduced since the state of emergency was ordered in autumn of 2020. There is no operating licence needed for the establishment of workplace childcare services, it is enough to report it to the given local authority/capital district authority and have permission for operation from the public health institution. The mayor of local authority or capital district authority reports to the Minister without Portfolio for Families, about the notification of establishment of any workplace childcare service.

Supporting the victims of domestic violence

During the emergency situation, which was re-introduced in November of 2020, the service system was also operating continuously. Thus, there was always available space for victims. The National Crisis Management and Information Telephone Service continued to be available 24/7 free of charge, as before. Ambulances dealing with less severe cases of domestic violence turned to operate online again during the state of emergency.

Rewarding the endurance of women during the crisis

The **Women for Hungary Club** gave awards to women who were coping with the difficulties of the **COVID-19 crisis** with their outstanding performance, endurance and courage in areas where it was essential to slow down the spread of the epidemic, to prevent and treat the disease, to reduce its negative effects or to ensure living conditions. About 500 nominations were received, the work of women was acknowledged in four categories: health, social care, education and an 'other' category in the Award Ceremony of 5th October 2020. Five women were awarded in each category, one of whom was also given the Grand Prize, the winners of the public vote. The main prize of the award was gross HUF 5 million.

Supporting female-dominant sectors

Within the framework of the Economy Protection Action Plan among other crucial sectors most affected by COVID-19 and industries with extensive traditions in Hungary received extra funding, tax cuts and wage subsidies such as **tourism, creative industry, health industry and food industry**.

Daily tasks in the **healthcare sector** have been going on under special circumstances, as healthcare workers taking care of patients infected with the virus are risking their own health in order to carry out a public task. Healthcare personnel were recognized for their hard work and efforts in the form of a bonus allowance of HUF 500,000 as well, as a sign of appreciation.

During the third wave of COVID-19 in the period of state of emergency **home office** was introduced **in the public administration** first of all during the closure of schools and kindergartens. The Government has recommended the private sector to also seek to provide working from home as an option for their employees. This served as an essential source of aid for mothers with small children in managing their everyday lives.

IRELAND

1. Strategic objective: Prevent and combat gender stereotypes and sexism**1.1 Legislative changes**

The report of a public consultation on hate crime, the “Legislating for Hate Speech and Hate Crime in Ireland Report”, was launched in December 2020 by the Minister for Justice, who announced the Government’s commitment to drafting new legislation.

The Gender Pay Gap Information Act 2021 was signed into law on 13 July 2021. When commenced it will require the Minister for Children, Equality, Disability, Integration and Youth to make Regulations, requiring employers to calculate and publish information on their gender wage gaps and to indicate the reasons for any gender pay differentials reported. The obligation will initially apply to organisations with 250 or more employees but will extend over time to organisations with 50 or more employees. Work on the regulations necessary to give effect to the provisions of the Act has commenced.

1.2 Policy changes

Government approval for ratification of the Council of Europe Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse (The Lanzarote Convention). Instruments of ratification were filed on 21/12/2020 with the treaty to enter into force in Ireland as of 1 April 2021.

1.4 Research and awareness-raising

In June 2021 the Research and Evaluation Unit of the Department of Children, Equality, Disability, Integration and Youth commenced work on a study to collate evidence in the Irish context of restrictive masculinities that hinder women’s empowerment and greater gender equality, as defined in the OECD Development Centre’s 2021 Report, “Man Enough? Measuring Masculine Norms to Promote Women’s Empowerment”, in order to promote an evidence-based approach to policy making in the area of women’s empowerment and gender equality. The analysis was undertaken under a commitment of the National Strategy for Women and Girls to promote positive gender norms, with a view to its publication in December 2022 in the Department’s Statistical Spotlight series⁹ and as the basis for a webinar to be hosted by the Department in February 2022.

The Minister for Further and Higher Education Research Innovation and Science announced in November 2021 that a survey would be carried out into harassment, sexual harassment and bullying of both staff and students in Irish higher education institutions, following his request to Higher Education Institutions to produce specific institutional action plans on tackling sexual violence and harassment in third level institutions.¹⁰

2. Strategic objective: Prevent and combat violence against women and domestic violence**2.1 Legislative changes**

The Harassment, Harmful Communications and Related Offences Act 2020, (“Coco’s Law”), which includes provision for two new offences to deal with the recording, distribution or publication of intimate images without consent and provides for the anonymity of victims of those offences, was enacted in December 2020. The Act commenced on 9 February 2021, Safer Internet Day, when the Minister for Justice also announced the establishment of a Research Observatory on Cyberbullying.

In December 2020, the Minister for Children, Equality, Disability, Integration and Youth announced the Government had agreed to establish a statutory entitlement to paid domestic violence leave and

⁹ <https://www.gov.ie/en/publication/c2a87f-the-statistical-spotlight-series/>

¹⁰ <https://www.gov.ie/en/press-release/61728-minister-harris-confirms-survey-into-harassment-sexual-harassment-and-bullying-of-staff-and-students-in-higher-education-institutions/>

that his Department would begin a process to design a scheme, including consultation with victims, NGOs and employers and looking at best practice internationally with a view to bringing proposals for a scheme to Government. Work is continuing on this initiative.

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

4.3 Institutional changes

The Department of Housing, Planning and Local Government supported the development of a number of publications during 2021. These included the joint publication from two national women's organisations, the National Women's Council of Ireland and the National Collective of Community-based Women's Networks, "Women beyond the Dáil: A guide to establishing local caucus with women councillors" which was launched in February 2021. Also the NWCI's research report "Women doing politics differently – development of local or regional caucus for women councillors – identifying interest and examining possible supports", and a research report, "More Women – Changing the Face of Politics", from the civil society organisation Women for Election, both published in March.

A Forum on a Family Friendly and Inclusive Parliament was established in March 2021 by the Ceann Comhairle of Dáil Éireann (the Speaker of the lower House of Parliament, and was due to present its report in November 2021.¹¹

4.5 Other pertinent developments

In May 2021, the promotion of Maureen O'Brien to Major-General in the Defence Forces was announced. She was the first woman to hold this rank, the 2nd highest rank in the Defence Forces. Maj-General O'Brien was appointed by the United Nations as Deputy Military Advisor in the Office of Military Affairs, Department of Peace Operations.

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

5.2 Policy changes

The gender-related needs of applicants for international protection were considered in the Government White Paper to End Direct Provision and to Establish a new International Protection Support Service, published in February 2021.

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

6.2 Policy changes

In April 2021, the Citizens' Assembly on Gender Equality announced the results of its deliberations and in June submitted its report and recommendations to Parliament.¹² The Government committed in its 2020 Programme for Government to consider all of the Assembly's recommendations. A special Joint Committee of both Houses of Parliament has been set up to consider the recommendations.

The Women's Health Taskforce established in the Department of Health in line with a commitment under the National Strategy for Women and Girls 2017-2020, undertook a radical listening exercise on women's health, with the report published in September 2021. In October 2021, The Government announced its commitment to providing free contraception for women, starting with the 17-25 age cohort, in Budget 2022. Also in Budget 2022, the Minister for Health announced additional investment

¹¹ <https://www.oireachtas.ie/en/members/office-holders/ceann-comhairle/forum-on-a-family-friendly-and-inclusive-parliament/>

¹² <https://www.citizensassembly.ie/en/>

of €31 million in support of women's health, providing a foundation for a fully funded action programme on women's health in 2022.

6.3 Institutional changes

In March 2021, the Ministers for Children, Equality, Disability, Integration and Youth, for Public Expenditure and Reform and for Finance announced the Government had agreed to mainstream the approach to equality budgeting and build on the progress to date in this area under the Equality Budgeting Initiative. An inter-departmental network of senior officials, chaired jointly by the Departments of Public Expenditure and Reform, and of Children, Equality, Disability, Integration and Youth, was established to fully implement equality budgeting in line with Government commitments.

6.4 Research and awareness-raising

In February 2021, the report "Period Poverty in Ireland" was published by the sub-committee on period poverty established under the Strategy Committee overseeing the National Strategy for Women and Girls 2017-2021¹³. Its recommendations are being implemented on a cross-departmental basis, under the leadership of the Department of Health.

7. Main challenges and lessons learned

Effective collaboration between civil society and Government organisations has been an important element in advancing gender equality initiatives in the areas of health, women's representation in political decision-making, domestic, sexual and gender-based violence, and gender and equality budgeting.

¹³ <https://www.gov.ie/en/press-release/7cf62-launch-of-period-poverty-in-ireland-report-minister-for-health-and-minister-for-children-equality-disability-integration-and-youth-welcome-the-period-poverty-in-ireland-report/>

ITALY

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.2 Policy changes

A National Strategy for Gender Equality 2021-2026 was recently adopted by the Italian Government and elaborated by the Department for Equal Opportunities in coherence with the European Strategy.

To pursue the ambition, five strategic priorities are also defined, one for each gender equality pillar, to outline and guide government action:

- **Employment:** Create a fairer labour market in terms of equal career opportunities, competitiveness and flexibility, by supporting women's participation, also after the dramatic impact of the pandemic, in particular by helping parents to achieve a work-life balance, and by stimulating female entrepreneurship, especially in innovation. Supporting the increase in female employment, in particular by enhancing collective bargaining, emphasising the quality of work, and removing sectoral segregation - promoting the presence of women in typically male sectors and the presence of men in typically female sectors;
- **Income:** Reduce gender pay gaps by facilitating women's participation and retention in the labour market through support for care responsibilities, enhancing skills, ensuring fair remuneration for jobs and occupations with equivalent socio-economic value and promoting economic independence;
- **Skills:** Ensure equal opportunities in skills development and in the expression of individual talents in all fields of knowledge, in particular mathematics and science and technology, by removing cultural barriers and gender stereotypes, as well as ensuring equal gender representation in academia; in addition, promote an approach towards desegregating women's and men's skills in all gender-sensitive fields;
- **Time:** Promote equal sharing of unpaid care and assistance tasks (childcare, parenting and elderly care) between men and women and ensure quality, affordable and comprehensive primary care throughout the country;
- **Power:** Support an equitable gender distribution in top management and economic, political, social and cultural leadership roles, in terms of both representation and accountability, and encourage the training and development of a large talent pool of equal gender representation.

Starting from the above vision and ambition, and considering the strategic priorities, a set of indicators is defined to measure key factors of gender inequality;

As the issue of gender stereotypes is difficult to measure, this survey is broken down into five main areas, where these socio-cultural factors are intended as cross-cutting and recurrent.

These stereotypes still support a view of women as subordinate to men, with such stereotypes being equally prevalent among men and women. In particular, the most popular belief among people as a whole, but also significantly among youths, is that personal success and fulfilment at work are more important for men than for women. This stereotypical view of men's and women's roles is also linked to gender-based violence: while violence is unacceptable for more than 90 per cent of people, in some regions of Italy up to 50 per cent of men consider violence in relationships to be acceptable, at least in some circumstances, and 30 per cent of people under 30 consider it okay to regularly check their partner's mobile phone and social network activity.

Indeed, among the cross-cutting measures provided by the Strategy for Gender Equality 2021-2026, the following one insists over these matters: keeping up the promotion of role models for gender equality and overcoming gender stereotypes means the promotion of positive role models for gender equality and for the deconstruction of gender stereotypes as well as the fight against hate speech and multiple discrimination through educational initiatives in schools and universities and dedicated communication campaigns, also focusing on women with disabilities, and in general on the risks linked to multiple discrimination.

1.3 Institutional changes

The measures foreseen by the Strategy will be implemented by the central Administrations, Regional and local authorities in accordance with their institutional powers, taking into account the relevant sectors and the nature of the measures.

The Conference of the Regions (with one representative for each of the three Commissions involved), the Union of provincial (UPI) and municipal (ANCI) authorities, the social partners and the main employers' associations and/or networks of associations committed to promoting gender equality will also be permanently involved.

To achieve the ambitious goals set out in the Strategy, all institutional and civil society stakeholders must be effectively mobilised and work together consistently.

1.4 Research and awareness-raising

Please refer to the information above provided for the comprehensive implementation of the National Strategy for Gender Equality 2021-2026.

1.5 Other pertinent developments

Please refer to the information above provided for the comprehensive implementation of the National Strategy for Gender Equality 2021-2026.

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

2.2 Policy changes

Gender-based violence against women is the subject of a specific regulatory framework, partly linked to the commitments undertaken by Italy upon ratification of the Istanbul Convention.

Indeed in 2021, after a first meeting with civil society representatives in March to discuss about the roadmap towards the new National Strategic Plan on male violence against women, on 28 April 2021 the Control Room in force for completing the implementation of the former Plan was convened by the Minister for Equal Opportunities and Family, with the participation of concerned Ministers as well as political representatives of local and regional authorities. The main scope was to illustrate the aforementioned roadmap, also through the launch of technical working groups, and to refer about the allocation of resources for anti-violence centres and shelters in 2021 (30 million euros). Following the release of the report jointly compiled by ISTAT and DEO on GBV during the pandemic, the Control Room started the discussion on the draft Strategic Plan against male violence against women: it reflects the legal basics of the Istanbul Convention and it will be linked with the National Strategy on gender equality, the National Plan for Recovery and Resilience and with all actions put in place to promote women's empowerment, the main tool for preventing male violence.

The National Strategic Plan on Male Violence against Women 2021-2023 aims to strengthen the action of the Government, acknowledging that it is necessary to provide answers to very detailed needs, which relate to multiple aspects of violence: prevention, protection of victims, prosecution of men

who commit violence, training and education of professionals and peoples, information and awareness, action on perpetrators, protection of migrant women and victims of multiple discrimination, labour, economic and housing autonomy and increased number of shelters dedicated to women.

Through the strategic and operational action of the Plan, the Department for Equal Opportunities intends to provide positive and concrete answers to the priority strategic objectives for the three-year period 2021-2023 and, therefore, to identify adequate structures, interventions and resources to combat the phenomenon of gender-based violence, by implementing effective and efficient initiatives, in continuity with what has been achieved under the previous Strategic Plans.

2.3 Institutional changes

The policies to fight male violence against women touch multiple aspects, which are transversal to several levels of government and areas of competence that can be ascribed to the central Administrations, where the State functions for 'sectoral themes' (e.g., work, education, health, etc.), to the Regions, Municipalities and Provinces (the first bodies to deal with issues and themes related to gender violence). In order to allow for the full implementation of the objectives and actions of the Plan, it is important to note that the Plan's objectives and actions are not limited to the areas of competence of the central Administrations, where the State's functions hinge on 'sectoral issues' (e.g., work, education, health, etc.), but also to those of the Regions, Municipalities and Provinces (the first bodies to deal with problems and issues related to gender-based violence).

In order to allow for a full implementation of the guidelines set by the Plan, the governance system requires a broad and shared organisation, which - in line with the implementation of the 2017-2020 Plan - is developed around the following structures, whose main aspects are provided, qualifying their functions and tasks for optimal functioning:

- Body with co-ordination function between institutional actors: this is the Minister with delegated powers for Equal Opportunities, with the task of fostering dialogue between institutional actors and between public and private-social actors, stimulating interventions for cultural and social change and rewarding the networking of good practices;
- Ministries and Departments in charge of "sectoral issues" (e.g. health, education, university training, labour, etc.), which participate in sharing the Plan and implementing specific lines of action, which are the exclusive responsibility of the latter, but which are nevertheless asked to set up ordinary channels of communication with other institutional actors, including local ones, especially as regards the models and standards for taking charge of and managing the various situations in which the phenomenon occurs;
- Regions, in their dual role as policy planners for the areas they are fully entitled to by the Constitutional Charter and as co-actors in the guidance, planning and co-financing of national and territorial strategic objectives, in order to ensure a co-ordinated impact of the investments that - in the territories - will converge as a result of the many development tools for the socio-economic recovery of the country, of which the Regions are a key player. In accordance with their constitutional and/or concurrent competences, they also have the task of guaranteeing the implementation of systemic and direct actions to raise service standards across the board and rebalance territorial differences;
- Municipalities/Provinces/Metropolitan Cities , in order to give the policies against gender-based violence an overall organic feature, also considering their competence in the field of social policies and their 'proximity' with the realities most exposed to the risk of gender-based violence and not only;
- Associations, at national and local level, as bodies for the protection and support of women victims of violence in the territories (but not only), able - thanks also to consolidated networks of belonging - to increase the knowledge of the phenomenon, to report to the competent authorities the need to adapt the legal and regulatory instruments for combating the phenomena of violence, to implement

the interventions aimed at taking charge and support for a 'complete and multidisciplinary' response aimed at the exit from the pathways of violence;

- Socio-economic partnership, representing organisations, including international ones, for their role as promoters of improved interventions in the reference sectors, as support in the identification of solutions of general value, for the mediation role in achieving common objectives and general interest in combating the phenomenon, as observers participating in the places of comparison on the effects of intervention policies;

- Governance structures of the Plan: a model structure is confirmed, consisting of three levels, to be considered integrated with each other: 1) National Steering Committee, with the function of strategic political guidance; 2) Observatory, with a specialised function; 3) Territorial governance, with the function of linking central and local government and co-ordinating the territorial networks active on the themes of the Plan.

In addition to these structures, a multidisciplinary task force is to be created for the connection and - in specific cases - the management of the measures provided for by the PNRR in favour of the empowerment of women who are victims of violence, which is to integrate and support the governance model in the implementation of the interventions provided for by the Next Generation EU initiative, as well as by what has been planned in relation to the use of the European Structural and Investment Funds (EIS Funds), important financial instruments aimed at strengthening economic, social and territorial cohesion by reducing the gap between the most advanced regions and those lagging behind.

2.4 Research and awareness-raising

In the 'National strategic plan on male violence against women 2021-2023' we can mention Priority 4.1 Implementation of the integrated information system: collection and analysis of data on the phenomenon and its different articulations.

This priority aims at monitoring the phenomenon of men's violence against women, by identifying suitable tools for data collection, reading and interpretation, and reasoned dissemination.

Identifying the specific focuses that are suitable to offer a snapshot of the surrounding reality, through specifically addressed statistical tools, integrated with regional information systems, becomes fundamental for the definition of effective measures to fight the phenomenon and to support women in their exit from violence.

The collaboration with ISTAT has allowed the Department to have significant and indispensable data for the development of the previous Plan, through the construction of an Integrated Information System shared with every subject involved in the fight against male violence, violence against women. Therefore, the activities to be promoted under this Priority are:

- Agreement for collaboration with Istat to strengthen the use of the Integrated Information System so as to extend the sharing of data relating to the various aspects of the phenomenon according to the areas of action and interest;
- Creation of an Integrated Information System and of a multi-level evaluation function with a view to enhancing and continuing the provisions of the previous three-year period and with the objective of transforming the results achieved in itinere into opportunities for progressive and constant learning for all the actors involved, whether they are public or private subjects. The plan should focus on the following actions
- Unification of existing research on male violence against women in a systemic view of all sources and data sets, considering the different sources already available and to be built,
- Real-time dissemination of scientifically accredited information and data on trends and phenomena related to gender-based violence,

- Linkage between the various institutional and territorial levels in terms of knowledge of the phenomenon and for the exchange of good practices, - dissemination of direct information to potential women or victims of violence and to society as a whole on interventions in their favour
- Strengthening statistical surveys on gender-based violence, with the aim of increasing the frequency of surveys and the detail of information (e.g., in relation to the socio-economic status of victims of violence);
- Promoting co-ordination between MEF/RGS-DPO-Istat for the publication of data on gender-based violence as part of the annual drafting of the State's gender budget;
- Updating the information necessary for an increasingly in-depth knowledge of the phenomena and for developing skills essential for intercepting and forecasting the changes taking place, through disaggregated data on gender-based violence, developing targeted surveys with respect to asylum seekers and refugees;
- Promote the activities necessary for the conversion into law of the bill "Provisions on statistics on gender-based violence".
- On a general note, among the cross-cutting measures provided by the National Strategy for Gender Equality 2021-2026, the following one relates to data collection: Strengthening of official statistics, in order to reinforce the development of gender-disaggregated indicators, including administrative ones, through ISTAT and SISTAN; this will help collect increasingly detailed gender statistics covering different areas.

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

4.1 Legislative changes

The overall situation in Italy regarding the representation of women in positions of power and in management bodies at political, economic and social level has improved significantly, mainly thanks to progress in terms of female participation in boards of directors.

Participation in top public administration bodies is more or less in line with the European average at national level (with around 35% in Government and Parliament), although it lags behind the more advanced countries (for example Sweden, Finland, France), which have now achieved parity; by contrast, the gap at regional and local authority level is still bigger (below 20%), partly due to a lack of rules and less media attention.

According to these data, in the National Strategy for Gender Equality 2021-2026, as per the Area 'Competence', to promote greater and fairer representation of women in economic leadership roles, the following are measured:

- The share of women on the boards of listed companies - this is currently 38.8%, where the goal is to exceed 45% by achieving substantial gender parity, following along the lines of more virtuous European (and non-European) countries (such as France, Iceland and Norway) that report over 45% female participation in boards already. The Strategy may consider including also public companies as part of the goal to exceed the current 28.8% of women on boards.
- The share of women in top and management roles, out of the total number of positions - currently around 24% whereas the goal is to reach around 35%, following along the lines of countries like Spain and Switzerland (currently above 33%) which have recorded a 4% increase over the last five years; however, this figure would still be lower than countries like Sweden (already above 40%).

To ensure a fair representation of men and women in the different institutional and government levels by promoting equal access to political representation, the following are measured:

- The share of women appointed in public entities, independent authorities and judiciary bodies.

- The share of women in regional councils , out of the total number of elected members - currently about 21% on average: the goal is to reach at least about 40% on average at national level and ideally also for individual regional councils, following the example of regions like Emilia Romagna where the share is already 38%.
- The number of regional electoral laws that include gender equality principles both in the electoral lists (i.e., gender requirements in the composition of the lists) and in voting (e.g., gender preference or double preference), as defined by Law 165 of 2004 and according to the feedback from the Senate of the Republic presented in note 220 of August 2020 - to date, only 15 regional councils apply these principles ; the aim is to see them applied in all 21 regional councils.
- The share of women in the councils and governing bodies of municipal and provincial governments, as well as in the entities, companies and institutions that depend on them.

The initiatives related to the strategic priority on Power are:

- Raising the legal quota under the Golfo-Mosca law, with possible extension to other companies.
- Introducing mandatory transparency and publication of short-lists (i.e., lists of candidates being considered for the final selection phase) for top management levels as well as pipelines for listed companies.
- Implementation of existing legal provisions on gender equality in regional electoral laws.
- Introduction of gender quotas in the governing bodies of the public administration and its related bodies.

4.2 Policy changes

On the occasion of the G20 Conference on women's empowerment, organised under the Italian Presidency on 26 August 2021 in Santa Margherita Ligure, participants highlighted that women's economic empowerment requires the elimination of all barriers that limit the chance of being both mother and worker at the same time, guaranteeing, for those who wish to do so, the necessary resources to pursue both paths. Adequate care, education and social services are key elements of any public policy that aims at effectively supporting women's empowerment. It is necessary to strengthen commitments and political actions aimed at closing gender gaps in the labour market and the wage gap, removing all obstacles that effectively prevent women from accessing leadership roles, and, finally, supporting female entrepreneurship. To this scope, the Italian path towards equality also includes the reform of the Family Act, a law proposal that I have submitted to organise family policies on several levels, starting from women's employment, educational services, sharing of care loads, and work-life balance.

4.3 Institutional changes

Since the adoption of Law No. 120/2011, Italy is witnessing a significant revolution in women's leadership, thanks to the provision which requires equitable representation of gender in the organs of management of listed companies. In 2013, such requirement was extended to public companies. Further, the Consolidated Law on State-owned companies reinforced the principle of gender balance, requiring that at least one third of the appointments at the directorial level had to refer to the less represented gender.

In 2018, an inter-institutional Observatory, aimed at monitoring the implementation of Law No.120/2011 was established in the framework of a five-year Memorandum of Understanding between the Department for Equal Opportunities of the Presidency of the Council of Ministers, the CONSOB and the Italian National Bank. Moreover, by acting as a supervisory body on female participation, the Department for Equal Opportunities initiated 391 administrative proceedings against companies whose composition of the Boards of Directors /of Statutory Auditors did not respect gender balance.

Altogether, these measures proved to be effective tools for promoting the presence of women in top positions and highlighted a positive correlation between women's empowerment and the improvement of company performances. As such, the law under reference was renewed in 2019 within the 2020 Budget Law towards the target of 40% rate of women in companies' boards.

To date, the percentage of women in management boards of listed companies stands at 33,5%, (against 6% before the legislation), thereby exceeding the ratio (1 out of 3) required by Law; the presence of women in Boards of public companies (now at 32.1%) increased by 75% in about five years.

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

5.2 Policy changes

In the context of the international protection recognition procedure, the National Asylum Commission and UNHCR promoted in 2016 the Project “Co-ordination mechanism for victims of trafficking”, with the aim of enhancing co-ordination among social protection and international protection systems, in accordance with the provisions of the article 10 (1), of the Legislative Decree 24/2014. The project allowed to define suitable tools to correctly identify victims of trafficking of human beings in the context of the international protection procedure, as well as standard procedures for the co-ordinated intervention of all the institutional and private actors involved.

The launch of this project was supported by the publication of the “Guidelines on identification of victims of trafficking among asylum seekers and referral procedures” to support Territorial Commissions in identifying victims from trafficking indicators, which are recurring elements in the narrated stories or in the profile of asylum seekers connected to situation of trafficking and/or exploitation. Guidelines have greatly contributed to improving the ability of Commissions staff to pre-identify potential victims of trafficking among asylum seekers and to outline standardised procedures to report them to specialised bodies within the single programme for the emergence, assistance and social integration provided for by the article 18 of the Legislative Decree 286/1998.

In perpetuation of the earlier action mentioned above, EM.as.com (Empowerment Asylum Commission) project – signed by the National Asylum Commission with the European Commission, started on 1 September 2019 and implemented in synergy with the Department for Public Security, the Department for Personnel Policies and UNHCR – was launched on 1 September 2019 with the priority aim of strengthening the National Asylum system.

The Sub-Actions 6 and 7 of the project provides activities for the implementation of co-ordination mechanisms in order to enhance the identification of victims of gender-based violence (Action 6) and of trafficking (Action 7) among asylum-seekers and to facilitate referral mechanisms between the Territorial Commissions (TCs) and the organisations specialised in providing assistance and protection to victims.

In this framework sub-action 6 tries to replicate the activities carried out in the context of the contrast of trafficking in human beings in the protection of victims of sexual and gender-based violence. The development of good practices is envisaged through the publication of guidelines for the correct identification of the potential victims of gender-based violence with a related training activity, and also through the activation of a standard referral procedure between Territorial Commissions and anti-violation associations, in order to facilitate the awareness by applicants of their victim status and to allow, through a reporting mechanism, the establishment of contact between the victim and the assistance and protection services on the territory. The publication of SOP's on the identification of potential survivors of gender-based violence is expected to be on the end of 2021.

Under action 7, the Guidelines on Trafficking have recently been revised and a new updated was published in December 2020. The new version provides for a higher number of trafficking indicators

and information about new identification techniques. Moreover, the Guidelines envisage modalities for an enhanced co-operation among Territorial Commissions and the competent Prosecutor's Offices.

5.4 Research and awareness-raising

The National Asylum Commission - Ministry of the Interior constantly promotes several activities, in order to implement best practices within the asylum system.

One of the National Asylum Commission 's competences is to promote constantly and to co-ordinate the training and refreshing courses for Territorial Commissions' members.

Several training activities are focused on thematic issues in order to:

- facilitate the prompt identification of victims of trafficking, also enhancing a referral mechanism between TCs and the anti-trafficking projects;
- improve members' territorial Commissions expertise, skills and techniques in interviewing minors, LGBTI and vulnerable persons among asylum seekers.

In fact, every year, in collaboration with EASO, an high number of courses are organised on relevant issues, even using EASO (European Asylum Support Office) modules such as:

“Trafficking in Human Beings”, “Gender, Gender Identity and Sexual Orientation” “Interviewing Children” and “Interviewing Vulnerable persons”.

In order to better describe the Training co-ordination method, Training Activities from November 2020 till today can be summarised as follows:

Training activity	Course Focus	Number of participants
Three days webinars organised in collaboration with UNHCR and EASO	Trafficking in Human Beings (December 2020 – January 2021)	32
Four-week theoretical-practical training courses - three days webinars launched in order to update Territorial Commissions' members, organised by NAC and EASO in collaboration with UNHCR	Gender, Gender Identity and Sexual Orientation (June 2021 – July 2021)	17

Moreover, in the context of the activities carried on by NAC in collaboration with UNHCR in the framework of the project EM.as.com for the contrast of trafficking in human beings, one national meeting was held with the participation of all the actors involved (Department for Equal Opportunities at the Presidency of the Council of Ministers, Territorial Commissions, anti-trafficking services), on November 2020 with the purpose of collecting the updated results of the anti-trafficking actions carried out and of implementing an updated knowledge of the phenomenon.

The project was also developed with the promotion of specific training activities directed to members of Territorial Commissions and operators of anti-trafficking services, to enhance their background in identifying victims of trafficking and developing referral procedures. In this context, NAC promoted training courses in November 2020 at the Territorial Commission of Bari and in January 2021 at the Territorial Commission of Catania.

Furthermore, A NAC officer took part to the simulation-based training “Combating human trafficking along Mediterranean migration routes” organised by OSCE in the COESPU of Vicenza in September 2021.

5.5 Other pertinent developments.

Accompanying refugee women who have left reception centres towards full integration in society.

In order to ensure the effective integration of refugees into the Italian social fabric, it is essential, when they leave the reception centres, to ensure that they are accompanied towards socio-economic autonomy. Completing, strengthening and integrating the process of autonomy, already started in the reception circuits, represents a concrete start towards full integration and independence.

In order to respond to local needs and ensure an organic response at the national level, thanks to the Asylum Migration and Integration Fund, 30 projects for a total amount of € 27,125,688.58 have been funded. The projects, started in 2019, will end in June 2022 and provide for the activation of empowerment paths, with the provision of support services for housing, employment and socio-cultural integration.

As of 30 September 2021, 694 women with international or subsidiary protection have been taken into care and assisted through individual plans for socio-economic integration.

Language training

IT Home Affairs Minister, through AMIF, financed 24 projects, as part of the public notice “Experimental language training services”, each of which provides for the training of migrant women – among several categories of third-country nationals belonging to vulnerable targets.

In particular, one of these projects aimed exclusively at a female target, while another exclusively involves the training of migrant women and minors. The first of these projects (PROG-2582, called “ALIMA - Reception, Language and Mutual Help with Migrant Women in Eastern Rome”) has as its main objective the language training of 600 migrant women. The second project (PROG-2574, called “Milan L2. Language Workshops with Women and Migrant Minors”) has as its main objective the language training of 500 women and minors third-country nationals belonging to vulnerable targets.

As of 30 September 2021, the total of migrant women targeted by the abovementioned 24 projects is 5240.

Employment

In 2018, the Directorate-General for Migration and Integration Policies, delegated Authority of the AMIF fund, published the Call “PRIMA” (project for the work integration of migrants), addressed to Regions and Autonomous Provinces, aimed at qualifying employment services, through the implementation of Plans to strengthen the work integration of third-country nationals.

The 14 ongoing projects with a total spending commitment of 21 million euro, are aimed at increasing the number of TCNs, with special regard to vulnerable groups such as migrant women, involved in active labour policies.

The proposed activities can be broken down into several intervention strategies, such as the easing of access to work-related services, skills validation, awareness raising actions on themes such as economic integration and the fight against work discrimination as well as the set-up of models and methodologies to track active labour policies which may be already available on each regional territory.

As of 30 September 2021, the total of migrant women targeted by the abovementioned 14 projects is 3215.

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

6.2 Policy changes

The gender mainstreaming approach is intrinsically included in the National Strategy for Gender Equality. Indeed, among the cross-cutting measures provided in it the following ones are relevant:

- Promoting gender mainstreaming and gender budgeting. Measures to mainstream the gender perspective into all areas of social, economic and political life and to disseminate tools for assessing the impact of public policies on gender (gender budgeting).
- Introducing gender impact assessment of all legislative initiatives. To make the ex-ante gender impact assessment method transversal and structural, introduction in all parliamentary committees, in addition to economic impact assessments, of a mandatory gender impact assessment as a methodology for the design and analysis of every legislative, regulatory and political initiative. By identifying regulatory, principle and implementation issues, this analysis could indicate which areas are relevant for gender equality and what the expected impact on gender equality is, laying the groundwork for an in-depth analysis of the most affected stakeholders and measuring (expected and actual) effects.
- Taking into account challenging factors in the implementation of gender equality. Addressing - in the design of legislation as well as throughout the implementation of the Strategy - the “men's issue” as a relevant criterion for all actions aimed at greater gender equality, to ensure greater understanding and support for the cause from male citizens as well as balanced social change.
- Supporting vulnerabilities. Mainstreaming of the gender perspective associated with the vulnerabilities (disability, social and economic hardship, violence, labour exploitation and gang mastering) in the design of the Measures of the Strategy and adoption of specific Measures for vulnerable targets.
- Promotion of the principles and of the instruments of the Gender Responsive Public Procurement (GRPP) as established by the decree-law of 31 May 2021, no. 77 (“Simplification Decree”).

LATVIA

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.4 Research and awareness-raising

In order to address the availability of care services for elderly family members, to eliminate gender stereotypes and challenge stereotypical understanding of gender roles, in March 2020, **the Ministry of Welfare, in co-operation with the Latvian Employers' Confederation and the Latvian Free Trade Union launched the project "Balance for all – B4A"** co-financed by the EC programme "Rights, Equality, Citizenship". In 2021, the project's activities continued, for example, communication activities promoting father's role in the family and society were organised by tackling such issues as existing prejudices and perceptions about the responsibilities for women and men, and also promoting the discussion about men's participation in caring for their relatives and family, thus promoting better work/life balance and equal share of care responsibilities between men and women. These communication activities were implemented by local NGO "Fathers".

Within the framework of this project, on March 2021 Latvian Employer's Confederation (LDDK) awarded those employers who in 2020 paid special attention to ensure the work-life balance of their employees. Additionally, LDDK organised international conference "Balance for All". The aim of the conference was to draw the attention of employers to the question of work-life balance of their employees.

In October 2021, LDDK has started training for employers "Work-life balance in the workplace", which consists of 10 webinars and e-learning programme. Through this training programme employers have the opportunity to learn from the experience of other Latvian companies and their implemented measures that promote work-life balance, as well as learn about the importance of work-life balance in the workplace, flexible work organisation, mental and physical health and well-being of their employees and the importance of equal opportunities for women and men in the labour market.

To promote the idea of a better work-life balance among Latvian employees, the Latvian Free Trade Union (LBAS) organised "Work and Life Week" from 5 to 9 October, which included various informative events and discussions about this topic. Additionally, good practice video stories on employees' experiences about the benefits of work-life balance were made and LBAS is organising an informative and educational forum for the exchange of new ideas and good practices to promote awareness on the importance of work-life balance.

Aiming to change the perceptions about the ICT sector as "men's field" and attract more women to the ICT sector, as well as and to inform about the opportunities for education, employment and retraining, on 22 April 2021, in co-operation with the various stakeholders involved, including the Ministry of Welfare of Latvia, seminar on "Women in the digital field" was organised. This measure could become a tradition every year.

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

2.1 Legislative changes

On 4 June 2021, the Constitutional Court of the Republic of Latvia adopted a judgment in case no. 2020-39-02 "On the Compliance of Article 3(c), Article 4(3), Article 12(1) of the Council of Europe Convention of 11 May 2011 Convention on preventing and combating violence against women and domestic violence with the preamble, Articles 1, 99, and 110 of the Constitution of the Republic of Latvia, of Article 4(4) with Article 91 of the Constitution of the Republic of Latvia, and of Article 14 with Article 112 of the Constitution of the Republic of Latvia". **In this judgment the Constitutional Court concluded that the norm of the Istanbul Convention on implementation of special measures for protection of women from violence complies with the Constitution.** The Constitutional Court

concluded that gender-based violence is still present in Latvia, and it mostly affects women. In this situation, the implementation of special measures in respect of women is necessary, and it is aimed at achieving actual equality between men and women. However, the decision on whether the Istanbul Convention should be ratified in accordance with Article 68 of the Constitution and the Vienna Convention on the Law of International Treaties is to be made by the Parliament.

Parliament on 25 March 2021 supported the amendments to the Civil Procedure Law, which provide two significant changes in legislation – mandatory social rehabilitation courses for a perpetrator of violence and the possibility to receive temporary protection in all civil disputes. From 1 July 2021 the court is able to impose an obligation for the abusive person to take a social rehabilitation course to reduce violent behaviour. The court is able to impose such an obligation both at the request of the victim and on its own initiative if it finds it necessary. The perpetrator of abuse will have to take the course within a year of receiving the court decision. If the abuser does not attend the courses, it will be possible to apply criminal liability.

Parliament on 16 September 2021 in the first reading supported amendments to the law “On the Police”. These amendments stipulate that the police will be able to decide to separate a person who poses a threat from a victim without a written application of the victim.

Parliament on 16 September 2021 in the first reading supported the amendments, which will grant the right to receive state funded social rehabilitation to adult victims of violence who reside in Latvia with a temporary residence permit. It is also planned that such rights will be granted to victims of violence who are third-country nationals or stateless persons and who have no legal basis to stay in Latvia, and who have been detained (until the moment of deportation or departure) or for whom alternative means of detention have been applied. It is also planned that these provisions will apply to those third-country nationals whose return decision has been suspended or for whom a period of voluntary departure has been set.

2.2 Policy changes

On 28 September 2021 the Cabinet of Ministers adopted the [“Plan for the Prevention of Human Trafficking 2021-2023”](#). The measures set out in the plan are designed to tackle human trafficking as effectively as possible. The Plan includes a total of 31 actions divided into four thematic directions: (1) Prevention, which includes training and education programmes, awareness-raising campaigns, public and private sector policies, protection measures for those who have experienced trafficking; (2) Protection, which includes legislation measures on the protection and rights of victims, the provision of social services and victim management, accommodation, medical treatment, mental health services, information, legal services, training and education programmes, clothing and food, translation services, education on self-care and self-service skills, support in employment issues and reintegration into society; (3) Prosecution of perpetrators to obtain and investigate information and prosecute those involved in trafficking offenses; (4) Partnerships with private sector, public and municipal sector that help to promote leadership, diversity, trust building and individual-oriented sustainability, and effective communication measures. A total of more than 20 state and non-governmental organisations are involved in the implementation of the Action Plan, and most of the measures will be implemented within the framework of the state budget, as well as by implementing measures within the framework of various projects.

2.3 Institutional changes

Social and Labour Affairs Commission of Saeima on 13 January 2021 **set up a working group on “Reducing the Risk of Domestic Violence”** to develop a co-ordinated approach to ensuring preventive measures and reducing the risk of domestic violence.

2.4 Research and awareness-raising

Central Statistical Bureau of the Republic of Latvia this year is conducting a survey on personal safety and exposure to undesirable behaviour in the workplace, society, partnerships, family and childhood. This is the first time such a survey has been conducted in Latvia and other European Union member States. The data obtained will help to create a more comprehensive understanding about the current situation and to develop more targeted support mechanisms to reduce the spread of violence in these different areas.

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

4.4 Research and awareness-raising

On 30 April 2021, the Latvian Women's NGO Network and The Latvian Association of Local and Regional Governments presented the Gender Equality Award 2021 to local government politicians who have strengthened equal rights and opportunities for women and men in their municipality, including providing necessary support to particularly vulnerable persons. Local government politicians were nominated by NGOs.

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

6.2 Policy changes

On 17 August 2021 the Government of Latvia adopted **the plan developed by the Ministry of Welfare of the Republic of Latvia On the Promotion of Equal Rights and Opportunities for Women and Men 2021-2023**. The aim of the plan is to ensure an integrated, targeted and effective policy, that promotes equal rights and opportunities for women and men. To achieve this goal, three directions of actions are set: (1) equal rights and opportunities for women and men in the labour market and education; (2) prevention of domestic violence and gender-based violence; (3) strengthening gender mainstreaming in sectoral policies.

LITHUANIA

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.1 Legislative changes

No legislative changes

1.2 Policy changes

No policy changes

1.3 Institutional changes

No institutional changes

1.4 Research and awareness-raising

In November 2020, the Office of the Equal Opportunities Ombudsman (LGKT) has launched the campaign “To be a father - the greatest gift” (more about the campaign: https://daugiaubalanso.lt/naujienos/tyrimas-nustebino-visuomene-stipriai-palaiko-vyru-isitraukima-i-seimos-gyvenima/kampanija-buti-teciu_-greater-gift-invites-tecius-to-withdraw-i-child-upbringing_/). During the campaign, 22 articles and interviews were prepared on parenting, men’s involvement in raising children, equal sharing of responsibilities between men and women in family life, other relevant topics of work and personal life (all articles are available at <https://daugiaubalanso.lt/news/>).

On 10 December 2020, the National Human Rights Forum organised a discussion “Happy Fathers - Happy Children: Fathers Involvement in Child Life from an Early Age”, which discussed the benefits of fathers’ involvement in early childhood for fathers and their children raising children. Dads discussed the opportunities and challenges they face.

Campaign results: The campaign received 136 media mentions throughout its publicity, among which: project experts and team members participated in 11 radio shows; seven TV reports and/or shows; the video clip reached an audience of 802,300 viewers on the LRT television channel. During the campaign, 608,891 users were reached through the social network Facebook, and advertising was shown 3,013,752 times.

LGKT initiated the cycle of parenting stories “Modern Fathers” (<https://daugiaubalanso.lt/istorijos/>), the stories were shared on Facebook and Instagram (www.instagram.com/siuolaikiniaiiteciai/) accounts. In 2020, 29 stories have been presented. This project will be continued until May 2022.

LGKT together with the Centre for the Development of Equal Opportunities carried out a survey of men on incentives and barriers to engaging in childcare (link: https://lygybe.lt/data/public/uploads/2021/03/siuolaikiniai_vyrai_ir_lyciu_lygybe.pdf)

In May 2020, LGKT, in co-operation with the Ministry of Social Affairs and Labour, has launched a project to promote work-life balance and fathers’ involvement into the childcare: “Everyone talks about it: work-life balance is becoming a reality”. In 2020, the following activities have been implemented:

- a new website on this topic www.daugiaubalanso.lt was created and launched, as well as a Facebook account <https://www.facebook.com/daugiaubalanso/>;
- a representative public survey on the reconciliation of work and private life was conducted: <https://daugiaubalanso.lt/naujienos/tyrimas-nustebino-visuomene-stipriai-palaiko-vyru-isitraukima-i-seimos-gyvenima/>.

Therefore, in Lithuania we are currently reviewing the textbooks and curricula in order to abandon stereotypical roles of boys and girls. We have also some projects for educating teachers on fighting stereotypes and encouraging girls and boys to choose “non-traditional women and men” study fields and professions as well as encouraging girls’ leadership.

As a good national example of encouraging women’s leadership, the activity of the clubs of women’s politicians should be mentioned. This initiative is suggested by the NGO and is funded from the national budget. The women’s politicians’ clubs organise public discussions and consultations for other women, seeking publicity of a positive image of women politicians in all regions of Lithuania in order to encourage women’s participation in politics. They present the best practices of the women’s leadership of the other countries and their own examples of the successful participation in politics.

1.5 Other pertinent developments

No developments

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

2.1 Legislative changes

The Ministry of Social Security and Labour prepared amendments on Law on Protection against Domestic Violence of the Republic of Lithuania and a draft Law submitted to the Government of the Republic of Lithuania.

(link to the draft (in Lithuanian): <https://e-seimas.lrs.lt/portal/legalAct/lt/TAP/5a4647003e0011ec99bbc1b08701c7f8?positionInSearchResults=1&searchModelUUID=4f4ed397-ae33-4134-b920-8724162563a2>)

It is intended by this law to consolidate a new preventive measure against domestic violence – a barring order.

The right to issue such order against domestic violence for 72 hours after notification of the domestic violence event shall be granted to police officers. A person causing hazard of domestic violence shall be obliged by the order for protection against domestic violence to do the following within 72 hours after issuance of the order for protection against domestic violence: to leave the place of residence temporarily if that person lives with the victim, regardless of the ownership right of the dwelling; not to visit the place of residence of the victim of domestic violence, regardless whether the person causing hazard of domestic violence is living there with the victim of domestic violence; not to approach the victim of domestic violence and other persons and/or children living with the victim of domestic violence in the environment where the danger has been caused, within the established distance; not to communicate and not to search for any contacts with the victim of domestic violence.

If the order for protection against domestic violence has to be issued for the term exceeding 72 hours and a pre-trial investigation has not been started against the perpetrator, the police officer who has issued the order for protection against domestic violence has to apply to the district court for extension of the order for protection against domestic violence. The district court may extend the order for protection against domestic violence issued by a police officer for 72 hours up to 12 calendar days. The term of application of the order for protection against domestic violence cannot exceed 15 calendar days.

The aim also is to strengthen inter-institutional co-operation by national and local level.

2.2 Policy changes.

During the COVID-19 crisis, numbers of domestic violence crimes have increased about 20%. To facilitate that, a system was created which allows (potential) victims of domestic violence to contact appropriate authorities, not only by calling but also via SMS. Authorities can be contacted by dialling the short number 112 and providing the minimum amount of information: name, address, what happened. Upon receiving such messages, authorities were dispatched immediately and specialised helpdesk informed about the incident by the e-mail automatically. Additional funding was provided for a single helpline number (800), online chat programme.

Also, additional funds were allocated to strengthen emotional, psychological, counselling assistance.

In Lithuania victims of domestic violence can call a free helpline number for 24 hours. They can also get help via e-mail or online chat. There is also a “Line of Hope” for adults (in cases of domestic violence as well) which is reached by European number 116 123.

Protection and support for the victims of domestic violence is mainly provided through the network of specialised assistance centres, administered by NGO’s. Since 2012 these centres help in overcoming the crisis, provide psychological, legal assistance, as well as information, mediation and representation.

2.3 Institutional changes

Working group on domestic violence issues was set up. Members are representatives from public institutions, NGOs.

2.4 Research and awareness-raising

Annually the ministry organises a selection competition for projects of non-governmental organisations aimed at the implementation of prevention of domestic violence and change of violent behaviour. Its purpose is to select and fund projects of non-governmental organisations for the implementation of activities, aimed at prevention of domestic violence and work with perpetrators seeking to get rid of violent behaviour.

The Ministry of Social Security and Labour is running a wide-ranging awareness-raising campaign to make the public aware of the different types of domestic violence (emotional, physical, sexual and economic violence), the consequences of violence and prevention measures, emphasising that one of the main causes of domestic violence is harmful stereotypical gender roles (female and male) in the family, and change gender stereotypes that justify coercive control. The campaign consists of a series of shows and articles on national television and in publications, as well as a communication campaign on social networks and billboards.

2.5 Other pertinent developments

The new Government of Lithuania is looking into the possibility to ratify the Istanbul Convention (signed by Lithuania in 2013). The final decision will be made by the Parliament of Lithuania.

The Ministry of Social Security and Labour is revising the translation of original text of Istanbul Convention into Lithuanian.

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

3.1 Legislative changes

No legislative changes

3.2 Policy changes

No policy changes

3.3 Institutional changes

No institutional changes

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

4.1 Legislative changes

No legislative changes

4.2 Policy changes

No policy changes

4.3 Institutional changes

No institutional changes

4.4 Research and awareness-raising

As a good national example of encouraging women's leadership, the clubs of women's politicians may be mentioned. This initiative is suggested by the NGO and is funded from the national budget. The women's politicians' clubs organise public discussions and consultations for other women, seeking publicity of a positive image of women politicians in all regions of Lithuania in order to encourage women's participation in politics. They present the best practices of the women's leadership of the other countries and their own examples of the successful participation in politics. Ensuring the activities of the network of women's politicians' clubs (discussions, consultations, publicity of a positive image of women politicians) in all regions of Lithuania", five round table discussions were held in Q2-Q3 2020: Vilkaviškis, Lazdijai, Elektrėnai, Prienai and Palanga.

It has been found necessary to encourage gender balance in local action groups on decision making on community-led local development in rural areas. For this reason, Lithuania has a special "LEADER Programme", which pays much attention on gender balance in the management bodies of local action groups with decision-making power taking important decisions for rural areas.

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

5.1 Legislative changes

No legislative changes

5.2 Policy changes

No policy changes

5.3 Institutional changes

No institutional changes

5.5 Other pertinent developments

One of the priorities when planning investments in the Asylum, Migration and Integration Fund is migrant women. The projects include measures to facilitate the participation of women in the integration measures provided for in the projects.

Projects to promote community initiatives are currently being implemented, in which one of the priority project selection criteria was or will be targeted at women. For a project with at least one activity for women and the applicant or at least one of the partners being an organisation working with women, additional points were awarded during the selection of applications.

In the Vilnius, Kaunas and Klaipėda integration centres, child employment/care activities are carried out. While the children are being cared for, women can learn Lithuanian, look for a job, study and get the profession, receive other social consultations.

Childcare is also included in the project of integration through measures to promote entrepreneurship. This is expected to involve as many migrant women as possible in the project activities and at the same time speed up their integration into the labour market.

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

6.1 Legislative changes

Gender equality has been established as horizontal principle since 1 January 2021, as the new Law on Strategic Management came into force. Achieving gender equality and empowerment of all women and girls require a comprehensive approach among all relevant stakeholders while implementing national policies. Our new strategic management law includes gender equality as a horizontal principle, which means that it should be integrated during the whole processes of strategic planning.

Recently adopted National progress plan for 2021-2030 envisages that every political goal and every law, which will be adopted in the Parliament, will be based on and harmonised with three main horizontal principles - sustainable development, innovation and equal opportunities for all. National institutions have been asked to include gender equality as a horizontal principal during the whole processes of strategic planning.

6.2 Policy changes

Lithuania is not applying any gender budgeting policy measures yet and we are trying to start discussions concerning the possibility to apply this policy into planning of our national budget and in local level as well. As a first step the study aiming to analyse the possibilities to integrate gender budgeting in Lithuania in national and municipal level has been ordered in 2021. This study will be finished by the end of 2021.

6.3 Institutional changes

Ministry of Social Security and Labour is co-ordinating the implementation of horizontal principle by making consultations, providing recommendations on integration of a gender equality principle into strategic planning and suggest concrete measures.

Due to the change of the Government, the new composition of the Commission on Equal Opportunities for Women and Men was adopted. The Commission aims to discuss the strategic questions of the gender equality.

LUXEMBOURG

1. Objectif stratégique: prévenir et combattre les stéréotypes de genres et le sexisme

1.4 recherche et sensibilisation**1. Lutte contre le sexisme**

Le ministère de l'Égalité entre les femmes et les hommes est actuellement en train de mettre sur pied une nouvelle campagne de sensibilisation contre le sexisme, ceci en coopération avec le Conseil de l'Europe. Les pourparlers notamment en ce qui concerne les droits d'auteurs pour l'utilisation, voire la transposition de la campagne du Conseil de l'Europe dans le contexte luxembourgeois sont en cours. En effet, le ministère entend se baser sur la [campagne du Conseil de l'Europe](#)¹⁴ étant donné que cette campagne dispose déjà des outils (clip, site web, questionnaire) qui pourraient aisément servir de base pour une campagne nationale, qui sera enrichie par des événements propres tels que des conférences, séminaires, ateliers de travail ensemble avec des partenaires clés notamment dans le domaine de l'éducation.

