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GENDER EQUALITY COMMISSION (GEC)

22nd meeting
16-18 November 2022

REPORT

I. Opening of the meeting and adoption of the agenda

1. The 22nd 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) as is the list of decisions (Appendix III).

2. The Chair informed the GEC that while it had originally been planned to have a fully in-person meeting, it was not possible for some members to come to Strasbourg. Given the exorbitant costs involved in organising online meetings, both financially and in terms of effectively available meeting time, and in line with *Resolution CM/Res (2021)3 on intergovernmental committees and subordinate bodies, their terms of reference and working methods*, it was proposed that any future meetings would take place fully in-person. Several other Council of Europe (CoE) intergovernmental committees have already decided to hold fully in-person meetings.

3. Caterina Bolognese (Secretary to the GEC and Head of the Gender Equality Division) introduced to members Natacha De Roeck, who had joined the Gender Equality Division in September 2022, as the Head of the Policy Unit.

4. The Chair welcomed Marja Ruotanen, the new Director-General of Democracy and Human Dignity (DG), who greeted members and stated that the GEC was working on substantial priority areas for the Council of Europe - gender equality and violence against women, including the surrounding counter-narratives. These subjects were included in the report of the High-Level Reflection Group of the CoE and will be reflected in the forthcoming CoE Summit of heads of state and government in Reykjavik, in May 2023.

5. The DG referred to the ongoing important discussions on the role of men and boys, encouraging the GEC to produce a text that is forward-looking and not divisive. She underlined the importance of highlighting the constructive and positive role that men and boys can – and already do – have in promoting gender equality. National statistics show that boys especially are facing specific challenges, and attention must be paid to this.

6. Marja Ruotanen also stressed the importance of the discussions on the next CoE gender equality strategy. Colleagues and partners are very interested to hear about the priority areas which the GEC will put forward.

7. Marja Ruotanen then welcomed Carlien Scheele, the Director of the European Institute of Gender Equality (EIGE), who had been the first Chair of the Gender Equality Commission, and who had later, in advisory capacity, helped the Council of Europe to mainstream gender into many of its activities. As a result of her work, gender mainstreaming is now something that all staff in the Organisation must undertake.

8. Proposing no changes to the draft, the GEC adopted the agenda as it appears in Appendix I to this report.

II. Gender Equality Commission

- Election of GEC Bureau

9. The candidates for each of the positions of the GEC Bureau were: position of Chair: Ralph Kass (Luxembourg); position of Vice-Chair: Andri Savva (Cyprus), Maria Ellul (Malta) and Karin Bengtson (Sweden); position of member: Andri Savva (Cyprus) and Onur Dinçer (Türkiye). In line with Resolution CM/Res(2021)3 on intergovernmental committees and subordinate bodies, their terms of reference and working methods, the GEC elected **Ralph Kass as its Chair, Karin Bengtson as its Vice-Chair, and Andri Savva as a member of the GEC Bureau**, each for a mandate of one year with effect from 1 January 2023.

10. Caterina Bolognese informed the GEC that, following the meeting, Natacha De Roeck would take over from her as Secretary to the GEC. Caterina Bolognese would continue as Head of the Gender Equality Division, and to support the GEC in that capacity.

III. Exchange of views with Dunja Mijatović, Council of Europe Commissioner for Human Rights

11. In welcoming the CoE Commissioner for Human Rights (the Commissioner), Dunja Mijatović, the Chair underlined the importance of human rights issues surrounding migration, gender equality, and combating violence against women as key priorities of the Commissioner's work.

12. The Chair informed the GEC that both she and the Commissioner had participated in a recent webinar on "Women with disability in Europe - what progress needed?", organised by University Women of Europe and *Femmes pour le Dire - Femmes pour Agir*, with the support of the Conference of International Non-Governmental Organisations of the Council of Europe.

13. A summary of the Commissioner's intervention is available here. Her exchange of views with GEC members focussed on:
    a. The scale of human rights violations resulting from the Covid-19 pandemic and then the war in Ukraine, impacting women and girls disproportionately.
    b. Gender-based violence taking new forms and domestic violence remaining an acute problem, which was exacerbated during the pandemic.
    c. Conflict and displacement putting women and girls at increased risk of violence, exploitation and trafficking.
    d. The backlash on the use of the word 'gender' further developing throughout Europe and beyond.

e. The importance of promoting ratification and implementation of the Istanbul Convention. Just ratifying the convention is not enough. She has raised the issue during numerous country visits (Armenia, Austria, Bulgaria, Estonia, Republic of Moldova, Poland, Portugal, Romania and Ukraine) and also in a recently published memorandum on Kosovo*.
f. The Rule 9 procedure - possibility for the Commissioner to submit written observations to the Committee of Ministers in the context of the supervision of the European Court of Human Rights judgements (Bălșan v. Romania case on the issue of violence against women).
g. The use and abuse of technology to commit gender-based violence and the digital dimension of violence against women and girls.
h. Women's sexual and reproductive health and rights (Rule 9 submission in three cases against Poland concerning access to legal abortion, and a third party intervention before the European Court of Human Rights on the same topic). To be integrated in the next Gender Equality Strategy.
i. The future strategy should also pay special attention to women and girls facing marginalisation and intersectional discrimination – such as LBTI women, women with disabilities, women with a lower economic status – as these are most at risk of gender-based violence and the least protected by existing efforts to prevent and combat violence.
j. The invisibility of women and girls with disabilities who experience violence (human rights comment).
k. The situation in Ukraine (the impact of the conflict and resulting displacement) has highlighted the increased risk of violence and sexual violence, and the sexual and reproductive health barriers that can exist in some of the countries in which women and girls arrive. In this respect the Commissioner welcomed the recent ratification of the Istanbul Convention by Ukraine.
l. Recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls, particularly important given the many women and girls fleeing Uk

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

m. raine, and the need to mainstream measures that respond to their needs.
n. Commissioner congratulated the GEC on the significant work on gender mainstreaming across the Council of Europe, particularly on combating sexism and gender stereotypes, as well as on violence against women and domestic violence. She looked forward to the outcome of the work on men and boys in gender equality policies and in policies to combat violence against women and said that it was crucial that women and men work together. She believed the future Gender Equality Strategy should include a focus on women's sexual and reproductive health and rights, and stressed that the protection of these rights should be integral in the efforts to combat violence against women, particularly as regards access to these rights for victims of sexual violence.
o. Access to justice: independent judiciary, as well as gender sensitive training for law enforcement agencies.
p. IDPS, including women and girls, in areas affected by conflicts; problem of access to the so-called "grey zones".
q. The Commissioner's voice is a powerful tool to promote gender equality. Her suggestions as regards the future Gender Equality Strategy will be taken into account and her Office will be included in the consultations on the draft.

14. Among many other interventions by members, Kateryna Levchenko (Vice-Chair, Ukraine) thanked the Commissioner for the strong support which she has shown towards Ukraine. She informed the members that in August 2022, Ukraine adopted a Gender Equality Strategy (until 2030). A co-operation framework with the United Nations has been signed and an implementation plan to prevent conflicted-related sexual violence has already been developed. Two survivor support centres have been opened together with UN agencies and six more are expected. Kateryna Levchenko welcomed the Commissioner's input in this work.

IV Council of Europe Transversal Programme on Gender Equality

1. Gender Equality Strategy 2018-2023

a. Draft 2022 annual report on the implementation of the Gender Equality Strategy (2018-2023)

The Chair thanked all member States who had already contributed to the annual report and reminded those members who had not yet done so to send any contributions to the Secretariat at the latest by 16 December 2022. The Secretariat reiterated this request, informing members that 31 contributions had been received from member states to date.

15. The Chair instructed the Secretariat to update the annual report with any further contributions and to forward it to the GEC for approval and adoption by written procedure. Following adoption, the report could then be transmitted to the Committee of Ministers.

b. Preparation of the draft Gender Equality Strategy 2024-2029

16. The Secretariat prepared a proposed calendar (GEC(2022)11) for the different stages of preparation of the future Strategy. The Chair drew the attention of the GEC to the recent Report of the High-Level Reflection Group of the Council of Europe and noted it would be important to bear in mind particularly the recommendations on violence against women (Section E).

17. The Chair informed the members about the comments raised by GREVIO on the future strategy during her exchange of views with GREVIO on 12 October 2022. These included addressing past and future crises and their potential impact on women's rights and economic empowerment; taking into account GREVIO findings; focusing on the implementation of existing standards; strengthening synergies; and ensuring that the strategy can be implemented on the ground.

18. The Secretariat informed the GEC that, unless GEC members had a concrete, alternative proposal, the objectives of the next strategy would be similar to those of the current Strategy and the new strategy will build on the current one. A broad consultation would take place in 2023. The calendar was prepared to inform the GEC of the various deadlines, culminating in presentation of a final draft document for adoption by the GEC at its 24th meeting in November 2023.

19. The consultation period for GEC members would take place over three weeks, from 3 to 31 March 2023. By 3 May 2023, a draft text will be distributed to the GEC including all comments received. A substantial discussion on the text will take place at the GEC's 23rd meeting in May 2023. By 21 October 2023, a revised text will be distributed, allowing the GEC to discuss the draft strategy at the November 2023 meeting and adopt it.

20. The Chair proposed that the consultation period be extended, as it overlapped with the dates of the Commission on the Status of Women (CSW), an intense period for many GEC members. A revised calendar will be disseminated following the meeting.

c. Objective 1 – Prevent and combat gender stereotypes and sexism

- Draft Guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women

21. The Chair informed the members that the Working Group (WG) on the place of men and boys in gender equality policies and in policies to combat violence against women had met twice since the last GEC meeting and had finalised its proposed draft guidelines in July 2022 (GEC(2022)8). A written consultation process took place from 27 July to 12 September 2022. Comments received on the WG's proposed text are available in GEC(2022)10 and a consolidated version of the amendments received is available for reference in document GEC(2022)8 Revised.

