







Gender Equality Commission

Implementation of the Council of Europe Gender Equality Strategy 2018-2023 Annual Report 2022

COUNCIL OF EUROPE
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Highlights

1. The year 2022 was the fifth of implementation of the Council of Europe Gender Equality Strategy for 2018-2023 (the Strategy). Adopted by the Committee of Ministers in March 2018, the Strategy signals the Council of Europe's continued commitment to, and the important role it plays in, advancing gender equality and women's rights. A new objective of the Strategy relates to the protection of the rights of migrant, refugee and asylum-seeking women and girls. Adoption by the Committee of Ministers of a recommendation on this area was one of the highlights of 2022.

2. The ongoing war in Ukraine has had a devastating impact on women, including those fleeing war. During its plenary meeting in May 2022, the Gender Equality Commission (GEC) held an exchange of views on the war in Ukraine and its impact on women, with the Office of the Prosecutor General of Ukraine and the NGO La Strada-Ukraine. Implementation of the Strategy was adjusted in light of the war, particularly as regards co-operation projects on combating violence against women and domestic violence.

3. The global Covid-19 pandemic continued to have consequences in 2022, affecting much of the work planned and the resources available to advance gender equality in the Council of Europe member States. In particular, the impact of the health crisis shed light on the difficulties that many women face in relation to economic independence and in seeking support and protection from domestic violence, rape and other forms of violence against women, including in their online and digital dimensions. A report on the "Impact of Covid-19 on Women's access to justice" was launched in the framework of a Council of Europe/European Union Joint Programme on Women's Access to Justice (PGG II WAJ). The study revealed the extent to which, in most European countries, pre-existing gender inequality was perpetuated and exacerbated by gender-blind judicial decision-making related to the pandemic.

4. Work on the place of men and boys in gender equality policies and in policies to combat violence against women gained momentum in 2022, with the drafting of guidelines on this topic by a specific working group of the GEC.

5. Having placed gender equality very high on its agenda since the outset, the Italian Presidency of the Committee of Ministers hosted in 2022 a high-level side event to the 66th Commission on the Status of Women on "STEM[1] education as a stepping-stone towards gender transformative climate change policies" (New York, 15 March) and the GEC's annual thematic conference on "Work-life balance as a leverage for women's empowerment and promoting gender equality" (Rome, 12 April), producing a set of conclusions. Convened to a ministerial conference in Dublin on 29-30 September by Ireland's Presidency of the Committee of Ministers, 38 Council of Europe member States committed to a "Dublin Declaration" outlining a series of steps to promote gender equality in order to help prevent domestic, sexual and gender-based violence.

6. The Organisation's gender mainstreaming work continued, with specific support provided through training and the publication of an extensively revised gender mainstreaming handbook. Numerous sectors, for example on anti-doping, minority languages or drug abuse, led gender equality-related activities, ranging from the adoption of standards and tools to the organisation of targeted projects or events. A gender equality perspective was also integrated in multilateral negotiations through the participation of representatives of the GEC in the work of several intergovernmental committees, discussing, for example, the rights of Roma women or standards for combating hate crime.

7. Targeted bilateral and regional co-operation projects were pursued with member States (Armenia, Azerbaijan, Georgia, Latvia, Republic of Moldova, Türkiye and Ukraine), as well as in Kosovo* and the Southern Mediterranean region. Whereas the bulk of this work supported efforts to prevent and combat violence against women, some pursued other related objectives, such as ensuring women's equal access to justice, and preventing and combating gender stereotypes and sexism.

[1] STEM - Science, Technology, Engineering, Mathematics

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

8. Grants were awarded in 2022 to NGOs in Bulgaria, Hungary and Lithuania, to raise awareness about the Istanbul Convention on the basis of a campaigning methodology developed by the Council of Europe, UN Women and WAVE Network. The methodology was revised following lessons learnt from the 2021 pilot phase in the Czech Republic, Latvia and Poland.

9. As in previous years, the Council of Europe further developed and strengthened strategic partnerships with other regional and international organisations, and with civil society, in line with the Strategy. For example, organisations working to promote the rights of migrant, refugee and asylum-seeking women and girls, or organisations active in promoting the rights of persons with a disability.

Introduction

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

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

2. The Strategy is grounded on the belief that a strong commitment to **effective equality** (not just as proclaimed in fundamental principles and legal acts) between women and men at all levels and in all areas will benefit society, as well as future generations. This is fully in line with the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW, 1979), the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women in 1995, and the 2030 Global Agenda for Sustainable Development, adopted in September 2015. The Strategy demonstrates the Organisation's commitment to continue to provide leadership – through legal standards and policy guidance – for regional and global efforts to implement the Beijing Declaration and Sustainable Development Goal (SDG) 5 to "achieve gender equality and empower all women and girls", as well as SDG 16 to "promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels".

3. The Strategy therefore establishes commitments towards the empowerment of all women, a change in both women's and men's roles – including equal sharing of household and care responsibilities – ending violence against women and domestic violence, and the elimination of sexism and gender stereotypes. Preventing and combating sexism links sexism to violence against women and girls, whereby acts of "everyday" sexism are seen as part of a continuum of violence, creating a climate of intimidation, fear, discrimination, exclusion and insecurity, which limits women's opportunities and freedom.

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

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

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

7. Following a study which was initiated in 2021 with a view to evaluating the current Gender Equality Strategy 2018-2023 and drawing up recommendations to prepare a future strategy (as of 2024), both in terms of content and monitoring tools, further consultations and discussions took place in 2022. Evaluation of the Strategy will continue in 2023.

I. Overall Progress and Implementation

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

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

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

10. A **Recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls was adopted by the Committee of Ministers at the Turin Summit in May 2022.** The recommendation covers all groups of migrant, refugee and asylum-seeking women and girls and contains provisions notably on horizontal issues (for example, non-discrimination, information, girls, access to justice, civil society), protection and support, arrival, including asylum, residence and integration, detention and returns. The recommendation was very much welcomed by stakeholders working on protecting the rights of migrant women, especially in the context of the war in Ukraine, where a majority of refugees in the Spring of 2022 were women and children. Dissemination work to promote the recommendation started in the Summer of 2022 through participation in events and translation of the text into national languages (6 to date).

11. The 2021 Study on the places of men and boys in women's rights and gender equality policies was published in 2022. As a follow-up, and based on the GEC's Terms of Reference, a restricted working group made up of six member States and two NGOs met twice in 2022 to develop draft Guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women. These Guidelines were discussed and approved by the GEC at its November 2022 meeting, and then forwarded to the Committee of Ministers for adoption.

12. Terms of Reference, formally adopted by the Committee of Ministers, task the GEC to identify a topic of particular relevance in the field of gender equality and organise an annual thematic conference to exchange experience and good practices and facilitate progress on the topic. The **GEC's annual conference,** entitled "Work-life balance as a leverage for women's empowerment and promoting gender equality" jointly organised with the Italian Presidency of the Committee of Ministers, took place in Rome on 12 April 2022 in a hybrid format. The conference recording, as well as its report, including conclusions and recommendations, are available on the Council of Europe's Gender Equality website.

13. Particular efforts were deployed in parallel **for the promotion of the 2019 Recommendation on preventing and combating sexism,** including a number of actions that continue into 2022:

- Member States have been invited to promote and support the dissemination of the 2019 Recommendation, including by ensuring its translation into the national language(s) in order to facilitate its implementation by the many sectors concerned by this cross-cutting issue. Translations in 26 languages (in addition to the English and French official versions) have already been completed and are available on the Council of Europe's Gender Equality website.[2]

- Launched in 2019, the dedicated action page entitled "Sexism: See it. Name it. Stop it!" includes a video clip[3] and key messages to present the importance of addressing sexism as one of the root causes of persisting inequalities and violence against women. Further translations of the action page were produced in 2022, reaching a total of 23 national languages, in addition to the official English and French versions, as well as two regional and minority languages (Frisian and Limbourgish), whereas subtitled versions of the video clip have been produced in 22 national and two regional and minority languages, and dubbed versions of it in 13 languages.

- The Ministry of Equality between Women and Men in Luxembourg launched an awareness-raising campaign on sexism based on the Council of Europe Campaign "Sexism: See it. Name it. Stop it!", on 23 November 2022.

- The quiz on sexism,[4] which was launched at the end of 2019, has also been translated into 17 languages (in addition to English and French) and in two regional and minority languages.

- The brochure[5] which was launched in October 2020 has been translated into four languages.

- The project "Mobilise Against Sexism" which promoted the implementation of the 2019 Recommendation on preventing and combating sexism in nine member States,[6] was finalised in 2022 with the launch of a dedicated webpage on the Gender Equality website showing the results of the project. The project was supported by a grant from the Council of Europe.

14. The first **monitoring exercise on progress in the implementation of the Recommendation on preventing and combating sexism** was launched in 2022. Questionnaires, approved by the GEC, with a view to gathering information on the implementation of the recommendation, were disseminated to member States and NGOs in September 2022. An analysis of the results will be prepared in 2023 and presented to the GEC at a forthcoming meeting.

15. The Council of Europe **website on gender equality,**[7] through regular updates and the publication of news items, continued to serve as a useful means to give visibility and to disseminate information about activities, developments and tools on gender equality in the member States and among relevant structures, stakeholders, practitioners, partner organisations, NGOs, and others interested in the implementation of European standards in this field. The periodic newsletter on gender equality disseminated by e-mail drew further attention to the news published and to relevant Council of Europe developments.

16. **Dedicated co-operation projects on gender equality issues** are implemented by the Gender Equality Division's Co-operation Unit. The Gender Equality Strategy 2018-2023 provides specifically for the provision of support to member States under the various SOs, especially SO2: Prevent and combat violence against women and domestic violence; SO3: Ensure the equal access of women to justice and SO1: Prevent and combat gender stereotypes and sexism.

[2] All language versions of the 2019 Recommendation on sexism are available at: https://www.coe.int/en/web/genderequality/combating-and-preventing-sexism#{%2263531002%22:[0]}
[3] For the webpage, see https://www.coe.int/en/web/human-rights-channel/stop-sexism; for the video clip, see also https://vimeo.com/356636533
[4] All language versions of the quiz are available here: https://www.coe.int/sk/web/human-rights-channel/stop-sexism-quiz
[5] All language versions of the brochure are available here: https://www.coe.int/en/web/genderequality/combating-and-preventing-sexism#{%2263531002%22:[1]}
[6] Belgium, Bulgaria, Croatia, Hungary, Ireland, the Netherlands, Portugal, Romania, and Spain.
[7] https://www.coe.int/en/web/genderequality

17. In 2022, co-operation projects have involved the following Council of Europe member countries: Armenia, Azerbaijan, Georgia, Latvia, Republic of Moldova, Türkiye and Ukraine; as well as Kosovo*, and the South Mediterranean Region. This work has continued to provide national authorities with tools and expertise to implement gender equality standards, the principles of the Istanbul Convention and, where appropriate, the recommendations issued by GREVIO. Protecting and promoting women and girls' rights in the context of the war in Ukraine, and the resulting displacement has also emerged as an important focus of co-operation work. In spite of continuing challenges posed by Covid-19 restrictions in the delivery of projects' outputs, the project teams have managed to adapt and utilise online and hybrid implementation methods to pursue their work.

