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GENDER EQUALITY COMMISSION (GEC)

**Draft guidelines on
the place of men and boys in gender equality policies
and in policies to combat violence against women [SWEDEN: and girls]**

Consolidated version including amendments proposed

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Preamble

The Committee of Ministers,

1. Considering that the aim of the Council of Europe is to achieve a greater unity between its member States, *inter alia*, by promoting common standards in the field of human rights;
2. Recalling that gender equality is central to the protection of human rights, the functioning of democracy and good governance, respect for the rule of law and the promotion of well-being for all; that it entails equal rights for women and men, girls and boys, as well as the same visibility, empowerment, responsibility and participation in all spheres of public and private life; and that it implies equal access to and distribution of resources between women and men, as set out in the Council of Europe Gender Equality Strategy 2018-2023;

[NEW 2 bis. ITALY: Recalling that the issue of gender equality no longer concerns only women, but the human being, i.e. men and women, and that in order to experience real equality in the different areas of life, it is necessary to develop a sense of respect, starting with the education of children, so that differences/diversity are seen as an asset and not a form of inferiority].

3. Recalling that there are still structural obstacles preventing the full realisation of gender equality and women's rights in society, that **[GERMANY: ~~violence against women and girls~~ gender-based violence]** remains the most widespread violation of women's human rights; that political activities and public decision-making remain male-dominated areas and that women continue to carry a disproportionate share of unpaid care work, which impacts their access to the labour market, to quality employment, decision-making and other opportunities;
4. Considering that men have a major role to play in eradicating violence against women and gender-based inequality, and that their involvement in building an **[EUROPEAN YOUTH FORUM: ~~egalitarian equal~~]** society is of medium and long-term benefit to both women and men, and society as a whole;
5. Considering that the issue of **[AZERBAIJAN: "women, men, boys and gender equality"] / [DENMARK: "~~men, boys and gender equality~~" "how men and boys can contribute to and benefit from gender equality"]** has gained increased visibility in recent years, and taking into account the need to provide a policy framework for measures in this area, based on existing standards and policies.

6. Bearing in mind the obligations and commitments as undertaken by States in line with relevant Council of Europe conventions, such as:
 - the Convention for the Protection of Human Rights and Fundamental Freedoms (ETS No. 5, 1950);
 - the European Social Charter (ETS No. 35, 1961, revised in 1996, ETS No. 163);
 - the Council of Europe Convention on Action against Trafficking in Human Beings (CETS No. 197, 2005);
 - **[Council of Europe Children’s Rights Division : the Council of Europe Convention on the Protection of Children against Sexual Exploitation and Sexual Abuse (CETS No. 201, “Lanzarote Convention”, 2007);]**
 - the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (CETS No. 210, “Istanbul Convention”, 2011);
7. Recalling the following recommendations of the Committee of Ministers to member States of the Council of Europe:
 - Recommendation No. R (90) 4 on the elimination of sexism from language;
 - Recommendation No. R (96) 51 on reconciling work and family life;
 - Recommendation Rec (2002) 5 on the protection of women against violence;
 - Recommendation Rec (2003) 3 on balanced participation of women and men in political and public decision-making;
 - **[Council of Europe Children’s Rights Division : Recommendation Rec (2006) 19 on policies to support positive parenting;]**
 - Recommendation CM/Rec (2007) 13 on gender mainstreaming in education;
 - Recommendation CM/Rec (2007) 17 on gender equality standards and mechanisms;
 - Recommendation CM/Rec (2010) 10 on the role of women and men in conflict prevention and resolution and in peace building;
 - Recommendation CM/Rec (2013) 1 on gender equality and media;
 - Recommendation CM/Rec (2019) 1 on preventing and combating sexism;
8. Taking account of the Council of Europe Gender Equality Strategy 2018-2023;

9. Recalling:
 - the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (“CEDAW”, 1979) and its Optional Protocol (1999);
 - **[Council of Europe Children’s Rights Division : the United Nations Convention on the Rights of the Child (“UNCRC”, 1989);]**
 - the Beijing Declaration and Platform for Action adopted at the Fourth World Conference on Women (1995);
 - the United Nations Security Council Resolution 1325 on women and peace and security (2000) and subsequent United Nations Security Council resolutions on this topic;
 - the United Nations Agenda 2030 for sustainable development;
 - the Report “Review of promising practices and lessons learned, existing strategies and United Nations and other initiatives to engage men and boys in promoting and achieving gender equality, in the context of eliminating violence against women” adopted by the United Nations Human Rights Council in 2018;
10. Stressing that **[DENMARK: ~~patriarchy, as a system of male domination, is~~ traditional gender stereotypes are still pervasive in Europe, ~~underpinning; and continue to produce and reinforce~~ gender norms and inequalities that severely limit the opportunities and well-being of women and girls as well as men and boys ~~experience; and that patriarchy. Consequently, the resulting power structures produced by gender stereotypes]~~ negatively impact societies, policy-making and international relations, notably as regards the way in which issues such as peace, social justice and climate change are addressed;**
11. Noting that the Covid-19 pandemic has reinforced existing gender inequalities while generating new forms of disadvantage and exclusion;
12. Stressing that the **[HUNGARY: ~~diversity~~ the diverse situations and conditions] of men and women – as it relates to race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, [SPAIN: socio-economic status] property, birth, [HOLY SEE: ~~sexual orientation, gender identity~~], [CYPRUS: and gender expression,] age, state of health, [CYPRUS: disability special ability], marital status, migrant or refugee status, or other status – needs to be taken into account in measures related to the place of men and boys in gender equality policies and [GREVIO: ~~in~~ their contribution to] policies to combat [GERMANY: ~~violence against women~~ gender-based violence] / [SWEDEN: violence against women and girls] [GREVIO: and their implementation;]**

13. Recognising that the individual and collective conduct of men and boys is crucial for the full achievement of gender equality and women **[SWEDEN: and girls']** rights, that their actions or inaction can accelerate, slow or reverse progress towards equality, and that men and boys **[DENMARK: increasingly]** must become agents of change, with men in positions of power having a particular responsibility in this regard;
14. Noting that men and boys **[DENMARK - GERMANY - Four German-speaking men's NGOs: may be are]** subject to gender inequalities, norms and stereotypes which **[Four German-speaking men's NGOs: can]** limit their opportunities in public and private life; that **[DENMARK: harsh traditional]** codes of **[SWITZERLAND: mascularity masculinities]** **[GERMANY: can]** also negatively affect the lives of men and boys, particularly as victims and/or perpetrators of violence, or in adopting behaviour that can be prejudicial to themselves; and that men and boys are, therefore, beneficiaries of gender equality in their own right;

~~**[HOLY SEE: Noting that men and boys may be subject to gender inequalities, norms and stereotypes which can limit their opportunities in public and private life; that harsh codes of masculinity can also negatively affect the lives of men and boys, particularly as victims and/or perpetrators of male violence, or in adopting behaviour that can be prejudicial to themselves; and that men and boys are, therefore, beneficiaries of gender equality in their own right;]**~~
15. Affirming that the ultimate goal of strategies and programmes on the place of men and boys in gender equality policies is to achieve gender equality in society and to eliminate all forms of discrimination **[SPAIN: , sexism]** and **[DENMARK - GERMANY: violence against women and girls gender-based violence]**, including by transforming discriminatory gender norms and stereotypes and promoting non-violent, respectful and equal gender relations;
16. Adopts the following guidelines to serve as a practical framework for the member States, to assist them in strengthening strategies and measures on the place of men and boys in gender equality policies and in policies to combat **[GERMANY: violence against women gender-based violence]** / **[SWEDEN: violence against women and girls]**;

17. Invites member States to:

- ~~[SWEDEN: ensure that~~ take steps to implement these guidelines and ensure that they ~~are~~ widely disseminated ~~with a view~~ to encourage their implementation by ~~all relevant~~ authorities,]
- assess progress in their implementation and inform the competent Council of Europe steering committee(s) of the measures undertaken and the progress achieved in this field.