2. Lutte contre les stéréotypes**Etude scientifique sur les stéréotypes en coopération avec l'Université du Luxembourg**

En date du 4 juin 2019, le ministère de l'Égalité entre les femmes et les hommes et l'Université du Luxembourg avaient présenté les résultats de l'étude [#lëtzstereotype18](#)¹⁵ portant sur les stéréotypes liés aux sexes. L'étude avait analysé les causes et les facteurs influents sur la construction de stéréotypes auprès de jeunes adolescent(e)s luxembourgeois(e)s âgé(e)s entre 14 et 30 ans qui ont été appelé(e)s à répondre entre novembre et décembre 2018 à un questionnaire exhaustif sur les attitudes, préjugés et stéréotypes qui existent réciproquement auprès des deux sexes. La présentation des résultats de l'étude [#lëtzstereotype18](#) a été le coup d'envoi pour une coopération triennale entre le MEGA et l'Université du Luxembourg (2019-2022) dans le cadre d'un projet de thèse doctorale s'étirant sur trois ans intitulée « **From Stereotypes to Hostile Sexism - A Psychological Analysis of Conceptions about Gender** » réalisée par l'Université du Luxembourg. Dans le cadre de cette étude, l'Université avait réalisé les « [Webtalks](#) »¹⁶ qui ont été calqués sur le projet de recherche précité. Les présentations virtuelles sont six unités de 20 à 25 minutes évoquant d'abord les aspects scientifiques, voire théoriques des stéréotypes sexués pour enchaîner par la suite avec les projets pratiques actuellement en cours visant à créer une plus grande sensibilité à ce sujet.

3. Hommes et Egalité entre les femmes et les hommes**Journée Internationale de l'Homme**

La Journée Internationale de l'Homme est chaque année célébrée le 19 novembre. Pour cette occasion, le ministère de l'Égalité a fait réaliser une trilogie de trois clips (2019, 2020, 2021) au sujet de l'homme dans l'éducation des enfants¹⁷, les hommes dans les professions sociales¹⁸ ainsi que les hommes se trouvant dans des situations de détresse. Il s'agit de montrer que les hommes doivent faire partie des efforts de créer une vraie égalité entre les sexes, ceci non seulement en tant qu'acteurs du changement mais également en tant que bénéficiaires d'une politique d'égalité entre les sexes.

¹⁴ <https://www.coe.int/fr/web/genderequality/combating-and-preventing-sexism>

¹⁵ <https://orbilu.uni.lu/handle/10993/38642>

¹⁶ <https://mega.public.lu/content/dam/mega/fr/publications/publications-ministere/2020/Webtalks-Portail-Rubrique-Societe.pdf>

¹⁷ <https://mega.public.lu/fr/actualites/2019/11/Weltmaennerdag.html>

¹⁸ <https://mega.public.lu/fr/actualites/2020/novembre/Men-who-care-II.html>

Projet MADAK – Les hommes dans l'éducation non-formelle des enfants

Le projet [MADAK – Méi Männer an der ausserschoulescher Kannerbetreung](#)¹⁹ a été lancé en 2018 et a été clôturé en 2021. Le projet a été une coopération entre le ministère, le bureau de consultation pour hommes [INFOMANN](#)²⁰ et l'[Institut für Gender und Diversity](#)²¹ à Berlin. Le but du projet a été de créer une plus grande mixité de genre dans les professions sociales, et dans la profession de l'éducateur/trice en particulier. Sur la base d'un premier état des lieux réalisé en 2018 évaluant le ratio entre femmes et hommes dans la profession d'éducateur dans un certain nombre d'établissements dans l'éducation non-formelle publique, les responsables ont initié dans cette deuxième phase six projets-pilote entre autres avec [Caritas Jeunes et Famille](#), la [Croix-Rouge Luxembourgeoise](#), le [Lycée Technique pour professions éducatives et sociales](#) ou encore l'Université du Luxembourg. Leur objectif commun est de rompre avec le stéréotype que la profession de l'éducateur/trice est une profession féminisée et de promouvoir la mixité entre femmes et hommes dans cette profession. Le projet a été un bon exemple pour montrer que les stéréotypes ont une grande influence dans le monde professionnel lorsqu'il s'agit de faire des choix au niveau des formations.

Social Boys

Pour faire la suite du projet précité, le ministère de l'Égalité entre les femmes et les hommes a entamé une nouvelle coopération avec le bureau de consultation pour hommes INFOMANN, le Lycée Technique pour professions éducatives et sociales et la fédération des structures de jeunesse (DLG) pour le lancer le projet « Social Boys in Luxemburg ». Ce projet enchaîne en effet avec le projet MADAK et a pour objectif de donner la possibilité aux jeunes masculins de se familiariser avec le quotidien d'un-e travailleur/travailleuse sociale dans une structure sociale. Le projet sera lancé en décembre 2021.

1.5 autres développements pertinents

1. La représentation des sexes dans les médias

Tel qu'il a été prévu par le [Plan d'Action National pour une égalité entre les femmes et les hommes](#), le Luxembourg a participé au programme « [Global Media Monitoring Project \(GMMP\)](#) »²². Ce programme vise à évaluer de manière quantitative et qualitative la présence respective des femmes et des hommes dans les médias d'information. En date du 4 octobre 2021, les résultats luxembourgeois de l'édition 2020 du Global Media Monitoring Programme (GMMP) ont été présentés. Il s'agit de la 3^e participation luxembourgeoise (après 2010 et 2015) à ce projet à dimension internationale qui a été dirigée par le Conseil National des Femmes du Luxembourg et le CID-Fraen an Gender. Ce travail sur les représentations des femmes et des hommes dans les médias fait écho aux engagements du ministère et notamment du Plan d'action national pour l'égalité afin de vivre l'égalité entre les sexes au quotidien. Concrètement, au cours d'un jour témoin choisi aléatoirement, à savoir le 29 septembre 2020, 22 monitrices et moniteurs ont effectué un relevé systématique de données présentes dans les principales informations diffusées par un échantillon de médias. [L'étude montre que la place des femmes et des filles dans les articles de presse retenus est encore largement inférieure par rapport à celles des hommes et des garçons](#). De manière générale, le relevé a fait ressortir que les femmes et les filles ne couvrent qu'un quart des personnes représentées dans les articles sélectionnés. Bien qu'il faut différencier entre les différents médias (presse écrite, médias audiovisuels, médias en ligne) ainsi que les thèmes spécifiques présentant quelques nuances en faveur du sexe féminin, la représentation féminine n'a presque pas progressé par rapport aux éditions précédentes.

¹⁹ <https://madak.lu/>

²⁰ <http://www.infomann.lu/index.php/infomann-home>

²¹ <https://www.igd-berlin.de/>

²² [Luxembourg-rapport-GMMP-final-2709.pdf \(public.lu\)](#)

Le secteur médiatique doit devenir un partenaire actif dans la lutte contre les stéréotypes sexués. Voilà pourquoi, les progrès ne peuvent être atteints qu'à travers une stratégie basée sur le dialogue avec les professionnels du secteur, notamment le Conseil de presse, pour discuter les pistes menant vers une représentation équilibrée des sexes dans les médias luxembourgeois, ceci dans le respect du principe de la liberté de la presse. Une première entrevue a eu lieu le 27 octobre 2021 avec le Conseil de presse.

2. Egalité dans l'éducation - Etude sur la représentation stéréotypée des sexes dans les manuels scolaires

L'égalité dans l'enseignement est un objectif clé du ministère de l'Égalité entre les femmes et les hommes, en raison de l'importance des stéréotypes sexués qui peuvent influencer sur les choix de vie des jeunes, dont notamment les images véhiculées dans les médias et notamment sur les réseaux sociaux. Les médias influencent le regard que les femmes et les hommes portent sur eux-mêmes et sur la société. Comprendre et savoir analyser ces représentations est un élément-clé pour permettre une véritable égalité entre les sexes au quotidien. Afin de soutenir ces réflexions, l'équipe du ministère de l'Égalité a développé du [matériel](#) tel que le « MEGA-Katalog » avec son offre d'ateliers interactifs sur le terrain, des [livres Pixi](#) ou encore la brochure « [We are equal](#) ». Des vidéos en ligne permettent aussi de comprendre l'impact de l'égalité pour se développer personnellement et assurer une société inclusive. Le site thématique du ministère rockmega.lu rassemble des informations pour les parents, les enseignant-e-s, les éducatrices et éducateurs et toute personne intéressée à se familiariser avec le thème de l'égalité et de l'éducation. L'objectif étant de stimuler les échanges et réflexions pour faire de l'égalité une réalité.

Dès la petite enfance, les stéréotypes de genre font leur apparence. On apprend aux enfants comment se comporter selon leur sexe. Ces stéréotypes se retrouvent également à l'école de différentes manières. Une [étude sur les représentations du genre dans les manuels scolaires](#) a été réalisée par l'Université du Luxembourg ceci en collaboration avec le MEGA. Jusqu'à ce jour aucune étude similaire n'a été menée au Luxembourg. Les résultats de cette étude ont été publiés en juin 2021 et vont être évalués par le MEGA et le ministère de l'Éducation nationale, de l'Enfance et de la Jeunesse.

2. Objectif stratégique: prévenir et combattre la violence contre les femmes et la violence domestique

2.2 changements dans les politiques publiques

Mise en œuvre des conclusions du groupe de travail interministériel « Violence domestique »

En novembre 2021, les ministres de l'Égalité entre les femmes et les hommes, de la Justice et de la Sécurité intérieure ont présenté la stratégie gouvernementale pour améliorer le dispositif de protection contre la violence domestique au Luxembourg. En novembre 2019, les ministres respectifs avaient instauré un groupe de travail interministériel « Violence domestique » sous la direction du MEGA pour réunir autour d'une table les institutions publiques et les services directement impliqués²³ pour discuter de la nécessité d'adapter le dispositif actuellement en vigueur. Les discussions ont également porté sur les pistes avancées à l'étranger pour évaluer la possibilité de son application au Luxembourg. **La stratégie se compose de mesures et d'actions qui seront implémentées à court, à moyen et à long terme par les trois ministères.**

Les mesures du ministère de l'Égalité entre les femmes et les hommes

²³ Ministères de l'Égalité entre les femmes et les hommes, de la Justice et de la Sécurité intérieure, la Police Grand-Ducale, le Parquet auprès du Tribunal d'arrondissement de Luxembourg et de Diekirch

- Adapter la loi modifiée du 8 septembre 2003 sur la violence domestique pour **rendre obligatoire le suivi psychologique des auteur-e-s assuré par le service d'aide aux auteurs de violence domestique *Riicht Eras***.
- **Créer un deuxième service d'aide aux victimes de violence domestique** sur base de la loi modifiée du 8 septembre 2003 sur la violence domestique.
- **Intensifier l'information, la sensibilisation et la prévention en matière de violence domestique.**
 - Refonte fondamentale du site www.violence.lu qui sera plus ciblée sur les besoins en aide et assistance tant des victimes et des auteur-e-s que des témoins de violence domestique ;
 - Mieux informer sur les différents acteurs clés et leur travail, tel que p.ex. l'UMEDO – Unité médico-légale de documentation des violences auprès du Laboratoire National de la Santé ;
 - Proposer des projets novateurs, tels que le théâtre de prévention (avec l'École du Théâtre), le « Violentomètre » (avec FMPO) ou encore le projet « E Schrëtt géint Gewalt » (avec Inter-Actions) pour sensibiliser et informer le grand public.
- **Etendre les formations sur la violence domestique** à d'autres acteurs et organisations non conventionnés avec le ministère de l'Égalité ;
- Développer **l'Observatoire de l'Égalité, dont le premier volet concerne la violence domestique, afin de donner une image plus fiable et complète sur l'envergure de la violence domestique au Luxembourg.**
- Instaurer une **procédure d'urgence** rassemblant les acteurs et institutions clés pour les dossiers de violence domestique présentant un degré d'acuité et de dangerosité particulièrement élevé.

Les mesures du ministère de la Justice

Parmi les mesures pratiques, il est prévu que la victime pourra recevoir un formulaire par le biais de la Police et sur instruction du Parquet, afin d'être informé lors de la sortie de prison de l'auteur. Ce service sera offert gratuitement par le Service central d'assistance sociale – Service d'aide aux victimes (SCAS - SAV) du Parquet général. De plus, la fiche *Infodroit*, à destination des victimes et distribuée par la Police, sera dotée d'un code QR, qui orientera la victime vers des informations plus détaillées en fonction de l'infraction commise, les droits y relatifs et les différents services d'aide proposés.

Après une analyse approfondie de l'introduction de la notion de « féminicide » dans notre législation, le ministère ne va pas l'intégrer sous forme d'incrimination autonome dans le Code pénal luxembourgeois. En revanche, afin de lutter davantage contre la discrimination, l'intolérance et l'inégalité, il convient d'introduire le mobile discriminatoire comme circonstance aggravante pour les crimes et délits motivés par la haine, notamment en raison du sexe de la victime. À ce titre, il est également renvoyé aux autres formes de discrimination visées à l'article 454 du Code pénal. Cependant, cette nouvelle mesure nécessite un examen détaillé en vue de sa mise en œuvre.

Sur recommandation du groupe de travail interministériel, la ministre de la Justice procédera également à une actualisation du Code pénal en y intégrant des dispositions sanctionnant des

nouvelles formes de cyber-violence. Cette mesure s'avère nécessaire afin de pouvoir lutter contre tous les types de violence numérique qui ont surgi ces dernières années et utilisent les possibilités qu'offrent les nouvelles technologies ainsi que les réseaux sociaux.

Le bracelet électronique revendiqué depuis longtemps sera introduit progressivement dans la lutte contre la violence domestique. L'utilisation du bracelet électronique remplira deux missions. L'idée principale est de garantir la protection des victimes, c'est une mesure à la fois préventive et dissuasive afin d'éviter que la situation n'escalade. La victime se sentira davantage en sécurité et pourra plus facilement entamer son processus de résilience et de reconstruction. Le port du bracelet électronique mobile est destiné à éviter la récidive des auteurs dans un premier temps, tout en leur permettant aux auteurs de continuer à travailler et subvenir matériellement aux besoins de leur famille, ce qui est surtout important lorsque des enfants sont impliqués. Il est également prévu de rendre obligatoire le suivi psychologique afin d'aider les auteurs à changer leur comportement agressif et de contribuer ainsi à leur réhabilitation.

Le placement sous surveillance électronique fixe existe d'ores et déjà en matière d'exécution des peines. Cependant, l'utilisation du bracelet électronique mobile va permettre de géo-localiser les auteurs et d'alerter les victimes en cas de rapprochement. Ce moyen de contrôle additionnel permettra de compléter le dispositif en matière de violence domestique déjà mis en place. Il n'est cependant pas prévu de systématiser ce dispositif de géolocalisation, mais de le réserver aux cas graves.

À noter que les ministres de la Justice et de la Sécurité intérieure ont décidé d'un commun accord d'étendre le dispositif de surveillance en place aux violences domestiques, conditionné en amont par la mise en place indispensable d'une cellule psychologique spécialisée qui servira entre autres à des fins d'expertise aux autorités judiciaires.

Les mesures du ministère de la Sécurité intérieure

Il a été retenu dans le cadre des discussions du groupe de travail de mettre en place à moyen terme au sein de la Police grand-ducale une cellule spécialisée dans le phénomène de la violence domestique. Celle-ci serait composée de personnel policier spécifiquement formé en la matière, ainsi que de personnel non issu de la Police grand-ducale (membres du Parquet, Psychologues, etc.) dans l'optique d'une meilleure identification des auteurs et des situations à haut risque. Le prérequis de la mise en place de cette cellule spécialisée est de continuer à pallier le manque d'effectif au sein de la Police grand-ducale en s'appuyant sur le plan de recrutement extraordinaire 2020-2022.

2.4 recherche et sensibilisation

1. Refonte du site www.violence.lu

Le site web du ministère de l'Égalité destiné aux victimes et auteur-e-s de violence a été entièrement réformé en automne 2021 pour proposer un site qui est plus axé sur les publics cibles respectifs. En effet, avec les rubriques « J'ai subi de violences », « J'ai commis de violences » et « Je suis témoin de violences », le site est plus interactif et fournit des instructions pour les situations individuelles subies tant par une victime, un-e auteur-e ou un témoin. Le ministère a ainsi créé une plateforme de référence qui illustre également les différentes formes de violence et informe sur les services d'assistance existants.

2. Mesurer le degré de violence – Nouvel outil « relation2test » pour lutter contre la violence domestique

En collaboration avec le Ministère de l'Égalité entre les femmes et les hommes, la [Fondation Maison de la Porte Ouverte](#) a réalisé le questionnaire online www.relation2test.lu qui va donner une réponse aux questions suivantes :

- Est-ce que votre relation de couple est égalitaire ?
- Est-ce que votre relation n'est pas tout à fait égalitaire mais ne présente pas de signes de violence psychique ou physique ?
- Est-ce que votre relation de couple montre des signes d'alerte voire des signes de violence émotionnelle /psychique ?
- Est-ce que votre relation montre des signes sérieux de violence physique ?

[Pour le savoir, faites le test.](#)

Dans un couple, les disputes et les conflits sont normaux et font partie intégrante d'une relation. La relation est égalitaire si les partenaires peuvent s'exprimer librement, arrivent à résoudre les conflits de façon constructive, savent réguler leurs émotions et peuvent agir comme ils le désirent tout en se respectant et en respectant l'autre. Dans le cas où la relation n'est pas tout à fait égalitaire, le test permet de voir quels sont les éléments importants pour une relation égalitaire et les pistes d'action pour y arriver. Dans le cas où le résultat montre des signes d'alerte de violence émotionnelle ou des signes de violence physique, les participant-e-s reçoivent des informations supplémentaires concernant les différentes formes de violence domestique et le cycle de la violence. L'outil en ligne propose également des adresses utiles au Luxembourg pour trouver de l'aide et pouvoir se protéger. Les objectifs du questionnaire relation2test sont donc :

1. **La sensibilisation** par rapport à une relation égalitaire et la réflexion sur sa propre relation de couple.
2. **La prévention** de la violence domestique en identifiant les premiers signes de violence et en identifiant les comportements à risque ou abusifs.
3. **L'information** sur les différentes formes de la violence domestique et les adresses utiles en cas de violence domestique.

Le questionnaire www.relation2test.lu est destiné au grand public et s'adresse à toutes les personnes vivant en couple, sans distinction d'âge, de sexe ou d'orientation sexuelle. Les données sont traitées de manière confidentielle et une anonymisation des données est garantie afin de rendre l'identification des participants impossible.

3. Théâtre de prévention

A travers le projet de **théâtre forum**, le Ministère propose un nouvel instrument de prévention et de sensibilisation en matière de violence domestique. Le projet met en lumière l'importance de l'égalité entre les femmes et les hommes et l'impact des stéréotypes de genre. Il stimule la prise de conscience et la réactivité de toute la société, et informe sur l'existence des dispositions légales et réglementaires sanctionnant la violence domestique. L'approche du théâtre forum se veut participative. Tout d'abord, la mise en scène de différentes situations de violence domestique permet de présenter les différentes facettes de la violence qui concerne tant les femmes, que les hommes et les enfants, et incluent la violence physique, sexuelle et psychologique. Ensuite, un dialogue est instauré avec le public pour pouvoir faire émerger les paroles et réflexions autour des formes de violences ainsi que des possibilités d'actions et d'aide. Le théâtre est destiné à surmonter les tabous persistants et outiller les personnes concernées - victimes, auteur-e-s et également témoins – pour rompre les cycles de violence et agir de manière précoce. Afin d'atteindre un large public dans les différentes régions du pays, les interventions théâtrales sont notamment mises en œuvre avec des communes luxembourgeoises intéressées. Lors des représentations, des membres d'organisations partenaires du ministère pourront également y assister pour répondre aux questions du public.

4. « Mieux vaut prévenir que guérir » - Lancement d'une campagne de prévention contre les violences domestiques

Le service [Riicht Eraus²⁴](https://www.croix-rouge.lu/fr/action/riicht-eraus/) de la Croix-Rouge luxembourgeoise et le ministère de l'Égalité ont lancé en octobre 2021 une campagne de prévention contre les violences domestiques en octobre et novembre, dont l'accent est mis sur les auteur-e-s de violence domestique. L'objectif de la campagne est d'inciter les auteur-e-s de violence à se responsabiliser, en prenant conscience de leur violence et en comprenant que celle-ci ne peut en aucun cas être tolérée. C'est pourquoi la campagne invite à prendre contact avec le Riicht Eraus : échanger avec un-e conseillère/conseiller peut les faire avancer et surtout leur faire prendre conscience qu'un changement de comportement est nécessaire. Depuis sa création en 2004, le service a pour mission d'accompagner et conseiller les auteur-e-s présumé-e-s ou condamné-e-s de violences domestiques. Riicht Eraus accueille des personnes expulsées, des client-e-s orienté-e-s vers les consultant-e-s et sous contrainte judiciaire ou des personnes faisant cette démarche de leur plein gré. Toute-s les client-e-s ont la possibilité de suivre des consultations au cours desquelles ils/elles reçoivent des conseils pour modifier leur comportement. La procédure vise, à court terme, à protéger les victimes et, à plus long terme, à réduire la violence. Au fil des consultations, les client-e-s acquièrent des outils pour gérer de façon pacifique des situations à risque. C'est ainsi que le/la consultant-e pourra mieux comprendre la situation personnelle du/de la client-e et lui montrer qu'il doit connaître et reconnaître ses propres limites et celles des autres, et ne pas les dépasser, mais les respecter. Riicht Eraus n'arrête pas les consultations avant que la personne qui accompagne et conseille, et en accord avec son/sa client-e, ne soit convaincue que des situations de violences potentielles puissent être gérées d'une manière différente et non-violente. Pour voir la campagne en ligne, rendez-vous sur www.riichteraus.lu

4. Objectif stratégique : assurer une participation équilibrée des femmes et des hommes à la prise de décision politique et publique

4.5 autres développements pertinents

Instauration d'un groupe de travail sur le langage neutre en termes de genre.

Le plan d'action national pour une égalité entre les femmes et les hommes adopté en juin 2020 prévoit la mise en place d'un groupe de réflexion regroupant notamment des représentants d'instances publiques bénéficiant déjà d'expériences pratiques en la matière. Il s'agit de discuter les pistes pour rééquilibrer le poids des termes féminins et masculins dans la communication écrite et parlée.

6. Objectif stratégique : intégrer les questions d'égalité entre les femmes et les hommes dans toutes les politiques et mesures

6.2 changements dans les politiques publiques

Réforme du Comité interministériel de l'égalité des femmes et des hommes

Le Comité interministériel de l'égalité des femmes et des hommes sera soumis à une réforme pour le rendre plus moderne et plus interactif. Un rôle essentiel jouera l'Observatoire de l'Égalité nouvellement créé et qui aura une base légale pour définir plus clairement ses missions, son organisation et son mode de fonctionnement. L'Observatoire collectera et publiera des statistiques en matière de l'égalité entre les sexes. Il est prévu de doter de l'Observatoire d'une sorte de « secrétaire général » qui fera le lien avec le Comité interministériel. Dans le cadre d'un projet de loi à déposer dans un futur rapproché, la base légale pour l'Observatoire ainsi que la réforme du Comité interministériel y seront intégrées.

²⁴ <https://www.croix-rouge.lu/fr/action/riicht-eraus/>

6.3 changements institutionnels.

Création de l'Observatoire de l'Égalité

L'égalité femmes-hommes a certes progressé ces dernières années. Mais des déséquilibres persistent sur le marché de l'emploi. La violence et les stéréotypes sexistes touchent encore de nombreuses femmes. Pour développer des mesures ciblées et renforcer les actions, il est important d'avoir une vue d'ensemble des évolutions avec des chiffres ventilés par sexe.

Le nouvel [Observatoire de l'Égalité](https://observatoire-egalite.lu/)²⁵, présenté en 9 mars 2021, répond à trois fonctions principales :

- fournir des données objectives pour développer des stratégies politiques ;
- soutenir le travail des professionnels du terrain en leur donnant une vue d'ensemble chiffrée ;
- suivre et analyser les évolutions de la situation.

Un site web reflétant l'(in)égalité dans sept domaines prioritaires

Le MEGA a entamé en décembre 2019 la mise en place de l'Observatoire de l'Égalité. S'inspirant du [Gender Equality Index](#) de [l'Institut européen pour l'égalité entre les sexes](#), l'Observatoire se décline en sept domaines. Les indicateurs sont progressivement développés et finalisés jusqu'en 2023. L'Observatoire repose avant tout sur le **site web** (www.observatoire-egalite.lu) destiné au grand public.

Domaines	Réalisation
Violence domestique	2019/2020
Emploi	2020
Prise de décision	2021
Equilibre entre vie privée et professionnelle	2021
Education	2022
Revenu	2022
Santé	2023

La violence domestique et l'emploi ont été les premiers domaines de l'Observatoire à être implémentés en 2020. Le MEGA, en coopération avec les institutions et organisations partenaires, a retenu 17 indicateurs relatifs à la violence domestique, et sept pour le volet de l'emploi. Ces premiers éléments seront renforcés et mis à jour au fil du temps. La liste des indicateurs est non exhaustive, du fait qu'il s'agit de fournir progressivement une perspective aussi large que possible sur l'égalité entre les sexes dans notre pays.

Les **indicateurs relatifs à la violence domestique** renseignent p.ex. sur les interventions policières, les infractions enregistrées au moment d'une intervention policière, les victimes de violence domestique et conjugale, le nombre des auteurs expulsés, le nombre des auteurs pris en charge par le service d'aide aux auteurs de violence domestique ou encore les examens documentés par l'unité médico-légale de documentation des violences auprès du Laboratoire national de Santé. Le

²⁵ <https://observatoire-egalite.lu/>

domaine de l'Emploi met l'accent sur la situation générale de l'égalité sur le marché de l'emploi en général, le temps du travail, le type de contrat de travail, la ségrégation, le chômage, l'équilibre entre la vie professionnelle et la vie privée, l'égalité salariale et la prise de décision.

L'égalité dans la **prise de décision** sera analysée en 2021. Elle inclura le champ politique, l'économie, le pouvoir judiciaire, l'administration, la société civile, le sport, la culture et les médias. En 2021, l'Observatoire approfondira également les données sur **l'équilibre entre la vie privée et la vie professionnelle**, domaine qui est complémentaire par rapport aux données sur l'emploi et qui sera particulièrement utile pour analyser les effets de la pandémie.

6.4 recherche et sensibilisation

1. Etude du Luxembourg Institute for Socio-Economic Research (LISER) sur les effets de la crise liée au COVID-19 sur l'égalité entre les femmes et les hommes

L'apparition du coronavirus début 2020 et le déclenchement subséquent de l'état de crise au Luxembourg ont eu des impacts sur une multitude de domaines de notre vie quotidienne : la santé en premier lieu mais également la gestion de crise, l'emploi, la vie publique, la garde d'enfants, l'éducation, les tâches domestiques ou encore les relations conjugales et familiales. En termes d'égalité entre les sexes, la question qui se pose est celle de savoir comment ces changements radicaux de la vie quotidienne ont influencé l'égalité entre les femmes et les hommes.

Le 20 janvier 2021, le ministère de l'Égalité a signé une convention de coopération avec le LISER – Luxembourg Institute of Socio-Economic Research pour approfondir cette question dans le cadre d'un projet de recherche, dont les résultats seront présentés en décembre 2021. Cette analyse est d'ailleurs prévue au Plan d'action national pour une égalité entre les femmes et les hommes adopté par le gouvernement en juin 2020. Dans le cadre du projet d'étude, le LISER mettra le focus sur plusieurs thèmes tels que

- les différences entre les femmes et les hommes se rapportant aux aspects de santé directement liées au COVID-19 ;
- l'impact des mesures introduites par le gouvernement luxembourgeois à la suite du premier confinement en mars 2020 ;
- l'impact de la crise sur les femmes et les hommes sur le chômage et les ressources financières ;
- le recours au télétravail par les femmes et les hommes, ainsi que les différences entre les sexes en terme d'emploi du temps dans le contexte de l'éducation à domicile et dans l'exécution des tâches domestiques ;
- les différences dans l'attitude portée à l'égard de la crise en général et les mesures pour endiguer la pandémie en particulier, telles que par exemple lesdits « gestes barrières ».

2. Etude Uni Letzebuerg – Effets psychiques de la crise liée au COVID-19

Il est indéniable que la crise liée au COVID-19 a eu un effet sur la santé psychique de la population. Afin d'avoir une image aussi complète que possible sur les effets de la crise sur l'égalité entre les sexes, le ministère a fait réaliser une étude sur les effets psychiques de la crise sur l'égalité entre les sexes auprès de la Faculté des Sciences Humaines, des Sciences de l'Éducation et des Sciences sociales de l'Université du Luxembourg. Cette étude intitulée « *Geschlechterunterschiede in den Auswirkungen der COVID-19 Pandemie auf die psychische Gesundheit* » qui est complémentaire à l'étude décrite ci-dessus réalisée par le LISER et se greffe sur l'étude comparative internationale [COME-HERE](#) sur les effets de la crise sur la population en général.

7. Principaux défis ; leçons à retirer

Le ministère de l'Égalité entre les femmes et les hommes du Luxembourg est d'avis que les États membres du Conseil de l'Europe doivent tirer les bonnes conséquences de la crise pandémique. Voilà pourquoi, dans une approche comparative, il importe que les gouvernements nationaux s'engagent à analyser l'impact de la crise sur l'égalité en tant que telle, et respectivement sur les hommes et les femmes en particulier.

MALTA

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.2 Policy changes

One of the objectives of Malta's first Gender Equality and Mainstreaming Strategy & Action Plan which is to be introduced by 2022, is to strengthen the principle of gender equality and mainstreaming in the education system and challenging gender stereotypes. The aim is to prevent and combat gender stereotypes and sexism considering that gender stereotypes are a root cause of gender inequality and affect all areas of society. Gender stereotypes are often combined with other stereotypes such as those based on race or ethnic origin, religion or belief, disability, age or sexual orientation, hence this Strategy and Action Plan aims to adopt intersectionality throughout.

Continuously, the Department for Industrial and Employment Relations (DIER), actively seeks to eliminate discrimination and promote equality in the world of work. It promotes fair recruitment and employment, equality in career and personal development opportunities and family friendly measures available for all employees.

1.4 Research and awareness-raising

The Human Rights Directorate (HRD) and National Commission for the Promotion of Equality (NCPE) carried out several awareness raising campaigns across social media and in collaboration with local media houses highlighting key issues.

Throughout the week of International Women's Day, HRD also promoted a series of posts on social media to raise awareness on the role of men in achieving gender equality and eliminating stereotypes. The Directorate also took out two articles in prominent newspapers addressing this issue. The Head of the Directorate's Gender Mainstreaming Unit was also invited on a local TV Programme to raise further awareness on this issue.

Both the HRD and NCPE carried out campaigns to celebrate the International Girls in ICT Day. HRD published an article on a local newspaper titled 'More Women in ICT'. The article, also shared on social media, focused on the lack of women in STEM and the need to challenge existing stereotypes and norms and encourage women and girls to join non-traditional career paths. The NCPE published articles and infographics delineating the barriers to getting more women applying for ICT jobs and encouraging girls and young women to pursue studies and careers in the digital sectors.

The NCPE and HRD also carried out campaigns to raise awareness on the gender imbalance in science. The Commission shared quotes, videos, and statistics across its social media platforms to commemorate the International Day of Women and Girls in Science. Moreover, the NCPE published an article in a local newspaper sharing the experiences of two professional women long established in the field on how gender should not limit one's interests and potential.

The Directorate recognised International Day of Families and Global Day of Parents by commissioning local media house MaltaDaily to create a video featuring a local influencer couple addressing the importance of work-life balance and co-responsibility within the family, as well as a VoxPop to gauge society's changing attitudes to these issues. Both were complemented by an article on MaltaDaily and shared with their widely followed social media platforms.

HRD recognised World Menstrual Hygiene Day through a graphic and social media post to promote ending the shame and stigma associated with menstruation, as well as International Day of Zero Tolerance for Female Genital Mutilation.

To recognise the International Day of Parliamentarism, HRD promoted a social media post recalling the progress made in the Maltese Parliament through the recent legislative and constitutional amendments in favour of the mechanism for more equal gender representation in Parliament.

HRD also published an article in a Maltese language newspaper addressing the notion that gender equality begins at home, and that families are at the forefront of this change through the sharing of household and care responsibilities.

The NCPE delivered 36 training sessions covering gender equality and 25 sessions covering sexual harassment.

1.5 Other pertinent developments

The NCPE organised an Online Conference to mark Equal Pay Day 2020, focusing on the way forward to closing the gender pay gap and ensuring equal pay for women and men. A panel discussion composed of Government authorities, NGOs, unions, and employers' associations discussed tangible actions to close the pay gap and ensure equal pay, and the role of different stakeholders in this regard. One recommendation concerning pay transparency, was considered to be of vital importance in order to register progress.

The NCPE also carried out a research study on the distribution of work in households during the COVID-19 pandemic. The findings indicate that, the increase in the number of hours spent doing household tasks and childcare increased more for women than for men, while the time spent on leisure, personal care and sleep decreased more for women than it did for men. Moreover, the findings of this research study were presented in the NCPE International Women's Day Online Conference 2021 which focused on how the COVID crisis has affected the lives of women and men.

The 13th issue of the NCPE's newsletter 'Equality Matters' focused on equality in the media. It provided information on the current legislation in Malta, including Chapter 456 - The Equality for Men and Women Act and Chapter 350 - The Broadcasting Act, the different types of media, stereotypes in the media, and gender equality in the media sector. Reference was also made to cyber violence, the NCPE's role as the national equality body, and recommendations on how the media can promote diversity. The newsletter was posted on the NCPE's social media platforms, uploaded on the NCPE's website, and disseminated to different stakeholders. Furthermore, during its Online Annual Conference 2021, the NCPE held a session on stereotypes in different types of media that included online workshops during which participants discussed equality in print, broadcasting, and online media.

The NCPE issued a press statement on online violence and harassment against women.

The NCPE published articles in local newspapers on the gender pay gap, pay transparency, cyberviolence against women and girls, equality in the media, and Malta in the 2021 Global Gender Gap Report (presenting the measure of gender-based gaps in the following four (4) key dimensions: economic participation and opportunity, educational attainment, health and survival, and political empowerment).

Infographics were also published on the NCPE's social media platforms covering various topics on specific matters related to equality, such as the gender pay gap, pay transparency, Gender Equality Index 2020, equal sharing of care, sexism at the workplace, gender equality and the COVID-19 pandemic, and stereotypes in the media.

Additionally, the NCPE participated in TV and radio programmes to discuss the gender pay gap and the NCPE's research study on the distribution of unpaid household and caring responsibilities during the COVID-19 pandemic.

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

2.2 Policy changes

Malta published its second [National Strategy on Gender-Based Violence and Domestic Violence \(2021-2022\)](#). This sets out goals Malta aims to achieve while continuing with the implementation of GREVIO's recommendations. The Strategy's Action Plan prioritises four key areas; integrated policies and data collection; prevention; protection and support; and prosecution.

2.3 Institutional changes

Chapter 581 of the Laws of Malta (2018) widened the remit of the Commission on Domestic Violence to also include gender-based violence which is also Malta's co-ordinating body as per Article 10 of the Istanbul Convention.

2.4 Research and awareness-raising

Commission on Gender-Based Violence and Domestic Violence (CGBVDV)

The CGBVDV carried out several awareness raising campaigns, including:

- #ilkollumani / #weareallhuman: A campaign aimed at raising awareness on gender-based violence in LGBTI relationships through raw videos featuring messages from members of the LGBTI community
- Stickers on beauty products and messages on advertisement spaces on milk cartons to raise awareness on access to Malta's national helpline
- Commemoration of international days relevant to the Commission's cause through social media content
- "Id-dizabilita' tiegħi ma ttikx id-dritt li tabbużani" – "My disability does not mean consent for abuse" – A campaign aimed at raising awareness on the intersectionality in gender-based violence and disability through raw videos featuring messages from persons with a disability
- The Many Faces of Violence: A series of animated videos featuring messages from victims of domestic violence to raise awareness of the realities faced by these victims
- Il-Vuċi Tiegħek Tista' Teħilsek/Your Voice Can Set You Free: The Commission's chosen theme for the 16 days of activism, during which numerous activities take place, including information sessions, collaboration between entities and awareness through various mediums
- Calendar of events for the 16 days of activism which include information sessions on GBV and DV, writing workshops in women's shelters, drawing and writing competitions in schools and roundtable discussions.
- Launching of Malta's Observatory on Femicide (2021)
- Piloting of the 'Safe Dates Programme' in State Secondary Schools to prevent dating violence
- National study on Estimating the Economic Cost of Domestic Violence against Women in Malta (2021)
- National survey on children witnessing domestic violence (ongoing)
- Malta's participation in an EU wide survey on GBV and DV carried out by Eurostat (commencing January 2022).

The Commission also maintained its presence on traditional media (incl. television programmes and newspapers) to reinforce the zero-tolerance attitude towards gender-based violence, particularly in response to circumstances and events which go against its ethos.

Social media accounts: [Facebook](#); [Instagram](#)

HRD

HRD, in collaboration with MFEA and CGBVDV, recognised the International Day for the Elimination of Sexual Violence in Conflict through a joint video message by two Government Ministers which was shared on social media, along with posters commemorating the day.

The Directorate also contributed to a Ministerial op-ed in a local newspaper emphasising the government's commitment to tackling the root of gender-based and domestic violence.

NCPE

The NCPE carried out a campaign on violence against women for the 16 Days of Activism in 2020. It consisted of social media posts, videos, and a newspaper article on The Malta Independent titled '16 Days of Activism against Gender-Based Violence'.

The NCPE also participated in TV and radio programmes to raise awareness on sexual harassment at the workplace.

In addition, the NCPE published articles and infographics to highlight the International Day of Zero Tolerance to Female Genital Mutilation (FGM), World Elder Abuse Awareness Day, and World Day Against Trafficking in Persons as specific forms of violence faced by women in vulnerable situations.

The NCPE delivered 25 training sessions covering sexual harassment in which definitions, legal provisions, as well as practical ways to prevent and address sexual harassment, had been discussed.

2.5 Other pertinent developments

Training initiatives for professionals working in the field of GBV and DV were organised by the CBGBVDV and provided throughout 2021, including:

- Monitoring the provision of in-service training for multiple professionals in the field and training needs analysis
- Delivery of two training courses targeted at increasing social workers' and police officers' capacities for risk assessment in cases of domestic violence through two evidence-based tools: the DASH and SARA risk assessment tools.
- Delivery of a training course to healthcare professions within the obstetrics and gynaecology ward at Mater Dei Hospital on legal aspects of sexual assault management
- Delivery of training on child-to-parent violence to relevant professionals.

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

4.1 Legislative changes

In 2019 a Technical Committee was set up to address the current democratic deficit in Malta. The Committee's report entitled 'The Gender Balance in Parliament Reform' was issued for public consultation. The document put forward several positive measures in a multi-tiered approach, acting on both the causes and consequences of gender inequality in the political sphere, whilst taking into account the political and social specificities of the Maltese context.

Following on from this earlier work, in April 2021 the Maltese Parliament approved Bill 119, which introduces temporary positive measures to achieve gender balance in Parliament, ensuring de facto equality between men and women in politics. The law, now Act XX of 2021, is enforceable and will be first tested in the upcoming 2022 general election. The effect of this law will be that at least 33% of Malta's MPs will now be women.

4.5 Other pertinent developments

The number of women registered on NCPE's Directory of Professional Women increased to 267 professionals. This initiative serves as a platform that highlights women's skills, qualifications and capabilities, to promote their visibility for appointment to decision-making roles.

The NCPE published articles and infographics on the representation of women and men in decision-making positions.

The NCPE issued three press statements in relation to the legal developments envisioned to enhance gender equality in practice within the Maltese political sphere. The NCPE also participated in TV and radio programmes to discuss the gender corrective mechanism required for gender-balanced parliament.

Moreover, three infographics were also shared on the NCPE's Facebook and Instagram accounts to raise awareness on the NCPE's Directory of Professional Women.

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

5.2 Policy changes

The Agency for the Welfare of Asylum Seekers (AWAS) introduced several new services in 2021 including a Migrants Advice Unit providing information services about health, education, culture, asylum procedure and employment; a Gender Specific Welfare officer in the Initial Reception Centres providing hospital and health support to females especially single mothers and pregnant women; and doctors in open centres.

5.3 Institutional change.

The number of women detainees in Malta's Detention Centres is much lower than the number of men. Nevertheless, during 2020 the Detention Service recruited several female officers to be stationed in the compound where women reside. Even though all women detainees are always kept separate from the men, the Detention Service has further developed an area specifically for women. This area has an en suite bathroom facility per four detainees thus the hygienic needs of the women are catered for. Sanitary items specifically for women are always provided when needed. Female Detention Officers are involved in escorting and guarding duties where women detainees are concerned. In 2021 the Detention Service has also started Capoeira sessions for all women residing in Detention Facilities.

5.4 Research and awareness-raising.

The Agency for the Welfare of Asylum Seekers (AWAS) has through its Migrant Advice Unit prepared a leaflet providing information on gender-based violence, FGM, domestic violence and health; an information booklet providing information about support structures, processes, NGOs, and support available; facilitated Women's Circles in open centres organised by Jesuit Refugee Service; facilitated counselling groups & outreach to female beneficiaries by TAMA; facilitated a WhatsApp channel support group with the Migrants Women Association and art workshops and dance therapy groups by Dance Beyond Borders.

5.5 Other pertinent developments

The asylum determination authority (the International Protection Agency) has always taken a gender sensitive approach throughout the administrative phase of the asylum procedure. Furthermore, the applicant's gender is also duly taken into account when assessing whether an applicant has a well-founded fear of persecution or a real risk of serious harm upon return to his/her country of origin. It is pertinent to note that applicants have the possibility to request a caseworker/interpreter of the same/different gender and that these requests are acceded to whenever possible.

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

6.4 Research and awareness-raising

The NCPE delivered 13 training sessions on gender mainstreaming.

6.5 Other pertinent developments

The NCPE continued working on gender mainstreaming as per Government policy which seeks to ensure that policies and practices are gender mainstreamed, as well as to obtain a consolidated yearly report on what is happening throughout governmental departments and entities in relation to gender mainstreaming. Every department and entity is requested to prepare a report on the measures taken and the progress achieved in the sphere of gender equality and mainstreaming. This annual report is then forwarded to the NCPE with a synopsis also to be included in the department's annual report. In 2021 the NCPE received 138 reports.

7. Main challenges and lessons learned

Main challenges identified:

- Culture change and change in attitudes remains one of the challenges. Changing beliefs, attitudes and practices does not take place overnight but is a developmental process with requires time.
- The need to gain a better understanding of gender mainstreaming and its implementation in various sector.
- Limited statistical data and research.
- Impunity at Criminal Court.
- Co-ordinating and coming to an agreement with different stakeholders with regards to having a national strategy.
- Inadequate human, technical and financial investments.

Lessons learned:

- Provision of training.
- Education and raising awareness.
- Sharing of best practices.

8. Additional comments, if any

Currently Malta is in the process of finalising its first Gender Equality and Mainstreaming Strategy and Action Plan covering the period from 2022-2025. This was following extensive consultation with all stakeholders. This document marks an important milestone in Malta's efforts to achieve full gender equality in all spheres of life, since, for the first time, it proposes a cohesive, mainstreamed approach to the hurdles faced by individuals in Malta, particularly women, due to their gender.

REPUBLIC OF MOLDOVA

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.1 Legislative changes

In 2021, the **National Occupational Classificatory (CORM)** has been revised from a gender equality perspective to introduce, for the first time, feminine equivalents to professions. In result, 80% out of 5,600 occupations/positions have now feminine equivalents alongside the masculine ones. On 30 September, the Government Cabinet approved the gender inclusive Structure of the new CORM, <https://bit.ly/3v8PLO1> / https://www.legis.md/cautare/getResults?doc_id=128062&lang=ro

1.2 Policy changes

Following the example of the Ministry of Interior and Ministry of Defence that in 2020 adopted comprehensive internal **Regulation on Preventing, Combating and Reporting Sexual Harassment at the Workplace**, two other institutions – the National Penitentiary Administration and the Customs Service developed and adopted similar regulations in 2021.

1.3 Institutional changes

In Q3 of 2021, the gender groups in all central governmental authorities, that should be established in accordance with the Law No. 5/2006 on ensuring gender equality between men and women, were updated. On the basis of this nominalisation, MLSP in collaboration with development partners and civil societies representatives are planning capacity-building activities of all established gender groups.

1.4 Research and awareness-raising

In the frame of the joint regional project “EU 4 Gender Equality: Together Against Gender Stereotypes and Gender-Based Violence”, funded by the EU and implemented by UN Women and UNFPA in Moldova in two districts (Straseni, Falesti), a communication campaign was conducted focusing on combating gender stereotypes related to professions, household chores and those which contribute to gender-based violence. The campaign which began in September 2020 with the message “It can be done different. Without stereotypes”, reached over 700,000 persons via social media. The communication campaign consists of a series of events at community level ([Launching of campaign mural in Falesti](#), [Reportage on musical performance in Straseni](#)), human video stories (e.g.: [women in IT](#), [women in sport](#), [father involvement](#), [a video promoting youth](#), etc), outdoor billboards placed on the streets of Straseni and Falesti districts, social media mini campaigns (e.g.: [caveman posters - Poster 1](#), [Poster 2](#), [Poster 3](#), [Poster 4](#), etc. As part of the “EU 4 Gender Equality: Together against Gender stereotypes and gender-based violence”, financed by the European Union and implemented jointly by UNFPA and UN Women, UNFPA in partnership with Child Rights Information and Documentation Centre have developed nine Fathers Clubs in Strășeni and Fălești since November 2020, to transform traditional social perceptions on women’s and men’s roles in family planning and childcare to positive images of fatherhood and male engagement.

In the frame of the joint UN Women and UNICEF project, funded by the EU “Strengthening gender action in Cahul and Ungheni districts” two live public gender debates were organised: Gender Debates Café “Eu decid. E timpul pentru Egalitate” and “Generation Equality & women contribution in arts”, which strengthened the participation of young women and young activists in community life and encouraged women to join traditionally male dominated occupations and explored how art can be used to better promote gender equality.

Ministry of Internal Affairs and other authorities from the security area organised a national company regarding the implementation of the Resolution 1325: Women, Peace and Security.

Combating sexist language in audio-visual programmes (November 2020 - October 2021) by the Audio-visual Council:

Year 2020

In February-March 2020, following the monitoring of the main news bulletins of national media service providers in terms of coverage of the parliamentary election campaign, the Audio-visual Council stated that the use of sexist language was not allowed. The gender ratio showed a lack of balance, with men's share dominating $\pm 80\%$ and women's share being insignificant $\pm 20\%$.

As regards the media coverage of the election campaign for the presidential elections on 1 November 2020, from 2 October to 15 November 2020, the Audio-visual Council monitored 15 media service providers for incitement to hatred or discrimination; incitement to hatred between persons, inter-ethnic or territorial separatism; damaging the dignity or reputation of another person, public offence; use of sexist language. The gender ratio showed a lack of balance, with men's share being dominant $\pm 85-90\%$ and women's share insignificant $\pm 10-15\%$.

Year 2021

15 audio-visual TV media service providers were monitored during the campaign for the early parliamentary elections on 11 July 2021.

The monitoring data attested that the monitored TV stations did not admit in the main news bulletin: incitement to hatred or discrimination; incitement to hatred between persons, inter-ethnic or territorial separatism; injury to the dignity or reputation of another person, public offence; use of sexist language. The gender ratio showed a lack of balance, with men's share dominating $\pm 70\%$ and women's share being insignificant $\pm 30\%$.

On 6 to 7 October 2021, via Zoom platform, the Audio-visual Council organised, in partnership with the Council of Europe Office in Chisinau, the online seminar: "Audiovisual autothon – between ethics and reality", at which journalists and editors from all TV and radio stations in the country were trained by several well-known media experts.

Among the topics covered was "Promoting good practices to uphold the principle of equality and non-discrimination" to advise media representatives that when providing information to the public about an event, they should avoid expressions that could directly or indirectly lead to the perpetuation of gender stereotypes.

1.5 Other pertinent developments

An online platform www.gender.monitor.md for reporting and denouncing cases of gender discrimination, sexist messages, and violence against women in elections and politics was launched in October 2020 by the Gender Equality Platform supported by UN Women with financial assistance from Sweden and technical support of PromoLEX. Thus, society at large can report cases of sexism, sexist remarks and violence against women in elections. UN Women supported the upgrading of the existing online platform (monitor.md) dedicated to reporting of various types of misconducts by adding this new rubric <https://gender.monitor.md/> which is special dedicated online platform to report gender-based discrimination, gender-based violence, sexist speech and violence against women in elections.

The 2020 Presidential electoral campaign was monitored in terms of the use of sexism, hate speech, and violence against women (VAWE). In this respect, during only two months of 2020 presidential campaigning, 144 cases were reported. Of them, 65 cases related to VAW, 61 cases related to sexist speech and 18 cases related to sexist and discriminatory speech in the public space, outside the electoral campaign. Based on identified cases of sexism during elections, three complaints were submitted to the Equality Council which resulted in sanction for those who launched sexist statements [Case 1](#), [Case 2](#), [Case 3](#).

During the 11 July 2021 early parliamentary elections, the gender monitor platform received a total 113 reports (93 initiated by men or 82%) on the use of sexist language and discriminatory remarks against women candidates, as follows:

- 36 cases, use of insults;
- 26 cases, remarks reinforcing stereotypes;
- 19 cases, use of generalisations and absolutist terms;
- 11 cases, use of inappropriate humour, with sexual innuendo, vulgarities;
- 8 cases, use stereotypical qualificatives, euphemisms, diminutives, or excessively polite forms of address;
- 7 cases, sexualised remarks pertaining to clothing, bodily appearance, physical characteristics, and marital status;
- 7 cases of physical/emotional violence.

The full report on the monitoring of sexist language during the 11 July 2021 elections available here: <https://egalitadedegen.md/en/mdocs-posts/discursul-sexist-in-spatul-public-si-in-perioada-alegerilor-parlamentare-anticipate-din-2021-in-republica-moldova-ca-forma-a-violentei-impotriva-femeilor-in-alegeri-vifa/>

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

2.1 Legislative changes

1. The Parliament ratified the Council of Europe Convention on preventing and combating violence against women and domestic violence in October 2021.
2. In partnership with the International Centre “La Strada”, the Ministry of Justice has developed and will promote the draft law to amend some normative provisions to ensure the rights of victims of crimes against sexual life. The main proposed provisions aim at non-admission of criminal liability as a result of reconciliation the victim with the criminal; redefining the concept of rape in the spirit of the provisions of the Istanbul Convention and the Lanzarote Convention; redefining the notion of consent of the victim expressed in the case of crimes that violate sexual freedom and inviolability of the person.

2.2 Policy changes

The second Action Plan 2021-2022 on the implementation of the National Strategy on preventing and combating gender-based violence and domestic violence was approved by the Government on 10 November.