22. The Chair informed the members that the CoE's legal services had recently advised the secretariats of intergovernmental committees to favour adoption of texts by the Committee of Ministers (CM) as recommendations rather than as guidelines. Recommendations are a "soft law" foreseen in the Statute of the Council of Europe, whereas guidelines are not referred to at all in the Statute. Guidelines therefore have no formal status and are consequently of lesser significance than recommendations. The GEC Bureau, which discussed this issue at its last meeting, was also of the opinion that recommendations are generally to be preferred, as they have a stronger legal basis and allow for a better implementation in member States.

23. The Chair explained that the current draft guidelines as proposed by the WG closely resemble a Recommendation in terms of format and structure. She outlined the very few formal changes that would need to take place in order for the draft Guidelines to be presented as a draft Recommendation. The Chair invited the members to discuss and decide whether to propose that the CM adopt the text as a recommendation rather than as guidelines.

24. GEC members exchanged on their various positions about the transformation of the Guidelines into a Recommendation. Several delegations expressed that they would support (or not oppose) the guidelines becoming a recommendation, but that if this was the decision, more time would be needed to review the text. Another argument raised in favour concerned the implementation of a Recommendation at national level and its visibility. Some said the text should be more concise or further developed regarding some parts (on care, for instance) in case it were to be adopted as a Recommendation.

25. The question of administrative burden on gender equality units in the member States was also raised (referring to the many questionnaires to be completed during 2022).

26. Carlien Scheele, Director of the European Institute for Gender Equality (EIGE), informed the GEC that EIGE increasingly receives queries from external stakeholders asking why data and evidence on men and boys are not shared. This subject has come up more frequently also during her country visits, with several governments pointing to concerns about boys in disadvantaged positions and their opposition to gender equality and women's rights. EIGE will organise a discussion with its Management Board in June 2023 on the basis of a discussion paper. The GEC's discussions on the subject was are very interesting in view of the preparation of the Management Board discussion.

27. The EIGE Director also informed the members of some findings in EIGE's Gender Equality Index showing that, during the Covid-19 pandemic, there was a higher school drop-out rate and an increase in mental health problems and suicide among boys. She stressed that, when speaking about gender equality, it must be in all fora, women and men, girls and boys. It is important to look at the evidence and decide what exactly must be tackled by member States and international organisations.

28. The Director-General, Marja Ruotanen, thanked the GEC members for their open and frank comments, revealing the varying approaches to the subject. She repeated, as the United Kingdom had mentioned, that it was important to look at the document from the point of view of the CM members, those who would ultimately adopt it. She said that the topic is high on the agenda of the Council of Europe and would possibly be addressed by the Summit of Heads of State in May 2023. Should members need more time to reflect on the document, she was sure that this could be explained to the CM, bearing in mind the forthcoming Summit.

29. Irene Suominen, from the CoE's Legal Advice Department, explained the two options for the document and in what format they would be. She reiterated that transformation of the text into a recommendation would not require extensive redrafting. She confirmed that the Statute of the Council of Europe had only foreseen Recommendations as instruments, and not guidelines, and that Recommendations consequently do bear greater legal and political value.

30. The Secretary to the GEC said she believed all the various positions expressed showed a great interest in the subject and some interest in having it as a recommendation, but that the text before the GEC was not ready yet to be adopted as a recommendation. She therefore proposed that this discussion is duly reflected in the meeting report that will also be transmitted to the CM, and that the GEC take the time necessary at this meeting to agree on a text as guidelines. An agreed text for guidelines would therefore be forwarded to the CM with advice that further work could be envisaged to develop a recommendation in the future, in line with the wishes of the GEC.

31. She added that the subject could be developed further during the forthcoming thematic conference hosted by Iceland in April 2023. In revised terms of reference as of 2024 – subject to a CM decision by the end of 2023 – the CM could entrust the GEC to prepare a recommendation. Many issues mentioned in discussions had already come up during discussions of the WG, and the text agreed by the WG reflected a difficult consensus. Any guidelines adopted would enable the GEC to have a starting point for any future work on the subject.

32. Members also raised the importance of including the topic of men and boys in the preparation of the new strategy, in order not to lose sight of the text and to continue the important work.

33. The Chair confirmed that men and boys would be included as a subject in the next strategy.

34. The Chair informed the members that the text for discussion was the agreed text of the WG into which the Secretariat had included the proposed amendments submitted during the consultation process.

35. In a presentation (available on the meeting website) the Secretariat introduced the structure of the document and explained how it had been formatted to show the proposed amendments received.

36. The Chair proposed to show the consolidated text on the screen and review the draft text paragraph by paragraph, and to discuss only those paragraphs on which amendments had been proposed. The Chair introduced Susana Pavlou, the expert who had supported the WG in the drafting process and who would assist the GEC members with any explanations or advice they may need.

37. The GEC agreed to the approach and worked through the document. Several discussions took place on various parts of the text and the GEC agreed on a compromise reflecting a balanced approach to the topic.

38. Roberto Olla, Head of the Human Dignity and Gender Equality Department, recalled that the text will be reviewed and streamlined by the internal services of the Council of Europe, such as the editorial unit and the legal service, to ensure its internal coherence, avoiding any possible repetitions, contradictions and guaranteeing linguistic consistency and accuracy. It was important that this be done carefully since the text was the result of very complex discussions on proposed amendments which led to a consensus on differing approaches.

39. Claudia Luciani, Director of Human Dignity, Equality and Governance, added that the idea was to do justice to the important work and present a text that is coherent and perfect in both languages. She added that this could take some time, but the GEC could trust the Secretariat to do this thoroughly. It could then be sent to the members for their approval but it would not mean having another adoption procedure since the document has been validated by the GEC.

40. The Chair said that the GEC, as owners of the document, considered the text to be adopted. She proposed that members be given an opportunity to review a clean version of the document. She asked the members if they would agree to this.

41. Some members recognised that the proposal was reasonable and valid, but they insisted that the review process not be instrumentalised by anyone and not lead to the re-opening of the text by any member state.

42. The Chair confirmed that debate on the document would not be re-opened, since it had been reviewed paragraph by paragraph and adopted.

43. The Secretariat referred to the future steps that needed to be followed, for the benefit especially of those members who were new to the GEC. The text will be revised in order to re-order the appendix, placing the section on 'men as agents of change' first, as agreed earlier in the discussion. The GEC will be invited to review a text and send in comments on the reworked text. It will not be a re-opening of the discussion but will be an opportunity for members to signal any problems. Following final approval by the GEC, the document will be sent to the Rapporteur Group on Human Rights of the CM (GR-H) and following discussion in that group, they will transmit the document to the CM for adoption.

44. For the record, the Chair confirmed that the order of the sections will be changed but not the wording.

d. Objective 2 – Prevent and combat violence against women and domestic violence

- Follow-up to exchange of views between the GEC Chair and the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO) (Strasbourg, 12 October 2022)

45. The GEC Chair welcomed Iris Luarasi, the President of the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO), and thanked her for the invitation to have an exchange of views with the GREVIO members during its meeting in Strasbourg, on 12 October 2022. The Chair informed members that she focused on three messages during her presentation: preventing and combating violence against women and domestic violence being one of the main strategic objectives of the Council of Europe Gender Equality Strategy 2018-2023; the work that GEC is doing on the place of men and boys in gender equality policies; and the work on women's equal access to justice which is also a key objective in the Strategy. The following discussion with GREVIO members touched on other interesting topics, such as, the concerns about backlashes/conservative anti-gender movements; the High-Level Reflection Group putting women's rights and combating violence against women high on the political agenda; the work on guidelines on men and boys; the importance of quotas/representation of women in private and political spheres; and the need for victims of gender-based violence and violence against women to have access to financial resources and to employment.

- Exchange of views with Iris Luarasi, President of the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO)

46. In her presentation, the GREVIO President said she appreciated the good co-operation between the GEC and GREVIO and looked forward to it continuing. She informed the GEC that four new member States (Liechtenstein, Republic of Moldova, Ukraine, United Kingdom) had recently ratified the Istanbul Convention and a record number of six reports had been adopted at the recent GREVIO meeting, bringing the total to nine for 2022. She provided information about the three visits recently having been carried out (to Croatia, Luxembourg and North Macedonia) and the four which are foreseen (Greece, Ireland, Liechtenstein and the Republic of Moldova). GREVIO has also recently adopted a new questionnaire which will be launched when the next evaluation round gets underway, and which will make the procedure more thematically focused.

47. The first thematic evaluation procedure will be devoted to the theme of "Building trust by delivering support, protection and justice" and will be launched early in 2023. The first four States parties (Albania, Austria, Denmark and Monaco) will have five months to respond to the new questionnaire.

48. The GREVIO President mentioned that the questionnaire specifically addresses the contribution of men and boys in promoting the empowerment of women and in combating violence against women. She said that GREVIO was pleased to be involved in the preparation of the guidelines on men and boys through having commented on the draft document, and that she would follow the discussion on this topic during the GEC meeting.

49. The GREVIO President informed members that she had attended the Ministerial Conference "No safe haven": integrated prevention measures to end domestic, sexual, and gender-based violence, which took place in Dublin, on 29 and 30 September 2022, in the framework of the Irish Presidency of the CM. She was pleased that systematic and co-ordinated action in the area of prevention had been included in the programme of the conference and that the many member States who had signed the Dublin Declaration showed there was a clear commitment to more and better prevention of different forms of violence. She encouraged the GEC members to use this declaration in their work, particularly when addressing men and boys.

50. An exchange followed the GREVIO President's speech and covered the following aspects:

    a. women with disabilities (and forced sterilisation)
    b. Ukraine: Kateryna Levchenko, (Vice-Chair, Ukraine) said that it was important that all Council of Europe monitoring bodies take into account the four or five million Ukrainian refugees in various member States, the majority of whom are women with children. Many of these had become victims of gender-based violence or trafficking in human beings, and she wondered how this would be reflected in the monitoring reports on the member States. The GREVIO President explained that in every one of its reports GREVIO looks at the situation, in the State Party in question, as regards women asylum-seekers including those fleeing the invasion of Ukraine.
    c. 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

51. The Secretariat presented an overview of the ongoing co-operation activities being carried out by the Capacity Building and Co-operation Projects Unit of the Gender Equality Division. These include providing legal, policy and operational advice to state authorities, awareness raising, capacity building, assessing the gaps within legal, regulatory, policy and institutional frameworks, and supporting member States in signing and ratifying the Istanbul Convention.

