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CONSEIL DE L'EUROPE

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**GENDER EQUALITY COMMISSION
(GEC)**

Work Plan 2022-2025

In the framework of the Terms of Reference of the Gender Equality Commission (GEC) (see appendix 1), bearing in mind the six strategic priorities included in the Council of Europe Gender Equality Strategy (2018-2023) and subject to availability of resources, **the following activities will be the focus of the quadrennium 2022-2025. It should be noted that the terms of reference were approved by the Committee of Ministers on a provisional basis for 2024-2025.**

This Work Plan is kept under review to fully reflect the breadth of activities carried out by the member States and the different services of the Council of Europe to implement the Gender Equality Strategy 2018-2023. This Work Plan will be regularly updated also in case it needs to react quickly to unexpected developments, events or circumstances, such as the COVID-19 pandemic and its gendered political, socio-economic, health and violence against women impact and consequences. This Work Plan will also be updated in line with the third Council of Europe Strategy on Gender Equality (2024-2029), once it has been drafted, approved by the GEC and adopted by the Committee of Ministers.

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

Over-arching, strategy-wide activity: On the basis of the evaluation of the current Strategy for 2018-2023, prepare a draft Council of Europe strategy on gender equality for 2024-2029, for adoption by the Committee of Ministers.

Strategic objective 1: Prevent and combat gender stereotypes and sexism

1. Define an approach for following the implementation of the Recommendation on preventing and combating sexism.
2. Prepare a first (general) implementation review report on Recommendation on preventing and combating sexism.
3. Prepare a second (thematic) implementation review report on Recommendation on preventing and combating sexism.
4. Continue to develop the *Sexism: See it. Name it. Stop it!* Campaign to raise awareness of the Recommendation to prevent and combat sexism in the member States.
5. In co-operation with the Steering Committee on Media and Information Society (CDMSI), disseminate the report on the implementation of Recommendation CM/Rec(2013) on gender equality and media in member States drafted in 2020.

6. Continue to promote ways to address and to raise awareness about online and offline sexist hate speech, including through participation in the drafting of relevant legal instruments, notably in the context of the Committee of Experts on Hate Crime (PC/ADI-CH), and through co-operation projects and in co-ordination with other sectors of the Council of Europe.
7. Promote and support the implementation of recommendations from the Helsinki Conference (2014) on combating gender stereotypes in and through education including through co-operation with relevant sectors of the Council of Europe and co-operation activities with the member States.
8. Finalise the study on the place of men and boys in women's rights and gender equality policies.
9. Prepare and adopt Guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women (see also under Strategic Objective 2).
10. Subject to the adoption of Guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women, put in place initiatives for their dissemination and implementation, and support to the mainstreaming of this topic in other relevant areas, such as education.
11. Produce a study on the implementation of Council of Europe recommendations in an area in which the gendered impact of the Covid-19 crisis has been significant.

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

1. Continue activities to promote the signature and ratification of the Istanbul Convention in the member and non-member States and among other regional and international partner organisations, by making available expertise and sharing good practices.
2. Develop and implement co-operation activities to support member States in their path to ratification and implementation of the Istanbul Convention, with a particular focus on legal and policy frameworks. Provide operational advice on institutional tools and structures to prevent and combat violence against women and domestic violence.
3. Subject to resources available, continue working with member States to adapt and implement at the national level the HELP course on violence against women and domestic violence and the new HELP course on Violence against Women and domestic violence for Law Enforcement.
4. Ensure the inclusion of GREVIO's General Recommendation No.1 on the digital dimension of violence against women in any national strategies, policies and measures for digitalisation.

5. Continue to promote GREVIO's General Recommendation No. 1 as a means of combating all violence against women and domestic violence which includes a digital dimension.
6. Ensure synergies, co-ordination and, as appropriate, follow-up action, regarding work, activities and monitoring results of the respective monitoring bodies of the Istanbul Convention, the Convention on Action against Trafficking in Human Beings and the Lanzarote Convention on protection of Children against Sexual Exploitation and Sexual Abuse.
7. Organise thematic debates on the Council of Europe Convention on preventing and combating violence against women and domestic violence (CETS 210).
8. Prepare and adopt Guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women (see also under Strategic Objective 1).

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

9. Armenia: Develop a baseline for the national action plan on preventing and combating violence against women.
10. Armenia: Launch awareness-raising activities on the rights of victims of domestic violence.
11. Armenia: Launch awareness-raising activities to support parliamentarians in the ratification efforts of the Istanbul Convention.
12. Armenia: Provide a training of police officers and social workers.
13. Azerbaijan (PGGII): Organise a study visit to Spain for Azerbaijani authorities on best practices on preventing and combating violence against women and domestic violence.
14. Azerbaijan (PGGII): Launch and deliver the HELP course on violence against women and domestic violence for state authorities.
15. Azerbaijan (PGGII): Organise an awareness-raising event in the Azerbaijani Parliament on Council of Europe standards on gender equality, including the Istanbul Convention, the Gender Equality Strategy, the European Court of Human Rights case law in co-operation with the Parliamentary Assembly of the Council of Europe.
16. Azerbaijan (PGGII): Publication and round table discussion of a gap analysis of policy and legislative frameworks of Azerbaijan in the field of violence against women and domestic violence in line with the Istanbul Convention
17. Azerbaijan (PGGII): Publication and roundtable discussion of a study on protection orders.

