

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

Strasbourg, 21 June 2022

GEC (2022) Report May

**GENDER EQUALITY COMMISSION
(GEC)**

*21st meeting
11-13 May 2022*

REPORT

I. Opening of the meeting and adoption of the agenda

1. The 21st meeting of the Gender Equality Commission (GEC) was opened by the Chair, Andreia Lourenço Marques (Portugal). The meeting took place in hybrid format. The list of participants is attached to this report (Appendix II).
 2. The Chair provided members an overview of the discussions and exchanges on the agenda. Whereas the future gender equality strategy was not yet on the agenda, the GEC's discussions and decisions henceforth could inform the next strategy.
 3. Caterina Bolognese (Secretary to the GEC) informed the members about staff changes within the Gender Equality Division, including the return of a post for which recruitment was underway. Two secondments have been made to the Division: Christa Jakobsson, from Finland, as from 1 March 2022, and Tryggvi Hallgrímsson, from Iceland, as from 1 June 2022. The Secretary thanked both countries for their generous contributions.
 4. Proposing no changes to the draft, the members adopted the agenda as it appears in Appendix I to this report.
- *The GEC adopted its agenda, as set out in Appendix I to the present report.*

II. [Gender Equality Commission](#)

- **Annual exchange of views to evaluate GEC activities** and advise the CM and the SG on future priorities in its sector, including possible new activities and those that might be discontinued
5. The Chair introduced the item by informing members that holding an annual exchange of views forms part of all intergovernmental committees' terms of reference, including the GEC's [Terms of reference 2022-2025](#). The Secretary further explained that this requirement was an opportunity to share views about working methods or about how topics are being explored, using the terms of reference as a guide for the coming years.
 6. Päivi Yli-Pietilä (Finland) asked whether it would be possible to change the title of the GEC from being a "commission" to being a "steering committee", so that it was seen to be at the same level as other intergovernmental steering committees.
 7. Lara Ferguson Vázquez de Parga (Spain) proposed that the GEC begin discussing the topic of employment which is sometimes linked with Strategic Objective 1, as it was difficult to have a precise objective on this topic. She said that looking to the future, the GEC could consider including care work, given how the Covid-19 pandemic highlighted this area as essential.
 8. The Chair asked the Secretariat to explain the difference between the exchange of views on the agenda and the evaluation of GEC activities that is carried out each year when discussing the annual report on the implementation of the Gender Equality Strategy.

9. The Secretary to the GEC said that whereas the GEC evaluates its work in other ways, such as through the annual report on implementation of the Gender Equality Strategy, the annual exchange of views on the work of the GEC was an opportunity to reflect on issues, which may result in other ideas and proposals.
10. Päivi Yli-Pietilä (Finland) raised the issue of sexual harassment and how it was being addressed in Finland. She said the [ILO Convention on sexual harassment in the workplace](#) highlighted the connection between sexual harassment in the workplace and domestic violence, which is a totally new idea, and she thought it would be interesting to hear how other member States were dealing with the issue.
11. The Chair reminded the members that the GEC had held an [exchange in 2018 with an ILO representative](#) to present the Convention on harassment in the workplace and said that it was a very interesting theme since many countries experience the same problem and that the topic could be considered as a thematic discussion for a future GEC meeting if not the next one in November 2022.
 - *The GEC exchanged views on GEC activities, providing proposals as regards issues to raise in the GEC's future work, or on which to hold exchanges.*

III. Exchange of views on the war in Ukraine and the impacts on women

12. The Chair introduced the item and informed the members about the [recent visit to Ukraine of the Secretary General](#) of the Council of Europe. While there, the Secretary General agreed immediate measures with the Ukrainian authorities to address the direct consequences of the Russian aggression, including providing advice to the Office of the Prosecutor General in the context of investigations into gross human rights violations and its co-operation with the International Criminal Court (ICC). A package of measures, to be implemented after the aggression has ended, was also agreed upon.
13. The Chair introduced the two speakers, Oleksii Boniuk, Head of the Criminal Law Policies and Investments Protection Department of the Office of the Prosecutor General of Ukraine, and Kateryna Cherepakha, Director of the NGO La Strada-Ukraine.
14. Oleskii Boniuk expressed appreciation to all the GEC members for the attention being paid to Ukraine during the war initiated by the Russian Federation.
15. He said that one of the most significant issues of his department was combating gender-based and domestic violence. The Prosecutor General, Iryna Venediktova, recently confirmed her official position regarding the absence of any obstacles to the launch of the procedure of ratification of the Istanbul Convention, and said that this issue had been one of the main priorities of all the regional offices of the Prosecutor General prior to the war. Oleksii Boniuk stated that, since the war had begun, reported cases of domestic violence had declined sharply (642 cases in Ukraine prior to the war, 94 cases since the war had begun). War crimes and crimes against humanity were now the main focus of all law enforcement agencies in Ukraine and to date over 10,785 investigations have been opened into instances of violations of laws and customs of war.

16. Oleskii Boniuk said that women suffer more from gender-based violence, which is commonly used in the context of armed conflict, including as a means of manipulation and threats to the local population. He said that one of the forms of violence perpetrated by Russian forces is sexual violence, including sexual violence against minors. He explained that Ukrainian law enforcement agencies face significant challenges in documenting and investigating cases of sexual violence during armed conflict. Hindering factors include the unwillingness of victims to report the violence to either medical facilities or law enforcement, the fact that the victims are in occupied territory, and the issue of identifying perpetrators and bringing them to justice.
17. Oleskii Boniuk said that, in order to address these challenges, the law enforcement agencies have established co-operation with health care institutions and NGOs, as well as a hotline through which crimes can be reported. The Prosecutor General has also engaged international experts to develop recommendations for questioning victims of sexual violence.
18. Co-ordination with NGOs and charitable organisations will be increased to help victims to find shelter, for example, or to move to a new city. Additionally, law enforcement agencies and prosecutors around the country will be guided by a specific strategy of investigation of such crimes, as well as a clear understanding of the peculiarities of such investigations, as the number of cases will constantly grow once Ukrainian territories are no longer occupied.
19. Oleskii Boniuk pointed out that the main challenge was not only to investigate and punish the perpetrators, but also to prevent such crimes in the future. He said that the Prosecutor's Office is closely co-operating with the ICC to facilitate their ongoing investigations and that it would be of particular importance once perpetrators are identified that they are brought to justice, both on the national as well as on the international level.
20. Kateryna Cherepakha said that she was honoured to contribute to this exchange of views on the impacts of the war in Ukraine on women. She reiterated that women and children are the most vulnerable part of the population during times of war, and that they form the largest group of internally displaced persons and refugees. She stated that the Russian Federation has been using sexual violence against the Ukrainian population since the 2014 invasion.
21. She informed the participants that La Strada-Ukraine has set up a hotline for victims of sexual violence, but that many cases will never be reported, especially where victims have been killed. She also explained that the risk of human trafficking and exploitation increases during times of war, and that the risk remains even after refugees have successfully reached another country.
22. Kateryna Cherepakha went on to say that women activists, journalists, women in the peace and security sector, women in local administration and self-government bodies become targets for the occupiers.

23. Ukrainian women are also active actors in the fight for independence, in restoring peace, and in strengthening and developing the country. She said that women's rights organisations, initiatives and specialised services for women are at the frontline, assisting those who desperately need it. However, their lives are also threatened and they are running out of resources. She asked the GEC members for more support.
24. She recalled that this war is not only about Ukraine but about the entire world, about human rights and about democratic principles. She called upon all member States and international organisations to help stop the war and to help ensure security for children, women and men in Ukraine.
25. Before opening the floor for questions from the members, the Chair gave the floor to Kateryna Levchenko (Vice-Chair, Ukraine) who stated that millions of Ukrainians had lost their homes, thousands of towns were destroyed, and that more than 500 hospitals had been damaged or completely destroyed. Support is therefore needed to end the war, but also to rebuild the country afterwards. She went on to say that, in addition to the trauma caused by the war, Ukrainian refugees were faced with problems of integration, language issues and finding employment. She requested more co-operation throughout Europe to improve the situation for refugees by offering them language courses, helping them integrate, and guaranteeing them access to education and employment opportunities.
26. Anje Wiersinga (International Alliance of Women) said that it must not be forgotten how much women contribute to society. The information received through the media focus mostly on violence against women, whereas focus should be placed on the contributions that women make, and they need to be part of the solution to such crises.
27. Cordialina Coppola (Italy) expressed Italy's solidarity with Ukraine and especially with women and girls, who are often victims of violence. She described the initiatives Italy is taking to assist Ukrainian refugees and eliminate potential risks for women and children. She said that Italy also wanted to enable Ukrainians to return home after the war, and was therefore providing Ukrainian women with training that will help them upon return.
28. Farid Adilov (Azerbaijan) shared with participants what Azerbaijan had done to help women after the war in Azerbaijan and said that most of these actions could also be undertaken in Ukraine once the war is over.
29. Samra Filipović Hadžiabdić (Bosnia and Herzegovina) said that, while not many Ukrainians had come to Bosnia and Herzegovina, Bosnian women's rights organisations, given the experience of war and the work on Women, Peace and Security, nevertheless could provide support.

30. Päivi Yli-Pietilä (Finland), Lilia Pascal (Republic of Moldova), Lara Ferguson Vázquez de Parga (Spain) and Onur Dinçer (Türkiye) expressed their countries' support for Ukraine and explained measures which have been taken to support Ukrainian refugees. Eva Pizano Cejka (Mexico) said that Mexico has had a lot of experience with migration and it is very important that Ukrainian refugees be provided with a proper legal status that allows them to work in their host countries.
31. Thomas Thentz (Switzerland) asked how victims of violence in Ukraine are made aware of the hotlines that have been established for them to report crimes. Both Oleskii Boniuk and Kateryna Cherepakha explained the measures adopted to raise awareness. Hotlines were important but were best supplemented by awareness-raising through social media.
32. Päivi Yli-Pietilä (Finland) asked Oleskii Boniuk how the relocation of victims of sexual violence in Ukraine worked. He explained that persistent victim-blaming in society - including difficulties for rape victims to secure an abortion - meant that victims of sexual violence often feel obliged to leave their communities.
33. Both of the speakers expressed their thanks and appreciation to all member States for their continued support for Ukraine.

➤ *The GEC held an exchange of views, on the war in Ukraine and its impact on women, with Oleksii Boniuk, Head of the Criminal Law Policies and Investments Protection Department, Office of the Prosecutor General of Ukraine, and with Kateryna Cherepakha, Director of the NGO La Strada-Ukraine.*

IV. **Exchange of views with Dunja Mijatović, [Council of Europe Commissioner for Human Rights](#)**

34. Due to illness, the exchange of views with the Commissioner for Human Rights was postponed. It was proposed to reschedule the exchange at the GEC meeting in November.

V. **[Council of Europe Transversal Programme on Gender Equality](#)**

1. **[Gender Equality Strategy 2018-2023](#)**

a. **Draft [Work Plan 2022-2025](#)**

35. The Chair explained that the [Draft Work Plan 2020-2025](#) had been prepared in line with the GEC [terms of reference](#) and the Gender Equality Strategy and had been adjusted to reflect the current situation in Ukraine, as well as recommendations from the recent external evaluation of the Council of Europe's work under the sub-programme violence against women and domestic violence. GEC members were invited to provide comments on the draft work plan.

36. Cristiana Carletti (Italy) suggested that the awareness-raising campaign (Sexism: See it. Name it. Stop it!), in point 4 of Strategic Objective 1: Prevent and combat gender stereotypes and sexism, be further developed beyond traditional means, such as by using more social media and digital content. She added that a specific reference to digital violence could be included under Strategic Objective 2: Prevent and combat violence against women and domestic violence, as it was important to work on this aspect, jointly with GREVIO, but also as a specific activity for the GEC.
 37. The Secretariat pointed out that the Council of Europe had limited capacity to run social media campaigns directly, and that when the campaign's video was launched in 2019, a large social media platform would not publish it as it was considered 'political'. Social media had, however, been used extensively in activities undertaken by the [European Women's Lobby](#) in nine countries, as a result of the [Council of Europe grant awarded](#) in 2020 for the project "Mobilise against sexism". The GEC Secretariat can certainly provide messages and images so that government agencies or NGOs can adapt and translate the sexism campaign into different languages for use on social media. The campaign currently developed by Luxembourg is an example of how member States can adapt the tools provided by the Council of Europe.
 38. Ralph Kass (Luxembourg) said that Luxembourg had used the title and some of the tools of the Council of Europe campaign for the project under preparation at the national level. The tools will be adapted for use in working groups with young people in order to explain what sexism is and the video will be divided into several shorter thematic ones. There will be a national campaign to show how dangerous sexism can be and how it is everywhere in our society. Luxembourg will report back to the GEC with the results of the campaign.
 39. Fatima Barkan (Morocco) said that the Ministry of Justice is setting up a gender-sensitive justice observatory in relation to providing services for women and children. A recruitment competition took place for social workers speaking different dialects and the integration of a gender perspective in the judicial system is underway. She said that the HELP training course on access to justice for women had become part of the standard training for judges and the next module for law enforcement officials had already received 1,500 registrations.
 40. The GEC Secretary added that the new HELP course for police is proving to be extremely popular also in a variety of countries.
- *The GEC reviewed the draft Work Plan for 2022-2025 and discussed current activities and priorities.*

b. Objective 1 – [Prevent and combat gender stereotypes and sexism](#)

- [Study on the places of men and boys in women’s rights and gender equality policies](#)

41. The Chair informed the members that both the English and French versions of the [Study on the places of men and boys in women’s rights and gender equality policies](#) had been finalised, and that the English publication was now available. The French publication would also be available shortly. Any members wishing to receive copies of the publication should contact the Secretariat.