18. In 2022, the Council of Europe continued to provide strategic advice on violence against women and domestic violence in the context of five EEA/Norway Grants (2014-2021) programmes in Bulgaria, Lithuania, Romania and the Slovak Republic. It also participated in the SYNERGY Network against Gender-Based and Domestic Violence. In 2022, under the SYNERGY Network, the Council of Europe contributed to the development of two large international conferences for policy makers and professionals from 18 countries: on the Digital Dimension of Violence against Women, and on Protecting Refugee, Migrant and Asylum-seeking Women and Girls from Violence. A three-day international study visit to Strasbourg took place in November 2022 on ensuring Roma and Traveller women's access to justice to assert their right to be free from violence.

19. In the context of the second phase of the Partnership for Good Governance financing facility (PGG II), the regional action on Women's Access to Justice in the Eastern Partnership countries continued to deliver opportunities for legal professionals to strengthen their competencies as regards Council of Europe standards on access to justice for women, including victims of violence against women and domestic violence. Particular focus was placed on identifying the impacts – and national authorities' efforts to adapt to those impacts – of both the global pandemic and the war in Ukraine, as regards the barriers and challenges women face in their access to justice. The project "Fostering Women's Access to Justice in Türkiye" aims to enhance the capacity of legal professionals, particularly legal aid lawyers, through the implementation of training programmes and practical tools, including on strategic litigation. The project also supported women's access to gender-responsive legal aid services in four pilot provinces through a grant agreement with the Union of Turkish Bar Associations and enhanced women's awareness about their rights and access to remedies

20. In 2022, many co-operation activities continued to focus to a large extent on implementation support concerning the Istanbul Convention, as it remains a high priority for many member States of the Council of Europe and beyond. Many of the member States which have not yet ratified (or signed) the Istanbul Convention are currently involved as beneficiaries in co-operation projects, including through *ad hoc* events. These projects are based on the understanding that violence against women is not an individual, but a society-wide phenomenon which underpins one of the most serious and prevalent human rights violations, a form of discrimination against women and an obstacle to achieving gender equality. Grounded in the principles of the Istanbul Convention, these projects promote a comprehensive rights-based approach to end violence against women in accordance with the four pillars (the four "Ps") enshrined in the Istanbul Convention: **p**revention of violence, **p**rotection of victims, **p**rosecution of perpetrators and comprehensive **p**olicies

21. A comprehensive methodology for NGOs campaigning on the Istanbul Convention was developed in 2021 in co-operation with the European NGO WAVE Network and with UN Women, and was piloted in the Czech Republic, Latvia and Poland. Following this pilot phase, a revised methodology was produced. Additional grants were awarded to NGOs in 2022, for them to run campaigns in 2022 and 2023 in Bulgaria, Hungary and Lithuania. The HELP course on violence against women and domestic violence is now available in 25 languages, whereas the HELP course on Women's Access to Justice is available in 12 languages. A new HELP course on violence against women was developed in 2021 for law enforcement professionals. Currently available in English and in French, the course was launched in 2022 and has reached 1419 participants. With a course completion rate of 52%, it has proved to be one of the most successful HELP courses to date.

22. The following co-operation projects were launched in 2022:

- The project "Ending violence against women: multi-country programme" started on 1 January 2022 and will run until 31 December 2025, to provide focused, flexible and responsive support to beneficiary countries, upon request, in the area of preventing and combating violence against women, in line with the principles of the Istanbul Convention. The programme also allows the Council of Europe to respond to emerging issues (for example, as a result of the backlash against women's rights), adding to the Organisation's capacity to deliver targeted support to member States.

- The project "Supporting the implementation of the Istanbul Convention in the Republic of Moldova" started on 1 January 2022 and will run until 31 December 2023. The project will act as a roadmap to support the Moldovan authorities in their first steps of implementation of the Istanbul Convention and is also in line with national policy instruments. The project aims to continue to raise awareness – across multiple actors in the Republic of Moldova – of the Istanbul Convention and other gender equality standards. The project will also seek to strengthen the capacity of key stakeholders involved in preventing and combating violence against women and domestic violence, protecting the victims and prosecuting the perpetrators of violence, and advancing towards an effective co-ordination among the relevant stakeholders, in line with the Istanbul Convention.

- The project "Combating Violence against Women in Ukraine (COVAW)" was suspended in February 2022 due to war in the country. Following adaptation of the COVAW project, activities resumed in May 2022 with a focus on protecting and promoting women and girls' rights in the context of armed conflict, including internally displaced persons. Hotline operators, psychologists and social workers have been trained to provide gender-sensitive assistance to victims of sexual violence, including the internally displaced. Ukrainian professionals providing services to victims of sexual violence, or co-ordinating services, participated in a webinar to support their work with victims of sexual violence. In support of women on the move. The project introduced key Council of Europe standards and guidance on protecting the rights of migrant, refugee and asylum-seeking women and girls, which were also translated into the languages of Ukraine's neighbours. The Council of Europe provided support for women's rights organisations in Odesa, Kyiv, Lviv and country-wide, to raise awareness at border areas about human trafficking and violence against women during armed conflict, to provide legal and psychological assistance to victims, and to support shelter staff in their capacity to respond to violence against women during armed conflict. A manual was produced on working with victims of sexual violence in armed conflict. The COVAW project had focused in 2021 in large part on support for ratification and implementation of the Istanbul Convention. Following Ukraine's ratification of the Istanbul Convention in July 2022, the project continued to support awareness raising about the convention and its full implementation. An international conference to mark the Istanbul Convention's entry into force took place on 23 November 2022.

- On 16 March 2022, at its 1428ter meeting, the Committee of Ministers of the Council of Europe adopted Resolution CM/Res(2022)2 on the cessation of the membership of the Russian Federation to the Council of Europe. As of that date, the Russian Federation ceased being a Council of Europe member State. The Council of Europe had been running a project on "Co-operation for implementing the Russian Federation National Action Strategy for Women (2017-2022): Applying best practices", but that project was discontinued as a result of the cessation of membership of the Russian Federation.

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

23. As in previous years, **high-level events were organised in 2022 by the gender equality sector or other parts of the Organisation**, allowing for useful exchanges and discussions on gender equality-related issues. These are mentioned in other parts of this report concerning the GEC's own activities, those in co-operation with partners, and other Council of Europe initiatives – see Appendix 3 to this report for an overview of activities carried out by different sectors of the Organisation. The planning and design of co-operation projects also necessarily involve meetings with senior policy makers, in addition to the various bodies directly concerned by the projects (ministries, training institutions for the police and justice system, gender equality bodies, NGOs, etc.).

24. In 2022, the Gender Equality Division (GED) developed and published a **dedicated resource webpage on gender equality and women's rights,** allowing users to search among more than 300 resources on a wide range of subject areas. The webpage brings together links to a broad variety of material, including publications, factsheets, brochures and audio-visual resources. It is optimised for search using filters by theme, year, language and type of resource, according to the six strategic objectives of the Gender Equality Strategy 2018-2023.

25. **Practical tools and publications, visibility and promotion materials on the Council of Europe standards and their implementation** were prepared and widely disseminated throughout member States and other stakeholders during national, regional or global events. Such publications are in high demand from member States and internal/external partners and are considered to be very useful tools to monitor progress and compliance with benchmarks and standards in the area of gender equality. A full list of the 2022 publications is included in Appendix 2 to this report.

26. The regular updating of **the gender equality website, as well as the increasing number of translations of Council of Europe standards**, have contributed to raising the visibility of both standards and activities among member States, experts and the general public. As indicated earlier, particular efforts continued in 2022 to promote the Recommendation CM/Rec(2019)1 on preventing and combating sexism (now available in 28 languages) and the co-operation projects run by the GED have a strong focus on the promotion and implementation of the Istanbul Convention.

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

27. The GEC compiles every year a list of national activities and measures towards the achievement of the six objectives of the Council of Europe Gender Equality Strategy 2018-2023 (see Appendix 1). This body of work developed at the level of member States also feeds into, and contributes towards, the achievement of the United Nations Sustainable Development Goals (SDGs). A total of 36 countries replied to a questionnaire aimed at assisting in reporting on, and compiling, the national developments in relation to the six strategic objectives.

28. Activities to promote gender equality carried out by member States in 2022 are often explicitly related to the Council of Europe's standards and tools, or reflect these:

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

29. The following sections provide an overview of the main types of activities reported under each objective, noting that only activities in 2022 have been considered. It should therefore not be implied that the countries not mentioned lack such measures. The comprehensive compendium of responses (included in Appendix 1) provides the full details submitted by member States, which may be useful as a source of both information and inspiration for other countries.

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

30. The vast majority of member States have reported activities aimed at preventing and combating gender stereotypes and sexism, including surveys, research, training, awareness-raising tools and campaigns, legislative and policy initiatives, among others. Some member States have taken specific measures in relation to the Covid-19 pandemic as regards gender stereotypes and sexism, including in the education and labour market sectors, as well as in decision-making. The following are some of main topics addressed by member States under this objective:

- **Promotion of the Council of Europe Recommendation CM/Rec(2019)1 on preventing and combating sexism, and related tools** (Bosnia and Herzegovina, North Macedonia, Luxembourg).

- **Awareness-raising initiatives in schools and/or higher education regarding gender stereotypes** (Armenia, Croatia, Cyprus, Denmark, Germany, Greece, Latvia, Luxembourg, Malta, Republic of Moldova, Monaco, North Macedonia, Poland, Spain, Romania).

- **Activities to promote more women and girls in science, technology, engineering, and mathematics (STEM), the army and the audio-visual industry** (Albania, Austria, Estonia, Germany, Greece, Malta, Republic of Moldova, Slovenia, Spain).

- **Legislative changes and/or campaigns addressing sexist hate speech** (Azerbaijan, Bosnia and Herzegovina, Croatia, Denmark, Ireland, Republic of Moldova, Poland, Sweden).

- **Legal and/or policy measures against sexual harassment: in the workplace**; **in the public sector** (Albania, Finland, Greece, Ireland, Republic of Moldova, North Macedonia, Norway).

- **Initiatives to increase the role of men and fathers in care work and gender equality** (Bosnia and Herzegovina, Bulgaria, Denmark, Estonia, Monaco, Norway, Slovenia), **including paternal and/or parental leave** (Belgium, Denmark, Norway, Latvia).

- **Actions to address sexism and promote gender equality in and through the media** (Andorra, Armenia, Austria, Azerbaijan, Bosnia and Herzegovina, Germany, Greece, Serbia, Spain, Türkiye).

- **Measures to reduce the gender pay gap** (Austria, Bosnia and Herzegovina, Estonia, Ireland) **and the gender pension gap** (Italy).

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

31. Most member States have carried out legislative and policy measures to implement the Istanbul Convention, including GREVIO's recommendations, at the national level. In addition, measures to address the impact of the Covid-19 pandemic on women victims of violence and domestic violence remain a priority in many countries. Some of the key types of measures taken by member States under this objective are listed below:

- **Measures and campaigns to raise awareness about violence against women and domestic violence** (Albania, Andorra, Austria, Azerbaijan, Belgium, Bulgaria, Croatia, Denmark, Finland, Estonia, Greece, Hungary, Ireland, Latvia, Luxembourg, Malta, Monaco, North Macedonia, Romania, Serbia, Spain, Ukraine), **including intersectional forms of gender-based violence** (Croatia, Denmark, Ireland, Malta).