2.4 Research and awareness raising

In the frame of the joint UN Women and UNICEF project, funded by the EU “Strengthening gender action in Cahul and Ungheni districts”, several communication campaign to raise awareness on gender-based violence, gender equality, sexist stereotypes, sexual harassment have been rolled out:

- at least 450 local population including members of LPAs, MDTs, teachers, young people, marginalised and vulnerable groups have been sensitised about gender-based violence, gender equality, sexist stereotypes, sexual harassment through social theatre model and open dialogues/debates organised in 10 communities from Cahul and Ungheni regions, organised in close collaboration with LPAs and M.A.D.E. Theatre.

- 54 crossings in 24 localities dedicated to Europe Day with Gender Equality messages “Împreună mai puternici/Together we are powerful”, “Suntem diferiți, dar egali/We are different but equal”, “Traversează spre egalitate/Cross to equality”, a video reportage and a drawing contest for youth from Ungheni and Cahul. As result, 60 drawing were received, and the video reportage accumulated a total reach of 99,124, 103,325 total Impressions, 35,900 Facebook views, 123 Twitter views and around 15

media publications (ziuadeazi, diez.md, provincial.md, unghiul.md, tineri.md, etc.) as well as in print version.

- Gender debates café about women's contribution in art – reaching over 800 views on UN Women social media pages. Link can be access here:

<https://www.facebook.com/348313861992116/posts/1893775814112572/?d=n>

- Graffiti street Art campaign on gender equality through street art – reached over 2549 views on UN Women social media pages. Link can be access here:

<https://www.facebook.com/unwomenmoldova/posts/1904262446397242>

- 24 young people aged between 18-25, gathered knowledge and skills to portray gender equality in images, photo stories for on-line and offline media, exhibitions, and public events during a Photo Camp. Throughout the camp the youth focused on storytelling, build up on the existent efforts to raise awareness among local youth and further among general population of Cahul and Ungheni districts on adverse effects gender inequalities have, triggered public discussions on the widespread phenomenon of gender-based violence and the need for dismantling gender stereotypes. More info about the camp can be found here: <https://mediaguard.ngo/cahul-a-demarat-cea-de-a-doua-tabara-fotografica-pentru-tineri-egalitatea-in-obiectiv/>

In the frame of the established partnership between UN Women, “Women Law Centre” NGO and in partnership with the General Inspectorate of Police, the General Directorate of Criminal Investigation and the National Inspectorate of Public Security undertook three two-day training sessions in the course of February 2021). As result of the training activities, 72 police officers (38 men and 34 women) out of which 37 from the criminal investigative and 35 from public security divisions representing 25 different regions from the country, have acquired new relevant knowledge and strengthened their skills to respond promptly and in accordance with the provision of national law to cases of domestic violence and VAW. In addition to this, the Training Manual for police officers on efficient application of national legislation on VAW, based on the training toolkit, is under development.

In July 2021, WLC in partnership with the MHLSP continued implementation of the mixed group training on the testing and implementation of inter-sectorial co-operation mechanism - conducted four mixed group training sessions. As result of the four two-day online training activities, 91 professionals (19 police officers; 55 social workers; 7 health workers; 5 probation officers; 5 public lawyers out of which 22 men and 69 women) from 2 regions were trained in co-ordinated response to domestic violence cases.

As well, WLC in partnership with National Association of Paralegals conducted one two-day training activity for paralegals with the aim to highlight the role of paralegals in responding to domestic violence cases and covered aspects of Moldova's legislation in the area of domestic violence. As a result, 19 paralegals (16 women and 3 men) from 14 regions are able to respond better to domestic violence cases.

In November 2020 and 2021, the “16 Days of Activism Against Gender-Based Violence” was launched at national level in partnership with UN Women and other agencies from UN House and governmental authorities from central and local level.

The following activities were organised: developed a Facebook frame, used by 709 persons; a video with messages from ambassadors and UN Heads of Agencies was delivered which reached over 15 people and gained 577 interactions and a live broadcasting on Facebook from the event held in front of the Parliament of the Republic of Moldova. Also, an article regarding the illumination of Parliament building, Ministry of Internal Affairs, History Museum of Chisinau, State University “Bogdan Petriceicu Hasdeu” in Cahul and the square “Grigore Vieru” in Ungheni was distributed on social media and to the local media; the radio and TV sessions/shows; public sessions with students from two universities; flash mobs to support the victims of violence, etc.

The **Audio-visual Council** supported and contributed to the media coverage of 4 media spots on combating violence against women and domestic violence in the television and radio broadcasting services of audio-visual media service providers under the jurisdiction of the Republic of Moldova in the period November 2020 - October 2021.

With the support of the **Audio-visual Council, the Council of Europe Office in Chisinau**, launched the project “Combating violence against children in the Republic of Moldova”, this being a continuation of the project “Protection of children against sexual exploitation and sexual abuse in the Republic of Moldova” and part of the Council of Europe - Republic of Moldova Action Plan 2017-2020. Another campaign to prevent and combat violence against women and domestic violence was done with the support of the Audio-visual Council and Women’s Law Centre. The General Inspectorate of Police along with the Audio-visual Council, in the context of the campaign “16 days of Activism against Gender-Based Violence” started the social campaign “You are a winner”. The fourth campaign started in the context of the International Day for the Elimination of Violence against Women, marked annually on 25 November. Therefore, the Audio-visual Council together with the Association “Motivation” launched the spot aimed at reducing stereotypes and promoting positive and non-violent behaviour of society towards people with disabilities.

In the field of probation, information and public awareness campaigns were promoted on the phenomenon of violence against women and the family. four video spots were broadcast, with informative-educational topics on how to combat domestic violence and subsequently promoted in the media. Family perpetrators sentenced to non-custodial sentences were involved in probation programmes as follows:

- Assistance and counselling programme for domestic aggressors;
- Probationary programme for reducing aggression;
- Probationary programme “Motivation for change”;
- Individual counselling programme “One to One”.

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

3.3 Institutional changes

In order to develop institutional capacities but also to ensure citizens’ rights to archive documents, by the National Archives Agency during 2020 the one-stop shop was arranged and the access ramp for people with disabilities was installed, in accordance with Article 17 of Law No. 60/2012 on the social inclusion of people with disabilities.

With regard to ensure the accessibility of people with disabilities to social infrastructure, access ramps have been set up in the courts. During 2019, in connection with the development and piloting of a new version of the Integrated Case Management Programme, some functionalities of the National Court Portal and of the website of the Court Administration Agency were adjusted/completed, being introduced an accessibility menu for the visually impaired. Currently the menu contains several options designed to facilitate the navigation of the portal/web page of this category of people, such as: the possibility of enlarging the text, changing the background colour of the page and the contrast, reading, text voice, enlarging the navigation cursor, highlighting text in other colours, stopping or starting animations, increasing and/or decreasing the space between words.

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

4.1 Legislative changes

Under the lead of the Ministry of Internal Affairs and the Ministry of Defence, in close co-operation and support of the development partners and civil societies representatives, was started the process of drafting a new national Programme for implementation of the UN Resolution 1325 for the period 2022-2026 (second national programme).

4.5 Other pertinent developments

1) The 40% gender quota, further strengthened with placement provisions in 2020, i.e., 4 out of 10 candidates of the same gender, was applied for the first time at the 11 July early parliamentary elections. The double quota proved its effectiveness, thus leading to a total of 40 women MPs elected in 2021 (out of 101) - a record number since the country's 30 years of independence.

2) On 11 August 2021, the Government of Moldova was sworn in. Out of 17 Cabinet members - 5 are women, including the Prime Minister, 3 Ministers and the Governor of Autonomous Territorial Unit Gagauzia, who is an ex-officio Cabinet Member. A historic premier represents the appointment of a woman at the helm of the Ministry of Interior that was traditionally led by a male minister. Therefore, in 2021 in Moldova, the share of women in Government is 29%.

As of October 2021, Moldova is the first country in the world to have a woman President and Prime Minister.

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

5.1 Legislative changes

The provisions of the national normative framework in the field of asylum apply to asylum seekers and beneficiaries of a form of protection without discrimination, regardless of race, citizenship, ethnicity, language, religion, political affiliation, social status, beliefs, sex, sexual orientation, age. The state provides asylum on its territory on the basis of the principle of non-refoulement and provides protection in accordance with international standards in accordance with international and national law.

In accordance with Article 11 of Law 270/2008 on asylum in the Republic of Moldova, no asylum seeker will be expelled or returned from the border or from the territory of the Republic of Moldova. Respectively, no beneficiary of any form of protection may be returned or expelled to a country or territory where there could be a threat to his or her life or liberty or where he or she may be subjected to torture, inhuman or degrading treatment.

By the Law No. 112/2020 were made the amendments to the Law No. 270/2008 on asylum in the Republic of Moldova, which aimed at the legal representation of the unaccompanied child seeking asylum or beneficiary of international protection, temporary protection or political asylum.

At the same time, in 2022 it is planned to modify the national normative framework in the field of asylum regarding ensuring the access of asylum seekers to medical services, financial assistance, strengthening the reception conditions and optimising the procedures. The draft Law is to be developed in terms of respect for human rights and freedoms and gender mainstreaming in the legislative framework, correlated with existing policy documents and international commitments assumed by the Republic of Moldova.

5.2 Policy changes

The Office for Migration and Asylum develops, every three years, the Extended Migration Profile of the Republic of Moldova, an analytical product (report) that includes a detailed analysis of migration data for different periods, including gender-disaggregated data and that supports the process of developing evidence-based policies. (http://bma.gov.md/sites/default/files/media/ra_pme_2014-2018_0.pdf)

With regard to the issue of detention of women accompanying minors, pregnant women and nursing mothers, we note that the regulatory framework applicable to the activity of the Temporary Placement Centre for Foreigners (TPCF) provides for the manner and conditions of placement in the Centre of women and families.

Women placed in the centre are separated from men. Receiving food and activities, according to the daily schedule for women, is also carried out separately from those of men. The staff of the centre working with women are also women. The daily activity of pregnant women and mothers who have children up to three years old is carried out depending on the age of the children and their state of health. Families placed in the centre benefit from separate accommodation, which ensures an adequate level of privacy. At the same time, the body search of the persons placed in the centre is carried out by collaborators of the same sex.

Between November 2020 and October 2021, 8 women and 59 men were placed in public custody at TPCF.

5.3 Institutional changes

Policies regarding the granting of living space (accommodation centre), detention spaces (Temporary Placement Centre for Foreigners), social services, etc. are provided by the following regulatory framework:

- Law No. 270/2008 on asylum in the Republic of Moldova;
- Law No. 274/2011 on the integration of foreigners in the Republic of Moldova;
- Government Decision No. 1023/2012 regarding the approval of the Regulation of the Accommodation Centre;
- Government Decision No. 493/2011 regarding the approval of the Regulation of the Temporary Placement Centre for Foreigners.

The persons in the asylum procedure benefit from accommodation in the Accommodation Centre of BMA and are provided with the minimum necessary living in the sense of the provisions of the Government Decision No. 1023/2012 on the approval of the Regulation of the Accommodation Centre. Minors are accommodated in the centre with their parents or with an adult family member responsible for them by law. Unaccompanied minors are accommodated in spaces specially designed for this category of persons. Families with children, guardians are obliged to supervise minors so that they do not cause material damage or violate order and tranquillity in the centre. Liability for the consequences of acts or damage caused by minors is the responsibility of those who care for them.

At the same time, asylum seekers accommodated in the Accommodation Centre are offered individual psychological counselling services, adaptation support, including emotional support, especially during the pandemic period (COVID-19). Likewise, legal services are provided by the AO "Centre for the Law of Lawyers", medical services and non-reimbursable financial aid.

5.4 Research and awareness-raising

Foreigners (refugees, beneficiaries of some form of protection) are offered consultations by the BMA on the integration line. Thus, during the years 2020-2021, about 863 unique consultations were granted through the Chisinau Integration Centre, the BMA Call Centre. Areas covered: studying the Romanian language, obtaining the citizenship of the Republic of Moldova, employment, accommodation in the Accommodation Centre, social counselling, access to medical services, financial assistance.

Likewise, for counselling in the field of integration, people are directed to the relevant authorities such as: Territorial Agencies for Employment, National House of Medical Insurance, "Ion Creanga" University - for state language courses. In all cases of counselling, referral of persons to the competent bodies, respect for human rights is ensured without discrimination, regardless of race, citizenship, ethnicity, language, religion, political affiliation, social status, beliefs, sex, sexual orientation, age.

From the moment of application for asylum, the person regardless of gender, race, citizenship, ethnicity, language, etc. has the right to be assisted and advised free of charge by a legal adviser (NGO), a UNHCR representative or a chosen lawyer (paid), while benefiting free of charge from an interpreter/translator at any stage of the asylum procedure. In the interview process, the asylum seeker has the right to request to be interviewed by a person (eligibility counsellor) of the same sex.

All these formalities and other important aspects regarding the asylum procedure are stipulated in informative leaflets in several languages that are visible in the Single Counter for Aliens, on the official website of the BMA, on the informative panels within the Centres, including in the checkpoints of the state border, which are brought to the attention of each applicant and through which foreigners are informed.

5.5 Other pertinent developments

In order to prevent discrimination in any form, the Office for Migration and Asylum regularly organises information sessions for all persons in the Asylum Accommodation Centre on their rights and obligations, promoting non-discrimination on grounds of gender, race, religion, etc.

In order to assist vulnerable groups, ensure a minimum of existence until employment and pass all necessary investigations at the beginning of the asylum procedure, monthly financial assistance is provided by UNHCR to these persons, based on the approved assistance criteria for 2021 in the Republic of Moldova, it was approved to provide unique financial assistance to newly registered asylum seekers in a vulnerable situation (2082.7 MDL/~100 Euro). Disabilities that prevent socio-professional participation, survivors of trafficking in human beings, the category of SGBV (sexual and gender-based violence, including LGBT) have been introduced as new criteria for providing monthly assistance.

At the same time, the process of integration of foreigners in the Republic of Moldova is carried out in compliance with the provisions of the normative framework in the field through the principle of non-discrimination, the best interests of the child and equal treatment.

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

6.2 Policy changes.

1. The Ministry of Finance issued the budget circular on the elaboration/finalisation of the Medium-Term Budget Framework (MTBF) 2022-2024 in which it provided as a recommendation and additional requirements for the revision of programme budgets, the inclusion in the budget proposal by each governmental authority of gender-sensitive information, such as: objectives, goals, performance indicators.
2. In the current Government Programme “Moldova of the good times” among the priorities set for the labour and social protection sector were included the following actions:
 - Promoting the principle of equal pay for work of equal value between women and men;
 - Promoting flexible work programmes in the interest of employees with children, so that parents can cope with work tasks and family responsibilities;
 - Encourage the opening of alternative childcare services by employers.

6.4 Research and awareness-raising

In the course of 2021, UN Women, in partnership with the Academy for Public Administration provided extensive support for strengthening the capacities of the public authorities’ representatives, including from Women, Peace and Security sector (to elected civil servants and public officials, and personnel from security and defence sectors) to enhance their capacities to integrate the gender equality perspective in their daily activities at central level but as well at local level (district and central). The gender-related skills and capabilities gained by the targeted civil servants and public officials, as result of the project, are expected to contribute towards advancing the mainstreaming of gender equality across public decisions, policies, plans and budgets. The following major capacity building activities were organised:

A total of 17 courses for 382 civil servants and public officials from security and defence sectors and CPA and LPA (305 women, 77 men), out of which:

- a) Four training courses “Implementation of WPS Agenda” on 9 September, 10 September, 14 September and 16 September 2021 for 96 civil servants of management and execution level, elected officials from CPAs and LPAs;
- b) Four two-day courses “Non-discrimination and gender equality” on 6 to 7 July, 12 to 13 July, 19 to 20 July and 26 to 27 July 2021 for 94 specialists from human resources departments of MoD, NPA, MoI, GPI, Custom Service;
- c) Four two-day courses on 7 to 8 September, 16 to 17 September, 21 to 22 September and 28 to 29 September 2021 for 76 specialists from gender co-ordinating groups of security and defence sectors with developed skills and knowledge in gender equality and gender mainstreaming;
- d) Three two-days courses “Gender equality in public administration. Acts/decision analysis from gender perspective” on 14 to 15 July, 19 to 20 July, 29 to 20 July 2021 for 77 civil servants with management positions from security and defence institutions;
- e) Two two-day courses “Gender sensitive budgeting” on 15 to 16 July, 21 to 22 July 2021 for 39 civil servants from financial subdivisions from security and defence institutions.

Four training courses “Gender –sensitive budgeting” (8 hours each) were delivered for 82 technical and political decision makers (68 women and 14 men), with an active role in local budget process from LPAs of II level (deputy-heads of districts, heads of finance departments, districts councillors) developed their skills and knowledge in gender responsive budgets.

One course “Gender –sensitive budgeting” delivered for 20 specialists from financial subdivisions of Ministry of Finance trained.

7. Main challenges and lessons learned

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| <p>a) the factors which influence positively the implementation of policies and measures in the area of gender equality:</p> <ul style="list-style-type: none">- the co-operation and support provided by international partners such as UN Women, UNFPA, ILO, IOM and others.- targeted projects of the development partners for ensuring gender equality in some specific areas or topics. <p>b) the factors which influence negatively:</p> <ul style="list-style-type: none">- political aspect,- lack or under limited financial resources for gender equality issues,- the changes/amendments that impact the functionality of the institutional mechanism on gender equality. |

PRINCIPAUTE DE MONACO/MONACO

1. Objectif stratégique: prévenir et combattre les stéréotypes de genres et le sexisme

1.1 changements législatifs

Le 23 février 2021 a été déposé au Conseil National le Projet de loi n° 1029, relative à la promotion et la protection des droits des femmes par la modification et l'abrogation des dispositions obsolètes et inégalitaires.

Pour mémoire, l'ambition consistant à appréhender l'« obsolescence » ainsi mise exergue trouve notamment son origine dans une préconisation contenue dans le rapport du Conseil des droits de l'Homme, issu de l'Examen Périodique Universel de la Principauté du 12 novembre 2018. Il était ainsi demandé aux Autorités monégasques de : « *Continuer de mettre en œuvre des politiques visant à la réalisation de l'égalité des sexes pleine et effective, notamment en modifiant ou en abrogeant les dispositions obsolètes dans les lois qui sont discriminatoires à l'égard des femmes* ».

Elaboré dans le cadre du Comité pour la promotion et la protection des droits des femmes (cf. point 1.3) le présent projet de loi a pour objet, comme son intitulé l'indique, de modifier et d'abroger des dispositions obsolètes ou inégalitaires à l'égard des femmes, recensées dans l'ensemble des Codes et dispositions non codifiées du droit monégasque.

Pour ce faire, ce texte opère, d'une part, une actualisation de diverses références normatives, résultant des évolutions successives du droit, à l'instar de la suppression de dispositions relatives à l'ancien régime dotal et, d'autre part, une adaptation des référentiels sémantiques, conduisant notamment à neutraliser ou bilatéraliser certains énoncés sexués, fondés sur des conceptions aujourd'hui dépassées en raison des évolutions sociétales.

Un premier motif de désuétude, strictement normatif et que l'on pourrait qualifier d'« obsolescence de référentiels juridiques », vient du fait que nombre de textes n'ont pas tenu compte des modifications successives du droit monégasque, et reflètent en effet l'état antérieur du droit dans diverses matières. Leur désuétude juridique résulte ainsi du fait que ces dispositions n'ont pas été abrogées ni modifiées, et ce malgré des réformes législatives impliquant qu'elles le fussent. Demeurent ainsi certaines dispositions correspondant, par exemple, à l'ancien dispositif applicable en matière de régimes matrimoniaux, ou encore à l'ancien régime dotal.

Un deuxième motif de désuétude, plus lexical, et pouvant être qualifié d'« obsolescence de référentiels sémantiques » est lié au fait que plusieurs formulations ou termes renvoient en effet – en raison de la terminologie employée – à l'état antérieur de la société monégasque, procédant de conceptions aujourd'hui dépassées au regard de ces évolutions sociétales, et ce dans diverses matières.

1.2 changements dans les politiques publiques

S'agissant des politiques publiques en matière d'égalité des sexes sur le lieu de travail ou au sujet de l'indépendance économique des femmes, on notera :

- la poursuite de **l'étude sur la mesure des écarts de salaire pouvant exister entre les hommes et les femmes à Monaco**, dans le secteur privé comme dans le secteur public. Cette étude est menée dans le cadre d'un groupe de travail du Comité pour la promotion et la protection des droits des femmes (cf. point 1.3), intitulé « Etudes et statistiques ». La Direction du Travail, sous l'autorité du Département des Affaires Sociales et de la Santé, participe à ce groupe sous l'égide de l'Institut Monégasque de la Statistique et des Études Économiques (I.M.S.E.E.). C'est en fonction des résultats que pourront être envisagées les politiques publiques les plus

appropriées pour corriger les inégalités qui seraient constatées en fonction de leur importance, de leur origine ou de leur ampleur. Le résultat sera publié dans le courant de l'année 2022 ;

- un bilan est prévu prochainement avec les partenaires sociaux sur les deux ans d'application de la **Charte pour l'égalité des hommes et des femmes dans le monde du travail** intitulée « **Monégalité** », signé le 6 novembre 2019 par le Gouvernement Princier et les employeurs de la Principauté. Cette charte met en place une nouvelle dynamique pour promouvoir l'égalité femmes/hommes et témoigner de l'attachement des employeurs à ce « *facteur de performance économique et de progrès social* » (extrait du préambule de la Charte).

Pour mémoire, le cadre législatif général à Monaco assure l'égalité des sexes :

- la Constitution du 17 septembre 1962, révisée le 2 avril 2002, garantit le respect des libertés et des droits fondamentaux aux individus quel que soit leur sexe ;
- les traités internationaux auxquels la Principauté de Monaco est partie interdisent la discrimination fondée sur le sexe (Convention européenne des droits de l'homme, Convention d'Istanbul sur la prévention et la lutte contre la violence à l'égard des femmes et la violence domestique, Convention sur l'élimination de toutes les formes de discrimination à l'égard des femmes, etc.) ;
- au niveau de la loi, **l'égalité des sexes est assurée notamment en droit du travail**, où les textes imposent le principe de l'égalité de salaire entre hommes et femmes (loi n° 739 du 16 mars 1963 sur le salaire, modifiée par la loi n° 948 du 19 avril 1974) et sanctionnent le harcèlement, le chantage sexuel et la violence au travail (loi n° 1.457 du 12 décembre 2017 relative au harcèlement et la violence au travail). En ce qui concerne le secteur public, la loi n° 975 en date du 12 juillet 1975 portant statut des fonctionnaires de l'Etat consacre également le principe de non-discrimination entre les sexes.

1.3 changements institutionnels

Un groupe de travail au sein du Comité pour la promotion et la protection des femmes est consacré à la **prévention et l'éducation à l'égalité**. Son objectif est de sensibiliser le grand public et les jeunes à la question de l'égalité entre les femmes et les hommes et de lutter contre le sexisme.

Des actions de sensibilisation à destination des scolaires ont été mises en place par la Direction de l'Education Nationale de la Jeunesse et des Sports, en collaboration avec le Comité.

Ces actions abordent plus particulièrement avec les élèves du Secondaire, la thématique du sexisme et des stéréotypes tout en promouvant l'égalité entre les femmes et les hommes. Afin de sensibiliser au mieux les collégiens et lycéens, des rencontres avec des auteurs ou acteurs de théâtre sont organisées avec les classes de niveau collège dans le cadre des activités culturelles et de la promotion de la tolérance et de l'ouverture d'esprit, pour mieux appréhender l'iniquité de certaines situations.

Enfin, un personnel d'éducation est désigné comme référent « égalité » afin notamment de mettre en œuvre des actions éducatives pour sensibiliser les élèves, diffuser des informations et former les équipes éducatives du secondaire à cette thématique spécifique.

Pour mémoire, le Comité pour la promotion et la protection des droits des femmes a été créé à Monaco le 25 octobre 2018, en conformité avec les recommandations des organismes de suivi internationaux en matière des droits des femmes. Institué auprès du Ministre d'Etat, il est présidé par le Conseiller de Gouvernement – Ministre des Relations Extérieures et de la Coopération. La déléguée

interministérielle a pour mission de préparer, animer les travaux et veiller à la mise en œuvre des recommandations et orientations du Comité.

Ce Comité a pour mission de coordonner, de veiller à la mise en œuvre et d'évaluer les politiques nationales prises afin de promouvoir l'égalité entre les femmes et les hommes et de lutter contre les violences et discriminations à leur égard.

Ainsi, les membres dudit Comité se réunissent régulièrement pour mettre en place des mesures concrètes au sein de groupes de travail thématiques.

Il est composé des représentants des instances gouvernementales concernées, des Services Judiciaires et de la Direction des Services Judiciaires ; d'élus nationaux et communaux ; du Haut Commissaire à la Protection des Droits, des Libertés et à la Médiation ; des représentants du Conseil Economique Social et Environnemental et des associations œuvrant dans le domaine des droits des femmes.

1.4 recherche et sensibilisation

Concernant la production de données, une **étude sur la mesure des écarts de salaire pouvant exister entre les hommes et les femmes à Monaco** est réalisée chaque année, dans le secteur privé comme dans le secteur public (cf. point 1.2).

Concernant les campagnes de sensibilisation, le Comité pour la promotion et la protection des droits des femmes organise chaque année une **campagne de communication pour l'égalité femmes/hommes**. Celle-ci a pour but de déconstruire les clichés et faire évoluer les mentalités.

En 2021, la campagne a repris le slogan « *Tout le monde à sa place ...* » et le hashtag « *#égalitéJagis* ». Elle s'est déclinée à différentes périodes de l'année et a abordé des thèmes liés à l'égalité dans la vie quotidienne ou au travail, tout en s'appuyant sur des données statistiques, dont celles de l'I.M.S.E.E.

Ainsi, le premier volet de cette campagne mettait l'accent sur le choix, non genré, des cadeaux de Noël destinés aux garçons et filles ainsi que sur les tâches quotidiennes à partager. Dans un autre volet, était évoquée l'importance de l'éducation en vue de déconstruire les stéréotypes au vu des métiers encore majoritairement masculins. Enfin pour la rentrée scolaire, la campagne portait sur la mixité dans les activités sportives et les loisirs.

1.5 autres développements pertinents

Concernant la prévention et la lutte contre le sexisme et les stéréotypes de genre, diverses initiatives ont été développées en Principauté :

- diffusion d'interviews d'hommes et femmes, sur les réseaux sociaux, portant sur l'égalité de genre à l'occasion de Journées internationales ;
- mise en place de partenariats et de collaborations avec les acteurs des milieux culturel et sportif afin de sensibiliser un plus large public à l'égalité femmes/hommes. Pour exemple, fin 2021, durant un trimestre, la médiathèque municipale a accueilli des conférences relatives à la place des femmes dans la société, ou encore la féminisation de la langue française ;
- organisation d'une exposition intitulée « Femmes remarquables de l'histoire monégasque », portraits de 15 femmes qui se sont illustrées en Principauté ou qui ont développé un lien avec Monaco dans divers domaines. Cet événement s'est tenu à l'occasion de la 26^{ème} édition des Journées Européennes du Patrimoine dont le thème était « Femmes et patrimoine ».

Plus particulièrement, au sein des établissements scolaires, diverses mesures et actions ont été renforcées :

- persistance de l'action pédagogique, via l'enseignement de l'Education Morale et Civique ; de l'attention portée à la représentation paritaire dans la création des supports pédagogiques ; de la formation des personnels en matière de prévention et de sensibilisation ;
- aggravation des sanctions prévues dans les règlements intérieurs des établissements d'enseignements à l'encontre de manquements envers autrui sur tout élément personnel lié aux race, origine, croyance, handicap, orientation et sexe, notamment ;
- mise en place de nombreuses activités périscolaires, sous diverses formes : représentation théâtrale pour l'élimination de la violence à l'égard des femmes ; concours d'écriture numérique francophone portant sur l'égalité entre filles et garçons ; campagne, sous forme de photographies, reflétant les visages de l'égalité du monde du travail, en vue de sensibiliser filles et garçons aux divers métiers.

2. Objectif stratégique: prévenir et combattre la violence contre les femmes et la violence domestique

2.1 changements législatifs

Le projet de loi n° 1027 portant réforme des dispositions relatives à l'incrimination des agressions sexuelles, déposé en Séance Publique au Conseil National le 25 novembre 2020, a été élaboré en regard de la dimension éminemment évolutive de la violence à l'égard des femmes, poursuivant une démarche ininterrompue d'actualisation des disciplines répressives, au titre des réactions nécessaires aux nouveaux défis criminels.

A l'effet de perfectionner et/ou moderniser certaines infractions, ce projet de loi a eu pour premier objectif de donner toute son efficacité à la répression des atteintes sexuelles, en procédant à une redéfinition des éléments constitutifs et des peines (redéfinition de l'infraction d'outrage public à la pudeur, par le biais de l'introduction de l'incrimination « d' exhibition sexuelle », redéfinition de l'infraction d'harcèlement sexuel, redéfinition de l'actuelle infraction « d'attentat à la pudeur », par le recours à la formulation « d'atteinte sexuelle » redéfinition de l'appréhension pénale du viol, redéfinition de l'agression sexuelle, etc.).

En sus de l'ensemble de ces premières modifications, il importe de souligner que le texte projeté a également pour ambition de procéder à une avancée notable pour les victimes, conduisant en cela à opérer un réel changement de paradigme. Il est en effet apparu essentiel que la définition juridique des viols et des autres agressions sexuelles puisse, désormais, être fondée sur l'absence de consentement de la victime. Elaboré en regard du « Rapport d'évaluation de référence sur Monaco » publié par le GREVIO le 27 septembre 2017, comme en considération, au niveau onusien, du rapport unique valant rapport initial et deuxième et troisième rapports périodiques de Monaco devant le CEDAW (du 22 novembre 2017), le projet de texte répond ainsi à l'appel formé la Secrétaire Générale du Conseil de l'Europe, Marija Pejčinović Burić, à l'avant-veille du 8 mars 2020 (date de la journée internationale de la femme), invitant « *tous les États membres à changer leur définition juridique du viol* ».

Il est notamment apparu primordial d'introduire une cause d'aggravation de la peine lorsque le harcèlement sexuel ou le chantage sexuel est commis par un conjoint, un partenaire, un cohabitant ou toute autre personne vivant sous le toit de la victime.

De même, il importe de faire mention du **projet de loi n° 1036 relative à la lutte contre le harcèlement et la violence en milieu scolaire**, déposé le 10 mai 2021.

Bien que ce projet ait pour ambition, dans sa quasi-intégralité, de doter le droit monégasque d'un corps de règles destinées à identifier, prévenir, signaler, traiter, et réprimer les situations de harcèlement et de violence en milieu scolaire, le texte tend toutefois également à compléter l'arsenal des mesures pénales en intégrant des infractions qui, sans être exclusivement dédiées à la lutte contre la violence contre les femmes, tendent néanmoins à embrasser cet objectif.

Tel est spécialement le cas du délit destiné à répondre à un phénomène nouveau dit de « vengeance pornographique », consistant à mettre en ligne les photographies d'une personne dans son intimité sexuelle, sans qu'elle ait consenti à cette diffusion.

Ce délit projeté - de diffusion d'enregistrement de paroles ou d'images présentant un caractère sexuel obtenu avec le consentement de l'intéressé - apparaît – aujourd'hui plus que jamais – comme une nécessité, tout particulièrement en regard de la rapidité de diffusion offerte par l'Internet, l'ampleur du public potentiel étant à la mesure du préjudice causé.

Seront ainsi spécialement appréhendées le fait d'écouter, enregistrer, transmettre des paroles présentant un caractère sexuel prononcées dans un lieu privé, le fait de fixer, transmettre l'image d'une personne dans un lieu privé qui présenterait un caractère sexuel, le fait de conserver, porter ou laisser porter à la connaissance du public ou d'un tiers, ou d'utiliser publiquement ou non, tout enregistrement ou document précité présentant un caractère sexuel, le fait de publier, par quelque voie que ce soit, un montage réalisé avec les paroles ou l'image de la personne concernée obtenues dans un lieu public ou privé, présentant un caractère sexuel, et également, le fait, en l'absence d'accord de la personne pour la diffusion, de porter à la connaissance du public ou d'un tiers tout enregistrement ou tout document portant sur des paroles ou des images présentant un caractère sexuel, obtenu, avec le consentement exprès ou présumé de la personne ou par elle-même.

Il est à noter que ce projet de loi vient répondre non pas à une statistique très faible dans le pays mais constitue une réponse légale détaillée à un malheureux effet « de mode » aux conséquences souvent importantes, voire dévastatrices.

2.2 changements dans les politiques publiques

S'agissant des procédures de police générales, on pourra noter ce qui suit :

- en matière de **soutien aux victimes** basé sur une intervention de « Police Secours », dans le cas d'un dépôt de plainte, la personne est accompagnée au Centre Hospitalier Princesse Grace (C.H.P.G., seul hôpital de Monaco) pour examen, avant d'être orientée vers les Services enquêteurs ; à défaut de plainte, lesdits Services la contactent pour faire un point de situation et un suivi d'évolution et établissent une main courante ou un rapport ;
- en matière d'**accueil des victimes**, il est prévu que tout soit fait pour rassurer la personne, lui exposer les suites possibles et lui fournir toutes documentations d'aide et d'informations ainsi qu'un compte-rendu au Parquet Général. Un dispositif comprend une grille d'analyse des suites à donner avec un formulaire d'évaluation des dangers (23 questions sont posées à chaque personne se disant victime de faits qu'elle vient dénoncer). Des critères d'évaluation sûrs permettent de connaître les situations les plus exacerbées et dangereuses. Cette grille d'évaluation est ensuite transmise au Parquet général avec les documents de police utiles (dont plainte et rapport d'avis émis par les services de police).
- en matière d'**investigation**, un document-type a également été élaboré pour les Procès-Verbaux d'audition destinés à l'investigation et pouvant le cas échéant servir aux enquêteurs dont les violences conjugales ne sont pas le cœur de métier. Ceci a également son utilité *in fine* pour les magistrats devant apprécier au mieux les cas en cause ;

- relativement au **traitement judiciaire des plaintes et des dénonciations**, les services de la Sûreté Publique utilisent un modèle de plainte spécifique, joint au formulaire d'évaluation des dangers précité ; l'Officier de Police Judiciaires propose au Parquet la mise en œuvre des mesures récentes énoncées par l'article 37-1 du Code de procédure pénale, à savoir interdiction, pour le mis en cause, de rentrer en contact avec la victime et proposition à celle-ci, d'une solution d'hébergement.

On soulignera enfin que la Direction de l'Action et de l'Aide Sociales (D.A.S.O.), sous l'autorité du Département des Affaires Sociales et de la Santé de Monaco, continue d'apporter aux victimes dont la situation le justifierait les aides financières, une assistance psychologique et l'hébergement d'urgence qui leur seraient nécessaires.

2.3 changements institutionnels

Dans le cadre des travaux du Comité pour la promotion et la protection des droits des femmes (cf. point 1.3), un des groupes de travail est dédié à la **formation professionnelle**. Son but est de proposer des actions pour renforcer la formation des professionnels accueillant des victimes. En 2020, un plan de formation a été mis en place comprenant un premier module dédié au primo accueil des femmes victimes de violence.

Entre janvier et décembre 2020, un grand nombre de personnel des services administratifs et hospitaliers a été formé. Parmi eux des personnels des services sociaux, de la sûreté publique (police), des établissements scolaires et le personnel administratif du Centre Hospitalier Princesse Grace (seul hôpital de Monaco) ont participé à cette journée de formation.

Un second module de formation dédié à la prise en charge des victimes de violences a été organisé pour les professionnels de terrain (policiers, pompiers, travailleurs sociaux, personnels de l'Education Nationale notamment). La Direction des Services Judiciaires a également sensibilisé les magistrats et les avocats à cette thématique. Prochainement les médecins de ville, les pharmaciens et les personnels de santé seront aussi bénéficiaires de ces formations.

Par ailleurs, pour mémoire, en ce qui concerne le tissu associatif, une association d'aide aux victimes d'infractions pénales (A.V.I.P.) a été créée en 2014 dans le sillon de la loi n° 1382 du 20 juillet 2011 relative à la prévention et à la répression des violences particulières. Elle informe les victimes sur leurs droits et fournit une aide pratique, ainsi qu'une orientation dans les démarches administratives et judiciaires (sans se substituer au rôle de l'avocat) ; elle peut aussi venir en appui pour fournir une aide à caractère psychologique en cas de traumatisme important.

Une autre association appelée « *She can, he can* » privilégie l'aide à l'éducation et à la formation, visant à ce que toutes les personnes soient valorisées de la même manière, dans tous les environnements de travail et de vie.

2.4 recherche et sensibilisation

Au titre de la production de données statistiques, une étude sur les violences faites aux femmes a été publiée au mois de janvier 2021 par l'Institut Monégasque de la Statistique et des Études Économiques (I.M.S.E.E.).

Cette publication présente les principales données disponibles durant l'année 2020 et dresse un état des lieux des violences selon différents indicateurs mesurables. Les informations ont été récoltées et analysées par l'I.M.S.E.E. auprès des différentes sources puis présentées au Groupe « Etudes et statistiques » du Comité pour la promotion et la protection des droits des femmes. La deuxième publication est prévue début janvier 2022 pour analyser les données relatives à l'année 2021.

Outre le nombre de cas de violence, l'I.M.S.E.E. s'attache également, lorsque cela est possible, à étendre cet état des lieux à des données complémentaires telles que : l'analyse des types de violences commises ; le ou les lieu(x) des violences ; l'âge des victimes ; leur lien avec l'auteur. Ceci permettra, à plus long terme d'être en mesure de disposer d'une série complète de donnée sur plusieurs années, pour analyser l'éventuelle évolution de ce phénomène et mettre en place des actions ciblées.

Au titre des opérations de communication, la Principauté s'associe déjà depuis plusieurs années aux opérations mises en œuvre dans le cadre de la Journée internationale pour l'élimination de la violence à l'égard des femmes du 25 novembre.

Le message principal de la campagne de 2021 portait sur la nécessaire prise de conscience des signes de violence et de ses mécanismes : « *Pour échapper à la violence, il faut déjà avoir conscience qu'on la subit.* » Cette campagne s'est inscrite dans le cadre de partenariats établis avec des entités institutionnelles et associatives et s'articulait autour de plusieurs temps forts :

- la réalisation d'un film de fiction, diffusé sur la chaîne de télévision de « *Monaco info* », sur les réseaux sociaux du Comité et du Gouvernement, ainsi que sur de nombreux supports en ville et dans la presse,
- l'installation de stands pour aller à la rencontre du public afin de mieux faire connaître les dispositifs en vigueur et les intervenants en Principauté.

Par ailleurs, en 2021, une plaquette aux fins d'« *Agir contre les violences domestiques* » destinée à informer et à orienter les victimes comme les témoins de violences (aides et parcours judiciaire etc.), a été réalisée en Français et en Anglais, par la Direction de l'Action et de l'Aide Sociales, sous l'autorité du Département des Affaires Sociales et de la Santé. Elle fait l'objet d'une très large diffusion.

3. Objectif stratégique : garantir aux femmes l'égalité d'accès à la justice

3.1 changements législatifs

Pour mémoire, la Constitution du 17 septembre 1962, révisée le 2 avril 2002, garantit le respect des libertés et des droits fondamentaux aux individus quel que soit leur sexe.

3.5 autres développements pertinents

Pour mémoire, au sein de l'institution judiciaire monégasque, tous les chefs de juridiction, à l'exception du Tribunal Suprême (juridiction administrative et constitutionnelle), sont des femmes :

- Première Présidente de la Cour de Révision ;
- Première Présidente de la Cour d'Appel ;
- Présidente du Tribunal de première instance ;
- Procureur Général.

Au surplus le Greffier en chef, et ses deux adjoints, sont également des femmes.

4. Objectif stratégique : assurer une participation équilibrée des femmes et des hommes à la prise de décision politique et publique

4.1 changements législatifs

Pour mémoire, la Constitution du 17 septembre 1962, révisée le 2 avril 2002, garantit le respect des libertés et des droits fondamentaux aux individus quel que soit leur sexe.

4.4 recherche et sensibilisation

Une initiative vise à soutenir l'ambition des femmes pour contribuer à la création d'un monde professionnel plus égalitaire. A ce titre, un **programme de développement professionnel féminin** a été proposé à des femmes du secteur public et privé en Principauté. Ce programme met l'accent sur l'adoption de nouveaux comportements et la transformation de la posture mentale chez les participantes afin qu'elles affichent davantage leur ambition et qu'elles maximisent leurs talents pour en faire bénéficier leur organisation.

4.5 autres développements pertinents

Une proposition de résolution visant à promouvoir **la représentation des femmes au sein des conseils d'administration des entités, publiques et privées, dépendant de l'Etat** a été votée en séance publique du Conseil National le 20 novembre 2020. Celle-ci permet d'assurer une représentation équilibrée entre les femmes et les hommes parmi les administrateurs au sein des conseils d'administration des entités publiques, associatives et privées, dépendant de l'Etat. Cette démarche constitue un pas de plus vers une égalité concrète entre les femmes et les hommes.

5. Objectif stratégique : protéger les droits des femmes et des filles migrantes, réfugiées et demandeuses d'asile

5.2 changements dans les politiques publiques

Dans le cadre du suivi des recommandations formulées par le Groupe d'experts sur la lutte contre la traite des êtres humains du Conseil de l'Europe (G.R.E.T.A.), le Gouvernement et les Services Judiciaires travaillent à la rédaction et la mise en place d'une circulaire destinée à coordonner l'action - déjà existante – des différents services intervenant ou pouvant intervenir en matière d'identification et de prise en charge de victimes de traite des êtres humains.

6. Objectif stratégique : intégrer les questions d'égalité entre les femmes et les hommes dans toutes les politiques et mesures

6.4 recherche et sensibilisation

Du point de vue de l'éducation nationale, de la jeunesse et des sports :

Un personnel d'éducation a été nommé référent « égalité » (information à ramener à la taille de l'Etat monégasque), avec la mission de développer dans l'enseignement secondaire des actions de prévention et d'éducation à l'égalité.

Ses actions portent sur la sensibilisation des élèves, la diffusion des informations utiles à l'ensemble de la communauté éducative et l'organisation de formations adaptées pour les enseignants du niveau précité. Le but est d'estomper les stéréotypes et permettre l'adoption de comportements plus adaptés, sans discrimination ni violence.

NORWAY

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.1 Legislative changes

This is the first year where employers must do a mapping of gender gap in salaries and rapport on the share of employees working involuntarily part time within their company. This is to be included in the companies' annual rapports. This is due to the changes in the equality and anti-discrimination legislations last year, where the activity and reporting duty was strengthened.

1.2 Policy changes

The government's intention is to strengthen and renew efforts in the field of gender equality, for example: Strengthen the regional centres for equality and the resource centre for men, increase the support to civil society in the field, set up an expert committee to study men's gender equality challenges.

Sexual harassment

The Parliament has asked the government to prepare a report to the Parliament with a broad review of different sectors and arenas and propose measures that can contribute to preventing sexual harassment in society.

1.3 Institutional changes.

Nothing to report.

1.4 Research and awareness-raising

Women's health

The government has appointed a commission to review women's health and health issues in a gender perspective. The commission will review challenges concerning gender equality when it comes to public health, care services, and the primary and specialist health care services. Gender will be seen in relation to minority background, disabilities, sexual orientation, gender identity and gender expression and socio-economic background. The commission will submit its rapport in September 2022.

The gender divided work life

The Directorate for Children, Youth and family affairs (Bufdir) has developed a web page with information and measures aimed at inspiring secondary schools to implement activities to promote non stereotypic educational choices.

AI

The Directorate for Children, Youth and Family Affairs has initiated two research projects, one is looking at

how the use of artificial intelligence in public administration (such as decision support, in information or service provision) entails a risk of discrimination for certain groups. The project will look at:

1. To what extent does the public sector use (or plan to use) artificial intelligence in its activities?
2. What is the risk of discrimination in public use of artificial intelligence?
3. What do government agencies do to prevent discrimination in the use of artificial intelligence?
4. How can public enterprises prevent discriminatory effects when using artificial intelligence?

This project not only investigates discrimination regarding gender, but also people with disabilities and people with ethnic minority background.

Another project looks into the digitalisation of public sector and the potential for discrimination for women with immigrant background using their services. The use of AI is one aspect that is looked into

in this study. The potential for promoting equality through digitalisation and the use of AI systems is also a perspective that will be discussed.

COVID-19

The Directorate for Children, Youth and Family Affairs has initiated a research project investigating the consequences of the COVID-19 pandemic. A part this project will investigate equality consequences (including gender equality) during and after the pandemic. The subproject will examine: 1) consequences for equality in working life, care tasks and living conditions in general (related to factors such as gender, ethnicity, sexual orientation, age, etc.), and 2) the consequences of the pandemic for people with disabilities in particular. The two parts can be seen in relation to each other where relevant. It can also be useful to see consequences for equality among parents in relation to the situation for children and youths upbringing conditions. The estimated project period will last from 2021 to 2025, with several deliveries during this period.

1.5 Other pertinent developments

The government is changing work titles in government institutions so that they are gender neutral.

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

2.1 Legislative changes

As of 1 April 2021, extrajudicial forced marriages are equated with forced marriages in civil law in section 253 of the Criminal Code. From 1 January 2021, the duty to prevent has been extended to also include the Penal Code § 253 on forced marriage. The duty applies without regard to the duty of confidentiality.

2.2 Policy changes.

New action plan on preventing violence in close relations 2021-2024:

<https://www.regjeringen.no/contentassets/2dda3b36640d4dfbbac11598a1dc792/209755-jd-frihetfravold-web.pdf>

New action plan on preventing honour-based violence 2021-2024:

<https://www.regjeringen.no/contentassets/bf09aa64a96c4d5e8a69abd4c723f8e9/no/pdfs/f-4464-frihet-fra-negativ-sosial-kontroll-og-aeres.pdf>

New strategy on prevention and control of internet-related abuse against children:

https://www.regjeringen.no/contentassets/2915ff68eb2849edb3218055be32d8cb/strategi-mot-internetrelaterte-overgrep-mot-barn_uu.pdf

2.3 Institutional changes

Nothing to report.

2.4 Research and awareness-raising

Bufdir launched an **information campaign about violence in close relations** during the COVID-19 pandemic in a number of national and local media. The focus in the campaign is that if you are not safe in your own home, or suspect that someone is exposed to violence and abuse, you should contact a domestic violence shelter and that the shelters are open despite of any regulations and are safe to use. In this context, a collective advertisement has been made for the emergency services in the largest national newspapers, in addition to an advertising film about the domestic violence shelters in Norwegian and English. In 2021, the information film has been translated into 13 languages and interpreted visually in Norwegian and English. Bufdir is now working to spread the film so that it reaches new target groups who are visually impaired. The film is also being edited so that it can be used despite of the COVID-19 pandemic to make the shelters more known to the public.

During the pandemic, **Bufdir has been following and mapping the situation regarding violence in close relations and violence against women.** Through obtaining statistics and surveys of the shelters, financing research projects, and through dialogue with civil society, aid services and relevant authorities, Bufdir has been able to provide regular reports with updates and recommendations to the government. The reports included focus on women with disabilities, women drug users, women with diverse sexual identities and gender identities and women with ethnic minority background, older women and women selling sexual services.

As a consequence of the COVID-19 pandemic, a chat was established in April 2021 in connection with the telephone help line for victims of violence and abuse (the VO helpline) run by the Crisis Centre Secretariat and Oslo Crisis Centre. The service is funded by the Ministry of Justice and Public Security. In addition, 550,000 Euros were allocated in the spring of 2021 to strengthen the information about the help services, including the VO helpline, dinutvei.no and the Children's Houses.

Funded by the Ministry of Justice, the Norwegian Centre for Violence and Traumatic Stress Studies (NKVTS) is conducting a campaign regarding the duty to prevent serious offences such as murder, rape, domestic violence and sexual abuse of children (Penal Code § 196). The campaign is aimed at staff in preschools, schools and the health service, as well as the general public. This campaign points to the plikt.no website, which provides information on when people may have a duty to prevent, and also how to prevent.

Relevant studies (in English):

Children, adolescents and the corona crisis. A nationwide investigation of violence, abuse and mental health among young people in Norway in the spring of 2020: https://www.nkvts.no/content/uploads/2020/12/Rapport_2-20.pdf

An article on the impact on the COVID-19 pandemic on the domestic violence shelters in Norway was published in 2021 (summary in English):

https://www.idunn.no/tidsskrift_for_velferdsforskning/2021/02/krisesentre_i_norge_og_COVID-19

Bergman, S., Bjørnholt, M. & Helseth, H. (2021). Norwegian Shelters for Victims of Domestic Violence in the COVID-19 Pandemic – Navigating the New Normal. *J Fam Viol* (2021). <https://doi.org/10.1007/s10896-021-00273-6>

2.5 Other pertinent developments

Nothing to report.

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

3.1 Legislative changes

Norway has a legal aid scheme that strives to ensure legal assistance to persons who do not have the financial means to meet a need for legal aid in matters of great personal welfare. The scheme is of great assistance to many women. In October 2018, the government appointed a public committee to review the legal aid scheme. The committee finished its work in May 2020. One of the issues that the committee assessed was the right to legal aid for particularly vulnerable persons. The government is now assessing the legal aid scheme to ensure that particularly vulnerable persons are provided with legal aid in matters of great personal welfare. As of January 2022, the income limit for receiving legal aid in certain types of cases will be raised. This will ensure that more people have access to legal aid. Statistically, women often have jobs with lower income than men. The raise in income limit will therefore be of benefit to women in need of legal aid.

3.2 Policy changes .

Nothing new to report.

3.3 Institutional changes

Nothing new to report.

3.4 Research and awareness-raising

Nothing new to report.

3.5 Other pertinent developments

The government continues to support legal aid services that specialise in helping women in vulnerable situations. Legal Counselling for Women, run by law students, receives financial support from the government. The organisation spreads information about rights, do outreach work and offer free legal aid to persons that define themselves as women.

4. Strategic objective: Achieve balanced participation of women and men in political and public decision-making**4.1 Legislative changes**

No changes regarding this objective. Norway conducted parliamentary elections in September 2021, with the result that the parliament will be the most gender equal of all times in Norway. The share of women is now around 45 per cent.

4.2 Policy changes .

Nothing to report.

4.3 Institutional changes

Nothing to report. See section 1.1.

4.4 Research and awareness-raising

Nothing to report.

4.5 Other pertinent developments

See section 1.5.

5. Strategic objective: Protect the rights of migrant, refugee and asylum-seeking women and girls**5.1 Legislative changes**

Nothing to report. (For further information on relevant regulations and procedures, please see Norway's state report to GREVIO from September 2020 (page 77 – 79): <https://www.coe.int/en/web/istanbul-convention/norway>)

5.2 Policy changes

In the new action plan on preventing honour-based violence, there are two relevant measures;

Measure 2: *follow-up of newly arrived immigrants and refugees who are exposed to violence and threats.* Newly arrived refugees and immigrants who are exposed to violence and threats constitute vulnerable groups with special follow-up needs. Their need for protection and crisis centre services must be mapped.

Measure 4: *further develop dialogue groups on violence against residents in asylum reception centres.* The current dialogue groups on violence against men living in asylum reception centres is a measure to prevent violence inside and outside reception centres. The groups will be continued and can be considered extended.