➤ *The GEC took note of the publication of the Study on the places of men and boys in gender equality policies.*

- Information from the [Working Group preparing the guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women](#)

42. Cécile Gréboval (Secretariat) informed the members about the state of play concerning the drafting of the guidelines. The Working Group is composed of six member States (Armenia, Croatia, Denmark, Estonia, Iceland and Luxembourg) and two NGOs (Women against Violence Europe (WAVE) and the European Women’s Lobby). It met for the first time at the end of March 2022, discussed the draft guidelines (available on the [webpage](#) of the Working Group) and held exchanges of views with the GREVIO Secretariat and with the NGO MenEngage.

43. The Working Group agreed with the proposed structure of the guidelines and with the policy approach, based on the mandate and on the [Study](#) that was approved by the GEC in 2021. The draft guidelines would be revised based on the discussions that took place during the first Working Group meeting. A revised draft and any amendments proposed by the Working Group members will be considered during the second Working Group meeting on 28 June 2022. The draft guidelines, as revised by the Working Group, will then be sent to all GEC members, observers and relevant Council of Europe sectors for consultation during the summer. The GEC will consider the draft guidelines at its next meeting in November 2022. In accordance with the GEC’s terms of reference, the guidelines should be produced by the end of 2022.

44. In the exchange which followed, Kira Appel (Denmark) expressed her delegation's concerns that the work on men and boys should be seen as a complement to the work on gender equality. She questioned the inclusion of a full section on violence against women and said that the text should be looking more at men's issues, such as education, men as fathers and carers. Ralph Kass (Luxembourg) said that he did not oppose the guidelines, but that it was necessary to also look at men as victims. Elin Grotnes (Norway) said that it was important to consult with organisations working with men. Guidance on this topic must acknowledge that there are many areas in which men and boys face challenges. Lara Ferguson Vázquez de Parga (Spain) said that the objective was to look at how to engage men and boys in the gender equality agenda and that the issue of violence against women needed to be addressed in this context. Tryggvi Hallgrímsson (Iceland) remarked that this was a contested issue, that a middle ground should be found, but that it could not be disputed that men were indeed part of the problem, and this must be heard.
45. The Secretariat clarified that, as regards violence against women, the Committee of Ministers had in fact added this aspect to the terms of reference it gave to the GEC, so it needed to be addressed and even feature in the guidelines' title. Further, a full section (section I) of the draft guidelines was devoted to care issues and on equal parenting, and issues of men's health and education are addressed in section III of the draft. Ultimately, whereas the Working Group had approved the general direction of the guidelines, it will be for the GEC members to adopt the text in plenary and decide on the general approach taken.
46. As regards consultations with organisations working with men, the Secretariat explained that only those NGOs which had official observer status with the GEC can be part of the Working Group (also as observers). However, MenEngage, which is one of the most important NGOs working on men and gender equality, was invited for an exchange during the first Working Group meeting and it was planned to invite Promundo, the other most relevant international organisation in this area, to the second Working Group meeting. Working Group members had also been invited to propose interlocutors in this regard.
- *The GEC took note of the information provided about the first meeting of the Working Group drafting guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women.*
 - Reviewing implementation of the [Recommendation on preventing and combating sexism](#) – proposed approach and procedure and draft questionnaires for member States and NGOs
47. The Secretariat presented the [proposal on the approach and procedure to reviewing the implementation](#) of the Committee of Ministers Recommendation on preventing and combating sexism, which had been revised following discussions at the previous GEC meeting (23-25 November 2021).

48. In the discussion which followed, the GEC members expressed their agreement with the revised approach and proposed to include the option “other” in reply to some of the questions which needed more information than just a “yes” or “no” answer. The members agreed to the timeline for completion of the questionnaire. It would be forwarded to GEC members in September with a deadline for completion by end-December 2022. A report would be produced in 2023.
- *The GEC agreed to the proposed approach and procedure to review the implementation of the Recommendation on preventing and combating sexism.*
 - *The GEC agreed to the proposed questionnaires for member States and NGOs, and instructed the Secretariat to revise them in light of the discussions and to commence the review procedure.*
49. The GEC Secretary informed participants about a series of videos produced by a co-operation project “[Promoting an Integrated Approach to End Violence against Women and Enhancing Gender Equality](#)” in Georgia. One of the videos, [featuring a pilot](#), was shown in the margins of the meeting. The series of videos had recently been selected for highlighting by the Communication Directorate of the Council of Europe as it was particularly compelling. It was recalled that, whereas the majority of the Council of Europe’s co-operation work was more directly related to violence against women, some interesting activities did deal with other objectives of the Gender Equality Strategy. In this instance, it was chosen to work on combating gender stereotypes, through positive messaging, but as a means to address the root causes of violence.

c. Objective 2 – [Prevent and combat violence against women and domestic violence](#)

- Exchange of views with Iris Luarasi, President of the [Group of Experts on Action against Violence against Women and Domestic Violence](#) (GREVIO)
50. The Chair welcomed Iris Luarasi, the President of the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO) for her first dedicated exchange with the GEC since her election in 2021.
51. Iris Luarasi informed the members that, since her election, GREVIO has launched its [General Recommendation on the digital dimension of violence against women](#). GREVIO evaluation reports now look closely into ways that States parties take into account the digital dimension of violence against women, particularly psychological violence, sexual harassment and stalking. She stressed the need for member States to ensure recognition of the digital dimension of violence against women in national strategies, programmes and action plans on violence against women. In this respect, she referred to a [study](#) on the complementarity of the [Istanbul Convention](#) and the [Budapest Convention on Cybercrime](#) in addressing online and technology-facilitated violence against women, and how the two international treaties create a holistic framework to prevent and combat violence against women in its digital forms.

52. The GREVIO President informed the members that two new papers on articles of the Istanbul Convention have been published. The first, on Article 4.3 "[Ensuring the non-discriminatory implementation of measures against violence against women and domestic violence](#)", discusses the intersectional approach to preventing and combating violence against women and the non-discrimination principle. The second explains the scope of application of Article 14 on [Preventing violence against women through formal and informal education](#), highlighting how education is a setting in which gender-based violence against women and girls, including sexual harassment, can take place. The publication also explains how men and boys can and should be involved, as gender norms regarding masculinity are in fact central to the perpetration of violence against women.
53. GREVIO's 3rd activity report will be published shortly and will focus on the links between domestic violence and child custody and visitation arrangements. The GREVIO President said that the Istanbul Convention is the first international legal instrument to recognise the severe impact that exposure to domestic violence has on mothers and their children. Ensuring that women's and children's safety is prioritised, and that the child's best interests are respected in the determination of child custody and visitation after domestic violence, requires full and effective implementation of the Istanbul Convention in the spirit of multi-agency co-operation.
54. The GREVIO President also spoke of the GREVIO third-party intervention before the European Court of Human Rights in the case of [Kurt v. Austria](#) a first for GREVIO – where it has contributed to an understanding of domestic violence placing the focus on women and girls and the mechanisms that allow it to happen, as well as those that stand in the way of real accountability of perpetrators.
55. In reply to questions from participants about whether the Istanbul Convention applied to violence against men and boys, the GREVIO President said that the Istanbul Convention's Article 2 provides that the scope of the Convention applies to all forms of violence against women, including domestic violence. However, it also specifically encourages States Parties to apply the Convention to all victims of domestic violence, including men and boys. Particular attention is paid to this issue in all GREVIO reports. In answer to questions about perpetrator programmes, the GREVIO President drew attention to Article 16, which obliges States Parties to set up or support perpetrator programmes with a view to preventing further violence and to change behavioural patterns. During country visits, meetings always take place with NGOs running such programmes and they are considered important allies in GREVIO's work. However, the GREVIO President stressed that the primary concern is always the rights of victims of violence.
56. Kateryna Levchenko (Vice-Chair, Ukraine) said that Ukraine had been expected to ratify the Istanbul Convention in 2022, but because of the war the procedure was delayed. She said assistance was welcome in support of ratification among the members of parliament, as the government was ready to ratify. She asked how monitoring of the Istanbul Convention could target specifically violence against those having left Ukraine because of the war. She said that, of the approximately five million people in this situation, 90% of them are women and girls, and many cases of violence had already been reported.

57. Johanna Nelles, the Executive Secretary to GREVIO, said that GREVIO had discussed what can be done under its mandate, and the Committee of the Parties will also be holding exchanges on the issue. While Ukraine is not yet a State Party to the Istanbul Convention, many of the neighbouring countries are, and Articles 60 and 61 of the Convention are very relevant. They set the standards for a gender-sensitive response and for gender-sensitive reception conditions. These standards are important and apply to all States Parties, many of whom are hosting Ukrainian women and children.
- *The GEC held an exchange of views with Iris Luarasi, President of the Group of Experts on Action against Violence against Women and Domestic Violence.*
 - Sharing experiences by States Parties on the implementation of the Istanbul Convention and information on further ratifications
58. Farid Adilov (Azerbaijan) said that while Azerbaijan is not a party to the Istanbul Convention, a project on “Raising awareness of the Istanbul Convention and other gender equality standards in Azerbaijan” is underway in co-operation with the Council of Europe. The Council of Europe Action Plan for Azerbaijan 2022-2025, which includes promoting gender equality and combating violence against women, was officially launched in Baku in April 2022 by Marija Pejčinović Burić, Council of Europe Secretary General, and Fikrat Mammadov, Minister of Justice of Azerbaijan.
59. Radan Safarik (Czech Republic) said the Czech Republic now expects to ratify by February 2023.
60. Monia Braham (Tunisia) expressed her country’s gratitude to the Council of Europe for its support concerning Tunisia’s accession to the Istanbul Convention. An analysis of the legal framework is under way as some harmonisation will be required and civil society’s expectations also need to be examined. She added that ratifying the Istanbul Convention will be an important step for Tunisia and that a national public debate should be held on the subject, in order to have everyone on board.
61. Lilia Pascal (Republic of Moldova) thanked the Council of Europe for its support to the Republic of Moldova throughout the process towards ratification. She said that work was underway to harmonise legislation in line with the Istanbul Convention.
- *The GEC took note of information provided by member and observer states regarding national developments and experiences regarding the ratification and implementation of the Istanbul Convention.*

- Update by the Secretariat of [co-operation projects undertaken by the Gender Equality Division](#) concerning violence against women and domestic violence
62. Sandra Veloy Mateu (Secretariat) presented an overview of the ongoing co-operation activities being carried out by the [Capacity Building and Co-operation Projects Unit](#). Projects are ongoing in Bulgaria, Czech Republic, Lithuania, Romania and Slovakia funded by [Norway Grants](#); a regional project in the [Eastern Partnership countries](#) is under way on women's access to justice, as are bilateral projects on combating violence against women in the same region (Azerbaijan, Armenia, Georgia, Republic of Moldova and Ukraine); one project in [Kosovo*](#) on "Reinforcing the fight against violence against women and domestic violence" is in its third phase; and in [Türkiye](#) on "Fostering women's access to justice". Targeted support is also being offered on demand for country-specific activities.
 63. The Secretariat informed the GEC members about the different forms of support and advice offered to State authorities: strengthening multi-agency co-operation; supporting the alignment of policy/legislative frameworks to international and Council of Europe standards; capacity-building activities; and organising peer exchanges, for example, through study visits.
 64. The Secretariat informed members that the Human Rights Education for Legal Professionals ([HELP](#)) course on violence against women is now available in 25 languages, whereas the [HELP course](#) on women's access to justice is now available in 11 languages with two more (Albanian and Serbian) currently under preparation. A new HELP module for law enforcement was launched in December 2021. It is currently available in English only and is being translated into other languages. The HELP methodology is used when working with universities, especially with faculties of law, in order to target future actors in the law sector. In addition to the HELP courses and methodology, the Unit uses targeted methodologies adapted towards particular needs and sectors. For instance, in [Armenia](#), police specialising in domestic violence cases are being trained in accordance with a specific methodology.
 65. The Unit also works with journalists (in Armenia, Azerbaijan), with social workers (in Armenia, Kosovo*, Republic of Moldova), with forensic medical experts (in Georgia) and with educational institutions (in Armenia).
 66. The Unit has been carrying out awareness raising activities, for example, through grants to NGOs (Czech Republic, Latvia, Poland), campaigns (Azerbaijan, Armenia) and international conferences (through the SYNERGY Network) and translated and promoted standards and already existing publications.
 67. A twinning methodology has been developed in the field of violence against women, domestic violence and gender equality. It is based on the Istanbul Convention standards and seeks to promote peer exchanges across countries and/or administrations.