52. Projects are ongoing in some European Union countries (Bulgaria, Lithuania, Romania, and Slovakia) through the Norway Grants financing mechanism; in Eastern Partnership countries (Armenia, Azerbaijan, Georgia, Republic of Moldova, Ukraine) through bilateral projects and a regional project that works on women's access to justice; the Western Balkans (Kosovo*, Türkiye) and through targeted support (Latvia in 2021). Co-operation with the WAVE Network and UN Women, which began in 2021, developed a methodology and a toolkit for civil society to promote the Istanbul Convention. To date, NGOs have been supported in the Czech Republic, Latvia and Poland, and they are currently being supported in Bulgaria, Hungary and Lithuania. (for more details about the projects, please refer to the gender equality website).

53. The Secretariat informed the GEC that the Human Rights Education for Legal Professionals (HELP) course on violence against women is available in 25 languages, and the HELP course on women's access to justice is available in 11 languages. A new specific HELP module for law enforcement on violence against women is proving to be very successful and is already being deployed (for example, in Republic of Moldova and Ukraine).

54. Two key outputs in terms of analysis of legislation in 2022 were the "Gap analysis of the legislative and policy framework in the field of violence against women and domestic violence in Azerbaijan in line with Council of Europe and other international standards" and the "Assessment of the alignment of Kosovo*'s laws, policies and other measures with the standards of the Istanbul Convention".

55. Looking ahead to 2023, the Secretariat informed the members that the Unit is starting to work more on addressing gender stereotypes and promoting the recently adopted tools and said that this element of "pure gender equality" promotion is increasingly included in co-operation projects.

56. The project in Ukraine has been adapted because of the war and work is ongoing to train emergency professionals on sexual violence in times of conflict in order to be responsive to concrete needs. The project in the Republic of Moldova has also been adapted along these lines.

57. The project in Azerbaijan and the regional project on women's access to justice, financed under the Partnership for Good Governance (PGG), will be renewed in 2023–. The Unit hopes to launch new projects to cover all the Western Balkans focusing on women's access to justice, as well as specific projects in Albania and in Bosnia and Herzegovina.

58. The Secretariat reminded the members that, should they wish to receive any technical assistance, they should contact the Secretariat. Where funding is available, the programme will be pleased to support any member State with targeted assistance.

59. More information can be found in the Secretariat's presentation and in the information document, both of which are available on the meeting website.

e. Objective 3 – Ensure the equal access of women to justice

- Presentation of the study on the impact of Covid-19 on women's access to justice during the meeting of the Network of Pilot Courts (European Commission for the Efficiency of Justice (CEPEJ)) – (Strasbourg, 13 October 2022) and exchange of views with the author and the GEC Chair

60. Due to lack of time during the meeting, the Chair informed the members in writing that she briefly presented the work of the GEC at a meeting of the Network of Pilot Courts (European Commission for the Efficiency of Justice (CEPEJ)) in Strasbourg on 13 October 2022. An expert, Lori Mann, provided an oral presentation of the draft study on the impact of Covid-19 on women's access to justice. More information is available in the information document which is published on the Gender Equality Division's website.

- Presentation of the report on the impact of Covid-19 on women's access to justice

61. The members of the GEC participated in event launching the report on the "Impact of Covid-19 on Women's Access to Justice", organised in cooperation with the Partnership for Good Governance (PGG) II regional project "Women's Access to Justice: delivering on the Istanbul Convention and other European gender equality standards in the Eastern Partnership countries". The event was an opportunity for GEC members, national justice authorities, legal professionals, representatives of civil society and academia to reflect on the status of implementation, at the national level, of strategic objective 3 of the Council of Europe's Gender Equality Strategy 2018-2023: ensuring equal access of women to justice. Participants exchanged on how to integrate the findings of the research in post-pandemic policies promoting gender equality.

62. The half-day event gathered together national experts from each of the PGG project countries and the principal author of the report, Lori Mann. Presentations made by Lori Mann, Vafa Rustam (contributor) and Jasa Vrabec (CEPEJ member and discussant) during the event are available on the Gender Equality Division's website.

- Follow-up to the presentation of the report on the impact of Covid-19 on women's access to justice

63. The Chair thanked the many members who had ensured that questionnaires were completed from their respective member States. The results has allowed the expert drafting the report to include a broad range of information from throughout the continent, beyond the PGG region.

64. Recalling that one of the deliverables of the GEC mandate is to produce a study on the gendered impact of the Covid-19 crisis by the end of 2022, the Secretary to the GEC invited the GEC to decide whether they wished to endorse the report as this expected deliverable. She proposed to give the GEC members more time to review the document and suggest modifications prior to its finalisation, but she said that it was not possible for the report to reflect the full content of the replies to the questionnaire. Any factual corrections or amendments would be taken on board and members would then have another opportunity to review the document and endorse it by written procedure.

65. The Chair invited the members to send any comments, amendments or factual corrections to the Secretariat by 12 December 2022.

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 – update on translations, dissemination and promotion

66. Marta Becerra (Head of the Gender Equality Division's Co-operation Unit) presented a project proposal which had been prepared in co-operation with the Special Representative of the Secretary General on Migration and Refugees. The project will focus on delivering on all the objectives of the Gender Equality Strategy. The work on migrant women would then help implement strategic objective 5 of the Gender Equality Strategy, as well as the Action Plan on protecting vulnerable persons in the context of migration and asylum in Europe 2021-2025. The idea is to use the Committee of Ministers Recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls as a roadmap to help member States to deliver on the rights of migrant, refugee and asylum-seeking women and girls.

67. Carolina Lasén Diaz (from the Office of the Special Representative of the Secretary General on Migration and Refugees) said that the Special Representative fully supports the Recommendation, and disseminates and promotes it in her work. In 2022 four fact-finding missions were carried out in countries neighbouring Ukraine (Czech Republic, Republic of Moldova, Poland, Slovak Republic), and follow-up activities have already ensued. All country visit reports are available on the website. A further visit will take place to Romania. The visits focused on people fleeing Ukraine and evidenced why women's needs and circumstances in the neighbouring countries are very important.

68. Carolina Lasén Diaz said the project proposal fully implements the Gender Equality Strategy and the Action Plan on vulnerable persons and she encouraged member States to support the project in any way they could.

69. In response to the Chair's invitation to do so, the members shared information about activities undertaken to implement and/or promote the Recommendation since its adoption in May 2022.

70. Alyssa Ahrabare, from the European Network of Migrant Women (ENOMW), said that ENOMW supports the Recommendation, which is very concrete and actionable, and is actively disseminating it. ENOMW has produced a report on access to fundamental rights of undocumented migrant women in nine European countries and, using both the Recommendation and these reports, will continue to strive for better protection of this target group.

71. The GEC Chair said that the new project presented by the Secretariat will form part of the implementation of strategic objective 5 - Protect the rights of migrant, refugee and asylum-seeking women and girls. She said that whereas many GEC members are not directly involved in policies affecting migrants and refugees, they might nevertheless reach out to the relevant colleagues and encourage them to take part in the project either as a beneficiary or a funder.

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

- Gender mainstreaming in Council of Europe activities

72. The Secretariat informed the members about the ongoing gender mainstreaming activities within the different sectors of the Council of Europe. In a presentation, it was explained that some GEC members, supported by the Secretariat, participate in the work of certain steering committees, such as the Committee on Artificial Intelligence (CAI), the Committee of Experts on Hate Crime (PC/ADI-CH) and the Committee of Experts on Roma and Traveller Issues (ADI-ROM). This ensures that gender is mainstreamed into other intergovernmental work.

73. Other points of interest in the ongoing gender mainstreaming work include colleagues in the legal reforms sector drawing up a checklist to verify how gender is being mainstreamed in their activities; the anti-doping sector is undertaking groundbreaking work on to mainstream gender; and the Elections and Participatory Democracy Division continues to collect continent-wide figures and data, and undertakes activities on equality in the promotion of women in various countries.

74. The Secretariat informed the GEC that there are now more than 50 Gender Equality Rapporteurs (GERs) appointed by steering committees and monitoring bodies. The Gender Equality Division organises training annually for the GERs and in 2022 updated the GERs manual. A Council of Europe course on gender equality and gender mainstreaming is under preparation. It should be available online on the HELP platform in the course of 2023 and it may be useful for GEC members as well.

75. The Secretariat informed the GEC that a pilot exercise was launched internally to follow the situation as regards gender representation within the Organisation. While the exercise still needs to be finetuned and only had a 63% response rate, the results reveal a situation which is close to parity among the experts of responding bodies. Some gender segregation exists among the responding bodies. For example, women are underrepresented in committees related to sport, while they are very well represented in areas such as children, gender and violence against women. The replies also showed that efforts are being made to mainstream gender. The exercise will be finetuned and repeated in order to obtain a clearer picture of the situation and also to see what guidance and support is needed from the Gender Equality Division.

- Reports from members of the GEC, experts and Secretariat who have participated in the following meetings of Council of Europe bodies:

  - Committee of Experts on Hate Crime (PC/ADI-CH) – preparation of a draft comprehensive Recommendation on combating hate crime

76. Supported by the Secretariat, Andreia Lourenço Marques (Portugal, Chair) regularly attends meetings of the PC/ADI-CH. GEC members were informed that negotiations on the text of the draft Recommendation are quite advanced, and that the draft refers to the word 'gender' only twice (one instance of which in the term "gender identity"). GEC members were invited to provide any comments they may have to the Secretariat. For more information, including the next steps in the process of drafting the Recommendation, please see information document.

- Committee of Experts on Roma and Traveller Issues (ADI-ROM) – preparation of a draft Recommendation on equality for Roma and Traveller women and girls

77. The GEC is represented in ADI-ROM meetings by Elena Grozdanova (North Macedonia). Via written comments after the meeting (due to time constraints), GEC members were informed that a rationale document had been presented orally at the 6th ADI-ROM meeting in Galway. The ADI-ROM Secretariat suggested that this document be transmitted to the CDADI for information ahead of its forthcoming 6th meeting (29 November-1 December 2022). The GEC is expected to send comments on the document by the end of November. For more information, please see the information document which is available on the Gender Equality website.