<https://www.regjeringen.no/contentassets/bf09aa64a96c4d5e8a69abd4c723f8e9/no/pdfs/f-4464-frihet-fra-negativ-sosial-kontroll-og-aeres.pdf>

5.3 Institutional changes

Nothing to report.

5.4 Research and awareness-raising

Nothing to report.

5.5 Other pertinent developments

Nothing to report.

6. Strategic objective: Achieve gender mainstreaming in all policies and measures**6.1 Legislative changes**

This is the first year where public authorities must describe their actions to incorporate the considerations of gender equality and anti-discrimination into their work. They must explain how they work to translate principles, procedures, and standards relating to gender equality and anti-discrimination into action. The public authorities must assess the results that have been achieved and explain their expectations towards this work going forward. The gender equality report must be included in the annual report or another publicly available document. This is due to the changes in the equality and anti-discrimination legislations last year, where the activity and reporting duty was strengthened for employers and public authorities.

6.2 Policy changes

Nothing to report.

6.3 Institutional changes

Nothing to report.

6.4 Research and awareness-raising

The Norwegian Directorate for Children, Youth and family affairs continues to develop and promote guidelines and tools targeting employers in private and public sector, and public authorities, to help them implement their duties stated in the Equality and anti-discrimination Act to promote equality and prevent discrimination concerning gender, pregnancy, care duties, age, ethnicity, religion, disabilities, sexual orientation, gender identity and gender expression or combinations of these issues.

6.5 Other pertinent developments

The government will develop a strategy for cross-sectorial research and knowledge development in 2022.

7. Main challenges and lessons learned

a) **factors which influence positively or negatively the implementation of policies and measures**

b) **lessons learned which could be useful for other countries**

a) Nothing to report.

b) Norway has a strong legislation regarding gender equality, which is an important part of developing gender policies in Norway.

8. Additional comments, if any

We are happy to share experiences with other GEC members on all the topics mentioned above.

POLAND

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.1 Legislative changes

In 2021, an initiative aimed at closing the pay gap between women and men was announced. It is planned to prepare regulations obliging companies to justify within 30 days the remuneration paid at the request of the employee. Employees will also be able to request information about the average earnings of people of the opposite sex performing similar and identical duties. A code of best practice on equality between women and men will be promoted by state-owned companies, and their experience will then be extended to other groups of companies. The proposed regulations merge with the currently negotiated EU directive on pay transparency. Due to ongoing legislative work, in which Poland actively participates, at the moment, it is possible to define only the general outline of future changes aimed at closing the pay gap, as the scope of the legislative package implementing the Directive depends to a large extent on the final agreed text of the Directive.

In addition, anti-discrimination education will be strengthened through an annual “Pay gap between women and men” report. It is also planned to update and disseminate the “Equal Pay” application, which allows easy estimation of differences in wages between employees, taking into account their sex, age, education and other selected characteristics (the so-called “adjusted wage gap”). These activities will be undertaken in the framework of the project “Good climate for quality jobs”, financed by the Norwegian Financial Mechanism.

On 11 August 2021, the Act on Amending the Broadcasting Act and the Cinematography Act was enacted to align the content of the provisions of the Broadcasting Act with the wording of the Audio-visual Media Services Directive (Directive (EU) 2018/1808 of the European Parliament and of the Council of 14 November 2018 amending Directive 2010/13/EU on the co-ordination of certain provisions laid down by law, regulation or administrative action in member states concerning the provision of audio-visual media services). As a result of this implementation of the Audio-visual Media Services Directive, the national legislator expanded the exemplary catalogue of discriminatory actions by referring directly to Article 21 of the Charter of Fundamental Rights of the European Union in its content. As a result of this amendment, the dissemination/accessibility of content that incites to hatred or violence or discriminates on the basis of sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, nationality, membership of a national minority, property, birth, disability, age or sexual orientation was prohibited.

1.2 Policy changes

Legislative work on the National Action Programme for Equal Treatment for 2022-2030 is currently underway to integrate the principle of equal treatment into national policies. The programme sets out the objectives and priorities of activities for equal treatment, and its aim is to eliminate discrimination from social life in Poland to the highest possible degree. Actions include in particular raising social awareness in the field of equal treatment and counteracting breaches of the principle of equal treatment. The Programme is a multi-annual programme which sets out in a strategic manner the objectives and priorities of activities in the field of equal treatment. The individual priorities of this document have been built on the basis of main areas of social and economic life, rather than on the basis of challenges concerning the grounds for discrimination. The programme includes the following priorities: Anti-discrimination policy, Labour Education, Health, Access to goods and services, Awareness raising, Data Collection and Research, Co-ordination. Therefore, most of the activities planned in the project will target all groups vulnerable to discrimination in a given area of socio-economic life.

1.3 Institutional changes

Pursuant to Article 18 of the Act of 3 December 2010 on Implementing Certain Provisions of the European Union on Equal Treatment, the Commissioner for Human Rights and the Government Plenipotentiary for Equal Treatment are entrusted with tasks related to the implementation of the principle of equal treatment. The competence to assist victims of discrimination in filing complaints of discrimination, to conduct independent research on discrimination, and to publish independent reports and make recommendations on all problems of discrimination is exercised by the Ombudsman. The Ombudsman has wide procedural rights, e.g., he can demand that a competent prosecutor initiate pre-trial proceedings in cases of offences prosecuted ex officio or lodge appeals.

The duties of the Government Plenipotentiary for Equal Treatment include intervening in individual cases where the circumstances of a case indicate that a person has been treated differently by a state authority or a private entity from others solely on the basis of some specific feature (gender, race, ethnic origin, nationality, religion, belief, worldview, disability, age or sexual orientation). The Government Plenipotentiary for Equal Treatment takes action on the basis of information from citizens, groups of citizens or non-governmental organisations.

1.4 Research and awareness-raising.

In 2021 campaigns on Girls as Engineers! And Girls go Science! were organised. There was a National Open Day for Girls on 22 April 2021. These campaigns, initiated by the Conference of Rectors of Polish Technical Universities and Educational Foundation Perspektywy, are a pioneer and the biggest project promoting technical, engineering and science faculties among young women in Poland and Central and Eastern Europe. The idea of the project was established in 2006.

The website of the Government Plenipotentiary for Equal Treatment publishes news and documents on equal treatment. The Plenipotentiary is also active on Twitter and Facebook.

1.5 Other pertinent developments

An appeal was sent to rectors of universities supervised by the minister responsible for science and higher education with a request to provide information by 15 January 2022 on the results of the analysis of anti-bullying and anti-discrimination procedures in place in universities, undertaken preventive measures, reactions to signals of irregularities, the scale of the phenomenon, ways of monitoring, implemented procedures, and to monitor on a cyclical basis and provide the above information in the annual reporting periods.

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

2.1 Legislative changes

The laws in force in Poland, as well as the measures taken to implement them, provide protection for all people against all forms of violence, including domestic violence. Strengthening of this protection is a priority task of the present Government. The existing legal solutions, implemented programmes and actions in the field of combating violence, achieve the fundamental obligation imposed by the Constitution of the Republic of Poland on public authorities to respect and protect human dignity and to guarantee rights and freedoms derived from human dignity.

Actions for counteracting violence are regulated in the Act of 29 July 2005 on Counteracting Violence in the Family (Journal of Laws 2021, item 1249) and the National Programme for Counteracting Violence in the Family for 2021 adopted by the Resolution No. 16 of the Council of Ministers of 1 February 2021 (M.P. 2021 item 235). Thanks to the developed and adopted national documents mentioned above, which are a kind of compass for building strategies and action plans at the local level it is possible to implement the worked-out assumptions in the field of counteracting violence.

The Government is taking measures to strengthen the system for preventing and combating violence and family violence, including to improve the protection of victims of violence.

In assessing the implementation of the obligations of the Government of the Republic of Poland in the field of combating violence, including family violence, it is necessary to point out, among others, the actions taken in 2020, that is, the enactment of the Act of 30 April 2020 on amending the Act - Code of Civil Procedure and some other acts, significantly strengthening the protection of victims of violence. The Act introduced the possibility of immediate isolation of perpetrators of violence in family violence from its victims, on the basis of an order issued by a police officer against a person using family violence, posing a threat to life or health of the person affected threat to life or health of a person subjected to violence, an order to immediately leave a jointly occupied apartment and its immediate surroundings or a prohibition on approaching the dwelling and its immediate surroundings. The order and prohibition are immediately enforceable. The implementation of these solutions was preceded by extensive training activities addressed to the Police and Military Police.

In connection with the entry into force of the provisions of the Act on amending the Code of Civil Procedure Act and some other acts, actions were also taken in the field of adjusting other existing legal regulations to the changes already introduced, in particular, the following regulations were issued on the basis of statutory delegations introduced in the Act of 6 April 1990 on the Police:

- ordinance of the Minister of Internal Affairs and Administration of 26 November 2020 on the issuance of an order to immediately leave a jointly occupied apartment and its immediate surroundings or a restraining order on the apartment and its immediate surroundings;
- ordinance of the Minister of Internal Affairs and Administration of 30 October 2020 on the model protocol of the action of leaving a jointly occupied apartment and its immediate surroundings, in connection with the issuance of an order or prohibition;
- ordinance of the Minister of Internal Affairs and Administration of 30 October 2020 on the template of the notification of a person using domestic violence, against whom an order or prohibition has been issued, left in the face of the impossibility of delivery of correspondence;
- ordinance of the Minister of Internal Affairs and Administration of 30 October 2020 on the template of notification of a person using family violence, against whom an order or prohibition has been issued, placed in the door of the apartment.

By the Law of 20 January 2021 on amending the scope of the Council of Europe Convention on preventing and combating violence against women and domestic violence, drawn up in Istanbul on 11 May 2011, amendments were made to the reservations to Article 30 paragraph 2, Article 44 paragraph 1 point e and Article 58 of the convention, which will result in broadening the scope of application of the convention in Poland in the context of detailed solutions concerning criminal procedure and punishment for the actions indicated in the convention. This is the effect of changes in the Polish law (change of regulations, making their interpretation more precise), which occurred after the ratification of the convention.

Work has been undertaken to amend the Law on Counteracting Violence in the Family. The amendment will include:

- increasing the safety and protection of persons at risk of and suffering from domestic violence, in particular through a more individual and subjective approach to the process of support and assistance (Establishment of diagnostic and assistance groups in communes consisting of a social worker and a policeman who will work respectively with a person experiencing domestic violence and a person using violence. In the current legislation the working groups consist of at least five specialists. This does not allow for maintaining the subjectivity and atmosphere of trust);

- improving the functioning of the domestic violence prevention system at the central and local government levels, among others by increasing the representation of different communities in the composition of the Monitoring Team for Domestic Violence Prevention (an advisory and opinion-giving body of the Minister), as well as by clearly separating the tasks of Interdisciplinary Teams operating in commune governments from the tasks of diagnostic and support groups (Interdisciplinary teams are strategic tasks - setting out the directions for “anti-violence” activities in communes, while diagnostic-assistance group - activities carried out directly with a person experiencing domestic violence and a person violence);
- development of actions directed to persons using domestic violence by introducing to the provisions of the Act psychological-therapeutic programmes, thanks to which, apart from participation in the corrective-educational programmes, a person using violence may return to normal family relations.

The changes respond to the challenges and provisions included in the Istanbul Convention, because: the drafted provisions assume the change of the existing name of the Act:

- “on counteracting violence in the family” to “on counteracting domestic violence”;
- next to physical violence, psychological violence and sexual abuse, another form of domestic violence is being introduced, which should be counteracted, i.e., economic violence, it is proposed to expand the circle of persons who will be affected by the provisions of the amended Act, especially the former spouse, former partner or other family member, regardless of the fact of cohabitation with a person using domestic violence;
- the drafted provisions also regulate the issues concerning children who are witnesses of domestic violence.

2.2 Policy changes

Another document regulating systemic solutions in Poland aimed at counteracting violence, including violence against women, is the National Programme for Counteracting Violence in the Family for 2021.

The above-mentioned programme has designated four priority areas for implementation:

- Prevention and social education: an area addressed to the general public, including individuals and families at risk of family violence.
- Protection and assistance to persons affected by family violence: an area directed to persons affected by family violence (including: children, women, spouses or partners in informal unions, the elderly, persons with disabilities).
- Impact on persons using violence in the family: targeting persons using violence in the family, as well as relevant services or entities dealing with impact on persons using violence.
- Increasing competence of services: this area addressed to representatives of institutions and entities carrying out tasks related to counteracting violence in the family.

The solutions aimed at counteracting violence included in the National Programme for Counteracting Family Violence include:

- increasing the level of knowledge and social awareness of the causes and effects of violence and change of the society’s perception of the problem of violence through nationwide and local social campaigns, thanks to which the acceptance of violent behaviour decreases and the perspective of looking at the problem of violence not as an individual matter, but as a phenomenon that has to be counteracted changes;
- developing protective and educational programmes and carrying out activities concerning the prevention of violence, especially against women, children, the elderly and persons with disabilities: The Ministry of Family and Social Policy implements on the basis of the Act on Counteracting Violence in the Family the Shelter Programme “Supporting Territorial Self-Government Units in Creating a System for Counteracting Violence in the Family”. Each year

the programme receives funding in the amount of PLN 3,000,000, which is allocated to all levels of local government through an open bidding process.

2.3 Institutional changes

The Monitoring Team for Counteracting Family Violence, which is a consultative and advisory body to the minister in charge of social security, operates actively. The tasks of the monitoring team include in particular:

- initiating and supporting activities aimed at counteracting violence in the family;
- monitoring actions in the field of family violence prevention;
- expressing opinions in the matters concerning the application of the Act and initiating changes in the regulations in the field of counteracting violence in the family;
- expressing opinions in case of disputes between public administration bodies and non-governmental organisations carrying out tasks in the field of counteracting family violence;
- expressing opinions in matters of public tasks in the field of counteracting family violence and in matters of commissioning these tasks for implementation;
- development of standards for assistance to victims of family violence and for work with persons using family violence;
- development of mechanisms of informing about standards of assistance for victims of violence and working with persons using violence in the family;
- dissemination of the results of monitoring of activities in the field of counteracting violence in the family.

2.4 Research and awareness-raising

During the COVID-19 pandemic, assistance and support, as well as the scale of the phenomenon of family violence, is continuously monitored. A person experiencing domestic violence, regardless of the situation surrounding the spread of the coronavirus, within the framework of the Act on Counteracting Violence in the Family may benefit, among others, from support in the form of psychological, medical, legal, social counselling, crisis intervention and support, free assistance.

In order to protect the victims of family violence, the Polish authorities have implemented the Act on Counteracting Family Violence, which provides them with support in the form of psychological, medical, legal, social, crisis intervention and support counselling, free-of-charge assistance in the form of a safe shelter in a specialist support centre for victims of family violence, assistance within the works of interdisciplinary teams and working groups in connection with the Blue Cards procedure.

Out of concern for people experiencing family violence, a number of initiatives have been taken to guarantee their safety. Despite the current epidemiological situation, victims of family violence can count on the support of institutions providing shelter for this category of people.

The activities in the field of counteracting family violence carried out by the communal and district self-governments are monitored on a regular basis. The local governments are mobilised, e.g., in the form of appeals, to take actions aimed at absolute protection and absolute reaction to violent situations in these families, in which the Blue Cards procedure has been initiated, especially with regard to children. In addition, in all provinces, databases were created on the current support for people experiencing family violence at the local level. The application allows for quick dialling of an emergency phone number in case of an emergency and contains information that may be useful to persons experiencing family violence.

In June 2020, statistical data were collected from all local governments on the functioning of support for people experiencing family violence during the epidemic. The premise of the study was to obtain information whether the number of cases of family violence increased in the period from 20 March 2020 to 31 May 2020 compared to the period before the epidemic condition.

In December 2020, a National Social Campaign was conducted to sensitise the public to the phenomenon of domestic violence, especially in situations of domestic isolation resulting from the epidemic period, and to strengthen the sense of security of children and adolescents at risk of or affected by family violence.

2.5 Other pertinent developments

On 30 September 2020, the Ministry of Interior and Administration held two videoconferences with representatives of the Council of Europe Group of Experts on the Prevention of Violence against Women and Domestic Violence (GREVIO). The visit of the subcommittee took place in Poland between 28 September and 2 October 2020 and was co-ordinated by the Ministry of Family Affairs, Labour and Social Policy. During its visit to Poland, the group held a series of videoconference and ordinary meetings on the following topics:

- round table with the participation of ministries and public authorities;
- meeting with the Ministry of Family Affairs, Labour and Social Policy;
- videoconference with representatives of the Monitoring Team for Counteracting Family Violence;
- videoconference with the Ministry of Justice;
- videoconference with the Ministry of Health and the State Agency for the Solution of Alcohol Problems;
- videoconference with the Ministry of Interior and Administration;
- videoconference with the Ministry of Interior and Administration on asylum and migration issues;
- videoconference with the Ministry of National Education;
- videoconference with the Ministry of Culture and National Heritage and the National Broadcasting Council and Television;
- video conference with representatives of the Mazovian Voivodship Office responsible for counteracting violence in the family;
- meeting with the representatives of the Lublin Voivodeship Office responsible for counteracting family violence;
- meeting with the Interdisciplinary Team for Prevention of Family Violence in Lublin and a visit to the Family Assistance Centre in Lublin;
- meeting with the employees of a specialist support centre for victims of family violence in Lublin.

On 2 October 2020 a follow-up meeting was held with the participation of relevant ministries and public bodies at the Ministry of Family and Social Policy.

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

3.1 Legislative changes

No changes during reporting period. All legal provisions guaranteeing equal access of women to justice remain in force.

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

4.1 Legislative changes

No changes during reporting period.

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

5.4 Research and awareness-raising

Workshops and meetings for women and girls on counteracting violence were organised, there were also workshops and meetings for foreigners (especially women) carried out by medical staff in the centres for foreigners, devoted to medical care, e.g., prenatal care.

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

6.2 Policy changes

In January 2021, the Plan for educational and informational activities in the field of protection of human rights and freedoms, implementation of the principle of equal treatment and observance of professional ethics in the Police for 2021-2023 was adopted. The main objective of the plan is to improve internal and external educational and informational activities that have an impact on the professionalisation of police operations in terms of respect for human rights and freedoms, the principle of equal treatment and professional ethics. The above-mentioned plan is a holistic document in the scope of activities for protection of human rights in the police. It provides, inter alia, continuation of educational and informational activities aimed at sensitizing police officers and employees to the issues of human rights, equal treatment and professional ethics, taking into account the issues of diversity, tolerance and anti-discrimination as well as hate crimes and incidents.

On 11 August 2021, the Act on Amending the Broadcasting Act and the Cinematography Act was enacted to align the content of the provisions of the Broadcasting Act with the wording of the Audio-visual Media Services Directive (Directive (EU) 2018/1808 of the European Parliament and of the Council of 14 November 2018 amending Directive 2010/13/EU on the co-ordination of certain provisions laid down by law, regulation or administrative action in member states concerning the provision of audio-visual media services).

PORTUGAL

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.4 Research and awareness-raising

Portugal continued the activities initiated in the previous year in the framework of the European Project Mobilise against Sexism I and which, from October, have been integrated into phase II of the same European Project (Mobilise against Sexism II) promoted by Bulgaria's national co-ordination of the LEM and co-ordinated in Portugal by the Portuguese Platform for women's rights, in partnership with three public bodies: the CIG, the IPDJ and the ACM.

In this context, a campaign was produced to prevent and combat sexism that implied the production of 22 products, with different excerpts from the Recommendation of the Council of Europe, and its online publication on social networks Facebook, Instagram and Twitter, as well as on the websites of the entities that joined the campaign. The campaign was relaunched with the media on International Girl's Day, 11 October, took place on social media between 11 October and 24 November #AcabaComOSexismo #StopSexism #MeToo with materials produced by the MPP and inspired by the Council of Europe Campaign; at the same time, the paper materials produced in phase I of the Project (posters and leaflets produced within the framework of the Council of Europe campaign) were disseminated.

In 2018, a television campaign entitled "Minute of Equality" was produced composed of eight videos with situations of discrimination/inequality played by professional actors known to the general public. This campaign sought to raise awareness among the general public about the inequalities that persist between women and men in various sectors of society. The videos cover the following topics: sexual harassment, household chores, shared parenting, and wage inequality. The IIC supported the production of a documentary film entitled "Women of my country", which was screened on the commercial film circuit in 2019. It is a portrait film about the condition of Portuguese women in the 21st century, presenting the lives of 14 women of socio-economic conditions, ethnicity and diverse socio-cultural identities, seeking to expose their difficulties and emancipatory paths, in an intersectional perspective.

In 2020, to mark International Women's Day, in the year in which the United Nations Beijing Declaration and Platform for Action, the highest pillar of women's rights, 25 years ago, a video and brochure was launched to report developments in several of the critical areas of intervention of the Beijing Declaration and Platform for Action, from women's participation in education, the labour market and decision-making, to persistent income inequalities and care work.

In 2021, CIG produced and disseminated a statistical bulletin with up-to-date data on the situation of men and women in the various sectoral areas and dimensions of life. It also produced and disseminated a fact sheet publication with some key indicators, namely: population; Education; Digitisation and Information and Communication Technologies; Work and Employment; Power and Decision-Making; Conciliation; Domestic Violence; LGBTI issues. These documents, together with other publications that have been published and disseminated, play an important role in the promotion and sharing of knowledge.

1.5 Other pertinent developments.

The Action Plan for Equality between Women and Men (PAIMH) (2018-2021) provides for the preparation by the Media Regulatory Authority in Portugal of a Report monitoring the representation of men and women in television information blocks, for the period following 2017. From this monitoring report of the RCT, important conclusions are drawn regarding the representation of women, their visibility and invisibility, how often it appears, associated with what themes and events,

in what role and with which to play, data that are a knowledge base for intervention in this field, being a resource used in an informative and formative context with communication professionals.

Training actions on gender stereotypes and gender and representation of men and women in the media have been promoted with communication professionals (mostly journalists), as well as students from higher education courses in the communication areas, in partnership with the training centre of journalists and universities. These actions also include content related to advertising.

In 2021 Portugal carried out a set of initiatives to disseminate the 2019 Council of Europe Recommendation on preventing and combating sexism. The I.C.I. continued the dissemination of the recommendation by making known the sexism campaign “See it. Name it. Stop it!”, in the following training carried out:

- three training courses for public administration leaders (FORGEP) promoted by INA (module on Equality and Non-Discrimination);
- one online training session on State obligations to promote gender equality, including inclusive communication, promoted by JURISAPP and for public, central and local administration;
- two awareness sessions and information for the INR on the Recommendation and the Council of Europe campaign for professionals of that body and professionals of Portuguese Sign Language, schools and NGOs (which implied the creation by the group of translation of the word sexism);
- seminar for online teachers (Webinar on Gender Equality), integrated in the cycle of webinars commemorating the National Strategy for Citizenship Education, promoted by ANIMAR (with the presence of the Ministry of Education);
- two sessions on Non-Sexist Institutional Communication addressed, respectively, to professionals from *ars alentejo* (professionals from different public health services) and local authorities (the latter in the framework of the Project Mobilise against Sexism II, in partnership with the PpDM);
- one awareness and information action “Public policies for equality between women and men and culture” for technical personnel in the area of culture (Protocol for territorialisation of the National Network to Support Victims of Domestic Violence - four municipalities of Alentejo);
- one training action on “The importance of gender equality in preventing violence against women” for the victim support network in the municipality of Évora;
- In the four training actions carried out for the municipalities on Local Public Policies for Equality and Non-Discrimination, which involved 29 municipalities (114 participants); - Training action for teachers on “Online violence against women: prevention and combat mechanisms” carried out under the Online Violence against Women Project: preventing and combating misogyny and violence in a digital context from the experience of the COVID-19 pandemic, a research project funded by fct through the special funding line Gender and Research Covid 19 (2021), developed by the Faculty of Letters of the University of Coimbra. (single project supported by this funding line that converges with the core concerns of the Council of Europe Recommendation)

Within the framework of the Project Mobilise against sexism II the Recommendation and its Council of Europe Campaign were the theme of the following initiatives:

- Contest for students of the Higher School of Communication Education of Lisbon, in partnership with the IPP and the collaboration of the IPC and the Journalists' Union, for the creation of mini-reports on the prevention and combating of sexism, dissemination of the Recommendation on the strategic areas referred to in the same Recommendation. (March and May 2021).
- National competition “I say no to sexism!” for the 3rd cycle and secondary schools by the ICE and the PpDM with the collaboration of the National Network of Libraries Schools that integrates all school groups of the continent (September 2021 to March 2022).

- Three short-term training actions for teachers, Sexism: look and see to know how to reject support for the contest, on the Recommendation of the Council of Europe (83 teachers, 62 schools), including for teachers from the Autonomous Region of Madeira.
- Awareness-raising sessions held under the Choices programme with the ACM.

Ongoing teachers training on equality between men and women in Education was continued with a view to its effective and transversal integration in the curriculum, including within the framework of the Education for Citizenship National Strategy, focused on the application of the Gender and Citizenship Education Guidelines in all cycles, from pre-school to the end of secondary. As has been happening since 2019, the Council of Europe Recommendation on preventing and combating sexism, as well as its online campaign *Sexism. See it. Name it. Stop it.* have been used and integrated in all the actions carried out along 2021, as happened along 2020.

The Gender and Citizenship Educational Guides project was articulated with the project Mobilise against Sexism! through the dissemination of the Council of Europe's online campaign to all the Training Centres of School Associations in the country and the mobilisation of 21 higher education teachers who collaborated in the authoring of the Guides and in the training of teachers carried out on these materials, for strengthening the integration of the theme of sexism in the respective educational institutions. The initiatives started in 2020 continued in 2021 and included the posting and dissemination of posters and leaflets about sexism in ten polytechnic and university teaching institutions, from the north to the south of the country.

A pilot project of mainstreaming gender equality in pre-school and 1st cycle school aimed at all professionals and children's families, in the logic of the whole school approach, as provided in the National Strategy on Education for Citizenship finished in 2021. Three new practical materials, aimed to all kind of educational professionals, have been produced about ways of responding to different situations in everyday school life that reveal gender stereotypes and about some good practices for integrating gender equality into culture and school functioning. These materials will be made available online in 2022.

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

2.1 Legislative changes

Legislative changes in 2019, among others:

- ✓ Law 80/2019, 2 September, which mandatorily include human rights and domestic violence in the training of magistrates;
- ✓ Law 101/2019, 6 September, which changes the Penal Code on the crimes of sexual coercion and rape making clear that these offences are based on the absence of the victim's consent.

Subsequently to a formal complaint, victims are given both the status of DV victim (as granted by Law No. 112/2009) and especially vulnerable victim (as foreseen in Law No. 130/2015, of 4 September). These statutes grant victims a set of both procedural and substantive rights that guarantee their protection and prevent secondary victimisation.

Upon receiving a complaint of domestic violence, the police authority mandatorily conducts a risk assessment in order to determine the relevant protection measures.

These may include: elaborating a safety plan for the victim with specific advice to ensure personal safety; flagging the victim for the tele-assistance protection programme; referring the victim to support mechanisms and, eventually, shelters; when there are children involved, flagging the case to the Commission for the Promotion of the Rights and Protection of Children and Youngsters (CNPDCJ); establishing periodic contacts with the victim; and reinforcing patrols in the area of residence of the

victim. The police may also suggest that the Public Prosecution Service asks the court to impose coercive measures to the offender.

Any complaint of domestic violence is immediately forwarded to the Public Prosecution Service to open a criminal inquiry, together with the above-mentioned risk assessment. Prosecutors shall also ensure the completion of the risk assessment forms and its careful analysis, as well as inquire on the existence of prior offences, in order to fully assess the protection demands of the victim and determine the application of the necessary measures.

The improvement of the mechanisms adopted by the police forces in the first 72h is one of the priority axes identified in Resolution No. 139/2019. To that effect, the following actions are being carried out:

- ✓ elaboration of a manual by the GNR, PSP, and the Criminal Police (PJ), in co-operation with the Centre for Judicial Studies and the Prosecutor-General Office;
- ✓ revision of the forms to report the crime of DV and the templates granting the victim's statute;
- ✓ creation of emergency intervention networks through pilot projects;
- ✓ evaluation of the organisation model of the recently implemented Victims' Support Offices in view of their expansion;
- ✓ revision of the current model to assess and manage risk impending on the victim to include also indicators regarding children and youngsters and other vulnerable victims.

Once the suspect is constituted defendant in the criminal proceedings, the court considers, within 48h, the application of coercive measures, including the prohibition of remaining in the residence where the crime was committed or where the victim lives or contacting with the victim. These measures are applicable at various procedural moments besides as a coercive measure: as an injunction in the context of the provisional suspension of the procedure; as an obligation inherent in the suspension of the execution of the imprisonment sentence; or as an accessory penalty.

Prior to the trial hearing, the court should request an updated risk assessment in order to determine measures appropriate to ensure victim's safety.

Law No. 101/2019, of 6 September, amended the Code of Criminal Procedure (CCP) extending the availability and application of barring and restraining and protection orders to victims of stalking. As stalking is many times associated with situations of DV, this expansion shall improve protection granted to these victims.

Resolution No. 139/2019 also foresees that an evaluation be undertaken regarding the judicial reaction to the phenomenon of violence against women and domestic violence, in particular, to assess the impact of the measures applied to the offenders covering all its possible dimensions.

An evaluation of the implementation of this Resolution was presented by the government on the 22 November 2019.

The procedural rights warranted to victims are also relevant to ensure their protection. Foremost, DV proceedings are urgent. Victims shall be given all the information adequate to the protection of their rights, namely information on the status of the investigation and of the proceedings and the main decisions regarding the defendant, specially, his/her release. All information delivered to victims shall be provided in a manner and language that the victim understands.

Moreover, in order to protect victims from secondary victimisation or the suffering of further harm, measures to avoid contact with the defendant in the context of the proceedings apply. Such measures include hearing the victim through video- or teleconference or taking the victim's statement in the

course of the investigation, in an informal and reserved environment, in view of its consideration at the future trial.

Legislative changes in 2021, among others:

On 16 August, Law No. 57/2021 was published, amending Law No. 112/2009, of 16 September, which extends protection to victims of domestic violence. The Penal Code and the Code of Criminal Procedure were also amended in what concerns Domestic Violence.

Main amends:

- victims are now considered to be "individuals who have suffered a damage, including an attack on their physical or psychological integrity, emotional or moral damage, or material loss, directly caused by action or omission, in the context of the crime of domestic violence provided for in Article 152 of the Criminal Code, including children or young people up to 18 years of age who have suffered abuse related to exposure to contexts of domestic violence".
- Order No. 138-E/2021, of 1 July - approves the models of supporting documents for granting the status of victim and especially vulnerable victim, including for crimes of domestic violence;
- Decree-Law No. 18/2020, of 23 April establishes exceptional and temporary measures regarding the pandemic disease COVID-19 [extension of the reception period for victims of domestic violence];
- Resolution of the Assembly of the Republic No. 202/2021, of 14 July, recommends to the Government the strengthening of social protection and amplification of support mechanisms for victims of domestic violence in the context of the COVID-19 pandemic and successive confinements;

2.2 Policy changes

The intervention on Domestic Violence and Violence Against Women (DV/VaW) is foreseen by the National Strategy for Equality and Non-Discrimination 2018-2030 - ENIND, more specifically by the Action Plan for the prevention and combating violence against women and domestic violence (PAVMVD).

In 2019, following the final Report of the Multidisciplinary Technical Commission for the Improvement of the Prevention and Combat of Domestic Violence (CTM), 3 key areas were established to combat Domestic Violence and Violence against Women²⁶:

- Standardisation of data and indicators on homicides and other forms of violence against women and domestic violence.
- Regarding this matter a unique database for VDVCM (for all sectors – health, law enforcement, justice, social security) is under construction. However, meanwhile, 11 key indicators and 28 DV/VaW sub-indicators were established and are periodically presents through the Domestic Violence Portal on the Commission for Citizenship and Gender Equality Website and there is also a quarterly presentation of the these indicators on the government/Presidency of the Council of Ministers website.
- Improvement of the victim's protection mechanisms in the 72 hours following the submission of a criminal complaint.
- Regarding this matter was developed and disseminated the following Manual:
- Criminal Police Bodies Action Manual for procedures within 72 hours after a domestic violence complaint.

²⁶ Council of Ministers - Resolution No. 139/2019, of 19 august. This Resolution represents an ambitious commitment of the Portuguese Government to eradicate the phenomenon of DV/VaW in the Portuguese society, focusing with equal intensity on prevention, reaction and accountability/punishment for the crime.

- Reinforcement and diversification of training models on violence against women and domestic violence for Public Administration.
- Regarding this area in June was published The Joint Training Plan for DV/VaW (for Public Administration)

Also, in accordance with the recommendations of CTM, the following instruments were created:

- Guide for professionals that work with children and young people victims of domestic violence to enable an intervention that is integrated across the different sectors, thus improving primary and secondary prevention.
- Minimum Requirements Guide for Prevention Programmes and Projects of DV/VaW
- A national health programme for the prevention of violence throughout the life cycle.

Domestic Violence Portal

The various sectors with interventions in DV/GBV have different databases and indicators, which makes it difficult to understand the real problem and create effective public measures. A unique database for DV/GBV is under construction. For this instrument there has been a consensus regarding DV/GBV indicators. The following indicators and due categories were established (disaggregated by sex):

Reported occurrences/complaints to the Police for Domestic Violence;

“Provisional suspensions of the legal process” with legal follow-up;²⁷

Detainees due to DV

Pre-trial detainees

Prisoners serving time in prison for DV

Coercive measures applied in the context of VD crime

Coercive measures – distance from the victim

Coercive measures – distance from the victim – with electronic surveillance

Coercive measures – distance from the victim – without electronic surveillance

Programme for domestic violence perpetrators

Total number of persons in the Programme

Number of persons in the Prison Programme

Number of persons in the Community Programme

Number of victims in the Tele-assistance Programme for Domestic Violence Victims

Number of victims assisted by the RNAVVD

Total number of sheltered victims

Total number of sheltered women victims

Total number of sheltered children victims

Total number of sheltered men victims

Transportation for Domestic Violence Victims

Total number of transportations of Domestic Violence Victims

Total number of transported women victims

Total number of transported children victims

Total number of transported men victims

Voluntary homicide in the context of the Domestic Violence Crime (Penal Code)

Total number of victims

Total number of women victims

Total number of children victims

Total number of men victims

Total 1st instance Convictions for Domestic Violence

Official referrals to Child Protection Services for Domestic Violence

TOTAL INDICATORS 11

²⁷ Specific legal status of the process existing in PT law.

TOTAL INDICATORS/CATEGORIES 28

Domestic Homicide Review Team

The reports of the Domestic Homicide Review Team (EARHVD), based on the analysis of concrete cases, provide a very important tool in assessing what procedures need revision, this team has presented its 15th evaluation report in the beginning of October 2020.

2.3 Institutional changes

The National Support Network for Domestic Violence Victims RNAVVD – Available services (3 types of services) - 254

Long term shelters:

37 long term shelters (36 for women + 1 for men)

617 vacancies (607 for women + 10 for men)

Short-term/emergency shelters: 17 services – 226 vacancies (10 women with mental illness + 9 LGBTI + 7 women with disabilities)

Supporting services – 200 - 95% national coverage (70% by the end of 2019)

Shelter services - 80% to 90% national coverage

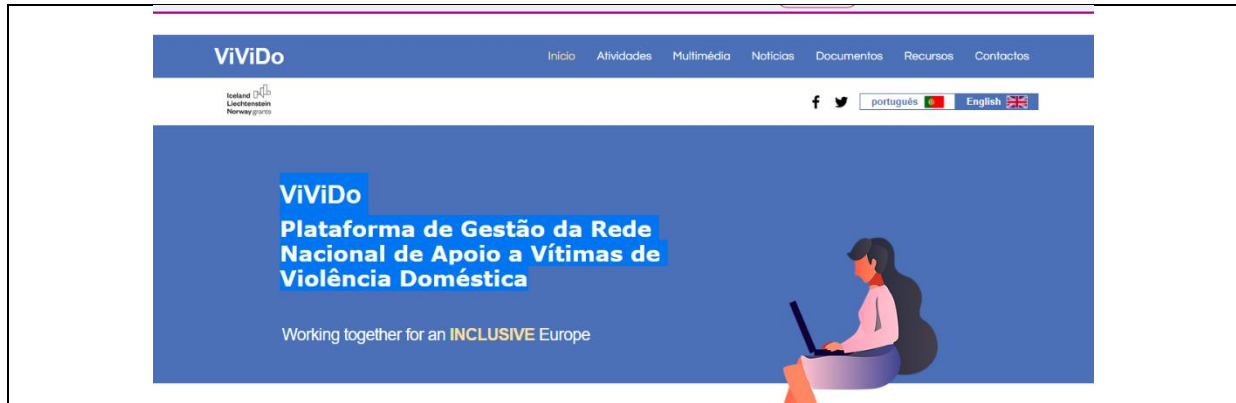
Professionals working within - RNAVVD – 733

These services are presently articulating through a Management Platform that allows to know, in real time, the availability within a shelter, and allowing direct communication between services.



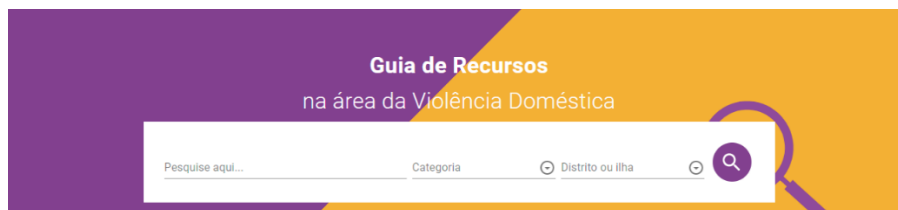
The Commission for Citizenship and Gender Equality, together with the Social Security Institute and the General Secretariat of the Ministry of Internal Administration have developed the single record instrument for domestic violence victims. This unique and complete instrument is mandatory all services within the National Network and it was set by the Regulatory Decree No. 2/2018, January 24th and by the Domestic Violence Law No. 112/2009, of September 16th. This record instrument is available on CIG website /Domestic Violence Portal.

This record instrument is a pillar to domestic violence intervention, being also central to the development and implementation of the future Information Management Platform for the National Support Network for Domestic Violence Victims, a process that has been underway since September 2020, under the EEA Grants. – ViViDo



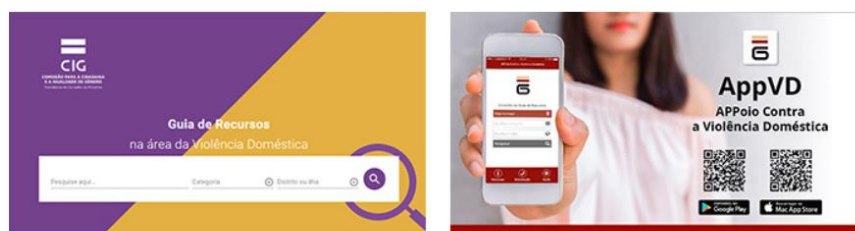
The Commission for Citizenship and Gender Equality, under the terms of Article 58 of Law No. 112/2009²⁸ - Domestic Violence Law, began the evaluative and audit study of the services within (or intending to) the National Network. The procedure is carried out by an external entity (ongoing until 31 December 2021) and aims to assess the degree of compliance with the Minimum Intervention Requirements in Domestic Violence and legal requirements and will support the subsequent Certification process (responsibility of the Commission for Citizenship and Gender Equality). This process aims to qualify the provision of services in Domestic and Gender Violence, promoting the standardisation of victim support services at national level and is mandatory for all services within the National Network, or intending to be.

National mapping of all entities with intervention in Domestic Violence and its availability in the online tool “Resource Guide for Intervention in Domestic Violence” and AppVD - public use.



This Resource Guide concentrates, in a single tool, the contacts of all the services within the national support network for domestic violence victims (except shelters – confidential services, accessed only by professional referral). The first field allows a “Free search”, where you can write the terms you want to search for. The following two fields can facilitate and further deepen your search by selecting a “Category” or “District/Island”. This search results in a list of results with the identification, contacts and geolocation associated with each service.

There is also the App Version - AppVD is an application for smartphones, which allows access to current and official information about all services of the National Support Network for Domestic Violence Victims, including their exact location.



²⁸ “To certify, for this purpose, the entities whose activity in the area of domestic violence implies, for the its relevance, integration in the national support network for victims of domestic violence”.

Short film about Guide and AppVD:

<https://www.facebook.com/comissaoparaacidadaniaeigualdadadedegenero/videos/914417196015859>

Pact Against Violence is a project aimed at formalizing a network of entities that have been collaborating with the Commission for Citizenship and Gender Equality with support for Domestic Violence Victims in the context of the COVID-19 pandemic. These multidimensional partnerships were particularly important in the dissemination of information from the alert campaign, but also in the speed in providing direct support to victims and to the structures of RNAVVD.

The aim is to give visibility and recognise this collaboration process, within the framework of the dynamics of corporate social responsibility, but also to promote a closer and more systematic work by companies in promoting internal management practices to prevent and combat domestic violence, based on, for example, the Good Practice Guide: Preventing and Combating Violence Against Women and Domestic Violence in Employing Entities (CIG, 2019/English Version, 2021).

Psychological support services for children and young people (DV Victims).

Call for projects for psychological support services for children and young people that are Domestic Violence victims (RAP) in the supporting services of the National DV Network (RNAVVD).

Main goal – Address the existing needs in the National Network, guarantying sufficient ratio of psychologists in each territory, considering the existing local domestic violence services – supporting services, long and short-term shelters – these services are responsible for identifying the needs in combat domestic violence and victim protection and support.

How - Reinforcement of the domestic violence specialised teams with the recruitment of psychologists with the adequate technical profile.

Results - Approved 31 projects throughout the country and 67 psychologists were hired.

2.4 Research and awareness-raising

The Portuguese Government adopted measures to ensure the safety and support of victims of domestic violence against the increased risk of violence during the confinement that is necessary to contain the COVID-19 - Domestic Violence - Safety in Isolation:

Broad dissemination of information about support services and helplines, safety advices and alerts:

- Campaign #SegurançaEmIsolamento, on social media, television, radio and press – to remind victims that they can always ask for help, to let them know about support services and to alert the community to be vigilant, to help and to report. These materials are also available in different languages as well as in sign language.
- Telephone contacts of existing services in each district and municipality.
- Safety advices for victims of domestic violence during confinement.
- Advice for neighbours to be vigilant and to help.
- Display and distribution of the above information in areas that remain open to the public, in partnership with distribution companies, public transport, gas stations, pharmacies, municipalities, etc.

Strengthening and diversification of channels for victims to seek help:

- Reinforcement of information and support channels for victims by the Commission for Citizenship and Gender Equality (CIG):
- National helpline - 800 202 148. It is a toll-free line, available 24/7.

- Availability of a new e-mail address violencia.covid@cig.gov.pt accessible to victims and professionals.
- Launch of the new SMS 3060 line by the Vodafone Foundation, free and confidential, so that victims can send written requests for help.

Functioning and strengthening victim support structures and services:

- All services in charge of supporting, sheltering and transporting victims, provided by the National Support Network for Victims of Domestic Violence, are considered essential services and remain active.
- Support and reinforced co-ordination of the National Support Network for Victims of Domestic Violence by the Commission for Citizenship and Gender Equality (CIG) that also issues recommendations/clarifications in this context of emergency.
- Opening of two new emergency shelter facilities with 100 vacancies.
- Definition of a specific procedure between the Commission for Citizenship and Gender Equality (CIG) and the National Institute of Medical Emergency (INEM) to respond to suspected cases of COVID-19 within the National Support Network for Victims of Domestic Violence.
- All services within the National Support Network for Victims of Domestic Violence adopted contingency plans (including isolation rooms) and action plans with urgent measures such as:
 - Creation/reinforcement of remote communication/support tools such as video call, SMS, Messenger, WhatsApp and email.
 - Strengthening of the helpline services.
 - Increased monitoring of all cases.
 - Appointment of a team for urgent requests and situations.
 - In person assistance in urgent situations, with alternating teams.
 - Close co-operation with other services and municipalities to respond to urgent requests for shelter.
 - Partnerships with several entities and companies to guarantee that all services of the National Support Network for Victims of Domestic Violence continue to access essential goods and resources during this emergency period, such as food, medicines, personal care products, cleaning products and IT equipment.

In the context of the PT2020 funds, and as an exceptional measure, reimbursement decisions will be automatic following 30 working days after the claim is made by the beneficiaries.

In May 2020, the Foundation for Science and Technology (FCT) launched The Gender Research 4 COVID 19 call. This is a joint initiative from the areas of citizenship, equality, science and higher education, with a total allocation of 500 thousand euros. This call will support further research regarding pandemic impact on gender. This initiative aims to stimulate new research on the constraints placed by social gender relations on individual, family, economic and health reactions, in order to facilitate informed strategies to combat gender inequality and violence against women and domestic violence.

The initiative includes three researching areas:

- Gender and the labour market, from the different effects on employment and unemployment, to remote working and balancing family life with social/professional responsibilities, and the role of women in the pandemic “front line”.
- Everyday life, stereotypes and gender roles, focusing on the dimension of the weight of family care and household chores associated with gender roles and balancing remote work with caring work and school activities support.
- Violence against women and domestic violence, focusing on violence patterns and dynamics public and civil society services and developing instruments for prevention and support.

The Commission for Citizenship and Gender Equality together with several Civil Society Organisations launch annual campaigns to combat domestic violence and violence against women. In 2020 the campaign was dedicated to the crosscutting issue of domestic violence and pandemic by Covid 19 – Safety in Isolation.

<https://www.cig.gov.pt/area-portal-da-violencia/portal-violencia-domestica/covid-19-seguranca-em-isolamento/>

In 2021 around the 25 November - the International Day for the Elimination of Violence Against Women - the 1st Portugal Against Violence Forum was held. The purpose of this Forum was to promote discussion and reflection around the new instruments for multisectoral intervention and their impact on domestic violence, the silent pandemic.

<https://www.cig.gov.pt/2021/11/dia-internacional-pela-eliminacao-da-violencia-contra-as-mulheres-campanha-portugalcontraaviolencia/>

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

3.1 Legislative changes

- Law No. 85/2019 of 3 September, which amended the Civil Code revoking the mandatory internuptial time gap imposed on women. The internuptial period was the time period that had to be respected before a second marriage. This meant that when a marriage came to an end, whether through death or divorce, a legal deadline had to be respected before remarriage. The reasoning of this internuptial period was justified by reasons essentially of a moral order, decorum and mourning. The deadline was different for men and women, with the deadline for men being 180 days and for women 300 days. In the case of women, the longer term was justified in order to dispel any doubts about the paternity of a child born after marriage. A change in this situation had been advocated since 2016, in order to eliminate the internuptial period, since it was considered that this reduced the freedom to marry and the difference in the period between men and women offended equality between all citizens. Law 85/2019 thus came to implement this elimination of the internuptial period, and it is now possible to remarry after a divorce or widowhood, without having to wait for any specific period of time.
- Law No. 2/2020, 31 March, amended Law No. 34/2004, 29 June (access to law and to the courts) by adding that victims of domestic violence, when attributed the “statue of victim” shall be presumed to lack financial means until proven otherwise and thus her/his request for legal aid is to be treated as urgent.
- Law No. 57/2021, of 16 August, that widens the protection of domestic violence victims, amended Law No. 112/2009, 16 September, (that establishes the regime applicable to the prevention of domestic violence), the Criminal Code and the Code of Criminal Procedure. Law No. 57/2021 amends article 67 of the Criminal Code and widens the definition of victim to include children under the age of 18 that suffered harm caused by an action or omission within the commission of a crime, including children that suffered ill treatments by being exposed to domestic violence. Thus, children under 18, exposed to domestic violence are considered victims and granted all the rights included in the “statute of victim”. Law No. 57/2021 also foresees risk assessment revaluation and its communication to the Public Prosecutor adding to the initial risk evaluation introduced in the law in 2015. Since 2021, the law foresees new coercive measures. Thus, the offender of domestic violence can be ordered to abandon the family home and parental rights can be restricted.
- Law No. 130/2015, 4 September implemented Directive 2012/29/EU of the European Parliament and of the Council of 25 October 2012 (establishing minimum standards on the rights, support and protection of victims of crime), amended the Code of Criminal Procedure

and introduced the “statute of victim”,²⁹ a set of measures aiming at ensuring the protection and promotion of crime victims. Law No. 130/2015 includes victims of violent crimes such as victims of trafficking in persons, illegal migration aiding and abetting, victims of terrorism and victims of domestic violence. With the formal recognition of the victim as a procedural subject by Law No. 130/2015, the victim has the right to collaborate with the police and with judicial competent authorities rendering information and submitting evidences considered necessary to the discover of the truth and to the good decision of the case, according to article 67.º n. 5 of the Code of Criminal Procedure.

- Although it is not a legislative change, it is important to highlight that article 12³⁰ of Law No. 61/91, of 13 August, on the protection of women victims of domestic violence, foresees that victim support associations may act as assistants (*partie civile*) representing the victim in criminal proceedings. Those may also, on behalf of the victim, deduct the compensation claim and request the advance payment of compensation to be provided by the State, and may also request the establishment of any provisional pensions to be paid by the accused until the compensation is definitively fixed. These associations are exempted of the payment of any court fee to constitute themselves as assistants in criminal proceedings.

3.2 Policy changes.

- Several training actions have been provided in this field for several justice professionals, including judges. Information on training may be consulted in annex, however, it seems particularly relevant to point out the training sessions entitled: “Trial from a gender perspective – between equality and constitutionality” provide by the Centre for Judiciary Studies (CEJ);
- Law No. 129/2015 added article 4.º to the Law No. 112/2009, creating a retrospective analysis of the situations of homicide that have occurred in the context of domestic violence and have been the object of a final court decision or the object of a decision to terminate proceedings in order to use the findings of this analysis to implement new preventive methods regarding proceedings and to issue recommendations directed at public or private entities with intervention in this domain. The Domestic Violence Homicide Retrospective Analysis team published, in 2021, a report on its global work so far and issued recommendations to health services, recommendations on the specific action of the criminal police, recommendations regarding the justice sector, recommendations on the protection of children, recommendations on preventive action, quality, continuity and co-ordination of intervention as well as recommendations on training needs.
- The focus on training also extended to the activities of the Directorate-General for Reinsertion and Prison Services (DGRSP), which has undertaken several training sessions for its technicians on sex and domestic violence offenders. Lastly, in the training field, it should be mentioned the Annual Joint Training Plan for Violence against Women and Domestic Violence, adopted in May 2020, which accomplishes one of the beacons contained in the RCM No. 139/2019, of 19 August. This Resolution establishes the drafting of an acting manual which includes procedures to be developed with a view to protecting and supporting the victim, production and preservation of evidence, procedural situation of the aggressor and the triggering and articulation with parallel proceedings in the family and minors’ area. Thus, in 2020, a Functional Acting Manual to be adopted by Criminal Police Organs (OPCs) within 72 hours after filing a complaint of ill-treatment committed in context of domestic violence was adopted and can be accessed at:

²⁹ According to the “statute of victim”, the victim has the right to information, including the right to be informed on matters such as legal advice, legal aid, where to seek support, compensation, interpretation and translation. Victims of crime also have the right to consult the case and to obtain copies of procedural documents under the same conditions as the offender.