I. Objectives and fundamental principles

Objectives

18. The aim of these Guidelines is to establish fundamental principles to be taken into account by member States when drawing up strategies, legislation and other measures relating to the place of men and boys in gender equality policies [SPAIN: care policies] and in policies to combat violence against women [SWEDEN: and girls], and to suggest strategies and practical measures to member States in this regard.
19. The Guidelines form part of the process of implementation of the rights and principles enshrined in European and international conventions, standards and policies concerning gender equality and women's rights, [SPAIN - GREVIO: in the context of continuous backlashes in this area.] [CYPRUS: In particular, anti-feminist [SWITZERLAND : or] "men's rights" movements which undermine or challenge existing gender equality standards and policies, threaten the realisation of the fundamental rights of all women and men and transgender people.] / [DENMARK: ~~in the context of continuous backlashes. In particular, anti-feminist "men's rights" movements which undermine or challenge existing gender equality standards and policies, threaten the realisation of the fundamental rights of all women and men.~~] /

Fundamental principles

20. "Gender equality entails equal rights for women and men, girls and boys, as well as the same visibility, empowerment, responsibility and participation, in all spheres of public and private life. It also implies equal access to and distribution of resources between women and men" (Council of Europe Gender Equality Strategy 2018-2023). The aim of gender equality policies is to promote substantive gender equality, including by empowering women, and by eliminating all forms of discrimination and [GERMANY: ~~violence against women gender-based violence~~] [CYPRUS: including transgender women] [SWEDEN: violence against women and girls].
21. Policies on the place of men and boys in gender equality [HOLY SEE: ~~must comply with should be informed by~~] international standards and criteria and the relevant instruments of the Council of Europe and should adopt a dual approach: (1) specific measures, including positive action when appropriate, in areas critical for the advancement of women [DENMARK: and men] in order to achieve *de facto* gender equality; and (2) the implementation of a gender mainstreaming perspective in all policies and measures.

Policies on the place of men and boys in gender equality must comply with international standards and criteria and the relevant instruments of the Council of Europe and should adopt a dual approach: (1) ~~[ITALY: specific measures, including positive action when appropriate, in areas critical for the advancement of women in order to achieve *de facto* gender equality]~~ the implementation of a gender mainstreaming perspective in all policies and measures; and (2) ~~the implementation of a gender mainstreaming perspective in all policies and measures~~ specific measures, including positive action when appropriate, in areas critical for the advancement of women in order to achieve *de facto* gender equality.

[NEW 21 bis HUNGARY: The Guidelines take due consideration of different treaty obligations of States. No provision of the present Guidelines is intended to establish additional obligations for member States not following from their treaty obligations.]

22. Measures to involve men and boys in gender equality policies [~~HOLY SEE: must pursue the implementation of~~ may be informed by] gender equality standards, challenge structural inequalities [~~DENMARK: and not constitute an alternative policy objective to strengthen men's and boys' rights in isolation.~~]
23. Measures regarding men and boys should [~~SPAIN: take account of~~ include an intersectional approach, that is take account of] the combined effects of systems of exclusion, and [~~MALTA: disadvantage~~ disadvantages] linked to aspects other than sex [~~HUNGARY – HOLY SEE: and gender~~], such as race, colour, language, religion, political or other opinion, national or social origin, association with a national [~~GREVIO: or ethnic~~] minority, [~~SPAIN: socio-economic status,~~] property, birth, [~~HOLY SEE: sexual orientation, gender identity~~], age, state of health, disability, marital status, migrant or refugee status, or other status. [~~SPAIN: This means taking an intersectional approach.~~]

[NEW 23 bis Council of Europe Children's Rights Division : The participation of boys in any measures, organisations or programmes should only be undertaken on a voluntary basis, in conformity with the rights of the child and should be conducted in line with the right to participate, in a child friendly or age-appropriate manner.]

24. Measures concerning men and boys should address the fact that [~~GERMANY: gender-based violence against women~~] is perpetrated primarily by men [~~GREVIO: and boys~~, and that men and boys] therefore have a particular role in the prevention of such violence [~~DENMARK: , recognising that domestic violence affects women disproportionately, and that men may also be victims of domestic violence.~~] Special attention should be given to those provisions of the Istanbul Convention that address the role of men and boys; particularly in the area of prevention, including as decision-makers, role models, agents of change and advocates for equality between women and men [~~SWEDEN: , girls and boys~~] ; and speaking out against violence.

25. Measures involving men and boys should [SPAIN: ~~complement~~ serve to reinforce] and not replace gender equality policies primarily targeting [SWEDEN: ~~girls and~~ women and girls] or the specific approaches of feminist movements that provide for women-only spaces and women-focused programmes. [DENMARK: Measures should acknowledge the leading role of women and girls historically] in making progress towards gender equality [GREVIO: and in combating violence against women.] / [HOLY SEE: ~~Measures should acknowledge the leading role of women and girls in making progress towards gender equality.~~] / [Four German-speaking men's NGOs: : ~~Measures should acknowledge the leading role of women and girls in making progress towards gender equality.~~ Measures should take into account the knowledge and experiences of women and girls in making progress towards gender equality.] [Council of Europe Children's Rights Division : Bearing in mind the rights of the child, in this case boys, NGOs with specialisation on the rights of the child should be consulted.]
26. [SPAIN: Without diverting resources from the promotion of women's rights, empowerment and leadership, member States should ~~ensure the allocation of~~ allocate additional funding to measures involving men and boys aimed at achieving gender equality and strengthening women's and girls' rights, ~~without diverting resources from the promotion of women's rights, empowerment and leadership.~~ They should further ensure that action taken in this regard is regularly assessed, ~~in terms of achieving gender equality and strengthening women's and girls' rights.~~]
- Member States should ensure the allocation of additional funding to measures involving men and boys, without diverting resources from the promotion of women [SWEDEN: and girls'] rights, empowerment and leadership [GREVIO: and the prevention and combating of violence against women, in particular women-only domestic violence shelters]. They should further ensure that action taken is regularly assessed, in terms of achieving gender equality and [HOLY SEE: strengthening protecting women's and girls' fundamental human rights.]
27. Measures involving men and boys should not have a negative impact on the visibility of women's NGOs and should not compromise opportunities and resources assigned to [HOLY SEE: ~~promoting protecting~~] women's [SWEDEN: and girls'] [HOLY SEE: fundamental human] rights and combating violence against women [SWEDEN: and girls].

28. Measures involving men and boys should be designed in **[AZERBAIJAN: ~~consultation co-operation~~ / [GERMANY - Four German-speaking men's NGOs: ~~consultation coordination~~** with **[DENMARK: ~~relevant women's NGOs and~~** relevant organisations working with men and boys actively combating gender inequalities and **[GERMANY: ~~violence against women and girls gender-based violence~~** **[DENMARK: as well as with relevant women's NGOs.**
29. Legislation, policies and other measures adopted by member States should be evidence-based and reflect current, relevant and accurate scientific data and research in the area of gender equality and women **[SWEDEN: and girls'** rights **[GREVIO: and combating violence against women**.

[NEW 29 bis - SPAIN: Gender norms, stereotypes and sexism regarding care and domestic responsibilities, with women carrying out a disproportionate share, need to be addressed to achieve an equal sharing of these responsibilities between women and men.