- **Other measures to prevent violence against women and domestic violence** (Albania, Andorra, Armenia, Austria, Belgium, Croatia, Denmark, Greece, Latvia, Lithuania, Republic of Moldova, Monaco, the Netherlands, Serbia, Slovenia, Switzerland, Türkiye, Ukraine).

- **Training of relevant professionals** (Albania, Andorra, Armenia, Austria, Belgium, Italy, Republic of Moldova, Norway, Poland, Serbia, Spain, Türkiye, Ukraine).

- **Research initiatives, including surveys and data collection initiatives** (Austria, Azerbaijan, Belgium, Denmark, Estonia, Hungary, Ireland, Italy, Malta, North Macedonia, Norway, Spain).

- **Measures to improve the police and judicial response to violence against women and domestic violence** (Armenia, Austria, Azerbaijan, Belgium, Bosnia and Herzegovina, Croatia, Ireland, Italy, Republic of Moldova, Monaco, North Macedonia, Norway, Serbia, Sweden, Türkiye, Ukraine).

- **Measures on specific forms of violence against women, such as forced marriage** (Armenia, Austria, Belgium, Norway), **cyberviolence** (Croatia, Denmark, Romania), **revenge porn** (Greece), **forced sterilisation** (Armenia), **rape** (Armenia, Switzerland).

- **Funding of NGOs to address violence against women and domestic violence** (Armenia, Bosnia and Herzegovina, Bulgaria, Croatia, Germany, North Macedonia, Spain).

- **Measures to prevent and combat trafficking in human beings as a form of violence against women** (Albania, Armenia, Finland, Spain).

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

32. This is the theme on which fewer countries have reported activities and developments. Indeed certain responses to the questionnaire appear to indicate a tendency to consider the existence of gender-neutral laws and procedures as sufficient to demonstrate that women enjoy equal access to justice. Nevertheless, the ongoing work on this issue by the Council of Europe, which began under the previous strategy for 2014-2017, is based on compelling research linking women's unequal access to justice to structural and other barriers, as well as to the impact of gender stereotypes and sexism in the justice system. The main issues on which member States have reported activities under this objective in 2022 include the following:

- **Protection and assistance for victims of crime, including women** (Armenia, Austria, Croatia, Estonia, Italy, Lithuania, Türkiye).

- **Measures to facilitate access to justice for women victims of violence** (Armenia, Croatia, Ireland, Italy, Republic of Moldova), **including during the Covid-19 pandemic and related lockdowns** (North Macedonia, Switzerland).

- **Training of legal professionals (judges, prosecutors) on gender discrimination issues and/or violence against women** (Andorra, Armenia, Austria, Bosnia and Herzegovina, Croatia, Republic of Moldova, Romania, Spain).

- **Research and evaluation of legislation and data on gender-based discrimination, gender-based violence or equal opportunities** (Albania, Andorra, Austria, Azerbaijan, Bosnia and Herzegovina, Croatia, Italy, Monaco, North Macedonia, Romania, Spain, Ukraine).

- **Legal assistance and/or free legal aid that (some) women can benefit from** (Albania, Armenia).

➢ **SO4: Achieve balanced participation of women and men in political and public decision making**

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

- **Measures to increase the number of women in local/regional government** (Andorra, Armenia, Austria, Azerbaijan, Bosnia and Herzegovina, Denmark, Germany, Ireland, Luxembourg, Italy, Switzerland).

- **Legislative and policy measures, including quotas, to promote women in political decision-making** (Denmark, Ireland, Malta).

- **Research and data on the participation of women in political and public life** (Albania, Armenia, Austria, Belgium, Bosnia and Herzegovina, Ireland, Monaco).

- **Measures to promote women in the public and private sectors, including at decision-making level** (Albania, Croatia, Germany, Italy, Republic of Moldova, the Netherlands, Romania, Spain, Ukraine).

- **Training to promote and support women in political and public decision-making** (Austria, North Macedonia) **and mentoring schemes for women** (Armenia, Austria).

- **Measures to improve the number of women in boards of state-owned and/or private companies** (Denmark, Ireland, Germany).

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

34. Specific measures have been taken by many member States as regards the impacts related to the war in Ukraine. The following main activities have been reported for 2022 under this strategic objective:

- **Integration measures for migrant, refugee and/or asylum-seeking women and girls, including access to education, training, the labour market, etc.** (Andorra, Austria, Bulgaria, Denmark, Finland, Germany, Greece, Ireland).

- **Measures related to the identification, referral and protection of migrant women and girls as victims of trafficking in human beings** (Albania, Armenia, Belgium, Denmark, Estonia, Republic of Moldova, Norway, Poland, Romania, Ukraine).

- **Measures addressing violence against migrant, refugee and asylum-seeking women and girls including female genital mutilation** (Austria, Croatia, Finland, Malta, Norway).

- **Research on a diversity of topics related to migrant, refugee and/or asylum-seeking women, such as violence against women, human trafficking, employment levels, and good practices** (Bosnia and Herzegovina, Croatia, Italy, Spain).

- **Services and assistance to migrant, refugee and/or asylum-seeking women and girls provided by NGOs** (Austria, Denmark, Poland, Spain).

- **Training of relevant staff working with migrant, refugee and asylum-seeking women and girls** (Andorra, Bosnia and Herzegovina, Greece, Hungary, Italy, Republic of Moldova, the Netherlands, Norway, Romania).

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

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

- **Measures to implement gender-sensitive budgeting** (Albania, Andorra, Austria, Belgium, Bosnia and Herzegovina, Greece, Ireland, Italy, Republic of Moldova, North Macedonia, Romania, Serbia, Sweden, Türkiye, Ukraine).

- **Tools for gender mainstreaming, including "gender equality test", "gender impact assessment", "checklists" and other materials** (Austria, Azerbaijan, Estonia, Italy, Ireland).

- **Co-ordinating body for gender mainstreaming in public policies** (Albania, Austria, Belgium, Italy, Malta).

- **Research and data collection on gender mainstreaming** (Albania, Belgium, Estonia, Ireland, Malta, Sweden).

- **Training on gender mainstreaming for civil servants** (Austria, Belgium, Bulgaria, Republic of Moldova, North Macedonia, Serbia, Slovenia, Spain, Sweden, Türkiye).

- **Measures to integrate a gender equality perspective in sectoral policies, such as public administration** (Armenia, Austria, Finland, Republic of Moldova, Ukraine); **education** (Austria, Finland, Monaco); **STEM and ICT education** (Austria, Germany, Greece, Italy, Republic of Moldova, Serbia); **employment** (Belgium, Luxembourg); **career guidance** (Belgium, Republic of Moldova); **entrepreneurship policy** (Armenia); **health** (Armenia, Austria, Bosnia and Herzegovina, Croatia, Norway, Sweden); **security and defence** (Austria, Denmark); **justice system** (Andorra, Austria, Italy, Türkiye); **workplace policy** (Bosnia and Herzegovina, Latvia, Romania, Switzerland); **higher education and academia** (Finland, Greece, Norway, Romania, Sweden); and **climate change** (Armenia, North Macedonia).

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

36. Member States reported a number of key challenges and difficulties posed in the context of the Covid-19 pandemic, particularly as regards efficiently designing and applying gender equality-related policies. All areas of economic and social activity have been affected by the pandemic and will continue to bear the consequences in the months and years to come. Impacts range from the increase in gender-based violence, to greater economic stress in households in times of crisis, and the heavy toll of the health and economic crises on women's employment and income, as well as on their larger share of unpaid work across our member States and, finally, to challenges related to national care and health care systems. Some member States stressed the importance of a proper analysis of the gendered impact of the pandemic and the need to integrate a gender equality perspective in recovery measures.

37. As a result of the war in Ukraine, the situation of Ukrainian women refugees featured on the gender equality work agenda of many member States. Existing gender inequalities are compounded by the resulting humanitarian crisis, calling attention to reception conditions, protection measures and safety risks. Many member States referred to the challenges in the context of migration and asylum policies, and the need to take special measures because of consequences related to the war.

38. Reports on challenges stress that barriers to substantive gender equality still exist at the level of individuals, institutions and society. These diverse challenges range from political opposition – including anti-gender movements which prevented governmental action – to the lack of resources for gender equality mechanisms, programmes and civil society, the lack of training and competences at all levels of professionals working in the area of violence against women, the persisting stereotypes, and limited sex-disaggregated statistical data and research and to a lack of political commitment.

39. Even in countries where there is broad social and political consensus on the importance of gender equality, it is challenging to keep this issue high on the public and private sector agendas. Member States underline that progress in this field cannot be achieved without inter-institutional co-operation and co-ordination and the involvement of civil society.

40. Across the European region, "anti-gender" movements remain a challenge to overcome for policy makers and civil society organisations working to promote gender equality. In a number of countries, mindsets and attitudes remain a major barrier to the advancement of women's rights and greater equality between women and men in all aspects of life. These movements try to return societies to a past of gender-segregated roles for women and men in the public and private spheres.

41. Society is witnessing how the terminology of gender equality policies, which had long been agreed and accepted, is becoming an obstacle to the advancement of policy and law at the regional and global levels. A total of 37 member States – the most recent being Ukraine and the United Kingdom – have ratified the Istanbul Convention, and further ratifications are expected. Nevertheless, misinterpretation and disinformation in relation to the purpose and content of the Istanbul Convention have hampered the pace of ratification of this important treaty.

42. The Council of Europe and its partners are addressing the negative narratives surrounding the Istanbul Convention by highlighting its positive impact on women's lives and rights.

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

43. Gender mainstreaming requires a fundamental change in mindsets, and it implies embracing an institutional culture with procedures that take on board a gender equality perspective in policy content (including in a Council of Europe context, standard-setting and general policy making, monitoring work and development co-operation), but also in communication, as well as regarding balanced participation of women and men and internal and external processes. Such a change can only be sustained with commitment at all levels, as well as with the necessary resources, training and ownership by all. As regards gender mainstreaming within the Council of Europe, the GED ensures general co-ordination and support and contacts are kept through intra-secretariat meetings (the Gender Mainstreaming Team) and the network of GERs. GERs are appointed among the members of steering committees, monitoring bodies and other intergovernmental structures of the Council of Europe to promote gender mainstreaming in all policies and measures. GERs often initiate the efforts to integrate a gender equality dimension into the specific work and activities of other Council of Europe sectors, with the support of their respective secretariats and of the GED. Gender mainstreaming and synergies are also created through mutual exchanges of views between the GEC and representatives of working bodies and committees at their respective meetings.

- **Continued gender equality and gender mainstreaming activities in Council of Europe sectors**

44. Council of Europe bodies carry out gender mainstreaming activities in a wide range of areas. The following provides a description of a selection of these activities in 2022.

45. The **Directorate of Programme Co-ordination** (DPC) organised gender mainstreaming training for staff with three courses taking place in field offices and one at headquarters during 2022. The office has responded to increased demand for support, by updating learning tools, such as the ODGP/DPC Gender Mainstreaming Toolkit, and increasing assistance, including regarding gender-sensitive communication.