78. The Chair explained to the GEC that the Secretariat is regularly asked to send a representative to speak at events and conferences to present GEC activities and standards developed by the GEC. GEC representatives also participate in several other committees to ensure that a gender equality perspective is integrated in their work. A new activity has begun on freedom of expression and it is important that a representative of the GEC follow this activity. She invited members to forward their expressions of interest to the Secretariat.

79. The Chair informed the members that, following a call for a second person, as well as Andri Savva (Vice-Chair, Cyprus), to follow the ongoing work on artificial intelligence, the Bureau had confirmed Radan Safarik (Czech Republic) for this role. The Chair also confirmed that a GEC member was needed to take up the work representing the GEC on the issue of the rights of migrant women and girls. In particular, this involved presenting and promoting the recent Recommendation on the subject. Martina Bosak (Croatia), who had previously performed this role, had moved to other functions and was no longer a GEC member. The Chair urged members to forward their expressions of interest to the Secretariat.

80. The Chair also informed the GEC that, following the departure of the former French representative, Alexis Rinckenbach, she will follow the Pompidou Group's work on women and drugs and, together with the Secretariat, would participate in a side-event and conference in Lisbon, on 22 November 2022.

h. Annual Thematic Conference (Strasbourg, 27-28 April 2023)

81. The Chair informed the GEC that the 2023 annual thematic conference would take place in the framework of the Icelandic Presidency of the Committee of Ministers. The conference will be held in Strasbourg on 27 and 28 April 2023 and will focus on men and boys in gender equality policies.

82. Rán Ingvarsdóttir (Iceland) confirmed this information and referred the GEC members to the concept note available on the GEC meeting website. She said that equality is one of four priorities of the Icelandic Presidency, which will specifically focus on action against digital violence and the role of men and boys in gender equality policies. The conference will focus on four themes: men and boys as agents of change; the negative impacts of social norms and gender stereotypes; men and gender equality in care; and the role of men and boys in combating violence. It is planned to include the Icelandic Barbershop method, which looks at ways for men to mobilise and motivate other men to address discriminatory stereotypes of masculinity.

83. As the event will take place during the Spring session of the Parliamentary Assembly of the Council of Europe (PACE), its members will be encouraged to participate and to discuss and reflect about men's behaviours, privileges, and roles creating barriers for women's empowerment and how men can instead become agents of change.

84. The conference will be an opportunity to take stock of the #MeToo movement, to look at the challenges ahead, and present and examine activities, policies and programmes to combat sexual harassment and bullying across the member States. The core issues of gender inequality will also be a focus.

85. The involvement of men and boys is acknowledged as very important to the achievement of gender equality in the Gender Equality Strategy 2018-2023, and producing a study on men and boys was included as a deliverable in the 2020 GEC terms of reference, and again in the terms of refence for the period 2022 until 2025, where the GEC is mandated to draft guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women. The conference will provide an opportunity to discuss the need for, and relevance of, strategies on the role and place of men and boys in gender equality policies.

V. Co-operation with other Council of Europe sectors

- Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) and its subordinate bodies

  Presentation of the work of the Task Force on the study on the impact of artificial intelligence on equality, including gender equality, and discrimination

86. The Chair welcomed Ivana Bartoletti to the meeting. Along with Raphaële Xenidis, she had worked on the draft study on the impact of artificial intelligence, its potential for promoting equality, including gender equality, and the risks to non-discrimination (GEC(2022)09/CDADI(2022)21). The Chair explained that this draft study is included in the GEC terms of reference as a deliverable for 2023, and is a joint undertaking between the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) and the GEC. She also welcomed Erik Hellström, the Swedish member of the CDADI, and a member of the Task Force working on the study, as well as Siiri Aulik (Estonia), a

member of the Bureau of the Committee on Artificial Intelligence (CAI). Both followed the meeting online.

87. Ivana Bartoletti presented an overview of the study: Far from being an easy topic, artificial intelligence (AI) is not governed by any universal law and existing legislation is struggling to deal with AI's potential harms. She set out the key points of the study, highlighting the good and bad of AI, bias within AI, and AI and the law. More detailed information can be found in her presentation, which is available on the meeting website.

88. The Secretariat informed the GEC about the next steps in regard to the draft study, which will also be discussed by the CDADI at their plenary meeting which takes place from 29 November to 1 December 2022. She drew the members' attention to the absence, thus far, of recommendations in the report. The Task Force had decided to prepare them in the light of discussions in the GEC and CDADI plenary meetings. A meeting about this section will therefore take place in December 2022. She welcomed any feedback from the members on the draft study. She said that the next two meetings of the Task Force are planned for 23 January and possibly 3 March 2023. Following these, the draft study will be finalised and sent to GEC and CDADI for feedback and approval during the respective plenary meetings of the GEC, in May, and the CDADI, at the end of June 2023.

89. The Secretariat then provided an update on the work of the Committee on Artificial Intelligence (CAI). A first reading of the zero draft Convention on Artificial Intelligence took place at its last plenary meeting. The strong interest shown by Japan and the United States would have an impact on the text of the convention, in order to ensure that non-European countries can also sign, ratify and implement the future convention. The European Union has expressed strong support for the work on this convention but has not provided formal feedback. Much interest was shown in the Human Rights, Democracy and the Rule of Law Impact Assessment methodology (HUDERIA) but it remains to be seen whether this methodology will be included as an appendix or established as separate guidelines to the future convention.

90. The CAI has decided to set up a drafting group to prepare the draft convention which will be composed of potential parties to the convention. The CAI timeline remains ambitious, with a plenary planned for 11 to 13 January 2023 and three further meetings in 2023. At the fourth and final meeting, in mid-September 2023, the draft instrument will be discussed and finalised and then transmitted to the CM for adoption by mid-November.

91. Some GEC members asked questions about various aspects of the study. The exchange included such topics as: legislation and regulation; quality of discrimination laws; unconscious bias.

92. Siiri Aulik (CAI Bureau member) congratulated the authors for the work done so far and looked forward to seeing its further development, as it was very important for CAI's work. In particular, she said that "bias" is a buzz word which needs to be better understood. She said that, as a former member of the Ad hoc Committee on Artificial Intelligence (CAHAI), she was pleased that it had been possible to build on the feasibility study on the possible legal framework on AI. She assured the GEC members that the CAI is looking at the broader principles of AI systems, including respect for gender equality and the right to non-discrimination. The legal framework that is developed must be coherent and it was important to continue the close co-operation between the GEC, CAI and other sectors of the Organisation working on the topic.

93. Erik Hellström (CDADI member and member of the joint GEC/CDADI Task Force), welcomed the GEC members' feedback, which was important for the Task Force working on the study. He added that he was pleased that the GEC were discussing bias as it was an issue that everyone should be mindful about with technology. While technology is not inherently fair or unfair, it is what is done with it that is at the forefront of this work. The Task Force still needed to develop recommendations and to ensure that the level of the report speaks to both beginners in the field and those with more experience. He stressed the need to continue the co-operation with CAI to ensure coherence among all standard setting.

94. The Secretariat invited feedback from GEC members on the draft study and encouraged those GEC members who wished to be more closely involved in the work on AI to contact the Secretariat.

VI. Co-operation with international/regional organisations

- Exchange of views with Carlien Scheele, Director of the European Institute of Gender Equality (EIGE)

95. In her intervention, Carlien Scheele, Director of EIGE, said that EIGE was on the same page as the GEC regarding violence against women, gender mainstreaming and the views of men and boys, as these are also included in the European Union's Gender Equality Strategy.

96. She informed members about EIGE's first Gender Equality Forum, which took place in Brussels in October 2022., and provided an essential platform for discussion among key gender equality experts, representatives of employers' organisations, trade unions, youth, the corporate world, and also experts with alternative outlooks. EIGE's 2022 Gender Equality Index – looking at the situation of gender equality across all European Union member States in areas such as work, finance, knowledge, time, power and health – was launched at the Forum. On receipt of the relevant data, the Index calculates a score for countries between 0 and 100. It also contains data about violence against women which is not included in the calculation of the Index scores. The Index for 2022 shows that despite some gains in certain areas, the overall results are not where they should be and stand at an average of 68.6 points out of 100 in the European Union. Since the Gender

Equality Index was established in 2010, there has only been an increase of 5.5 points, but there has been a notable increase in the area of power and decision-making roles and opportunities offered to women. In 2022, more women are sitting on company boards; more women are taking the lead in strategic development; and more women are valued for their innovation and creativity. The agreement reached by the European Parliament and the EU Council on the directive to improve gender balance on corporate boards in June 2022 is expected also to have a great impact in several countries.

97. The Gender Equality Index has also shown that young people are among the most affected following the Covid-19 pandemic. Young men, in particular, are less likely to seek medical help and treatment, in part due to toxic masculinity. EIGE research has shown that traditional gender norms and stereotypes not only have harmful effects on women, but also on men and on gender equality overall. The 2021 Gender Equality Index addressed how harmful masculinity norms can affect the health status and health behaviour of men, leading to premature death or self- destructive behaviour, such as suicide in extreme cases.

98. In 2022, EIGE will organise their Orange the World campaign, with a focus on raising awareness on cyber violence against women and girls during the 16 days of activism to combat violence against women.

99. Looking ahead to 2023, EIGE will embark on a new survey, together with the EU's Fundamental Rights Agency, on violence against women in Europe. EIGE will also look at gender equality and climate change as part of the European Union's wider focus on the European Green Deal, aiming to help influence policy makers and effect long-lasting structural change.

100. EIGE has produced a publication on the EU's evolving and legal and policy approaches to gender equality which explains how notions have evolved. It is hoped that the publication will help in negotiations and also to counter anti-gender narratives. A second publication under development is guidance on communication on anti-gender narratives. During October's Forum, a closed session took place with member States and NGOs to discuss good practices. The guide will include these good practices and will continue to be developed over time. Given the importance of working together and sharing knowledge, she encouraged the Council of Europe to join EIGE in working on the communication guidelines, in particular in the context of a "communication lab" which would be organised in 2023.