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

68. More information can be found in the Secretariat's [presentation](#), which is available on the website.
69. Jenna Shearer-Demir (Secretariat), who manages the project "Combating violence against women in Ukraine", informed the participants about the adjustments which have been made to the project as a result of the war in Ukraine. On 16 March 2022, co-operation activities in Ukraine were suspended until the situation improved. The Council of Europe Action Plan for Ukraine was also suspended pending assessment and subsequent adjustments. On 27 April 2022, agreement was reached between the Council of Europe and the Ukrainian Ministry of Foreign Affairs on an adjusted Council of Europe Action Plan on Ukraine. The resulting adjusted project on combating violence against women in Ukraine began on 1 May 2022 and will run until through December 2022.
70. In particular, the awareness-raising pillar of the project will be expanded to provide support and protection to women and girls in, or fleeing, Ukraine, including internally displaced persons, refugees and asylum seekers. Until further notice, all work will be conducted online, with no face-to-face activities. The revised project will include activities such as providing support to Ukrainian women's rights NGOs (grants for awareness-raising materials on all forms of violence against women and human trafficking to be disseminated throughout Ukraine and at the borders, as well as training hotline operators collecting data on violence against women, including sexual violence); mapping of access to services for victims of violence against women during the ongoing emergency; supporting the national social service in their online campaign to protect women from all forms of violence against women; supporting authorities to put in place gender-sensitive reception centres and support services; organising an online international conference on addressing violence against women and domestic violence in the context of emergencies; and continued support for Istanbul Convention ratification efforts. The Council of Europe will further assess the situation in the coming months, together with the Ukrainian authorities.
- *The GEC took note of the ongoing co-operation projects being undertaken in the area of violence against women and domestic violence, including as regards the adjustments to the co-operation project in Ukraine, as a result of the ongoing war.*
71. Roberto Olla (Head of the Human Dignity and Gender Equality Department) informed the members about an [external evaluation of the Council of Europe's work on violence against women and domestic violence](#) (2016-2020). In his [presentation](#), he explained that the objectives of the evaluation were to draw lessons on how the Council of Europe's standard setting, monitoring, co-operation and partnerships have contributed to changes towards the elimination of violence against women and domestic violence, and to inform the Organisation in its future decision making.
72. The evaluation finds that the holistic approach of the Istanbul Convention to violence against women and domestic violence requires continuous learning and co-ordination, both within the Council of Europe and in the countries which implement it. This continuous learning process is long and demanding, but there is gradual progress linked to the Istanbul Convention, its monitoring, and related co-operation programmes.

73. The evaluation report recommends that, in order to further optimise its work, the sub-programme needs to sharpen its focus, building on the Council of Europe's legal innovation trademark, to expand its synergies with other international organisations and international civil society organisations, and rally further supporters. Particular attention should be devoted to countering the anti-gender narratives. The report has generated a management response and action plan, including relevant adjustments to the GEC's workplan.

➤ *The GEC took note of information about the external evaluation of the Council of Europe programme on preventing and combating violence against women and domestic violence for 2016-2020.*

a. Objective 3 - [Ensure the equal access of women to justice](#)

- Update by the Secretariat on [co-operation projects](#) undertaken by the Gender Equality Division concerning equal access of women to justice, including as regards a study on the impact of Covid-19

74. Anca Sandescu (Secretariat), of the [Capacity Building and Co-operation Projects Unit](#), presented an update of the ongoing co-operation activities being carried out in the areas of equal access of women to justice. This work concentrates on the legal or institutional barriers which women in particular face, including the gaps which exist in legislation, as well as the socio-economic and cultural barriers which may exist in the justice system, such as gender stereotypes and cultural attitudes.

75. In her [presentation](#) (which is available on the website), she informed the members of the two ongoing projects: One [project](#) is undertaken through the European Union/Council of Europe jointly funded Programme for Good Governance (PGG) in the Eastern Partnership countries, and the second [project](#) is on fostering women's access to justice in Türkiye. The projects contribute towards full implementation of the Istanbul Convention as it relates to women's access to justice.

76. The main results of these activities are to strengthen competences through capacity building of legal professionals and to improve women's empowerment through raising awareness about their legal rights, particularly among women victims of violence.

77. Future plans in the area include, through the Türkiye project, developing a training programme and producing a handbook on strategic litigation to defend and to promote women's human rights, and carrying out a research study on barriers to women's access to justice and legal aid in Türkiye.

78. Under the PGG regional project, a research study on the impact of Covid-19 on Women's Access to Justice is underway in 2022. This study will focus on challenges and good practices and will cover three main areas: pandemic-related issues, justice sector impact and gender-based violence, and cover March 2020 to date. Part of the study is being conducted by national experts from the Eastern Partnership countries (Armenia, Azerbaijan, Georgia, Republic of Moldova and Ukraine). In order to broaden the scope of the survey, all States would also be welcome to contribute. To this end, the Secretariat presented to members a draft questionnaire on this subject ([GEC\(2022\)4](#)).
79. The GEC Secretary recalled that, under Main Deliverable #3 of the GEC terms of reference, the GEC is instructed to complete, by the end of 2022, a study relating to the gendered impact of the Covid-19 crisis. The work already under way in the context of the PGG project presented a good opportunity for the GEC to deliver on this task. Members were therefore encouraged to contribute towards the study by responding to the questionnaire in good time to enable the study to be completed and presented at the next GEC meeting in November.
80. In the discussion which followed, several member States said that they would need time to consider the draft questionnaire and that responses would require consultation of other ministries. Some member States also pointed out that the questionnaire included a number of complex, open-ended questions.
81. The Secretary to the GEC proposed to adapt the procedure and the deadlines in order to allow time for GEC members to consult, comment and submit proposals to amend the questionnaire. Following this, the questionnaire would be revised and sent to all GEC members using a silent written procedure. If no further objections were received within a short deadline, the questionnaire would be taken as agreed, and the consultation process via the questionnaire would proceed.
82. The GEC members agreed to this proposal.
- *The GEC took note of the information provided by the Secretariat about the ongoing co-operation work on women's access to justice, including as regards preparation of a study on the impact of COVID-19, to which members agreed to contribute pursuant to its terms of reference deliverables for 2022, and which would be launched during the November plenary meeting of the GEC.*
 - *The GEC considered the questionnaire to be sent to member States and agreed to provide feedback on it within one week, instructing the Secretariat to revise it in line with the comments received, and to submit it to members for adoption by written procedure, prior to disseminating it to member States.*

a. **Objective 4 – [Achieve balanced participation of women and men in political and public decision-making](#)**

- Presentation by Andri Savva (Vice-Chair, Cyprus) of the Cypriot education programme for the empowerment of women in political life

83. Andri Savva (Vice-Chair, Cyprus) informed the participants that the National Mechanism for Women’s Rights of Cyprus had designed an empowerment training programme for young women in politics. The programme was designed for young women interested in entering politics in Cyprus following the disappointing results in the last parliamentary elections, in which only 8 women were elected for the 56 seats. The programme has been implemented over the previous six months and an evaluation will be carried out at the end of May 2022. Andri Savva hoped to present the evaluation’s results at the next GEC meeting in November 2022.

84. In answer to a question from Lara Ferguson Vázquez de Parga (Spain), Andri Savva said that the pilot group of women had been composed of women candidates who had already taken part in an election procedure but who had been unsuccessful. A call will be made through the unions for the next group of women, which will include young women; the third call will be an open call for applicants from among civil society.

➤ *The GEC took note of the presentation by Andri Savva (Vice-Chair, Cyprus) about the Cypriot education programme for the empowerment of women in political life.*

- Council of Europe [co-operation](#) to support balanced participation of women and men in political and public decision-making

85. Franck Daeschler, Deputy Head of the Division of Elections and Participatory Democracy, informed the members about Council of Europe co-operation in the area of achieving balanced participation of women and men in political and public decision-making. Capacity-building projects are being undertaken in Bosnia and Herzegovina, Georgia and Ukraine, while awareness-raising projects are taking place in Georgia, Republic of Moldova and Ukraine. Targeted support is also provided to other member States.

86. Franck Daeschler informed the participants about the compendium on electoral data ([ElecData](#)). As of May 2022, a total of 8 of the 46 Council of Europe member States are fulfilling the 40% minimum representation on balanced participation of women and men in political and public decision-making. Several other countries - such as Serbia (39%) and Portugal (37%) – are very close to that figure. More information can be found in his [presentation](#) which is available on the GEC meeting website.

➤ *The GEC took note of information from the Secretariat about statistics and ongoing co-operation activities in the area of balanced participation of women and men in political and public decision-making.*

a. **Objective 5 - [Protect the rights of migrant, refugee and asylum-seeking women and girls](#)**

- Committee of Ministers Recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls – the way forward

87. The Secretary to the GEC informed the members that the draft [Recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls](#) had been approved by the Ministers' Deputies. At the proposal of the Italian Presidency, it had been placed on the agenda of the ministerial session of the Committee of Ministers for formal adoption in Turin on 20 May 2022, which should raise the profile of the recommendation and ensure greater visibility. The GEC members would be informed when the Recommendation was formally adopted.
88. The Chair encouraged members to highlight the adoption of the Recommendation in their respective countries.
89. The Chair then invited the members to discuss the future implementation of the Recommendation, with a view to discussing possible tools and information that will be required to help the member States in this work. She passed the floor to the Secretariat to give some more information in this respect.
90. Cécile Gréboval (Secretariat) explained that, as the Recommendation straddles all policies that have an impact on migrant women - migration, integration, asylum issues -, the idea was to provide a toolkit on the basis of standards and existing policies to help assist the authorities to include this gender equality approach in all policies. Implementation would therefore need to be directed more towards public policies, as compared with the more awareness-raising approach taken after adoption of the 2019 Recommendation on preventing and combating sexism. It would be more beneficial to concentrate on practical tools for decision makers and all those working directly with migrant especially in the present context with the war in Ukraine. Member States were invited to share ideas and proposals as to what they thought they might need in order to ensure implementation of the Recommendation.
91. Alyssa Ahrabare (European Network of Migrant Women) recalled that an intersectional approach was required, as well as a focus on girls who are more victims of trafficking for sexual exploitation. She proposed that the Recommendation be disseminated among NGOs and national and EU policy makers, due to the low level of awareness of the needs of migrant women and the challenges they face. She also said that the European Network of Migrant Women (ENMW) would be very willing to promote the Recommendation and to support and assist in designing a training course for stakeholders about its implementation.
92. Lara Ferguson Vázquez de Parga (Spain) said it was important to have some tools similar to those that were produced following adoption of the Sexism Recommendation. The action page, showing practical examples from different sectors and videos, helps to explain a text in an accessible way. She said that translation of the Recommendation was very important. Indeed, Spain will produce the Spanish translation as quickly as possible.

93. The Secretariat explained that, because of the different areas addressed by the Recommendation, it would be important to provide different tools and to reach out to specialists in the area. An action webpage, similar to the one created for the Sexism Recommendation, should be possible. GEC members were encouraged to translate the text as soon as possible and to send it to the Secretariat for publication on the website.
94. Participants were informed that the Recommendation would be disseminated to all those working in the field, particularly those with whom the Drafting Group had had direct contact. Wherever useful, the Recommendation would be promoted also within Council of Europe sectors. For example, the [Council of Europe European Committee on Legal Co-operation \(CDCJ\)](#) is looking at immigration detention and is producing tools which will be informed by the new Recommendation.
95. Several participants took the view that it was important to reach out to migrant women and girls themselves when disseminating and implementing the new Recommendation.
96. Fatima Barkan (Morocco) said Morocco had actively participated in the drafting committee remotely and was also ready to co-operate in the implementation of the Recommendation and to help with drawing up of tools, etc.
97. The Chair asked the Secretariat to take note of the various proposals in view of the future work on the Recommendation.
- *The GEC took note of information about the recent steps towards adoption of the Recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls.*
 - *The GEC discussed preliminary ideas on the future implementation of the Recommendation and instructed the Secretariat to begin preparing tools for its implementation.*

a. Objective 6 - [Achieve gender mainstreaming in all policies and measures](#)

- Gender mainstreaming in Council of Europe activities

98. Cécile Gréboval (Secretariat) informed the members about the ongoing gender mainstreaming activities within the different sectors of the Council of Europe. In her [presentation](#) (available on the GEC meeting website), she informed the members that the Gender Equality Division had launched a first monitoring exercise of gender mainstreaming activities within the Council of Europe. This was done through a questionnaire sent to all intergovernmental bodies, with a view to creating a baseline of quantitative and qualitative information regarding gender mainstreaming activities, as well as the gendered composition of the different bodies. This exercise will be repeated each year during the current mandate (2022-2025), to allow for a more evidence-based evaluation of progress on gender mainstreaming throughout the Organisation.