II. Proposed measures for member States

30. Member States may devise the following types of measures according to the objective pursued: (1) measures focusing on addressing gender equality in **[SWITZERLAND: - particularly- unpaid** care; (2) measures focusing on men and boys as agents of change for the realisation of gender equality and women **[SWEDEN: and girls'** rights, and on countering resistance to gender equality; (3) measures to reduce the negative impacts of **[SPAIN: sexism,** social norms and gender stereotypes **[HOLY SEE: ~~on men and boys on women and girls~~**; (4) measures to engage men and boys in action to **[GREVIO: prevent and** combat violence against women **[CYPRUS: including transgender women** **[SWEDEN: and girls**; (5) measures promoting the development and dissemination of scientific research and data on gender inequalities and women **[SWEDEN: and girls'** rights.
31. In addition to the proposed measures hereunder, member States should also ensure the full application of relevant provisions of various Committee of Ministers recommendations to member States, including Recommendation No. R (90) 4 on the elimination of sexism from language, Recommendation No. R (96) 51 on reconciling work and family life, Recommendation Rec (2002) 5 on the protection of women **[SWEDEN: and girls** against violence, Recommendation Rec (2003) 3 on balanced participation of women and men in political and public decision-making, Recommendation CM/Rec (2007) 13 on gender mainstreaming in education, CM/Rec (2007) 17 on gender equality standards and mechanisms, Recommendation CM/Rec (2010) 10 on the role of women and men in conflict prevention and resolution and in peace building, and Recommendation CM/Rec (2019) 1 on preventing and combating sexism. **[COUNCIL OF EUROPE SPORT DIVISION: Recommendation CM/Rec(2013)1 on equality between women and men and the media, Recommendation CM/Rec(2015)2 on gender mainstreaming in sport]**

A. Measures focusing on addressing gender equality in care

32. The gendered division of paid and unpaid work, in particular the persistent unequal sharing of unpaid care [SPAIN: and domestic] work between women and men, is a significant obstacle to gender equality. The equal involvement of men in [SWITZERLAND: unpaid] care activities is an important aspect in transforming gender roles and relations. [SWITZERLAND: For example,] before the Covid-19 outbreak, women in the European Union spent 13 hours more than men every week on unpaid care and housework. Effective and proactive strategies, policies, and programmes are needed to ensure gender equality in relation to care, including enhancing the role of public authorities and private actors, and involving men and women equally in care and other unpaid work. [GERMANY: This should be done under the condition that the overall burden remains manageable.]
33. Tackling entrenched gender norms and stereotypes [SPAIN: and sexism] is [DENMARK: also] crucial in addressing the low participation of men in [SWITZERLAND: unpaid] care [Council of Europe Children's Rights Division : activities and child rearing], including through educational and awareness-raising measures and measures to promote equal parenting [DENMARK: such as paid paternal leave and sick days that address the economic incentives limiting men's involvement in childcare] / [HOLY SEE: equal parenting equal sharing of parenting responsibilities.] [Four German-speaking men's NGOs: The promotion of caring masculinities has to be accompanied by the promotion of part-time employment and other forms of family-friendly workplace conditions for men and fathers.]

The governments of member States should [DENMARK- HUNGARY – SWITZERLAND: adopt consider adopting] the following measures:

34. Contribute to the development of a so-called "Care Deal" in Council of Europe member States, by promoting care as a responsibility of the State and [SPAIN: a to be an equally] shared responsibility of men and women ~~as equal earners and equal carers~~. Such a "Care Deal" also requires the implementation of coordinated and structural measures to develop accessible, affordable and quality care services for children, the elderly and other dependants, [SPAIN: taking into account the needs of single parents] and to improve working conditions in the care sector, including remuneration levels and job security.

35. ~~[DENMARK: Adopt legislation promoting~~ **Promote** men's, women's, and indeed society's, equal responsibility for care, as well as the equal distribution of unpaid care work among women and men. ~~Such measures This~~ may include:] / [SPAIN: Such measures may include, among others]:
- introducing [SWITZERLAND: several weeks of] paternity leave at 100% compensation,
 - introducing [SWITZERLAND: several weeks of] non-transferable [Council of Europe Children's Rights Division : compulsory] paid parental leave and care leave for other dependants, accessible to all workers,
 - ~~[SWITZERLAND: ensuring the availability of~~ introducing] flexible working arrangements for both women and men,
 - introducing a right to disconnect for all workers,
 - reviewing tax systems so that they contribute to an equal share of [SWITZERLAND: unpaid] care responsibilities between women and men.
36. Encourage employers in the public and private sectors, as well as social partners, to promote concrete voluntary measures conducive to an equal [SPAIN: ~~redistribution~~ sharing of unpaid care and domestic work] and to work-life balance for women and men. Such measures may include:
- offering [SPAIN: ~~more attractive~~ better] care-leave arrangements and flexible working conditions than those provided by law to all workers, both women and men, and applicable regardless of position,
 - [SPAIN: ~~taking concrete measures to eliminate all forms of discrimination, penalisation, or stigma~~ eliminating gender stereotypes, social norms and sexism] against [SWITZERLAND: relations serving as] carers, be they women or men,
 - offering [SWITZERLAND: or supporting] quality and financially affordable childcare facilities ~~within companies~~.
 - [NEW- SPAIN: promoting the exchange of successful practices within companies.]
37. [DENMARK: ~~Make~~ Encourage reporting on gender equality issues ~~mandatory by law~~] for all employers, [MALTA: in accordance with their logistical capacity] including working conditions of women and men, equal pay, policies to reconcile working and [HOLY SEE: ~~private~~ family life], and equal access of women and men to decision-making positions.
- [NEW 37 bis Council of Europe Children's Rights Division : In the best interests of the child, the rights of parents, such as entitlement to appropriate support from public authorities in fulfilling their parental functions, must also be given prominence. The exercise by parents of equal and shared responsibility for their children makes a major contribution to the harmonious development of the child's personality.]

[NEW 37 ter Council of Europe Children's Rights Division : Particular attention should be paid to the important role of fathers in the care and rearing of their children, taking into account in particular the principle of gender equality, the impact on families of the reconciliation of work and family life and family breakdown.]

38. Provide training to, and raise awareness among, relevant professionals who come into contact with parents, including social welfare, health, **[IRELAND - SWEDEN: ~~and education~~]** professionals, to enable them to promote **[HOLY SEE: ~~gender-equal parenting~~ the equal sharing of parenting responsibilities]** and the equal involvement of women and men in unpaid care **[SPAIN: ~~and domestic~~ work [IRELAND: ~~and also to promote awareness among parents of the benefits of men being employed in caring roles and caring professions.~~]**
39. **[DENMARK: ~~Ensure that~~ Promote]** diverse and non-stereotypical portrayals of parenthood **~~are being disseminated~~**, including in educational, social welfare and healthcare settings. This can also be achieved through public communication and family policy measures which target parents, in a non-stereotypical manner, with a strong message promoting care as a shared responsibility.
40. Carry out awareness-raising and media campaigns with messages adapted to different **[HOLY SEE: ~~groups~~ audiences]** in order to promote an understanding of unpaid care work **[SPAIN: ~~, its value~~ and gender stereotypes that exist among the general public that hinder the equal sharing between women and men.]**
41. Adopt systematic approaches and mechanisms to monitor, evaluate and report the impact of measures on engaging men and boys, particularly in the areas of unpaid care work, social norms and gender stereotypes.
42. Address gender-stereotypical career **[HOLY SEE: ~~choices~~ orientations]** through the development of innovative pedagogical tools, materials and activities for teachers and career guidance counsellors, in order to eliminate **[HOLY SEE: gender-stereotypical expectations, ~~behaviour and choices~~ and pressures]** among boys and girls. **[IRELAND: Raise awareness among children's educational and care services of the importance of avoiding gender stereotypes in the roles that are given to male and female caregivers and employees.]**

43. [SPAIN: Take measures to ~~encourage more men to choose careers in care, *inter alia* through recruitment campaigns targeting boys and young men, educational scholarships for men in health and social care-related diplomas, and by~~ adequately measure and value care work, its contribution to the economy and the gross domestic product and to social-being, through increasing the visibility of male role models in the sector carers and the role they carry out, improving caring careers, and the quality of jobs with adequate pay, social protection and labour rights as well as their professional development and promotion.] Specific targets should be set to facilitate the monitoring and evaluation of measures.