³⁰ Article 12 of Law No. 61/91, august 31 ensures woman rights organisations’ aiming at defending and protecting women victims of crimes to act as *partie civile* (assistente) regarding certain types of crime, with the victim’s express consent. Those crimes include sex crimes, spousal ill-treatment, kidnapping, hostage-taking, bodily injury as well as any crime motivated by a discriminatory attitude towards women.

https://www.cig.gov.pt/wp-content/uploads/2020/06/172-20_MANUAL_ATUACAO_FUNCIONAL_Final.pdf

- A new data base³¹ on violence against women was created by Law No. 57/2021 (A Working group was consequently created by Internal Affairs and Justice);
- A new annual statistical³² highlight on persons convicted of marital homicide in criminal cases completed at trial stage in the first instance courts, 2007-2020. This document can be accessed at:

https://estatisticas.justica.gov.pt/sites/siej/en-us/Highlights/20211124_D78_MaritalHomicide_2007-2020.pdf

3.3 Institutional changes

- Woman's equal participation in the judiciary has been increasing in the last decades. In 2020, there were 1244 female judicial magistrates and 768 male judicial magistrates. Of those, there were 261 male judicial magistrates in superior Courts and 202 female judicial magistrates in superior courts. However, in superior administrative and tax courts there were 50 female judicial magistrates and 39 male judicial magistrates. In first instance courts there were 988 female judicial magistrates and 459 male judicial magistrates. These data (and other comprising court personnel by gender) can be accessed at:

https://estatisticas.justica.gov.pt/sites/siej/en-us/pages/tribunais_pessoalservico_tribunal.aspx

3.4 Research and awareness-raising

- Several training actions have been provided to different stakeholders and Justice professionals. It should be highlighted that in 2019 and 2020, ongoing training on human rights and domestic violence for judges and public prosecutors become mandatory (Law No. 80/2019, of 2 February and Law No. 21/2020, of 2 July). Since then, several training sessions took place at the Centre for Judicial Studies (CEJ).
- The CEJ also issued several e-books on domestic violence and related topics (sociological, psychological and legal implications of the phenomenon – Multidisciplinary Manual, 12/2020; intimacy violence, 4/2021; and female genital mutilation, 11/2020).

In addressing the criminal aspects of the *phenomenon* of domestic and gender based violence, the training provided by the CEJ aims to dismantle stereotyped ideas about the assessment of the victim's testimony; strengthen their role and intervention in the context of criminal proceedings; install in judges and prosecutors (and future ones) the high demands of general prevention felt in this area; and transform the punishment of convicts into an important instrument of criminal policy and crime prevention.

³¹ Article 37 of the Law No. 57/2021 created a Database on Violence against Women and Domestic Violence –BDVMVD.

This database includes, amongst others, homicide, serious bodily injury, rape, feminine genital mutilation, harassment, domestic violence and ill-treatment in the context of domestic violence.

Following the entering into force of the Law n. 57/2021, a working group has been created to design and develop the above mentioned database. This working group is working together with the Public Prosecutor's Office and the Judges Superior Council to reform the database on domestic violence foreseen since 2009 and include data on any kind of violence against women in order to allow for a global data treatment in this matter.

³² This annual report on persons convicted for marital homicide in the first instance courts is disaggregated by sex (both offender and victim) and type of crime.

First instance courts have been gathering data since 2007 and orientations on data gathering have been perfected from time to time, aiming at collecting more thorough and complete data.

3.5 Other pertinent developments.

- Offices for Victims of Gender Violence (GAV) were set up in the Investigation and Criminal Action Departments (DIAP) in Braga, Aveiro, Coimbra, West Lisbon, North Lisbon, and Faro. It is a response that ensures, in continuity, care, information, support and personalised referrals to victims of domestic and gender violence, with a view to their respective protection. The GAVs were created through a protocol signed between the Ministry of Justice (MJ) and the Attorney General's Office (PGR) and include victim support technicians from Non-Governmental Organisations. To that end, MJ and PGR signed additional protocols with the Association of Women Against Violence (AMCV), the Portuguese Association for Victim Support (APAV) and the Alternative Women's Union and Response (UMAR).
- Other Protocols, which remain in force, have been signed over the years between the Ministry of Justice and the various victim support associations, in order to ensure the availability of services that provide specialised and confidential support.

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

5.3 Institutional changes

The High Commission for Migration is a public institute in Portugal that, under the direct supervision of the Presidency of the Council of Ministers, is responsible for collaborating in the definition, implementation and evaluation of national public policies the integration of migrants and Roma communities.

Part of the response to the integration of migrants in Portugal include the National Support Centres for the Integration of Migrants (CNAIM), our “one-stop-shops” – in Lisbon and Porto since 2004, Faro since 2009 and Beja since 2021. Each CNAIM provides a range of Government and non-Government services under one roof in a variety of languages (Arabic, Cape Verdean, English, Guinean Creole, Mandarin, Portuguese, Romanian and Russian). Services include, among others, the provision of information and direct assistance regarding regularisation and visa issues, family reunification, the educational system, access to healthcare, professional and educational skill recognition, social security and welfare issues, employment concerns, legal aid and support for immigrant associations. All services are provided free of charge.

In addition to the services represented by other ministries, ACM provides support offices in areas such as legal support, employment, entrepreneurship, social emergency, translation telephone line and migrant support hotline.

Complementary to the CNAIMs, since 2003 until the present, Portugal has a network of 140 Local Support Centres for the Integration of Migrants (CLAIM), in partnership with municipalities and civil society organisations, covering almost the entire territory of Portugal, which provide decentralised information, support and response to migrants` questions and challenges.

I. Gender Mainstreaming in the area of migration

According to the most recent annual statistical report of the Observatory for Migration launched in December of 2021, there was an increase in the proportion of migrant women between 2012 and 2018, where there were more foreign women than foreign men in national territory, which reverted slightly to more men than women in the last two years. In 2020, the proportion of migrant men was of 50.2% to 49.02% women.

Migrant women are mainly in active and fertile age. Foreign resident women in Portugal have been responsible, not only for the increase of young and active workers (60.8% of foreign women are

between 20 and 49 years of age), but also for the increase in births in Portugal. In 2019, foreign women were responsible for 12.7% of the total births of resident mothers in Portugal.

In January 2019, the High Commission for Migration created a Project area on Intersecting Inequalities, to develop and implement gender sensitive policies and measures for the integration of migrants - including refugees and asylum seekers – and Roma, with focus on intersecting inequalities, and in line with national, European and international recommendations.

Gender mainstreaming has been promoted through capacity-building and empowerment initiatives, through training and awareness-raising activities, participation in projects and through the promotion of moments for debate and reflection, conferences and seminars.

The High Commission recently adopted its first annual Equality Plan for 2021, integrating 66 measures: 32 internal measures (such as life-work balance and other actions that can contribute to the improvement of working conditions of staff) and 34 external measures (promoting gender mainstreaming in all the different units of the Institute – such as the Refugee Support Unit, the Roma Support Unit, the Choices Programme which works with children and youth). The Equality Plan resulted of an internal joint effort from the Working Group on Equality in this High Commission, created in June of 2020, and is in alignment with the other Plans and Strategies promoted and/or monitored by ACM, such as the National Strategy for the Integration of Roma Communities and the Global Pact on Migration National Implementation Plan.

The National Strategy for Equality and Non-Discrimination 2018-2030 “Portugal + Equal” identifies intersectionality as one of its strategic dimensions. ACM assumed a commitment within the Plans that integrate this Strategy, and the measures in ACM’s Equality Plan complement this commitment.

II. Violence against women and domestic violence

During the pandemic period of COVID-19, we witnessed a growing number of migrant women seeking the support of the Domestic Violence Victims National Network. In the second semester of 2020, the percentage of migrant victims assisted at a distance by the services increased from 8% to 26% of the total number of assisted victims.

Considering this reality and need to provide adequate response, three Domestic Violence and Harmful Practices Victim Support Offices were created to operate in the three National Support Centres for Migrant Support. The first Office in Lisbon opened in November of 2020, followed by the Office in Oporto in February of 2021, and Office in Faro in November of 2021. These specialised Victim Support Offices are part of the National Network of Victim Support Offices, they operate in partnership with the Commission for Citizenship and Gender Equality, with the co-operation of the Association for Family Planning. Since their opening, there have been a growing number of women reporting accessing their services, which can be of great assistance in the case of those migrant women and girls in more vulnerable situations, such as undocumented women and girls.

The Joint Annual Training Plan on Domestic Violence and Violence Against Women was approved in June of 2020. The High Commission for Migration worked on the elaboration of two modules concerning particularly vulnerable victims, namely migrant and Roma women and girls. This joint training plan is a collective effort of numerous sectors of our national Public Administration.

On 25 November 2020, signalling the International Day for the Elimination of Violence Against Women, the campaign #Eu Sobrevivi (I Survived) was launched by the Secretary of State for Citizenship and Equality. The campaign includes an Alert Card with contacts for reporting a situation of violence. ACM supported this initiative by translating the Alert Card into eight languages (Arabic, Bangla, French, Hindu, English, Mandarin, Nepali and Russian) and by participating in its dissemination.

- Harmful practices: Female Genital Mutilation (FGM)

In the area Female Genital Mutilation, ACM has been part of the national Action Programmes for the End of Female Genital Mutilation since 2007, currently under “Harmful Traditional Practices” in the national Action Plan for the Prevention and Combat of Violence Against Women and Domestic Violence 2018-2020, in the National Strategy for Equality and Citizenship.

The campaign “Don’t Cut the Future” was launch on 6 February 2019, signalling the International Day of Zero Tolerance for Female Genital Mutilation. The campaign has been in national airports and its posters widely disseminated online and in strategic locations (health centres, schools, local organisations). This initiative resulted from collaboration among 10 civil society organisations, as well as the Commission for Citizenship and Gender Equality and the High Commission for Migration, aiming at sending a stronger message in the combat and eradication of FGM. The campaign was re-launched in the Lisbon, Porto and Faro airports in July 2020, in co-operation with ANA airport authority.

The High Commission for Migration co-organises the project “Healthful Practices: End Female Genital Mutilation, namely in reaching the communities and in supporting the health professionals in their capacity building process, together with the Commission for Citizenship and Gender Equality and the Regional Health Administration of Lisbon and Tagus Valley. The project was launched in November of 2018 and aims to work this dimension in the territories with higher prevalence of cases, through the Public Health Units of five Health Centres. The High Commission for Migration will have a role as one of the co-ordination entities. Due to the successful results of the work developed within this project, in February of 2021 the scope was extended to more territories, and in December of 2021, the project’s duration was extended until the end of 2023.

Also in 2020, the High Commission for Migration collaborated with a civil society organisation in the translation of an information document explaining the national law on FGM in five different languages, in order to reach as many relevant communities as possible.

- Trafficking of Human Beings

ACM’s work in the area of Human Trafficking is notably an integrated effort, in close collaboration with other relevant entities, and has been developed mostly through four strategies:

- a) Within the framework of the National Action Plans for the Prevention and Combat of Human Trafficking;

These Plans are under the Commission for Citizenship and Equality responsibility, and the role of ACM in the measures of the Plan is mostly in raising awareness on the subject, mostly targeted at youth because of our Choices Programme, and in the use of our translators network and in giving support by translating information materials.

The “Choices Programme” promotes the social inclusion of children and young people from vulnerable socio-economic contexts particularly descendants of immigrants and ethnic minorities. It is presently in its 7th generation, supporting 105 approved projects. In 2020, ACM promoted two training sessions in partnership with the Commission for Citizenship and Equality and the Association for Family Planning for the co-ordinators of the Choices Programme projects, with a total of 44 participants.

ACM translation telephone line supports migrants and entities in need of interpreters, offering over 60 languages. It works as a three-way conference call, having the translator, the migrant and the professional from the necessary entity (it could a hospital for example, or a court).

As far as support in the translation of information materials, we have collaborated with a number of different entities, including the Commission for Citizenship and Gender Equality, the Observatory of Human Trafficking, the Association for Family Planning, and others, on different campaigns and also regarding COVID-19.

- b) In the participation in the Specialised Multidisciplinary Teams (EME);

ACM, together with a group of other relevant entities, integrates these teams which aim to increase quality of life, security and autonomy of people victims of human trafficking, promoting equal opportunities and social inclusion. There are 5 regional teams that provide support through a 24h hotline, technical support in processes, identification and integration of victims. ACM has focal points, so far, in two of the Teams (Lisbon and Algarve).

- c) Within the framework of the National Plan for the Implementation of the Global Pact for Migration;

ACM is responsible for the monitoring of this national implementation plan and gathers information from the responsible entities, which includes seven measures related to Human Trafficking. Although ACM is not directly responsible for any of the seven measures, it does provide support for those responsible, namely for measures 46 and 49.

- Measure 46 (translation of flyer “Act Against Human Trafficking” in 6 languages: Hindi, Bulgarian, Romanian, Russian, Bangla and Moldavian);
- Measure 49 (promotion of training sessions for frontline ACM workers. Six online training on “Act Against Human Trafficking”, for CNAIM + Migrant Hotline/Telephone Translation Services, CLAIM staff in October and November of 2020, with 163 participants.

ACM collaborated with the Observatory for Human Trafficking and the Democratic Movement of Women in the translation into five languages of content that will be part of an informative App on Human Trafficking. The beta version of this product was launched in 2019 in Portuguese and English.

- d) In the direct contact signalling potential Trafficking cases through the Migrant information hotline or through the National Support Centres for the Integration of Migrants.

In 2020 we received a total of 6 reports of potential victims, and in 2021 we have also received another 6 reports.

In these situations, as soon as a potential case is signalled, a specific questionnaire is filled and automatically sent to the focal point at the police force for follow-up and investigation. This questionnaire is also sent to the Centre for Protection of Victims of Human Trafficking.

5.4 Research and awareness-raising

In the area of research, the High Commission for Migration has launched two Calls for studies (one in 2019 and another in 2021) under AMIF – Asylum, Migration and Integration Fund in June 2019 for Studies on research regarding Third Country National women and girls, to integrate the collection of Studies published on the Observatory on Migration. In 2019, a study was approved on Migrant Women in Azores, and more recently in 2021 a study on the Effects of the Covid-19 Pandemic in Third Country Women and Girls: an Intersectional Approach.

Portugal assumed the rotating Presidency of the Council of the European Union (EU) on 1 January 2021. Among various events, the European Integration Network (EIN) Meeting, held on the 31st of March was organised by the ACM in co-operation with the European Commission, focused on the topic of the working conditions of migrants during the pandemic and their contribution towards

economic recovery. The EIN meeting was attended by high level representatives such as the Portuguese Minister of State and the Presidency, Mariana Vieira da Silva, and the European Commissioner for Internal Affairs, Ylva Johansson.

Considering as premise, the need for greater inclusion and recognition recognising the importance of migrant people to the EU, policy makers and academics reflected and debated on the working conditions of migrant people during the pandemic and their contribution to economic recovery, as well as shared and analysed good practices.

Facts and studies showed us that migrants are more exposed to the risk of contracting the Coronavirus, due to their concentration in jobs with frequent personal contact with customers and co-workers, and COVID-related mortality among them also tends to exceed the one of non-migrants. They are also more likely to lose their jobs and are also more likely to hold precarious jobs on short-term contracts, for example in food transport, retail, and domestic care. Remote learning is more difficult for migrant children, who are less likely to have access to a computer and an internet connection. MS across the board highlighted the negative impact of the pandemic for migrant women, affected disproportionately in their work and family lives.

The meeting also included two debate sessions, one of which on the job insecurity, exploitation and the socioeconomic impact of the pandemic on migrant women. The aim of this session was to look at the socioeconomic fallout of the COVID-19 pandemic through an intersectional lens, namely how the crisis exacerbated and reinforced the vulnerabilities of groups that suffer multiple discrimination based on their gender, origin, and legal status. The pandemic has taken a disproportionately high toll on working women in employment, and these effects have been even more pronounced for migrant and refugee women, partly due to their more precarious links to labour markets.

The High Commission for Migration has invested in the promotion of awareness-raising and training sessions surrounding gender sensitive responses (on violence against women, such as traffic of human beings, harmful traditional practices, intersectionality, female entrepreneurship, and others) has been made, both internally - for the professionals that work directly with the migrant population – as well as externally – such as migrant/refugee NGOs and other national mechanisms for equality. Ongoing training workshops are conducted by the four national mechanisms for equality on “The Promotion of Equality and Non-Discrimination between Women and Men through an Intersectionality Perspective: the work of the national mechanisms for equality”.

In 2020, 12 information/awareness-raising/training sessions took place, with a total of 279 participants. Capacity building and the empowerment of women and girls has been promoted through training and awareness-raising, highlighting the various initiatives on intersectionality, trafficking of human beings and combat against sexism. In 2021, 11 training and awareness-raising were promoted, with a total of 214 participants.

In May 2019, in Lisbon, signalling Africa Day which is celebrated on 25 May, the High Commission for Migration, I.P. organised an international seminar, in collaboration with the European Network for Migrant Women, under the title: “Intersectionality: the situation of black women and women of African descent.” The Seminar is one of the measures (measure 1.6.3.) assumed by the High Commission for Migration in the National Plan for Equality between Women and Men (2018-2021), part of the National Strategy for Equality and Non-Discrimination, Portugal + Equal.

ACM partnered with the Portuguese Platform for Women’s Rights in the promotion of the Council of Europe’s Recommendation on Preventing and Combating Sexism, through the national project Mobilise against Sexism! Under this partnership, in 2020 two training sessions directed at ACM’s staff took place, with a total of 25 participants. And in 2021, three training sessions for the Choices Programme project took place, with a total of 59 participants. Following the previous training, a

“youth challenge” on Sexism was launched to the project, which consisted in examining music lyrics and identifying those that were sexist, as well as suggesting alternative lyrics.

On 15 December 2021, ACM promoted a Webinar titled “Equality in Youth – Good practices and future reflections”. The webinar was dedicated to the Choices Programme projects, where the Council of Europe Recommendation on preventing and combating sexism was once again presented. In this context, the results of the challenge were presented – in total, 60 projects participated, reaching 726 children and youth. 50 songs were re-written.

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

6.1 Legislative changes

The last two years have been very productive in Portugal in the legislative field in the area of promoting gender equality, combating discrimination and violence. This has opened new fields of action that need now to be made operational.

The Portuguese State Budget for 2018 included, for the first time, the commitment to develop a gender budgeting process, which continued to the State Budgets for 2019, 2020 and 2021. Every year, public administration entities present a budget annex identifying which measures will be submitted to a gender impact analysis.

With the State Budget 2021, two steps were taken to strengthen the gender budgeting process:

- Mainstreaming the objective of disaggregating by sex all administrative data produced by the central administration – this is a commitment included in the recent National State Innovation and Modernisation Strategy. Moreover, article 16 of the State Budget also establishes the obligation for public entities to publicise sex disaggregated data regarding measures that are submitted to a gender impact analysis.
- The identification of a set of impact indicators relating to equality between women and men to be monitored yearly in the execution of the State Budget – these were included in the 2021 State Budget Report.

ROMANIA

1. Strategic objective: Prevent and combat gender stereotypes and sexism**1.1 Legislative changes**

Besides the regulation in 2020 about moral harassment at work, currently, at the level of ANES, steps are being taken for the setting up of a working group for the elaboration of the project for amending the Law No. 202/2002 on equal opportunities and equal treatment for women and men. It is in the final stage of elaboration, which will focus on:

- the mandatory existence of an equal opportunity expert,
- the obligation to organise primary information courses for public employers (annually),
- encouraging an increase in the share of women in high decision-making positions/gender quotas).

1.2 Policy changes

- Government Decision No. 592/2021 on the approval of the National Strategy for the prevention and combating of sexual violence "SYNERGY" 2021 - 2030 and of the Action Plan for the implementation of the National Strategy for the prevention and combating of sexual violence "SYNERGY" 2021 – 2030. This strategy includes measures to reduce the negative trend/increase in cases of sexual violence and to prevent recidivism, generally through counselling for children, girls/women, but also through other measures to support and improve the intervention of professionals.
- For 2021, the National Strategy on the promotion of equal opportunities between women and men and the prevention and combating of domestic violence for the period 2018-2021 includes a series of measures aimed at:
 - Organising an information and awareness-raising campaign among pupils and students on the significance and importance of respecting the right to non-discrimination and equal opportunities between women and men, including the fact that women and girls with disabilities are subject to multiple discrimination.
 - Organising an information and awareness campaign among pupils and students on the occasion of 8 May, Equality Day, the event of Equal Opportunities Week between women and men.
 - Organising campaigns to promote the importance of respecting the principle of equal opportunities between women and men in the recruitment and employment process, in the public and private spheres.
 - Organising awareness campaigns on the application of alternative work tools, namely flexible working and teleworking for parents (distance work).
 - Carry out analyses on the balanced participation of women and men in decision-making positions in the central public administration.
 - Organising information/training sessions to increase women's participation in political, public and private decision making.
 - developing a national network of experts in the field of equal opportunities.

The following projects are in the internal approval procedure:

- Draft Decision on the approval of the National Strategy on the promotion of equal opportunities and treatment between women and men and the prevention and combating of domestic violence for the period 2022-2027, which is in the inter-institutional approval circuit.

This draft normative act ensures the fulfilment of the favourable condition regarding gender equality from the perspective of European funds programming in the period 2021-2027 and keeps the integrated vision by approaching the issue on two basic pillars, one for each of the two fields of activity within ANES competence.

- Draft Order of the Minister of Labour and Social Protection on the approval of framework action plans for the application of legal provisions on equal opportunities and treatment between women and men (both in internal human resources management policies and in policies, programmes and projects specific to the field of activity, according to Article 23 ^ 2 paragraph (1) of Law No. 202/2002, updated).
- Draft Order of the Minister of Labour and Social Protection regarding the establishment and functioning of the National Consultative Council for the Integration of the Gender Perspective in the Academic Environment.
- Draft Decision for the approval of the Anti-Harassment Policy at Work applicable within the structures of the National Agency for Equal Opportunities between Women and Men.

1.3 Institutional changes

- Working group on developing the gender perspective in education with the Ministry of Education.
- Discussions for setting up Working Group on Gender Budgeting, which aims to develop a national plan for gender budgeting.

1.4 Research and awareness-raising

In the context of marking six years since the adoption of law 23/2015 for declaring 8 May the day of equal opportunities between women and men in Romania, ANES carried out a series of online actions under the auspices of the week of equal opportunities between women and men.

The planned actions aimed at preventing and combating discrimination based on gender, including gender-based violence, and aimed at raising awareness of the real benefits that society brings by respecting and promoting the principle of equal opportunities and treatment between women and men.

Other campaigns

- National Campaign for Awareness of Moral Harassment in the Workplace
- “Advertising for equality” awareness-raising and competition campaign with the aim of promoting gender-sensitive advertising at the level of advertising companies and for mobilising advertising companies to promote, respect and encourage gender equality through messages advertising that they produce and transmit. Campaign implemented in partnership with - University of Bucharest, Faculty of Political Sciences
- FemTalk Diaspora Campaign
- FemTalk Campaign - 2nd edition, with the participation of 10 Ambassador Ladies
- During the proceedings of the Generation Equality Forum, ANES made two commitments that correspond to Romania's foreign policy objectives in the field of equal opportunities and treatment between women and men and the prevention and combating of domestic violence, respectively joining the Action Coalition Elimination of Violence against Women and Girls and the Action Coalition Supporting movements feminist and women's leadership

During 2021, ANES implemented in partnership with FILIA, the Project “Women during and after coronavirus: Information, Research and Advocacy for Gender Equality”, within the Active Citizens Fund Romania Programme, Call 4 Awareness on human rights and equal treatment (ongoing), in partnership with the Centre for Curricular Development and Gender Studies Association: FILIA. The project carried out research on women's experiences and the obstacles they encountered during the COVID-19 crisis. Based on this research, a number of recommendations for post-crisis measures have been developed.

1.5 Other pertinent developments

Other activities

Elaboration of a Practical Guide on Moral Harassment in the Workplace based on the inter-institutional partnership between the National Agency for Equal Opportunities between Women and Men (ANES) and the Romanian Institute for Human Rights (IRDO), within the National Campaign for Awareness of Moral Harassment in the Workplace, Stage II.

Following the recent partnership between the National Agency for Equal Opportunities between Women and Men and the Ministry of Education, 10,000 teachers will be involved in promoting non-discrimination and equal opportunities, teachers we encourage to address the issue of bullying, but also the of cyber-bullying.

At the same time, in the context of the Generation Equality Forum ANES in partnership with the French Embassy in Bucharest organised an event on sexual and reproductive rights. Moreover, in the same context, ANES has undertaken two commitments that correspond to Romania's foreign policy objectives in the field of equal opportunities and treatment between women and men and the prevention and combating of domestic violence, respectively joining the Coalition for Action on the Elimination of Violence against Women and Girls and the Coalition for Action Support feminist movements and women's leadership.

ANES has also contributed for the exhibition "Not a Woman's Job?" organised by the Director-General of UNOG, on the occasion of International Workers' Day, in order to recognise women in their countries who have contributed to breaking down deep-rooted gender stereotypes and demonstrated that all jobs are for all people, men and women alike.

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

2.1 Legislative changes

- Law No. 146/2021 of 17 May 2021 on electronic monitoring in judicial and executive criminal proceedings, the law for monitoring protection orders through electronic bracelets.
- Government Decision No. 559/2021 on the approval of the National Integrated Programme for the Protection of Victims of Domestic Violence and of the Framework Methodology on the organisation and functioning of the innovative national integrated network of sheltered housing for victims of domestic violence, published in the Official Gazette No. 542 of 25 May 2021. The decision provides the institutional and procedural co-ordination framework necessary for the implementation of integrated protection and support measures for socio-professional integration/reintegration for victims of domestic violence through the innovative national integrated network of sheltered housing for victims of domestic violence, being particularly important for the innovative nature of the measures proposed at national level.

2.2 Policy changes

- Government Decision No. 592/2021 on the approval of the National Strategy for the prevention and combating of sexual violence "SYNERGY" 2021 - 2030 and of the Action Plan for the implementation of the National Strategy for the prevention and combating of sexual violence "SYNERGY" 2021 - 2030. This strategy includes measures to reduce the negative trend/increase in cases of sexual violence and to prevent recidivism, generally through counselling for children, girls/women, but also through other measures to support and improve the intervention of professionals.

- For 2021, within the National Strategy on promoting equal opportunities between women and men and preventing and combating domestic violence for the period 2018-2021, the following measures are provided:
 - Vocational training of social workers in the field of domestic violence and gender equality
 - Improving the information system in the field of domestic violence to ensure the management of cases of domestic violence
 - Involvement of the County Commissions and of the Bucharest municipality in the field of equality
 - Equal opportunities for women and men (COJES) in the field of equal opportunities for women and men and domestic violence
 - Stimulating the promotion of equal opportunities on the labour market through the development of entrepreneurial and managerial skills of women victims of domestic violence
 - Promoting the values of non-violence in the country and abroad by participating in co-operation actions at international level.
- At the same time, the Draft Decision on the approval of the National Strategy on the promotion of equal opportunities and treatment between women and men and the prevention and combating of domestic violence for the period 2022-2027, is in the inter-institutional approval circuit. This draft normative act ensures the fulfilment of the favourable condition regarding gender equality from the perspective of European funds programming in the period 2021-2027 and keeps the integrated vision by approaching the issue on two basic pillars, one for each of the two fields of activity within ANES competence.

2.3 Institutional changes

Establishment of the POCU Project Support and Monitoring Committee 465/4/4/128038 VENUS – Together for a Safe Life!

2.4 Research and awareness-raising

In the margins of the 16 days of activism against violence against women both in 2020 and 2021, ANES organises a series of actions aimed at raising awareness on the phenomenon of domestic violence.

ANES, in partnership with the Romanian Television Society and CNA organised the National Media Campaign (TV spot), which aims to present a TV spot to promote the free national telephone line for victims of domestic violence, sex discrimination and human trafficking, single emergency telephone number 0800 500 333, which operates at ANES level 24 hours a day, 7 days a week.

ANES, in partnership with the Sibiu County Police Inspectorate and the National Police Corps runs a campaign to raise awareness and combat the phenomenon of domestic violence, called “In Ioana’s World!”

This campaign aims to approach the phenomenon of domestic violence in a different way, this time placing the family, the sinequanon nucleus of society, in the centre of attention. Ioana is, in fact, the woman of today, often subjected to forms of aggression, which usually fails to escape from a degrading environment for both her and the children. Throughout the campaign, in Sibiu County there will be activities to raise awareness of the devastating effects that this scourge generates, but also information activities on legal instruments for the protection of victims, as well as on the consequences on aggressors.

At the same time, in collaboration with the Day of Good Association, ANES launched the Striking Love campaign. During the campaign, 1,000 women victims of domestic violence have access to MINERVA, a device hidden in a jewel, which will help victims to quickly call the unique emergency number 112 in case the aggressor violates the protection order.

Also, within the predefined project “Support for the implementation of the Istanbul Convention in Romania”, implemented by ANES and the National Study on the prevalence of various forms of violence against women was developed, conducted within the project as part of the objective to assess the national framework in the field of violence domestic violence and violence against women. The activity of conducting national sociological research both quantitative and qualitative, in order to record the perception of the population on the phenomenon of domestic violence and violence against women was carried out by CC SAS, an institute with extensive experience in social research in Romania, in the first part of this year. Also, through the predefined project Support for the implementation of the Istanbul Convention in Romania, a national awareness campaign on preventing and combating domestic violence and violence against women will be carried out, aimed at raising awareness among pupils, students and teachers about the negative effects of gender stereotypes, with emphasis on gender-based violence. The campaign will be carried out at schools and universities in the eight administrative territorial regions.

Within the project “VENUS - Together for a safe life!”, The information, promotion, publicity campaign on preventing and combating domestic violence, scheduled to take place in autumn 2021, will be rescheduled for spring 2022 due to restrictions imposed by the COVID-19 pandemic.

The campaign aims to:

1. Organise seminars in all counties, respectively a total of 84 seminars, two seminars per county, which will be attended by 60 participants per seminar;
2. Create and broadcast a TV spot;
3. Realise some promotional materials, respectively graphic/editing/print services;
4. Create, develop and promote an online presentation and promotional website;
5. Elaborate and disseminate press releases in the media, respectively 42 press releases to increase the visibility of the project;

At the same time, the campaign will aim in particular to inform the public, raise awareness and sensitise professionals in central and local public administration in the field of preventing and combating domestic violence from the perspective of new legislation, as well as specific actions to increase social responsibility and promote volunteering initiatives.

- Starting June 2021, the national information campaign was carried out in partnership with the VODAFONE Foundation, through which the national line 080 050 0333 for victims of domestic violence, discrimination on the grounds of sex and human trafficking and the Bright Sky application that provides support and information for victims and professionals (16,000 posters and sending SMS information via the Vodafone network).

- An information campaign was also conducted in Bucharest, in partnership with the Bucharest Transport Company, for the promotion of the national free telephone line, with a unique number 080 050 0333 managed by ANES for victims of domestic violence, sex discrimination and human trafficking, which can be called from any network with national coverage 24/7 (TV spot broadcast in 550 buses starting June 2021).

2.5 Other pertinent developments

At the level of ANES there are actions and projects that are in various procedural stages of approval:

- Draft Joint Order of the Minister of Labour and Social Protection and the Minister of Internal Affairs approving the methodology on measures to prevent situations of domestic violence, which aims at a series of measures to prevent cases of domestic violence, in order to reduce this phenomenon and increase the degree of awareness of its effects, both by the aggressor and by the victim.

- Draft Joint Order of the Minister of Labour and Social Protection and the Minister of Health for the approval of the unitary methodology on the operation of intervention centres for victims of sexual violence. It regulates the operation of intervention centres for victims of sexual violence, in order to improve intervention and specialised support in cases of sexual violence.
- Draft Joint Order of the Minister of Labour and Social Protection, the Minister of Internal Affairs, the Minister of Justice and the Minister of Health for the approval of the joint working procedure at inter-institutional level on collecting, reporting and monitoring data in the field of preventing and combating domestic violence. The project concerns the series of statistical data and specific activities regarding the reporting, collection and monitoring of data in the field of preventing and combating domestic violence, by the responsible institutions, respectively: ANES, General Inspectorate of Romanian Police, Superior Council of Magistracy, National Institute of Forensic Medicine Mina Minovici” (Superior Council of Forensic Medicine (CSML), Ministry of Health and Public Ministry.
- Draft Order of the Minister of Labour and Social Protection for the approval of mandatory minimum standards for the application of case management in social services for victims of domestic violence. The draft Order regulates the application of case management in cases of domestic violence and specific mandatory minimum quality standards for public and private social service providers in this field and for professionals working with victims of domestic violence.
- The Draft Order of the Minister of Labour and Social Protection for the approval of the Mandatory Minimum Standards on the application of case management in social assistance services for aggressors. The project regulates the application of the case management method in social services that provide assistance to perpetrators in cases of domestic violence and stipulates mandatory minimum quality standards for public and private social service providers in this field and professionals working with perpetrators in cases of domestic violence and/or with their families.
- Draft Order of the Minister of Labour and Social Protection for the approval of working instruments for the application of legal provisions on equal opportunities and treatment between women and men, aimed at standardising action plans on implementing the principle of equal opportunities between women and men, policies and internal regulations

At the same time, at the level of ANES there were approved new projects with external funds as follows:

- The project “VERA - Positive change through integrated action in difficult times”, financed by the reserve from the Norwegian Financial Mechanism 2014-2021, within the “Justice” programme managed by the Romanian Ministry of Justice as Programme Operator, of whose specific objectives are:
 - SO1: Improving the response capacity of inter-institutional mechanisms for emergency intervention in cases of domestic violence, at the level of communities (mobile teams) - training of mobile team co-ordinators;
 - SO2: Improving institutional capacity at the level of DGASPCs by training specialists in the domestic violence departments within these institutions regarding the legal counselling programme for victims of domestic violence and gender-based violence, facilitating access to justice and legal information regarding the issuance of the protection order, divorce application, child custody, legal aid, etc.;
 - SO3: Barometer developed in the field of domestic violence and gender-based violence focused on the evolution of the phenomenon, practices and trends, at county level, especially in connection with the COVID pandemic 19;
- The project “VioGen - RoJust”, financed by the Norwegian Financial Mechanism 2014-2021, within the Call “Human rights - implementation at national level”, managed by FRDS, which subsumes the following objectives:

A1 Creation, development and promotion at regional/multi-regional/national level of mechanisms for the protection of the rights of vulnerable persons and of measures to combat discrimination and/or to promote human rights, piloted at national level, with a focus on victims of discrimination on the grounds of sex and victim of domestic violence or gender-based violence;

A2 Initiation and promotion of an initial and continuing training/education programme for judges, lawyers, prosecutors and police officers regarding the implementation of international human rights documents ratified by Romania, e.g., ECHR, CEDAW, Istanbul Convention, Lanzarote Convention and the avoidance of procedural defects that led to the ruling by the ECHR of some decisions by which Romania was sentenced to pay sums as compensation;

A3 Carry out a national campaign to inform and raise awareness of public opinion and professionals in the field of justice and in the field of preventing and combating domestic violence and gender-based violence with regard to respect for victims' rights, avoidance of re-victimisation and non-discrimination;

A4 Creation of an online platform as a resource point for informing the public, with a segment dedicated to professionals in the field, namely judges, prosecutors, lawyers, police officers and a component dedicated to reporting abuses in the judiciary (police, prosecutor's offices, courts), as well as ensuring the counselling/guidance of vulnerable persons regarding the protection of their rights and the modalities of notification to the competent authorities;

A5 Organise the VioGen RoJust Virtual Legal Caravan at national level in order to increase the capacity of national institutions to put into practice the recommendations resulting from ECHR decisions and other country-specific recommendations;

A6 Carrying out advocacy activities that allow the creation of effective communication mechanisms between different institutional actors with responsibilities in the process of implementing country decisions and recommendations on abuse, domestic violence and gender violence;

A7 Develop a study on ECHR case law relevant to judicial professionals and examples of good practice.

Also, ANES in partnership with the General Inspectorate of the Romanian Police, organised training sessions for police officers and agencies in the field of public order, between 22-24 February 2021, totalling a total of 756 participants, who benefited from a series of essential information for interventions in situations of domestic violence.

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

3.1 Legislative changes

The measures and actions pointed out in the previous chapters addresses both public and private fields in all of their aspects, including access to justice.

3.2 Policy changes

The national strategies elaborated at the level of ANES approaches the field access of women to justice.

3.4 Research and awareness-raising

The measures and actions pointed out in the previous chapters' addresses both public and private fields in all of their aspects, including access to justice.

3.5 Other pertinent developments

The newest projects signed by ANES during the fall of 2021 aims at implementing series of actions and measures in the field of access to justice.

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

4.2 Policy changes

- Draft Decision on the approval of the National Strategy on the promotion of equal opportunities and treatment between women and men and the prevention and combating of domestic violence for the period 2022-2027, which is in the inter-institutional approval circuit.

This draft normative act ensures the fulfilment of the favourable condition regarding gender equality from the perspective of European funds programming in the period 2021-2027 and keeps the integrated vision by approaching the issue on two basic pillars, one for each of the two fields of activity within ANES competence.

- Draft Order of the Minister of Labour and Social Protection on the approval of framework action plans for the application of legal provisions on equal opportunities and treatment between women and men (both in internal human resources management policies and in policies, programmes and projects specific to the field of activity, according to Article 23 ^ 2 paragraph (1) of Law No. 202/2002, updated).

At the same time, for the last year of the implementation of the National Strategy on the promotion of equal opportunities between women and men and preventing and combating domestic violence there were developed a series of actions aimed at raising awareness on achieving balanced participation of women and men in political and public decision-making.

4.3 Institutional changes

The actions pointed out in the previous chapters are applied in this field as well

4.4 Research and awareness-raising

All awareness campaigns carried out at ANES level also aimed at the integrated approach of this principle. The campaigns were presented in the previous chapters.

4.5 Other pertinent developments

Annually, at the ANES level, a series of analyses are elaborated in the field of equal opportunities between women and men. In 2021, the following analyses were published:

- Analysis on the balanced participation of women and men in decision-making positions in the central public administration - the analysis entitled "The situation of women and men in decision-making positions in the central public administration – 2020";
- annual database on women and men in decision-making positions in the central public administration
- analysis on Romania's position in the European Commission's database on gender balance in decision-making positions in the central public administration;
- analysis on the participation of women and men in local elections;
- analysis of women's and men's participation in the 2020 parliamentary elections.

In this regard, the following activities were carried out:

- o Gender segregation of candidates for the Senate and for the Chamber of Deputies;
- o Segregation of candidates by political parties and positioning of women on party lists.

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

5.1 Legislative changes

Decision No. 22 of 8 March 2021 on the Asylum and Migration Package.

Emergency Ordinance No 204 of 23 November 2020 laying down measures for the implementation of the Agreement on the withdrawal of the United Kingdom of Great Britain and Northern Ireland from the European Union and the European Atomic Energy Community, as regards the regulation of the right of entry and residence on the Romanian territory (updated form April 2021).

H.G. No. 898 of 7 September 2011 on establishing the form and content of residence permits for travel documents as well as other documents issued to aliens (updated form April 2021).

Regulation of accommodation centres for foreigners taken into public custody, approved by Order of the Deputy Prime Minister, Minister of Internal Affairs, No. 121/2014 (updated form March 2021).

G.E.O. No. 194 of 12 December 2002 on the regime of aliens in Romania (updated from March 2021).

G.D. No. 1,133 of 30 December 2020 on establishing the quota of newly admitted workers on the labour market in 2021.

5.2 Policy changes

Decision No. 884 of 19 August 2021 for the approval of the National Strategy on immigration for the period 2021-2024, of the Action Plan for the period 2021-2022 for the implementation of the National Strategy on immigration for the period 2021-2024; also for the amendment of the Government Decision No. 572/2008 on the establishment of the Co-ordination Group for the implementation of the National Strategy on Immigration.

5.5 Other pertinent developments

Action by ANES representatives in co-operation with the International Migration Organization – Romania Mission

Statements of partnership in six projects in the period 2020-2022:

A. ANES will develop and implement the project submitted by the Global Help Association, the Ecumenical Association of Romanian Churches - AIDRom and the International Organization for Migration (IOM), the Romanian Mission in the field of integration of migrants (beneficiaries of a form of protection and third-country nationals) from Region 6, within the National Programme - Fund for Asylum, Migration and Integration, call for projects FAMI/20.03.

B. The project “Migrant women: the path to integration” - (Enabling Networks, Agency Building and Local integration for the Empowerment of migrant women in Europe), Funded by DG Home (AMIF-2019-AG-CALL). Lead applicant International Organization for Migration (IOM) through the Dutch Mission. Along with the IOM Mission in the Netherlands, IOM Missions in Austria, Romania, Spain would be involved in the project. The proposal was not selected for funding by DG Home and is on the reserve list.

C. Project “Initiative to Building National and Local Expertise, Exchange and Engagement for Enhanced Gender Equality in the Romanian Public Sector. Mandatory basic training course on gender equality for all public service employees.” (ANES, International Organization for Migration (IOM), Romanian Mission and financiers Swedish Embassy Bucharest and IBM).

D. Project: “Driving diversity and inclusion forward” - Project proposal “Driving diversity and inclusion forward” submitted by the International Organisation for Migration (IOM) to the Citizens, Equality, Rights and Values Programme (CERV) – Priority 2 Promoting diversity and inclusion at the workplace, both in the public and private sector.

E. Participation in information seminars within the Equality project - funded by the EU’s Rights, Equality and Citizenship Programme (2014-2020).

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

6.1 Legislative changes

The actions pointed out in the previous chapters are applied in this field.

6.2 Policy changes

The actions pointed out in the previous chapters are applied in this field.

6.3 Institutional changes

The actions pointed out in the previous chapters are applied in this field.

6.4 Research and awareness-raising

The actions pointed out in the previous chapters are applied in this field.

6.5 Other pertinent developments

The actions pointed out in the previous chapters are applied in this field.

7. Main challenges and lessons learned

For all of us, it has become very clear lately that the successful overcoming of the new situation generated by the spread of COVID-19 can only be achieved through human cohesion and solidarity.

At the same time, we believe that the current period can be seen as an opportunity to adjust existing public policies and to develop new public policies, projects and measures, in order to contribute, in particular, to supporting those in difficulty.

Thus, it is not only a moment of reflection for all responsible factors, but also a very good opportunity to analyse the future directions of action and the measures we need to focus on in order to provide a firm response aimed at assuming the message “tolerance zero to violence against women!” As well as the promotion of the principle of equal opportunities between women and men, including in the context of economic recovery measures in the context of the COVID-19 pandemic.

That is why we believe that it is our duty, the central and local public administration authorities, the representatives of communities and civil society to ensure essential conditions for the full exercise of all fundamental rights of women in safe conditions.

RUSSIAN FEDERATION

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.3 Institutional changes

In order to overcome gender stereotypes that prevent women from starting their own businesses, as part of the national project “Small and Medium-Sized Businesses and Support of Individual Entrepreneurial Initiatives” the centres “My Business” hold consultations for women entrepreneurs and women who want to start their own businesses, and organise training on women’s business for the self-employed.

1.4 Research and awareness-raising

Supported by the Council of the Eurasian Women’s Forum under the Federation Council of the Russian Federation and Google, NAFI Research Centre conducted a study “Stereotypes about Women and their Consequences”. The study was aimed at examining the existing attitudes in Russian society that influence inequality in the digital economy.

1.5 Other pertinent developments

1. In order to create conditions for women with family responsibilities, enabling them to maintain the best possible balance between work and raising a child, and to increase their competitiveness in the labour market, measures are being taken to create additional places for children under the age of three in organisations and at individual entrepreneurs engaged in educational activities under preschool educational programmes, and to organise vocational training and additional vocational training for women on maternity leave to care for a child under the age of three, unemployed women with children of preschool age, women seeking employment who have applied to employment agencies, including those unemployed.

More than 500 retraining programmes and 300 professional development programmes for women are implemented annually in constituent entities of the Russian Federation.

Vocational training and retraining activities are implemented in order to expand the employment opportunities of citizens, to reduce the period of job-seeking and to ensure the highest quality of employment. Vocational training is carried out in professions and occupations in accordance with the needs of the labour market or in accordance with the requirements of a particular employer who guarantees the employment.

The implementation of measures to organise retraining of citizens is funded from the federal budget.

2. The Council of the Eurasian Women’s Forum under the Federation Council of the Federal Assembly of the Russian Federation is implementing 23 projects aimed at supporting women and creating new opportunities in various spheres of society, including:

- an educational project “Woman as a Leader” aimed at improving the managerial competencies of women leaders to implement socially significant projects;
- an international project for women to develop digital competencies in co-operation with the United Nations Industrial Development Organization;
- the «Women Innovators» contest to promote women’s participation in start-ups aimed at social change;
- a federal educational project “Mother as an Entrepreneur” aimed at promoting female entrepreneurship and developing the entrepreneurial skills of women with underage children;
- a competition for the best corporate programmes to support women’s leadership.

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

2.1 Legislative changes

A working group of the Federation Council of the Federal Assembly of the Russian Federation prepared a draft federal law «On the Prevention of Domestic Violence». The draft was posted on the website of the Federation Council of the Federal Assembly of the Russian Federation and is being finalised, taking into account the suggestions and comments received.

2.3 Institutional changes

At its meeting on 27 April 2021, the Steering Committee on Co-operation Programmes between the Russian Federation and the Council of Europe decided to extend the framework document “Priority Areas for Co-operation between the Russian Federation and the Council of Europe for 2019-2021” until the end of 2022. The second phase of the project “Prevention of Social Disadvantage of Women and Violence against Women” is envisaged as one of the areas of co-operation.

In order to improve the mechanisms for international co-operation, including in the area of prevention of social disadvantage of women and violence against women, the Ministry of Internal Affairs of Russia in co-operation with the Ministry of Foreign Affairs of Russia and the CIS Executive Committee, updated the lists of central, territorial and other bodies of competent institutions in a number of foreign countries with which it is possible to communicate directly and to send requests for legal assistance in criminal cases. Routes of international documents have been optimised, which has reduced the time needed to send requests.

The model draft note provides for a request for permission to carry out a number of procedural actions in a consular office (diplomatic mission) with a citizen of the Russian Federation by Russian law enforcement agencies acting from their territory through videoconferencing.

2.5 Other pertinent developments

In 2021, the Fund to Support Children in Difficult Circumstances has developed and implemented in 18 constituent entities of the Russian Federation a model of socio-psychological support for underage mothers, including those in institutions for orphans and children left without parental care, who are in need of help and support from the state.

The range of social services is expanded, conditions to improve the quality of life of underage mothers are created, social support for underage mothers (during pregnancy and after childbirth) is organised using effective technologies and working practices, including online. Underage mothers are assisted in protecting their legal rights and interests, including in the courts, in restoring a safe family environment.

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

4.4 Research and awareness-raising

The Presidential platform “Russia as a Land of Opportunity” annually holds an open leadership contest “Leaders of Russia”. In 2019-2020, women made up 25% of the participants, which is twice as many as two years earlier. Winners of the contest are included in the human resources management pool, receive an education grant and the opportunity to work with a mentor from among business and government leaders.

The Council of the Eurasian Women’s Forum under the Federation Council of the Federal Assembly of the Russian Federation is implementing an educational project “A Woman as a Leader” aimed at

improving the managerial competencies of women leaders for implementing socially significant projects. In 2021, 147 women participated in the project, and in 2020 - 137 women, mainly from among the winners and finalists of the “Leaders of Russia” contest. Female participants of the Programme receive grants to implement their projects. For example, 25 new social projects by female participants of the Programme were launched in June 2021 as part of the second cohort of the program.

The Council of the Eurasian Women’s Forum under the Federation Council of the Federal Assembly of the Russian Federation holds an annual contest among employers “Development of Women’s Leadership” aimed at reducing the imbalance between women and men holding starting and top management positions. 45 Russian and international companies, including 8 Russian corporations, 3 international holdings, 1 development institute and 33 regional companies from among small and medium-sized businesses, took part in the contest to develop female leadership.

In December 2020, the Information and Analytical Centre for the Study of Social and Political Processes in the Former Soviet Union under Lomonosov Moscow State University, the Russian Technological University (MIREA), the National Council for Youth and Children’s Associations of Russia, the Women’s League of Journalists and Bloggers held an international youth forum “Women’s Leadership: Role in Public and Political Life”.

The forum discussed the role and position of women in the modern world. The forum’s key topics were: “A Woman in Politics”, “A Woman in the Media”, and “A Woman in Science”. Round tables, panel discussions, lectures, and workshops were held.

4.5 Other pertinent developments

At the initiative of the Russian Federation, APEC BEST AWARD, an annual APEC Women’s Entrepreneurial Projects Contest aimed at promoting women entrepreneurship, encouraging female leaders, replicating best practices in APEC economies is held in the side-lines of the APEC forum. In 2020, the contest was held online.

In November 2020, the leaders of Brazil, Russia, China, India and South Africa adopted the Declaration on the Establishment of the BRICS Women’s Business Alliance. The Alliance is established and has begun its work.

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

6.1 Legislative changes

On 1 January 2021, the List of Industries, Jobs and Positions with Harmful and (or) Dangerous Working Conditions, in which the Use of Women’s Labour is Restricted, approved by Order No. 512n of the Ministry of Labour of Russia of 18 July 2019, entered into force.

The List of Heavy Work and Work in Harmful or Dangerous Working Conditions (the list) in which the Employment of Women is Prohibited, which was in force since 2000, has been reduced more than fourfold (from 456 to 100 positions). The criteria for revising and updating the List included factors dangerous to women’s reproductive health, affecting the health of future generations and having long-term consequences. Besides, certain types of work that are not used in modern production were excluded from the List. The approach used allows us to expand women’s employment opportunities.

The new List excludes any arbitrary restriction on the use of women’s labour at work. In addition, women can work in those jobs that are included in the restrictive List if a special assessment of working conditions conducted at the workplace confirms safe working conditions there. Thus, the new List does not establish an absolute ban on women’s labour in the types of work indicated on the List but limits its use as long as the production factors remain harmful to the female body at a particular workplace.

Taking into account the law-enforcement practice and the proposals of the parties to the social partnership, Order No. 313n of the Ministry of Labour of the Russian Federation of 13 May 2021 (is coming into force on 1 March 2022) introduced amendments to the existing List, according to which women will be able to work as aviation mechanics, aircraft and helicopter maintenance engineers and other specialists in the industry. Restrictions have been lifted for boiler, cold forming, drawing and pressing work, installation and maintenance of process equipment, repair of oilfield equipment, with the exception of types of work performed in certain professions.

6.3 Institutional changes

1. Since 2021, the national project “Small and Medium Entrepreneurship and Support for Individual Entrepreneurial Initiatives” has included a Programme of grant support for social enterprises in the regions. The federal budget allocated 1.2 billion roubles for this purpose. The grant of up to 500 thousand roubles can be given to an entrepreneur to start and develop his/her own business. As part of the national project, social entrepreneurs also have access to microloans at a preferential rate (not more than 1/2 of the key rate of the Bank of Russia). An entrepreneur can get such a loan from a regional microfinance organisation.

Social Innovation Centres also consult women entrepreneurs and provide educational services to them, including assistance in promoting and supporting social projects, conducting training sessions, seminars, workshops, practical classes and lectures on social issues.