- Follow-up to the exchange of views between the GEC Chair and the Committee for the Elimination of Discrimination against Women (CEDAW) Committee, Geneva, 1 July 2022

101. Through written comments (due to lack of time), GEC members received information about the exchange of views which the GEC Chair had with the Committee for the Elimination of Discrimination against Women (CEDAW) during its eighty-second session, which took place in Geneva on 1 July 2022. Her speaking notes from the exchange can be found on the Gender Equality website.

102. The Chair presented gender equality as one of the Council of Europe's major policy goals and she referred to several Committee of Ministers' recommendations topics such as education, media, sexist language, sport, political participation, audio-visual policy and health. Discussing future challenges, the Chair mentioned several pressing matters, such as the difficulties faced in the context of the Covid-19 pandemic, the fact that the digital dimension of violence against women continues to be a growing problem and how the rise of "anti-gender" movements has in recent years contributed to a backlash against gender equality. All of this highlights the need for the Council of Europe and the GEC to continue its work on advancing women's rights and adapting to emerging issues, while addressing cultural, social and institutional barriers that stand in the way of gender equality, and while keeping open channels of cooperation with other organisations such as CEDAW. More information on the Chair's presentation to CEDAW is available in the information document which is published on the Gender Equality website. Members agreed to instruct the GEC Bureau to decide on the follow-up to be given to the Chair's exchange with CEDAW.

- Council of the European Union – gender equality agendas:

  - Czech Presidency (July - December 2022)
  - Swedish Presidency (January - June 2023)
  - Spanish Presidency (July - December 2023)

103. Through written contributions, GEC members were informed that the Czech Republic Presidency would include a first reading of the proposal for a directive on combating violence against women and domestic violence; continued negotiations on the EU accession to the Istanbul Convention; and presentation of the draft Council Conclusions entitled "Gender Equality in Disrupted Economies: focus on young generation". During the Presidency it is also hoped to conclude negotiations on the Council Recommendation on the revision of the Barcelona targets, and the Council Recommendation on long-term care.

104. Information about the activities of the Swedish Presidency included the commitment to promoting gender equality and to fighting discrimination against women at all levels. The agreed heading of the France-Czech Republic-Swedish Presidency Trio programme is "Recovery", with a special focus on "Women's economic empowerment" and "Gender-based violence", both of which are priorities for the Swedish Government.

105. Sweden plans to focus primarily on women's economic empowerment and gender-based violence, in line with the aforementioned trio of themes. A high-level political meeting on gender mainstreaming, including in the budget process, as well as the prevention of men's violence against women is foreseen at the end of February 2023. Also in February 2023, a conference for experts, civil society organisations and academia on the theme of gender-based violence is planned, which may focus on the importance of economic independence to enable a victim of violence to leave an abusive relationship. Back-to-back with this conference, a meeting for gender experts from member States' government offices on gender mainstreaming, including in the budget process, will be organised.

106. The Spanish Presidency will advance the combat of all forms of violence against women, guaranteeing prevention, detection, protection and reparation as pillars of public policies. Legislative advances will be promoted, such as the ratification of the Istanbul Convention by the European Union, if not already achieved by then. A firm commitment will also be made to guarantee access for all persons to all sexual and reproductive rights in a safe and cost-free manner, with special emphasis on the promotion of comprehensive sexual education in educational and public health systems.

107. A public care system will also be promoted, that guarantees the right to care for all persons and that distributes the workload that women currently carry out when caring for others,. The Presidency will foster the visibility, recognition and, above all, the equal sharing of this work, both with men and by the member States, through childcare leaves, the strengthening of public systems and the elimination of precariousness for women employed in the field of care.

108. The promotion of equal opportunities and combating all forms of discrimination will be a cross-cutting priority. Therefore, commitments and progress will be promoted for the effective protection against hate speech and hate crimes against LGBTI persons. The public participation of all women will also be promoted, taking into account their diversity and equality in public life, encouraging political participation in governments, parliaments, State institutions, as well as in non-governmental organisations and companies.

109. More detailed information on each of the EU Presidencies is available in the information document which is published on the Gender Equality Division's website.

VII. Current and future activities at national and international level

- Gender equality agendas of the Council of Europe Committee of Ministers Presidencies:

  - Ireland (May - November 2022)

110. Neill Fitzgerald (Ireland) gave an overview of the Irish Presidency, comprising three thematic areas which sought to renew what the Irish President called the "conscience of Europe". These focused on "Our Founding Freedoms - Reinforcing Human Rights & the Protection of Civilians in Europe", "Hear Our Voices - Promoting Participatory Democracy & Youth Engagement", and "Fáilte (which means "welcome" in Irish) - Fostering a Europe of Welcome, Inclusion, & Diversity.

111. Among a total of 65 events organised, the Irish Minister for Justice chaired a ministerial conference in Dublin on 29-30 September 2022 on countering domestic and sexual gender-based violence entitled "No safe haven": integrated prevention measures to end domestic, sexual and gender-based violence. The ministers re-affirmed their support for the Istanbul Convention and, through the Dublin Declaration, committed to new efforts to substantively tackle violence against women and girls across the continent. A total of 38 members States aligned with the Declaration which underscores States' commitment at the highest level to actively promote an institutional and political culture which rejects gender-based discrimination and violence, sexism, gender stereotypes and gender power dynamics in the public and private sectors.

112. On 5 October 2022, the GREVIO President participated in an exchange of views with the Ministers' Deputies. Throughout its Presidency Ireland re-affirmed its commitment to the fight against violence against women, and also doubled its voluntary contribution to programmes in support of the Istanbul Convention. More information about the Presidency can be found on the Committee of Ministers Irish Presidency website.

  - Iceland (November 2022 – May 2023)

113. Rán Ingvarsdóttir (Iceland) informed the participants that gender equality was among the four themes of Iceland's Presidency of the CM and was also one of the core principles of Iceland's foreign policy. The gender equality-related events during the Presidency will be: 25 November 2022 – a social media campaign to mark the 16 Days of Activism Against Gender-based Violence; 6 December 2022 – a conference on "Joining forces, applying the cybercrime frame to digital violence against women", organised jointly with the Violence against Women and the Cybercrime Divisions; a side event during the Commission for the Status of Women in New York in March 2023, organised in co-operation with the Gender Equality Division and the Special Representative of the Secretary General on Migration and Refugees, which will be an opportunity to highlight the Recommendation on the protection of the rights of migrant, refugee and asylum-seeking women and girls; and on International Women's Day, 8 March 2023, there will

be an event to launch a digital calendar which will be hosted on the Gender Equality website of the Council of Europe.

114. For more information on the conference being organised in the framework of the Iceland Presidency, please see item *"IV.1.h. Annual Thematic Conference (Strasbourg, 27-28 April 2023)"* of this report.

- Latvia (May - November 2023)

115. Agnes Gaile (Latvia) informed the members that the Latvian Presidency will contribute to the implementation of measures launched during the previous consecutive presidencies, and will focus on three priorities.

116. With regard to the priority of strengthening the common democratic values and principles, the Latvian Presidency will further explore the role of national courts in the execution of rulings of the European Court of Human Rights and an international conference for judges of Constitutional and Supreme Courts will be organised. The Presidency will work towards a human rights-based approach to mental health patients with limited capacity, will address current challenges, and will prepare an agenda for the coming years to ensure full integration into daily life by a person with mental disability. Latvia will organise a ministerial level conference to address the current trends and topicalities of justice in 2023.

117. On promoting media freedom, freedom of expression and making headway with the digital agenda of the Council of Europe, the Latvian Presidency will focus on strengthening the protection of journalists and media professionals, including women journalists, especially in military conflicts and wartime. To this aim the Latvian Presidency will organise an international conference on Freedom of Expression in the Information Age. Latvia will also advance the work of the CoE in the area of artificial intelligence through supporting the ongoing negotiations on the framework convention on artificial intelligence, human rights, democracy and the rule of law.

118. On advancing reforms of the CoE, Latvia sees the main task regarding this priority will be to launch the implementation of decisions taken by the 4th summit of the CoE, to modernise existing operational practices, and to ensure that the CoE is more accessible to the outside world. Civil society should be more involved in the policy discussion processes in order to help to improve the visibility and transparency of the CoE.

119. Throughout the promotion of these priorities, the Latvian Presidency will ensure that the gender balance and the involvement of youth and civil society will be taken into account to strengthen democratic processes in Europe.

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

120. The Chair informed the members that the exchange with OECD which had been proposed for the November 2022 meeting, had been postponed due to a calendar clash in November. She also proposed holding an exchange of views with the recently elected President of the European Court of Human Rights, President Síofra O'Leary, the first woman to hold this position since the establishment of the Court. The GEC agreed to issue both invitations for exchanges during the following meeting, in May 2023.

121. The Chair invited members to submit any proposals for items on the next GEC agenda, including thematic discussion, by the end of November for discussion and decision by the GEC Bureau.

IX. Other business

122. The Chair reminded the members that the deadline to complete the questionnaire on the implementation of the Recommendation on preventing and combating sexism was 21 December 2022 and she urged all members to complete it within the deadline.

123. The Chair stated that it had been an honour to chair the GEC, and she thanked the GEC members and the Secretariat for all the support she had received during her mandate. She congratulated the new Bureau members on their election and wished the Chair-elect, Ralph Kass, every success.

X. Dates of forthcoming meetings

124. The Chair announced the proposed dates of the next meetings of the GEC: 23rd meeting– Strasbourg, 24-26 May 2023; and 24th meeting– Strasbourg, 15-17 November 2023. The GEC members agreed to those meeting dates.

XI. Adoption of the abridged report of the 22nd GEC meeting (16-18 November 2022)

125. The Vice-Chair, Kateryna Levchenko, presented the draft abridged report, which was adopted by the members. She instructed the Secretariat to transmit it to the CM for them to take note of it. The Vice-Chair thanked everyone for their active participation in the meeting, thanked the technical staff, the interpreters and the Secretariat for their support, and closed the meeting.