99. The Secretariat informed the members about the noteworthy gender mainstreaming examples which had taken place since the previous GEC meeting. The [Ad hoc European Committee for the World Anti-Doping Agency](#) (CAHAMA) has started to look at anti-doping from a gender equality perspective; the secretariats of the [European Charter for Regional and Minority Languages](#) and the [Framework Convention for the Protection of National Minorities](#) have developed new gender mainstreaming work in relation to their monitoring and are organising specific staff training to support these activities. There are also interesting ongoing activities in the areas of [sport](#), [Roma and Travellers](#), as well as in the [Pompidou Group](#), as outlined by Alexis Rinckenbach (France) in his presentation to the GEC.
100. In response to a question by Karin Bengtson (Sweden) regarding successes and challenges in the area of gender mainstreaming, the Secretariat replied that factors of success were the capacity to provide targeted specialised support to different sectors, the availability of training, the commitment of individuals within secretariats and/or steering committees and the existence of gender mainstreaming standards and obligations related to funding.
- Reports from members of the GEC and the Secretariat who have participated in the following meetings of Council of Europe bodies
 - Committee on [Artificial Intelligence](#)
101. The [Committee on Artificial Intelligence](#) (CAI) has the mandate to establish an international negotiation process and conduct work to elaborate an appropriate legal framework on the development, design, and application of artificial intelligence. The adoption of the legal instrument is foreseen for November 2023. Presenting a summary of the first plenary meeting of the [Committee on Artificial Intelligence](#) (CAI, 4-6 April 2022), Christa Jakobsson (Secretariat) mentioned the work of the CAI's predecessor, the [Ad Hoc Committee on Artificial Intelligence](#) (CAHAI); an exchange of views on the proposed working methods of the CAI and the work plan for 2022-2023; and the mandate given to the CAI Chair to prepare a draft text for an appropriate legal instrument, to be distributed to CAI members in advance of its next plenary meeting. An exchange also took place on the document prepared by the Secretariat on the [Outline of the elements of an appropriate legal instrument](#).
- [Steering Committee on Anti-Discrimination, Diversity and Inclusion \(CDADI\)](#) and its subordinate bodies, including as regards preparation by GEC and CDADI of a study on the impact of artificial intelligence
102. Christa Jakobsson (Secretariat) gave an overview of the preparation of the joint GEC and CDADI 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 Secretariat informed the members that there were four GEC representatives on the Task Force of the study and she also presented a [short questionnaire](#) on the impact of artificial intelligence on equality, including gender equality, and discrimination, for completion by members of both the GEC and the CDADI. The deadline for receipt of completed questionnaires would be 1 July 2022. The [timeline](#) for the preparation of the study is available on the website.

103. A CDADI representative, Erik Adell Hellström (Sweden), made a short intervention on the importance of the joint study and its role in supporting the Committee of Ministers when discussing the budget for the years 2024-2025. Erik Adell Hellström expressed the CDADI's support for the questionnaire and its interest in holding a first meeting of the Task Force before the summer break.
104. The members discussed the questionnaire, approved it (subject to a minor modification), and instructed the Secretariat to disseminate it.
- [Committee of Experts on Hate Crime \(PC/ADI-CH\)](#) – preparation of a draft comprehensive Recommendation on combating hate crime
105. Andreia Lourenço Marques (Chair, Portugal) informed the members about the first meeting of the [Committee of Experts on Hate Crime \(PC/ADI-CH\)](#) (16-17 February 2022). The committee is tasked with producing a draft Recommendation on combating hate crime and will include issues such as investigation and victim support; building upon the case law of the European Court of Human Rights and drawing from existing Council of Europe texts. Discussion during the meeting centred on an outline of the draft recommendation which had been prepared by academic experts. The first draft of the recommendation will be prepared for discussion at the next meeting of the committee (September 2022). Andreia Lourenço Marques said that she raised issues relating to sexist and gender-based hate crime and reminded the participants of the relevant Council of Europe standards, such as the Istanbul Convention and the Recommendation on preventing and combating sexism.
- [Pompidou Group](#): preparation of a side event on equality/gender at the Lisbon Addiction conference (end-November 2022)
106. Alexis Rinckenbach (France) informed the members about the background and history of the Pompidou Group which had recently celebrated its 50th anniversary. The terms of reference, which have been adjusted over the years to take into account changes in society, now stress human rights, the rights of women and include all types of addiction, such as gaming. He informed the members about the preparation of the side event on equality/gender which will take place at the Lisbon Addiction Conference in November. This side-event will be specifically linked to violence, drugs, equality and violence against women. He said that he has participated in one technical meeting. The next one, on 18 May 2022, will be a seminar on drugs enabling sexual abuse and will highlight the prevalence of this phenomenon in some countries. The purpose will be to share good practices and information. Alexis Rinckenbach said he would report back at the next GEC meeting.
- *The GEC took note of the reports from the members of the GEC and the Secretariat regarding gender-equality related work being undertaken by the Committee on Artificial Intelligence, the Steering Committee on Anti-Discrimination, Diversity and Inclusion, the Committee of Experts on Hate Crime and the Pompidou Group, as well as an overview of gender mainstreaming activities in the Council of Europe.*

- *The GEC agreed to the proposed questionnaire for member States regarding artificial intelligence and instructed the Secretariat to disseminate it.*

VI. Annual Thematic Conference

- Follow-up to the [conference on “work-life balance as a leverage for women’s empowerment and promoting gender equality”](#) organised by the Italian Ministry of Equal Opportunities and Family and the Council of Europe in the framework of the Italian Presidency of the Committee of Ministers (Rome, 12 April 2022)
107. The Chair informed the participants that they had received the [draft report](#) of the conference on “work-life balance as a leverage for women’s empowerment and promoting gender equality” and she invited the representative of Italy to report back about the conference.
 108. Stefano Pizzicannella (Italy) informed the members that the topic of the conference was one of the main priority themes of the Italian Presidency of the Committee of Ministers and was part of the official programme of the Presidency. The conference aimed at promoting a broad debate on the effective achievement of balance between work and private life, preventing and overcoming gender-based discrimination, both from the social and cultural point of view, and to support professional choices free of gender stereotypes of women. Participants of the conference reached agreement on issues which are clearly shown in the [conference takeaways](#).
 109. Stefano Pizzicannella also informed the members about the forthcoming ministerial session in Turin on 20 May 2022 and he hoped that the issues highlighted in the conference in Rome, as well as the other cross-cutting gender equality activities, would be reflected in the Turin conclusions. Italy wished for this to bring new impetus to women’s empowerment in the Council of Europe.
 110. The Chair (who had been unable to travel to the conference as planned) and had had to follow it online, congratulated the Italian authorities and the Secretariat for the excellent organisation of the conference.
 111. Kateryna Levchenko (Vice-Chair, Ukraine), who had participated online as a speaker, said the conference was a very interesting (her [speech](#) is available on the conference website). As a representative of Ukraine, she raised the issue of economic opportunities and the empowerment of Ukrainian citizens who are currently refugees in other European countries. She said it was important for countries to rethink their policy on economic empowerment of women, particularly for Ukrainians since almost 90% of all Ukrainian refugees as a result of the war were women and children. She said that countries should not look on Ukrainians only as victims, as they have economic potential: it would be a win-win opportunity for both the Ukrainians and hosting countries to use this potential.

112. Kateryna Levchenko mentioned ways to ensure the empowerment of Ukrainians abroad, for example, by simplifying the procedure to approve qualifications. A joint approach was needed to improve the situation for all women, particularly vulnerable women. She thanked the Italian authorities for raising these important issues for all European countries in this conference.
113. Fatima Barkan (Morocco) expressed her thanks to the Council of Europe Office in Morocco, which had facilitated her participation in the conference, which was very interesting and raised very interesting topics and advice.
114. Karen Bengtson (Sweden) thanked Ukraine for raising the issue of Ukrainian women who are living abroad and said it was a very important issue. The Minister for Equality is also the Minister for Labour of Sweden and is taking steps to help Ukrainians to find work, which will hopefully have an impact. Her [State Secretary](#) had also joined the conference. Many initiatives in Sweden promote work for everyone.
115. Lilia Pascal (Republic of Moldova) shared that the Republic of Moldova is working on the topic of work/life balance. For example, the new governmental national action plan included activities to achieve the objective of promoting flexible working times in the interest of employees with children.
116. In response to the suggestion by Karin Bengtson (Sweden) to include reference to Ukrainian women in the conference report, the GEC Secretary said that the paragraph which included reference to Ukrainian women could indeed be developed in greater detail.
117. Kateryna Levchenko (Vice-Chair, Ukraine) thanked the members for making this comment and for revised the draft report accordingly. She recalled that her statement at the conference included many concrete proposals which countries could use in their support for Ukrainians.
 - *The GEC took note of the report from the Italian representative, Stefano Pizzicannella, about the GEC's conference on "work-life balance as a leverage for women's empowerment and promoting gender equality".*
 - *The GEC instructed the Secretariat to finalise the report of the conference in light of the discussions, and to disseminate it.*

VII. Thematic Discussion

“From Stereotypes to Hostile Sexism - A Psychological Analysis of Conceptions about Gender” – presentation and results of project undertaken by the University of Luxembourg, followed by a discussion with Miriam Hale, M.Sc., Doctoral Researcher, and Dr André Melzer, Assistant Professor in Psychology, Department of Behavioural and Cognitive Sciences, Faculty of Humanities, Social and Educational Sciences, University of Luxembourg

118. Ralph Kass (Luxembourg) introduced the two experts: Miriam Hale, M.Sc., Doctoral researcher, and Dr André Melzer, Assistant Professor in Psychology, Department of Behavioural and Cognitive Sciences, from the University of Luxembourg who would present their study “From Stereotypes to hostile Sexism – A Psychological Analysis of Conceptions about Gender”. The study was conducted in co-operation with the Luxembourg Ministry of Equality between Women and Men.
119. André Melzer explained that stereotypical gender roles are established beliefs and behavioural expectations about a social group ignoring individual characteristics, and which are implanted at a very young age. Stereotypical beliefs are important for career choices, job placement and job admittance. The study showed that emphasising women’s physical appearance devalues skills, cognitive abilities, expertise, competence, personality and achievements.
120. He went on to explain that, like gender stereotypes, sexism is a multidimensional prejudice regarding content. There is an extent to which it is socially seen as problematic, at times accepted, or even decent. The research touched upon both hostile and “benevolent” sexism. Hostile sexism is overt sexism whereas so-called “benevolent” sexism is often difficult to recognise, even though it can be more unpleasant than hostile sexism, and it increases the acceptance of sexism.
121. André Melzer said that both hostile and benevolent sexism are highly prevalent on social media. Social media platforms try to ban sexism as hate speech and rely on artificial intelligence and user reports to recognise and remove it, but the success of this approach is relatively limited and mainly covers only hostile sexism.
122. Miriam Hale went on to present the research in greater detail. They had tried to answer three questions: how men and women react to hostile and benevolent sexism in the social media context; are there platform differences?; and are there differences in recognition of benevolent and hostile sexism in social media contexts? Two interdisciplinary psychological-sociological studies were conducted in the form of online surveys.

123. In the first study, participants had to recognise online sexism. Their emotional reaction to sexist Instagram posts was measured. Results of the study showed that benevolent sexism is more difficult to recognise than hostile sexism. Concomitant with that, participants had much stronger negative emotions to hostile sexist posts. Women perceive sexist posts as significantly more sexist than do men. Posts that were perceived as funny were rated as less sexist.
124. For the second study, the emotional and behavioural response of participants to sexism across three social media platforms was compared and measured. The results show that men are generally more likely to like and share any content. Most comments on the hostile sexist posts were negative, whereas the comments were very mixed regarding benevolent sexist posts, with participants not sure how to respond. This showed that benevolent sexism is very difficult to recognise, and that further research needs to be done and awareness needs to increase.
125. Miriam Hale went on to refer to the Council of Europe's campaign to prevent and combat sexism. Hostile sexism can be considered as hate speech and is therefore subject to the regulations of social network sites, whereas benevolent sexism requires more awareness campaigns. She said that the key to evidence-based policy would be multidisciplinary co-operation. If politicians, NGOs, interest groups and scientific research institutes all worked together, this could create a win-win situation, drawing from scientific publications, joint outreach and evidence-based policy making.
126. Several participants asked whether the researchers could share guidance on how to effectively raise awareness, particularly about benevolent sexism. André Melzer explained that interesting and persuasive campaigns were not enough; it is also necessary to implement legislation and to apply sanctions. Miriam Hale said that the problem is often that at the end of a campaign, the campaign is not scientifically evaluated, making it impossible to know whether a campaign was actually successful.
127. Greater coverage in the media, social media, politics, etc., would clearly help to raise awareness. It is also essential for the public to see more negative reactions to benevolent sexism, especially from men. Peer pressure is often more effective than pressure from other groups. The experts agreed with comments from Azerbaijan and Spain that it is important to train journalists, as they are responsible for how issues are represented in the media, and to work with children as well as adolescents, as stereotypes begin to form early and adolescents are the most influenced by social media.
128. Kira Appel (Denmark) asked whether the victim was always a woman in the study or whether it had sometimes also been a man. She said it would be interesting to see how men see sexism directed against themselves. Miriam Hale answered that the study, for practical reasons, focused on women, but that sexism against men, especially benevolent sexism, obviously existed, too. One would need to conduct a follow-up study on this issue. André Melzer mentioned that the study concerning stereotypes and jobs had been followed up with a study concerning men, which had shown that the patterns were the same but the impacts on women were much stronger and the sexism against men was much more subtle.