18. Azerbaijan (PGGII): Organise the closing event of the project and launch of a new project.
19. Georgia: Conduct training of relevant professionals based on the sexual violence manual drafted together with UN Women and Equality Now.
20. Georgia: Conduct a research study on sexism in Georgia and launch awareness-raising activities based on the study's findings.
21. Georgia: Adapt the updated module on VAW and DV for the High School of Justice to the national needs.
22. Georgia: Conduct a training of trainers for judges, assistant judges and lawyers on sexual violence crimes.
23. Georgia: Organise a study visit to Sweden for Georgian authorities on best practices on preventing and combating violence against women and domestic violence.
24. Kosovo^{*1}: Finalise an expert assessment of Kosovo* alignment with the Istanbul Convention in co-operation with GREVIO.
25. Kosovo*: Develop a training curriculum for staff of domestic violence perpetrators programmes based on the research "Setting up Treatment Programmes for Perpetrators of Domestic Violence and Violence against Women: Analysis of the Kosovo* legal framework and good practices report".
26. Kosovo*: Deliver training to social workers and shelter staff based on the "Quality guidelines for shelters for victims of violence against women and domestic violence".
27. Kosovo*: Produce a study on court practices related to cases of violence against women and domestic violence.
28. Republic of Moldova: Launch of the project "Supporting the implementation of the Istanbul Convention in the Republic of Moldova" following the ratification of the convention. The project includes three main co-operation components: awareness-raising and prevention; strengthening multi-agency co-operation; and capacity-building of relevant professionals.
29. Republic of Moldova: Launch of the HELP course on violence against women and domestic violence for legal professionals.
30. Republic of Moldova: Deliver the national adaptation of the HELP Course on "Violence against Women and domestic violence for Law Enforcement".

¹ All reference to Kosovo, whether to the territory, institutions or population, in this text shall be understood in full compliance with United Nations Security Council Resolution 1244 and without prejudice to the status of Kosovo.

31. Republic of Moldova: Finalise grants for NGOs for developing awareness-raising campaigns on violence against women and the Istanbul Convention.
32. Republic of Moldova: Training of trainers for social workers dealing with violence against women and domestic violence and follow up cascade training.
33. Republic of Moldova: Publication and round table discussion of a study on multi-agency co-operation in the field of violence against women and domestic violence.
34. Republic of Moldova: Organise a study visit for state authorities on multi-agency co-operation in the field of violence against women and domestic violence.
35. Republic of Moldova: Organise awareness-raising workshops for different stakeholders on violence against women and domestic violence.
36. Ukraine: Provide NGO Grants to 4 women's rights civil society organisations to support their continuing work protecting women's and girls' rights, including for women on the move. These NGOs will be responsible for developing and disseminating awareness-raising materials regarding violence against women, human trafficking and currently available support services, which will subsequently feed into the National Social Service of Ukraine's ongoing social media campaign on violence against women and human trafficking.
37. Ukraine: Train and support hotline operators to gather data regarding all forms of violence against women in Ukraine during the conflict, supporting larger monitoring efforts regarding human rights violations of women during the war.
38. Ukraine: Map out available support services in Ukraine, given shifting responsibilities for police and particularities for displaced women. This mapping will contribute both to awareness-raising materials and to the National Social Service of Ukraine's ongoing campaign over social media.
39. Ukraine: Translate key Council of Europe standards and guidance materials into Ukrainian as well as the languages of receiving countries for Ukrainian refugees, who are largely women and children. These publications provide guidance on gender-sensitive reception procedures and support services for refugees and asylum seekers, as well as Committee of Ministers' Recommendations on Migrant, Refugee and asylum-seeking women and girls.
40. Ukraine: Coordinate an online international conference on addressing violence against women and domestic violence in emergencies, together with international and local partners and drawing upon the experience in Council of Europe's 46 member states.

41. Ukraine: Support continued Istanbul Convention ratification efforts by Ukrainian authorities, upon request and as possible.
42. EEA/Norway Grants: Expert advice and involvement in the development and implementation of five EEA/NG programmes (including projects, small grants schemes, bilateral activities, adaptations based on the Ukraine crisis, and programme documents and actions) in Bulgaria, Romania, the Slovak Republic and Lithuania;
43. EEA/Norway Grants: meetings and conferences of the SYNERGY Network against Gender Based and Domestic Violence (which includes 17 EU countries), including an October conference in Bulgaria entitled *Working together for a Europe free from violence - Ensuring Roma and Traveller women's active participation in asserting their rights to be free from violence* to support the Bulgarian Home Affairs Programme. Previous SYNERGY Network Conferences in 2022 which were partly or fully implemented by the Council of Europe included 10 March: *Digital Dimension of Violence against Women* and 30 March: *Protecting migrant women, refugee women, and women asylum seekers from abuse, violence and exploitation*.
44. EEA/Norway Grants: preparation of EEA/NG programmes for the new cycle.

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

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

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

4. PGG II WAJ regional (Eastern Partnership countries) project: Organise an international conference on women's access to justice and the status of Istanbul Convention ratifications in the Partnership for Good Governance.

5. PGG II WAJ regional project: Develop and implement a Mentoring Programme for Legal Professionals on Women's Access to Justice – 2 generations.
6. PGG II WAJ regional project: Organise a round table and develop a report on the framework for measuring women's access to justice in the Eastern Partnership region.
7. PGG II WAJ regional project: Translate the report on the framework for measuring women's access to justice in the Eastern Partnership countries in the languages of the region.
8. PGG II WAJ regional project: Conduct national training courses for legal aid lawyers on women's access to justice.
9. PGG II WAJ regional project: Conduct a study on the impact of Covid-19 on women's access to justice, including an update to the country studies on barriers and challenges women face in accessing justice in the Eastern Partnership region.
10. PGG II WAJ regional project: Seminar for presenting the findings and recommendations of the study on the impact of Covid-19 on women's access to justice.
11. PGG II WAJ regional project: Translate and launch national tutored online HELP courses on Access to Justice for Women in the Eastern Partnership countries.
12. EEA/Norway Grants: launch of HELP course on Access to Justice for Women in the Slovak Republic.
13. Türkiye: Official launch of the joint European Union/Council of Europe project "Fostering Women's Access to Justice in Türkiye" (1 October 2021- 31 December 2022). The project aims to improve gender responsiveness of legal aid services; to enhance women's legal aid access and to increase legal awareness among women, especially groups of women in vulnerable situation.
14. Türkiye: Run the national adaptation of the HELP course on "Access to Justice for Women".
15. Türkiye: Produce a research/study on barriers of women's access to justice in Türkiye.
16. Türkiye: Capacity-building activities for legal aid lawyers and future legal professionals.
17. Türkiye: Provide grants to legal aid services and NGOs to support women's access to legal aid and information.