APPENDIX I

Agenda

I. Opening of the meeting and adoption of the agenda
Draft Agenda *GEC(2022)OJ2*

II. Gender Equality Commission

- Election of GEC Bureau

III. Exchange of views with Dunja Mijatović, Council of Europe Commissioner for Human Rights

IV. Council of Europe Transversal Programme on Gender Equality

1. Gender Equality Strategy 2018-2023

a. Draft 2022 annual report on the implementation of the Gender Equality Strategy (2018-2023) *GEC(2022)12*

Activities and measures in member States towards the achievement of the objectives of the Gender Equality Strategy *GEC(2022)06 Revised*

b. Preparation of the draft Gender Equality Strategy 2024-2029
GEC(2022)11
Report of the High-Level Reflection Group of the Council of Europe

c. Objective 1 – Prevent and combat gender stereotypes and sexism

- Draft Guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women
Oral presentation
Reports of Working Group meetings
Draft Guidelines (Working Group) GEC(2022)08
Draft Guidelines (consolidated version) GEC(2022)08 rev
Compilation of comments received on the draft Guidelines GEC(2022)10

d. Objective 2 – Prevent and combat violence against women and domestic violence

- Follow-up to exchange of views between the GEC Chair and the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO) (Strasbourg, 12 October 2022)

- 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

e. Objective 3 – Ensure the equal access of women to justice

- Presentation of the study on the impact of Covid-19 on women's access to justice during the meeting of the Network of Pilot Courts (European Commission for the Efficiency of Justice (CEPEJ)) – (Strasbourg, 13 October 2022) and exchange of views with the author and the GEC Chair
Oral presentation

- Presentation of the study on the impact of Covid-19 on women's access to justice *Programme Study*

- Follow-up to the presentation of the study on the impact of Covid-19 on women's access to justice *Oral presentation*

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 – update on translations, dissemination and promotion

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, experts and Secretariat who have participated in the following meetings of Council of Europe bodies:

  - Committee of Experts on Hate Crime (PC/ADI-CH) – preparation of a draft comprehensive Recommendation on combating hate crime *Oral presentation*

  - Committee of Experts on Roma and Traveller Issues (ADI-ROM) - preparation of a draft Recommendation on equality for Roma and Traveller women and girls *Oral presentation*

h. Annual Thematic Conference (Strasbourg, 27-28 April 2023)

V. Co-operation with other Council of Europe sectors

- Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) and its subordinate bodies

  Presentation of the work of the Task Force on the study on the impact of artificial intelligence on equality, including gender equality, and discrimination *Draft study GEC(2022)09/CDADI(2022)21*

VI. Co-operation with international/regional organisations

- Exchange of views with Carlien Scheele, Director of the European Institute of Gender Equality (EIGE)

- Follow-up to exchange of views between the GEC Chair and the Committee on the Elimination of Discrimination against Women (CEDAW), Geneva, 1 July 2022 *Speaking notes*

- Council of the European Union – gender equality agenda:

  - Czech Presidency (July – December 2022)
  - Swedish Presidency (January – June 2023)
  - Spanish Presidency (July – December 2023)

VII. Current and future activities at national and international level

- Gender equality agendas of the Council of Europe Committee of Ministers Presidencies:

  - Ireland (May - November 2022)
  - Iceland (November 2022 - May 2023)
  - Latvia (May - November 2023)

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

IX. Other business

- Presentation of the Gender Equality Division's database of Council of Europe publications on gender equality

X. Dates of forthcoming meetings

- *The GEC agreed on the dates of the next GEC-related meetings: Annual thematic conference 2023 (Strasbourg, 27-28 April 2023); 23rd meeting of the GEC (Strasbourg; 24-26 May 2023); 24th meeting of the GEC (Strasbourg, 15-17 November 2023).*

XI. Adoption of the abridged report of the 22nd GEC meeting (16-18 November 2022)

- *The GEC adopted the present abridged report of its 22nd meeting (16-18 November 2022) and instructed the Secretariat to submit it to the Committee of Ministers to take note of it.*

Calendar of forthcoming events and meetings
- GEC 2023 Annual thematic conference – Strasbourg, 27-28 April 2023
- 23rd meeting of the GEC – Strasbourg, 24-26 May 2023 (tbc)
- 24th meeting of the GEC – Strasbourg, 15-17 November 2023 (tbc)

APPENDIX II

List of Participants

Members/Membres

Albania ***Albanie*** *Online*	**Brunilda Dervishaj** Head of the Sector for Policies and Strategies on Social Inclusion and Gender Equality Ministry of Health and Social Protection *Cheffe du secteur des politiques et stratégies en matière de l'inclusion sociale et l'égalité entre les femmes et les hommes* *Ministère de la santé et de la protection sociale*
Andorra ***Andorre*** *Online*	**Mireia Porras Garcia** Head of the Equality Policies Department Ministry of Social Affairs, Justice and Interior *Cheffe du Service des Politiques d'Égalité* *Département des Affaires Sociales* *Ministère des Affaires Sociales, de la Justice et de l'Intérieur*
Armenia ***Arménie*** *Online*	**Lilit Shakaryan** Head of Division of Cooperation with International Monitoring Bodies Department of Human Rights and Humanitarian Issues Ministry of Foreign Affairs *Cheffe de la division de la coopération avec les organes de suivi internationaux* *Département des droits humains et des questions humanitaires* *Ministère des Affaires Etrangères*
Austria ***Autriche*** *In person*	**Eva Fehringer** Director Federal Ministry of Labour International and European Social Policy and Labour Law *Directrice* *Ministère fédéral du Travail* *Unité Politique sociale internationale et européenne en matière de droit du travail*
Azerbaijan ***Azerbaïdjan*** *In person*	**Farid Adilov** Head of International Relations and Protocol Service Department State Committee for Family, Women and Children's Affairs *Chef du Département des relations internationales et des services de protocole* *Comité d'État pour les femmes, la famille et les affaires des enfants*

Belgium ***Belgique*** *Online*	**Barbara Brunisso** Coordinator of the Directorate for Equal Opportunities Ministry of the Wallonia-Brussels Federation/Ministère de la Fédération Wallonie-Bruxelles *Coordinatrice de la Direction de l'Egalité des Chances* *Ministère de la Fédération Wallonie-Bruxelles* **Carine Joly** Adviser Institute of Gender Equality *Conseillère* *Institut pour l'égalité des femmes et des hommes*
Bulgaria ***Bulgarie*** *In person*	**Irina Ivanova** Head of Unit Equal Opportunities, Antidiscrimination and Social Assistance Benefits Ministry of Labour and Social Policy *Cheffe d'unité* *Égalité des chances, antidiscrimination et allocation d'aide sociale* *Ministère du travail et de la politique sociale*
Croatia ***Croatie*** *In person*	**Maja Sporiš** Adviser Government Office for Gender Equality *Conseillère* *Bureau gouvernemental pour l'égalité entre les femmes et les hommes*
Cyprus ***Chypre*** *In person*	**Andri Savva (Vice-Chair/Vice-Présidente)** Officer, Office of Commissioner for Gender Equality *Agente, Bureau de la Commissaire de l'égalité de genre*
Czech Republic ***République tchèque*** *In person*	**Radan Šafařík** Head of the Secretariat of the Government Council for Equality of Women and Men Acting Director of the Gender Equality Department *Chef du Secrétariat du Conseil gouvernemental pour l'égalité entre les femmes et les hommes* *Directeur ad interim du Service de l'égalité entre les femmes* **Zuzana Andreska** Gender Equality Department Office of the Czech Government *Service de l'égalité de genre* *Bureau du gouvernement tchèque* **Andrea Kysela** Gender Equality Department Office of the Government of the Czech Republic *Service de l'égalité de genre* *Bureau du gouvernement tchèque*

Denmark ***Danemark*** *In person*	**Kira Appel** Chief Consultant/Deputy Head of Department Department for Gender Equality Ministry of Transport and Gender Equality *Consultante en cheffe/Cheffe de service adjointe* *Département de l'égalité entre les femmes et les hommes* *Ministère de transport et de l'égalité de genre*
Estonia ***Estonie*** *Apologised/Excusée*	**Lee Maripuu** Head of Gender Equality Policy Ministry of Social Affairs *Responsable de la politique d'égalité entre les femmes et les hommes* *Ministère des affaires sociales*
Finland ***Finlande*** *In person*	**Päivi Yli-Pietilä** Ministerial Adviser Gender Equality Unit Ministry of Social Affairs and Health *Conseillère ministérielle* *Unité Egalité de genre* *Ministère des affaires sociales et de la santé*
France *In person*	**Valérie Plomb** Head of the Women's Rights Department Ministry of Solidarity and Health/Delegate Ministry for Equality w/m *Cheffe de bureau au service du droits des femmes* *Ministère des solidarités et de la santé/Ministère délégué chargé de l'égalité* *f/h* **Mazyar Taheri** Ministry of Solidarity and Health/Delegate Ministry for Equality w/m *Ministère des solidarités et de la santé/Ministère délégué chargé de l'égalité* *f/h*
Germany ***Allemagne*** *In person*	**Alexander Sopp** Senior Legal Officer Division for European and International Gender Equality Policy Federal Ministry for Family Affairs, Senior Citizens, Women and Youth *Conseiller juridique principal* *Division de la politique européenne et internationale en matière d'égalité entre les femmes et les hommes* *Ministère fédéral de la famille, des personnes âgées, des femmes et de la jeunesse*