129. Several member States expressed their concern about the terminology used. According to them, sexism can never be benevolent. Miriam Hale explained that in psychology it makes a lot of sense to use this term because they were interested in the motives behind the sexism which were very different from those behind hostile sexism. The term “benevolent sexism” is in no way meant to diminish the effects of sexism.
130. Fatima Barkan (Morocco) asked whether the studies had shown that sexism influences judicial proceedings, and whether laws and campaigns will be enough to end this influence. The experts said that since they were not lawyers, they could not comment, but that other studies had clearly shown that judgements were biased. However, these studies usually come from the United States, where the judicial system is very different from that in European countries. Moreover, many factors, such as gender, age, race, religion, are often intertwined, and it is hard to distinguish which one was most influential.
131. Alyssa Ahrabare (European Network of Migrant Women) asked whether the ban on sexism from social media platforms was actually effective, or what had to be done to make it effective. She also asked whether the studies covered sexism in pornography. Miriam Hale answered that algorithms used by social media platforms to detect sexism are not very effective and that at times they even delete content meant to raise awareness about sexism. In recent years, much progress has been made on detecting racist hate speech, and the work on sexism will probably be able to benefit from those advances, too. André Melzer added that not much research had yet been done concerning sexism in pornography.
132. In response to the point made by Roberto Olla (Head of the Human Dignity and Gender Equality Department) that one had to tread carefully given the thin line, at times, between benevolent sexism and no sexism, Miriam Hale agreed that indeed this is why many people do not recognise benevolent sexism; in certain countries/contexts, certain forms of benevolent sexism are seen as good manners and are therefore reinforced.
133. The Chair thanked the two experts for their [presentation](#) (which can be found on the meeting website).
- *The GEC took note of the presentation of the results of the study “From Stereotypes to Hostile Sexism - A Psychological Analysis of Conceptions about Gender” by Miriam Hale, M.Sc., Doctoral Researcher, and Dr André Melzer, Assistant Professor in Psychology, Department of Behavioural and Cognitive Sciences, Faculty of Humanities, Social and Educational Sciences, University of Luxembourg.*

VIII. Co-operation with international/regional organisations

- Exchange of views with the Chair of the GEC and the CEDAW Committee, online Geneva, 1 July 2022
134. The Chair informed the members about the invitation she had received from the CEDAW Committee to hold an exchange of views during their next meeting in Geneva, on 1 July 2022. She invited the members to propose issues that she should raise on behalf of the GEC.
135. Cristiana Carletti (Italy) proposed raising the digital dimension of violence, following the [statement released on 8 March 2022](#) by CEDAW. She also proposed trafficking in women and girls as a topic. CEDAW's 2020 [General Recommendation on trafficking in women and girls in the context of global migration](#) was particularly relevant in light of the discussions during the GEC meeting, and particularly regarding Ukraine. She said that data collection concerning all aspects related to gender equality could also be discussed following the indicators which CEDAW had produced in its contribution to the [High-level Political Forum on Sustainable Development \(HLPF\)](#).
136. Waltraud Dahs (Germany) said that it would be interesting to exchange on which general recommendations are being planned.
137. The Secretary to the GEC said that while CEDAW had not specified the topics they wished to discuss, it would be important to inform CEDAW about the GEC's work and the work ahead. Some ideas for future co-operation may result from the exchange.
- *The GEC took note of the forthcoming exchange of views between the GEC Chair and the CEDAW Committee and proposed that the future priorities of each body, as well as issues of digital violence against women, trafficking in women and data collection on all aspects of gender equality should be included in the exchange.*
 - [CSW66 – Commission on the Status of Women](#) (New York, 14-24 March 2022)
 - Side-event on "[STEM Education as a stepping-stone towards gender transformative climate change policies](#)" organised by the Italian Minister of Equal Opportunities and Family and the Council of Europe (15 March 2022)
138. Stefano Pizzicannella (Italy) reported on the side-event co-organised by the Italian Minister of Equal Opportunities and Family, under the aegis of the Italian Presidency of the Committee of Ministers. The priority theme of this year's Commission on the Status of Women was the empowerment of women and girls in the context of climate change. The advancement of women in science and technology has become crucial as they are considered as powerful agents of change. The side-event on the promotion of STEM disciplines was organised to support the potential of women in environmental protection in response to climate change. Stefano Pizzicannella thanked Austria and the United Kingdom, whose ministers spoke in the high-level opening, for co-sponsoring the event.

139. Stefano Pizzicannella said that the ultimate goal of the side-event was to promote a vision to overcome gender stereotypes and all types of discrimination, especially in those fields dominated by men. The exchange 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. The side-event, which focused on climate change and the role of women, was also an occasion to touch on the issues of education and leadership. As a result, the discussion went beyond the policy area of climate change. A [summary of the event, as well as recommendations](#) put forward, can be found on the event website.
140. Charles Ramsden (United Kingdom) thanked the Italian Presidency and the Council of Europe for inviting his minister to participate in what was a very well-organised event. He said that in the United Kingdom, there were many young women who were studying subjects that should lead them into a STEM career. However, women were not represented at the same level in the workforce. The United Kingdom was looking into what happens between education and employment for young women, and he would report back to the GEC with any findings and proposed solutions.
- *The GEC took note of the report by Stefano Pizzicannella about the side-event “STEM Education as a stepping-stone towards gender transformative climate change policies” organised by the Italian Minister of Equal Opportunities and Family and the Council of Europe (15 March 2022).*
 - [CSW66 – Commission on the Status of Women](#) (New York, 14-24 March 2022)
141. The Chair invited participants to share information about their participation in the recent Commission on the Status of Women (CSW).
142. Farid Adilov (Azerbaijan) said that his minister had actively participated and spoken about the application of environment technology and renewable energy.
143. Samra Filipović Hadžiabdić (Bosnia and Herzegovina) informed the members that Bosnia and Herzegovina has started to develop its strategy on climate change and that, in line with the CSW conclusions, a special chapter on climate will be included in the gender equality action plan.
144. Lara Ferguson Vázquez de Parga (Spain) informed members that Spain had organised an event with Argentina on women defenders of human rights, territory and the planet. The side-event put forward a dialogue among activists speaking in the first person about the mobilisation they have promoted in their territory in favour of human rights, as well as the violence they have suffered as a result.
- *The GEC took note of the information provided by GEC about the CSW conclusions or (other) CSW side-events.*

- Council of the European Union – gender equality agenda:
 - [Slovenian Presidency](#) (July - December 2021)
- 145. Sara Slana (Slovenia) informed the participants that the general objectives of the Slovenian Presidency of the Council of the European Union were to continue discussions on mitigating the social and economic consequences of the Covid-19 pandemic, contributing to improving working and living conditions of all generations, and addressing demographic challenges [through a life-cycle approach](#).
- 146. She outlined the [main gender-equality related results](#), which included: a general approach being negotiated on the Pay Transparency Directive - which gave a strong signal that the Council of the European Union is ready to act against pay discrimination; advancing the discussion on the Equal Treatment Directive, building on the compromise text developed during the Portuguese Presidency; adopting conclusions on the Impact of Artificial Intelligence on Gender Equality in the Labour Market; adopting conclusions on Gender Mainstreaming in the EU Budget, focusing on how to ensure a gender perspective in future EU strategies and policies; and ministers reaching a broad consensus about the need to ensure that equality becomes a reality during a debate at the EPSCO meeting in December 2021 on “Towards a Europe of Equality”.
- 147. [Events during the Slovenian Presidency](#) included a high-level Conference on Quality Work for Life Quality; a webinar on “Building safe digital spaces for women and girls – Click off cyber violence!”, which took place on the International Day for the Elimination of Violence against Women on 25 November 2021; and a high-level conference on the Gender Equality Index 2021, with a focus on health and particularly on mental and sexual and reproductive health.
 - [French Presidency](#) (January - June 2022)
- 148. Alexis Rinckenbach (France) informed the members about the current French Presidency. He said that France took up the Presidency after Slovenia and the rotating Presidency system meant that France was part of the Trio of France, Czech Republic and Sweden. Priorities included economic empowerment of women, and a draft directive of women on boards was submitted for approval (agreement was reached on 7 June 2022). The fight against violence against women is also among the priorities including the ratification of the Istanbul Convention by the European Union. The European Commission proposal for a directive on combating violence against women and domestic violence. At the request of the French Presidency, the European Institute for Gender Equality (EIGE) is preparing a report to examine evidence on coercive control and psychological violence against women in the EU member States. The report will analyse the causes and consequences of coercive control and psychological violence, assess how they are criminalised, and examine the different ways countries try to tackle these phenomena.

- Czech Presidency (July - December 2022)

149. Radan Safarik (Czech Republic) informed the members about his country's forthcoming Presidency and said that gender equality continues to be a priority, following on the [Trio Presidency Declaration on Gender Equality](#). The two main gender equality priorities will be the economic empowerment of women and the prevention and elimination of gender-based violence. During the Presidency, the Czech authorities plan to support negotiations towards the adoption of the Pay Transparency Directive; and to facilitate the negotiations on the Gender Balance Directive, if this has not been finalised during the French Presidency.
150. Events during the Presidency will include hosting the High-Level Group on Gender Mainstreaming in Prague in September; a two-day conference on economic equality of women and men which will feed into the Council Conclusions (Prague, 3-4 October 2022); and the 24th WAVE conference on women's specialist support services will take place in Prague on 10-11 October.
151. It is intended to mainstream a gender perspective into all the Presidency events. For example, during a high-level conference on energy poverty, there will be a specific panel on the gender aspect of energy poverty, and gender equality will be discussed during the meeting of national Roma co-ordinators.
- *The GEC took note of the information provided by Sara Slana (Slovenia), Alexis Rinckenbach (France) and Radan Safarik (Czech Republic) about the gender equality programme of their respective presidencies of the Council of the European Union.*

VI. Current and future activities at national and international level

- Council of Europe gender equality agenda:
 - [Italian Presidency of the Committee of Ministers](#) (November 2021 - May 2022)
152. Stefano Pizzicannella (Italy) gave an overview of the Italian Presidency, which had included gender equality as one of the main priorities. The protection of human rights and fundamental freedoms were the guiding principles of the presidency, aiming at building a future based on respect for human rights, democracy and the rule of law. The presidency focused on three main themes – shared principles and values with the promotion of co-operation and dialogue with countries; empowering women; and the rights of children and adolescents, promoting youth policy, while fighting discrimination and building a people-centred future.
153. Stefano Pizzicannella said that the results of the initiatives on the empowerment of women through the presidency (including the events already reported on) have made a significant contribution to bringing these issues to the attention of member States and stakeholders.

154. He said that the Italian Minister for Equal Opportunities and Family had demonstrated her strong interest in these issues through her participation in the [high-level debate](#) which took place during the last GEC meeting, on the occasion of the International Day for the Elimination of Violence against Women. The Secretary General and the Minister for Equal Opportunities and Family also signed a [joint statement on the importance of the Istanbul Convention](#). He took the opportunity to encourage all member States to sign and ratify the Istanbul Convention.
- Irish Presidency of the Committee of Ministers (May - November 2022)
155. Deirdre Ní Néill (Ireland) informed the members that the overarching goal of the [Irish Presidency](#) will be renewal and refocusing “the conscience of Europe”. Three priorities have been identified: reaffirming the work of the Council of Europe in protecting human rights across the continent, above all in areas of conflict; promoting the rights of children and youth; and fostering a Europe of welcome, inclusion and diversity. She stressed that a gender perspective will be applied to all the themes of the Presidency.
156. Deirdre Ní Néill informed the participants about some of the main events planned, including a conference on the participation of children in democracy and family law, a meeting of the Ministers of Justice in September to develop European standards in combating domestic, sexual and gender-based violence, a conference in September on applying the European Convention on Human Rights to contested territories, and a conference on building societal commitment to justice, sustainability, equity and human rights through global education.
- Icelandic Presidency of the Committee of Ministers (November 2022 - May 2023)
157. Tryggvi Hallgrímsson (Iceland) informed the members that the programme for the forthcoming Icelandic Presidency of the Committee of Ministers (November 2022 – May 2023) had been recently approved by the Icelandic Government. Equality will be included as a top priority and events will be organised to discuss best practices in various areas, such as preventing and combating violence against women, focusing on the rights of survivors of violence; LGBTQI+ issues, and men and equality.
158. The President of Iceland will visit Strasbourg in November 2022 for an event focusing on the digital manifestation of violence and its effects. The Prime Minister will also address a conference in January 2023 about recent legislation on gender recognition and the importance of approaching this issue from a perspective of humility and respect for human dignity. This event will be organised in co-operation with the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI).
159. Tryggvi Hallgrímsson also announced that Iceland will host the GEC annual thematic conference in April 2023, which would further discuss the importance of including men and boys in equality. This would be an opportunity to present experiences from awareness-raising activities addressing sexism and violence, through dialogue grounded in ethics and not through shaming.