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

1. Consider follow-up measures to address the main findings and recommendations from the analytical report produced during the third monitoring round (2016) of the implementation of CM Recommendation (2003)³, including activities at the national level as well as co-operation projects. Continue promotion of the analytical report in the member States and in other relevant sectors of the Council of Europe (such as the Parliamentary Assembly, the Congress, the Venice Commission, the Elections and Civil Society Division).
2. Continue co-operation with the Venice Commission, the Elections and Participatory Democracy Division and the Civil Society and Democratic Innovation Division, and other relevant departments of the Council of Europe in their work to integrate gender equality in electoral processes.

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

1. Subject to the adoption of the draft Recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls by the Committee of Ministers, revise and update the factsheet on the topic.
2. Subject to the adoption of the draft Recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls by the Committee of Ministers, produce awareness-raising tools and activities supporting its dissemination and implementation at national level.
3. Support the integration of a gender equality dimension in Council of Europe bodies, policies and measures regarding migration, asylum and integration, in order to secure the rights of migrant, refugee and asylum-seeking women and girls.

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

4. Armenia: Small grants for NGOs targeting the empowerment of women, including women victims of violence, migrant and refugee women.

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

1. Organise and carry out an annual training session for Gender Equality Rapporteurs (GERs) and support GERs in their work as relevant.
2. Finalise and publish the updated manual for Gender Equality Rapporteurs.
3. Organise meetings of the internal Gender Mainstreaming Team.

4. Organise and carry out regular exchanges of views between:
 - GERs and the GEC;
 - GEC and other sectors of the Council of Europe carrying out work on gender mainstreaming.
5. Continue the work on the promotion of gender-sensitive language and communication within the Organisation to promote the implementation of existing standards.
6. Prepare an online training course on gender mainstreaming.
7. Produce a study on the impact of artificial intelligence systems, their potential for promoting equality – including gender equality - and the risks they may cause in relation to non-discrimination (jointly with the Steering Committee on Anti-Discrimination, Diversity, and Inclusion CDADI), in close co-operation with the Committee on Artificial Intelligence (CAI).
8. Based on the results of the work of CAI and in close co-operation with CAI, and subject to the result of point 5 above, prepare a possible specific legal instrument on the impact of artificial intelligence systems, their potential for promoting equality – including gender equality – and the risks they may cause in relation to non-discrimination (cf. terms of reference of GEC/ADI-AI (appendix 2), jointly with CDADI).
9. Upon request and where possible, provide advice and expertise to the Committee of Ministers and other Council of Europe bodies on gender equality and gender mainstreaming, upon request and on the basis of existing standards and tools.
10. Participate and provide input to other Council of Europe committees; this includes ongoing initiatives in the fields of artificial intelligence, hate speech and Roma women.
11. Continue disseminating and giving visibility to activities and work on gender mainstreaming carried out by member States and relevant sectors of the Council of Europe including through regular update of the website dedicated to gender mainstreaming.

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

12. Armenia: Technical advice for the Ministry of Education on mainstreaming gender perspective in school curricula and materials for primary and secondary schools.
13. Georgia: Gender mainstreaming of the in-service training programme for judges, in co-operation with the High School of Justice.

14. PGG II WAJ regional project: Development of a checklist for gender mainstreaming law schools' curricula and its interactive tool in English and all the Eastern Partnership countries' languages.
15. PGG II WAJ regional project: A regional group meeting with heads of six law schools from PGG countries to present a checklist on how to gender mainstream the law school curricula and discuss the good practices of the training of trainers on the manual for judges and prosecutors ensuring women's access to justice.

I. Progress review

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

II. International co-operation

1. Continue engaging and co-operating with the United Nations (in particular UN Women, the Commission on the Status of Women (CSW); the United Nations High Commissioner for Refugees (UNHCR); the Committee on the Elimination of Discrimination against Women (CEDAW); the Office of the High Commissioner of Human Rights; the United Nations Educational, Scientific and Cultural Organization (UNESCO); and the Economic Commission for Europe (UNECE)).
2. Organise events on the standards and activities of the Council of Europe in the area of gender equality during the regular annual sessions of the United Nations Commission on the Status of Women.
3. Organise annual thematic conferences to exchange experience and good practices and facilitate progress on a selected topic.
4. Contribute towards the implementation of the United Nations Beijing Declaration and Platform for Action, and towards achieving the UN Sustainable Development Agenda 2030, in particular Sustainable Development Goal 5 ("Achieve gender equality and empower all women and girls") and Goal 16 ("Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels").
5. Contribute and engage in the Generation Equality initiative convened by UN Women.
6. Update and revise the factsheet on the Council of Europe's contribution to the Sustainable Development Goal 5 - Achieving gender equality and empowering all women and girls.

7. Continue engaging and co-operating with the European Union (in particular the European Commission, European Institute for Gender Equality (EIGE), the European Parliament, and the Agency for Fundamental Rights (FRA) and other relevant EU agencies). Continue contributing to the work of the European Commission's Advisory Committee on Equal Opportunities of Women and Men. Continue co-operation with the European Network of Equality Bodies (Equinet).
8. Continue engaging and co-operating with the Organization of American States (OAS), the Organization for Security and Co-operation in Europe (OSCE), the Organisation for Economic Co-operation and Development (OECD) and the Francophonie (OIF).
9. Continue engaging with relevant international, regional and national NGOs in the field of gender equality and women's rights.
10. Subject to the results of main deliverable 3, publication of analyses of good practices, factsheets and/or review of one or more of the recommendations examined.