46. The **Enlarged Partial Agreement on Sport** (EPAS) relaunched mid-2022 the “ALL IN Towards gender balance in sport” project which will run until 2024. In particular, the previously developed indicators on gender equality in sport will be reviewed and extended to an increasing number of EPAS member States. The project will have a heightened focus on the media representation of women in sport. EPAS is also supporting member States and partner organisations in developing gender equality strategies on the basis of the ‘ALL IN’ evaluations and the next data collection campaign is underway.

47. The **European Committee on Legal Co-operation (CDCJ)** has begun using a new gender mainstreaming assessment tool for the adoption of new policy documents. A practical guide on gender mainstreaming in law reform is also being developed.

48. The **Pompidou Group (Council of Europe International Co-operation Group on Drugs and Addictions)** organised a Seminar on “Drugs Facilitating Sexual Assault (DFSA): a gender-based violence challenge” in May 2022 and took part in the informal ‘European Gender and Drugs Group’. The Pompidou Group also organised a gender equality side-event to the International Conference on Addiction in Lisbon, in November 2022.

49. The **Office of the Special Representative of the Secretary General on Migration and Refugees** (SRSG), has intensified its work on gender equality since the adoption, in May 2022, of the Recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls, and since the SRSG has refocussed her priorities on Ukraine. The SRSG carried out five fact-finding missions, in 2022, to the Czech Republic, the Republic of Moldova, Poland, the Slovak Republic and Romania to promote implementation of the Council of Europe’s Action Plan on protecting vulnerable persons in the context of migration and asylum.

50. The **Committee of Experts on Roma and Traveller Issues** (ADI/ROM) is currently working on a draft Recommendation on equality for Roma and Traveller women and girls.

51. The **Framework Convention for the Protection of National Minorities** is a comprehensive Council of Europe treaty designed to protect the rights of persons belonging to national minorities. The **Advisory Committee on the Framework Convention for the Protection of National Minorities** has increasingly used a gender mainstreaming approach in its evaluation and reporting. Specific training was organised, and tools were developed. States Parties are asked to provide gender-disaggregated data and information during monitoring exercises in areas such as justice and education.

52. Under the aegis of the **European Charter for Regional or Minority Languages**, the action page on sexism and the subtitled version of the video clip were translated into Frisian and Limburgish.

53. The **European Commission against Racism and Intolerance** (ECRI) has continued to mainstream gender equality issues and to adopt an intersectional approach in its work. This approach includes questions related to women, but also issues such as integration and inclusion of migrants, Roma, and LGBTI persons. In March 2022, ECRI published its Revised General Policy Recommendation No. 5 on preventing and combating anti-Muslim racism and discrimination, which has a strong gender equality and intersectional focus.

54. The **Steering Committee for the Rights of the Child** has adopted a new Strategy for the Rights of the Child (2022-2027). One of the Strategy's three crosscutting issues is the integration of a gender equality perspective. For 2022, the most significant gender equality-related activity was the work of the Committee of Experts on the rights and the best interests of the child in parental separation and in care proceedings (CJ/ENF-ISE).

55. The **Youth Department** administers the "Gender Matters" webpage, one of the most visited sites of the Organisation. The department has developed a "Training Kit on Gender Equality in Youth Work", expected to be published in early 2023. Other examples of activities in 2022 which were directly related to gender equality include study sessions on "Gender Equality with an Intersectional Approach" for youth civil society organisations, organised at the European Youth Centre in Strasbourg, and with the European NGO YWCA on "Young Women Advocates for Human Rights, Participation and social justice" at the Youth Centre in Budapest.

56. The **European Youth Foundation** (EYF) includes a gender equality perspective as a key element of its granting programmes and EYF-funded activities. NGOs applying for grant programmes are required to include a gender equality perspective in the design, implementation and evaluation of projects. Support is provided to organisations through various resources on the EYF website, through direct communication and during EYF information sessions and project visits.

- **Specific gender mainstreaming activities of the Gender Equality Commission (GEC) and the Gender Equality Division (GED)**

57. A one-and-a-half day **training course on gender mainstreaming was organised for GERs** in November 2022. The training course was tailored to the needs of participants in terms of level of knowledge and policy areas and was very much appreciated by the GERs. The **Handbook for Gender Equality Rapporteurs** was revised in 2022 based on previous training sessions and widely distributed within the Organisation.

58. In co-operation with the Directorate of Human Resources and the European Programme for Human Rights Education for Legal Professionals (HELP), the GED initiated the development of **an online course on gender equality and gender mainstreaming**, which will be made available to all Council of Europe staff and experts, including GERs, in 2023.

59. The annual meeting of the internal **Gender Mainstreaming Team (GMT)** was organised in October 2022. The meeting provided an opportunity to exchange information about ongoing gender equality and gender mainstreaming-related activities of the various sectors of the Council of Europe and to make links between different areas. This year's thematic exchange focused on the links between gender equality and democracy, with a presentation by Professor Drude Dahlerup on "Women in democratic leadership. Progress and reactions".

60. In 2022, a GEC representative, supported by the Secretariat, participated in the two plenary meetings of the **Committee on Artificial Intelligence** (CAI) and contributed to various draft documents launching the work of the CAI to draft a convention on artificial intelligence. These contributions aimed to ensure the integration of a gender equality perspective into the drafting of the upcoming convention.

61. The GEC and the **Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI)** launched their joint work to draft 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. The two respective secretariats identified two experts to draft the study and launched a working group consisting of members of the GEC and the CDADI. The working group held two meetings in 2022, and prepared the draft study which was presented to the two steering committees in their respective plenaries held in November 2022.

62. The GEC also continued to follow the work of the **Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI)**, and its subordinate **Committee of Experts on Combating Hate Speech**, which resulted in the inclusion of sex as grounds for discrimination in the definition of hate speech in the Committee of Ministers Recommendation CM/Rec(2022)16 to member States on combating hate speech. The recommendation was adopted by the Committee of Ministers on 20 May 2022. The recommendation states that policies, legislation, strategies, and action plans against hate speech should duly reflect a gender-sensitive approach. The explanatory memorandum of the Recommendation on combating hate speech highlights the relevance of the Committee of Ministers' Recommendation on preventing and combating sexism CM/Rec(2019)1 in the fight against sexist hate speech.

63. New work on a draft Recommendation on combating hate crime has begun under the aegis of the **European Committee on Crime Problems (CDPC)** and the **Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI)**. A GEC representative actively participated in this work, providing advice and reviewing draft text from a gender equality perspective.

64. Similarly, the GEC contributed to the work of the **Committee of Experts on Roma and Traveller Issues (ADI/ROM)** to prepare a draft Recommendation on equality for Roma and Traveller women and girls.

65. GEC members and the GED also contributed to the various strands of the gender-equality related work of the **Pompidou Group.**

66. The GED actively participated in various inter-secretariat co-ordination groups and taskforces, in order to promote the integration of a gender equality perspective in the different sectors, including children's rights, media and freedom of expression, artificial intelligence and migration.

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

Gender equality in core sectors of the Council of Europe

68. The Council of Europe is currently undergoing a reform of its human resources strategy (the "Council of Europe People Strategy 2019-2023"), which includes a review of the Regulatory Framework for Staff Management so that the current goals in terms of equal opportunities are set at a more ambitious level and are complemented by enforcement mechanisms. This includes an updated Policy on Dignity and Respect and a new Policy on Diversity.

69. Gender equality continued to feature prominently on the international agenda and the successive presidencies of the **Committee of Ministers** (Italy, Ireland, Iceland) have greatly supported efforts and policies in this field throughout 2022 (see above regarding the gender equality-related events and activities organised by the presidencies).

70. Gender equality-related issues are regularly included on the agenda of the nine committees of the **Parliamentary Assembly**, in particular the Committee on Equality and Non-Discrimination (which has a sub-committee on gender equality). Important initiatives on gender equality-related issues in 2022 included a joint hearing of the Committee on Equality and Non-Discrimination and the Parliamentary Network Women Free from Violence, in May 2022, on "The role of men and boys in stopping gender-based violence". Rapporteur Petra Stienen (Netherlands, ALDE) underlined the need for men to re-think norms for masculinity and to look at good practices, such as worldwide movements showing how to engage men and boys.

71. Another joint hearing with the Sub-Committee on Disability and Multiple and Intersectional Discrimination and the Parliamentary Network Women Free from Violence was held during the Parliamentary Assembly's 2022 Autumn part-session, to provide input for a new report on violence against women with disabilities. Béatrice Fresko-Rolfo (Monaco, ALDE), rapporteur, introduced the hearing and was joined by Reem Alsalem, UN Special Rapporteur on violence against women and girls, Elisa Rojas, lawyer and activist, and the associations Inclusion Europe and "Women to speak, women to act".

72. At the same session, the Parliamentary Assembly also adopted a resolution, based on a report by Edite Estrela (Portugal, SOC) on ending discrimination against women in sport. PACE called on member States to take measures to prevent violence against women and girls in sport – including in schools and sports organisations, support victims and prosecute perpetrators. PACE underlined that inequalities in pay, treatment, access and status between women and men were still common in both professional and non-professional sport, and that women were poorly represented in decision-making bodies. The Parliamentary Assembly also fully supported the continuation of the joint Council of Europe and European Union project "ALL In: Towards gender balance in sport".

73. In 2022, the Council of Europe **Commissioner for Human Rights**, Dunja Mijatović, continued to devote particular attention to women's rights and gender equality, one of her main priority themes. This year the Commissioner published her report on her visit to Malta from 11 to 16 October 2021 and her report on her visit to Austria from 13 to 17 December 2021, with recommendations on, among others, strengthening women's rights, including sexual and reproductive rights, and enhancing gender equality.

74. The Commissioner continued to promote the ratification and effective implementation of the Istanbul Convention. She published a letter addressed to the Prime Minister and the Minister of Justice of Bulgaria, calling on the Bulgarian authorities to improve the legal and institutional protection of victims of violence against women and domestic violence. The Commissioner issued a Human Rights Comment on violence against women and girls in the digital world in which she called on member States to recognise it as yet another manifestation of gender-based violence and a continuum of violence affecting women and girls in all areas of life. To combat this phenomenon, she urged all member States to ratify and implement the Istanbul Convention, taking into account GREVIO General Recommendation No.1 on the digital dimension of violence against women. The Commissioner also published a Human Rights Comment on addressing the invisibility of women and girls with disabilities, in which she deplored the widespread violence against women and girls with disabilities and referred to the relevance of the Istanbul Convention in this respect. Furthermore, the Commissioner held an online meeting with women's human rights defenders from Türkiye, allowing insight into developments since Türkiye's withdrawal from the Istanbul Convention.