- *The GEC took note of the information provided by Stefano Pizzicannella (Italy), Deirdre Ní Néill (Ireland) and Tryggvi Hallgrímsson (Iceland) about the gender equality programme of their respective presidencies of the Committee of Ministers.*

IX. Proposals for the agenda of the next meeting, including thematic discussions

160. The Chair invited members to make proposals for the agenda of the next GEC meeting (November 2022).
161. Karin Bengtson (Sweden) proposed inviting the Swedish Gender Equality Agency and to hold a discussion on institutional set-ups of gender equality bodies. Päivi Yli-Pietilä (Finland) proposed a presentation by OECD on the work they have been doing on gender-based violence and to invite GREVIO to participate as well. Kateryna Levchenko (Ukraine) supported this proposal. Finland also proposed to hold a thematic discussion on sexual harassment. Mexico said they would send in a proposal in writing following the meeting. Alyssa Ahrabare (European Network of Migrant Women), proposed the topic of pornography as a cover for crime, including trafficking, sexism, violence against women. Both Sweden and Spain (Lara Ferguson Vázquez de Parga) supported this proposal, with Spain recalling the very good presentation on pornography at the GEC's 2019 conference in Helsinki. Anne Negre (University Women of Europe) proposed having a discussion on definitions, for example, "what is gender?", as the concept of gender is used more and more to make women invisible, or "what is violence?", as understood differently in the context of the Social Charter, in cybercrime or the Istanbul Convention.
162. The Chair thanked the members for the proposals made and informed them that a decision would be taken by the Bureau at one of its forthcoming meetings.
- *The GEC took note of the proposed thematic discussions for the next meeting of the GEC, such as sexual harassment, institutional mechanisms for gender equality, and pornography, and agreed that the Bureau would decide which ones to include in the agenda of the next meeting.*
 - *The GEC took note of proposals for the agenda of its next meeting in November 2022.*

X. Other business

Terminology

163. The Secretary to the GEC informed the members that during the 9 May discussion, by the Rapporteur Group on Human Rights (GR-H), of the 2021 annual report on the implementation of the Gender Equality Strategy, some member States raised questions regarding the use of terms. In particular, the phrase "equal rights of women and girls" was preferred to the phrase "women's rights", and in French "égalité de genre" (gender equality) could be used instead of "égalité entre les femmes et les hommes" (equality between women and men).

164. The GEC members discussed these proposals as well as certain other disputed terms. The phrase “*droits humains*” (human rights) should indeed be preferred to “*droits de l’homme*” (rights of man), in French. Certain members said that it was important not to lose the notion of “women’s rights” and that the phrase “equal rights of women and girls” was indeed different to “women’s rights”. The members agreed that more discussion was needed on this subject and instructed the Secretariat to prepare a document on terminology in order to facilitate discussion at a future GEC meeting.

- *The GEC took note of information provided by the Secretariat as regards questions of terminology – raised by members of the GR-H when discussing on 9 May 2022 the GEC’s annual report for 2021 on implementation of the Gender Equality Strategy – and instructed the Secretariat to prepare a document on which to base discussions at a future GEC meeting.*

165. The Chair informed the members that this was the last meeting at which Anje Wiersinga (International Alliance of Women) would participate, as she was soon to retire. She thanked her for her active participation and co-operation over the years and wished her well in her retirement.

166. The Chair informed the members that Thomas Thentz (Switzerland) was leaving his post in order to take up other responsibilities and this was his last GEC meeting. She thanked him for his work and wished him well.

XI. Dates of forthcoming meetings

167. The Chair informed the members about the dates of the forthcoming meetings, including the 2nd meeting of the Working Group preparing the guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women (Strasbourg, 28 June 2022); the 22nd meeting of the GEC (Strasbourg, 16-18 November 2022), during which a half-day will be dedicated to an event to launch the study on the impact of Covid-19 on women’s access to justice (Strasbourg, 17 November 2022).

- *The GEC agreed on the dates of the next GEC-related meetings: 2nd meeting of the Working Group on the place of men and boys in gender equality policies and in policies to combat violence against women (WG-GEC-MB) (Strasbourg, 28 June 2022 and online); 22nd meeting of the GEC (Strasbourg, 16-18 November 2022), including the launch event of the Study on the Impact of Covid-19 on Women’s Access to Justice (17 November 2022 - afternoon).*

XII. Adoption of the abridged report of the 21st GEC meeting (11-13 May 2022)

168. The Chair presented the draft abridged report, which was adopted by the members. She instructed the Secretariat to transmit it to the Committee of Ministers for them to take note of it. The Chair thanked the speakers, members and participants for their active participation, as well as the technical staff, the interpreters and the Secretariat, and closed the meeting.

- *The GEC agreed on the abridged report of the meeting and instructed the Secretariat to transmit it to the Committee of Ministers for note to be taken of it.*

APPENDIX I

AGENDA

- I. Opening of the meeting and adoption of the agenda**
 - *Draft Agenda* *GEC(2022)OJ1 Revised*
- II. Gender Equality Commission**
- **Annual exchange of views to evaluate GEC activities** *[and advise the CM and the SG on future priorities in its sector, including possible new activities and those that might be discontinued]* *Terms of reference 2022-2025*
- III. Exchange of views on the war in Ukraine and the impacts on women**
- IV. Exchange of views with Dunja Mijatović, Council of Europe Commissioner for Human Rights**
- V. Council of Europe Transversal Programme on Gender Equality**
- 1. Gender Equality Strategy 2018-2023**
- a. Draft Work Plan 2022-2025** *GEC(2022)1*
- b. Objective 1 – Prevent and combat gender stereotypes and sexism**
- Study on the places of men and boys in gender equality policies *Publication*
- Information from the Working Group preparing the guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women *Oral presentation*
- Reviewing the implementation of the Recommendation on preventing and combating sexism – proposed procedure to review its implementation and draft questionnaires for member States and NGOs *GEC(2021)8 revised*
- c. Objective 2 – Prevent and combat violence against women and domestic violence**
- Exchange of views with Iris Luarasi, President of the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO)
- Sharing experiences by States parties on the implementation of the Istanbul Convention and information on further ratifications
- Update by the Secretariat of co-operation projects undertaken by the Gender Equality Division concerning violence against women and domestic violence

d. Objective 3 - Ensure the equal access of women to justice

- Update by the Secretariat on co-operation projects undertaken by the Gender Equality Division concerning equal access of women to justice, including as regards a study on the impact of Covid-19 *GEC(2022)4*

e. Objective 4 – Achieve balanced participation of women and men in political and public decision-making

- Presentation by Andri Savva (Vice-Chair, Cyprus) of the Cypriot education programme for the empowerment of women in political life
- Council of Europe co-operation to support balanced participation of women and men in political and public decision-making

f. Objective 5 - Protect the rights of migrant, refugee and asylum-seeking women and girls

- Committee of Ministers Recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls – the way forward

g. Objective 6 - Achieve gender mainstreaming in all policies and measures

- Gender mainstreaming in Council of Europe activities *Oral presentation*
- Reports from members of the GEC and Secretariat who have participated in the following meetings of Council of Europe bodies
 - Committee on Artificial Intelligence *Oral presentation*
Elements of a legal framework on artificial intelligence
 - Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) and its subordinate bodies including as regards preparation by GEC and CDADI of a study on the impact of artificial intelligence *Oral presentation*
 - Committee of Experts on Hate Crime (PC/ADI-CH) – preparation of a draft comprehensive Recommendation on combating hate crime *Oral presentation*
 - Pompidou Group: preparation of a side event on equality/gender at the Lisbon Addiction conference (end-November 2022) *Oral presentation*

h. Annual Thematic Conference

- Follow up to the conference on “work-life balance as a leverage for women’s empowerment and promoting gender equality” organised by the Italian Ministry of Equal Opportunities and Family and the Council of Europe in the framework of the Italian Presidency of the Committee of Ministers (Rome, 12 April 2022)

*Conference Takeaways
Draft Report (GEC(2022)2)*

VI. Thematic Discussion

“From Stereotypes to Hostile Sexism - A Psychological Analysis of Conceptions about Gender” – presentation and results of project undertaken by the University of Luxembourg followed by a discussion with Miriam Hale, M.Sc., Doctoral Researcher, and Dr André Melzer, Assistant Professor in Psychology, Department of Behavioural and Cognitive Sciences, Faculty of Humanities, Social and Educational Sciences, University of Luxembourg

VII. Co-operation with international/regional organisations

- Exchange of views with the Chair of the GEC and the CEDAW Committee, online Geneva, 1 July 2022
- CSW66 – Commission on the Status of Women (New York, 14-24 March 2022)
 - o Side-event on “STEM Education as a stepping-stone towards gender transformative climate change policies” organised by the Italian Minister of Equal Opportunities and Family and the Council of Europe (15 March 2022)
GEC(2022)3
- Council of the European Union – gender equality agenda:
 - o Slovenian Presidency (July - December 2021)
 - o French Presidency (January - June 2022)
 - o Czech Presidency (July - December 2022)

VIII. Current and future activities at national and international level

- Council of Europe gender equality agenda:
 - o Italian Presidency of the Committee of Ministers (November 2021 - May 2022)
 - o Irish Presidency of the Committee of Ministers (May - November 2022)
 - o Icelandic Presidency of the Committee of Ministers (November 2022 - May 2023)

IX. Proposals for the agenda of the next meeting, including thematic discussions

X. Other business

XI. Dates of forthcoming meetings

- 2nd Working Group preparing the guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women - Strasbourg, 28 June 2022
- 22nd meeting of the GEC - Strasbourg, 16-18 November 2022
- Event to launch the study on the impact of Covid-19 on women's access to justice - Strasbourg, 17 November 2022 (afternoon)

XII. Adoption of the abridged report of the 21st GEC meeting (11-13 May 2022)

Calendar of forthcoming events and meetings

- *2nd Working Group preparing the guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women - Strasbourg, 28 June 2022*
- *Exchange of views with the Chair of the GEC and the CEDAW Committee, online Geneva, 1 July 2022*
- *22nd meeting of the GEC – Strasbourg, 16-18 November 2022*
- *Event to launch the study on the impact of Covid-19 on women's access to justice - Strasbourg, 17 November 2022 (afternoon)*

APPENDIX II

List of participants

**List of Participants/
Liste des participant·es**

Members/Membres

<p>Albania <i>Albanie</i> Online</p>	<p>Brunilda Dervishaj Head of the Sector for Policies and Strategies on Social Inclusion and Gender Equality Ministry of Health and Social Protection <i>Cheffe du secteur des politiques et stratégies en matière de l'inclusion sociale et l'égalité entre les femmes et les hommes</i> <i>Ministère de la santé et de la protection sociale</i></p>
<p>Andorra <i>Andorre</i> In person</p>	<p>Mireia Porras Garcia Head of the Equality Policies Department Ministry of Social Affairs, Justice and Interior <i>Cheffe du Service des Politiques d'Égalité</i> <i>Département des Affaires Sociales</i> <i>Ministère des Affaires Sociales, de la Justice et de l'Intérieur</i></p> <p>Christel Codina Torres Psychologist and desk officer at the Equal Policies Department of the Ministry of Social Affairs, Youth and Equality <i>Psychologue et agente du département des politiques d'égalité</i> <i>Ministère des affaires sociales, de la jeunesse et de l'égalité</i></p>
<p>Armenia <i>Arménie</i> Online</p>	<p>Lilit Shakaryan Head of Division of Co-operation with International Monitoring Bodies Department of Human Rights and Humanitarian Issues Ministry of Foreign Affairs <i>Cheffe de la division de la coopération avec les organes de suivi internationaux</i> <i>Département des droits humains et des questions humanitaires</i> <i>Ministère des Affaires Etrangères</i></p>
<p>Austria <i>Autriche</i> In person</p>	<p>Eva Fehringer Head Federal Ministry of Labour International and European Social Policy and Labour Law <i>Cheffe adjointe</i> <i>Ministère fédéral du Travail</i> <i>Unité Politique sociale internationale et européenne en matière de droit du travail</i></p>

<p>Azerbaijan <i>Azerbaïdjan</i> <i>In person</i></p>	<p>Farid Adilov Head of International Relations and Protocol Service Department State Committee for Family, Women and Children's Affairs <i>Chef du Département des relations internationales et des services de protocole</i> <i>Comité d'État pour les femmes, la famille et les affaires des enfants</i></p>
<p>Belgium <i>Belgique</i> <i>Online</i></p>	<p>Marian Vandebossche Policy Officer (International policy) Team Equal Opportunities Agency for Home Affairs Government of Flanders <i>Chargée de mission (Politique internationale)</i> <i>Equipe Egalité des chances</i> <i>Agence pour les affaires intérieures</i> <i>Gouvernement de la Flandre</i></p> <p>Barbara Brunisso Co-ordinator of the Directorate for Equal Opportunities Ministry of the Wallonia-Brussels Federation/Ministère de la Fédération Wallonie-Bruxelles <i>Coordinatrice de la Direction de l'Egalité des Chances</i> <i>Ministère de la Fédération Wallonie-Bruxelles</i></p> <p>Carine Joly Adviser Institute of Gender Equality <i>Conseillère</i> <i>Institut pour l'égalité des femmes et des hommes</i></p>
<p>Bosnia and Herzegovina <i>Bosnie-Herzégovine</i> <i>In person</i></p>	<p>Samra Filipović Hadžiabdić Director Agency for Gender Equality Ministry of Human Rights and Refugees <i>Directrice</i> <i>Agence pour l'égalité entre les femmes et les hommes</i> <i>Ministère des droits humains et des réfugiés</i></p>
<p>Bulgaria <i>Bulgarie</i> <i>In person</i></p>	<p>Irina Ivanova Head of Unit Equal Opportunities, Antidiscrimination and Social Assistance Benefits Ministry of Labour and Social Policy <i>Cheffe d'unité</i> <i>Égalité des chances, antidiscrimination et allocation d'aide sociale</i> <i>Ministère du travail et de la politique sociale</i></p>