III. Communication

1. On the basis of the evaluation of the current Strategy, give high visibility to a new Council of Europe strategy on gender equality for 2024-2029, for adoption by the Committee of Ministers.
2. Continue disseminating and giving visibility to activities including through regular update of the gender equality website.
3. Continue issuing an online newsletter on gender equality, featuring Council of Europe's work on gender equality and gender mainstreaming.
4. Undertake specific external and internal communication activities in relation to specific events, for example international days.
5. Prepare and launch a gender equality-related calendar showcasing gender equality/women's rights champions or milestone events in the member States and at Council of Europe level.

See Appendix 3 for the table of activities.

Appendix 1 – Terms of reference of the GEC (2022-2025)²

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

In particular, the GEC is instructed to:

- (i) ensure the follow-up of the relevant decisions taken at the 131st Session of the Committee of Ministers (Hamburg, 21 May 2021),³ and in particular contribute to the implementation of the key strategic priorities relating to its specific field of expertise as identified in the Strategic Framework of the Council of Europe, and respond to the respective key findings and challenges set out in the Secretary General's 2021 Report on the state of democracy, human rights and rule of law "A democratic renewal for Europe";
- (ii) oversee and support the implementation of the Council of Europe Gender Equality Strategy (2018-2023), prepare the Gender Equality Strategy (2024-2029), oversee and support its implementation;
- (iii) carry out substantive legal and policy analyses and hold peer exchanges on trends, developments and good practices in the member States, including on the basis of the findings of monitoring mechanisms;
- (iv) conduct needs assessments and make proposals for the development of common policy responses, including standard setting activities, to key challenges for member States within its field of competence;
- (v) promote in the political agendas of the Council of Europe member States and beyond the need to prevent and combat all forms of violence against women, including trafficking in persons which disproportionately affects women and girls, and of domestic violence;
- (vi) promote and facilitate awareness raising of Council of Europe standards in the field of gender equality and review the implementation of relevant recommendations and guidelines of the Committee of Ministers to member States, including on preventing and combating sexism, in co-operation, where appropriate, with other sectors;
- (vii) follow and support relevant co-operation programmes with Council of Europe member States and beyond and, where appropriate, facilitate the dissemination of their results;
- (viii) promote gender equality as a visible priority for the Organisation (internally and externally) and, to this end, support the committees and bodies of the Organisation in integrating and implementing gender mainstreaming in their activities;

² These terms of reference are approved for the first biennial period 2022-2023. For the second biennial period 2024-2025, they are approved on a provisional basis, subject to confirmation upon the adoption of the budget for 2024-2025.

³ 26 CM/Del/Dec(2021)131/2a, CM/Del/Dec(2021)131/2b, CM/Del/Dec(2021)131/2c and CM/Del/Dec(2021)131/3.

(ix) engage in co-ordination and joint planning at regional and international level with the European Union, including the European Institute for Gender Equality (EIGE) and the Fundamental Rights Agency (FRA), the UN, in particular UN Women, the World Bank, the OAS, the OSCE, the OECD, other intergovernmental organisations and civil society with the aim of strengthening equality and enhancing women's rights as an integral part of universal human rights; promote the visibility of the Council of Europe's standards at these levels through participation in meetings at the level of the UN Commission on the Status of Women, the Committee on the Elimination of Discrimination against Women and the Human Rights Council;

(x) contribute to the work on a possible legal framework for artificial intelligence (AI) systems and, jointly with the Steering Committee on Anti-discrimination, Diversity and Inclusion (CDADI), subject to the result of a prior study, develop in close co-operation with CAI a possible specific legal instrument on the impact of artificial intelligence systems, their potential for promoting equality, including gender equality, and the risks they may cause in relation to non-discrimination;

(xi) orient and oversee the activities carried out by its subordinate bodies, notably the Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI), jointly with CDADI;

(xii) hold an exchange of views annually in order to evaluate its activities and advise the Committee of Ministers and the Secretary General on future priorities in its sector, including possible new activities and those that might be discontinued;

(xiii) take due account of the following mainstreamed perspectives in the performance of its tasks: youth, children's rights, rights of persons with disabilities, and Roma and Traveller⁴ issues;

(xiv) where relevant, contribute to building cohesive societies and to strengthening the role and meaningful participation of civil society in its work;

xv) in accordance with decisions CM/Del/Dec(2013)1168/10.2 of the Committee of Ministers, carry out, at regular intervals, within the limits of the available resources and bearing in mind its priorities, an examination of some or all of the conventions for which it has been given responsibility,⁵ in co-operation, where appropriate, with the relevant convention based bodies, and report back to the Committee of Ministers;

(xvi) contribute to the achievement of, and review progress towards, the UN 2030 Agenda for Sustainable Development, in particular with regards to Goal 5: Gender Equality and Goal 16: Peace, Justice and Strong institutions.

⁴ The term "Roma and Travellers" is used at the Council of Europe to encompass the wide diversity of the groups covered by the work of the Council of Europe in this field: on the one hand a) Roma, Sinti/Manush, Calé, Kaale, Romanichals, Boyash/Rudari; b) Balkan Egyptians (Egyptians and Ashkali); c) Eastern groups (Dom, Lom and Abdal); and, on the other hand, groups such as Travellers, Yenish, and the populations designated under the administrative term "Gens du voyage", as well as persons who identify themselves as Gypsies. The present is an explanatory footnote, not a definition of Roma and/or Travellers.

⁵ Cf. relevant decisions of the Committee of Ministers (CM/Del/Dec(2013)1168/10.2) and list of Conventions in document CM(2021)132.