Greece ***Grèce*** *In person*	**Christina Agoritsa** Policy Officer-Independent Department of European and International Cooperation General Secretariat for Demography, Family Policy and Gender Equality Ministry of Labour and Social Affairs *Conseillère de politique* *Département indépendant de la coopération européenne et internationale* *Secrétariat général pour la démographie, la famille et l'égalité entre les femmes et les hommes* *Ministère du travail et des affaires sociales*
Hungary ***Hongrie*** *In person*	**Brigitta Gyebnár** Head of Women's Policy Unit Department for Adoption and Women's Policy Prime Minister's Office *Cheffe, Unité de la politique des femmes* *Département de l'adoption et de la politique des femmes* *Bureau du Premier Ministre*
Iceland ***Islande*** *Online*	**Rán Ingvarsdóttir** Legal Adviser & Deputy Director Department of Equality and Human Rights Prime Minister's Office *Conseillère juridique et directrice adjointe* *Département de l'égalité et des droits de l'homme* *Bureau du Premier Ministre*
Ireland ***Irlande***	**Fiachra Byrne** *(In person)* Justice Attaché/*Attaché de justice* Permanent Representation of Ireland to the Council of Europe *Représentation Permanente d'Irlande au Conseil de l'Europe* **Neill Fitzgerald** *(In person)* Policy Advisor/Conseiller politique Permanent Representation of Ireland to the Council of Europe *Représentation Permanente d'Irlande au Conseil de l'Europe*
Italy ***Italie*** *Online*	**Cordialina Coppola** Presidency of the Council of Ministers Office for International and General Affairs, Department for Equal Opportunities *Présidence du Conseil des ministres* *Bureau des affaires internationales et générales,* *Département pour l'égalité des chances*

Latvia ***Lettonie*** *In person*	**Agnese Gaile** Senior Expert Department of Social Policy Planning and Development Ministry of Welfare *Experte principale* *Département de la planification et du développement de la politique sociale* *Ministère de l'aide sociale*
Liechtenstein	Awaiting nomination/ *Nomination en attente*
Lithuania ***Lituanie*** *In person*	**Sandra Čergelytė** Equal Opportunities & Women and Men Equality Group Ministry of Social Security and Labour
Luxembourg *In person*	**Ralph Kass** Senior Advisor 1st Class Ministry of Equality between Women and Men *Conseiller de Direction 1e Classe* *Ministère de l'Égalité entre les Femmes et les Hommes*
Malta ***Malte***	**Maria Ellul** *(In person)* Manager II (Research) Human Rights Directorate Ministry for Justice, Equality and Governance *Cadre II (Recherche)* *Direction des droits humains* *Ministère de la Justice, de l'Égalité et de la Gouvernance*
Republic of Moldova ***République de Moldova*** *In person*	**Lilia Pascal** Head, Division of policy for ensuring equality between women and men Ministry of Labour and Social Protection *Cheffe Division de politique visant à assurer l'égalité entre les femmes et les hommes* *Ministère du travail et de la protection sociale*
Monaco *In person*	**Margaux Girardi** Trainee/*Stagiaire* Permanent Representation to the Council of Europe/*Représentation Permanente au Conseil de l'Europe*
Netherlands ***Pays-Bas*** *In person*	**Lisanne Post** Gender Equality and LGBTI Equality Department Ministry of Education, Culture and Science *Département de l'égalité de genre et de l'égalité LGBTI* *Ministère de l'éducation, de la culture et des sciences*
North Macedonia ***Macédoine du Nord*** *In person*	**Elena Grozdanova** State Counsellor for Equal Opportunity Ministry of Labour and Social Policy *Conseillère d'État pour l'égalité des chances* *Ministère du Travail et de la Politique sociale*

Norway ***Norvège*** *In person*	**Elin Grotnes** Senior Adviser Department of equality and universal design Directorate for Children, Youth and Family Affairs *Conseillère principale* *Département de l'égalité et de la conception universelle* *Direction de l'enfance, de la jeunesse et de la famille*
Poland ***Pologne*** *Online*	**Paweł Kosmulski** Specialist/*Spécialist* **Beata Czarnocka** Specialist for equal treatment/Spécialiste de l'égalité de traitement **Office of the Government Plenipotentiary for Equal Treatment** **Ministry of Family and Social Policy** *Bureau du Plénipotentiaire du gouvernement pour l'égalité de traitement* *Ministère de la famille et de la politique sociale*
Portugal *In person*	**Andreia Lourenço Marques (Chair/Présidente)** International Relations Adviser Commission for Citizenship and Gender Equality *Conseillère en relations internationales* *Commission pour la citoyenneté et l'égalité de genre* **Teresa Alvarez** Main Adviser Commission for Citizenship and Gender Equality *Conseillère* *Commission pour la citoyenneté et l'égalité de genre*
Romania ***Roumanie*** *Online*	**Andreea Pascu** Head of Unit National Agency for Equal Opportunities between Women and Men *Cheffe d'Unité* *Agence nationale pour l'égalité de chances entre les femmes et les hommes*
San Marino ***Saint Marin*** *Apologised/Excusé*	**Stefano Palmucci** Expert Directorate of Legal Affairs Department of External Affairs *Expert* *Direction des affaires juridiques* *Département des affaires extérieures*

Slovak Republic ***République Slovaque*** *In person*	**Marián Lizanec** Principal State Advisor Department of Equality of Women and Men and Equality of Opportunities Ministry of Labour, Social Affairs and the Family *Conseiller d'État principal* *Département de l'égalité des femmes et des hommes et de l'égalité des chances* *Ministère du travail, des affaires sociales et de la famille*
Slovenia ***Slovénie*** *In person*	**Sara Slana** Undersecretary Equal Opportunities Department Ministry of Labour, Family, Social Affairs and Equal Opportunities *Sous-secrétaire* *Département de l'égalité des chances* *Ministère du travail, de la famille, des affaires sociales et de l'égalité des chances*
Spain ***Espagne*** *In person*	**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 *Conseillère principale* *Unité de soutien du directeur* *Institut des femmes* *Secrétariat d'État à l'égalité et à la lutte contre la violence de genre* *Ministère de l'égalité*
Sweden ***Suède*** *In person*	**Karin Bengtson** Division for Gender Equality Ministry of Health and Social Affairs *Division pour l'égalité entre les femmes et les hommes* *Ministère de la santé et des affaires sociales*
Switzerland ***Suisse*** *In person*	**Micaela Lois** International Affairs Officer, Federal Department of Home Affairs Federal Office for Gender Equality (FOGE) *Collaboratrice scientifique pour les affaires internationales, Département fédéral de l'intérieur* *Bureau fédéral de l'égalité entre femmes et hommes (BFEG)*
Türkiye *In person*	**Onur Dinçer** Expert on Family and Social Policy General Directorate on the Status of Women Ministry of Family, Labour and Social Affairs *Expert en politique familiale et sociale* *Direction générale de la condition féminine* *Ministère de la Famille, du Travail et des Affaires sociales*

Ukraine *In person*	**Kateryna Levchenko (Vice-Chair/*Vice-présidente*)** Government Commissioner for Gender Equality Policy *Commissaire du gouvernement pour la politique d'égalité entre les femmes et les hommes* **Liudmyla Protasenko** Deputy to the Permanent Representative *Adjointe au représentant permanent* **Olga Dunebabina** Communication Assistant La Strada-Ukraine Apparatus of Government Commissioner for gender equality *Assistante de communication* *La Strada-Ukraine* *Commissaire de l'appareil gouvernemental pour l'égalité entre les femmes et les hommes*
United Kingdom ***Royaume Uni*** *In person*	**Charles Ramsden** Head, International Policy Government Equalities Office *Chef de la politique internationale* *Bureau gouvernemental pour l'égalité*

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

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

Non member States/*Etats non membres*

Morocco ***Maroc*** *In person*	**Fatima Barkan** Adviser to the Private Office of the Minister of Justice Ministry of Justice *Conseillère au Cabinet de ministre de la ministère de la Justice*

Participants/*Participant·es*

Commissioner for Human Rights of the Council of Europe *Commissaire aux droits de l'homme du Conseil de l'Europe*	**Dunja Mitjatović**
Conference on INGOs ***Conference des OINGs*** *Online*	**Bettina Hahne** Gender Equality Rapporteur (INGO) *Rapporteure pour l'égalité de genre (OING)*
Group of Experts on Action Against Violence Against Women and Domestic Violence (GREVIO) ***Groupe d'expert·es sur la lutte contre la violence à l'égard des femmes et la violence domestique (GREVIO)*** *In person*	**Iris Luarasi** President, GREVIO *Présidente, GREVIO*
Committee on Artificial Intelligence ***Comité sur l'intelligence artificielle***	**Siiri Aulik** Member of the Bureau of the Committee on Artificial Intelligence (Estonia) *Membre du Bureau du Comité sur l'intelligence artificielle*
Working Group on artificial intelligence ***Groupe de travail sur l'intelligence artificielle***	**Ivana Bartoletti** *(In person)* Expert/Experte **Erik Hellström** *(Online)* Member of the Committee on Anti-Discrimination, Diversity and Inclusion (Sweden)/Comité directeur sur l'anti-discrimination, la diversité et l'inclusion (Suède) (CDADI) Member of the Working Group on artificial intelligence/Membre du Groupe de travail sur l'intelligence artificielle

Working Group on the place of men and boys in gender equality policies and in policies to combat violence against women ***Groupe de travail sur la place des hommes et des garçons dans les politiques d'égalité de genre et dans les politiques de lutte contre la violence à l'égard des femmes*** *In person*	**Susana Pavlou** Expert/*Experte*
European Institute for Gender Equality ***Institut Européen pour l'égalité entre les femmes et les hommes*** *In person*	**Carlien Scheele** Director/*Directrice* **Dennis van der Veur** Head of Knowledge Management and Communications Unit/ *Chef de l'unité Gestion des connaissances et communication*
WAVE network *In person*	**Anca Ciupa**
European Network of Migrant Women/Réseau européenne des femmes migrantes *In person*	**Alyssa Ahrabare** Project Officer of the European Network of Migrant Women *Chargée de projet du Réseau européen des femmes migrantes*
University Women of Europe (UWE) *In person*	**Anne Bergheim-Nègre**
Nordic Information on Gender (NKK) *Online*	**Jenny Pentler** Project Coordinator/Coordonatrice du projet