Take measures to encourage more men to choose careers in care, [SWEDEN: ~~*inter alia* through recruitment campaigns targeting boys and young men, educational scholarships for men in health and social care-related diplomas, and~~ by increasing the visibility of male role models in the sector. ~~Specific targets should be set to facilitate the monitoring and evaluation of measures.~~]

[Council of Europe Children's Rights Division : Take measures to encourage more men to choose careers in care, *inter alia* through recruitment campaigns targeting ~~boys and~~ young men, educational scholarships for men in health and social care-related diplomas, and by increasing the visibility of male role models in the sector. Specific targets should be set to facilitate the monitoring and evaluation of measures.]

44. [SPAIN – MOVE §44 TO SECTION C WITHOUT CHANGE]

Take measures, within and outside education systems, to raise awareness and promote the development of critical thinking among [Council of Europe Children's Rights Division : ~~young men and boys~~] [DENMARK: , as well as women and girls] for the countering of sexism in the content, language and illustrations of toys, comics, books, television, video and other games, online content and films, including pornography. [GERMANY: Take also measures, to enable boys and men to protect themselves from and against sexism (e.g. by promoting media competence in dealing with pornography).] / [HOLY SEE: ~~in the content, language and illustrations of toys, comics, books, television, video and other games, online content and films, including pornography~~]

[NEW 44 bis Council of Europe Children's Rights Division : Take measures, for girls and boys, within the education system and in extracurricular activities to challenge gender stereotypes and promote critical thinking to counter sexism in content, language and to challenge the stereotyping of professions, roles in the home, parenting.]

45. [SPAIN – MOVE §45 TO SECTION C WITHOUT CHANGE]

Implement measures to encourage all members of society, especially men **[Council of Europe Children’s Rights Division : ~~and boys~~**, to abandon sexist behaviour and gender stereotypes and to adopt respectful and healthy behaviour, notably in the home, as partners and fathers the digital sphere, and especially in relation to young women and girls, women journalists, politicians, public figures and women’s human rights defenders.

B. Measures focusing on men and boys as agents of change for the realisation of gender equality and women’s rights and on countering resistance to gender equality

46. As stated in the Council of Europe Gender Equality Strategy 2018-2023, “Political activities and public decision-making remain male-dominated areas. Men set political priorities, and political culture continues to be structured around male behaviour and life experience”. It is therefore important to improve the accountability of political leaders vis-à-vis commitments to gender equality and women’s rights at all levels. Men in power in other areas, such as in business and in the media, can also play an important role in promoting gender equality and women’s rights through their decision-making power, resources, and influence.

47. **[DENMARK: ~~Patriarchy is~~ Traditional gender stereotypes and their accompanying power structures are** often the root cause of harmful gender norms and behaviour. **~~Patriarchy also~~ While these structures favour men in the political and economic elite, they** negatively impact policy formulation and decision-making outcomes at all levels **to the detriment of both women and men.**] This needs to be taken into account in order to ensure that men and boys play a transformative role towards gender equality.

Patriarchy is **[SPAIN -SWITZERLAND - Four German-speaking men’s NGOs: ~~often the a~~** root cause of **[SWITZERLAND: frequently** harmful gender norms and behaviour. Patriarchy also negatively impacts policy formulation and decision-making outcomes at all levels This needs to be taken into account in order to ensure that men and boys play a transformative role towards gender equality.

48. **[GREVIO: ~~Regressive ideologies and~~ Reactionary** political and religious movements **and agendas**, as well as misogynist online **and offline** spaces] that oppose or challenge gender equality and feminist standards and principles, are a growing concern for stakeholders and organisations that support gender equality and women’s rights. Appropriate measures are needed to counter this resistance and to limit the impact of such **[DENMARK : ~~reactionary~~ ideologies and] / [GREVIO: reactionary ~~ideologies and~~** movements. This requires improved knowledge and awareness of the various forms of resistance and opposition, the actors involved, **[DENMARK: ~~their potential links with terrorist movements~~] [SPAIN: , how they are financed** and the potential threat that they constitute for democracy and human rights. This is all the more important when different forces are contesting rights in other gender-related areas, such as sexual and reproductive health and rights, sexuality education, and the

rights of [DENMARK: ~~LGBTI~~ LGBTI+ people] / [HUNGARY: ~~sexual and reproductive health and rights, sexuality education, and the rights of LGBTI people~~].

[HOLY SEE: Regressive ideologies and political and ~~religious~~ fundamentalist movements, as well as misogynist online spaces that oppose or challenge gender equality and ~~feminist standards and principles~~ the advancement of women, are a growing concern for stakeholders and organisations that support gender equality and ~~women's rights~~ the advancement of women. Appropriate measures are needed to counter this resistance ~~and to limit the impact of such reactionary ideologies and movements. This requires improved knowledge and awareness of the various forms of resistance and opposition, the actors involved, their potential links with terrorist movements and the threat that they constitute for democracy and human rights. This is all the more important when different forces are contesting rights in other gender-related areas, such as sexual and reproductive health and rights, sexuality education, and the rights of LGBTI people.~~]

The governments of member States should [DENMARK - HUNGARY – SWITZERLAND: ~~adopt~~ consider adopting] the following measures:

49. Secure commitment at the highest level to actively promote an institutional culture which rejects [HOLY SEE: ~~gender-based~~ discrimination and violence against women], sexism, gender stereotypes and gendered power dynamics in the public and private sector. Such measures could include:
 - the adoption and implementation of [SWITZERLAND: ~~binding~~] gender parity and quota measures for political, public and private decision-making positions,
 - the adoption and implementation of codes of conduct that include redress mechanisms and sanctions, in order to provide guidance to public and private officials in diverse settings,
 - the adoption of pledges or concrete targets by [SWEDEN: ~~men~~] leaders related to promoting gender balance, to combating [HOLY SEE: ~~gender~~] discrimination, and to dedicating adequate funding for measures and programmes to promote gender equality and to combat violence against women [SWEDEN: and girls],
 - public commitments to not holding or participating in [SWEDEN: ~~men-only~~ public panels or decision-making bodies and ~~to involving women~~ in the planning of events, which do not involve both women and men].

50. Develop democratic and transparent monitoring mechanisms encouraging [SWEDEN - SWITZERLAND: ~~men~~ women and men] in decision-making at all levels, including ~~male~~ heads of government and of political parties, to report on actions taken to implement national, European and international [HOLY SEE: ~~standards and~~] commitments relating to gender equality and [SWEDEN: women and girls' rights] / [HOLY SEE: women's rights advancement.]
51. Identify, encourage, and mobilize the voices of men in decision-making, including politicians, diplomats, civil servants, and members of the armed forces, in support of gender equality, women's engagement in international relations, and the full implementation of existing international commitments on women, peace and security.
52. Take concrete steps, for example through awareness-raising, research, training and codes of conduct, to challenge and discredit misogynistic [CYPRUS: and transphobic] domineering or violent leadership styles, in the public arena and at all levels.
53. Develop and support targeted training sessions for high-level political decision-makers, [SWEDEN: ~~particularly men~~], on human rights, [CYPRUS: sex, gender, gender identity], gender equality and non-violence, in order to counter unconscious bias and raise awareness about [HOLY SEE: ~~existing standards and~~] remaining challenges and to ensure progress.
54. Encourage and support the adoption of internal policies and actions, as well as [HOLY SEE: ~~compulsory~~] training on gender norms and [GREVIO: harmful] stereotypes, gender equality, anti-discrimination, sexism, sexual harassment and violence in the workplace, targeting decision-makers, [SWEDEN: ~~and particularly men~~], in private and public companies and services.
55. In the context of government initiatives, issue [SWEDEN: ~~clear public statements~~ information] on why men and boys should be meaningfully involved in, and support, gender equality policies.
56. [HOLY SEE: ~~Create sustainable structures for the~~ Promote transparent] consultation and partnerships with relevant women's [CYPRUS: or transgender people's] NGOs and relevant organisations working with men and boys active in the area of [HOLY SEE: ~~promoting~~] gender equality, to ensure their meaningful participation, ~~as well as accountability and transparency~~, in the implementation of policies and initiatives to engage men and boys in efforts to achieve gender equality.