Under the authority of the Committee of Ministers, the GEC is instructed to complete the following deliverables, within the following deadlines:

	<i>Deadline ▼</i>
1. Annual report on the implementation of the Council of Europe Gender Equality Strategy (2018-2023) in 2021	30/06/2022
2. Draft Guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women	31/12/2022
3. Study on the implementation of Council of Europe recommendations in areas in which the gendered impact of the Covid-19 crisis has been higher, such as those concerning the protection and promotion of the rights of women and girls with disabilities, the inclusion of gender differences in health policy, gender equality standards and mechanisms, and reconciling work and family life	31/12/2022
4. Annual report on the implementation of the Council of Europe Gender Equality Strategy (2018-2023) in 2022	30/06/2023
5. First (general) implementation review report on Recommendation CM/Rec(2019)1 on preventing and combating sexism	31/12/2023
6. Study the impact of artificial intelligence systems, their potential for promoting equality – including gender equality - and the risks they may cause in relation to non-discrimination (jointly with CDADI) in close co-operation with CAI	31/12/2023
7. Draft Council of Europe Gender Equality Strategy (2024-2029)	31/12/2023
8. Updated factsheet on the Council of Europe's contribution to Sustainable Development Goal 5. Gender Equality	31/12/2023
9. Subject to the adoption of Guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women, initiatives for their dissemination and implementation, and support to the mainstreaming of this topic in other relevant areas, such as education	31/12/2023
10. Final report on the implementation of the Council of Europe Gender Equality Strategy (2018-2023).	30/06/2024
11. Second (thematic) implementation review report on Recommendation CM/Rec(2019)1 on preventing and combating sexism	31/12/2025
12. Based on the results of the work of CAI and in close co-operation with CAI, and subject to the result of main deliverable 6, possible specific legal instrument on the impact of artificial intelligence systems, their potential for promoting equality – including gender equality – and the risks they may cause in relation to non-discrimination (cf. terms of reference of GEC/ADI-AI, jointly with CDADI).	31/12/2025
13. Subject to the adoption of a Recommendation on migrant, refugee and asylum-seeking women and girls, awareness-raising tools and activities supporting its dissemination and implementation at national level	31/12/2025
14. Subject to the results of main deliverable 3, publication of analyses of good practices, factsheets and/or review of one or more of the recommendations examined	31/12/2025
15. Annual thematic conference to exchange experience and good practices and facilitate progress on a selected topic	31/12 of each year
16. Thematic debates on the Council of Europe Convention on preventing and combating violence against women and domestic violence (CETS 210)	31/12 of each year

Appendix 2 – Terms of reference of the Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI) (2024-2025)

Under the authority of the Committee of Ministers and of the Gender Equality Commission (GEC) and the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI), the GEC/ADI-AI is instructed to complete the following deliverable, within the following deadline:

	<i>Deadline ▼</i>
Based on the results of the work of CAI and in close co-operation with CAI and subject to the results of a study carried out in 2022-2023, possible specific legal instrument on the impact of artificial intelligence systems, their potential for promoting equality - including gender equality - and the risks they may cause in relation to non-discrimination	31/12/2025

Appendix 3 – Table of Activities

Activity	Responsible	2022	2023	2024	2025
Over-arching Strategy-wide activity					
On the basis of the evaluation of the current Strategy for 2018-2023, prepare a draft Council of Europe strategy on gender equality for 2024-2029, for adoption by the Committee of Ministers	GED + GEC				
Objective 1. Prevent and combat gender stereotypes and sexism					
Define an approach for following the implementation of the Recommendation on preventing and combating sexism.	GED + GEC				
Prepare a first (general) implementation review report on Recommendation on preventing and combating sexism	GED + GEC				
Prepare a second (thematic) implementation review report on Recommendation on preventing and combating sexism	GED + GEC				
Continue to develop the Sexism: See it. Name it. Stop it! campaign to raise awareness of the Recommendation to prevent and combat sexism in the member States.	GED + GEC				
In co-operation with CDMSI, disseminate the report on the implementation of Recommendation CM/Rec(2013) on gender equality and media in member States drafted in 2020.	GED + GEC + CDMSI				
Continue to promote ways to address and to raise awareness about online and offline sexist hate speech and including through participation in the drafting of relevant legal instruments, notably in the context of the Committee of Experts on Hate Crime at (PC/ADI-CH) through co-operation projects and in co-ordination with other sectors of the Council of Europe.	GED + GEC + PC/ADI-CH				

Activity	Responsible	2022	2023	2024	2025
Promote and support implementation of recommendations from the Helsinki conference with relevant sectors of the Council of Europe and co-operation activities with the member states.	GED + GEC				
Finalise the study on the place of men and boys in women's rights and gender equality policies.	GED				
Prepare and adopt guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women. (see also under Objective No 2)	GED + GEC				
Subject to the adoption of the above guidelines on the place of men and boys, put in place initiatives for the dissemination and implementation and support to the mainstreaming of this topic in other relevant areas such as education.	GED + GEC				
Produce a study on the implementation of Council of Europe recommendations in one or more areas in which the gendered impact of the Covid-19 crisis has been significant.	GED + GEC				
Objective 2. Prevent and combat violence against women and domestic violence					
Promote the signature and ratification of the Istanbul Convention.	GED + VAWD				
Develop and implement co-operation activities to support member states towards ratification.	Capacity-building and co-operation projects Unit				
Ensure the inclusion of GREVIO's General Recommendation No.1 on the digital dimension of violence against women in any national strategies, policies and measures for digitalisation.	GED + GEC				