2. The Football Union of Russia (hereinafter referred to as “the FUR”), adhering to the principles of gender equality, has been implementing the Women’s Soccer Development Programme (for the period until 2030) since 2019. In May 2021, the FUR, together with the GirlPowerKids soccer project, began implementing a new Programme called “We are in the Game” aimed at attracting girls to soccer and combating the stereotype that soccer is not a “female” sport. At the first stage of the Programme for girls of any level of performance from 5 to 12 years old, free soccer training sessions are held.

The Motorboat Federation of Russia (hereinafter referred to as “the MFR”) has been implementing a Programme for the introduction of separate competitions for women in 2020-2021. In 2021, the MFR decided to hold demonstration races in circuit racing among women in aquabike ski division GP3 and demonstration performances in freestyle among women.

6.5 Other pertinent developments

Within the framework of the National Strategy for Women until 2022, the Council of the Eurasian Women’s Forum under the Federation Council of the Federal Assembly of the Russian Federation is implementing projects: “Women as Innovators and Drivers of Positive Change in Society”, “Women in Digital Economy. STEM project” and “Women Scientists and the Global Challenges of our Time”. Events to involve women in the creative industries sector and to develop the competences needed in this sphere are being held.

8. Additional comments, if any

8.1 Any other matter.

1. In October 2021, the Third Eurasian Women's Forum organised by the Council of the Eurasian Women's Forum under the Federation Council of the Federal Assembly of the Russian Federation and the Interparliamentary Assembly of the CIS Member States was held.

More than 2,500 people from 111 countries took part in the Forum: representatives of legislative and executive authorities, international organisations, the business community, academia, and public organisations. About 3 million people were connected in real time via the Internet. A total of over 10 million people participated in the events of the Forum, including as part of the Russian Regional Week.

The topic of the Forum was "Women: a Global Mission in a New Reality". Key discussions were focused on the new role and mission of women in ensuring global security, social progress, transition to new models of economic growth, preserving the health of present and future generations, achieving balance in the context of universal digitalisation, and addressing global environmental and climate challenges.

As part of the Forum, a session of the United Nations Industrial Development Organization (UNIDO), "The Women 20" retreat, a session of the World Bank, a meeting of the BRICS Women's Business Alliance were organised, an international educational Programme for women to enhance digital skills, developed in co-operation with the United Nations Industrial Development Organization was launched, a number of agreements on international co-operation in various fields in the interests of women were signed.

The Forum decided to create a permanent co-ordination mechanism for active female participants of "The Women 20" on the platform of the Eurasian Women's Forum. The International Club of Winners and Participants of the APEC International Contest (APEC BEST AWARD) was established and its priority activities were defined: replication of the Russian APEC BEST AWARD initiative, launch of international women's entrepreneurship projects, support of children's initiatives in APEC economies; the first meeting of the International Club took place.

2. In order to further reform the penal and correctional system of the Russian Federation in accordance with the legislation of the Russian Federation, while taking into account international norms and standards, the Concept of Development of the Penal and Correctional System of the Russian Federation until 2030 was approved by Government Order No. 1138-r of 29 April 2021 (hereinafter referred to as "the Concept").

The concept provides for measures to improve conditions for women, including:

- the enhancement of legislation of the Russian Federation to improve conditions of detention of convicts, suspects and defendants, including detention of certain categories of convicts, suspects and defendants, including women, as well as medical care for persons held in penitentiary institutions;
- the development of a model of cells with improved communal living conditions for women with children and exercise yards in pre-trial detention facilities;
- ensuring that pregnant women and women with young children have access to daily showers;
- provision of an opportunity to a suspected or accused woman who has a child under the age of 14, as well as to a suspected or accused man who has a child under the age of 14 and is the only parent, to make paid telephone calls to their children out of turn;

- strengthening the requirements for the conditions of transportation of women with children during escorting;

- expanding the possibility of giving deferred to a pregnant woman, a woman who has a child under 14 years of age, a man who has a child under 14 years of age and is a single parent.

SLOVAK REPUBLIC

The year 2021 has been the year when the major work for design of three major documents which form the core of the Slovak policy in the area of equality of women and men and equality of opportunity. In April 2021, the Government approved the National Strategy for Equality of Women and Men and Equality of Opportunity 2021-2027 and its Action Plan which covers 8 priority areas and 83 measures. More strategic documents which are in certain respects significant for the progress in equality are still in preparation or have been adopted this year as well: Strategic Priorities of Employment Development in the Slovak Republic up to 2030 and its action plans; Strategy for Equality, Inclusion and Participation of the Roma up to 2030, National Strategy for Development of Coordinated Services of Early Intervention and Care; Strategy for Long-term Care; Recovery and Resilience Plan for Slovakia.

1. Strategic objective: Prevent and combat gender stereotypes and sexism

National Strategy for Equality of Women and Men and Equality of Opportunity 2021-2027 and its Action Plan address stereotypes across several priority areas, including sexism in workplace (task 6); encouraging men to take on more childcare and household responsibilities (task 7); improvement of school curricula in human rights, non-discrimination topics, and the issue of violence (tasks 30-36).

Closing gender gaps in the labour market

Slovak Republic looks to improve the conditions for reducing gender gaps in the labour market by introducing measures to ease care duties for children and other dependant family members, which are most often performed by women. Action Plan for Equality of Women and Men and Equality of Opportunity 2021-2027, as mentioned above provides for campaigns to encourage men to take on more childcare and household duties but also envisages increase in kindergarten capacity and a provision establishing a legal claim on a place in kindergarten from the age of three. This aim is also reflected in the Resilience and Recovery plan for Slovakia which will dedicate 141 mil. € to investments in pre-school facilities.

These aims are supplemented by other documents. National Strategy for Development of Coordinated Services of Early Intervention and Care sets the framework for pre-school policies up to the age of 3, while the Strategy for Long-term Care in the Slovak Republic seeks to establish a systemic solution to the long-term need for social care and healthcare primarily in the domestic environment, and institutional when necessary. Strategy identifies necessary reforms for providing integral, accessible care, both formal and informal. The result should be a less bureaucratically and financially burdensome social service which addresses individual needs. Taken together, these documents provide a comprehensive tool improve the conditions for women to enter or re-enter labour market. National Project "Gender Equality in Workplace" is focused on preparation, publication and dissemination of analytical and methodical materials on improving the position of women in labour market. The project is currently entering the stage of cooperation with 10 selected employers who will implement the materials and observe their impact.

Inter-ministry and parliamentary cooperation is ongoing in effort to design and adopt legislation on so-called child groups which would provide for a flexible form of childcare.

On 24 September, the Ministry of Labour, Social Affairs and Family of the Slovak Republic submitted to the Government Council a legislative proposal by which the Labour Act would incorporate Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU.

Closing the gender care gap

Action Plan for Equality of Women and Men and Equality of Opportunity 2021-2027. Under heading 2 – Balancing the family and work life, the Action Plan proposes measure no. 7: Support men in taking larger proportion of household and childcare duties by gathering relevant statistics and conducting a support campaign. Further impact is expected by adoption of National Strategy for Development of Coordinated Services of Early Intervention and Care and Strategy for Long-term Care in the Slovak Republic which will design improvements in the social services system and thus reduce the double burden faced by women.

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

Ministry of Labour, Social Affairs and Family of the Slovak Republic prepared in 2021 the National Action Plan for Elimination and Prevention of Violence Against Women 2022-2027 which was accepted by the government on 12 January 2022. The National Action Plan is a primary strategic document setting priorities and concrete measures with the view to end violence against women and enhance protection of victims. National Strategy for Equality of Women and Men and Equality of Opportunity 2021-2027 and its Action Plan also reflect this in its first priority area – Dignity and Bodily Integrity with six tasks assigned to government bodies. These tasks include monitoring of harassment and discrimination in workplace as well as media monitoring and preparing systematic legislative and non-legislative changes which would introduce the definition of domestic violence, increase protection of victims of violence during divorce proceedings, and preparation of systematic solution to financing subjects assisting victims of violence.

Support and protection of women and their children from violence is provided mostly by non-public providers registered or accredited according to the Social Services Act. Counselling centres and safe housing facilities (also known as 'safe women houses') are specialised kinds of support and protection, offering a range of services based on the safety, reinforcement, isolation-breaking and social change principles. In 2021, the Prime Minister allocated 3 mil. € from his reserve to support these services. The Government Bureau received 43 requests totalling 1 587 739,29 € of which 38 were granted, totalling 1 424 811,20 €.

In May 2021, the National Council of the Slovak Republic accepted changes to the Victims of Criminal Acts Act which entered into force on 1 July 2021. It introduces a model which is based on interconnecting police intervention with crisis intervention and expert assistance provided to a victim or person under threat of domestic violence immediately after domestic violence occurs. Within 24 hours after a violent person is evicted from a shared dwelling, the police informs an intervention centre which will proactively contact the victim of domestic violence within 72 hours and offer professional assistance to the victim. Tasks of the intervention centre include assessing the threat of the risk to life or health and preparing a security plan. Such assessment will evaluate the efficiency of eviction and enable to determine next steps to be taken, for example, transfer of the victim from the shared dwelling, filing a motion for issuing an immediate action. Competent experts (in the areas of psychology, social work and law) working in the intervention centre ensure expert assistance to and legal representation of victims and accompany victims in criminal proceedings. At the same time, the intervention centre helps victims contact other institutions and deal with the personal situation also thanks to psychosocial support and advisory. The decision to use or not to use such services is fully left up to the victim. The amendment of the Act also extended the model of financing through subsidies by the possibility to conclude contracts for a longer period of time, for example, three years, particularly for entities which will operate as intervention centres. The above-stated measure will enable creation of a network of entities providing professional assistance, ensure provision of professional assistance on a long-term and available basis and it will also create a room to enhance the quality of the provided assistance.

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

National Strategy for Equality of Women and Men and Equality of Opportunity 2021-2027 and its Action Plan Chapter 5 – Political and Economic Participation and Involvement in Decision-Making contain three tasks (55 to 57), which will provide deeper analysis of the proportion of women in elected positions at regional level; and support for participation of women in politics and entrepreneurship by education, campaigns and improving the work-life balance.

Funding actions to make progress in gender equality

Para. 9a of the Act no. 544/2010 Z. z. on Dotation within the scope of the Ministry of Labour, Social Affairs and Family of the Slovak Republic provides for Dotation on support of equality of women and men and equality of opportunity. Requests can be accepted on seven grounds: support for equality of women and men and equality of opportunity and support for the equal treatment principle; eliminating the pay gap between women and men; support for balancing family and work life; support for pro-family measures in workplace; support for exercising of parental duties and responsibilities; prevention of poverty of individuals and families; and prevention and solving the issue of domestic violence and other risks by other person's conduct.

In 2021, the Ministry accepted 14 requests and provided 113,020 €.

The Ministry of Justice annually supports NGOs including organisations working in the area of equality between women and men, women's rights and gender-based violence within a subsidy scheme to promote human rights. In 2021, the Ministry of Justice SR approved six such projects and granted them subsidies totalling 172,430 € and in 2020, it was five projects with subsidies totalling EUR 96,432.

On 14 May 2021, the administrator of the programme, Ministry of Investments, Regional Development and Informatisation of SR, launched an open call for applications for subsidies to promote intervention teams at a local level in the area of services for victims of domestic and gender-based violence including children (DGV02) within the Domestic and Gender-based Violence Programme. The aim of the call is to promote the existing services for victims of domestic and gender-based violence including children and to integrate such services in intervention teams at a local level.

SLOVENIA

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.4 Research and awareness-raising

In 2020, the Ministry of Labour Family, Social Affairs, Equal Opportunities (MLFSA) started the two-year project called “Očka v akciji” (Dad in Action), co-financed by the European Union and which is intended to raise the awareness of (future) parents, employers, professional and lay public about the importance for successful harmonisation of work and family, active inclusion of men in fatherhood and equal distribution of parental care for the child from birth.

Gender stereotypes as one of the key reasons for many expressions of inequality of women and men in society were highlighted by the MLFSA within the Moje delo. Moja pokojnina (My Work. My Pension) project, which was carried out to raise awareness about the pension gender gap and reasons for it. The project promotes the adoption of informed decisions in entire life or working period, which can be used to affect our retirement options and reduce the pension gap between genders.

By issuing tenders for NGOs that operate in the field of gender equality, the MLFSA also co-financed projects, focused on exceeding gender stereotypes and stereotyped roles of women and men in society. The projects contained different topics, for instance: non-stereotypical reporting about violence against women and domestic violence, as well as exceeding stereotypes that impact the key decisions with regard to interests, education and career paths of youth, especially girls.

In 2020, the Ministry of Culture co-financed the Gender and Society project on website portal www.spol.si (carried out by Vita Activa association). The activity of the www.spol.si portal was co-financed, since it focuses on topics, such as gender inequality, sexism and reproduction of stereotypes in various social areas (politics, media, art, (pop) culture, science, etc.).

Some activities are carried out to encourage women to enrol in non-traditional study programmes. Since 2018, the engineer of the year competition has been in progress within the scope of the “Inženirji in inženirke bomo!” (Becoming an engineer!), implemented by various organisations and companies with the Slovenian president being the honourable sponsor. The project promotes and encourages women to choose engineering professions. The KAMbi (WHEREto) application was launched in 2020, encouraging young people to consider engineering as a study programme.

Within financing the study activity of public higher school and private higher school institutions for concession study programmes, the allocation of funds is assessed from the aspect of developmental goals with wider systemic or social effects. In the 2021–2024 contract period that the Ministry of Education also determined the promotion of studies and increasing the enrolment in STE(A)M area (engineering programmes) and developing the solutions for including non-traditional groups of candidates in higher school study, referring mostly to women.

In 2021 MLFSA issued a tender for financing NGO’s projects in the fields of overcoming gender stereotypes and awareness-raising about cyber violence against girls and women. Five projects were chosen to be financed, two on cyber violence and three on gender stereotypes, each financed in the amount of approximately EUR 10,000.00.

The aim of the project titled “Woman must be beautiful!” was to counter the stereotypical identification of women with physical appearance. There were workshops for girls and young women organised to raise awareness about the topic. The project “Comics over stereotypes” intended to overcome stereotypes with comics, humour, drawing and creative discussions. The third project titled “A power of men’s mourning” addressed the men, who lost a loved person and was intended to empower and support them as well as exceed gender stereotypes in the process of mourning.

1.5 Other pertinent developments

Ministry of Justice of the Republic of Slovenia organised a high - level Conference “Stamping out hate crime and hate speech” (hereinafter referred to as conference) on 28 October 2021. Second part of the conference focused on fostering support and protection of victims of hate crime and was split into two panels that dealt with implementation of a robust victims’ support system, from the perspective of National Authorities and the Civil Society. The first panel shed light on good practices in the field of victims` support, whereas the second explored the experience of civil society organisations professionals in providing specialist support to victims of hate crime. Accordingly, the panels composed of experts from national ministries, other government authorities and representatives of civil society, specialising in the field of victims` rights. Attention was drawn to the fact that online hate crime and hate speech are on the rise since the outbreak of the COVID-19 pandemic. Panellist also took note of specific circumstances and needs of particularly vulnerable victims which need to be provided with sensitive and respectful treatment and access to adequate specialist services.

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

2.1 Legislative changes

Slovenia adopted the Act Amending the Criminal Code (KZ-1I) on 4 June 2021, introducing the affirmative consent model (“only yes means yes”) for rape and sexual violence offences in Slovenian criminal law. The model defining rape on the basis of consent replaced the obsolete coercion-based model that required a victim being forced into sexual intercourse by threat, coercion, or violence. These circumstances are now acknowledged as (a) qualified form(s) of rape. The relevant provisions of Slovenian Criminal Code are thus aligned with article 36 of the Istanbul Convention. The adopted amendment entered into force on 30 June 2021. The new law amends the provisions of articles 170, 171 and 172 of Criminal Code. The said articles which regulate the criminal offences of Rape (Art.170), Sexual violence (Art. 171) and Sexual abuse of defenceless person (Art. 172) no longer require the use of force or threat by the perpetrator, instead, these offences are now based on notion of freely given consent as per article 36 of Istanbul Convention. Consent is considered to be given freely insofar as it is externally perceptible, unequivocal, and free.

The amended Residence Registration Act, that has been in force since 27 June 2021, the determination of legal residence for victims of human trafficking has been amended. So far, the legal residence was considered as permanent residence, but in practice, it has been proven that a temporary residence can also be considered as legal residence. The administrative unit can determine a legal residence also to a foreigner who does not have the permit to reside in Slovenia, although they have a valid temporary residence permit, the residence registration certificate or a visa for long-term residence and has been the victim of domestic violence or the victim of human trafficking.

The Foreigners Act has also been amended in the part that determines the conditions for the issue of the temporary residence permit to victims of human trafficking. Under the conditions for the issue of a temporary residence permit, the condition that the victim’s testimony must be relevant, has been deleted, and a new reason for rejection has been added (“there must be founded suspicion that the victim’s report is false, or there must be founded conclusion that the victim's co-operation was false”). The reason for rejection with regard to danger for public health was also deleted.

2.4 Research and awareness-raising

The police co-operate in the international project Improving Frontline Responses to High Impact Domestic Violence, which has been in progress from 2018 to August 2021. The research project is intended for finding answers about the human factors that determine effective responses of the police and present best practices of police work in connection with other first responders as well as why the level of reporting such criminal offences is so low. On the basis of different analyses and findings, field research, key for first responders while investigating grievous forms of domestic violence, expert materials and tools for training and communication between experts that will be intended to manage and prevent domestic violence and manage the consequences as well as reduce domestic violence, will be prepared.

The Ključ Association started a three-year project in 2020, co-financed by the Ministry of Health, which focuses on various forms of supporting people who are not ready or cannot exit prostitution and/or are not ready to share information about the abuse they experienced with the law enforcement authorities. The main goal of the programme is to offer a comprehensive treatment of people in prostitution via various forms of assistance. Persons are included in psychotherapy, psychosocial counselling, therapeutic workshops, psychological and educational workshops and sport activities as well as expanding the social network outside the hazardous environment. Foreigners can also learn Slovene.

The Ministry of Education approached to the preparation of the resolution of issue of sexual and other harassment and violence in the higher education area and is preparing a research with public universities about sexual and other forms of harassment and violence within the Slovenian higher education sphere. The results will be a starting point for necessary measures, identified in the research.

In 2021, MLFSA issued a tender for financing NGO's projects in the fields of exceeding gender stereotypes and awareness-raising about cyber violence against girls and women. There were 5 projects chosen to be financed, two on cyber violence and three on gender stereotypes, each financed in the amount of approximately EUR 10,000.00.

In the field of cyber violence, the project "Key online" focused on raising awareness of girls in primary and secondary schools through workshops to recognise cyber violence and harassment as well as informing them about help possibilities in the case of experiencing it. The project "The letters hurt" was an awareness-raising campaign addressing general public about gender cyber violence through posters in places, where young people spend their free time (night clubs, schools, bars) as well as with online interventions.

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

4.1 Legislative changes

With the aim of achieving progress in the area of greater representation of women in management and supervisory bodies of companies and for forming (better) diversity policies, the amended Companies Act (2021) determine that large and medium-sized companies that audit annual reports, need to disclose the ratio of both genders in management and supervisory bodies in their diversity policy, which is proportional to the size of the company, the goals that the company follows and with regard to the impact on the procedures of selecting management and supervisory bodies members.

4.4 Research and awareness-raising

The Ministry of Economic Development and Technology also actively motivates authorities, competent for adopting corporate governance codes of companies that are listed on the stock exchange, or companies with state capital shares (public companies, SDH, DUTB), i.e., to include the demand for a more equal representation of both genders in management in the company (e.g., at least 40% representation of both genders).

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

5.1 Legislative changes

The amended Residence Registration Act, that has been in force since 27 June 2021, the determination of legal residence for victims of human trafficking has been amended. So far, the legal residence was considered as permanent residence, but in practice, it has been proven that a temporary residence can also be considered as legal residence. The administrative unit can determine a legal residence also to a foreigner who does not have the permit to reside in Slovenia, although they have a valid temporary residence permit, the residence registration certificate or a visa for long-term residence and has been the victim of domestic violence or the victim of human trafficking.

The Foreigners Act has also been amended in the part that determines the conditions for the issue of the temporary residence permit to victims of human trafficking. Under the conditions for the issue of a temporary residence permit, the condition that the victim's testimony must be relevant, has been deleted, and a new reason for rejection has been added ("there must be founded suspicion that the victim's report is false, or there must be founded conclusion that the victim's co-operation was false"). The reason for rejection with regard to danger for public health was also deleted.

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

6.2 Policy changes

Following the 2015-2020 Resolution on the National Programme for Equal Opportunities for Women and Men, a draft national programme for the period 2020–2030 is being prepared. The draft Resolution on National programme for Equal Opportunities for Women and Men 2021-2030 determines the goals and measures of fundamental policies of equal opportunities for women and men in six key social life areas:

- working relations, family relations, social welfare (eliminating gender gaps in employment and ensuring equal economic independence of women and men; one of the priorities is a higher inclusion of women in the labour market, especially of disadvantaged and under-represented groups);
- education, gender stereotypes and institutional mechanisms (reducing the inequality of women and men and exceeding stereotypical social roles);
- health (improving the health of women and men as well as reducing inequalities in health, focusing on vulnerable groups of men and women);
- violence against women (preventing all forms of violence against women and girls and fighting the gender-based violence; one of the priorities is comprehensive and adequate support to victims of violence against women and girls and victims of domestic violence, with a special focus on vulnerable groups);
- decision-making (promoting balanced representation of women and men at all levels of decision-making in politics, economy, judiciary, educational, scientific, defence and other organisations and institutions)
- external affairs (promoting gender equality and the empowerment of women and girls around the world).

National programme includes commitments on gender mainstreaming in all policy areas, as well as commitments to tackle gender discrimination, sexism, and to address intersectionality.

National programme will be implemented through two-year action plans, with the government reporting on their implementation to the National Assembly every two years.

In September 2021, the Second Report on the implementation of the Guidelines for Gender Mainstreaming in the Work of Ministries 2016-2020 for the period 2018-2020 has been prepared.

The ministries and co-ordinators annually, by 31 March at the latest, shall report to the MLFSA, Equal Opportunities Division, on the implementation of the first three priorities (defined in the Guidelines) in the past calendar year based on information provided by internal organisational units. The report shall provide the following for each priority task:

1. Promotion of the collection and presentation of gender-segregated data gathered within individual ministries:
Was there any progress in the field of collection and presentation of gender-segregated data made in the past year? In what fields and in respect of what data? They provide such data.
2. Promotion of gender mainstreaming and presentation of gender-segregated data in analyses and research carried out or commissioned by individual ministries:
They list relevant analyses and research implemented or commissioned by the ministry in the past year and indicate how many and which of the analysis and research included the gender equality aspect and whether the presented data were gender-segregated; and
3. Consultation in gender mainstreaming in key strategic documents of the ministries;
They indicate whether the key strategic documents drafted by the ministry in the past year included the gender equality aspect and how and indicate such documents.

The ministries reported to the MLFSA, Equal Opportunities Division, on the implementation of the above-mentioned priorities for the period 2018-2020.

In April 2021, the Rules on the Implementation of the Value Added Tax Act were amended. For sanitary pads, tampons, and some other menstrual hygiene items, the value-added tax was reduced from 22% to 9.5%.

7. Main challenges and lessons learned

Challenges and lessons learned stayed the same as years before (see below).

1. Progress on gender equality still too slow

Although significant progress has been made in achieving gender equality and empowerment of women in many areas, particularly in legislation, barriers to substantive gender equality still exist. The changing of social and cultural patterns is a long-term process, and actual gender equality cannot be achieved through short-term measures.

Persistent gender differences require the continuous elimination of barriers to the full participation of women in the labour market and in political, public and economic/financial decision-making. It is also important to combat deeply rooted and newly emerging gender stereotypes that determine women's and men's roles in society and create a gender imbalance in paid and unpaid work. Therefore, we will continue to focus our efforts on creating conditions for a more balanced division of family obligations between women and men.

The existing systemic regulation of equality between women and men still does not ensure actual gender equality in bodies governed by public law. Despite the declared equality between women and men, the figures show that we have not yet achieved a balanced gender representation in specific areas of social life, particularly in decision-making positions in politics, the economy and bodies governed by public law; therefore, in 2019 amendments to the Equal Opportunities for Women and Men Act are being drafted. One of the important challenges that remains is also gender balance in economic decision-making, since there are only few women CEOs in the biggest Slovenian companies. To this end, Slovenia is planning to propose legal measures in this area.

2. Backlash against gender equality

One of the challenges gender equality policy will have to deal with in the future is to make its achievements more visible and recognised as a democratic norm. It has been noticed that, irrespective of the development of human rights and standards, gender equality advocates and their initiatives to further improve the status of women and men in our society often encounter negative attitudes. Radical movements (that are trying to re-establish society without dated views on gender equality, human rights and equalities in general) are very successful at promoting the so-called gender theory conspiracy and attacking women's rights, advocates and activists.

3. Limited resources and political commitment

Another challenge that the Equal Opportunities Department in Slovenia is facing, is firstly general lack of financial and human resources for gender equality which could have a negative impact on the realization of gender equality and the empowerment of women and girls in the future; and secondly additional tasks related to other inequalities and discrimination. Challenges which always remains for the area of gender equality is a political commitment to and lack of understanding of the issue.

Additional tasks related to other inequalities and discrimination have been conferred to the main national gender equality mechanism in Slovenia. As a consequence, lack of financial and human resources for gender equality could have a negative impact on the realization of gender equality agenda and the empowerment of women and girls in the future. Challenges which always remains for the area of gender equality is a political commitment to the agenda.

For more efficient implementation of gender equality policy and in order to ensure greater autonomy and more efficient functioning of the national mechanism for gender equality, the competent authority should be strengthened and given a position of influence in the government's hierarchy and/or its organisational structure. To ensure that the principle of gender equality is followed by all ministries and state institutions, the status of co-ordinators within the ministries should be strengthened and gender budgeting should be applied at different levels.

8. Additional comments, if any

1. Legal acts to mitigate the consequences of the epidemic were passed in the National Assembly, while the measures taken to limit individual activities (closure of schools, closure of economic activities, restrictions of movement) were adopted by the Government. The decisions in the Government and the National Assembly were also made by women, the members of the Government and MPs. The Ministry of Health also founded an expert group for the containment and control of the COVID-19 epidemic, led by a woman, the majority of its members are female.
2. Until the beginning of 2021, Slovenia passed seven so-called anti-corona virus legal packages to respond to the consequences of the epidemic and to reduce its negative effects. The first anti-

corona virus package was passed on 2 April 2020, whereas the measures applied retroactively since 13 March 2020 and remained in force until the end of the first wave of the epidemic on 31 May 2020. In the second wave, the epidemic was announced on 19 October 2020 and lasted until 15 June 2021, the majority of measures were extended consistently with anti-corona virus laws.

3. The state reimbursed employers for salary compensation to temporarily laid-off workers, for workers who stayed at home to care for children due to the closure of schools and kindergartens and for those who stayed at home due to their inability to travel to work. All of these workers were eligible for minimum 80% wage allowance. The maximum amount was the gross amount of the average wage in 2019, i.e., EUR 1,753.84, and the minimum amount was the minimum wage (gross EUR 940.58). For all the above-mentioned categories of workers, employers were relieved of paying their social security contributions. On the basis of claims sent by employers until including April 2021 for the period from March 2020 to June 2021, wage reimbursement for temporarily laid-off workers was given to 214,517 workers, of which 87,103 were women (40.6%).
4. Large family allowance increased in 2020 and 2021, where families with three children received EUR 100 higher annual allowance (EUR 504.48), families with four or more children received EUR 200 higher allowance (EUR 691.52). Other measures to help families were also adopted, i.e., solidarity allowances for various categories of beneficiaries. Pensioners, whose pension is lower than EUR 700, received solidarity allowance twice (in the amount of EUR 130, 230 or 300, depending on the pension amount), beneficiaries with financial social assistance and income support (EUR 150) and students (EUR 150). Workers who lost their jobs due to the epidemic and were not entitled to unemployment benefit received a temporary financial assistance in the amount of EUR 513.64 per month (until the end of the epidemic at the latest). The state also subsidised shortened working hours in the scope from five to twenty hours per week and the temporary lay-off in all industries for a month upon the declaration of the end of the epidemic and introduced tourist vouchers for all Slovenian inhabitants (for adults in total amount of EUR 300 and EUR 100 for minors). There were 20,393 people whose working hours were shortened due to the situation or 41.2% women. Some tax-related measures were also adopted for taxable people, for instance, the suspension of taxes or payment of taxes in instalments, and exemption from payment of prepaid income tax and personal income tax.
5. With regard to violence against women, the police posted several texts and videos on its website and social media pages such as Facebook and Instagram, calling for tolerance in mutual relations and pressed neighbours to report any detected domestic violence; the police continued this activity in the second wave. The police also raises awareness about the unacceptability of violence via newspapers and television, replies to journalist questions and issues press releases, where it clearly emphasises that despite the pandemic the police always responds to each call and is available 24 hours a day, every day of the year.
6. The work and access to courts were appropriately adapted to the situation during the epidemic. Measures taken due to the epidemic did not limit the access of women and girls to judicial protection. Court operations were mainly digitalised (use of e-mail, the eSodstvo (e-Judiciary) portal, video conferences, etc.), all work done in physical form (on site) was implemented according to the measures used to prevent the spreading of the infection. During the epidemic courts worked in limited scope and carried out only urgent hearings, including investigations and trials in criminal matters, where the accused were deprived of their liberty and in procedures connected to sentencing, civil matters involving procedures in accordance with the Domestic Violence Prevention Act, enforcement cases in connection to child protection procedures.
7. In the field of social assistance programmes, where personal contact with clients was limited due to the epidemic, service providers adapted their activities and were available to clients via telephone or e-mail. Accommodation programmes continued to be implemented without change,

with consideration for the instructions from the National Public Health Institute (NIJZ). The MLFSA motivated all service providers to strengthen their counselling services and upgrade them in various ways to approach clients and pro-actively make contact with clients in time, when their problems and distress were even greater, especially without the provided proper support. They continued their work with ICT services. They were also asked to publish their contact data in various different ways and on as many websites possible.

SPAIN

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.1 Legislative changes

- In the framework of the **participatory process**, promoted by the Ministry of Equality and the Institute of Women, **to reform Constitutional Act 2/2010 on Sexual and Reproductive Health and the Voluntary Interruption of Pregnancy**, since July 2021, rounds of talks, seminars and institutional meetings have been carried out including obstetric violence or surrogacy.
- **Royal Decree-Law 3/2021**, of 2 February, adopting measures to **reduce the gender gap and other social security and economic issues**,³³ includes a **new supplement to reduce the gender pension gap**. This new supplement is a fixed annual amount for each child, from the first until the fourth one, which is added to all types of retirement pensions, permanent disability and widowhood. Its rationale is the incidence of the gender gap in the pension amounts received by women. The supplement is granted to the mother, but the father can claim it if he meets the requirements foreseen in this Royal Decree-law. This measure is estimated to reduce the gender gap in pensions from 30% to less than 5%, foreseeing that this supplement will in force as long as the gender gap in pensions is greater than 5%.
- Royal Decree Law 28/2020 on distance work, included in the last report, was later validated by Congress and discussed as a draft Law, and approved as **Law 10/2021, 9 July, on distance work**.³⁴

1.2 Policy changes

- The **III Plan for gender equality in the General State Administration and in its Public Bodies**.³⁵ This Plan addresses situations of direct and indirect discrimination on the grounds of sex in the Administration, providing special attention among others, to eradicating sexism in the workplace, preventing sexual harassment or harassment on the grounds of sex or providing protection in cases of multiple discrimination.
- With the aim of promoting the presence and recognition of women in the audio-visual industry, an open database of women has been created to support employment for women in this sector (see *RAMPA Platform* [PLATAFORMA RAMPA](#)).³⁶
- The Institute of Women **has reinforced its free advisory service to small and medium sized enterprises** regarding the design and implementation of **gender equality measures and plans**, to provide support to implement the new legislation approved in 2020 on gender equality plans and gender pay transparency, mentioned in the last year's report. To also facilitate the compliance with the new legislation, a **Guide to support companies to elaborate Gender Equality Plans in companies**³⁷ (January 2021).
- As regards the **STEM sector**, different programmes are being implemented to promote the presence of women in entrepreneurship promoted by Universities such as the **INNOVATIA 8.3. Programme**³⁸ or ADA and DIANA programmes to foster the interest of young women and girls in STEM. On 12 February 2021, the STEAM ALLIANCE for women's talent was launched by the Ministry

³³ <https://boe.es/buscar/act.php?id=BOE-A-2021-1529>

³⁴ <https://www.boe.es/boe/dias/2021/07/10/pdfs/BOE-A-2021-11472.pdf>

³⁵ <https://boe.es/buscar/act.php?id=BOE-A-2021-2>

³⁶ <https://plataformarampa.com/>

³⁷ https://www.igualdaddenlaempresa.es/asesoramiento/diagnostico/docs/Guia_pdi.pdf

³⁸ <https://innovatia83.es/>

of Education and Vocational Training. Its aim is to promote initiatives that contribute to eliminate gender stereotypes associated to certain vocations and jobs from the education system.

- [School for Women Entrepreneurs “Juana Millán”](#).³⁹ Its aim is to promote profitable business ideas from an economic, ecological and social perspective, establishing training, advisory and support programmes for women students. It is a virtual tool to enable access to training from all parts of Spain, including rural areas, facilitating the construction networks to exchange experiences and provide mutual support among women entrepreneurs.

1.3 Institutional changes

- The Women's Institute and for Equal Opportunities has changed its name to **Women's Institute** (Law 11/2020, of December 30, of the General State Budget for the year 2021, fourth additional provision) and is attached to the Ministry of Equality.

1.4 Research and awareness-raising

- On the occasion of the “International Safe Abortion Day”, on 28 September 2021, the video “**Your sexual Education is + than**”,⁴⁰ was launched on social networks, dealing with the importance of incorporating sexual education from an early age. Other activities programmed for that week included an institutional event on sexual and reproductive rights, chaired by the Spanish Minister of Equality, with the presence of the Argentinian Minister for Women, Genders and Diversity, and meetings with teachers and students, elder women and migrant women.
- To raise awareness and promote reflection among citizens on feminist issues, a series of **conferences and meetings** were organised, such as the **8 March round of talks and seminars: “For being Women. Feminist Spain”**,⁴¹ that took place between 24 February and 24 March 2021, which paid tribute to the women who, during the severe health crisis, had to make compatible their work with their role as carers, just because they are women, also highlighting persisting inequalities between women and men. On 6 and 7 September, the seminar “**Towards a feminist radicalisation of democracy**”⁴² took place, in collaboration with the Spanish Menéndez Pelayo International University.
- **A Research Chair for democratic values and gender**,⁴³ has been created in collaboration with the Complutense University of Madrid aimed at carrying out analyses, research, teaching and academic activities regarding democratic values and gender.
- The Institute for Women published this year a study on “**Mother-headed families in Spain**”.⁴⁴
- A campaign on social networks under the title “**Play to be free»#jugarsinsexismo** was released in November and December 2020 to raise awareness on non-sexist children's games during the Christmas campaign and also in relation with the presentation of the study “Advertising and Christmas toy campaigns: Promoting or breaking gender stereotypes?”.⁴⁵

³⁹ <https://escueladeemprededoras.es/>

⁴⁰ <https://www.youtube.com/watch?v=x14xGs2G78I>

⁴¹ https://www.youtube.com/watch?v=XCTtXCGMVd0&list=PLIdOa4FWXTfSbBfXtN1KovLL_uOWNWiwO

⁴² <https://uimptv.es/hacia-una-radicalizacion-feminista-de-la-democracia/?nowprocket=1>

⁴³ <https://www.boe.es/boe/dias/2021/07/29/pdfs/BOE-A-2021-12811.pdf>

⁴⁴ https://www.inmujeres.gob.es/areasTematicas/AreaEstudiosInvestigacion/docs/Estudios/Estudio_FamiliasMonomarentales2021.pdf

⁴⁵ https://www.inmujeres.gob.es/areasTematicas/AreaEstudiosInvestigacion/docs/Estudios/PUBLICIDAD_Y_CAMPANAS_NAVIDENAS_JUGUETES.pdf

- The Ministry of Science and Innovation has produced **two educational videos** one of them, to raise awareness of the existence of unconscious gender biases in science, technology and innovation,⁴⁶ and the other one, on how integrate gender dimension in research projects.⁴⁷

1.5 Other pertinent developments

- A **Protocol for the prevention and action against sexual harassment and harassment on the grounds of sex in the workplace (reference Manual)**⁴⁸ was published on 4 October and widely disseminated. It guarantees confidentiality, is safe, quick and accessible to handle the complaints within companies, including two downloadable protocol models.
- The **Observatory of Women's Image** of the Institute of Women receives and analyses complaints arising from sexist advertisements that appear in any media. On this basis, companies are required to modify or withdraw their campaigns, and the Women's Institute advises them to facilitate the removal of discriminatory messages. From the first of October 2020 to the end of October 2021 included, the Observatory received 549 complaints, carried out 12 requirements and sexist claims, 6 recommendations to improve the treatment of women's image and 5 claims were forwarded to the competent body on account of its subject matter.
- **The Virtual School of Equality**⁴⁹ (www.escuelavirtualigualdad.es), developed by the Institute of Women, offers online gender equality training aimed at the population in general and professionals of different fields in several areas. The current 11th Edition (2021-2022) offers **21,000 places**.
- Mention should be made to the Seminars: "**Women in the video game sector**"⁵⁰ (26-28 January 2021), which analysed the low participation of women in the video game industry as well as the roles, stereotypes and sexist language they reproduce; and "**Algorithmic Justice with a gender focus**"⁵¹ (22 September 2021) on the need to develop new policies that prevent IA technologies from reproducing existing gender gaps and the risks of associated discrimination risks.
- In April 2021, the "**Virtual Museum for Woman Combatants**",⁵² was launched. Its aim is to create a virtual, historical and educational space on the participation of women as combatants in the Spanish Civil war. It is based on a research project on this subject.
- The 14th edition of the Section "**Affirming Women's Rights**" was held from 3 to 13 June 2021, within the framework of the 24th edition of the Malaga Festival, making visible, through filmmaking, the discrimination that women continue to face, also promoting and films made by women.

⁴⁶ <https://youtu.be/2POCTnhs-2s>

⁴⁷ <https://youtu.be/EeQ5-2u2Mhk>

⁴⁸ https://www.igualdadenlaempresa.es/asesoramiento/acoso-sexual/docs/Protocolo_Acoso_Sexual_y_Por_Razon_De_Sexo.pdf

⁴⁹ <https://www.escuelavirtualigualdad.es/>

⁵⁰ <https://www.youtube.com/watch?v=C5QMk9Z5ehY&list=PLIdOa4FWXTfQAW4qWGShrVypxTLsRj1fB>

⁵¹ <https://www.youtube.com/watch?v=8x0AMW9ZleM>

⁵² <https://www.mujeresenguerro.com/>

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

2.1 Legislative changes

- **Law 1/2021 on urgent measures in the field of protection and assistance to victims of gender-based violence** states that information, counselling and housing services on gender-based violence are essential services. This status has been extended after the end of the state of alarm for the COVID-19 pandemic.
- Two new laws include measures to better protect children: **Law 8/2021 that reforms civil and procedural legislation to support persons with disabilities when exercising their legal capacity** (2 June 2021) and **Organic Law 8/2021 on comprehensive protection of children and adolescents from violence** (5 June 2021).⁵³
- Draft Law for the Comprehensive Assurance of Sexual Freedom. It has been fostered by the Ministries of Equality and Justice in order to ensure comprehensive protection of the right to sexual freedom and the eradication of all forms of sexual violence. The project is currently at the final phase of parliamentary processing.
- Council of Ministries Resolution approving the Catalogue of Urgent Measures of the Improvement and Modernisation Plan against Gender-Based Violence (27 July 2021).
- Future Comprehensive Law Against Trafficking. A first draft of this law is currently being elaborated. It will be based on several normative analysis works as well as on the contributions received through a public consultation launched by the Ministry of Equality (associations and other members of civil society, public and private institutions, individuals, regional governments and specialised entities).

2.2 Policy changes

- Award of the call for proposals for the elaboration of the “National Strategy to combat different forms of sexist violence”. This instrument will guide the public policies against gender-based violence at state level from 2022 to 2025.
- Preparation work for approval of a Sectoral Conference agreement (State and Regional governments) in order to specify and broaden the qualifying judicial titles that legally prove the condition of victim of gender-based violence. It also establishes other non-judicial qualifying titles for cases in which the victim has not yet filed a complaint.
- State fund for regional administrations aimed at building 24/7 gender-based violence crisis centres.

2.3 Institutional changes

- Covenant with MUFACE on gender-based violence (General Mutual Fund for state civil servants) signed on 5 July 2021. This agreement aims at fostering training programmes on violence against women.
- Instruction 5/2021, of the Secretary of State for Security, which establishing the Zero Protocol. This instrument regulates first police contact with victims of gender-based violence in a situation of vulnerability who express their desire not to report events that may constitute a crime in the context of gender-based violence.
- Instruction 1/2021 of the Government Delegation against Gender Violence of the Ministry of Equality (GDGV) circulated on September 14 to the Co-ordination Units and Violence against Women Units (state units working at regional field level). It establishes an action protocol for fatality cases and victims seriously injured by gender-based violence.
- Training and exchange actions between the Co-ordination Units and Violence against Women units. The GDGV, in collaboration with the Ministry of Home Affairs and the Ministry of Territorial

⁵³ <https://www.boe.es/buscar/act.php?id=BOE-A-2021-9347>

Policy, organised a training session and exchange of good practices for these Units which was held in the Senate (20 September 2021).

- Agreement between the GDGV and the Centre for Legal Studies (Ministry of Justice) aimed at training legal operators in order to improve awareness, prevention and detection of violence against women (signed on 25 October 2021)

2.4 Research and awareness-raising

The GDGV has developed and disseminated different campaigns in 2021 in order to promote awareness-raising measures throughout the year and not at a single moment of it. Some examples:

- The violence you don't see <https://www.youtube.com/watch?v=6Qdjfj6VqCQ>
- Sexism is violence: <https://www.youtube.com/watch?v=DIawc8Z26Ug&t=1s>
- Sex is a yes: <https://www.youtube.com/watch?v=ctU6Pvm5Qxk>
- Sex violence is not a movie: <https://www.youtube.com/watch?v=3HYcXhPY70M>

The GDGV is also working on agreements with large online service providers both to prevent and act against profiles that promote discrimination and violence against women as well as to promote the appropriate treatment of news and information on gender violence.

Also, the call for proposals to carry out the field work and data collection of the European Survey on Gender Violence has recently been awarded and the works will begin shortly.

The GDGV has promoted and financed different studies which will be published by the end of 2021/early 2022: 1) Protocol models against sexual and gender-based harassment; 2) Practices of reparation of sexist violence. Analysis and proposals; 3) Violence against women and the media; 4) Gender-based political violence; 5) International comparative study on new masculinity policies; 6) Impact of the COVID-19 pandemic on gender violence in Spain.

Finally, the GDGV is launching the operation "Statistics of regional resources on violence against women" (DERA), included in the National Statistical Plan 2021-2024. The purpose of this official statistic is to quantify and measure the existence and evolution of the public resources put in place by the regional government (number of victims who access them, etc.) in compliance with the Istanbul Convention.

2.5 Other pertinent developments

- Annual call for proposals for projects on sex trafficking of women and girls (6.000.000 €). It is soon to be awarded by the GDGV
- Spain has joined the Ibero-American Initiative to Prevent and Eliminate Violence against Women. It aims at contributing to the elimination of all forms of violence against women in Ibero-America through the construction and consolidation of a common normative and operational framework.

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

3.1 Legislative changes

- **Royal Decree 141/2021 of 9 March approves a Regulation on free legal aid⁵⁴** that establishes a specific procedure to access free justice in those judicial and administrative proceedings that have a direct or indirect cause in gender violence. Among the main legal developments that can be mentioned, are that legal guidance and aid assistance is immediately offered to women victims of gender violence, without the need to prove the lack of financial resources prior to receiving the aid. The obligation to provide legal aid is extended to all administrative proceedings until their

⁵⁴ https://www.boe.es/diario_boe/txt.php?id=BOE-A-2021-3698

completion, including the implementation of the judgement. All Bar Associations will establish an on-duty service specialised in defending victims of gender violence.

- **Organic Law 8/2021 of 4 June, on comprehensive protection of children and adolescents from violence**,⁵⁵ establishes **pre-constituted evidence** as compulsory when court proceedings affect minors or persons with disabilities.
- Moreover, **Law 8/2021 of 2 June**⁵⁶ that reforms civil and procedural legislation to support persons with disabilities when exercising their legal capacity, aligns our legal system with the International Convention on the Rights of Persons with Disabilities. includes significant improvements concerning access to justice. A new article 7 bis, that deals with “Adjustments for persons with disabilities”, has been included in the Civil Procedure Act – being of supplementary application in the criminal procedure-.
- **Judgement 155/2021**⁵⁷ of the Constitutional Court (12 September), declares it is unconstitutional to apply the «part-time coefficient» in pensions for permanent disability derived from common illness of part-time workers. It is based on the same doctrine established by judgment 91/2019 of 3 July of the Constitutional Court, which modified the regulation of the rules for calculating the retirement pensions and declared the nullity of applying the “partiality coefficient” in retirement pensions of part-time workers, considering that it violates the principle of equality included in Article 14 of the Spanish Constitution and constitutes indirect discrimination on grounds of sex.

3.3 Institutional changes

- In July 2021, the Public Prosecutor’s Office approved the **Action Plan 2021-2022 to develop the Equality Plan for the Prosecution Service** that includes specific measures to implement the conditions for achieving effective equality.

Specific objectives:

- Ascertain the situation of the Public Prosecutor's Office in terms of equality, by obtaining, publishing and analysing precise sociological data that will make it possible to assess the evolution and results obtained, as well as to identify the areas that require special action.
- Raise awareness of equality and the gender perspective in the prosecutor's career, through training, the promotion of parity and the involvement of managers.
- Strengthen and promote the exercise of the social rights of the prosecutor's career by means of appropriate dissemination, as well as encouraging co-responsibility and conciliation.
- Promote the use of inclusive and non-sexist language.

3.4 Research and awareness-raising

- Since the entry into force of Organic Law 1/2004 of 28 December on Comprehensive Protection Measures against Gender Violence, specialised training is required for lawyers in order to be able to join the special Public Defence Service for Gender Violence.
- The contents of the aforementioned training are periodically updated and complemented in order to achieve quality training and thus provide the best professional service to women victims of gender violence, through continuous training sessions in the different Bar Associations.
- Moreover, on 4-5 March 2021, the Ministry of Justice organised the 3rd edition of the Seminar on Justice and Equality, focused on the role of Justice to achieve equality between men and women.
- Finally, within the Public Prosecutor’s Office, the following training courses have been organised regarding: Restorative justice in gender-based violence and sexual violence; Equality and non-discrimination and Gender-based violence and equality.

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

⁵⁵ <https://www.boe.es/buscar/act.php?id=BOE-A-2021-9347>

⁵⁶ https://www.boe.es/diario_boe/txt.php?id=BOE-A-2021-9233

⁵⁷ <https://www.boe.es/boe/dias/2021/10/20/pdfs/BOE-A-2021-17104.pdf>

4.3 Institutional changes

- The Institute has continued developing the programme **“Rural Woman Challenge”** (*Desafío Mujer Rural*)⁵⁸ to support women in rural areas. In the **fishing sector**, due to the limited presence of **women** and the specific difficulties they face, a direct grant has been given this year to the National Association of Women Fisheries (ANMUPESCA), to facilitate the participation of women in decision-making bodies.

4.4 Research and awareness-raising

- A **Guide on Good Practices to attract and retain talent and on professional development with a gender perspective**,⁵⁹ was published by the Institute of Women in December 2020, to promote a balanced participation of women and men in decision-making positions.
- The Institute of Women also published a report on the **“Presence of women on the boards of directors and in the senior management of state-owned public companies”**.⁶⁰

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

5.2 Policy changes.

The **Protocol for potential victims of Trafficking in Human Beings for applicants for international protection arriving at Barajas airport**, approved on 15 October 2019, whose objective is to carry out more effective co-ordination between all the authorities involved and a rapid referral of possible victims of human trafficking to the most appropriate reception place, is proving to be very useful.

Although it was not used so much due to the COVID-19 pandemic and the significant reduction of international flights, it has been activated 37 times in the last half of 2021.

Regarding the specific accommodation places for victims of gender violence and victims of human trafficking, during the last year, more than 100 specialised places have been financed in the International Protection System with the aim of protecting and attend in a specialised way to a possible victim of both trafficking and gender.

5.4 Research and awareness-raising

On 7 July 2021, the Secretary of State for Migration approved the **Protocol for action against violence to women in the International Protection Reception System**. The main objective is to establish common guidelines for detection, action and prevention of cases of domestic violence or gender violence against women within the Reception System. Likewise, it aims to co-ordinate the actions and networking of all actors involved. This Protocol focuses on Organic Law 1/2004 of 28 December, on comprehensive protection measures against gender violence and on the Istanbul Convention.

⁵⁸ <https://www.desafiomujerrural.es/>

⁵⁹ <https://www.igualdadendaempresa.es/promocion/mas-mujeres/docs/InformeBBPPTalento.pdf>

⁶⁰ https://www.igualdadendaempresa.es/recursos/estudiosMonografia/docs/Informe_Empresas_Publicas_2020.pdf

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

6.1 Legislative changes

- **Gender budgeting regulation** developed for 2022 General State Budget (Ministerial Order HAC/669/2021, of 25 June),⁶¹ includes as a assuring gender equality as priority criteria for the elaboration of the General State Budget for 2022, in order to support recovery after the health crisis, foster a structural transformation and more sustainable and resilient economic and financial growth, to advance towards a greener, more digital, more cohesive socially and territorial wise, and more equal. Gender equality is assured, through gender mainstreaming measures aimed at increasing women’s employment, reinforcing the long-term care system, education, equal opportunities, reducing the gender digital gap, gender violence and equal participation of women in the economy and in society.
- Equality between women and men is one of the guiding principles of the **Spanish Law on Climate Change and Energy Transition**,⁶² adopted on 20 May 2021, which also requires that instruments aimed at implementing and developing the Just Transition Strategy, take into account the gender approach.