57. In close consultation with relevant women's **[CYPRUS: or transgender people's]** NGOs and relevant organisations working with men and boys, develop criteria for the design and funding of strategies and activities related to the role of men and boys in **[SPAIN: in furthering]** gender equality policies, including:
- a stated objective to promote gender equality and full adherence to established international policies and standards on promoting gender equality and combating violence against women **[SWEDEN: and girls]**,
 - to ensure that policies and activities on engaging men and boys do not negatively impact on the funding, legitimacy and visibility of programmes and organisations promoting women **[SWEDEN: and girls']** rights, empowerment and leadership,
 - to ensure that activities are evidence-based and reflect up-to-date, relevant and accurate scientific data and research in the areas of gender equality and combating violence against women **[SWEDEN: and girls]**.
58. Support organisations, projects and programmes, including training activities, on men and boys **[SPAIN: in engaged in achieving]** gender equality policies that fulfil the above criteria.
59. Take measures to ensure the safety and protection of teachers and other professionals who develop and implement gender equality programmes - particularly with children and young people - and who may be the target of attacks by anti-feminist groups **[GREVIO: , parents and individuals]**.
- [NEW 59 bis – CYPRUS: Take measures to ensure the safety and protection of transgender people who may be the target of attacks by transphobic groups.]**
60. Take measures to better identify and understand the strategies used by **[CYPRUS: regressive or radicalised movements]** / **[HOLY SEE: ~~regressive movements including~~]** anti-feminist **[SWITZERLAND: or]** "men's rights" movements and online misogynist spaces, to oppose gender equality; and implement preventive interventions to limit their potential to recruit, **[SPAIN: , to obtain financing]** to cause harm and to negatively impact on **[HOLY SEE: ~~democracy, political and public discourse and~~]** gender equality policies.
61. Encourage the organisation of public lectures, **[CYPRUS: seminars]** conferences and awareness raising campaigns to deconstruct and challenge misogynistic and sexist discourse, as well as myths and misconceptions about gender equality policies and feminist movements.

62. Invite bodies working on anti-terrorism at national level to adopt a gendered approach to counter-terrorism and preventing violent extremism, focusing *inter alia* on the links between violent anti-feminist [SWITZERLAND: or] “men’s rights” movements and terrorism.

C. Measures to reduce the negative impacts of social norms and gender stereotypes
[HOLY SEE: ~~on men and boys~~]

63. In 2021, in EU countries the proportion of early leavers from education and training was slightly higher for young men than for young women (those considered were individuals aged 18-24 who have completed at most a lower secondary education and were not in further education or training at the time of the survey). Early school leavers , [Council of Europe Children’s Rights Division : which present a higher proportion of young men], face a higher risk of unemployment, social exclusion and poverty. [SWEDEN: ~~Social origin Socio-economic~~] and migration background are [SWEDEN: ~~important~~ examples of] factors affecting early school leaving and some groups of young men are more likely to drop out of school in order to seek paid employment. A [DENMARK: male-oriented,] gender mainstreaming and [HOLY SEE: intersectional inter-sectoral] approach should therefore be adopted to address this issue [IRELAND: where relevant, based on individual country context].
64. Social norms and stereotypes also affect the health status of women and men differently. Men are more likely to engage in high-risk behaviours as a result of stereotypical images of men and masculinity, resulting in increased street violence, alcohol abuse, and suicide rates. Men also have differing sexual and reproductive health needs, including in relation to contraception, prevention and treatment of HIV and other sexually transmitted diseases (STDs), as well as cancers that affect men. Yet these needs are often unfulfilled due a combination of factors, including poor health-seeking behaviour among men.
65. [HUNGARY: There is increasing evidence that age appropriate and evidence-based comprehensive sexuality education] / [SPAIN : ~~There is increasing evidence that~~ Comprehensive sexuality education] / [HOLY SEE: There is increasing evidence that ~~comprehensive sexuality~~ education] has positive effects on both boys and girls and can contribute to [SPAIN: eliminating patriarchal patterns,] conveying strong messages in favour of [SWEDEN: ~~equality between women and men~~ gender equality], including in developing respectful social and sexual [SPAIN: culture and] relationships, promoting non-stereotyped gender roles, and reducing risky behaviour, particularly among young men in relation to sexual relationships, contraception, [SPAIN: including equal sharing of responsibility regarding its use,] and HIV and other STDs. [HOLY SEE: ~~in relation to sexual relationships, contraception, and HIV and other STDs.~~]

[Council of Europe Children’s Rights Division : There is increasing evidence that age appropriate comprehensive sexuality education has positive effects on both boys and girls and can contribute to preventing and reducing harmful sexual behaviour, conveying strong messages in favour of respect and equality between women and men, including in

developing respectful social and sexual relationships, promoting non-stereotyped gender roles, and reducing risky behaviour, particularly among young men, in relation to sexual relationships, **including consent as well as** contraception, and HIV and other STDs.]

66. Societal expectations and gender norms around masculinity are linked to men's greater likelihood to engage in violence and participate in extremist groups. Men and boys are also vulnerable to violence and abuse by other men, including in war-related violence, as victims of homicide, as well as of violence related to racial and ethnic discrimination.

Societal expectations and gender norms around [SWITZERLAND: ~~masculinity~~ **masculinities**] are linked to men's greater likelihood to engage in violence and participate in extremist groups. [~~HOLY SEE: Men and boys are also vulnerable to violence and abuse by other men, including in war-related violence, as victims of homicide, as well as of violence related to racial and ethnic discrimination.~~]

The governments of the member States should [DENMARK- HUNGARY – SWITZERLAND: ~~adopt~~ **consider adopting**] the following measures:

67. Recognise and challenge gender stereotypes [SPAIN: **and sexism**] in teaching and learning (including low expectations of boys' achievement) and develop [SWEDEN: ~~gender-sensitive~~ **gender-responsive**] teaching practices that are more conducive to motivating and engaging boys and girls.

[67 bis SPAIN – MOVING §44 HERE WITHOUT CHANGE : Take measures, within and outside education systems, to raise awareness and promote the development of critical thinking among men and boys for the countering of sexism in the content, language and illustrations of toys, comics, books, television, video and other games, online content and films, including pornography.]