<p>Croatia <i>Croatie</i> <i>In person</i></p>	<p>Martina Bosak Expert associate Government Office for Gender Equality <i>Experte associée</i> <i>Bureau gouvernemental pour l'égalité entre les femmes et les hommes</i></p>
<p>Cyprus <i>Chypre</i> <i>Online</i></p>	<p>Andri Savva (Vice-Chair/Vice-Présidente) Officer, Office of Commissioner for Gender Equality <i>Agente, Bureau de la Commissaire à l'égalité entre les femmes et les hommes</i></p>
<p>Czech Republic <i>République tchèque</i></p>	<p>Radan Šafařík (in person) Head of the Secretariat of the Government Council for Equality of Women and Men Acting Director of the Gender Equality Department <i>Chef du Secrétariat du Conseil gouvernemental pour l'égalité entre les femmes et les hommes</i> <i>Directeur ad interim du Service de l'égalité entre les femmes</i></p> <p>Zuzana Andreska (online) Gender Equality Department Office of the Czech Government <i>Service de l'égalité de genre</i> <i>Bureau du gouvernement tchèque</i></p>
<p>Denmark <i>Danemark</i> <i>In person</i></p>	<p>Kira Appel Chief Consultant/Deputy Head of Department Department for Gender Equality Ministry of Transport and Gender Equality <i>Consultante en cheffe/Cheffe de service adjointe</i> <i>Département de l'égalité entre les femmes et les hommes</i> <i>Ministère de transport et de l'égalité de genre</i></p>
<p>Estonia <i>Estonie</i> <i>In person</i></p>	<p>Lee Maripuu Head of Gender Equality Policy Ministry of Social Affairs <i>Responsable de la politique d'égalité entre les femmes et les hommes</i> <i>Ministère des affaires sociales</i></p>
<p>Finland <i>Finlande</i> <i>In person</i></p>	<p>Päivi Yli-Pietilä Ministerial Adviser Gender Equality Unit Ministry of Social Affairs and Health <i>Conseillère ministérielle</i> <i>Unité Egalité de genre</i> <i>Ministère des affaires sociales et de la santé</i></p>

<p>France <i>In person</i></p>	<p>Alexis Rinckenbach Head of the European and International Affairs Office Directorate General for Social Cohesion Ministry of Solidarity and Health/Delegate Ministry for Equality w/m <i>Chef du bureau des affaires européennes et internationales</i> <i>Direction générale de la cohésion sociale</i> <i>Ministère des solidarités et de la santé/Ministère délégué chargé de l'égalité f/h</i></p>
<p>Germany <i>Allemagne</i> <i>In person</i></p>	<p>Waltraud Dahs Head of Division European and International Gender Equality Policy Federal Ministry for Family Affairs, Senior Citizens, Women and Youth <i>Cheffe de Division</i> <i>Politique européenne et internationale en matière d'égalité entre les femmes et les hommes</i> <i>Ministère fédéral de la famille, des personnes âgées, des femmes et de la jeunesse</i></p>
<p>Greece <i>Grèce</i> <i>Online</i></p>	<p>Georgia Papageorgiou Head of the Independent Department of European and International Co-operation General Secretariat for Demography, Family and Gender Equality Ministry of Labour and Social Affairs <i>Cheffe du département indépendant de la coopération européenne et internationale</i> <i>Secrétariat général pour la démographie, la famille et l'égalité entre les femmes et les hommes</i> <i>Ministère du travail et des affaires sociales</i></p>
<p>Hungary <i>Hongrie</i> <i>In person</i></p>	<p>Brigitta Gyebnár Head of Women's Policy Unit Department for Adoption and Women's Policy Prime Minister's Office <i>Cheffe, Unité de la politique des femmes</i> <i>Département de l'adoption et de la politique des femmes</i> <i>Bureau du Premier Ministre</i></p>
<p>Iceland <i>Islande</i> <i>In person</i></p>	<p>Tryggvi Hallgrímsson Special Advisor Directorate of Equality <i>Conseiller spécial</i> <i>Direction de l'égalité</i></p>

<p>Ireland <i>Irlande</i> Online</p>	<p>Deirdre Ní Néill Assistant Principal Officer Inclusion, Equality and Gender Equality Unit, Department of Children, Equality, Disability, Integration and Youth <i>Officier principale adjointe</i> <i>Unité de l'inclusion, de l'égalité et de l'égalité entre les femmes et les hommes</i> <i>Département de l'enfance, de l'égalité, du handicap, de l'intégration et de la jeunesse</i></p>
<p>Italy <i>Italie</i> Online</p>	<p>Stefano Pizzicannella General Director Office for International and General Affairs Department for Equal Opportunities <i>Directeur Général</i> <i>Bureau des affaires internationales et générales</i> <i>Département de l'Égalité des chances</i></p> <p>Cordialina Coppola Presidency of the Council of Ministers Office for International and General Affairs, Department for Equal Opportunities <i>Présidence du Conseil des ministres</i> <i>Bureau des affaires internationales et générales,</i> <i>Département pour l'égalité des chances</i></p> <p>Cristina Carletti Presidency of the Council of Ministers Department of Equal Opportunities <i>Présidence du Conseil des ministres</i> <i>Département pour l'égalité des chances</i></p>
<p>Latvia <i>Lettonie</i> In person</p>	<p>Agnese Gaile Senior Expert Department of Social Policy Planning and Development Ministry of Welfare <i>Experte principale</i> <i>Département de la planification et du développement de la politique sociale</i> <i>Ministère de l'aide sociale</i></p>
<p>Liechtenstein</p>	<p>Awaiting nomination/ <i>Nomination en attente</i></p>
<p>Lithuania <i>Lituanie</i></p>	<p>No participation/ <i>Pas de participation</i></p>

<p>Luxembourg <i>In person</i></p>	<p>Ralph Kass Senior Advisor 1st Class Ministry of Equality between Women and Men <i>Conseiller de Direction 1e Classe</i> <i>Ministère de l'Égalité entre les Femmes et les Hommes</i></p>
<p>Malta <i>Malte</i></p>	<p>Maria Ellul (<i>in person</i>) Manager II (Research) Human Rights Directorate Ministry for Justice, Equality and Governance <i>Cadre II (Recherche)</i> <i>Direction des droits humains</i> <i>Ministère de la Justice, de l'Égalité et de la Gouvernance</i></p> <p>Analise Desira (<i>online</i>) Manager Human Rights Directorate, Ministry for Justice, Equality and Governance <i>Cadre</i> <i>Direction des droits humains</i> <i>Ministère de la Justice, de l'Égalité et de la Gouvernance</i></p>
<p>Republic of Moldova <i>République de Moldova</i> <i>In person</i></p>	<p>Lilia Pascal Head, Division of policy for ensuring equality between women and men Ministry of Labour and Social Protection <i>Cheffe Division de politique visant à assurer l'égalité entre les femmes et les hommes</i> <i>Ministère du travail et de la protection sociale</i></p>
<p>Monaco <i>Online</i></p>	<p>Corinne Bourdas Magail Policy Officer Department of External Relations and Co-operation Ministry of State <i>Chargée de Mission</i> <i>Département des Relations Extérieures et de la Coopération</i> <i>Ministère d'État</i></p>
<p>Montenegro <i>Monténégro</i> <i>In person</i></p>	<p>Biljana Pejović Head of Division for Gender Equality Ministry of Justice, Human and Minority Rights <i>Cheffe de la division de l'égalité entre les femmes et les hommes</i> <i>Ministère de la justice, des droits humains et des minorités</i></p>
<p>Netherlands <i>Pays-Bas</i> <i>In person</i></p>	<p>Lisanne Post Gender Equality and LGBTI Equality Department Ministry of Education, Culture and Science <i>Département de l'égalité de genre et de l'égalité LGBTI</i> <i>Ministère de l'éducation, de la culture et des sciences</i></p>

<p>North Macedonia <i>Macédoine du Nord</i> <i>In person</i></p>	<p>Elena Grozdanova State Counsellor for Equal Opportunity Ministry of Labour and Social Policy <i>Conseillère d'État pour l'égalité des chances</i> <i>Ministère du Travail et de la Politique sociale</i></p>
<p>Norway <i>Norvège</i> <i>In person</i></p>	<p>Elin Grotnes Senior Adviser Department of equality and universal design Directorate for Children, Youth and Family Affairs <i>Conseillère principale</i> <i>Département de l'égalité et de la conception universelle</i> <i>Direction de l'enfance, de la jeunesse et de la famille</i></p>
<p>Poland <i>Pologne</i></p>	<p>No participation/ <i>Pas de participation</i></p>
<p>Portugal <i>In person</i></p>	<p>Andreia Lourenço Marques (Chair/Présidente) International Relations Adviser Commission for Citizenship and Gender Equality <i>Conseillère en relations internationales</i> <i>Commission pour la citoyenneté et l'égalité de genre</i></p>
<p>Romania <i>Roumanie</i> <i>Online</i></p>	<p>Andreea Pascu Head of Unit National Agency for Equal Opportunities between Women and Men <i>Cheffe d'Unité</i> <i>Agence nationale pour l'égalité de chances entre les femmes et les hommes</i></p>
<p>San Marino <i>Saint Marin</i> <i>Online</i></p>	<p>Stefano Palmucci Expert Directorate of Legal Affairs Department of External Affairs <i>Expert</i> <i>Direction des affaires juridiques</i> <i>Département des affaires extérieures</i></p>
<p>Slovak Republic <i>République Slovaque</i> <i>Online</i></p>	<p>Ján Tomaštlík Ministry of Labour, Social Affairs and the Family <i>Ministère du travail, des affaires sociales et de la famille</i></p>
<p>Slovenia <i>Slovénie</i> <i>In person</i></p>	<p>Sara Slana Undersecretary Equal Opportunities Department Ministry of Labour, Family, Social Affairs and Equal Opportunities <i>Sous-secrétaire</i> <i>Département de l'égalité des chances</i> <i>Ministère du travail, de la famille, des affaires sociales et de l'égalité des chances</i></p>

<p>Spain <i>Espagne</i> <i>In person</i></p>	<p>Lara Ferguson Vázquez de Parga Senior Adviser Director's Support Unit Institute of Women State Secretariat for Equality and against Gender Violence Ministry of Equality <i>Conseillère principale</i> <i>Unité de soutien du directeur</i> <i>Institut des femmes</i> <i>Secrétariat d'État à l'égalité et à la lutte contre la violence de genre</i> <i>Ministère de l'égalité</i></p>
<p>Sweden <i>Suède</i> <i>In person</i></p>	<p>Karin Bengtson Division for Gender Equality Ministry of Health and Social Affairs <i>Division pour l'égalité entre les femmes et les hommes</i> <i>Ministère de la santé et des affaires sociales</i></p>
<p>Switzerland <i>Suisse</i> <i>In person</i></p>	<p>Thomas Thentz Lawyer, Federal Department of Home Affairs Federal Office for Gender Equality (FOGE) <i>Juriste, Département fédéral de l'intérieur</i> <i>Bureau fédéral de l'égalité entre femmes et hommes (BFEG)</i></p> <p>Emma Conti Trainee lawyer, Federal Department of Home Affairs Federal Office for Gender Equality (FOGE) <i>Stagiaire Juriste, Département fédéral de l'intérieur</i> <i>Bureau fédéral de l'égalité entre femmes et hommes (BFEG)</i></p>
<p>Türkiye <i>Turquie</i> <i>In person</i></p>	<p>Onur Dinçer Expert on Family and Social Policy General Directorate on the Status of Women Ministry of Family, Labour and Social Affairs <i>Expert en politique familiale et sociale</i> <i>Direction générale de la condition féminine</i> <i>Ministère de la Famille, du Travail et des Affaires sociales</i></p>

<p>Ukraine</p>	<p>Kateryna Levchenko (Vice-Chair/Vice-présidente) (online) Government Commissioner for Gender Equality Policy <i>Commissaire du gouvernement pour la politique d'égalité entre les femmes et les hommes</i></p> <p>Olena Petrenko (in person) First Secretary General Department for International Organisations Ministry of Foreign Affairs <i>Attachée</i> <i>Direction générale des organisations internationales</i> <i>Ministère des affaires étrangères</i></p> <p>Olga Dunebabina (online) Communication Assistant La Strada-Ukraine Apparatus of Government Commissioner for gender equality <i>Assistante de communication</i> <i>La Strada-Ukraine</i> <i>Commissaire de l'appareil gouvernemental pour l'égalité entre les femmes et les hommes</i></p> <p>Anatolii Dosych (online) Office of the Government Commissioner for Gender Equality Policy <i>Bureau de la Commissaire du gouvernement pour la politique d'égalité entre les femmes et les hommes</i></p>
<p>United Kingdom <i>Royaume Uni</i> <i>In person</i></p>	<p>Charles Ramsden Head, International Policy Government Equalities Office <i>Chef de la politique internationale</i> <i>Bureau gouvernemental pour l'égalité</i></p>