6.2 Policy changes

- The **Recovery, Transformation and Resilience Plan (PRTR)**, in response to the strong impact of the pandemic on the Spanish economy, is based on four pillars: energy transition, digital transformation, social and territorial cohesion and gender equality with a cross-cutting nature. Gender equality is mainstreamed in this Plan to promote equal treatment and opportunities between women and men and specific measures with a high impact on the fight against inequality.
- The **National Plan for Digital Skills**, approved at the end of 2020, is one of the priorities of the Recovery, Transformation and Resilience Plan. Its second line of action is dedicated to fighting against the digital gender gap, which includes measures such as programmes fostering scientific and technological careers in the education system or women’s digital capacity.
- Acknowledging the transformation capacity of the new **EU funds** two **Guides aiming to facilitate the necessary mainstreaming of the gender perspective into all activities funded by the Spanish Plan for Recovery, Transformation and Resilience (RTRP)**,⁶³ have been elaborated and widely disseminated. They are available in English.
- The **External Action Strategy 2021-2024** dedicates a section to “Spain as a reference point for a Feminist Foreign Policy”, which entails fighting against discrimination, promoting and defending the rights of women and girls, and, committing to close the existing gaps, in particular, those affecting the economic field and equal opportunities.
- The **Spanish National Climate Change Adaptation Plan 2021-2030** has mainstreamed gender by explicitly including the gender approach as one of the cross-cutting dimensions to be considered in the development of all adaptation policies and measures across the sectoral areas of this Plan. Gender is also mainstreamed in **the Spanish Just Transition Strategy**,⁶⁴ which also requires to consider women’s participation in the Just Transition Agreements.⁶⁵
- The **2021-2022 Action Plan for the internationalisation of the Spanish Economy 2021-2022**,⁶⁶ incorporates a gender perspective throughout the Plan as well as the results of the working group “Women and internationalisation”, created in the previous Action Plan 2019-2020.

⁶¹ https://www.boe.es/diario_boe/txt.php?id=BOE-A-2021-10684

⁶² <https://www.boe.es/eli/es/l/2021/05/20/7/con>

⁶³ https://www.igualdadenaempresa.es/actualidad/en-destacado/docs/GuidesGenderInRTRP_EN.pdf

⁶⁴ ETJ, available in English at: https://www.transicionjusta.gob.es/common/ETJ_ENG.pdf

⁶⁵ A booklet on the Spanish Just Transition Agreements is available in English at:

https://www.transicionjusta.gob.es/Convenios_transicion_justa/common/Folleto_Convenios_Transicion_Justa_EN.pdf

⁶⁶ https://comercio.gob.es/es-es/estrategia_internacionalizacion/Documents/Plan_Accion_Intern_Economia_Espanola_21-22.pdf

6.3 Institutional changes

- One of the specific targets of the **III Plan for gender equality in the General State Administration and in its Public Bodies** (see section 1.2) is gender mainstreaming, especially when analysing and designing strategies with a gender perspective that are after translated into concrete measures; when carrying out gender impact assessments; gender budgeting; and, when defining and applying gender indicators in all internal policies of the Administration. The Plan also foresees training aimed at certain groups (occupational safety and health committees, confidential advisers, human resources managers, legal or communication departments...) to acquire knowledge, tools and instruments to integrate the gender perspective in their work. As an example, following one the measures foreseen in this Plan, the Ministry for Ecological Transition and the Demographic Challenge are putting in place a new Working Group for gender mainstreaming across the sectoral policies of the Ministry.

6.4 Research and awareness-raising

- **A Guide on Spain's Feminist Foreign Policy**⁶⁷ was published by the Ministry of Foreign Affairs to promote gender equality in Spain's external action.

8. Additional comments, if any

- The General State Budget for 2021 included, for the first time, an allocation of 200 million euros to implement the **Equal Sharing of Responsibilities Plan** ("Plan *Corresponsables*") which is being carried out by the Ministry of Equality and the Ministry of Social Rights. This is a new public policy aimed at initiating the path towards guaranteeing care as a right in Spain. Its objective is to facilitate the reconciliation of families with children up to 14 years of age, through the creation of professional care exchanges. In this way, a public-based service -managed by the Autonomous Communities- is provided. It aims to promote the creation of quality employment in the care sector, especially for young people, but also for older people, mainly women, with non-formal experience in this field of work and the establishment of certification or accreditation mechanism for non-formal professional care experience.
- An **Advisory Board for Caregiving** was established on 20 September 2021, as a participatory and stable mechanism to provide advice to the Ministry of Equality for the design, proposal and promotion of legal frameworks and public policies on care, with the participation of different expert voices, associations entities and other stakeholders.
- **Spain Protects You Against Male Violence Plan** (*España te protege contra la Violencia Machista*) extends the scope of the service to all forms of harassment and violence against women, including sexual violence, genital mutilation, forced marriage, forced abortion and forced sterilisation; and to women victims of trafficking and sexual exploitation, and includes a new socio-labour counselling service.

The summary of the projects included in the Spain Protects You Plan against Gender Violence is as follows:

- Improvement, digitalisation and extension of 016 to victims of all forms of violence against women, including victims of trafficking for sexual exploitation and victims of sexual exploitation. In addition, a new personalised service of socio-labour guidance and

⁶⁷ Available in English:

http://www.exteriores.gob.es/Portal/es/SalaDePrensa/Multimedia/Publicaciones/Documents/2021_02_POLITICA%20EXTERIOR%20FEMINISTA_ENG.pdf

accompaniment will be included for all victims to promote their economic independence through promotion and access to employment.

- Modernisation and extension of the telematic control devices for protection measures and restraining orders against perpetrators and improvement of the ATENPRO tele-assistance service.
- Creation of 24-hour comprehensive care centres, ensuring accessibility for women living in areas far from urban centres.

SWEDEN

1. Strategic objective: Prevent and combat gender stereotypes and sexism

1.1 Legislative changes.

On 1 January 2020, a special ground for more severe penalties for offences committed against elected representatives was introduced (in Chapter 29, Section 2, point 9 of the Swedish Criminal Code) meaning that courts as aggravating circumstances, when assessing penalty value, in addition to what applies for each specific type of offence, should give particular consideration to whether the crime was committed against one person because he or she was an elected representative.

1.2 Policy changes

The ordinance with the Swedish Public Employment Service's instruction states that the authority must design the operation so that it counteracts a gender division in the labour market. This is followed up annually through the annual report that the authority submits to the government.

In the Swedish Public Employment Service regulatory letter for 2021, the authority was assigned to follow-up on how subsidised employment, labour market training, procured matching services were divided between women and men and especially among foreign-born people, and report on the results of these measures including identified gender equality problems and how to reduce gender problems and include proposals for solutions. The work was part of the gender mainstreaming work in the authority.

1.4 Research and awareness-raising

- The Swedish Government monitors trends regarding the division of unpaid housework and childcare between women and men through a statistical survey carried out by Statistics Sweden approximately every ten years, "The Swedish Time Use Survey". During 2021 and 2022 the government has assigned Statistics Sweden to carry out the survey for the fourth time. Results are expected during spring 2022.
- The Swedish Government assigned the Ombudsman for Children in Sweden to systematically gather, assess and present the knowledge of the influence pornography may have on children and youth. In June 2021 the Ombudsman presented the study. One of the findings was that there is a connection between watching pornography and having a mindset of stereotypic sexual gender roles. However, it is not known what the cause is and what the effect is. The study also shown that in some cases the connection between having mind set of stereotypic sexual gender roles and other forms of media for example music videos was even stronger.

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

2.1 Legislative changes

Child pornography offence

On 1 May 2020, the minimum penalty for gross child pornography offence was raised. At the same time, the culpability requirement in the provision was changed so that someone who depicts a child in a pornographic image can be punished for the offence of child pornography offences, even if he or she did not act with intent but was negligent regarding the circumstance that the person depicted is under 18.

Violation of a child's integrity

On 1 July 2021, a new crime, violation of a child's integrity, entered into force. It is now a crime against the child to expose him or her to witness certain criminal acts, such as assault, in a domestic relation (prop. 2020/21:170 Barn som bevittnar brott). The penalty is imprisonment for a maximum of two years. There is also a serious crime there the penalty is imprisonment for a minimum of nine months

and a maximum of four years. For minor crimes there is a special penalty scale with a fine to imprisonment for a maximum of six months.

Honour related crimes

On 1 July 2020 legislative amendments regarding honour related crimes came into force. Among these was the introduction of a penal provision regarding child marriage. Unlike the regulation of coercion to marry, the provision does not include the requirement of coercion or exploitation of a vulnerable situation in the case of offences directed at children. The penal provision covers both legally valid marriages and informal marriages whether these are entered into in Sweden or abroad. The penalty for the offence is imprisonment for at most four years.

Also, a special ground for more severe penalties for offences with honour motives was introduced (in Chapter 29, Section 2, point 10 of the Swedish Criminal Code) meaning that courts as aggravating circumstances, when assessing penalty value, in addition to what applies for each specific type of offence, should give particular consideration to whether a motive for the offence was to preserve or restore the honour of a person or of an immediate or wider family or some other similar group. This provision can be applied to both one-off and repeated honour-based offences.

Travel ban to protect children from marriage and genital mutilation

In order to protect children from being taken abroad or leaving Sweden for the purpose of entering into marriage or genital mutilation, new legislation on travel bans for children came into force on 1 July 2020. The travel ban constitutes both an obstacle to issuing passports and a reason for withdrawing a passport and it is a criminal offence to take a child out of Sweden in violation of a travel ban.

Polygamous marriages

Under Swedish law marriages are monogamous and a person who is already married is not permitted to enter into a new marriage. It is not compatible with the principle of equal treatment of spouses, that the legislation is based upon, for men to marry several women. Through amendments that entered into force on 1 July 2021, a new main rule that no polygamous marriages should be recognised in Sweden was introduced. The prohibition apply regardless of the parties' connection to Sweden when the marriage was entered into.

2.3 Institutional

Since 2020, there has been a specially appointed prosecutor at every public prosecutor's office and at the National Unit for International and Organised Crime for honour-related crimes. And since 2021, the Public Prosecutor's Office has had a special subject specialist (prosecutor) in the field of honour-related crimes.

2.4 Research and awareness

Information and education concerning the changes in the Swedish sexual offences legislation 2018-2020

The Crime Victim Authority was commissioned by the government to develop information and training concerning the changes in the Swedish sexual offences legislation that came into force in 2018. The main target group has been young people aged 13–25 and professionals.

Within the assignment, the Crime Victim Authority has developed the website frivilligtsex.se (*voluntary sex*), which was launched in 2018 and provides information about the Swedish sexual offences legislation. To market the website and inform about the new legislation, an information campaign was conducted in Swedish aimed at young people aged 18–25 in 2018. The campaign was called "Of Free Will" and its main message was that sex is voluntary, otherwise it is a crime. The campaign is estimated to have reached almost seven out of ten in the target group, and surveys show

that it has largely led to the target group discussing the issue, having increased knowledge and being more positive about the legislation.

During 2020, the Swedish Crime Victim Authority produced a web-based training and teacher guidance on the sexual offences legislation. The education focus on various aspects of sexual crime legislation and contains exercises and films. The education primarily applies to the compulsory school and upper secondary school. The material is also suitable for use at special schools. The material has gotten a very positive reception in the user tests among teachers and students.

In September 2021, the Swedish Government commissioned the Crime Victim Authority to implement further information initiatives on the new consent legislation.

Training for judges

The Swedish Judicial Training Academy, which is independent from the Government and the Swedish National Courts Administration, is responsible for providing voluntary training for judges.

The academy offers courses on sexual offences and violence in close relationships. The courses emphasises that sexual offences and violence in close relationships require knowledge in areas other than law, for example the knowledge of crisis reactions, the expression and mechanisms of violence as well as causal factors for sexual violence in the practical handling of cases. The aim of the courses is that participants should be able to discuss and evaluate the impact that the character of the crime has on information provided during questioning. The courses also focus on the strains that the trial in cases of sexual offences entails for all actors and the demand it places on the judge, who must combine a good organisation of procedure with a professional and good treatment. Another aim is that the participants gain a deeper understanding of the parties to the proceedings and thus be able to critically review and analyse his or her own ability to organise the proceedings, professionalism and treatment of all actors in these cases.

Assignment on the Istanbul Convention

In 2019, the Swedish Gender Equality Agency was assigned to raise awareness among municipalities, regions and relevant state authorities of the Council of Europe's recommendations regarding Sweden's compliance with the Istanbul Convention. The agency also collected and disseminated examples of activities at local and regional level and, where necessary, submitted proposals on how the recommendations can be further met. The report on the assignment was made in September 2021 in which the agency stated that the convention was not commonly known among the target group and recommends further measures to increase awareness of the convention and the recommendations in Sweden.

2.5 Other pertinent developments

Treatment programme reducing the risk of recidivism in sexual offences

The Swedish Prison and Probation Services has developed a treatment programme aiming at reducing the risk of recidivism in sexual offences (Seif). The programme is in line with research on how treatment aiming at countering sexual crimes should be designed. The programme was accredited by a scientific panel as early as 2018. The purpose of the risk reduction initiatives is to influence threat actors in protection cases into a changed behaviour that ultimately benefits both the protected person and the threat actor and thus prevents more serious crime.

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

6.2 Policy changes

Government decision on gender mainstreaming in Governmental Offices

The work with gender mainstreaming in the Swedish Government Offices is governed by a government and a government offices decision for the period 2021-2025. The decisions stipulate that sex/gender disaggregated statistics is fundamental for gender mainstreaming and gender budgeting. The decisions also stipulate that intersectional analyses are needed in order to ensure accuracy and effectivity in implementing gender equality policy at all levels.

Governmental tool for gender budgeting in English

[BUDGe for Gender Equality - A Swedish tool for gender budgeting - Government.se](https://www.government.se/press-releases/2021/04/budget-for-gender-equality-a-swedish-tool-for-gender-budgeting)

SUISSE/SWITZERLAND

1. Objectif stratégique: prévenir et combattre les stéréotypes de genres et le sexisme

1.2 changements dans les politiques publiques

Stratégie Egalité 2030 : En avril 2021, le Conseil fédéral a adopté la Stratégie Egalité 2030 qui vise à promouvoir l'égalité entre femmes et hommes. Elle se concentre sur quatre thèmes : la promotion de l'égalité dans la vie professionnelle, l'amélioration de la conciliation entre vie professionnelle et vie familiale, la prévention de la violence, la lutte contre la discrimination. Les mesures prioritaires de la stratégie seront concrétisées d'ici fin 2021 et devraient être adoptées ou mises en œuvre d'ici 2023. Un premier bilan sera dressé fin 2025.

1.3 changements institutionnels

Comité interdépartemental Stratégie Egalité 2030 : Afin de piloter la mise en œuvre de la Stratégie Egalité 2030 au sein de l'administration fédérale, un comité interdépartemental a été mis en place au cours de l'automne 2021.

1.4 recherche et sensibilisation

De nombreux projets de recherche et de sensibilisation en matière de sexisme, les stéréotypes de genre et la discrimination sont mis en œuvre au niveau cantonal. Par exemple, le canton du Valais sensibilise et forme différents milieux pour prévenir les discriminations liées au genre, le sexisme et le harcèlement.

Le plan d'action joint à la Stratégie Egalité 2030 (cf. ch. 1.2) permettra d'avoir une vue d'ensemble de ces différentes mesures.

2. Objectif stratégique: prévenir et combattre la violence contre les femmes et la violence domestique

2.1 changements législatifs

L'Ordonnance sur les mesures visant à prévenir et à combattre la violence à l'égard des femmes et la violence domestique est entrée en vigueur en 2020. Suite à l'adoption d'un crédit de CHF 3 mio. fin 2020, le Bureau fédéral de l'égalité entre femmes et hommes (BFEG) octroie depuis le 1^{er} janvier 2021 des aides financières pour soutenir des campagnes nationales d'information et de sensibilisation, des mesures de formation pour les professionnels ou des projets de prévention destinés aux victimes et aux auteurs de violence.

Dans le canton de Genève, des travaux parlementaires sont en cours en vue de l'adoption d'une loi sur l'égalité et la lutte contre les violences et les discriminations liées au genre.

2.2 changements dans les politiques publiques

En avril 2021, la Confédération, les cantons et des organisations de la société civile se sont rencontrés pour un dialogue stratégique sur la violence domestique. La rencontre s'est conclue par la signature d'une feuille de route dans laquelle sont définies des mesures concrètes.

En réponse à plusieurs objets parlementaires (cf. p.ex. : Motion [20.4463](#)), le Conseil fédéral a accepté de coordonner la mise en place par les cantons d'une permanence destinée aux personnes concernées par des actes de violence, tel que prévu par la convention d'Istanbul.

La violence fait en outre partie des champs d'action de la stratégie Egalité 2030 (cf. ch. 1.2).

2.3 changements institutionnels

cf. ch. 1.3 sur le comité interdépartemental stratégie Egalité 2030.

2.4 recherche et sensibilisation

cf. ch. 1.4 sur le plan d'action de la Stratégie Egalité 2030.

3. Objectif stratégique : garantir aux femmes l'égalité d'accès à la justice**3.1 changements législatifs**

Des travaux parlementaires ont actuellement lieu en vue de réviser le droit pénal sexuel. Il s'agit notamment de redéfinir la notion de « viol » en droit pénal Suisse. Une consultation publique a été organisée dans le courant du printemps 2020.

3.4 recherche et sensibilisation

En janvier 2021, le BFEG a publié une étude sur 81 jugements prononcés entre 2004 et 2019 par le Tribunal fédéral (TF) au titre de la loi sur l'égalité. L'étude permet d'avoir une meilleure vue d'ensemble des cas portés au Tribunal fédéral en matière d'égalité dans le monde professionnel et propose en conclusion plusieurs recommandations : la poursuite des recherches sur l'accès à la justice en cas de discrimination liée au travail, le renforcement du droit d'action des associations, la réévaluation de l'allègement du fardeau de la preuve pour les cas de harcèlement sexuel et de discrimination à l'embauche, l'amélioration de la formation continue des professions juridiques et le renforcement de l'information du grand public quant à la loi sur l'égalité.

4. Objectif stratégique : assurer une participation équilibrée des femmes et des hommes à la prise de décision politique et publique**4.1 changements législatifs.**

Depuis le 1^{er} janvier 2021, des seuils de représentation sont entrés en vigueur dans les grandes sociétés cotées en bourse. Ils sont fixés à 30 % de femmes pour le conseil d'administration et à 20 % pour la direction. En cas de non-respect, les entreprises devront expliquer dans leur rapport de rémunération pourquoi ceux-ci n'ont pas été atteints et indiquer les mesures prévues pour y remédier. L'obligation de fournir ces informations sera effective cinq ans après l'entrée en vigueur des modifications pour les conseils d'administration et dix ans après pour les directions.

4.2 changements dans les politiques publiques

La participation équilibrée des femmes et des hommes à la prise de décision politique fait partie des mesures prévues par la stratégie Egalité 2030 (cf. ch. 1.2).

4.3 changements institutionnels.

Depuis janvier 2021, les organes de direction des entreprises et des établissements proches de la Confédération doivent appliquer un quota cible de 40% en matière de représentation des sexes. La Confédération en surveille la mise en œuvre.

4.4 recherche et sensibilisation

cf. ch. 1.4 concernant le plan d'action de la Stratégie Egalité 2030. Exemple de bonne pratique cantonale : le canton de Bâle-Campagne encourage une représentation équilibrée des sexes dans les commissions de son gouvernement.

5. Objectif stratégique : intégrer les questions d'égalité entre les femmes et les hommes dans toutes les politiques et mesures

6.2 changements dans les politiques publiques

La stratégie Egalité 2030 (cf. ch. 1.2) permet d'ancrer la thématique de l'égalité dans toutes les politiques publiques. Plusieurs cantons disposent aussi de stratégie concernant l'égalité pour leurs administrations publiques (Bâle-Campagne, Fribourg, Genève, Grisons, Lucerne).

7. Principaux défis ; leçons à retirer

L'adoption de la Stratégie Egalité 2030 a été un important jalon en matière de politiques d'égalité, en Suisse. Grâce au plan d'action qui y est joint, nous disposons désormais d'une large vue d'ensemble des nombreuses mesures prises pour faire avancer l'égalité, que ce soit au niveau de la Confédération, des cantons ou des villes. A l'heure actuelle, il se dégage une tendance générale au niveau politique concernant l'égalité : cette thématique est bien mieux prise en compte dans les différentes discussions, ce qui en facilite la mise en œuvre. Toutefois, le manque de ressources et de données statistiques reste un problème récurrent en matière d'égalité entre femmes et hommes.

8. Commentaires additionnels, le cas échéant :

Un congé de paternité de deux semaines est entré en vigueur en Suisse le 1^{er} janvier 2021. De nombreuses mesures ont également été prises et sont prévues en matière de conciliation entre vie privée et vie professionnelle.

UKRAINE

Objective 1. Prevent and combat gender stereotypes and sexism**Changes to legislation**

The Verkhovna Rada of Ukraine adopted the Law of Ukraine “On Amendments to the Law of Ukraine ‘On Advertising’ on Combating Discrimination”, aimed at combating sexism in the field of advertising on 10 September 2021.

In addition, the Ministry of Culture and Information Policy of Ukraine, together with central and local executive authorities, international and public organisations, with the technical support of the UN Women in Ukraine, developed a project, and the Government approved the Concept of Communication in the Sphere of Gender Equality (Order of the Cabinet of Ministers of Ukraine No. 1128-r of 16 September 2020). The objective of the Concept is to improve the public understanding of the essence and tasks of state gender policy and its perception as an integral part of the democratic and rule-of-law state.

The Ministry of Social Policy approved the Guidelines for conducting gender audits at enterprises, institutions and organisations (Order of the Ministry of Social Policy No. 448 of 9 August 2021).

Changes in policies

Order of the National Agency of Ukraine for Civil Service No. 72-21 of 28 April 2021 introduced amendments to the General Rules of Ethical Conduct for Civil Servants and Local Self-Government Officials (the Order was registered with the Ministry of Justice of Ukraine under No. 668/36290 of 20 May 2021).

The procedure for conducting internal investigations in the National Guard of Ukraine determining the mechanism for conducting internal investigations in the National Guard of Ukraine was approved. The internal investigation on these grounds is carried out with the obligatory participation of representatives of the authorised gender unit (Order of the Ministry of Internal Affairs of Ukraine No. 347 of 21 April 2020).

The State Emergency Service of Ukraine has amended the Policy on the procedure for conducting official investigations in civil protection bodies and divisions in terms of combating discrimination and sexual harassment (Order of the Ministry of Internal Affairs of Ukraine No. 673 of 13 September 2021, registered with the Ministry of Justice of Ukraine under No. 1274/36896 on 30 September 2021).

The procedure for acceptance, consideration, verification and response to reports of gender-based discrimination or sexual harassment in the State Border Guard Service of Ukraine has been determined (Order of the Administration of the State Border Service of Ukraine No. OD-64/0/8-21 of 6 October 2021).

The Strategy on Gender Equality of the State Judicial Administration of Ukraine for 2021–2025 was approved (Order of the State Judicial Administration of Ukraine No. 194 of 4 June 2021).

In order to prevent sexual harassment in the workplace and other forms of gender-based violence, the State Judicial Administration identified persons responsible for the consideration of cases of sexism, sexual harassment in the State Judicial Administration of Ukraine; instructed the heads of the territorial departments of the State Judicial Administration of Ukraine to appoint persons responsible for the consideration of cases of sexism and sexual harassment in the territorial departments of the State Judicial Administration of Ukraine (Order of the State Judicial Administration No. 457 of 12 October 2020); approved the Regulation on preventing and combating sexual harassment in the workplace and other forms of gender-based violence in the State Judicial Administration of Ukraine and in the territorial departments of the State Judicial Administration of Ukraine that defines the

procedure for considering complaints about sexual harassment in the workplace or other forms of gender-based violence (Order of the State Judicial Administration No.489 of 30 October 2020); approved the Regulation on the use of gender-sensitive language in the State Judicial Administration of Ukraine and in the territorial departments of the State Judicial Administration of Ukraine (Order No. 488 of 30 October 2020).

In order to determine the general requirements for the ethical conduct of employees of the system for the provision of free legal aid (hereinafter – FLA) during the performance of their official duties, as well as to strengthen the authority and confidence of citizens to the FLA system, Rules of Ethical Conduct for Employees of the FLA System were approved by Order of the Co-ordination Centre No. 40 of 29 March 2019. The mentioned Rules, in particular, stipulate that employees of the FLA system are obliged to perform their duties honestly and impartially, show respect for the honour and dignity of every person, regardless of race or nationality, language, sex, age, religion, political, ideological, religious or other personal views or beliefs, property status, social origin, education, sexual orientation or other characteristics.

Other activities

With intent to respond to complaints and appeals of citizens on the facts of gender-based discrimination, an advisory body operates under the Ministry of Social Policy — the Expert Council on Preventing and Combating Gender-Based Discrimination (hereinafter – the Expert Council).

During 2020–2021, the Expert Council received 50 applications for expert assessment of discrimination, and 30 advertisements were withdrawn as a result of consideration. Lawsuits were filed with the court on 7 advertisements.

The Ministry of Social Policy, together with the United Nations Population Fund in Ukraine, initiated the “4 Hands Happiness” information campaign, aimed at overcoming the established stereotypes regarding the social roles of men and women and the distribution of family responsibilities. Moreover, in order to promote the ideas of responsible and involved paternity, equal distribution of household responsibilities, including childcare, one more wave of information campaign was launched, in particular a relationship simulator during the pandemic and the “How to Become a Better Dad: Tips for Men” video. The informational website of the campaign was developed: <http://zags.org.ua>

The Administration of the State Border Guard Service of Ukraine conducted a selective anonymous survey of personnel in regional departments, bodies and units of state border protection in 2021. 156 people were interviewed, and 71 (45.5%) women among them. The purpose of the survey was to determine the level of awareness of the military personnel of the State Border Guard Service of the basic principles of equal rights and opportunities for women and men, to identify facts of gender-based discrimination and sexual harassment in the military, and more. On 3–5 November 2021, the NGO Women’s Information Consultative Centre conducted a 3-day training session with the press officers of the State Border Guard Service on the formation of skills to prevent and combat sexism in the media.

The State Judicial Administration of Ukraine annually summarises judicial statistics on the status of consideration of criminal cases under Article 161 of the Criminal Code of Ukraine (Violation of the equality of citizens depending on their race, nationality, religious beliefs, disability and other characteristics) https://court.gov.ua/inshe/sudova_statystyka/St_161KK_20

The reports on the consideration of cases by the courts are posted on the web portal of the judicial authority of Ukraine https://court.gov.ua/inshe/sudova_statystyka/ in the Judicial Statistics section.

The Co-ordination Centre for Free Legal Aid (FLA) Provision carried out the analysis of citizens’ requests for FLA on the gender component, which is published on the website of the FLA system:

<https://www.legalaid.gov.ua/novyny/zhinky-chastishe-zvertayutsya-do-systemy-bpd-za-pravovymy-konsultatsiyamy-a-cholovikam-chastishe-potriben-zahyst-ta-predstavnytstvo-u-sudi/>

In 2021, the National School of Judges of Ukraine, in co-operation with the Canadian-Ukrainian Support to Judicial Reform Project (SJRP), tested a training course (in the form of training) of special preparation for candidates for the judge position on the topic “Overcoming Gender Stereotypes in the Justice Administration”. 23 people (12 women and 11 men) took part in testing of that training course. 19 judge trainers have been trained for this course.

Major challenges: opposition to the implementation of gender policy by anti-gender movements.

Objective 2. Prevent and combat violence against women

Changes to legislation

Decree of the President of Ukraine No. 119/2021 of 24 March 2021 approved the National Human Rights Strategy (hereinafter — the National Strategy). In order to implement the National Strategy, Order of the Cabinet of Ministers of Ukraine No. 756-r of 23 June 2021, approved the Action Plan for the implementation of the National Human Rights Strategy for 2021–2023 containing, in particular, the following: *“preparation and submission to the President of Ukraine of proposals for ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention); deadline: December 2021.”*

According to the international treaty ratification procedure, the presentation of the ratification bill to the Verkhovna Rada is made by the President of Ukraine.

The Government of Ukraine supports the ratification of the Istanbul Convention against violence and has taken steps that depend on us. The ratification bill prepared by the Government (Ministry of Social Policy) and approved by all the ministries concerned, as well as by the Prosecutor’s General Office, was sent to the Office of the President on 27 April 2021. Therefore, the bill is in the Office of the President now.

The Government works with inter-factional associations “Equal Opportunities”, “For the Istanbul Convention”, MPs who are members of the Ukrainian delegation to PACE, international and public organisations to increase support for ratification.

Taking advantage of the experience of other countries (Croatia), the Government prepared the statement suggested as part of the ratification document. The statement speaks about the compliance of the Istanbul Convention with the Constitution of Ukraine; confirms that the purpose of the Convention is to protect women from all forms of violence, as well as men and women from domestic violence, that we do not consider any provision of the Convention as obliging us to amend the Constitution and the Family Code of Ukraine, other legislation in force regarding the institution of marriage, family and adoption.

The National Social Service of Ukraine was established by Resolution of the Cabinet of Ministers of Ukraine “Some Issues of the National Social Service of Ukraine” No. 783 of 26 August 2020 as the central executive body, the powers of which include the implementation of state policy, in particular, in the field of ensuring equal rights and opportunities for women and men, preventing and combating domestic violence and/or gender-based violence.

The National Social Service began to fulfil its powers and functions in accordance with Order of the Cabinet of Ministers of Ukraine “Issues of the National Social Service of Ukraine” No. 1619 of 23 December 2020.

The Government approved the State Social Programme for the Prevention and Combating of Domestic Violence and Gender-Based Violence until 2025 (Resolution of the Cabinet of Ministers of Ukraine No. 145 of 24 February 2021).

In October 2020, the Government of Ukraine approved the Second National Action Plan for the implementation of the UN Security Council Resolution 1325 on Women, Peace and Security until 2025. It includes the development of mechanisms for documenting, assessing and compensating for victims of conflict-related violence, with ensuring gender-sensitive approach and liability for the crimes; providing protection from gender-based violence, sexual violence (in armed conflict and peacetime).

In pursuance of Decree of the President of Ukraine “On urgent steps to prevent and combat domestic violence, gender-based violence, and protect the rights of victims of such violence” No. 398/2020 of 21 September 2020, the Government of Ukraine issued Order “Plan of urgent steps to prevent and combat domestic violence, gender-based violence, protect the rights of victims of such violence” No. 361-r of 21 April 2021.

The commission on co-ordination of interaction between executive authorities to ensure equal rights and opportunities for women and men, approved by Resolution of the Cabinet of Ministers of Ukraine No. 784 of 2 September 2020, works under the leadership of the Vice Prime Minister for European and Euro-Atlantic Integration. The meeting of the said commission on the issue “Situation with the prevention and combating of domestic violence” was held on 22 April 2021.

Changes in policies

The Law of Ukraine “On the State Budget of Ukraine for 2021” provides for a subvention from the state budget to local budgets for the establishment of the network of specialised support services for victims of domestic violence and/or gender-based violence (hereinafter – the subvention) in the amount of UAH 274,200 thousand.

The procedure and conditions for the provision of subventions from the state budget to local budgets in 2021 for establishing the network of specialised support services for victims of domestic violence and/or gender-based violence was approved by Resolution of the Cabinet of Ministers of Ukraine No. 398 of 21 April 2021.

The distribution of the number of subventions from the state budget to local budgets in 2021 for the establishment of the network of specialised support services for victims of domestic violence and/or gender-based violence was approved in the amount of UAH 274,092.105 thousand by Order of the Cabinet of Ministers of Ukraine No. 696-r of 30 June 2021.

In accordance with the mentioned Order of the Cabinet of Ministers of Ukraine, 124 territorial communities received subvention funds in 2021, that will be allocated to create 28 shelters for victims of domestic violence and/or gender-based violence, 58 specialised primary social and psychological counselling services for victims of domestic violence and/or gender-based violence, 39 day centres for social and psychological assistance to victims and procurement of 40 cars for mobile teams on social and psychological assistance to victims. The level of social services provision in 16 existing shelters will be raised.

Other activities

The structural divisions of the regional and Kyiv city state administrations responsible for the implementation of steps to prevent and combat domestic violence recorded **205,608 complaints** for 9 months of 2021 (a 44.5% increase compared to 142,279 complaints over the same period last year), which testifies a positive trend of understanding the fact of violation of their rights by women, men and children, and increase of trust to government bodies:

- 5,001 complaints were received from children, which is 2.4% of the total;
- 167,900 complaints were received from women, which is 81.7 % of the total;
- 32,707 complaints were received from men, which is 15.9% of the total ;
- 211 complaints of domestic violence against persons with disabilities were recorded.

Government hotline 1547 was launched in February 2020 to combat human trafficking, prevent and combat domestic violence, gender-based violence and violence against children. 2,761 complaints were received as of 1 November 2021. Also, the Ministry of Social Policy began working on the development of a separate website and mobile application to improve the work of the government hotline 1547. This application will ensure an opportunity to quickly call the operator and provide the information required to persons seeking assistance. This service will be accommodated to the needs of the population and will comply with international standards.

As of 1 November 2021, the provision of social services, including temporary shelter to persons in difficult circumstances, in particular, as a result of domestic and gender-based violence against them, is ensured by 584 specialised support services for victims of domestic and/or gender-based violence, of which:

- 42 round-the-clock shelters (up to 90 days);
- 24 round-the-clock crisis rooms;
- 20 day centres for social and psychological assistance to victims of domestic and/or gender-based violence;
- 33 specialised primary social and psychological counselling services for victims of domestic and/or gender-based violence;
- 435 mobile teams on social and psychological assistance to victims;
- 12 hotlines to prevent and combat domestic violence;
- 18 institutions and establishments for victims of domestic violence.

In addition, 58 district state administrations and 368 local self-government bodies approved local programmes/steps to prevent and combat domestic violence and/or gender-based violence for the implementation of the Programme, and 59 district state administrations and 343 local self-government bodies approved relevant action plans to implement the Decree.

Within the framework of the annual global action 16 Days Against Violence World Event, all regional and Kyiv city state administrations took part in the mentioned action in 2020. The Ministry of Social Policy organised a press briefing in Ukrinform News Agency with the participation of M. Lazebna, the Minister of Social Policy.

Co-ordination of 8,059 awareness-raising activities in order to prevent and combat domestic violence was ensured in the regions during 2020.

In May 2020, the Ministry of Social Policy organised training for 25 employees of structural units of regional and Kyiv city state administrations, whose powers include issues of preventing and combating domestic violence.

In August and October 2021, the training initiated by the Ministry of Social Policy was held for 124 territorial communities provided with the subvention from the state budget to create a network of specialised support services for victims of domestic and/or gender-based violence. The training was held with the support of the United Nations Population Fund (UNFPA) in Ukraine for persons responsible for the implementation of the subvention to expand the network of specialised support services for victims of domestic violence and/or gender-based violence, for persons responsible for the creation and operation (directors and administrative employees of specialised support services), and for co-ordinators of administrative and territorial units responsible for the overall

implementation of state policies in the field of combating domestic violence. The Summer School on Combating Domestic Violence for social professionals and psychologists began its work in August 2021.

The National Police of Ukraine has established 30 departments and sectors for combating domestic violence. There are 86 “Polina” mobile groups operating to respond to the facts of domestic violence.

The Ministry of Internal Affairs of Ukraine, together with the National Academy of Internal Affairs, prepared a scientific and practical commentary on the Law of Ukraine “On Preventing and Combating Domestic Violence”.

The Analytical review of international experience in the legal regulation of the terms and procedure for the administrative detention of offenders for committing domestic violence and the proposals for amending legislation regarding the regulation of the terms and procedure for the administrative detention of offenders for committing domestic violence were submitted to the Cabinet of Ministers of Ukraine. The annual 16 Days Against Violence World Event was held, where the Ministry of Internal Affairs presented “The Point Is” exhibit on combating domestic violence <https://richutim.rozirvykolo.org>.

The following information resources have been created:

There is “Preventing and Combating Domestic Violence” section on the Ministry of Social Policy official website. <https://www.msp.gov.ua/timeline/Zapobigannya-ta-protidiya-domashnomu-nasilstvu-ta-zhorstokomu-povodzhennyu-z-lyudmi.html>

The Ministry of Social Policy launched the “Get Started” flashmob on Facebook, where everyone should take a corresponding photo with orange accents in clothes with hashtags: #stop #stop_violence, # 1547, #minsocpolitics_against_violence, #no_silence, #violence_is_not_the_norm, to draw public attention to the problems associated with combating domestic violence.

There is a section on combating and preventing domestic violence on the website of the Ministry of Internal Affairs of Ukraine <https://mvs.gov.ua/uk/activity/domestic-violence>

Chatbot of the Ministry of Internal Affairs for combating domestic violence in Telegram@police_helpbot, Viber: <https://tinyurl.com/y8rgatt9>
“Online Tools for Combating Domestic Violence” educational series <https://osvita.diiia.gov.ua/courses/countering-domestic-violence>

The working group on the formation of the unified approach to training and advanced training of specialists from entities that carry out activities in the field of preventing and combating domestic violence was created by Order of the National Agency of Ukraine for Civil Service No. 105-21 of 8 July 2021. The working group included representatives of the Office of the Government Commissioner for Gender Equality Policy, the Ministry of Internal Affairs, the Ministry of Social Policy, the National Social Service, the National Police, the Prosecutor’s General Office, the National School of Judges of Ukraine, the National Agency of Ukraine for Civil Service and experts from international and public organisations.

In 2020, free legal aid centres conducted 586 human rights educational events in online and offline formats (in co-operation with local self-government bodies, law enforcement agencies, regional psychological assistance centres, Social Centre of Mothers and Children regional communal institutions, city centres of social services for families, children and youth, Ukrainian Women Lawyers Association “JurFem”), which were attended by more than 369,500 people in order to prevent and combat domestic violence, including gender-based violence and sexual violence.

The National Social Service carried out training on combating human trafficking, domestic violence and gender equality. Training for civil servants, officials of local self-government bodies, workers in the field of the social protection of the population on special short-term programmes “Issues of the interaction of entities conducting activities in the field of preventing and combating domestic violence due to the commission of domestic violence against and with the participation of children” and “State statistical reporting on domestic violence prevention” was held at the Ukrainian School of Governance of the National Agency of Ukraine for Civil Service. More than 100 persons participated in the training.

In 2021, the National School of Judges of Ukraine, in co-operation with the Canadian-Ukrainian Support to Judicial Reform Project (SJRP), completed the development of the distance learning training “Consideration of Criminal Proceedings Associated with Domestic Violence” attended by 23 judges. A webinar called “Skills for Efficient Consideration of Cases Associated with Domestic Violence” was held for 76 judges.

Target group: entities implementing measures to prevent and combat domestic violence and gender-based violence, victims of gender-based and domestic violence, the population

Objective 3. Ensure the equal access of women to justice

Changes to legislation

Strategy for the Development of the Justice System and Constitutional Proceedings for 2021–2023 was approved by Decree of the President of Ukraine No. 231/2021 of 11 June 2021. The regulation of the issue of supporting litigants from among victims of domestic or sexual violence and witnesses of such violence at the legislative level was determined as one of the directions and measures to improve access to justice in terms of interaction with society.

Since March 2018, the analysis of the gender composition of appellate and local courts of Ukraine, the State Judicial Administration of Ukraine and its territorial offices has been carried out bi-annually in pursuance of Order of the State Judicial Administration of Ukraine No. 265 of 25 May 2018, based on information from the “WEB Personnel” programme. In 2021, two summaries were made and posted on the official website in a separate sub-heading “Gender Equality Issues”. As of 1 July 2021, 54% of judges of local and appellate courts in Ukraine are women and 46% are men. There are 80% of women and 20% of men among the employees of the court offices (patronage service, civil servants, service employees, workers).

The expanded summary of the gender composition of appellate and local courts of Ukraine, the State Judicial Administration of Ukraine and its territorial offices as of 1 July 2021 is available at: <https://dsa.court.gov.ua/dsa/inshe/gender/jhkthgfdsa>.

Other activities

The Co-ordination Centre for Legal Aid and the Centres for Free Secondary Legal Aid, with the support of the Ukrainian-Canadian Quality and Accessible Legal Aid in Ukraine Project, replenished the library of the free legal aid system with the manual “Women’s health in Ukraine: rights, opportunities and recommendations” and the handbook “Organisations and institutions that provide assistance and advice to women in the field of health care”. The manual will contribute to better awareness of women about their rights and opportunities in health care, increased women’s ability to defend their rights to maintain their own health (https://www.legalaid.gov.ua/images/docs/2019/Women_health_200x250_block.pdf).

The “Organisations and institutions that provide assistance and advice to women in the field of health care” handbook contains up-to-date contact information about medical institutions, public organisations, charitable foundations, etc., that engage in protecting the rights and providing support and assistance in the field of health care. The handbook is focused on institutions and organisations that provide such support and assistance to women.

(https://www.legalaid.gov.ua/images/docs/2019/Dovidnik_zdorovya_in_print.pdf).

More than 3 thousand remote points of access to free legal aid operate in Ukraine as of 1 October 2021.

Target group: women, girls, victims of domestic and gender-based violence.

Objective 4.

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

Changes in policies

On 19 December 2019, the Verkhovna Rada of Ukraine adopted the Electoral Code of Ukraine that contains norms providing for the formation of electoral lists taking into account gender quota representation in elections of MPs of Ukraine and in local elections.

Thus, when forming national and regional electoral lists for elections of MPs of Ukraine, single and regional electoral lists for local elections, the political party (organisation of the political party) must ensure the presence of men and women among every five candidates (places 1–5, 6–10, and so on) in each electoral list (at least two candidates of each gender) (part twelve of Article 154, part nine of Article 219 of the Electoral Code).

Local election results showed that gender quotas worked. Thus, it amounted to 44% out of the total number of candidates for local councillors in 2020.

Among the deputies of regional councils: 28.4% of women (previous convocation — 15.4%); district councils — 33.6% (previous convocation — 24.4%); Kyiv City Council — 31% (previous convocation — 19%); city councils of regional significance cities — 32% (previous convocation — 25.5%).

As regards the participation of women and men in the Government, as of 22 November 2021, there are 5 women (22.7%) out of 22 members of the Government, 3 of whom are Vice Prime Ministers.

Positions held in public service.

- category A: women — 27% (53 persons), men — 73% (142 persons);
- category B: women — 67% (27,466 persons), men — 33% (13,594 persons);
- category C: women — 77% (94,024 persons), men — 23% (28,857 persons);

Other activities

In 2021, the National Agency of Ukraine for Civil Service, with the assistance of the Socioplus Educational and Scientific Centre for Applied Sociology of the National Technical University of Ukraine “Igor Sikorsky Kyiv Polytechnic Institute”, conducted a study on the formation of the positive image of a woman leader in the civil service. The goal was to analyse the current state of the attitude of different social groups towards the balanced representation of women and men in leading positions in the civil service and to identify gender stereotypes and perceptions of gender discrimination. 24 thousand respondents from all over Ukraine participated in the survey.

Awareness-raising campaigns are conducted for the population to overcome stereotypes about the role of women and men in politics and encourage women to participate in politics.

In 2020, the Ukrainian Women’s Fund, in partnership with the National Democratic Institute within the framework of the USAID DOBRE Programme, which operated for 3 years (2018–2020), implemented 20 cycles of the Women’s Leadership Academy and created a network of 536 alumni who are active and influential in the communities. 220 graduates of the Women’s Leadership Academy took part in the mentoring programme and received more than 1000 consultations in various areas, 134 graduates ran in the local elections in 2020 and 47 of them won.

There is also a positive trend among local councils acceding to the European Charter for Equality of Women and Men in Local Life. In 2017-2021, the corresponding decision was made by 81 local councils. This is especially important, taking into account the decentralisation reform that is under way in Ukraine.

Target group: women who lead or are members of political parties, leaders and members of public organisations, government officials.

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

Other activities

The human trafficking victim status during 2020 was granted to 136 people, 134 of whom were citizens of Ukraine and 2 were foreigners. There were 34 women, 100 men and 2 children (2 boys) among these 136 persons.

Internal human trafficking - 117 persons, cross-border - 19 persons.

Types of exploitation: 52 persons - labour exploitation, 10 - involved in criminal activity, 5 - sexual exploitation, 65 - participation in armed conflicts, 2 - begging, 2 children were sold to third parties.

The main countries of destination were the Belarus, Greece, Italy, Lebanon, Malaysia, Russian Federation, Turkey, Ukraine, United Arab Emirates.

For five months of 2021, **the Ministry of Social Policy** granted the human trafficking victim status to 28 citizens of Ukraine, including 4 women and 24 men.

Internal human trafficking - 26 persons, cross-border - 2 persons.

Types of exploitation: 17 - labour, 1 - sexual, 1 - begging.

The main countries of destination are Russia, Ukraine, Slovenia.

According to Resolution of the Cabinet of Ministers of Ukraine No. 531 of 26 May 2021, the National Social Service of Ukraine is responsible for granting the status of human trafficking victim from 1 June 2021.

From 1 June to 18 November 2021, the status of human trafficking victim was granted to 16 citizens of Ukraine, including 5 women, 10 men, 1 child (boy).

Internal human trafficking - 12 persons, cross-border - 4 persons.

Types of exploitation: 10 persons - labour, 3 - sexual, 1 - begging, 1 - mixed, 2 - involvement in criminal activity, 1 - participation in armed conflicts.

The main countries of destination are China, Poland, Russian Federation, Ukraine.

1,464,171 internally displaced persons were registered as of 6 April 2021.

The FLA system carries out educational activities aimed at raising the level of legal culture of refugees and persons who need protection. Coverage of relevant legal information is actively made using online tools, in particular, on the WikiLegalAid legal advice reference platform.

Training sessions for FLA providers are organised and conducted in order to improve their skills of working with the category of persons who are subject to the Law of Ukraine "On Refugees and Persons in Need of Subsidiary Protection or Asylum".

Target group: migrant, refugee and asylum-seeking women and girls (including internally displaced persons).

Objective 6. Achieve gender mainstreaming in all policies and measures

Changes to legislation

On 15 April 2021, the Verkhovna Rada of Ukraine adopted the Law of Ukraine “On Amendments to Certain Legislative Acts of Ukraine to Ensure Equal Opportunities for Mothers and Fathers in Caring for a Child”, which gave the father the right to an additional 14-day paid leave at childbirth.

Resolution of the Cabinet of Ministers of Ukraine No. 1139 of 18 November 2020 “On Amending Resolutions of the Cabinet of Ministers of Ukraine No. 246 of 25 March 2016 and No. 448 of 22 July 2016” amended the Procedure for holding a competition for civil service positions. In particular, the Resolution improved the procedures for holding the competition and adjustment of the possibility to evaluate the ability to assess gender influence in the formation, implementation and evaluation of state policy during the competition for category A civil service positions.

The Government of Ukraine approved the Model Regulations on the unit responsible for ensuring equal rights and opportunities for women and men and the Model Regulations on the adviser on ensuring equal rights and opportunities for women and men, preventing and combating gender-based violence (Resolution of the Cabinet of Ministers of Ukraine No. 930 of 9 October 2020).

The Cabinet of Ministers of Ukraine adopted the Order on the participation of the Government of Ukraine in the Coalition of Actions to Promote Gender Equality international initiative (No. 1277 of 21 October 2020).

The Ministry of Social Policy approved the Guidelines for conducting gender audits at enterprises, institutions and organisations (Order of the Ministry of Social Policy No. 448 of 9 August 2021). This audit allows identifying at the organisation level the current state of ensuring equal rights and opportunities for women and men both within the organisation and in its external activities and determining ways to reduce the actual inequality of women and men in labour relations.

Changes in the labour sector

The State Employment Service has ensured equal access to free jobs for women and men. The right to the implementation of the individual’s ability to work, professional knowledge and qualifications and to protection from any manifestation of discrimination in the exercise of his/her right to work is guaranteed. The State Employment Service provides the information and consulting services related to employment; conducts a search for a suitable job; ensures vocational guidance and vocational training; assists in launching the entrepreneurial activity. All employment centres and branches have touch screens with a database of vacancies, computers with free access to Internet sites for job searching, including the portal of the State Employment Service that has a nationwide database of vacancies. In order to expand the format of social services, various clubs for the unemployed and jobseekers operate in employment centres. For example, women’s clubs hold special topic workshops and meetings on legal awareness of individuals on the implementation and protection of their rights during employment, raising women’s awareness of gender equality, combating human trafficking, etc. There are also activities for women that aim to develop additional skills in job searching techniques, vocational training and entrepreneurship. The workshops and meetings are dedicated to different topics: “Business for women”, “I am a successful woman”, “Woman and the modern era”, “Components of career”, “Risks of illegal labour migration”, etc. The activities are held by experts in employment legislation, finance and taxation, pension provision, as well as employers, successful women, etc.

From January to October 2021, there were 2.6 thousand club meetings attended by 18.8 thousand people.

During the mentioned period, 525.6 thousand unemployed women (87.2% of the total number of unemployed women) received vocational guidance from the State Employment Service, and 130 women started their own business.

From January to October 2021, 1,024.5 thousand women used the services of the State Employment Service. Each person was assisted in the selection of vacancies and offered a job. 221,000 women found work with the assistance of the employment service.

Other activities

In 2020, the Ministry of Social Policy, in co-operation with the State Statistics Service and the UN Women in Ukraine, arranged the testing of the Methodology for the time use study, including unpaid housework and care work in 150 households in Kyiv, Bila Tserkva, the villages of Vynarivka, Petropavlivska Borshchahivka conducted by INFO SAPIENS LLC.

The results of the study showed that women spend twice as much time daily on unpaid housework and caring for family members as men. Women spend 3.5 times more time on childcare than men in households of three or more people.

A general short-term professional development programme “Gender Approach to Human Resource Management in the Civil Service” was developed (Order of the National Agency of Ukraine for Civil Service No. 219-20 of 25 November 2020) for civil servants of central executive authorities and representatives of higher education institutions providing training for Masters in Public Governance and Administration. 425 civil servants underwent training under the above programme during 2020–2021.

In 2021, a general short-term professional development programme “Preventing and Combating Sexual Harassment in the Workplace” was developed that created and launched an online training course “Preventing and Combating Sexual Harassment in the Workplace” for civil servants and local self-government officials.

With the assistance of experts of the Gender Budgeting in Ukraine Project, during the reporting period, the gender aspect was analysed and included in 12 passports of budget programmes of the Office of the Ministry of Internal Affairs of Ukraine and central executive authorities, the activities of which are directed and co-ordinated by the Cabinet of Ministers of Ukraine through the Minister of Internal Affairs of Ukraine. The UN Women in Ukraine supported two training sessions for 30 heads of structural units of the Ministry Office on the following topics: “Gender mainstreaming at the institutional level and the role of heads of structural units in this process” and “Gender discrimination and institutional mechanisms for overcoming it”.

Authorised units for the observance of gender equality were established in the Ministry of Internal Affairs of Ukraine, the State Border Guard Service of Ukraine, the National Guard of Ukraine, the State Migration Service of Ukraine, the State Emergency Service of Ukraine and the National Police of Ukraine. In pursuance of Article 12 of the Law of Ukraine “On Ensuring Equal Rights and Opportunities for Women and Men”, authorised persons (co-ordinators) for ensuring equal rights and opportunities for women and men, preventing and combating gender-based violence were appointed in the Ministry of Internal Affairs of Ukraine, the National Guard of Ukraine, the National Police of Ukraine, the State Border Guard Service of Ukraine, the State Migration Service of Ukraine, the State Emergency Service of Ukraine. Gender Equality Advisers were appointed in the Administration of the State Border Guard Service of Ukraine and in 17 higher education institutions with specific training conditions that fall under the administration of the Ministry of Internal Affairs of Ukraine, the National Guard of Ukraine and central executive authorities, the activities of which are directed and co-ordinated by the Cabinet of Ministers of Ukraine through the Minister of Internal Affairs of Ukraine.

The number of women serving in the security and defence sector of Ukraine increased significantly in 2021 to about 57,000 persons.