Activity	Responsible	2022	2023	2024	2025
Continue to promote GREVIO's General Recommendation No. 1 as a means of combating all violence against women and domestic violence which includes a digital dimension.	GED + GEC				
Adapt and implement the HELP course on VaW and domestic violence with member States, and the HELP course on VAW for Law Enforcement.	GED/HELP Unit/				
Follow-up action to work of monitoring bodies of the Istanbul, Lanzarote and Action against Trafficking in Human Beings Conventions.	GE/VAW/ Trafficking/ Childrens Divisions				
Organise thematic debates on the Istanbul Convention.	GED/VAW				
Prepare and adopt guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women. (see also under Objective No 1)	GED + GEC				
<i>Specific country-level activities organised by the Capacity Building and Cooperation Projects Unit within this framework:</i>					
Armenia: Develop a baseline for the national action plan on preventing and combating violence against women.	Capacity-building and co-operation projects Unit				
Armenia: Launch awareness-raising activities on the rights of victims of domestic violence.	Capacity-building and co-operation projects Unit				
Armenia: Launch awareness-raising activities to support parliamentarians in the ratification efforts of the Istanbul Convention.	Capacity-building and co-operation projects Unit				
Armenia: Provide a training of police officers and social workers.	Capacity-building and co-operation projects Unit				

Azerbaijan (PGGII): Organise a study visit to Spain for Azerbaijani authorities on best practices on preventing and combating violence against women and domestic violence.	Capacity-building and co-operation projects Unit				
Azerbaijan (PGGII): Launch and deliver the HELP course on violence against women for state authorities.	Capacity-building and co-operation projects Unit				
Azerbaijan (PGGII): Organise an awareness-raising event in the Azerbaijani Parliament on Council of Europe standards on gender equality, including the Istanbul Convention, the Gender Equality Strategy , the European Court of Human Rights case law in co-operation with the Parliamentary Assembly of the Council of Europe.	Capacity-building and co-operation projects Unit				
Azerbaijan (PGGII): Publication and round table discussion of a gap analysis of policy and legislative frameworks of Azerbaijan in the field of violence against women and domestic violence in line with the Istanbul Convention	Capacity-building and co-operation projects Unit				
Azerbaijan (PGGII): Publication and roundtable discussion of a study on protection orders.	Capacity-building and co-operation projects Unit				
Azerbaijan (PGGII): Organise the closing event of the project and launch of a new project.	Capacity-building and co-operation projects Unit				
Georgia: Conduct training of relevant professionals based on the sexual violence manual drafted together with UN Women and Equality Now.	Capacity-building and co-operation projects Unit				
Georgia: Conduct a research study on sexism in Georgia and launch awareness-raising activities based on the study's findings.	Capacity-building and co-operation projects Unit				
Georgia: Adapt the updated module on VAW and DV for the High School of Justice to the national needs.	Capacity-building and co-operation projects Unit				
Georgia: Conduct a training of trainers for judges, assistant judges and lawyers on sexual violence crimes.	Capacity-building and co-operation projects Unit				

Georgia: Organise a study visit to Sweden for Georgian authorities on best practices on preventing and combating violence against women and domestic	Capacity-building and co-operation projects Unit				
Kosovo ⁶ : Finalise an expert assessment of Kosovo* alignment with the Istanbul Convention in co-operation with GREVIO.	Capacity-building and co-operation projects Unit				
Kosovo*: Develop a training curriculum for staff of domestic violence perpetrators programmes based on the research “Setting up Treatment Programmes for Perpetrators of Domestic Violence and Violence against Women: Analysis of the Kosovo* legal framework and good practices report”.	Capacity-building and co-operation projects Unit				
Kosovo*: Deliver training to social workers and shelter staff based on the “Quality guidelines for shelters for victims of violence against women and domestic violence”.	Capacity-building and co-operation projects Unit				
Kosovo*: Produce a study on court practices related to cases of violence against women and domestic violence.	Capacity-building and co-operation projects Unit				
Republic of Moldova: Launch of the project “Supporting the implementation of the Istanbul Convention in the Republic of Moldova” following the ratification of the convention. The project includes three main co-operation components: awareness-raising and prevention; strengthening multi-agency co-operation; and capacity-building of relevant professionals.	Capacity-building and co-operation projects Unit				
Republic of Moldova: Launch of the HELP course on violence against women for legal professionals.	Capacity-building and co-operation projects Unit				
Republic of Moldova: Deliver the national adaptation of the HELP Course on “Violence against Women and domestic violence for Law Enforcement”.	Capacity-building and co-operation projects Unit				

⁶ All reference to Kosovo, whether to the territory, institutions or population, in this text shall be understood in full compliance with United Nations Security Council Resolution 1244 and without prejudice to the status of Kosovo.

Republic of Moldova: Finalise grants for NGOs for developing awareness-raising campaigns on violence against women and the Istanbul Convention.	Capacity-building and co-operation projects Unit				
Republic of Moldova: Training of trainers for social workers dealing with violence against women and domestic violence and follow up cascade training.	Capacity-building and co-operation projects Unit				
Republic of Moldova: Publication and round table discussion of a study on multi-agency co-operation in the field of violence against women and domestic violence.	Capacity-building and co-operation projects Unit				
Republic of Moldova: Organise a study visit for state authorities on multi-agency co-operation in the field of violence against women and domestic violence.	Capacity-building and co-operation projects Unit				
Republic of Moldova: Organise awareness-raising workshops for different stakeholders on violence against women and domestic violence.	Capacity-building and co-operation projects Unit				
Ukraine. Provide NGO Grants to 4 women's rights civil society organisations to support their continuing work protecting women's and girls' rights, including for women on the move. These NGOs will be responsible for developing and disseminating awareness-raising materials regarding violence against women, human trafficking and currently available support services, which will subsequently feed into the National Social Service of Ukraine's ongoing social media campaign on violence against women and human trafficking.	Capacity-building and co-operation projects Unit				