[NEW 67 ter Council of Europe Children's Rights Division : **Take measures to include in the official curriculum, of all levels of education, teaching material on issues such as the principle of equality between women and men, non-stereotyped gender roles, mutual respect, non-violent conflict resolution in interpersonal relationships, gender-based violence against women and the right to personal integrity.**]

68. Introduce evidence-based policies and measures to combat school dropout rates and early school leaving, adopting an [HOLY SEE: ~~intersectional~~ inter-sectoral approach] to explore how [HUNGARY: gender sex] may intersect with other factors [SWEDEN: ~~, such as social origin and migration status.~~]
69. [HUNGARY: Ensure that age appropriate and evidence-based comprehensive sexuality education - including on gender norms and stereotypes, the meaning of consent, and responsible behaviour in intimate relationships ~~and that it is mandatory~~, sufficiently resourced, and mainstreamed across the education system from early school years.]
- [HOLY SEE: Ensure that ~~comprehensive sexuality education – including on gender norms and stereotypes, the meaning of consent, and responsible behaviour in intimate relationships –~~ age-appropriate sex education is provided for by law, ~~and that it is mandatory~~, sufficiently resourced, ~~and mainstreamed across the education system from early school years~~ with appropriate direction and guidance from parents and legal guardians.]
70. Regularly evaluate and revise [Council of Europe Children’s Rights Division: comprehensive] sexuality education curricula, in order to ensure that they are accurate, evidence-based and meet the existing needs of both girls and boys.
- [HOLY SEE: ~~Regularly evaluate and revise sexuality education curricula, in order to ensure that they are accurate, evidence-based and meet the existing needs of both girls and boys.~~]
- [70 bis SPAIN – MOVING §45 HERE WITHOUT CHANGE: Implement measures to encourage all members of society, especially men and boys, to abandon sexist behaviour and gender stereotypes and to adopt respectful and healthy behaviour, notably in the digital sphere, and especially in relation to young women and girls, women journalists, politicians, public figures and women’s human rights defenders.]
71. Adopt policies and measures, including programmes targeting youth in and outside formal education, to address [DENMARK: gender stereotypes and] harmful manifestations of [SWITZERLAND: ~~masculinity~~ masculinities], including male violence against [SWEDEN: men and boys and its impacts] / [HOLY SEE: ~~including male violence against men and its impacts.~~]
72. Ensure the availability and accessibility of [DENMARK: ~~general~~] support services for [HOLY SEE: ~~men and boys experiencing~~ victims of violence], including domestic violence, as well as access to appropriate health and social services that are adequately resourced, and that professionals are trained to assist victims [SPAIN: without diverting resources from the promotion of women’s rights, empowerment and leadership.]

73. Make visible the societal and financial costs [SPAIN: , especially for women, girls and boys] of harmful, [Council of Europe Children's Rights Division : ~~restrictive masculinity~~ masculine stereotypes] / [SWITZERLAND: ~~masculinity~~ masculinities], particularly in relation to perpetrating and being subjected to violence, risks to health and wellbeing, engaging in high-risk behaviour, risk of suicide, [Council of Europe Children's Rights Division : mental health-related obstacles and dissatisfaction in life. This will provide a vision for the benefit of promoting non-violent or positive masculinity and how it will strengthen the role and place of men and boys in today's societies.]
74. Implement evidence-based public health policies, and develop health promotion programmes, [SPAIN: including awareness-raising campaigns and informational activities, that address, as previously stated, harmful manifestations of masculinity and the ensuing ~~the~~ needs of men and boys, based on an intersectional analysis ~~of health needs and health outcomes.~~]
- [HOLY SEE: ~~Implement evidence-based public health policies, and develop health promotion programmes, that address the needs of men and boys, based on an intersectional analysis of health needs and health outcomes.~~]
75. Promote the inclusion of gender equality in initial and in-service training programmes of all professionals in the education, health, social welfare and care sectors, including on transforming gender norms and promoting positive behavioural changes.
76. Design and implement evidence-based initiatives targeting men and boys, such as awareness raising campaigns and informational activities, to improve men [Council of Europe Children's Rights Division : and boys'] use of health care services, including mental health, cancer screening, vaccination, and sexual and reproductive health [HUNGARY: care] services.
- [SPAIN - HOLY SEE: ~~Design and implement evidence-based initiatives targeting men and boys, such as awareness raising campaigns and informational activities, to improve men's use of health care services, including mental health, cancer screening, vaccination, and sexual and reproductive health services.~~]

D. Measures to strengthen the role of men and boys in combating violence against
[GERMANY: women and gender-based violence]/ [MALTA: ~~women~~ vulnerable
persons] / [SWEDEN: women and girls] /

77. While not all men are perpetrators of violence, violence against women is a manifestation of unequal power relations between women and men and impacts on society as a whole. Men and boys have an essential role to play in combating all forms of **[GERMANY: ~~violence against women~~ gender-based violence]** / **[SWEDEN: violence against women and girls]** in their different roles, including as **[MALTA: activist victims]** allies, witnesses and bystanders.

[NEW 77 bis – Four German-speaking men’s NGOs: The obligation to perform military service and, in the event of war, to serve in the armed forces, is in most European countries unilaterally directed at men. One may consider this unequal treatment politically justified in view of the numerous unequal treatments of women that still exist today. Nevertheless, the unequal treatment remains discrimination on the basis of gender and therefore is an equality policy issue. The fact that experiences of violence and war increase the probability of later/further acts of violence has to be taken into account while developing measures to combat violence against women.

78. Impunity for perpetrators of acts of violence against women **[SWEDEN: and girls]** is still one of the major challenges to be addressed. The question of the effectiveness of sanctions as provided for by existing international standards, including the Istanbul Convention, should be addressed in measures relating to men and gender equality **[GREVIO: to ensure they align with requirements arising from international standards, including the Istanbul Convention.**
79. Domestic violence should be an essential factor in determining child custody **[GREVIO: and visitation rights]**, as required by Article 31 of the Istanbul Convention, as domestic violence has a direct impact on children's lives. GREVIO, the ~~monitoring mechanism~~ **independent group of experts monitoring the level of implementation** of the Istanbul Convention, has noted in several baseline **evaluation** reports that parties tend to give priority to an understanding of the ‘best interest of the child’ as the right to maintain contact with both parents at all costs, regardless of the violence **[SWITZERLAND: to which children have ~~witnessed been exposed~~**. Furthermore, **the use of the** so-called “parental alienation” **should be banned. This a** concept rejected by the scientific community, has **indeed** been successfully instrumentalised by anti-feminist **or “men’s rights” movements** / **[DENMARK: ~~by anti-feminist “men’s rights” movements~~]** **[SWITZERLAND: ~~and is often invoked~~]** to deny child custody to a mother and grant it to a father accused or convicted of domestic violence.

Domestic violence should be an essential factor in determining child custody, as required by Article 31 of the Istanbul Convention, as domestic violence has a direct impact on children's lives. GREVIO, the monitoring mechanism of the Istanbul Convention, has noted in several baseline reports that parties tend to give priority to an understanding of the 'best interest of the child' as the right to maintain contact with both parents at all costs, regardless of the violence children have witnessed. [MALTA: ~~Furthermore, so-called "parental alienation", a concept rejected by the scientific community, has been successfully instrumentalised by anti-feminist "men's rights" movements and is often invoked to deny child custody to a mother and grant it to a father accused or convicted of domestic violence.~~]

[Council of Europe Legal Cooperation Division: Domestic violence ~~should be an essential factor in determining child custody, as required by Article 31 of the Istanbul Convention,~~ has ~~a direct impact~~ serious and negative consequences on children's lives development and well-being. GREVIO, the monitoring mechanism of the Istanbul Convention, has noted in several baseline reports that parties tend to give priority to an understanding of the 'best interests of the child' as the right to maintain contact with both parents at all costs, regardless of the violence children have witnessed. Furthermore, so-called "parental alienation", a concept rejected by the scientific community, has been successfully instrumentalised by anti-feminist "men's rights" movements in certain countries and is often invoked to ~~deny child custody to a mother and grant it to a father accused or convicted of domestic violence~~ negate allegations of domestic and sexual violence.]