75. Other activities addressed the situation of women affected by conflicts. Ahead of International Women's Day, the Commissioner issued a statement expressing her solidarity with Ukrainian women and girls caught up in the war. At the Regional Gender Equality Forum for the Western Balkans, hosted in Montenegro by the AIRE Centre on the issue of "Fighting violence against women and girls by promoting gender equality", the Commissioner stressed the importance of access to justice for women survivors of gender-based violence during and after conflicts, the need to combine efforts to counter attacks on the Istanbul Convention and to address gender stereotypes by promoting gender equality. She further explained how women's sexual and reproductive health and rights are key to combat discrimination and violence against women. Moreover, the Commissioner addressed war-related sexual violence in her Memorandum on the human rights consequences of the war in Ukraine. She facilitated an online meeting between non-governmental organisations from former Yugoslavia with experience in assisting victims of sexual violence, and a group of Ukrainian organisations involved in providing such assistance, to exchange information and provide expert advice on issues related to assistance, support services and reparation for victims of war-related sexual violence. She further participated in the Joint Hearing on "Developing mechanisms and concrete means to detect crimes of sexual violence of armed conflict and support the rehabilitation of survivors" organised by the Committee on Equality and Non-Discrimination of the Parliamentary Assembly and the Parliamentary Network Women Free from Violence. Finally, the Alliance for Peacebuilding published Episode 12 of its podcast series on "Ending the Silence: How the International Community can Prevent and

Bring Accountability for Sexual Violence in Conflict" featuring the Commissioner along with other guest speakers.

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

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

77. During the 66th Commission on the Status of Women (March 2022), a side event on STEM education as a stepping-stone towards gender transformative climate change policies was co-organised by the Italian Minister of Equal Opportunities and Family, under the aegis of the Italian Presidency of the Committee of Ministers. The side-event supported the potential of women in environmental protection in response to climate change and highlighted the need for further promotion of policies and actions that keep alive the process of cultural change and work towards adopting gender-sensitive climate and environmental policies for the benefit of present and future generations. A summary report of the event, as well as recommendations put forward, can be found on the Gender Equality website.

78. On 1 July 2022, during the eighty-second session of the UN Committee on the Committee on the Elimination of Discrimination against Women (CEDAW), held at the Palais des Nations in Geneva, Andreia Lourenço Marques, the GEC Chair was invited to present the GEC's recent activities and to exchange views with the Committee's members on future challenges. Presenting gender equality as one of the Council of Europe's major policy goals, the GEC Chair recalled some of the international standards adopted by the Organisation. She spoke about the European Convention on Human Rights and the relevant case-law of the European Court of Human Rights, the Istanbul Convention on preventing and combating violence against women and domestic violence, the Anti-human trafficking Convention and the European Social Charter. She also referred to multiple recommendations adopted by the Committee of Ministers on such subjects as education, media, sexist language, sport, political participation, audio-visual policy and health. The exchange provided an opportunity to inform CEDAW members about how the Council of Europe's Gender Equality Strategy 2018-2023 has drawn attention to intersectional issues, to the impact of socio-economic issues on women's empowerment, to the role of men and boys for the realisation of gender equality, and to how the current strategy has helped to sharpen the policy-making focus on the rights of migrant women.

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

- Council of Europe Digital Partnership Workshop, "Towards the draft work plan 2022-2023" (online, Strasbourg, February 2022)
- Meeting of the Council of Europe Group of Experts on Action against Violence against Women and Domestic Violence (March 2022)
- Symposium on "For a Feminist European Union – Current challenges to be addressed during the French Presidency of the Council" organised by the Haut Conseil à l'égalité entre les femmes et les hommes (Online, France, March 2022)
- Round table "Mobilising police officers against domestic violence" France/Council of Europe (Online, France, March 2022)
- Workshop on "International Women's Day: How public servants can Break the Bias" organised by Apolitical (Online, London, March 2022)
- Conference on the Digital Dimension of Violence against Women - EEA Norway Grants - ACF/SYNERGY Network against gender-based and domestic violence (Hybrid, Greece and Cyprus, March 2022)

- "8 March, 8 Countries, 8 Women Online Meeting - Women's struggle for power, economically and politically", meeting organised by the Association for Supporting Women Candidates (KA.DER) (Online, Türkiye, March 2022)
- Conference on Protecting Refugee, Migrant and Asylum-seeking Women and Girls from violence - EEA Norway Grants - SYNERGY Network against gender-based and domestic violence (Hybrid, Strasbourg, March 2022)
- Side event on "STEM education as a stepping-stone towards gender transformative climate change policies" at the 66th Commission on the Status of Women (Hybrid, New York, March 2022)
- Seminar on inclusive writing (France, April 2022)
- High-level Conference: Work-life balance as a leverage for women's empowerment and promoting gender equality, organised by the Italian Minister of Equal Opportunities and Family and the Council of Europe (Hybrid, Italy, April 2022)
- Seminar on "Drugs Facilitating Sexual Assault: a gender-based violence challenge" - Italy/Pompidou Group of the Council of Europe (Hybrid, Italy, May 2022)
- Meeting of the Council of Europe Network of Focal Points on Migration (Hybrid, France, June 2022)
- Study visits to the Council of Europe by Ibero-American Judges (France, June and October 2022)
- Meeting with a representative of the Eurocentralasian Lesbian Community (France, June 2022)
- Advisory Committee on Equal Opportunities for Women and Men (Hybrid, Brussels, June 2022)
- Event to launch the report by the European Network of Migrant Women on "Access to Fundamental Rights of Undocumented Migrant Women in Europe" (Brussels, June 2022)
- Conference on the Euro-Mediterranean co-operation to protect girls against gender-based violence (Hybrid, Portugal, June 2022)
- Thematic workshop on "The right to vote and stand in elections: the political participation of young people" during the Council of Europe's Youth Action Week (France, June 2022)
- Expert meeting on "Addressing Violence against Women in Politics" organised by OSCE/ODIHR (Online, Poland, June-July 2022)
- Professional training kickoff on providing services to victims of sexual violence in armed conflict, with particular focus on women and girls (online, Ukraine, July 2022)
- Webinar on violence against women in armed conflict, for professionals who ensure co-ordination and provide services to victims of sexual violence (Online, Ukraine, July 2022)
- Exchange of views between the Chair of the Gender Equality Commission and the CEDAW plenary meeting (Online, Switzerland, July 2022)
- HELP Annual Conference with representatives of Judiciary Schools and Bar Associations (Hybrid, France, July 2022)
- Study visit of Turkish Constitutional Court lawyers (Strasbourg, July 2022)
- Expert Round Table Discussion on "Influencing the micro and the macro: The impact of exclusionary actors on multilateral structures and (feminist) civil society in the European context" organised by Finland and the Centre for Feminist Foreign Policy (Online, Berlin, July 2022)
- Evaluation of the EEA and Norway Grants' gender equality programming (Online, Switzerland, July 2022)
- Panel discussion CineLink Talks "Thinking Inclusion Policy—Funding and the Paradigm Shift", during the Sarajevo Film Festival (Bosnia and Herzegovina, August 2022)
- Presenting the GEC and the Gender Equality Strategy at the annual meeting of Swiss gender equality organisations and NGOs (Bern, September 2022)
- Conference on tackling some of the pressing gender issues within the media community Press and Online Media Council, Gender and Media (Bosnia and Herzegovina, September 2022)
- Conference on "Strengthening the protection against abuse and exploitation of vulnerable persons, in particular women and children, fleeing the war in Ukraine", organised by the SRSG on migration and UNHCR (online, September 2022)
- Presentation of the CM Recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls (Online, Ukraine, September 2022)
- Training for political party representatives on enhancing political empowerment (Strasbourg, September 2022)
- Study Session organised by the European Young Women's Christian Association on young women's advocates for human rights, participation and justice (online, September 2022)
- 18th international review on leave policies (online, September 2022)
- International Conference on VAW, Republic of Moldova, (online, October 2022)
- Annual European NPM Conference Monitoring the rights of specific groups of people deprived of their liberty (Paris, October 2022)
- Exchange of views between the Chair of the Gender Equality Commission and the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO) (Strasbourg, October 2022)
- Conference Women in Foreign Policy (Skopje, October 2022)

- European Commission for the Efficiency of Justice (CEPEJ) Network of Pilot Courts (Strasbourg, October 2022)
- European Institute for Gender Equality (EIGE) - Gender Equality Forum (Brussels, October 2022)
- Webinar on “Women with Disability in Europe” organised by the University Women of Europe and *Femmes pour le Dire- Femmes pour Agir* (online, Paris, November 2022)
- Symposium on Gender and Drugs, side event to the Lisbon Addiction Conference organised by the Pompidou Group (Lisbon, November 2022)
- Study Visit on “Working together for a Europe free from violence - ensuring Roma and Traveller women’s access to justice to assert their right to be free from violence”. EEA Norway Grants - SYNERGY Network/Council of Europe Roma and Traveller’s Team/GED (Strasbourg, November 2022)
- Press Conference for the launch of national sexism campaign (Luxembourg, November 2022)
- Fourth Regional Forum on Ending Violence Against Women in the Western Balkans and Türkiye, “Integrated Policies, Inclusive Partnerships” UN Women (online, November 2022)
- Colloquy on combating violence against women organised by the town of Strasbourg (Strasbourg, November 2022)

Appendix 1 - Activities and measures in member States in 2022 towards the achievement of the objectives of the Council of Europe Gender Equality Strategy 2018-2023

Because of the length of this appendix compiling the contributions from member States, it cannot be appended to this report. It can nevertheless be found on the following link to the Gender Equality website: https://rm.coe.int/gec-2022-6-revised-2-implementation-of-the-ges-at-the-national-level-a/1680a9c66a

Appendix 2 - List of standards, publications and other practical tools produced in 2022

Recommendation CM/Rec(2022)17 of the Committee of Ministers to member States on protecting the rights of migrant, refugee and asylum-seeking women and girls English French Hungarian Polish Romanian Slovakian Spanish Ukrainian

Study on the places of men and boys in women's rights and gender equality policies English French

Report of the High-level Conference: Work-life balance as a leverage for women's empowerment and promoting gender equality, organised by the Italian Minister of Equal Opportunities and Family and the Council of Europe (Rome, 12 April 2022) English French

(Revised) Handbook for Gender Equality Rapporteurs English French

(Revised) Make gender equality in law a reality in fact - Compilation of recommendations of the Committee of Ministers of the Council of Europe in the field of gender equality English French

(Revised) Factsheet on gender equality and women's rights – Council of Europe key standards English French

Working with Victims of Sexual Violence during Armed Conflict: A manual for Ukrainian mental health and emergency response professionals English

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Methodology and toolkit to support civil society organisations to run awareness-raising campaigns on the Istanbul Convention English

Brochure on children's rights under the Istanbul Convention English French Azerbaijani

Roundtable report "The digital dimension of violence against women: recognising and combating the phenomenon" English Albanian Serbian

Easy-to-read version of the Istanbul Convention English Ukrainian

Training manual for police officers on preventing and combating violence against women and domestic violence English Armenian

Gap analysis of the legislative and policy framework in the field of violence against women and domestic violence in Azerbaijan in line with Council of Europe and other international standards English Azerbaijani

Infographic How is the Istanbul Convention relevant today in Ukraine? English Ukrainian

Brochure: The relevance of the Istanbul Convention in Ukraine today English

Kosovo*: report of alignment of laws and policies with the Istanbul Convention English Albanian Serbian

Kosovo*: training curriculum for professionals working on treatment programmes for perpetrators of domestic violence Albanian English Serbian

Resource page of the website of the EEA/Norway Grants SYNERGY network: New resources and tools available on violence against women and domestic violence English French

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Report of the International conference “Women’s access to justice: moving closer to full ratification and implementation of the Istanbul Convention” English

Research Report on Understanding Barriers to Women’s Access to Justice and Legal Aid in Türkiye English, Turkish

Handbook for Legal Aid Lawyers on Women’s Access to Justice in Türkiye English, Turkish