Ukraine. Train and support hotline operators to gather data regarding all forms of violence against women in Ukraine during the conflict, supporting larger monitoring efforts regarding human rights violations of women during the war.	Capacity-building and co-operation projects Unit				
Ukraine. Map out available support services in Ukraine, given shifting responsibilities for police and particularities for displaced women. This mapping will contribute both to awareness-raising materials and to the National Social Service of Ukraine's ongoing campaign over social media.	Capacity-building and co-operation projects Unit				
Ukraine. Translate key Council of Europe standards and guidance materials into Ukrainian as well as the languages of receiving countries for Ukrainian refugees, who are largely women and children. These publications provide guidance on gender-sensitive reception procedures and support services for refugees and asylum seekers, as well as Committee of Ministers Recommendations on Migrant, Refugee and asylum-seeking women and girls.	Capacity-building and co-operation projects Unit				
Ukraine. Co-ordinate an online international conference on addressing violence against women and domestic violence in emergencies, together with international and local partners and drawing upon the experience in Council of Europe's 46 member states.	Capacity-building and co-operation projects Unit				
Ukraine. Support continued Istanbul Convention ratification efforts by Ukrainian authorities, upon request and as possible.	Capacity-building and co-operation projects Unit				
EEA/Norway Grants: Expert advice and involvement in the development and implementation of five EEA/NG programmes (including projects, small grants schemes, bilateral activities, adaptations based on the Ukraine crisis, and programme documents and actions) in Bulgaria, Romania, the Slovak Republic and Lithuania;	Capacity-building and co-operation projects Unit				

EEA/Norway Grants: meetings and conferences of the SYNERGY Network against Gender Based and Domestic Violence (which includes 17 EU countries), including an October conference in Bulgaria entitled <i>Working together for a Europe free from violence - Ensuring Roma and Traveller women's active participation in asserting their rights to be free from violence</i> to support the Bulgarian Home Affairs Programme.	Capacity-building and co-operation projects Unit				
EEA/Norway Grants: preparation of EEA/NG programmes for the new cycle.	Capacity-building and co-operation projects Unit				
Strategic objective 3: Ensure the equal access of women to justice					
Engage with committees and bodies so that their activities take account of women's access to justice	GED				
Undertake activities to address forms of discrimination affecting women's access to justice	GED				
Promote recommendations from the Bern Conference	GED				
<i>Specific country-level activities organised by the Capacity Building and Cooperation Projects Unit within this framework:</i>					
PGG II WAJ regional (Eastern Partnership countries) project: Organise an international conference on women's access to justice and the status of Istanbul Convention ratifications in the Partnership for Good Governance	Capacity-building and co-operation projects Unit				

PGG II WAJ regional project: Develop and implement a Mentoring Programme for Legal Professionals on Women's Access to Justice - 2 generations.	Capacity-building and co-operation projects Unit				
PGG II WAJ regional project: Organise a round table and a report on the framework for measuring women's access to justice in the Eastern Partnership region.	Capacity-building and co-operation projects Unit				
PGG II WAJ regional project: Translate the report on the framework for measuring women's access to justice in the Eastern partnership countries in the languages of the region	Capacity-building and co-operation projects Unit				
PGG II WAJ regional project: Conduct national training courses for legal aid lawyers on women's access to justice.	Capacity-building and co-operation projects Unit				
PGG II WAJ regional project: Conduct a study on the impact of Covid-19 on women's access to justice, including an update to the country studies on barriers and challenges women face in accessing justice in the Eastern Partnership region.	Capacity-building and co-operation projects Unit				
PGG II WAJ regional project: Seminar for presenting the findings and recommendations of the study on the impact of Covid-19 on women's access to justice.	Capacity-building and co-operation projects Unit				
PGG II WAJ regional project: Translate and launch national tutored online HELP courses on Access to Justice for Women in the Eastern Partnership countries.	Capacity-building and co-operation projects Unit				
EEA/Norway Grants : Regional online launch of the HELP course on Access to Justice for Women in the Eastern Partnership region; launch of HELP course on Access to Justice for Women in the Slovak Republic; SYNERGY Network conferences on Access to Justice for Women.	Capacity-building and co-operation projects Unit				
Türkiye: Official launch of the joint European Union/Council of Europe project "Fostering Women's Access to Justice in Türkiye" (1 October 2021- 31 December 2022). The project aims to improve gender responsiveness of legal aid services; to enhance women's legal aid access and to increase legal awareness among women, especially groups of women in vulnerable situation.	Capacity-building and co-operation projects Unit				

Türkiye: Run the national adaptation of the HELP course on “Access to Justice for Women”.	Capacity-building and co-operation projects Unit				
Türkiye: Produce a research/study on barriers of women’s access to justice in Türkiye.	Capacity-building and co-operation projects Unit				
Türkiye: Capacity-building activities for legal aid lawyers and future legal professionals.	Capacity-building and co-operation projects Unit				
Türkiye: Provide grants to legal aid services and NGOs to support women’s access to legal aid and information.	Capacity-building and co-operation projects Unit				
Objective 4. Achieve a balanced participation of women and men in political and public decision-making					
Follow-up to the Analytical Report on the 3rd round of monitoring CM Recommendation (2003)3 (2016).	GED + GEC				
Continue co-operation with the Venice Commission and the Elections and Participatory Democracy Division and the Civil Society and Democratic Innovation Division to support their work on gender equality in electoral processes.	GED + VC + EPDD + CSDID				
Objective 5. Protect the rights of migrant, refugee and asylum-seeking women and girls					
Subject to the adoption of the draft Recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls by the CM, revise and update the factsheet on the topic.	GED				
Subject to the adoption of the draft Recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls by the CM, produce awareness-raising tools and activities supporting its dissemination and implementation at national level.	GED				