The number of positions to which servicewomen are now allowed to be appointed has significantly increased: women now do military service on an equal basis with men, including in officer positions; equal access to military ranks is ensured; girls have access to military education at all levels, including military and naval lyceums; the institution of gender advisers and gender contact persons is developing in the Armed Forces of Ukraine (75 advisers) and structures of the Ministry of Internal Affairs of Ukraine (DATA); Guidelines on Gender Mainstreaming in the Training System of the Security and Defence Sector of Ukraine were developed and introduced into the training system of the security and defence sector of Ukraine, which has become a relevant scientific and system-forming work. A gender self-assessment in 28 higher education institutions of the security and defence sector was carried out using the methods provided in the Guidelines.

On the initiative and co-ordination of the Ministry of Internal Affairs of Ukraine and with the participation of representatives of the National Academy of Internal Affairs and the Kyiv International Institute of Sociology, the UN Women in Ukraine and the NGO Promundo-US conducted a national study “Understanding Masculinity and Gender Equality in the Security Sector of Ukraine” within the framework of the projects “Gender Equality at the Centre of Reforms, Peace and Security” and “Building Democratic, Peaceful and Gender Equal Society in Ukraine” implemented by the UN Women in Ukraine with financial support from the governments of Sweden and Norway.

The purpose of this study is to understand how men and women in the Ukrainian security sector perceive masculinity and femininity, gender equality, and the role of men and women in society.

Target group: government officials, security and defence sector representatives, women, men, girls, boys.

NON MEMBER STATES/ETATS NON MEMBRES

ROYAUME DU MAROC/MOROCCO

1. Objectif stratégique: prévenir et combattre les stéréotypes de genres et le sexisme

1.1 changements législatifs

- **Le Code du Travail – article 9** : interdit la discrimination basée sur le sexe, notamment sur les salaires dans l'article 346 du code.
- **Le code du commerce** : La femme mariée a le droit d'exercer une activité commerciale sans autorisation de son mari.
- **La Loi n°19-12** fixant les conditions de travail et d'emploi des travailleuses et travailleurs domestiques, contraint l'obligation de conclure un contrat de travail pour les travailleuses et travailleurs domestiques
- **Les lois (62.19, 63.19 et 64.19)** relatives aux terres collectives et le texte d'application (Décret-2-19-973) qui rétablissent le droit des femmes soulaliyates à la propriété de ces terres et à la participation à leur gestion.
- **La loi 114.13 relative au système de l'auto-entrepreneur,**
- **La Loi Organique (loi 130-30), relative à la Loi de finances (LOF)** qui consacre le principe de l'égalité de genre et son intégration dans la programmation et planification des départements ministériels. Elle a été adoptée par le Maroc en juin 2015.
- **La Circulaire n°07/2017 du Chef du gouvernement ayant pour objet les opérations de pré-configuration de la budgétisation sensible au genre axée sur la performance.**

1.2 changements dans les politiques publiques**Autonomisation économique des femmes**

Le gouvernement actuel a accordé une attention particulière à la question de l'autonomisation économique des femmes (AEF) dans son programme gouvernemental où il a réservé tout un engagement à cette question. Il a fixé un objectif ambitieux qui est d'atteindre 30% du taux d'activité à l'horizon 2026. Le gouvernement s'engage à travers cette priorité, à valoriser le capital humain féminin et à faciliter une plus grande contribution des femmes à la croissance économique et au développement durable du pays.

Ce programme gouvernemental a été conçu en parfait alignement avec le Nouveau Modèle de Développement qui prévoit une augmentation du taux d'activité des femmes à 45% en 2035 à travers la promotion d'un accès égal des femmes au travail décent et le développement des opportunités professionnelles notamment mettre en place un cadre propice à l'autonomisation économique qui portera une attention particulière à l'entrepreneuriat, le renforcement des femmes travaillant dans le secteur primaire, touchant ainsi les besoins, les intérêts et les droits des agricultrices, pêcheuses, forestières, et les ouvrières des diverses industries extractives.

Le nouveau programme gouvernemental 2021-2026, affiche des engagements clairs en matière d'autonomisation économique en définissant des résultats chiffrés à atteindre pour la période 2021-2026 :

- Créer au moins 1 million postes d'emploi net au cours des cinq prochaines années ;
- Augmenter le taux d'activité des femmes à plus de 30%, au lieu de 20% actuellement ;
- Réduire les disparités sociales et territoriales à moins de 39%, au lieu de 46,4% selon l'indice de Gini ;
- Assurer un "revenu de dignité" pour les personnes âgées de plus de 65 ans de 1.000 dirhams à horizon 2026 ;
- Généraliser les allocations familiales fixées à 300 dirhams par mois pour chaque enfant dans la limite de 3 enfants ;

- Généraliser l'indemnité pour perte d'emploi (IPE) à horizon 2025 à toute personne disposant d'un emploi stable ;
- Créer une allocation (prime) de naissance au profit des familles nécessiteuses de 2.000 dirhams à la naissance du premier enfant, et de 1.000 dirhams à la naissance du deuxième;
- Accorder aux associations œuvrant dans le domaine du handicap un budget annuel de 500 millions de dirhams (MDH) ;
- Au moins 250.000 postes d'emploi direct à travers un programme de petits et grands chantiers publics ;
- Encourager le label « Made in Morocco » avec une production locale de 34 MMDH d'importations et un potentiel de création de plus de 100.000 emplois ;
- Créer plus de 100.000 postes d'emploi direct et indirect dans le secteur de la pêche et de la pisciculture.

Également, différentes initiatives ont été lancées pour encourager l'insertion des femmes dans le marché du travail et spécifiquement à travers des activités génératrices de revenus, on cite à titre d'exemple :

- **Le statut d'auto-entrepreneur** : consiste à encourager l'esprit d'entreprendre et favorise la création d'entreprises de femmes des actions facilitant l'accès aux marchés et améliorant le niveau socioéconomique, en ouvrant de nouveaux horizons pour l'emploi et en motivant les jeunes du monde rural à s'y engager. Depuis son lancement en 2015, le nombre d'auto-entrepreneurs a atteint au 31 décembre 2020, 286 020, dont 35% sont des femmes.
- **L'Entreprenariat féminin** : Encourager l'esprit d'entreprise des femmes et accroître le taux d'accès aux programmes de soutien fournis par l'État dans les structures de production et de commercialisation est l'un des axes les plus importants que le gouvernement s'efforce d'activer et de développer. Les résultats de l'enquête nationale sur les entreprises, menée en 2019, ont montré que les femmes dirigent 12,8% de toutes les entreprises. Leur présence est plus importante dans des entreprises du **secteur tertiaire** par rapport au secteur industriel, en particulier dans les entreprises nouvellement créées.
- **L'Initiative Nationale du Développement Humain (INDH)** : Depuis son lancement en 2005, l'INDH a opté pour un rôle stratégique de la femme dans tous les aspects d'opérationnalisation de ce chantier royal, soit en tant que membre au niveau des mécanismes de gouvernance et de prise de décision ou comme porteur de projet ou bénéficiaire ou actrice principale dans les processus de diagnostics participatif. Durant la période 2005-2018, 9400 activités génératrices de revenu ont été réalisées au profit des porteurs de projets au niveau des catégories ciblées, et dont les femmes représentaient 60%. Ces activités ont permis à ces femmes l'amélioration de leurs conditions socio-économiques. L'accompagnement et l'appui financier et technique des femmes se poursuivent selon une approche ambitieuse favorisant le développement économique et humain durable. Également, de nombreux projets visant la lutte contre l'abandon scolaire et l'encouragement de la scolarisation de la fille rurale ont été réalisés.
- **Les coopératives féminines** : une expérience pionnière dans l'accès des femmes à l'économie solidaire et sociale : Dans le cadre du dynamisme du secteur coopératif marocain, les coopératives de femmes ont pu contribuer à offrir des opportunités de travail aux femmes et faciliter leur intégration économique et sociale dans plusieurs secteurs productifs. Après que le nombre de coopératives féminines en 2015 n'a pas dépassé 2 280 coopératives, le nombre de coopératives féminines atteint à la fin de 2020, plus de 6 232 coopératives, faisant adhérer 62 821 femmes, qui constituent 15% de l'ensemble des coopératives au Maroc.

Le programme national d'autonomisation économique des femmes et des filles (PNIAEF) à l'horizon 2030 :

- Adopté par la commission ministérielle de l'égalité en juillet 2020, ce programme constitue le cadre de référence de mise en œuvre du programme gouvernemental et du Nouveau Modèle de

développement en matière de l'autonomisation économique des femmes et permettra de poursuivre les efforts et consolider les acquis et ce en relevant les défis dans le domaine.

- Le programme est fondé sur une culture ambitieuse qui vise la convergence des différentes initiatives prises en vue de l'intégration et l'inclusion économique des femmes dans les stratégies et programmes de développement, en parfait harmonie avec les exigences actuelles visant à attribuer un caractère régional et local à ces politiques et programmes. Cette convergence devrait apporter une réponse aux enjeux socioéconomiques de l'autonomisation des femmes et des filles.

Ce programme vise à atteindre 3 objectifs stratégiques à horizon 2030 :

- Atteindre 30% de taux d'emploi féminin.
- Doubler la proportion de femmes diplômées de l'enseignement professionnel, pour atteindre 8%.
- Promouvoir un environnement propice et durable à l'autonomisation économique des femmes et des filles, protégeant et améliorant leurs droits.

Les trois principaux axes stratégiques identifiés comme prioritaires selon une approche holistique :

- Axe 1 : L'accès aux opportunités économiques.
- Axe 2 : L'Éducation et la formation.
- Axe 3 : Un environnement propice et durable à l'autonomisation économique des femmes et des filles, protégeant et améliorant leurs droits.

Cinq (5) leviers d'intervention ont été identifiés pour la mise en œuvre du programme national d'AEF, avec différents objectifs : Evolutions législatives et Institutionnelles ; Incitations et politiques sensibles au genre ; Digital ; Equipement ; Transformation des perceptions.

1.3 changements institutionnels

Capitalisant sur les acquis et progrès réalisés aussi bien constitutionnels, réformes juridiques et plans et programmes, le gouvernement a adopté en 2017, le deuxième Plan Gouvernemental pour l'Égalité 2017-2021 qui a été approuvé par la Commission Ministérielle. Ce plan s'appuie sur la planification axée sur les résultats, sur l'approche territoriale en termes de planification et de suivi, et selon une approche droits de l'Homme et démocratie participative. Ces approches ont permis la prise en compte des besoins des citoyens et des citoyennes d'une part, et la réduction des inégalités sociales et territoriales d'autre part. Ce plan gouvernemental comprend sept axes, quatre thématiques et trois transversaux.

Le plan Gouvernemental pour l'Égalité 2 constitue la référence nationale dans le domaine de l'égalité et qui vise à réaliser la convergence entre les différents acteurs, qu'il s'agisse des secteurs gouvernementaux, des collectivités locales, de la société civile ou du secteur privé.

Pour garantir une meilleure gouvernance du programme, deux mécanismes gouvernementaux ont été mis en place :

- **La commission Ministérielle de l'Égalité** sous la présidence du Chef du Gouvernement, créée par le décret n°2.13.495 du 4 juillet 2013. Cette commission est chargée de plusieurs missions, notamment celles d'encourager, d'exhorter et d'assister les diverses autorités gouvernementales pour la mise en œuvre des mesures du plan gouvernemental pour l'égalité et la prise de toutes les mesures nécessaires.
- **Le Comité Technique Interministériel chargé du suivi de la mise en œuvre du plan gouvernemental pour l'égalité «ICRAM»**, ayant pour mission de définir et d'examiner les problématiques et émettre des recommandations et de préparer le contenu des rapports de suivi soumis à la Commission ministérielle de l'Égalité.

- **Le Ministère de la Solidarité, de l'Insertion Sociale et de la Famille, chargé** d'assurer le Pilotage du Plan gouvernemental pour l'égalité, de veiller sur sa mise en œuvre, de coordonner entre les Départements gouvernementaux, d'organiser les réunions du Comité Technique, de veiller et coordonner l'élaboration des rapports périodiques et finaux et de proposer l'ordre du jour de la Commission ministérielle.

1.4 recherche et sensibilisation

Le gouvernement marocain a accordé une grande attention à la diffusion des principes d'égalité et à la lutte contre toutes les formes de discrimination et de stéréotypes fondés sur le genre.

Le cinquième axe du plan gouvernemental pour l'égalité « 2017-2021 » a d'ailleurs été consacré à « la Diffusion des principes de l'égalité et lutte contre les discriminations et les stéréotypes basés sur le genre ».

Cet axe vise à promouvoir les principes d'équité et d'égalité à travers la réalisation d'un ensemble de mesures liées à l'éducation familiale et aux comportements et la promotion des meilleures pratiques et des approches efficaces afin d'éliminer les préjugés, les pratiques coutumières et les rôles stéréotypés des femmes et des hommes, ce qui permettrait l'adoption effective des principes d'égalité entre les hommes et les femmes de tous les secteurs et de toutes les classes de la société marocaine.

Le cinquième pilier de mise en œuvre du programme national intégré pour l'autonomisation économique des femmes et des filles a été dédié à la « Transformation des perceptions», pour augmenter la conscientisation sociétale, y compris celle des femmes, pour changer les mentalités et les stéréotypes.

2. Objectif stratégique: prévenir et combattre la violence contre les femmes et la violence domestique

2.1 changements législatifs

- **La loi n° 103.13 relative à la lutte contre les violences faites aux femmes.** Il s'agit d'un texte juridique uniforme et cohérent qui garantit la protection juridique, ainsi que les mécanismes institutionnels de prise en charge des femmes victimes de la violence et prévenir toutes ses formes, et de garantir l'accompagnement nécessaire et l'orientation vers les différents services disponibles ainsi que leur accès au niveau national.
- **La loi 65-15 relative aux établissements de protection sociale.**
- **La loi 45-18 relative aux travailleurs sociaux.**
- **La loi cadre 09.21 sur la protection sociale (adoptée en mars 2021).**

2.2 changements dans les politiques publiques

Politique nationale de lutte contre les violences faites aux femmes et aux filles à l'horizon 2030

Le gouvernement Marocain a élaboré une **politique nationale de lutte contre les violences faites aux femmes et aux filles à l'horizon 2030** selon une approche participative concertée pour accompagner les réformes juridiques menées pour protéger les femmes et les filles dans divers domaines et à différentes étapes de leur vie, ainsi que pour appliquer les différents engagements nationaux et internationaux découlant de ces réformes. Ce chantier national vise à répondre aux besoins suivants :

- Réaliser la convergence entre toutes les parties concernées par la lutte contre les violences faites aux femmes et aux filles, y compris les départements gouvernementaux, la société civile, les universités, les centres de recherche et les médias ;
- Assurer la protection de la femme de toutes les formes de violence et de discrimination et fournir le soutien aux femmes victimes de violence ;

- Le processus de consultations relatif à la stratégie nationale de lutte contre la violence à l'égard des femmes et des filles à l'horizon 2030 a consisté en des réunions consultatives tenues au cours des mois de novembre et décembre 2020, avec les parties concernées suivantes : Les départements gouvernementaux et les organismes nationaux ; La Commission nationale pour la prise en charge des femmes victimes de violence ; Les mécanismes de coordination régionaux et locaux ; Les collectivités territoriales ; Les représentants de la société civile ; Les membres du Groupe thématique Genre des partenaires internationaux.

La Déclaration de Marrakech 2020 pour mettre fin à la violence à l'égard des femmes

La «Déclaration de Marrakech 2020 pour mettre fin à la violence à l'égard des femmes», comprend un certain nombre d'engagements visant à lutter contre la violence contre les femmes, par les sept institutions signataires, notamment: le Ministère de l'Éducation Nationale, de la Formation Professionnelle, de l'Enseignement Supérieur et de la Recherche Scientifique, le Ministère de la Santé, le Ministère de la Culture, de la Jeunesse et des Sports, le Ministère de la Solidarité, du Développement Social, de l'Égalité et de la Famille, le Ministère Délégué en charge de l'Enseignement Supérieur et de la Recherche Scientifique, la 111 Présidence du Ministère public et la Haute Autorité de la Communication Audiovisuelle.

Les départements qui ont signé cette déclaration s'engagent conjointement à :

- Elaborer un protocole clair pour prendre en charge les femmes victimes de violence.
- Mettre en œuvre des initiatives conjointes pour limiter le mariage des mineurs.
- Organiser des sessions de formation conjointes au niveau régional.

La plateforme d'accompagnement et d'orientation

Cette plateforme d'écoute, d'accompagnement et d'orientation a été lancée en février 2020, au profit des femmes et des filles en situation de vulnérabilité, afin de recevoir leurs plaintes et doléances et les orienter vers les services concernés par la prise en charge, tels que le Ministère Public, les services de sécurité, la Gendarmerie royale, les établissements multifonctionnels pour les femmes et les centres d'accueil relevant de l'Union Nationale des Femmes du Maroc.

Cette plateforme, qui fonctionne 24h/24 et 7j/7 via une ligne téléphonique directe (8350), a aussi pour objectif de recevoir des demandes d'accompagnement et d'orientation dans le domaine de l'emploi, de la formation, de la formation professionnelle et de la création d'entreprise ou des projets générateurs de revenus au niveau local et régional pour toutes femmes. Cette initiative s'accompagne également par une application sur le téléphone mobile qui vise à apporter une assistance aux cas urgents grâce à la géolocalisation.

2.3 changements institutionnels

- **La Commission Nationale pour la Prise en Charge des Femmes Victimes de Violence** créée en vertu de la loi 103.13 relative à la lutte contre la violence faite aux femmes, et ce afin d'assurer la communication et la coordination entre les différentes interventions pour faire face à la violence faite aux femmes et contribuer à la mise en place de mécanismes pour améliorer la gestion des cellules de prise en charge des femmes victimes de violence.
- **Dans le cadre de l'accompagnement de la mise en application de la loi n°103.13 relative aux violences faites aux femmes** : la création auprès de la Direction de la Femme au Ministère, de la **Cellule Centrale de prise en charge des femmes victimes de violence**, et l'appui technique et financier aux activités de la Commission Nationale pour la prise en charge des femmes victimes de violence, et l'exploitation des résultats de la 2ème enquête de prévalence sur la violence à l'égard des femmes.

2.4 recherche et sensibilisation

Organisation des campagnes de sensibilisation sur la violence à l'égard des femmes

Il s'agit des campagnes annuelles de sensibilisation dans le domaine de la lutte contre la violence à l'égard des femmes.

La 17ème campagne de 2019 a été dédiée au thème de «Les jeunes, partenaires dans la lutte contre la violence à l'égard des femmes et des filles» et lancée par le chef de gouvernement, a connu la participation d'un ensemble d'artistes, de professionnels des médias et d'acteurs.

Elle s'est distinguée par le lancement de l'«Appel des jeunes à mettre fin à la violence à l'égard des femmes et des filles», qui traduit la volonté des jeunes des deux sexes de participer activement à la création de l'avenir auquel ils aspirent, et souligne le rôle des jeunes et leur capacité à s'adapter rapidement et contribuer positivement au changement culturel et social en portant les valeurs de responsabilité, d'égalité, de justice et d'équité comme point d'entrée pour le succès et le renforcement du nouveau modèle de développement souhaité dans notre pays.

Le thème de la dix-huitième campagne nationale de sensibilisation pour mettre fin à la violence à l'égard des femmes, organisée à distance vu le contexte de la pandémie de la Covid-19, pendant la période du 25 novembre au 14 décembre 2020, avait pour thématique «La Prise en charge des femmes victimes de violence: tous pour des services efficaces et accessibles dans tous les domaines et dans tous les contextes. », et avait pour slogan : « #Marocains_unis_contre_la_violence_faites_aux_femmes ».

Ces campagnes étaient basées sur des activités de communication au niveau national et régional, sur des réunions interactives dans les milieux éducatifs et universitaires pour impliquer les jeunes, et sur des médias tels que des spots de sensibilisation à la télévision et à la radio, les NTIC et des réunions interactives à travers les réseaux sociaux,...

La réalisation d'une étude de suivi de la mise en œuvre de la loi 103.13 relative à la lutte contre les violences faites aux femmes et son décret d'application :

Pour mesurer le degré de mise en œuvre de cette loi, trois ans après sa mise en œuvre, le MSISF a lancé en étroite collaboration avec les partenaires institutionnels clefs, la réalisation d'une **étude de suivi de la mise en œuvre de la loi 103.13 relative à la lutte contre les violences faites aux femmes et son décret d'application. Les principaux objectifs de cette étude se reflètent come suite :**

- Identification des bonnes pratiques judiciaires dans l'application des différentes dispositions et à différents niveaux du processus judiciaire ;
- Analyse du travail judiciaire dans le domaine de l'application des mesures procédurales ;
- Examen et analyse des tendances dans l'application des pénalités ;
- Identification des contraintes et défis d'application.

Elaboration d'un programme triennal de formation au profit de l'ensemble des intervenants dans le système de prise en charge des femmes victimes de violence et lancement de sa mise en œuvre.

Ce programme comporte 134 modules de formations au profit du personnel des Espaces Multifonctionnels des femmes, de leurs partenaires et de leurs bénéficiaires, vise à confirmer et à améliorer la qualité des services rendus aux FVV, en renforçant les compétences de l'ensemble des membres de l'écosystème des EMF, dont la vocation est de contribuer à la lutte contre la violence, l'exclusion sociale et les discriminations fondées sur le genre pour les femmes et les jeunes filles, par la promotion de leur droit, de leur protection et de leur autonomie. Le 1^{er} cycle de ces formations a été dispensé du 14 au 17 décembre 2020, au profit de l'ensemble de l'écosystème des EMF, composé des 5 catégories suivantes : Management stratégique, Management opérationnel, Cœur

de métier, Métiers d'appui. Le 2^{ème} cycle est lancé en décembre 2021 en marge de la 19^{ème} campagne nationale de lutte contre les violences faites aux femmes et aux filles.

Élaboration d'un protocole des services essentiels des centres d'hébergement des femmes victimes de violence et des services de l'aide sociale ainsi que d'une vision de coordination en matière de Violence à l'égard des femmes, basé sur un diagnostic de la situation des services de la prise en charge des femmes victimes de violences au Maroc et des mécanismes de coordination, à la lumière des exigences de la loi 103.13, de la loi 65.15 et selon les critères du paquet des services essentiels de l'ONU68, à savoir : la durabilité, l'accessibilité, la disponibilité, l'adéquation, le consentement et la confidentialité. Ce protocole définit les normes et standards des services de prise en charge et d'hébergement des femmes victime de violence et ceux de l'aide sociale, prenant en considération les exigences de la loi 103.13 et la loi 65.15 et les critères et normes du paquet des services essentiels de l'ONU.

Une vision de la coordination des interventions dans le domaine de violences à l'égard des femmes au niveau national, régional et local, a aussi été élaborée.

Mise en place d'un système de gestion électronique des documents (GED) relatifs à la promotion des droits des femmes et la lutte contre toutes formes des violences et des discriminations à leur égard et la création d'un centre de documentation spécialisé dans la promotion des droits des femmes.

Préparation du « Bulletin de l'Égalité », qui contient un nombre d'indicateurs et de chiffres sur l'état de l'égalité des sexes au Maroc, croisés avec des indicateurs internationaux en la matière, notamment les cibles du programme de développement durable à l'horizon 2030. Il permet également de recenser les sources de mesure et de suivi, qu'il s'agisse d'études, de recherches et d'enquêtes permanentes du système statistique marocain, ou de données sectorielles nationales et régionales, qui doivent prendre en considération la dimension genre et l'aspect territorial. Le 2^{ème} numéro sera une actualisation du 1^{er} numéro publié en 2020, notamment par les résultats des dernières élections organisées au Maroc.

3. Objectif stratégique : garantir aux femmes l'égalité d'accès à la justice

3.1 changements législatifs

Le Maroc a engagé une réforme substantielle et globale de son système judiciaire qui a été couronnée par l'adoption de la « Charte de la Réforme du Système Judiciaire » en 2013. L'indépendance institutionnelle du pouvoir judiciaire a été consacrée par l'instauration du Conseil Supérieur du pouvoir judiciaire, l'institution de la Présidence du Parquet Général et la révision du système pénal, notamment par l'élaboration des projets de Code Pénal et du Code de Procédure pénale et par la modernisation de l'administration judiciaire dont plusieurs actions ont été dématérialisées (le site « mahakim.ma » et l'application mobile e-justice).

En outre, **une révision totale de la loi régissant la justice militaire** a été entreprise, autorisant le tribunal militaire à ne statuer que sur les questions relatives à la discipline militaire. En matière de population carcérale en instance de jugement, la proportion de cette population par rapport au nombre total des détenus est passée de 40% en 2016 à 39% en 2018.

⁶⁸ <https://www.unwomen.org/fr/digital-library/publications/2015/12/essential-services-package-for-women-and-girls-subject-to-violence>

3.2 changements dans les politiques publiques

Accès à la justice et à la protection juridique

Le Maroc a adopté une charte nationale de la justice, qui a été préparé conformément à une approche participative, couronnant ainsi le dialogue national sur la réforme du système judiciaire, en mai 2013. La réforme de la justice représente une priorité nationale et une condition nécessaire à la protection des droits humains et la consolidation de l'Etat de droit, qui garantit les droits de toutes les catégories de la société, en particulier les droits des femmes.

Les recommandations de la Charte stipulent de renforcer les droits des femmes, et de travailler sur l'harmonisation des lois nationales avec les dispositions de la Constitution ainsi qu'avec les principes des conventions internationales, ratifiées et publiées, relatives aux droits de l'homme.

Ils stipulent également d'adopter une nouvelle approche politique, pénale et protectrice, qui se base sur l'approche genre dans la révision des textes juridiques, en alignement avec les engagements internationaux du Maroc, et de renforcer la protection juridique des femmes victimes de violence et victimes d'actes criminels, en particulier les personnes appartenant à des catégories sociales vulnérables, les enfants et les personnes en situation de handicap. En outre, notons de nombreuses recommandations qui contribuent, sans doute, à améliorer la situation des femmes et garantir à leurs droits, telles que la simplification des procédures pour bénéficier des services du fonds d'entraide familiale, d'accélérer la mise en œuvre des dispositions de la pension alimentaire, l'application du Code de la famille dans le sens de révision certaines de ses dispositions, ainsi que l'institutionnalisation de la médiation familiale, et la mise en œuvre du principe de parité dans la gestion de l'affaire judiciaire.

L'initiative nationale pour l'enregistrement des enfants dans les actes d'état civil :

Ce sont des enfants qui ne sont pas enregistrés soit parce que leur(s) parent(s) sont inconnus, soit en raison de conflits familiaux ou de difficultés matérielles ou géographiques. Cette démarche a pour but d'établir et de préserver l'identité des enfants, comme garantie de leurs droits à la protection, aux soins de santé et à la santé physique et psychologique, ainsi que garantir le droit d'enregistrement dans l'état civil, vu l'impact direct sur le statut de l'enfant, et de soutenir son droit à l'éducation, notamment dans le monde rural.

Le Maroc entreprend actuellement plusieurs mesures pour renforcer la protection juridique des femmes, en particulier à travers la révision des dispositions du Code pénal.

L'article 34 du Dahir portant création de l'Institution Médiateur prévoit également une protection juridique égale pour tous les bénéficiaires des services des administrations, puisqu'elle adresse un avertissement à l'administration au cas où elle ne respecte pas les principes de l'égalité et d'égalité des chances.

3.3 changements institutionnels

Lutte contre la violence et garantie des droits

La stratégie du Ministère de l'Intérieur s'articule fondamentalement sur la proximité des citoyens en vue de leur garantir une meilleure protection des risques et la mise en place d'un système de sécurité préventif favorisant le développement durable et la paix sociale. Ainsi, un **observatoire national de surveillance de la criminalité** verra le jour prochainement.

En chiffres, le nombre de victimes d'homicide volontaire pour 100 000 habitants était de l'ordre de 1,34 en 2015 et de 1,6 en 2016. Plus de la moitié des ménages, en 2016, ont jugé que le niveau de criminalité est faible ou nul dans leur environnement. En 2019, 10% des femmes ont déposé une plainte auprès de la police ou d'une autre autorité compétente suite à l'incident de violence physique et/ou sexuelle le plus grave subi au cours des 12 derniers mois contre 3% en 2009. Cette proportion

s'élève à près de 13% en cas de violence physique et à 3% en cas de violence sexuelle. Elles sont moins de 8% à le faire en cas de violence conjugale contre 11,3% pour la violence non conjugale.

Le Maroc a poursuivi la consolidation des programmes entrepris en faveur de l'enfance. En 2014, le Gouvernement a mis en place une commission interministérielle chargée du suivi de la mise en œuvre des politiques et plans nationaux en matière de l'enfance, notamment le programme national de mise en œuvre (2015–2020) de la politique publique intégrée de la protection de l'enfance adopté en 2015.

Par ailleurs, afin d'assurer la protection et la prévention de toutes les formes de violence dont sont victimes les enfants, des cellules institutionnelles ont été créées. En outre, des mesures législatives ont été prises incriminant les actes de mauvais traitement, de violence et d'agression sexuelle à l'égard de l'enfant. Le droit de l'enfant de jouir de son identité est un élément clef pour la jouissance d'autres droits fondamentaux. A cet égard, le Gouvernement marocain a lancé deux campagnes nationales d'enregistrement des enfants non-inscrits à l'Etat civil (octobre 2017 et avril 2019). En 2018, la proportion d'enfants de moins de 5 ans ayant été enregistrée par une autorité d'Etat civil a atteint 96,9%.

En matière de la traite des êtres humains, le législateur a adopté, en août 2016, la loi de lutte contre la traite et en 2018, le décret portant création de la Commission nationale chargée de la coordination des mesures de lutte et de prévention contre ce phénomène. En outre, ladite commission a été installée en mai 2019. Le Royaume du Maroc a mis en œuvre, depuis novembre 2013, **une Stratégie Nationale d'Immigration et d'Asile.** Outre ces mesures, le Maroc ne ménage aucun effort pour mettre en œuvre des actions préventives, mais aussi une riposte nationale globale contre le trafic de migrants et la traite des personnes.

La nouvelle loi relative à la réorganisation du Conseil National des Droits de l'Homme (CNDH) vient renforcer le mandat de cette institution en lui reconnaissant la compétence d'exercer les attributions liées aux mécanismes nationaux de recours en matière de protection des droits de l'Homme, notamment la mise en place de trois mécanismes contre la torture, les violations des droits des enfants et des personnes en situation d'handicap. Par ailleurs, le CNDH est accrédité pour la quatrième fois pour la période 2015-2020, au statut « A » en tant qu'institution en pleine conformité avec les Principes de Paris. Par ailleurs, la nouvelle loi relative à l'institution du Médiateur a été adoptée.

Protection de la liberté d'opinion et d'expression

Le renforcement de cet aspect a concerné aussi bien les volets législatifs qu'institutionnels dont la loi relative à la presse et à l'édition, la loi portant création du Conseil national de la presse qui a mis en place un mécanisme d'autorégulation de la profession et la loi de 2016 relative au statut du journaliste professionnel consolidant les droits et libertés du journaliste.

Lutte contre le terrorisme et le trafic illicite

Le Maroc s'est fortement impliqué dans la lutte anti-terroriste et a intensifié ses efforts, en procédant au niveau préventif, entre autres, à la réforme du champ religieux et au renforcement de la coordination internationale. Le Maroc a également ratifié la Convention des Nations Unies contre la criminalité transnationale organisée et les protocoles s'y rapportant, et dispose d'un ensemble de textes juridiques qui encadrent et réglementent la circulation d'armes en son sein et interdit la fabrication ou la détention illégale d'armes et participe aux efforts de lutte contre la prolifération illicite d'armes.

Lutte contre la corruption

Le Maroc a ratifié la Convention des Nations Unies contre la corruption en 2007 et s'est attelé à la mise en œuvre de ses dispositions à travers plusieurs réformes juridiques et institutionnelles. Le Royaume du Maroc s'est aussi doté d'une **stratégie nationale intégrée de lutte contre la corruption**

et a créé, en 2017, la commission nationale anti-corruption (CNAC) chargée d'assurer la mise en œuvre de cette stratégie.

3.5 autres développements pertinents.

L'accès à la justice constitue un défi :

Le défi de réhabiliter et mettre à disposition une justice de proximité au monde rural, en plus de la police et des tribunaux, des mécanismes et des espaces pour accueillir et prendre en charge les femmes victimes de violence et dans une situation difficile, tout en assurant une couverture spatiale des espaces multifonctionnels ;

- Le défi de l'intensification des programmes de sensibilisation et de qualification pour l'accès aux droits et informations juridiques et judiciaires ;
- Le défi de fournir des services d'accompagnement et d'alphabétisation juridique dans les zones rurales.

4. Objectif stratégique : assurer une participation équilibrée des femmes et des hommes à la prise de décision politique et publique

4.1 changements législatifs

- **La loi organique n° 04.21 modifiant et complétant la loi organique n° 27.11 relative à la Chambre des représentants**, visant notamment à développer le mécanisme législatif relatif à la représentation des femmes en remplaçant la circonscription électorale nationale par des circonscriptions électorales régionales
- **La loi organique n° 05.21 modifiant et complétant la loi organique n° 28.11 relative la Chambre des conseillers, apportant des amendements** visant à permettre aux organisations professionnelles des employeurs les plus représentatives à préserver leur propre équipe parlementaire au sein du Conseil, dans le but de leur permettre d'exprimer les préoccupations et les demandes des acteurs économiques et des entreprises nationales, grandes, moyennes et petites.
- **La loi organique n° 06.21 pour modifier et compléter la loi organique n°59.11 portant sur les élections des membres de conseils des collectivités territoriales**, pour y assurer une représentation féminine, en attribuant un tiers des sièges aux femmes dans chaque conseil préfectoral ou provincial
- **La loi organique relative aux partis politiques**, visant à mettre en œuvre les directives royales en vue d'augmenter le montant des aides publiques accordées aux partis ;
- **Approbation de la loi n° 11.21 modifiant et complétant la loi n° 9.97** relative au code électoral et organisant une révision exceptionnelle des listes électorales des chambres professionnelles, afin à garantir la représentation des femmes dans les chambres professionnelles.
- **La loi organique n° 16.21 complétant et modifiant la loi organique n° 11.29 sur les partis politiques**, qui insiste pour que le ratio d'un tiers au profit des femmes soit atteint au sein de leurs instances nationales et régionales, en vue de la réalisation progressive du principe de la parité entre les femmes et les hommes.

4.3 changements institutionnels

Représentation des femmes dans les institutions et les organes judiciaires : Conformément aux différents efforts entrepris par le Maroc à plusieurs niveaux, notamment ceux législatif et stratégique, afin d'améliorer la condition de la femme, le Maroc poursuit ses efforts pour faire progresser la représentation des femmes aux postes de décision et renforcer le rôle des femmes au niveau des institutions et des organes judiciaires.

Au niveau du pouvoir judiciaire, la loi organique 100.13 relative au Conseil Supérieur de l'Autorité Judiciaire stipule que les femmes juges doivent être représentées parmi les dix membres élus, au prorata de leur présence dans le pouvoir judiciaire.

Le rôle des femmes a été également renforcé dans les professions judiciaires et juridiques, en particulier dans la profession d'adouls⁶⁹ qui a été ouverte pour les femmes à la suite de la décision de Sa Majesté le Roi lors du Conseil des ministres du 22 janvier 2018. Un examen professionnel⁷⁰ a ainsi été organisé sur décision du ministre de la Justice n°04/18, et le nombre des femmes qui ont réussi a été de 299, soit 37,38% du nombre total de candidats ayant réussi.

Au niveau de l'administration du pouvoir judiciaire, le nombre de femmes juges, jusqu'en 2020, a atteint 877, ce qui équivaut à 39% du nombre total de juges dans le Royaume, tandis que le nombre de juges de sexe masculin a atteint 2241, soit 61% du total.

Il convient de signaler que pour la première fois au Maroc, une femme a été élue à la tête de la Confédération Générale des Entreprises du Maroc, de 2012 à 2018 et que deux instances constitutionnelles, la Haute Autorité de la Communication Audiovisuelle-HACA et le Conseil national des droits de l'Homme-CNDH, sont présidées par des femmes.

4.4 recherche et sensibilisation

En préparation des échéances électorales du 8 septembre 2021, et afin de contribuer à la promotion de la participation des femmes aux élections et de renforcer leurs compétences, Le Ministère de la Solidarité, de l'Insertion Sociale et de la Famille, a organisé un « Cycle de renforcement des capacités des femmes en matière de leadership politique au profit des candidates aux élections 2021 » en Aout 2021.

L'objectif de ce cycle de formations en matière de leadership politique qui a ciblé 600 femmes candidates aux élections, été d'insuffler une impulsion à la participation féminine effective aux élections tenus le 08 septembre 2021, afin de sensibiliser et de former les candidates au processus législatif, de promouvoir les bonnes pratiques en matière de communication politique et de leadership et de créer un climat favorable vers l'atteinte de l'égalité des sexes dans le domaine politique.

Ce cycle de formation a porté plus particulièrement sur les thématiques de la communication politique, du leadership féminin ainsi que de la gestion et de l'organisation électorale à la lumière des réformes des lois organiques relatives entre autres à la promotion de la participation et de l'accès des femmes aux organes élus au niveau national et local.

5. Objectif stratégique : protéger les droits des femmes et des filles migrantes, réfugiées et demandeuses d'asile

5.1 changements législatifs

L'adoption de la loi 27.14 relative à la lutte contre la traite des êtres humains⁷¹

Elle comporte des dispositions relatives à la punition des coupables et à la mise en place de mécanismes de protection en faveur des victimes de traite des êtres humains, en affectant des lieux destinés à les héberger et en prodiguant l'aide juridique nécessaire pour faciliter leur insertion dans la vie sociale. De larges définitions ont été adoptées relativement à la traite des êtres humains et aux concepts d'exploitation et de victime, et ce conformément à la vision en vigueur sur le plan international (Protocole de Palerme). Cette loi comporte en outre la criminalisation de toute forme d'exploitation sexuelle et l'adoption du principe de non-poursuite et de non-sanction des victimes en punissant les auteurs d'infraction et en aggravant les peines encourues relativement aux crimes commis sur des enfants, des personnes en situation de handicap et des femmes enceintes. Les victimes bénéficient

⁶⁹ Axillaires de la justice remplissent le rôle de greffe et de notariat et sont chargés de consigner les déclarations et les jugements

⁷⁰ <http://adala.justice.gov.ma/production/legislation/fr/Nouveautes/Profession%20d'Adoul.pdf>

⁷¹ <http://adala.justice.gov.ma/production/legislation/fr/Nouveautes/Lutte%20contre%20la%20traite%20des%20C3%AAtres%20humains.pdf>

d'une protection, en plus de l'exemption des témoins et des dénonciateurs d'infractions, parallèlement à la création d'un comité national consultatif spécialisé dans les questions liées à la prévention et à la lutte contre la traite des êtres humains.

Projet de loi n°66.17 relative au droit d'asile et aux conditions de l'accorder

Ce projet de loi comporte un ensemble de garanties et de droits destinés aux réfugiés et demandeurs d'asile. Il comporte également : une définition du « réfugié », une distinction des différents types de protection (protection provisoire et protection subsidiaire), les motifs de refus de l'octroi du statut de réfugié, les conditions d'éligibilité et de cessation et de perte du statut de réfugié, ainsi que les conséquences résultant de la reconnaissance du statut de réfugié. Il comporte également des dispositions relatives à la création d'une structure nationale, appelée « **Bureau Marocain des Réfugiés et des Apatrides** », à la mise en place d'une procédure claire concernant le traitement et l'étude des demandes d'asile et à la reconnaissance du droit d'appel pour les demandes d'asile rejetées. Il convient de noter que ce projet a été classé parmi les mesures d'urgence prioritaires au Programme gouvernemental, susceptibles d'être mises en œuvre à court terme. Le numéro du projet de loi 26.14, relatif au droit d'asile et aux conditions de son octroi, a été modifié après son adoption lors du plan législatif de l'année 2017 ; il porte dès lors le numéro 66.17. Une version finale du projet de loi numéro 66.17 relative au droit d'asile et aux conditions de son octroi a été élaborée de façon à prendre en considération les remarques des secteurs ministériels concernés, et ce après plusieurs réunions avec le groupe de travail du Secrétariat Général du Gouvernement, en attendant qu'il soit soumis au Conseil gouvernemental pour étude et ratification.

Projet de loi n°72.17 relative à l'entrée et au séjour des étrangers au Royaume du Maroc et à l'immigration.

Ce projet comporte un ensemble de principes basés sur une approche de droits de l'Homme pour traiter l'entrée, le séjour et la sortie des étrangers du territoire marocain, où sont prises en compte les dimensions internationales et régionales du phénomène. La formulation du projet a pris en considération les engagements internationaux du royaume, conformément à la législation internationale relative aux droits de l'Homme, aux traités bilatéraux, à la Constitution marocaine, aux rapports des organisations internationales et aux associations de la société civile afférents. Ce projet comprend les différents droits fondamentaux des migrants, toutes catégories confondues, dans le respect total de la dignité humaine et sans discrimination. Il est à noter que ce projet a été classé parmi les mesures d'urgence prioritaires au Programme gouvernemental, susceptibles d'être mises en œuvre à moyen terme. Le numéro du projet de loi 95.14 relative à l'immigration a été modifié après son adoption lors du plan législatif de l'année 2017 ; il porte désormais le numéro 72.17. À ce propos, plusieurs réunions de coordination ont été tenues avec les secteurs ministériels concernés au cours du mois d'octobre 2018 pour examiner les remarques du Secrétariat Général du Gouvernement concernant les dispositions du projet de loi et pour en élaborer une version finale en vue de le soumettre à ratification.

5.2 changements dans les politiques publiques

Le Maroc a adopté, au début de l'année 2014, la **Stratégie Nationale d'Immigration et d'Asile** qui repose sur le principe de la préservation de la dignité des migrants résidant de façon illégale sur son territoire. Cette stratégie vise à assurer l'intégration de ceux dont la situation a été régularisée et à leur permettre de jouir de leurs droits économiques et sociaux, en particulier les femmes. Plusieurs mesures ont été prises en faveur des femmes et des jeunes filles, concernant entre autres l'intégration des migrantes et des réfugiées dans la formation réservée aux jeunes filles dans le cadre du programme « Jeunesse et Loisirs », des programmes relatifs aux domaines de la santé ainsi que des programmes de sensibilisation et d'information s'adressant aux femmes. D'autres programmes spéciaux sont adoptés pour porter assistance aux victimes de maltraitance et de traite des êtres humains, en partenariat avec les associations et les organisations non-gouvernementales.

Cette nouvelle politique, étant un effort national créant une convergence entre les différents acteurs œuvrant pour traiter les problématiques de l'immigration, comporte 11 programmes et 81 projets destinés à intégrer cette catégorie sur les plans économique, social, culturel et éducatif. Des domaines fondamentaux y sont inclus, à savoir entre autres ceux facilitant aux migrants l'accès au système éducatif, à la formation professionnelle et à la culture marocaine, de même que l'accès aux soins au sein des hôpitaux et le droit au logement conformément aux lois nationales, en plus de l'aide juridique et humanitaire dispensée aux migrants et de la facilitation d'accès à l'emploi.

5.3 changements institutionnels

Dans ce cadre, des actions ont été entreprises en 2014 et 2017, à savoir principalement la régularisation de la situation de près de 50 000 migrants, ainsi que l'ouverture de l'accès des migrants et des réfugiés à certaines professions réglementées (infirmiers et sages-femmes), et la possibilité de créer des coopératives et leur accès au statut autoentrepreneur.

Le Maroc veille à encourager l'intégration des enfants migrants dans le système éducatif marocain. Au titre de l'année scolaire 2018-2019, 3 636 enfants migrants ont été inscrits à l'enseignement formel, 79 élèves ont bénéficié des cours de soutien scolaire, 550 enfants ont bénéficié de l'initiative Royale « un million de cartables », 468 enfants migrants ont bénéficié du programme « Tayssir » d'aide financière à la scolarisation. En matière de formation professionnelle, plus de 652 migrants bénéficient d'une formation professionnelle couronnée d'un diplôme ou d'un certificat de qualification.

Par ailleurs, le Maroc milite pour une meilleure gestion de la question migratoire à l'échelle continentale, c'est ainsi qu'il a proposé à l'Union Africaine de créer et d'abriter un observatoire africain des migrations et du développement, chargé de collecter et d'analyser des données sur la migration.

5.4 recherche et sensibilisation.

Dans le cadre de la sensibilisation, des campagnes de sensibilisation ont été organisées en faveur des juges et des cadres judiciaires travaillant au sein des cellules de prise en charge des femmes et des enfants dans les tribunaux. Ces campagnes ont porté sur le danger du crime de la traite des êtres humains, afin d'en unifier le cadre conceptuel, de le distinguer de l'immigration et du trafic des migrants, d'unifier les mesures d'intervention et les normes d'identification et de protection des victimes au niveau de l'ensemble des tribunaux du Royaume. Ces campagnes visent à aboutir à un haut degré de professionnalisme et d'expertise dans le domaine de la traite des êtres humains. De plus, un programme annuel de formation a été élaboré et mis en œuvre, en partenariat avec le Haut Commissariat des Réfugiés, en faveur des nouveaux groupes de recrues qui rejoignent le système judiciaire.

Concernant le renforcement des capacités, des sessions de formation ont été organisées en faveur des inspecteurs du travail sur les droits fondamentaux des salariés et, en particulier, sur l'interdiction d'embaucher des enfants en dessous de l'âge légal ainsi que sur la lutte contre tout type de travail forcé. En parallèle, un programme a été lancé, en partenariat avec l'Organisation Internationale pour les Migrations (OIM), afin de renforcer les compétences en matière de lutte contre la traite des êtres humains et contre l'exploitation au travail.

Afin de lutter contre l'exploitation des femmes et des jeunes filles en particulier, les services de sécurité déploient des efforts considérables pour combattre les réseaux liés à l'immigration illégale.

Également, dans le cadre de la Stratégie Nationale d'Immigration et d'Asile, les migrant(e)s et les réfugié(e)s bénéficient d'un ensemble de services de santé :

- Mise en place et uniformisation des mesures de prise en charge des migrants et des réfugiés dans les cas d'urgence.
- Gratuité des services de santé au profit des migrantes.
- Soutien psychologique et social au profit des migrantes.

6. Objectif stratégique : intégrer les questions d'égalité entre les femmes et les hommes dans toutes les politiques et mesures

6.1 changements législatifs

- **La Loi Organique (loi 130-30), relative à la Loi de finances (LOF)** qui consacre le principe de l'égalité de genre et son intégration dans la programmation et planification des départements ministériels. Elle a été adoptée par le Maroc en juin 2015.
- **La Circulaire n°07/2017 du Chef du gouvernement ayant pour objet les opérations de pré-configuration de la budgétisation sensible au genre axée sur la performance.**

6.2 changements dans les politiques publiques

Axe 6 du plan du plan gouvernemental pour l'égalité «ICRAM2» (2016-2021), intitulé « Intégration du genre dans toutes les politiques et programmes gouvernementaux ». Il s'agit d'un vaste chantier participatif qui a permis aux départements et établissements concernés, de comprendre les enjeux organisationnels pour une intégration de la dimension genre de manière inclusive. Parmi les mécanismes mobilisés : l'analyse genre qui a abouti pour un certain nombre de départements à l'élaboration de plan d'action d'institutionnalisation du genre.

Ainsi, et dans le cadre de la mise en œuvre des mesures de cet axe, le Ministère de la Solidarité, de l'Insertion sociale et de la Famille, a accompagné huit Départements gouvernementaux et deux institutions publiques (l'Entraide Nationale et l'Agence de Développement Sociale) afin d'élaborer des rapports d'analyse de genre au niveau de chaque secteur (AGS) et des plans d'action sectoriels à moyen terme (PASMT) pour la mise en œuvre du plan gouvernemental pour l'égalité.

Les 8 départements concernés sont : le Ministère de la Justice, le Ministère de l'Intérieur - Direction Générale des collectivités locales, Ministère de la Santé, Ministère de la Communication, Ministère de l'Administration et de la Réforme de la Fonction Publique, Ministère de l'Éducation Nationale, de la Formation professionnelle, de l'Enseignement Supérieur et de la Recherche Scientifique, et le Ministère de l'Industrie, de l'Investissement, du Commerce et de l'Économie numérique. Et ce, dans le cadre l'appui technique de l'Union Européenne au plan gouvernemental pour l'Égalité.

L'intégration de la dimension genre dans les projets de performance (PdP), y compris les établissements sous tutelle :

Dans le cadre de l'intégration du genre dans les stratégies et les politiques publiques, le Ministère de l'Économie, des Finances, a réalisé un ensemble d'actions en faveur des départements préfigurateurs de la LOF afin de mettre en œuvre les dispositions de la loi organique de la loi de finances n° 130.13, qui institutionnalise la prise en compte la dimension de genre au niveau de la planification, la programmation, le suivi et l'évaluation des politiques publiques, y compris l'intégration de l'approche genre dans la programmation budgétaire des ministères et des institutions publiques.

6.3 changements institutionnels

Une task-force a été initiée comportant la Direction de la Femme /Ministère de la solidarité, de l'insertion sociale et de la Famille) et le centre de l'Excellence Budgétisation Sensible au Genre (CE-BSG).

Ce mécanisme a permis de concrétiser l'intégration au niveau des deux circulaires du Chef du Gouvernement relatives à la programmation budgétaire triennale 2020-2022 et 2022-2024, des préconisations pour la généralisation des Analyses Genre à l'ensemble des départements ministériels, l'opérationnalisation des unités genre, la budgétisation du programme national d'autonomisation économique des femmes...

6.4 recherche et sensibilisation

PMO « Project Management Office »

En déclinaison de la mesure 0.1.4 « Développement des mécanismes I de suivi de la mise en œuvre du Plan gouvernemental pour l'égalité, et dans l'objectif d'optimiser le pilotage des projets inclus dans le plan à travers une méthodologie des outils partagés par l'ensemble des départements et entités concernés, Le Ministère de la solidarité, de l'Insertion sociale et de la Famille a procédé à la mise en place d'un « Project Management Office ».

La mise en place du PMO permettra au Ministère/Direction de la Femme :

- Organiser les remontées d'information et les reporting à la Commission ministérielle de l'Égalité.
- Superviser la mise en œuvre des plans d'actions sectoriels et maîtriser les risques.
- Assurer la mise en place d'indicateurs de fonctionnement et de pilotage.
- Apporter une assistance managériale au pilotage.
- Accompagner la mise en œuvre des actions de communication adéquates.
- Une première phase de ce projet a concerné l'organisation d'un « Diagnostic de l'existant » en matière de suivi et de pilotage des projets (méthodes, outils utilisés).
- La deuxième phase concerne la « proposition du dispositif de pilotage « PMO » : Au vu des résultats de la phase 1, différents scénarii de dispositifs de pilotage « PMO » ont été examinés afin de permettre au Ministère d'opérer un choix éclairé du dispositif qui conviendrait au mieux à la nature des projets et mesures du plan.
- Après des ateliers de travail et des sessions de formation, le choix du dispositif a été fait en compatibilité avec les besoins de pilotage des projets du Ministère en matière d'égalité de genre et de promotion des droits des femmes au vu de l'hétérogénéité des intervenants au niveau de ces projets, de la complexité des projets, de l'organisation du Ministère.