Non-member States having observer status with the Council of Europe/Etats non-membres ayant le statut d'observateur auprès du Conseil de l'Europe

<p>Holy See <i>Saint-Siège</i> <i>In person</i></p>	<p>Anne-Julie Kerhuel Section for Relations with States Secretariat of State <i>Relations avec les Etats</i> <i>Secrétariat d'Etat</i></p>
<p>Mexico <i>Méxique</i> <i>In person</i></p>	<p>Eva Pizano Cejka Deputy to the Permanent Observer <i>Adjointe à l'Observateur Permanent</i></p>

Non member States/Etats non membres

<p>Morocco <i>Maroc</i> <i>In person</i></p>	<p>Fatima Barkan Adviser to the Private Office of the Minister of Justice Ministry of Justice <i>Conseillère au Cabinet de Ministre de la Justice</i> <i>Ministère de la Justice</i></p>
<p>Tunisia <i>Tunisie</i> <i>In person</i></p>	<p>Monia Braham Gender Justice Advisor Ministry of Family, Women, Childhood and the Elderly <i>Conseiller en justice pour l'égalité de genre</i> <i>Ministère de la Famille, des Femmes, de l'Enfance et des Personnes âgées</i></p>

Participants/Participant-es

<p>Conference of INGOs <i>Conference des OINGs</i> <i>Online</i></p>	<p>Bettina Hahne Gender Equality Rapporteur (INGO) <i>Rapporteure pour l'égalité de genre (OING)</i></p>
<p>Group of Experts on Action Against Violence Against Women and Domestic Violence (GREVIO) <i>Groupe d'expert-es sur la lutte contre la violence à l'égard des femmes et la violence domestique (GREVIO)</i> <i>In person</i></p>	<p>Iris Luarasi President, GREVIO <i>Présidente, GREVIO</i></p>
<p>Steering Committee on Anti-Discrimination, Diversity and Inclusion <i>Comité directeur sur l'anti-discrimination, la diversité et l'inclusion (CDADI)</i> <i>Online</i></p>	<p>Erik Adell Hellström Deputy Director EU- and International Affairs Co-ordination Ministry of Employment Division for Human Rights and Discrimination Issues Sweden <i>Directeur adjoint</i> <i>Coordination des affaires européennes et internationales</i> <i>Ministère de l'emploi</i> <i>Division des droits humains et des questions de discrimination</i> <i>Suède</i></p>
<p>European Committee on Legal Co-operation/ <i>Comité européen de coopération juridique (CDCJ)</i> <i>Online</i></p>	<p>Signe Öhman Gender Equality Rapporteur/Rapporteure d'égalité de genre</p>

<p>Working Group on the place of men and boys in gender equality policies and in policies to combat violence against women <i>Groupe de travail sur la place des hommes et des garçons dans les politiques d'égalité entre les femmes et les hommes et dans les politiques de lutte contre la violence à l'égard des femmes</i> <i>Online</i></p>	<p>Susana Pavlou <i>Expert/Experte</i></p>
<p>UN Women/ONU Femmes <i>Online</i></p>	<p>Erol Ohtamis Ayca Atabey</p>
<p>Delegation of the European Union to the Council of Europe/Délégation de l'Union européenne au Conseil de l'Europe <i>Online</i></p>	<p>Angelia-Hadil Mawed</p>
<p>European Institute for Gender Equality <i>Institut Européen pour l'égalité entre les femmes et les hommes</i> <i>Online</i></p>	<p>Živilė Macijauskienė <i>Stakeholder Relations Officer</i> <i>Responsable des relations avec les parties prenantes</i> Christian Veske</p>
<p>Fundamental Rights Agency/Agence des droits fondamentaux de l'Union européenne <i>Online</i></p>	<p>Nevena Peneva</p>
<p>Prosecutor General's Office, Ukraine <i>Bureau de la Procureure générale, Ukraine</i> <i>Online</i></p>	<p>Oleksii Boniuk Head of the Criminal Law Policies and Investments Protection Department <i>Chef des politiques de droit pénal et de la protection des investissements</i></p>
<p>La Strada-Ukraine <i>Online</i></p>	<p>Kateryna Cherepakha <i>Director/Directrice</i></p>

European Network of Migrant Women/ Réseau européen des femmes migrantes <i>In person</i>	Alyssa Ahrabare International women's rights consultant Project Officer of the European Network of Migrant Women <i>Consultante internationale en droits des femmes</i> <i>Responsable de projet</i>
University Women of Europe (UWE) <i>In person</i>	Anne Bergheim-Nègre
International Alliance of Women <i>Online</i>	Anje Wiersinga
Council of Bars and Law Societies of Europe <i>Conseil des barreaux européens</i> <i>Online</i>	Noemi Alarcón Chair of CCBE Migration Committee Présidente du Comité de migration de la CCBE Anna Smolińska Legal Advisor Conseillère juridique
Nordic Information on Gender (NKK) <i>Online</i>	Jenny Pentler Project Co-ordinator
University of Luxembourg <i>Université du Luxembourg</i> <i>In person</i>	Miriam Hale Doctoral Researcher André Melzer Assistant Professor in Psychology

Secretariat/Secrétariat

Directorate General of Democracy/Direction Générale de la Démocratie

Directorate of human dignity, gender equality and governance/Direction de la dignité humaine, de l'égalité et de la gouvernance

Directorate of human dignity, gender equality and governance <i>Direction de la dignité humaine, de l'égalité et de la gouvernance</i> <i>Online</i>	Claudia Luciani Director/Directrice
---	---

<p>Human Dignity and Gender Equality Department <i>Service de la dignité humaine et de l'égalité de genre</i> <i>In person</i></p>	<p>Roberto Olla Head of Department/<i>Chef de service</i></p>
<p>Gender Equality Division <i>Division pour l'égalité entre les femmes et les hommes</i></p>	<p>Caterina Bolognese (<i>in person</i>) Head of Division/ Secretary to the GEC <i>Cheffe de Division/Secrétaire de la GEC</i></p> <p>Ioana Borza (<i>in person</i>) Administrative Assistant/<i>Assistante administrative</i></p> <p>Anne Brunellière (<i>online</i>) Division Assistant/<i>Assistante de Division</i></p> <p>Cécile Gréboval (<i>in person</i>) Programme Manager, Gender Mainstreaming/<i>Responsable de programme, approche intégrée de l'égalité entre les femmes et les hommes</i></p> <p>Hannah Hetgens (<i>in person</i>) Intern/<i>Stagiaire</i></p> <p>Christa Jakobsson (<i>in person</i>) Policy Adviser/<i>Conseillère de politique</i></p> <p>Adrienne Looby (<i>online</i>) Co-Secretary to the GEC/<i>Co-secrétaire de la GEC</i></p> <p>Evrydiki Tseliou (<i>online</i>) Administrative Assistant/<i>Assistante administrative</i></p>

	<p>Capacity building and co-operation projects Unit Unité de Renforcement des capacités et projets de coopération</p> <p>Liana Amirbekyan (<i>online</i>) Senior Project Officer/ <i>Chargée principale de projet</i> Yerevan Office/Bureau d'Erevan</p> <p>Tetiana Antonchenko (<i>online</i>) Project Assistant/<i>Assistante de projet</i> Kyiv Office/Bureau de Kiev</p> <p>Parvana Bayramova (<i>online</i>) Senior Project Officer/<i>Chargée principale de projet</i> Baku Office/Bureau de Baku</p> <p>Ségolène Chesneau (<i>online</i>) Project Manager/<i>Responsable de projet</i></p> <p>Emilia Cebotari (<i>online</i>) Senior Project Officer/<i>Chargée principale de projet</i> Chisinau Field Office/Bureau de Chisinau</p> <p>Senem Gurol (<i>online</i>) Project Adviser/<i>Conseillère de projet</i></p> <p>Larissa Kireeva (<i>online</i>) Project Manager/<i>Responsable du projet</i></p> <p>Alla Krytynskaia (<i>online</i>) Project Assistant/<i>Assistante de projet</i></p> <p>Anca Sandescu (<i>in person</i>) Project Manager/<i>Responsable de projet</i></p> <p>Elena Scurtu (<i>online</i>) Project Assistant/<i>Assistante de projet</i> Chisinau Office/Bureau de Chisinau</p> <p>Jenna Shearer-Demir (<i>online</i>) Programme Adviser/<i>Conseillère de programme</i></p> <p>Valeriia Tkachenko (<i>online</i>) Senior Project Officer/<i>Chargée principale de projet</i> Kyiv Office/Bureau de Kiev</p> <p>Evelin Tukora (<i>online</i>) Unit Assistant/<i>Assistante d'unité</i></p>
--	--

	Sandra Veloy-Mateu (<i>in person</i>) Project Manager/ <i>Responsable de projet</i>
Violence Against Women Division <i>Division pour la violence à l'égard des femmes</i>	Johanna Nelles (<i>in person</i>) Head of Division/ <i>Cheffe de Division</i> Executive Secretary/ <i>Secrétaire exécutive (GREVIO)</i> Louise Morlon (<i>online</i>)
Trafficking in Human Beings: Bilateral and Regional Co-operation and Capacity Building/ <i>Traité des êtres humains : Coopération bilatérale et régionale et renforcement des capacités</i> <i>Online</i>	Severina Spassova
Elections and Participatory Democracy Division <i>Division des élections et démocratie participative</i> <i>In person</i>	Franck Daeschler Deputy-Head/ <i>Programme Manager</i> Chef adjoint/ <i>Responsable de programme</i>

Directorate of Antidiscrimination/Direction de l'anti-discrimination

Steering Committee on Anti-Discrimination, Diversity and Inclusion/ <i>Comité directeur sur l'anti-discrimination, la diversité et l'inclusion (CDADI)</i> <i>Online</i>	Wolfram Bechtel Co-Secretary/ <i>Co-Secrétaire</i>
Framework Convention for the Protection of National Minorities/Convention-cadre pour la protection des minorités nationales (FCNM) <i>Online</i>	Meyeti Payet
No Hate Speech and Co-operation/ <i>Non au discours de haine et Coopération</i> <i>Online</i>	Rita Marascalchi

European Commission against Racism and Intolerance (ECRI)/ Commission européenne contre le racisme et l'intolérance (ECRI) <i>Online</i>	Zeynep Usal-Kanzler
--	----------------------------

Directorate of Democratic Participation/Direction de la participation démocratique

Education Department: Bilateral and Regional Co-operation and Capacity Building/ Service de l'éducation: Coopération bilatérale et régionale et renforcement des capacités <i>Online</i>	Pierre Varasi
--	----------------------

Directorate General Human Rights and Rule of Law/Direction générale Droits de l'Homme et Etat de droit

Directorate of Human Rights/Direction des droits de l'homme

European Committee on Legal Co-operation/ Comité européen de coopération juridique (CDCJ) <i>Online</i>	Sophio Gelashvili Head of Legal Co-operation Unit/Co-Secretary CDCJ Cheffe de l'unité de la coopération juridique/Co-sécretaire CDCJ Philippe Krantz
Department of Social Rights/Service des Droits Sociaux <i>Online</i>	Kyriaki Diamantogianni

Directorate of information society and action against crime/Direction de la société de l'information et de la lutte contre la criminalité

Cybercrime Division/ Division de la Cybercriminalité <i>Online</i>	Felicia Nica
--	---------------------

Office of the Directorate General of Programmes/Bureau de la Direction générale des programmes (ODGP)

Kyiv Office Bureau de Kyiv <i>Online</i>	Mervi Patošalmi Gender Advisor/Conseillère chargée de genre
--	---

Sarajevo Office Bureau de Sarajevo <i>Online</i>	Loreta Vioiu Deputy Head of Office/ <i>Adjointe au Cheffe de Bureau</i>
--	---

Secretariat of the Parliamentary Assembly/Secrétariat de l'Assemblée parlementaire

Committee on Equality and Non-Discrimination/Commission sur l'égalité et sur la non-discrimination <i>Online</i>	Elodie Fischer <i>Adviser/Conseillère</i> Maria Soldatou <i>Intern/Stagiaire</i>
--	---

Secretariat of the Congress of Local and Regional Authorities/Secrétariat du Congrès des pouvoirs locaux et régionaux

Congress of Local and Regional Authorities <i>Congrès des pouvoirs locaux et régionaux</i> <i>In person</i>	Sasha Milanova <i>Intern/Stagiaire</i> Mathilde Barlow <i>Intern/Stagiaire</i>
--	---

Office of the Commissioner for Human Rights/Bureau de la Commissaire aux droits de l'homme

Office of the Commissioner for Human Rights <i>Bureau de la Commissaire aux droits de l'homme</i> <i>Online</i>	Cristina Genovese <i>Adviser/Conseillère</i>
--	--

Interpretation, Travel, Events and Multimedia (ITEM) <i>Interprétation, Déplacements, Événements et Multimédia (ITEM)</i> <i>In person</i>	Bettina Ludewig <i>Interpreter/Interprète</i> Isabelle Marchini <i>Interperter/Interprète</i> Josselin Kielwasser <i>ITEM Multimedia</i>
---	--