Handbook on Strategic Litigation in the Area of Women’s Rights for Legal Practitioners in Türkiye English, Turkish

Report of the online roundtable on “Framework to measure access to justice including specific challenges facing women” English Armenian Azerbaijani Georgian Romanian Russian Ukrainian

Impact of Covid-19 on Women’s access to Justice English French

Training Course on Ensuring Gender Equality Through the Practice of Judges, Prosecutors and Investigators English Armenian

Twinning methodology (peer exchanges) in the field of violence against women and domestic violence English Azerbaijani

The Istanbul Convention – ten years of action English Azerbaijani

Infographics: The four pillars of the Istanbul Convention Italian

Brochure: The four pillars of the Istanbul Convention Italian

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Supporting civil society organisations in running awareness-raising and advocacy campaigns on the Istanbul Convention
Video – English French

Gender-based asylum claims and non-refoulement - Articles 60-61 of the Istanbul Convention – Louise Hooper
Video – English

Myths and facts on the Istanbul Convention
Video - English Azerbaijani

Combating sexism and gender stereotypes about women working in a range of professions: a military master sergeant
Video - Georgian with English subtitles

Combating sexism and gender stereotypes about women working in a range of professions: a pilot
Video - Georgian with English subtitles

Combating sexism and gender stereotypes about women working in a range of professions: a writer
Video - Georgian with English subtitles

Combating sexism and gender stereotypes about women working in a range of professions: a marine mechanic
Video - Georgian with English subtitles

Appendix 3 - Overview of activities being carried out by the different entities of the Council of Europe relating to the achievement of the strategy's objectives in 2022

Indicative table of ongoing and proposed activities			
Strategic objective 1: Prevent and combat gender stereotypes and sexism			
Activity	**Entity**	**Timeframe**	**Current Status**
1. Continue to develop the sexism campaign "Sexism: See it. Name it. Stop it." to raise awareness of the sexism recommendation in the member States	GED + GEC	2021-2023	Ongoing
2. Define an approach for following on the implementation of the CM Recommendation on preventing and combating sexism	GED + GEC	2021-2022	Completed
3. Gather information from member States and NGOs on the implementation of the CM Recommendation on preventing and combating sexism	GED + GEC	2022	Completed
4. Prepare a study on the role of men and boys in women's rights and gender equality policies	GED + GEC	2021-2022	Completed
5. Contribute to the work of the Council of Europe in relation to internet governance and artificial intelligence from a gender equality perspective	GED + relevant sectors	2018-2023	Ongoing
6. Preparation of a Tool Kit on promoting Gender Equality in Youth Work	Youth	2019-2022	Completed
7. Young women advocates for human rights, participation and social justice – study session in co-operation with the European Young Women's Christian Association	Youth	September 2022	Completed
8. Grants of the European Youth Foundation awarded to projects of youth civil society organisations	Youth (EYF)	2018-2023	Ongoing
9. E-course on "Gender Mainstreaming at Local Level in Georgia"	Congress	2022-2023	Under preparation
10. Cycle of awareness raising activities on gender equality for local authorities in Georgia	Congress	2022	Completed
11. The SOGI Unit will focus on the specific needs of LBTI women with a view to an intersectional approach sex/gender within the LGBTI acronym. Moreover, the gender perspective is mainstreamed in SOGI Unit's work in relation to sexual orientation, gender identity or expression and sex characteristics	Inclusion & Anti-discrimination	2021-2022	Completed

12. Support the participation of LBTI-led CSOs to the EL*C inter-institutional dialogue on improving the rights of LBTI women and non-binary persons, and exchange good practices on the intersectional approach to human rights policymaking related to sexual orientation or gender identity and expression, or sex characteristics.	Inclusion and Anti-discrimination	September 2022	Completed
13. Production of "Guidelines on combating sexist advertising" (follow up to the international seminar "Combating sexist advertising: learning from practice", 2017)	Inclusion & Anti-discrimination	2022-2023	Ongoing
14. Development of Draft Committee of Ministers Recommendation on equality for Roma and Traveller women and girls	CDADI/ADI-ROM	2022-2023	Ongoing
15. North Macedonia - Discrimination at the workplace with a focus on public sector under Horizontal Facility II	DPC+DG II	2022	Completed
16. Translate the sexism campaign "Sexism: See it. Name it. Stop it." In regional or minority languages	ECRML + FCNM	2022-2023	Ongoing
17. Block the Hatred. Share the Love – local campaigns against hate speech in Albania, Bosnia and Herzegovina, Kosovo*, North Macedonia, Montenegro and Serbia, - one of the components is tackling sexist and gender-based hate speech (Phase I)	No Hate Speech and Co-operation Unit, Anti-discrimination department, DG II, HF II	2021-2022	Completed
18. Awareness activities to mark the European Day against Child Sexual Abuse and Exploitation, on: "Getting it right: ensuring child-friendly justice through Barnahus structures in Europe"	CRD jointly with C-PROC	November 2022	Completed
19. Launch of the campaign "Intersectionality Transforms our Realities" https://www.coe.int/en/web/north-south-centre/intersectionality/	N/S Centre	8 March 2022	Completed
20. Design and development of a project on information inclusivity for fighting intersectional discrimination	N/S Centre	2022-2024	Proposed

Indicative table of ongoing and proposed activities			
Strategic objective 2: Prevent and combat violence against women and domestic violence			
Activity	**Entity**	**Timeframe**	**Current Status**
1. Events/activities to promote the signature, ratification and implementation of the Istanbul Convention, as well as awareness raising about the Convention in member and non-member States, regional and international partner organisations	GED + GEC + VaW	2018-2023	Ongoing
2. Contribute to the Secretary General's Report on freedom of expression, with a focus on the safety of women journalists	GED+GEC	2022-2023	Ongoing
3. Grants to support civil society organisations in running communication and advocacy campaigns on the Istanbul Convention	Capacity-building and co-operation projects Unit	2022-2023	Ongoing
4. Armenia – Developing a baseline for the national action plan on combating domestic violence; awareness-raising activities to support public officials in the ratification efforts of the Istanbul Convention ; conducting training of public officials (social workers, police officers, journalists, etc.); small grants to NGOs	Capacity-building and co-operation projects Unit	2021-2022	Completed
5. Azerbaijan (PGGII) –project "Raising awareness of the Istanbul Convention and other gender equality standards in Azerbaijan"	Capacity-building and co-operation projects Unit	2020-February 2023	Ongoing
6. Azerbaijan (PGGII) – Gap analysis of policy and legislative frameworks of Azerbaijan in the field of VAW/DV in line with the Istanbul Convention	Capacity-building and co-operation projects Unit	2021-2022	Completed
7. Azerbaijan (PGGII) – Development of a Twinning methodology in the field of VAW/DV and the Istanbul Convention	Capacity-building and co-operation projects Unit	2021-2022	Completed
8. Azerbaijan (PGGII) – development of awareness raising materials, including video and infographics: "Myths and facts about the Istanbul Convention" and an explanatory brochure; brochure based on the website of the website of the 10th anniversary of the Istanbul Convention. In addition, translations of Council of Europe awareness raising materials and publications.	Capacity-building and co-operation projects Unit	2021-2022	Completed
9. Georgia – Finalising a sexual violence manual together with UN Women and Equality Now; developing training programmes and guidelines; conducting training of social workers, investigators, prosecutors and judges	Capacity-building and co-operation projects Unit	2020-2022	Completed

10. Georgia – HELP online course on violence against women and domestic violence and various training of public officials and NGOs	Capacity-building and co-operation projects Unit	2018-2022	Completed
11. Georgia – A study visit to Sweden for members of Government and members of Parliament on the consent-based definition of rape	Capacity-building and co-operation projects Unit	June 2022	Completed
12. Georgia – Development of a training manual for judges on VAW and DV	Capacity-building and co-operation projects Unit	October 2022	Completed
13. Kosovo* - report on the alignment of Kosovo*'s laws, policies and other measures with the standards of the Istanbul Convention	Capacity-building and co-operation projects Unit	September 2022	Completed
14. Kosovo* – Conference on the digital dimension of VAW	Capacity-building and co-operation projects Unit	May 2022	Completed
15. Kosovo* - Development and implementation of a programme for perpetrators of domestic violence	Capacity-building and co-operation projects Unit	November 2022	Completed
16. Kosovo* - Support to the National Co-ordinator of Domestic Violence in monitoring and evaluation	Capacity-building and co-operation projects Unit	November 2022	Completed
17. Republic of Latvia – translation, adaptation and launching the HELP course on VAW and DV for legal professionals	Capacity-building and co-operation projects Unit	February-December 2022	Completed
18. Republic of Moldova – launch of the project "Supporting the implementation of the Istanbul Convention in the Republic of Moldova"	Capacity-building and co-operation projects Unit	2022-2023	Ongoing
19. Türkiye – HELP course on "*Access to Justice for Women"* is translated in Turkish and adapted to Turkish legal system. The tutored HELP course on "Access to Justice for Women" was launched in four bar associations and undertaken by 270 legal aid lawyers to apply gender responsive legal practices in their daily work.	Capacity-building and co-operation projects Unit	2022	Completed
20. Türkiye – Four multi-stakeholder workshops in Türkiye to strengthen co-ordinated approaches among key stakeholders to support women's access to legal aid and justice services.	Capacity-building and co-operation projects Unit	2022	Completed
21. Türkiye – A research study is undertaken on "understanding barriers to women's access to justice and legal aid in Türkiye" to identify systemic shortcomings and provide recommendations at legislative, policy and implementational levels.	Capacity-building and co-operation projects Unit	2022	Completed
22. Türkiye – A handbook for legal aid lawyers on women's access to justice in Türkiye is developed.	Capacity-building and co-operation projects Unit	2022	Completed

23. Türkiye – A handbook and a training programme on strategic women's rights litigation is developed.	Capacity-building and co-operation projects Unit	2022	Completed
24. Türkiye – International seminar on measuring and monitoring women's access to justice is held.	Capacity-building and co-operation projects Unit	2022	Completed
25. Türkiye – Six important Council of Europe resources in the area of women's access to justice are translated and disseminated, namely *"Women's Access to Justice: A Guide for Legal Practitioners", "Guaranteeing Equal Access of Women to Justice", "Gender Equality and Women's Rights: Council of Europe Standards" and "Equal Access to Justice in the Case-Law on Violence Against Women Before the European Court of Human Rights",* Guidance Note and Report on "Framework to measure access to justice including specific challenges facing women".	Capacity-building and co-operation projects Unit	2022	Completed
26. EEA/Norway Grants: Expert advice and active involvement in the development and implementation of EEA/NG programmes and conferences in Bulgaria, Czech Republic, Lithuania, Romania and Slovakia (2/year per country); and meetings and conferences of the SYNERGY Network against Gender Based and Domestic Violence (16 European Union countries) (2-3/year)	Capacity-building and co-operation projects Unit	2018-2023	Ongoing
27. Morocco – Publication of a collection of judgments rendered and requests issued by the courts of the Kingdom of Morocco and legal summaries of the judgments and decisions of the European Court of Human Rights in matters of violence against women and domestic violence	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII	March 2022	Completed
28. Morocco – Raising awareness in the academic world on the fight against violence against women in Morocco with the Faculty of Legal, Economic and Social Sciences of Rabat (FSJES)	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII	April 2022	Completed
29. Morocco – Protecting Women and Girls from Violence in the Digital Age in Morocco	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII	May 2022	Completed
30. Morocco – Support for the role of the Moroccan Public Prosecution Office in the fight against violence against women (Violence against women, marriage of minors, territorial protocol for the care of women victims of violence, digital violence), Tangier	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII	June 2022	Completed