Support the integration of a gender equality dimension in Council of Europe bodies, policies and measures regarding migration, asylum and integration of women and girls.	GED/SRSG Migration				
<i>Specific country-level activities organised by the Capacity Building and Cooperation Projects Unit within this framework</i>					
Armenia: Small grants to NGOs targeting the empowerment of women, including women victims of violence, migrant and refugee women.	Capacity-building and co-operation projects Unit				
Objective 6. Achieve gender mainstreaming in all policies and measures					
Organise and carry out an annual training session for GERs and support the GERs in their work, where necessary	GED + GERs				
Finalise and publish the updated manual for Gender Equality Rapporteurs.	GED				
Organise meetings of the internal Gender Mainstreaming Team.	GED + GMT				
Continue the regular exchanges of views between GERs and the GEC, and GEC and other sectors of the Organisation.	GED + GEC + GERs				
Continue the work on the promotion of gender-sensitive language and communication within the Organisation to promote the implementation of existing standards.	GED + other relevant sectors				
Prepare an online training course on gender mainstreaming.	GED + DHR				

Produce a study on the impact of artificial intelligence systems, their potential for promoting equality – including gender equality - and the risks they may cause in relation to non-discrimination (jointly with the Steering Committee on Anti-Discrimination, Diversity, and Inclusion CDADI), in close co-operation with the Committee on Artificial Intelligence (CAI).9.11. Participate and provide input to other Council of Europe committees, this includes ongoing initiatives in the fields of artificial intelligence, hate speech and Roma women.	GED + GEC + CDADI + CAI				
Based on the results of the work of CAI and in close co-operation with CAI, prepare a possible specific legal instrument on the impact of artificial intelligence systems, their potential for promoting equality – including gender equality – and the risks they may cause in relation to non-discrimination (cf. terms of reference of GEC/ADI-AI (appendix 2), jointly with CDADI).	GED + GEC/ADI-AI + GEC + CDADI				
Upon request and where possible, provide advice and expertise to the Committee of Ministers and other Council of Europe bodies on gender equality and gender mainstreaming, upon request and on the basis of existing standards and tools.	GED				
Participate and provide input to other Council of Europe committees, this includes ongoing initiatives in the field of artificial intelligence, hate speech and Roma women.	GED				
Continue disseminating and giving visibility to gender mainstreaming activities and work through regular updates on website.	GED				
<i>Specific country-level activities organised by the Capacity Building and Cooperation Projects Unit within this framework:</i>					
Armenia: Technical advice for the Ministry of Education in Armenia on mainstreaming gender perspective in school curricula and materials for primary and secondary schools.	Capacity-building and co-operation projects Unit				
Georgia: Gender mainstreaming of the in-service training programme for judges in co-operation with the High School of Justice.	Capacity-building and co-operation project Unit				

PGG II WAJ Regional: Development of a checklist for gender mainstreaming law schools' curricula and its interactive tool in English and all the Eastern Partnership countries' languages.	Capacity-building and co-operation projects Unit				
PGG II WAJ Regional: A regional group meeting with heads of six law schools from PGG countries to present a checklist on how to gender mainstream the law school curricula and discuss the good practices of the training of trainers on the manual for judges and prosecutors ensuring women's access to justice.	Capacity-building and co-operation projects Unit				
Progress Review					
Prepare and disseminate the annual reports on the implementation of the Strategy 2018-2023.	GED + GEC				
Compile annual documents on action taken by the member States to implement the Strategy 2018-2023.	GED + GEC				
Prepare a Final Report on the implementation of the Gender Equality Strategy 2018-2023, and submit it to the Committee of Ministers.	GEC + GEC				
International co-operation					
Continue engaging and co-operating with international organisations.	GED + GEC				
Organise events on the standards and activities in the area of gender equality during the regular annual sessions of the UN CSW.	GED + GEC				
Organise annual thematic conferences to exchange experience and good practices and facilitate progress on a selected topic.	GEC + GEC				
Contribute to the implementation of the UN Beijing Declaration and Platform for Action and to achieving the UN 2030 Agenda for Sustainable Development (SDGs 5 and 16).	GED + GEC				
Contribute and engage in the Equality Generation initiative convened by UN Women.	GED + GEC				

Update and revise the factsheet of the Council of Europe's contribution to the Sustainable Development Goal 5 Achieving gender equality and empowering all women and girls.	GEC + GEC				
Continue engaging and co-operating with the EU, contributing to the work of the European Commission Advisory Committee on Equal Opportunities of Women and Men. Continue co-operation with the Equinet.	GED + GEC				
Continue engaging and co-operating with the OAS, OSCE and OECD.	GED + GEC				
Continue engaging with relevant international, regional and national NGOs in the field of gender equality and women's rights.	GED + GEC				
Subject to the results of main deliverable 3, publication of analyses of good practices, factsheets and/or review of one or more of the recommendations examined.	GED + GEC				
Communication					
On the basis of the evaluation of the current Strategy, give high visibility to a new Council of Europe strategy on gender equality for 2024-2029 for adoption by the Committee of Ministers.	GED + GEC				
Continue disseminating and giving visibility to activities including through regular updates of the gender equality website.	GED				
Continue issuing an online newsletter on gender equality.	GED				
Undertake specific external and internal communication activities in relation to specific events, for example, international days.	GED				
Prepare and launch a gender equality-related calendar showcasing gender equality/women's rights champions or milestone events in the member States and at Council of Europe level	GED + GEC				

CCJE – Consultative Council of European Judges
CCPE – Consultative Council of European Prosecutors
CDCJ – European Committee on Legal Co-operation
CDMSI – Steering Committee on Media and Information Society
CEPEJ – European Commission for the Efficiency of Justice
CM – Committee of Ministers
CSDID - Civil Society and Democratic Innovation Division
EPDD - Elections and Participatory Democracy Division
DHR – Directorate of Human Resources
GEC – Gender Equality Commission
GED – Gender Equality Division
GER – Gender Equality Rapporteur
HELP Unit – Human Rights Education for Legal Professionals Unit
PC/ADI-CH - Committee of Experts on Hate Crime
SRSG Migration – Special Representative of the Secretary General on Migration and Refugees
VAW – Violence against Women Division
VC – Venice Commission