[Council of Europe Children's Rights Division : ~~Domestic violence should be an essential factor in determining child custody, as required by Article 31 of the Istanbul Convention,~~ ~~as domestic violence has a direct impact on children's lives.~~ GREVIO, the monitoring mechanism of the Istanbul Convention, has noted in several baseline reports that ¹ that even if children have the right to maintain ties with both parents, as enshrined in Article 9, paragraph 3 of the UNCRC, a child's exposure to domestic violence, as a victim or witness, should be considered as one element in the best interest determination. Exposure to domestic violence should therefore be an essential factor in determining child custody, visiting and contact rights, as required by Article 31 of the Istanbul Convention, as domestic violence has a direct impact on children's lives, safety and well-being parties tend to give priority to an understanding of the 'best interest of the child' as the right to maintain contact with both parents at all costs, regardless of the violence children have witnessed. Furthermore, so-called "parental alienation", a concept rejected by the scientific community, has been ~~successfully~~ instrumentalised by ~~anti-feminist "men's rights"~~ anti-rights movements and ~~is often~~ invoked to ~~deny claim that~~ child custody ~~to a mother and grant it~~ should be granted to a father accused or convicted of domestic violence and denied to the mother.]

¹ [Council of Europe Children's Rights Division : As of October 2022: Belgium, Denmark, France, Italy, the Netherlands, Poland, Romania, San Marino, Slovenia.]

[NEW 79 bis Council of Europe Children's Rights Division : Judicial and administrative procedures in divorce and separation cases, where the determination of a child's custody and visiting rights are considered, can at times be conflictual, to the detriment of the child's best interest, well-being and to the maintenance of meaningful relations with both parents. States should take measures to ensure that the judiciary is provided with the right protocols to determine the best interest of the child in particular in such challenging situations.]

[NEW 79 ter Council of Europe Children's Rights Division : In cases of non-enforcement of contact orders, effective and child friendly remedies should be in place to ensure that contact and visiting rights are respected, or subsequently reviewed. The interviewing protocols and support mechanisms provided through the Barnahus models, in highly conflictual situations, could be encouraged (to support the child, take the testimony of the child etc.).]

The governments of member States should **[DENMARK- HUNGARY – SWITZERLAND: adopt consider adopting]** the following measures:

80. Develop and implement systematic, nation-wide and sustainable violence prevention initiatives and interventions – specifically among men and boys – regarding all forms of **[GERMANY: ~~violence against women~~ gender-based violence]** / **[SWEDEN: violence against women and girls]**, **[GREVIO: online and offline]** in both formal and informal education programmes, as well as among the general public.

[NEW 80 bis - NORTH MACEDONIA: Involve men and boys in all gender-based violence programmes as agents for change (as allies and targets).]

[NEW 80 ter - NORTH MACEDONIA: Develop or review national gender equality policies in relation to the role of men and boys in combating gender-based violence.]

81. Develop and implement interventions **[SWEDEN: ~~in education~~]** that contribute to creating peer environments, especially among young men **[GREVIO: and boys]**, that promote non-violent **[SWITZERLAND: ~~masculinity~~ masculinities]** and in which they feel safe to open up and assume responsibility for men's violence against women **[SWEDEN: and girls]**, including as **[GREVIO: perpetrators,]** witnesses and bystanders.

Develop and implement interventions in education that contribute to creating peer environments, especially among young men that promote non-violent masculinity and in which they feel safe to ~~[MALTA: open up and assume responsibility for men's violence against women including as witnesses and bystanders~~ explore their identities and express themselves with regard to the dominant patriarchal ideology in society that harms both individuals on a personal level as well as in human relationships. Such environments would help young people appreciate their personal power to make a difference in their relationships with others and society in general.]

82. Support the implementation of violence bystander intervention programmes, particularly in secondary ~~[SWITZERLAND: and tertiary~~ education ~~and university]~~ settings, that are grounded in ~~[HOLY SEE: a gender-transformative gender-sensitive]~~ approach, and that provide men ~~[GREVIO: and boys]~~ with the knowledge and skills to challenge their peers safely and effectively ~~[MALTA: in relation to gender stereotypes and sexist attitudes.]~~ Such programmes should be robustly evaluated to measure both attitudinal and behavioural change over time.

[Council of Europe Children's Rights Division : Support the implementation of ~~violence bystander intervention~~ programmes that provide education to increase the understanding of key issues related to consent and the sexual boundaries surrounding sexual assault, harassment, rape and abusive relationships particularly in secondary education and university settings, that are grounded in a gender-transformative approach, and that provide men with the knowledge and skills to challenge their peers safely and effectively. Such programmes should be robustly evaluated to measure both attitude and behavioural change over time.]

[NEW 82 bis - NORTH MACEDONIA: Support the training of male programme staff in development agencies on gender-based violence as human rights and gender equality issues.]

83. Address impunity for all forms of violence against women ~~[SWEDEN: and girls]~~ by taking measures to identify strengths, weaknesses and areas for improvement in state responses ~~[GREVIO: to perpetrators of such violence]~~, to promote accountability of state agencies, and ~~[SWEDEN: set specific and time-bound targets for encourage~~ increased reporting, and follow] conviction rates for offences covered by the Istanbul Convention.

84. Take measures to increase the levels of attendance in domestic violence perpetrator programmes and treatment programmes for sex offenders. This can be achieved by integrating referrals to perpetrator programmes into the criminal justice system as a tool to reduce recidivism, while ensuring that such referrals do not replace prosecution, conviction or sentencing.
85. Develop guidelines for the operation of perpetrator programmes to ensure baseline quality standards, and to ensure ~~[MALTA: a victim-centred approach with regard to victims' safety, support and human rights]~~ an approach that is centred on the victimised individual, especially with regard to safety, support services and human rights, whilst also supporting the needs and rights of the perpetrator. Member States may consider adopting an accreditation process to ensure such standards ~~[GREVIO: are based on existing promising practices and international standards in this area, including those set out in the Istanbul Convention.]~~
86. ~~[SWEDEN: Provide or strengthen]~~ Encourage systematic initial and in-service training for relevant professionals, including the police, prosecutors, lawyers and judges, ~~[GREVIO: as well as health care professionals and social workers]~~ / [Council of Europe Legal Cooperation Division: children's services and mental health services] on all forms of violence against women and ~~girls children~~, on the prevention and detection of such violence, the needs and rights of victims, as well as on how to prevent secondary victimisation. Such training needs to ~~be based on~~ up-to-date and reflect clear protocols and guidelines based on a ~~[HOLY SEE: gendered adequate]~~ understanding of [SWEDEN - Council of Europe Children's Rights Division: violence against women and girls and domestic violence] / [Council of Europe Legal Cooperation Division: violence against women and domestic violence all forms of violence.]

[NEW 86 bis. Council of Europe Legal Cooperation Division: Ensure that such trainings devote special attention to the intersection between alienation of children and domestic violence, and to acrimonious family law proceedings involving allegations of domestic violence, harm or abuse, assertions or use by one of the parties or their lawyers of controversial concepts in relation to alienation of children , with a view to increasing awareness of prosecutors, judges and lawyers; preventing the acceptance and use of such controversial concepts in court proceedings; and improving more informed legal decision-making processes.]

87. [SWEDEN: ~~Provide~~ Encourage court appointed professionals, including health professionals, ~~with to follow systematic and mandatory initial and ongoing~~] training on all forms of [GERMANY: ~~violence against women~~ gender-based violence] / [SWEDEN: violence against women and girls] / [Council of Europe Children's Rights Division: violence against women and children], including the effects of such violence on victims [GERMANY: , in recognizing false accusations] [Council of Europe Legal Cooperation Division: ~~as well as on child victims~~] and [SWITZERLAND: ~~and witnesses~~ children exposed to violence], in order to enable them to provide expert advice in [Council of Europe Legal Cooperation Division: family law ~~legal~~ proceedings ~~concerning child visitation/custody rights~~ and improve informed decision-making processes and recommendations for psychological and health related interventions.]