31. Morocco – Support for the role of the Moroccan Public Prosecution Office in the fight against violence against women (Violence against women, marriage of minors, territorial protocol for the care of women victims of violence, digital violence), Marrakesh	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII	September 2022	Completed
32. Tunisia – Workshop for the supervision and monitoring of domestic violence practices in Tunisia	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII	March 2022	Completed
33. Tunisia – General evaluation of the situation on setting up the national referral mechanism for victims of violence against women in Tunisia	Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII)	2021-2023	Ongoing
34. Preparation of paper on the Istanbul Convention Article 4 - Fundamental rights, equality and non-discrimination	VAW	2021-2022	Completed
35. Preparation of paper on the Istanbul Convention Article 14 - Education	VAW	2021-2022	Completed
36. Debate of report and adoption of resolution "Access to abortion in Europe: stopping anti-choice harassment"	PACE	2022	Completed
37. European Youth Foundation awards grants to projects of youth civil society organisations	Youth	2018-2023	Ongoing
38. Publication of the country's legal profiles on strengthening the capacities of criminal justice authorities on fighting against online child sexual exploitation	C-PROC (Octopus)	2022-2023	Ongoing
39. Organisation (including preparation) of the workshops on legislation and judicial training for African and Latin American countries on strengthening the capacities of criminal justice authorities on fighting against online child sexual exploitation	C-PROC (Octopus)	2022-2023	Ongoing
40. Preparation of a draft recommendation on strengthening reporting systems on violence against children, with special attention paid to the specific situation and needs of girls and boys	CRD/CDENF	2020-2023	Ongoing
41. Guidelines to ensure the Independent Monitoring of Children's Right to Protection from Violence and Abuse by the People's Advocate for Children's Rights in Republic of Moldova	CRD	July-September 2022	Completed
42. Report on the assessment of the Law no 299 "on the measures and services provided to children with deviant behaviour in Republic of Moldova"	CRD	March-June 2022	Completed
43. Support for revision and/or development of internal guidelines/protocols/materials on the national mechanism for co-ordinating the implementation of the Lanzarote Convention	CRD	-November 2022	Completed

44. Developing and delivering one training on documenting the violation of the rights of the child, with focus on sexual violence for General Prosecutors Office or/and other authorities in Ukraine	CRD	October 2022	Completed
45. Development and delivering of one training on social support of children, including children without parental care, unaccompanied children, children who have had to leave care institutions, children with disabilities - for social workers in Ukraine	CRD	November 2022	Completed
46. Training for psychologists and NGO/hotline workers on psychological or trauma interventions, prevention trafficking and sexual exploitation and abuse of children.	CRD	November 2022	Completed
47. Development of the guidelines and methodology for documenting the violation of the rights of the child, with focus on sexual violence (in Ukraine)	CRD	September 2022	Completed
48. Implementation report of the 2nd monitoring round of the Lanzarote Convention, (extract, §3: "To launch its 2nd monitoring round, the Lanzarote Committee required all Parties to reply to a Thematic Questionnaire (see Appendix I) to gather information on the issues at stake. Parties were asked to answer the questions from a gender perspective, i.e., specifying, where relevant, whether and how measures take into account gender-specific requirements. (…)"	Lanzarote Committee	March 2022	Completed
49. Development of a Draft Committee of Ministers Recommendation on equality for Roma and Traveller women and girls which will also cover the area of violence against Roma and Traveller women and girls	CDADI/ADI-ROM	2022-2023	Ongoing
50. Grants to eight CSO working on the protection of victims of Gender-based violence in the Southern Mediterranean	N/S Centre	October 2020-March 2022	Completed
51. Conference "Protecting girls, reinforcing the Euro-Mediterranean co-operation to protect girls against gender-based violence"	N/S Centre	June 2022	Completed
52. North Macedonia – Two HELP courses on Violence against women and domestic violence for legal professionals	DPC+DG I	2022	Ongoing
53. North Macedonia – Two HELP courses on Child-Friendly Justice for legal professionals	DPC+DG I	2022	Completed

Indicative table of ongoing and proposed activities			
Strategic objective 3: Ensure the equal access of women to justice			
Activity	**Entity**	**Timeframe**	**Current Status**
1. Undertake activities to address multiple and intersectional forms of discrimination affecting women as regards their access to justice	GED + other sectors	2018-2023	Ongoing
2. Develop and implement a Mentoring Programme for Legal Professionals on Women's Access to Justice -2 generations (PGG II WAJ)	Capacity-building and co-operation projects Unit	October 2019-February 2023	Ongoing
3. Norway Grants (16 European Union countries): strategic meeting in Strasbourg on Access to Justice for Women for the SYNERGY Network against Gender based and domestic violence	Capacity-building and co-operation projects Unit	Autumn 2022	Completed
4. Türkiye- joint project on "Fostering Women's Access to Justice in Türkiye" (Horizontal Facility II)	Capacity-building and co-operation projects Unit	October 2021-December 2022	Completed
5. Preparation of a report on Impact of Covid-19 on Women's access to justice (PGG II WAJ)	Capacity-building and co-operation projects Unit	2022	Completed
6. Updating four national studies on Barriers, remedies and good practices for women's access to justice in Azerbaijan, Georgia, Republic of Moldova and Ukraine (PGG II WAJ)	Capacity-building and co-operation projects Unit	2022	Completed
7. Launch event of the report on Impact of Covid-19 on Women's access to justice (PGG II WAJ)	Capacity-building and co-operation projects Unit	2022	Completed
8. Preparation of a report on "Justice and security for women in peace reconciliation"	PACE	2020-2022	Completed
9. Implementation of JUSTROM3 joint Council of Europe/EC programme on Roma women's access to justice in Bulgaria, Greece, Italy and Romania	Roma and Travellers Team	September 2019-February 2022	Completed

Indicative table of ongoing and proposed activities			
Strategic objective 4: Achieve a balanced participation of women and men in political and public decision-making			
Activity	**Entity**	**Timeframe**	**Current Status**
1. Continue co-operation with relevant departments to integrate gender equality in electoral processes	GED + GEC + relevant sectors	2018-2023	Ongoing
2. Conduct a study on gender equality in constitutions	VC	2018-2023	Ongoing
3. Follow-up to the implementation of the 30% quota for the underrepresented gender by Congress delegations	Congress	2018-2023	Ongoing
4. Inclusion of a focus on gender sensitive data collection and analysis for inclusive policy development in data literacy training sessions for local authorities in Georgia.	Congress	2022-2023	Foreseen
5. Accompanying newly elected women at the communal, prefectural/provincial, and regional levels in Morocco: training and networking at the national and MENA levels.	Congress	December-2021 and February 2022	Completed online Completed Hybrid
6. European Youth Foundation grants to projects of youth non-governmental organisations	Youth (EYF)	2018-2023	Ongoing
7. Research study on young people's participation in connection to social inclusion, gender and intersectionality	Youth (EU-Council of Europe Youth Partnership)	2022-2023	Ongoing
8. Strengthening opportunities for participation of women in policy and governance processes in Armenia and an inclusive approach to youth, marginalised or disadvantaged groups (also with a view to attaining (SDG Goal 5 and objective 17 of EU GAP II)	Centre of Expertise for Good Governance	2019-2022	Completed
9. Sharing of best practices between Finland and Lithuania on ensuring gender-based policies and gender budgeting at the local and regional level of governance.	Centre of Expertise for Good Governance	2022	Completed
10. Development of a specific chapter on equal participation of women and men in political decision making in the Slovak version of the Council of Europe e-learning course of the 12 Principles of Good Democratic Governance	Centre of Expertise for Good Governance	2022	Completed
11. Preparation of a CEPEJ tool aiming at "Ensuring the diversity in the recruitment and promotion of judges"	CEPEJ	2020-2023	Ongoing

12. Revision of the questions of the CEPEJ evaluation cycle concerning gender, with a view to enriching the Evaluation Report on Judicial Systems to be published in October 2022 on these issues.	CEPEJ	2021-2022	Completed
13. Inclusion of indicators concerning gender issues as regards justice professionals in the CEPEJ various evaluation tools on European judicial systems	CEPEJ	2018-2022	Completed
14. Monitoring of equal pay and equal opportunities under the reporting procedure conducted by the ECSR in 2020. The follow-up to the ECSR conclusions is being considered by the Governmental Committee of the European Social Charter and the European Code of Social Security. The proposals will be transmitted to the Committee of Ministers	ECSR	2021-2022	Completed

Indicative table of ongoing and proposed activities			
Strategic objective 5: Protect the rights of migrant, refugee and asylum-seeking women and girls			
Activity	**Entity**	**Timeframe**	**Current Status**
1. Promote the integration of a gender equality and women's rights perspective in relevant Council of Europe policies and activities related to migration, integration and asylum	GED + relevant sectors	2018-2023	Ongoing
2. Prepare a draft Committee of Ministers (CM) Recommendation on the protection of rights of migrant, refugee and asylum-seeking women and girls and adoption by the CM	GED + GEC-MIG + GEC + CM	2020-2022	Completed
3. Launch of the Committee of Ministers Recommendation on the protection of rights of migrant and refugee and asylum-seeking women and girls	GEC + SRSG Migration and Refugees-	2022	Completed
4. European Youth Foundation grants to projects of youth non-governmental organisations	Youth (EYF)	2018-2023	Ongoing
5. Guidance on Equitable access to medicinal products and medical equipment in shortage situation	CDBIO	2021-2022	Completed
6. Guide to health literacy – contributing to trust building and equitable access to healthcare	CDBIO	2021-2022	Completed
7. Online event on "Strengthening the protection against abuse and exploitation of vulnerable persons, in particular women and children, fleeing the war in Ukraine" *(follow-up to the SRSG fact-finding visit to the Slovak Republic)*	SRSG Migration and Refugees	September 2022	Completed
8. North Macedonia – Training on identification and referral of potential trafficking victims for labour inspectors, police and social workers under Horizontal Facility II	DPC+DG II	2022	Completed
9. Under co-operation project checklists on social rights of displaced persons from Ukraine and social protection measures provided by member States of the European Union and the Council of Europe (including gender consideration)	Social Rights Department	2022	Completed