Launch event of the Report on the impact of the Covid-19 on women's access to justice/Événement de lancement du rapport sur l'impact de la covid-19 sur l'accès des femmes à la justice
Jeroen Willems, Deputy Head of Unit, Directorate-General for Neighbourhood and Enlargement Negotiations (DG NEAR), European Commission/Chef d'unité adjoint, Direction générale du voisinage et des négociations d'élargissement (DG NEAR), Commission européenne **Lori Mann,** Council of Europe expert/Experte du Conseil de l'Europe **Jaša Vrabec,** President of the Working Group on the evaluation of judicial systems of the European Commission for the Efficiency of Justice , Council of Europe/Président du Groupe de travail sur l'évaluation des systèmes judiciaires de la Commission européenne pour l'efficacité de la justice, Conseil de l'Europe **Vafa Rustam,** national expert, Azerbaijan/experte nationale, Azerbaïdjan **Baia Pataraia,** national expert, Georgia/experte nationale, Géorgie **Doina Straisteanu,** national expert, Republic of Moldova/experte nationale, République de Moldova **Tamara Bugaiets,** national expert/expert nationale, Ukraine **Elisabeth Duban**, expert on women's access to justice/experte sur l'accès des femmes à la justice **Cristian Urse,** Head of Division, Programming and Resource Mobilisation Department, Directorate of Programme Co-ordination, Council of Europe/ Chef de la Division de la programmation et de la mobilisation des ressources, Direction de la coordination des programmes, Conseil de l'Europe

Secretariat/***Secrétariat***

Directorate General of Democracy and Human Dignity/***Direction générale de la démocratie et de la dignité humaine***

Directorate General of Democracy and Human Dignity/***Direction générale de la démocratie et de la dignité humaine*** *In person*	**Marja Ruotanen** Director General/*Directrice générale*

Directorate of Human Dignity, Equality and Governance ***Direction de la dignité humaine, de l'égalité et de la gouvernance*** *In person*	**Claudia Luciani** Director/*Directrice*
Human Dignity and Gender Equality Department ***Service de la dignité humaine et de l'égalité de genre*** *In person*	**Roberto Olla** Head of Department/*Chef de service*
Gender Equality Division ***Division pour l'égalité de genre***	**Caterina Bolognese** *(In person)* Head of Division/ Secretary to the GEC *Cheffe de Division/Secrétaire de la GEC* **Anne Brunellière** *(Online)* Division Assistant/*Assistante de Division* **Natacha De Roeck** *(In person)* Head of Policy Unit/*Cheffe d'unité de politique* **Cécile Gréboval** *(In person)* Programme Manager, Senior Gender Equality Adviser/Responsable de programme, conseillère principale en matière d'égalité de genre **Tryggvi Hallgrímsson** *(In person)* Policy Adviser/*Conseilleur de politique* **Christa Jakobsson** *(In person)* Policy Adviser/*Conseillère de politique* **Adrienne Looby** *(In person)* Principal Administrative Assistant/Assistante administrative principale **Evrydiki Tseliou** (*In person)* Administrative Assistant/*Assistante administrative* **Aldina Kustura** *(In person)* Administrative Assistant/Assistante administrative

	Co-operation Unit/Unité de coopération **Marta Becerra** Head of Unite/Cheffe d'Unité **Ségolène Chesenau** Project Manager/Responsable de projet **Alla Krytynskaia** *(In person)* Project Assistant/*Assistante de projet* **Jenna Logeais** Project Officer/*Chargée* de projet **Anca Sandescu** *(In person)* Project Manager/*Responsable de projet* **Jenna Shearer-Demir** *(Online)* Programme Adviser/*Conseillère de programme*
Violence Against Women Division ***Division pour la violence à l'égard des femmes*** *In person*	**Francesca Montagna** Programme manager Violence against Women Division Secretariat of the Istanbul Convention monitoring mechanism *Responsable de Programmes/Juriste* *Division Violence à l'égard des femmes* *Secretariat of the Istanbul Convention monitoring mechanism –* *Secrétariat du mécanisme de suivi de la Convention d'Istanbul* **Antonio Garcia Cazorla** Intern/*Stagiaire*

Directorate of Antidiscrimination/*Direction de l'anti-discrimination*

Steering Committee on Anti-Discrimination, Diversity and Inclusion/ ***Comité directeur sur l'anti-discrimination, la diversité et l'inclusion (CDADI)*** *In person*	**Charlotte Gilmartin** Legal Officer to the CDADI *Conseillère juridique du CDADI*

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*** *Online*	**Penelope Denu** Head of Secretariat **Elodie Fischer** Adviser/*Conseillère*

Office of the Secretary General's Special Representative on Migration and Refugees Bureau de la Représentante spéciale auprès de la Secrétaire Générale sur les migrations et les réfugiés *Online*	**Carolina Lasén Diaz** Legal Adviser/Conseillère juridique **Amélie Waters** Intern/Stagiaire

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

Office of the Commissioner for Human Rights ***Bureau de la Commissaire aux droits de l'homme*** *Online*	**Claudia Lam** Deputy to the Director, Head of Division 2 *Adjointe au Directeur, Cheffe de la Division 2*

Directorate of Legal Advice and Public International Law/*Direction du conseil juridique et du droit international public*

Directorate of Legal Advice and Public International Law/*Direction du conseil juridique et du droit international public* *In person*	**Irene Suominen** Adviser/*Conseillère*

Directorate General of Administration/*Direction Générale de l'administration*

Interpretation, Travel, Events and Multimedia (ITEM) ***Interprétation, Déplacements, Evénements et Multimédia (ITEM)*** *In person*	**Chloé Chenetier** Interpreter/Interprète **Christine Trapp-Gill** Interpreter/Interprète **Didier Jungling** Interpreter/Interprète **Antoine Brauer** ITEM Multimedia

APPENDIX III

List of decisions taken

The Gender Equality Commission(GEC), chaired by Andreia Lourenço Marques (Portugal),

1. adopted the draft agenda as it appears in Document GEC(2022)OJ2 Revised.
2. agreed that future plenary meetings would be fully in person meetings only, with no online participation.
3. took note of the draft annual report for 2022 on the implementation of the Gender Equality Strategy.
4. agreed to transmit all national contributions by 16 December 2022 at the latest.
5. instructed the Secretariat to update and finalise the annual report with any further information provided by the member states and to send it back to them before transmitting it to the Committee of Ministers.
6. instructed the Secretariat to extend the consultation period on the draft Gender Equality Strategy calendar and agreed on the revised calendar.
7. instructed the Secretariat to prepare a draft document for discussion at the 23rd meeting of the GEC in May 2023 taking into account the recommendations of the High-Level Reflection Group of the Council of Europe.
8. took note of the information from the GEC Chair about her exchange of views with GREVIO on 12 October 2022.
9. held an exchange of views with Iris Luarasi, President of the Group of Experts on Action against Violence against Women and Domestic Violence.
10. took note of the information put forward by member states regarding national developments and experiences regarding the ratification and implementation of the Istanbul Convention.
11. took note of the ongoing co-operation projects being undertaken in the area of violence against women and domestic violence.
12. took note of the information about ongoing activities regarding implementation and promotion of the Committee of Ministers Recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls.
13. took note of the information from the Secretariat about a proposed project regarding the Committee of Ministers Recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls.
14. requested that the Secretariat prepare an information note on the project which members agreed to use to consult with national authorities about possible participation either as a beneficiary or through a financial contribution.

15. held an exchange of views with the Council of Europe Commissioner for Human Rights, Dunja Mijatović, taking note in particular of her proposals to include women's reproductive and sexual health and rights in the next Gender Equality Strategy for 2024-2029, and to pay special attention to women and girls facing marginalisation and intersectional discrimination.

16. took note of the information about the 2023 annual thematic conference on the subject of men and boys as agents of change in gender equality policies and in policies to combat violence against women, as well as the date, 27-28 April 2023, and venue, Strasbourg.

17. decided, at this stage, not to advise the Committee of Ministers to adopt a Recommendation (rather than Guidelines) on the place of men and boys in gender equality policies and in policies to combat violence against women.

18. adopted the text of the Guidelines on the role of the men and boys in gender equality policies and in policies to combat violence against women, taking into account the modifications made during the plenary meeting and subject to a final editorial review by member states.

19. held an exchange of views with Carlien Scheele, Director of the European Institute of Gender Equality (EIGE) and took note of the invitation to the CoE to work together with EIGE on a publication in 2023 on guidelines on communication on how to counteract anti-gender narratives.

20. agreed that the Chair would disseminate a written report on her exchange of views with the CEDAW Committee (July 2022) and instructed the GEC Bureau to decide on the follow-up to be given to the exchange.

21. asked the GEC members from Czech Republic, Sweden and Spain to submit the information about the gender equality programme of their respective presidencies of the Council of the European Union in writing.

22. approved the draft study on the impact of artificial intelligence, its potential for promoting equality, including gender equality, and the risks to non-discrimination.

23. instructed the Secretariat to keep the GEC informed about the progress in this work. The final study will be presented to the GEC for approval in the next plenary.

24. elected Ralph Kass (Luxembourg) as the Chair, Karin Bengtson (Sweden) as the Vice-Chair and Andri Savva (Cyprus) as member of the GEC Bureau for 2023.

25. agreed that the Chair would disseminate a written report about the work on the draft comprehensive Recommendation on combating hate crime.

26. agreed that the Secretariat would send information in writing about the work of the ADI-ROM, particularly in relation to the draft Recommendation on equality for Roma and Traveller women and girls.

27. took note of the presentation by the Secretariat about the ongoing activities related to gender mainstreaming in the CoE activities.

28. took note of the request for expressions of interest by members in the areas of freedom of expression and of the rights of migrant women and the extended deadline of 23 November 2022 for any further nominations.

29. took note of the information provided by the representatives of Ireland, Iceland and Latvia about the gender equality programme of their respective presidencies of the Committee of Ministers.

30. agreed that the Chair would disseminate a written report on her participation at the meeting of the Network of Pilot Courts organised by the European Commission for the Efficiency of Justice (CEPEJ).

31. took note of the report on the impact of COVID-19 on women's access to justice and agreed to endorse it subject to certain modifications and to suggested changes sent by member states by 12 December 2022.

32. Asked members to send any proposed items and thematic discussions for the next plenary meeting of the GEC by the end of November 2022, and agreed that the GEC Bureau would decide which ones to include in the agenda of the next meeting.

33. agreed on the dates of the next GEC-related meetings: Annual thematic conference 2023 (Strasbourg, 27-28 April 2023); 23rd meeting of the GEC (Strasbourg; 24-26 May 2023); 24th meeting of the GEC (Strasbourg, 15-17 November 2023).

34. 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.