[NEW §87 Bis Council of Europe Children's Rights Division: Ensure child friendly justice, including that children are properly heard, and their views are duly taken into account, according to their age, maturity and evolving capacities, as required by article 12 of the UNCRC, when handling cases of parental separation, domestic violence or any other type of abuse that affects them, in the context of judicial or administrative proceedings. To consider benefiting from interviewing protocols of Barnahus structures to establish the views of the child could be considered.]

88. Given the absence of scientific grounds for so-called "parental alienation syndrome" and the impact of its use on both women and children, member States should [GREVIO: ~~not use it~~ take measures to ensure this and other notions of parental alienation are not used] in court proceedings on the determination of custody and visitation rights [Council of Europe Children's Rights Division: and alternative solutions should be found to sooth the parental conflict and to determine what is best for the child. In such situations it could be helpful to have recourse to interviewing techniques of Barnahus and by appointing a guardian ad litem for the child.] [GERMANY: Therefore new research into the dynamics of alienation and manipulation should be initiated].

[MALTA - Council of Europe Legal Cooperation Division: ~~Given the absence of scientific grounds for so-called "parental alienation syndrome" and the impact of its use on both women and children, member States should not use it in court proceedings on the determination of custody and visitation rights.~~]

[NEW 88 bis Council of Europe Legal Cooperation Division: Take measures to prevent and address gender bias in courts and in family law proceedings, including through training and awareness-raising activities aimed at legal professionals, in particular judges and lawyers, not only to uphold the principle of the best interests of the child but also the principle of equality between women and men, in line with existing international and European standards to be applied at the national level.]

89. Develop integrated and co-ordinated strategies to address the demand that fosters the trafficking and exploitation of women and girls [GERMANY : men and boys] / [MALTA: girls children], including conducting public surveys on the number of [GERMANY: men persons (male, female, others)], and the proportion of the male (female, others divers) population having purchased sex, their motivation and through awareness raising and information campaigns targeting ~~men and boys~~ their prevention].
90. Encourage diverse stakeholders, such as sports and cultural institutions, public transportation services, as well as private enterprises including commercial centres, restaurants and bars, to develop communication and information campaigns targeting men and boys on the prevention of all forms of [GERMANY: ~~violence against women~~ gender-based violence] / [SWEDEN: violence against women and girls].

E. Development and dissemination of scientific research and data on gender inequality and women's rights

91. [HUNGARY: Sex- ~~and gender~~] / [HOLY SEE: ~~Sex and gender~~- Age and sex-] disaggregated data is [SWITZERLAND: ~~still~~] often not systematically collected or available across policy sectors. Reliable and comparable data is essential to accurately assess progress on key gender inequality indicators and to identify those most affected, as well to assess how such gender inequalities intersect with other forms of discrimination. Robust data enables governments to better design, adapt, monitor and evaluate policies, addressing the specific needs of both women and men.
92. In addition, there is [DENMARK: ~~strong~~] evidence to suggest that research and [SWITZERLAND: ~~higher tertiary~~] education institutions reproduce social values leading to gender inequalities and that unconscious or implicit bias may impede objective research design and analysis. Data resulting from [IRELAND: ~~such gender~~ bias in research ~~is exploited by antifeminist "men's rights" movements and other regressive movements can be used~~] / [SWITZERLAND: such bias in research is exploited by antifeminist or "men's rights" movements and other ~~regressive~~ retrograde movements] to undermine progress on gender equality and women's rights.

SWEDEN: ~~In addition, there is strong evidence to suggest that research and higher education institutions reproduce social values leading to gender inequalities and that unconscious or implicit bias may impede objective research design and analysis. Data resulting from such bias in research is exploited by antifeminist "men's rights" movements and other regressive movements to undermine progress on gender equality and women's rights.~~]

In addition, there is strong evidence to suggest that research and higher education institutions reproduce social values leading to gender inequalities and that unconscious or implicit bias may impede objective research design and analysis. Data resulting from such bias in research is exploited by [~~HOLY SEE: antifeminist~~ “men’s rights” movements and other ~~regressive antifeminist~~ movements] / [Council of Europe Children’s Rights Division: ~~antifeminist “men’s rights” movements and other regressive~~ movements] to undermine progress on gender equality and women’s rights.

The governments of the member States should [~~DENMARK- HUNGARY – SWITZERLAND: adopt consider adopting~~] the following measures:

93. Promote gender equality in scientific research [~~SPAIN: using sex-disaggregated data~~], as well as the integration of the [~~HUNGARY–SPAIN : sex and~~ gender dimension] / [~~HOLY SEE: Promote gender equality in scientific research, as well as the integration of the sex and gender dimension it~~] in research methodology and analysis, ensuring that such analyses are used and disseminated appropriately and feed into policies and measures to promote gender equality.
94. [~~SPAIN: Promote Strengthen~~ scientific research that includes an intersectional approach] / [~~SWEDEN: Promote scientific research that includes~~ an intersectional approach in scientific research] / [~~HOLY SEE: Promote scientific research that includes an intersectional inter-sectoral~~ approach] to gender inequalities in order to better inform policy measures, by including other demographic variables in the research methodology.
95. Build institutional capacity to collect robust and reliable age- and sex-disaggregated data, and other variables as needed and appropriate, across policy sectors. [~~SWEDEN: Adequate funding must be allocated~~ Consider possibilities to allocate adequate funding] to those bodies and organisations that collect such data, including e.g. national statistical offices and research institutes carrying out large scale surveys, as well as equality bodies, public institutions, and civil society organisations that carry out targeted surveys on the needs and experiences of women and girls, and men and boys.

96. Systematically collect and analyse [HOLY SEE: age and] sex-disaggregated data on the distribution and type of unpaid care work carried out by women and men, including through time-use surveys at regular intervals, in order to better understand and monitor changes in the distribution of unpaid care work between men and women and their links with policies and programmes.
97. Use gender budgeting tools to promote taxation and budgetary policies that contribute to gender equality, including assessments at regular intervals of the economic value of unpaid care work as a percentage of GDP, and disseminate the results of such assessments widely.
98. ~~[SWEDEN: Initiate, support and fund research on men's and boys' perceptions of gender equality and women's rights in order to inform equality policy stakeholders and raise public awareness, particularly among men, about both the pace of change and the diverse attitudes of men with regard to gender equality and women's rights.]~~
 Initiate, support and fund research on men's and boys' perceptions of gender equality and women's [HOLY SEE: rights advancement] in order to inform equality policy stakeholders and raise public awareness, particularly among men, about both the pace of change and the diverse attitudes of men with regard to gender equality and women's [HOLY SEE: rights advancement] [GREVIO: and violence against women].
99. [SPAIN: Promote Strengthen] gender-sensitive language and communication, for example by producing training material and tools as provided for in relevant recommendations of the Council of Europe Committee of Ministers to member States.

III. Reporting and evaluation

100. These Guidelines ask member States to monitor progress in their implementation and to inform the competent steering committee(s) of the measures taken and progress achieved.
101. Reporting should be regular and include information on:
 - strategies, measures, programmes and promising practices that address the place of men and boys in [SPAIN: achieving] gender equality policies and in policies to combat violence against women [SWEDEN: and girls],
 - research undertaken and supported to provide data on the place of men and boys in gender equality policies and in policies to combat violence against women [SWEDEN: and girls], as well as the outcomes of any such research,
 - national awareness-raising measures and campaigns undertaken at all levels, including regarding the media through which they were conducted.