Indicative table of ongoing and proposed activities			
Strategic objective 6: Achieve gender mainstreaming in all policies and measures			
Activity	**Entity**	**Timeframe**	**Current Status**
1. Organise and carry out training of Gender Equality Rapporteurs	GED	2018 2019 2020 2021 2022	Completed Completed Completed Completed Completed
2. Update the training manual for Gender Equality Rapporteurs	GEC	2022	Completed
3. Organise and carry out regular exchanges of views between Gender Equality Rapporteurs and the Gender Equality Commission	GED + GEC	2018-2023	Ongoing
4. Continue regular exchanges of views between sectors of the Council of Europe carrying out gender mainstreaming and the Gender Equality Commission	GED + GEC and relevant sectors, including Youth	2018-2023	Ongoing
5. Regularly update the dedicated website on gender mainstreaming to give visibility to activities and work on gender mainstreaming carried out by members States and relevant sectors of the Council of Europe	GED	2018-2023	Ongoing
6. Organise regular meetings of the Gender Mainstreaming Team	GED + GMT	2018 2019 2020 2021 2022	Achieved x 2 Achieved x 1 Achieved x 2 Achieved x 1 Achieved x 1
7. Produce and disseminate tools to facilitate gender mainstreaming within and beyond the Organisation, such as videos, toolkits and manuals	GED + relevant sectors, including Youth	2018-2023	Ongoing
8. Georgia: Gender mainstreaming in-service training programme of judges in co-operation with the High School of Justice	Capacity-building and co-operation projects Unit	2021-2022	Completed
9. Initiate the implementation of the new Council of Europe Strategy for the Rights of the Child (2022-2027) which includes a cross-cutting gender-sensitive approach throughout.	CRD/CDENF	2022-2027	Ongoing
10. Draft Recommendation(s) on the protection of the best interests of the child in parental separation and in care proceedings, with special attention to the specific situation and needs of boys and girls	CRD/CJ/ENF-ISE	2021-2023	Ongoing
11. Committee of Experts CJ/ENF-ISE appointed a Gender Equality Rapporteur	CRD/CJ/ENF-ISE	March 2022	Completed

12. Guide of good practice for the participation of children in decision making processes on matters relating to their health, with special attention to the specific situation and needs of boys and girls	CRD/CDBIO	2022-2023	Ongoing
13. Gender equality as a transversal theme in the new Strategic Action Plan on Human Rights and Technologies in Biomedicine 2020-2025	CDBIO Capacity building	2020-2025	Ongoing
14. Preparation of a report on "The fight for a level-playing field – ending discrimination against women in the world of sport"	PACE	2020-2022	Completed
15. GRECO's 5th round evaluations include a gender dimension and, as appropriate, gender-based recommendations to member States	GRECO	2018-2023	Ongoing
16. Update of a factsheet on the work of the Congress on women's rights and equality between men and women gender equality	Congress	2018-2023	Ongoing
17. The ALL-IN project will be relaunched mid-2022-2024 and the indicators in particular will be reviewed and extended to an increasing number of EPAS member States. In the next round of the ALL-I project there will be a heightened focus on the aspect of media representation of women and girls in sport.	EPAS	2022-2023	Ongoing
18. An unconscious bias training specific to the sports sector commissioned by EPAS will be rolled out to the European Broadcasting Union and to the EPAS Consultative Committee, amongst others.	EPAS	2022-2023	Ongoing
19. European Youth Foundation – support for activities – gender mainstreaming is a precondition for receiving grants	Youth (EYF)	2018-2023	Ongoing
20. European Youth Foundation: training sessions and a toolbox on inclusion, diversity and gender equality in youth projects and youth organisations	Youth (EYF)	2022	Completed
21. Implementing a gender approach in different drug policy areas: from prevention, care and treatment services to law enforcement and the criminal justice system: elaboration of a handbook	Pompidou Group	2020-2022	Completed
22. Project by Tunisia on gender drug use prevention and care among adolescents	Pompidou Group MedNET	2020-2022	Completed
23. Courses in addictology taking into account the gender dimension in the faculties of Medicine of Tunis (Tunisia) and Rabat, Casablanca and Marrakech (Morocco)	Pompidou Group MedNET	2020-2021 2021-2022	Completed

24. Seminar on Drugs Facilitated Sexual Assaults (DFSA): a gender-based violence challenge, 18 May 2022, Rome	Pompidou Group	2022	Completed
25. Ensure gender perspective in the draft Committee of Ministers recommendation on a multi-level policy framework for migrant integration prepared by the Working Group on Intercultural Integration (GT-ADI-INT) under the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI). Recommendation CM/Rec(2022)10 on multilevel policies and governance for intercultural integration	Inclusion & Anti-discrimination	2020-2022 (adopted on 6 April 2022)	Completed
26. Revision/assessment of the gender and diversity sensitive disaggregated data collection systems on discrimination, hate crime and hate speech existing in the Eastern Partnership countries (in particular Armenia, Moldova, Ukraine and Georgia)	Inclusion & Anti-discrimination	2019-2023	Ongoing
27. Ensure systematic consideration of the gender mainstreaming and intersectional discrimination in the work of the Committee of Experts of the European Charter for Regional or Minority Languages and the activities of the Secretariat.	ECRML	2022-2023	Ongoing
28. Gender mainstreaming in country visits, opinions and events of the 5th monitoring cycle of the Framework Convention for the Protection of National Minorities.	FCNM	2019-2023	Ongoing
29. Gender equality included in training for mayors and senior local officials in the technical assistance project in Ukraine (training programmes “Gender equality policy in public authorities” and “Gender mainstreaming in local policies, plans and budgets”; Leadership Academy Programme).	Centre of Expertise for Good Governance	2020-2022	Completed
30. Gender mainstreamed through multiple activities (trainings, round tables, conferences) in the project in Serbia. The office of the Commissionaire for Protection of Equality is represented in the Project’s Steering Committee.	Centre of Expertise for Good Governance	December 2018-December 2022	Completed
31. Inclusion of gender equality issues among the topics of the 5th Local Self-Government Forum on “Efficient Local Government as a Background of Democratic and Rule-of-Law State”, as a special chapter of the Guide on organisational culture in public service and among specific questions in four different opinion polls in Ukraine	Centre of Expertise for Good Governance	2020-2023	Ongoing

32. Gender mainstreaming systematically included and to be considered in drafting guidelines and recommendations as well as in activities by the Centre of Expertise of Good Governance in member States	CDDG	2018-2023	Ongoing
33. Practical guide for mainstreaming gender in public and private law reform	CDCJ	2022-2023	Ongoing
34. Gender perspective systematically included and intersectional discrimination to be considered in drafting country monitoring reports and general policy recommendations	ECRI	2018-2023	Ongoing
35. A seconded Regional Gender Mainstreaming Adviser deployed to Kyiv Office covering the Eastern Partnership	DPC	2022-2023	Ongoing
36. Development of Country Gender Equality Profiles for the Council of Europe field offices	DPC	2019-2023	Ongoing
37. Regular meetings of the Gender Equality Focal Point network in the Council of Europe Offices, and maintenance and updating of the information sharing platform for the Focal Points on SharePoint	DPC	2022-2023	Ongoing
38. Development of gender sensitive communication guidance for co-operation projects in Albanian and Serbian	DPC	2021-2022	Completed
39. A training session in gender-sensitive communication for the communication officers in Council of Europe offices.	DPC	2022	Completed
40. Gender analysis and gender impact assessment within the theme of ensuring justice in Horizontal Facility for the Western Balkans and Türkiye II Actions in Albania, Bosnia and Herzegovina, Montenegro, Serbia, North Macedonia and Kosovo*	DPC+DGI	2019-2022	Completed
41. Gender analysis and gender impact assessment within the theme of promoting anti-discrimination and protection of the rights of vulnerable groups in Horizontal Facility for the Western Balkans and Türkiye II Actions in Serbia, Bosnia and Herzegovina, North Macedonia	DPC+DGII	2019-2022	Completed
42. Updating of Gender Mainstreaming Toolkit for Co-operation Projects	DPC & organisation-wide Gender Mainstreaming Team	2022-2023	Ongoing

43. Training for Strasbourg-based staff in gender mainstreaming in co-operation	DPC+DHR	2021-2022	Completed
44. Training in gender mainstreaming for the Cyber Crime Programme Office (C-PROC)	DPC + DHR	2022	Completed
45. Publication of scientific article studying the distribution by sex among organ donors and recipients in the CD-P-TO Member States and observer countries with the ultimate goal of shedding light on the processes underlying potential gender inequities in transplantation	CD-P-TO (EDQM)	2022	Completed
46. Collection of additional sex-disaggregated activity data in the field of organ donation and transplantation	CD-P-TO (EDQM)	2022-2025	Ongoing
47. Landscape analysis of gamete donor protection practices in Europe and elaboration of guidance and recommendations for the establishment of harmonised measured for the protection of gamete donors (with especial emphasis on oocyte donors)	CD-P-TO (EDQM)	2022-2025	Ongoing
48. Elaboration of booklet for the general public on add-on treatments during medically assisted reproduction	CD-P-TO (EDQM)	2022-2025	Ongoing
49. Study on the impact of artificial intelligence systems	CDADI+CAI+GEC	2022-2023	Ongoing
50. Draft CM/Rec on active political participation of national minority youth	CDADI/GT-ADI-MIN	2022-2023	Ongoing
51. Ensure a gender perspective in the Draft CM/Rec on combating hate crime	PC/ADI-CH	2022-2023	Ongoing
52. Ensure gender perspective in the ADI-ROM thematic reports	CDADI/ADI-ROM	2022-2023	Ongoing
53. Ensure gender perspective in the Annual thematic reports as part of the thematic review of Recommendation CM/Rec(2010)5	CDADI/ GT-ADI-SOGI	2022-2023	Ongoing
54. Ensure gender perspective in the Capacity-building programme and tools supporting implementation of CM/Rec on multi-level policies and governance for intercultural integration (adopted on 6 April 2022)	CDADI/ ADI-INT	2022-2023	Ongoing
55. Under co-operation project recommendations on equal remuneration legislation and practice in Georgia were prepared and submitted to the social reforms platform	Social Rights Department	2022	Completed

Abbreviations:

CDADI	Steering Committee on Anti-discrimination, Diversity and Inclusion
CDBIO	Steering Committee for Human Rights in the field of Biomedicine and Health
CDCJ	European Committee on Legal Co-operation
CDENF	Steering Committee for the Rights of the Child
CD-P-TO	European Committee on Organ Transplantation
CEPEJ	European Commission for the Efficiency of Justice
Court	European Court of Human Rights
C-PROC	Cybercrime Programme Office
CRD	Children's Rights Division
DGI	Directorate General of Human Rights and Rule of Law
DGII	Directorate General of Democracy
DHR	Directorate of Human Resources
DPC	Directorate of Programme Co-ordination
ECRI	European Commission against Racism and Intolerance
ECRML	European Charter for Regional or Minority Languages
ECSR	European Committee of Social Rights
EDQM	European Directorate for the Quality of Medicines & Healthcare
EPAS	Enlarged Partial Agreement on Sport
FCNM	Framework Convention for the Protection of National Minorities
GEC	Gender Equality Commission
GED	Unit for the Transversal Programme on Gender Equality
GER	Gender Equality Rapporteur
GMT	Gender Mainstreaming Team
GRECO	Group of States against Corruption
HELP	European Programme for Human Rights Education for Legal Professionals
MedNET	Mediterranean network for co-operation on drugs and addictions of the Pompidou Group
N/S Centre	European Centre for Global Interdependence and Solidarity of the Council of Europe
ODGP	Office of the Directorate General of Programming
PACE	Parliamentary Assembly of the Council of Europe
Pompidou Group	Council of Europe International Co-operation Group on Drugs and Addictions
SRSG Migration And Refugees	Special Representative of the Secretary General of the Council of Europe on Migration and Refugees
UWE	University Women of Europe
VaW	Violence against Women Division
VC	Venice Commission