



Gender Equality Commission



Implementation of the Council of Europe Gender Equality Strategy 2018-2023

Annual report 2023



Contents

Highlights 2023	4
Introduction.....	6
I. Overall Progress and Implementation in 2023	7
I.1. Development of activities, promotion, tools and co-operation programmes, monitoring /evaluation of standards to identify gaps and obstacles	7
I.2. Ensuring ownership by the member States of the Strategy and related processes and activities.....	12
I.3. Transversal and close co-operation with the various bodies and institutions in the Council of Europe to ensure gender mainstreaming in all Council of Europe policies and measures	28
I.4. Strategic partnerships with other regional and international organisations, civil society and other relevant stakeholders	33
II. Overview of the types of measures taken by member States during the period 2018-2023	37
SO1: prevent and combat gender stereotypes and sexism	37
SO2: Prevent and combat violence against women and domestic violence	37
SO3: Ensure the equal access of women to justice.....	38
SO4: Achieve balanced participation of women and men in political and public decision making	38
SO5: Protect the rights of migrant, refugee and asylum-seeking women and girls	39
SO6: Achieve gender mainstreaming in all policies and measures	39
Appendix 1 - Activities and measures in member States in 2023 towards the achievement of the objectives of the Council of Europe Gender Equality Strategy 2018-2023	40
Appendix 2 - List of standards, publications and other practical tools produced in 2023.....	41
Appendix 3 - Overview of activities carried out by the different entities of the Council of Europe relating to the achievement of the strategy's objectives in 2023	42
Appendix 4 – Answers by member States to the global questionnaire on the types of measures taken by objective during the period 2018-2023.....	57

Highlights 2023

1. 2023 was the final year of implementation of the Council of Europe Gender Equality Strategy for 2018-2023 (the Strategy). Adopted by the Committee of Ministers in March 2018, the Strategy signalled the Council of Europe's continued commitment to, and the important role it played and still plays in advancing, gender equality and women's rights.
2. The implementation of the Strategy continued to be impacted by various global challenges, namely the consequences of Russia's war of aggression against Ukraine, including its devastating economic impacts, the aftermath of the Covid-19 pandemic, the gendered impacts of climate change and the politically divisive effects of anti-gender movements. These crises are having detrimental effects on gender equality, threatening to roll back women's and girls' fundamental human rights and shedding light notably on the difficulties and discrimination that many women face in relation to economic independence, protection of human rights, including sexual and reproductive health and rights, and in seeking support and protection from all forms of violence against women, including conflict-related sexual violence.
3. To address these challenges, the Heads of state and government reiterated their commitment to gender equality in May 2023 in Reykjavik, recalling that *"gender equality and the full, equal and effective participation of women in public and private decision-making processes are essential to the rule of law, democracy and sustainable development, [and underlining] the pioneering role of the Council of Europe, including through the Istanbul Convention, in the fight against violence against women and domestic violence"*¹. On this basis, and building on the achievements of the Strategy for 2018-2023, the third Gender Equality Strategy 2024 – 2029 was prepared and approved by the Gender Equality Commission (GEC) at its plenary meeting in November 2023 and transmitted to the Committee of Ministers for examination and adoption.
4. Work on the role of men and boys came to fruition in 2023 with the adoption by the Committee of Ministers of Guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women. Awareness about the issue was raised during the GEC's annual thematic [conference on "Men and boys in gender equality policies"](#) (Strasbourg, 27-28 April) under the Icelandic Presidency of the Committee of Ministers. Placing gender equality high on its agenda, the Icelandic Presidency also promoted the 2022 Recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls through a high-level [side event](#) to the 67th Commission on the Status of Women on "Responding to Regional and Global Challenges: Protecting the Rights of Migrant, Refugee and Asylum seeking Women and Girls" (New York, 7 March).
5. Other highlights of the intergovernmental work in 2023 include completion of the first review on progress in the implementation of the 2019 Recommendation on preventing and combating sexism, and publication of the [Study](#) on the impact of artificial intelligence systems, their potential for promoting equality, including gender equality, and the risks they may cause in relation to non-discrimination, jointly prepared by the GEC and the CDADI. This study will serve as a basis for preparation of a new Committee of Ministers' Recommendation. The GEC also held several exchanges of views, including with the President of the Court, Síofra O'Leary, on how the Court deals with cases of gender-based and domestic violence, and new developments in relation to the digital dimension of violence.
6. The Organisation's gender mainstreaming work continued, with specific support provided through training and extensive work on the finalisation of a new HELP course on gender equality and gender mainstreaming. Numerous sectors, such as sport (including anti-doping), minority languages, anti-discrimination, or legal cooperation led gender equality-related activities. This ranged from the adoption of standards and tools to the organisation of targeted projects or events. A gender equality

¹ [Reykjavik Declaration – United around our values.](#)

perspective was also integrated through the participation of representatives of the GEC in the work of several intergovernmental committees, discussing, for example, comprehensive sexuality education, the rights of Roma and Traveller women, artificial intelligence or combating hate crime.

7. Targeted bilateral and regional co-operation projects were pursued with member States (Armenia, Azerbaijan, Bosnia and Herzegovina, Georgia, Latvia, Republic of Moldova, Türkiye and Ukraine), as well as with Belarusian civil society and democratic forces, in Kosovo* and in the Southern Mediterranean region. Whereas the bulk of this work supported efforts to prevent and combat violence against women, including its digital dimension, and supporting victims of conflict-related sexual violence, several of them pursued other related objectives, such as ensuring women's equal access to justice, preventing and combating gender stereotypes and sexism and promoting gender equality, and promoting the rights of refugee women and girls.

8. Grants were awarded to four NGOs combating Violence Against Women and Domestic Violence in Bulgaria, Hungary, and Lithuania. These grants supported national awareness-raising and advocacy campaigns aimed at promoting the values of the Istanbul Convention, dispelling misinformation, and fostering positive narratives. The NGOs used a campaigning [methodology](#) developed by the Council of Europe, UN Women, and WAVE Network, which was launched in 2022 after successful piloting in the Czech Republic, Latvia, and Poland.

9. As in previous years, the Council of Europe further developed and strengthened strategic partnerships with other regional and international organisations, including UN Women and EIGE, and with civil society, in line with the Strategy.

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

Introduction

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

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

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

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

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

5. To assess progress in the implementation of the Strategy, the GEC regularly takes stock of results achieved and prepares an annual report for the attention of the Committee of Ministers. This 2023 report is the last report of the Strategy 2018-2023.

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

7. The Evaluation of the Council of Europe's work under the sub-programme "Violence against women and domestic violence" 2016-2020 published in March 2022 confirmed the overall relevance, efficiency and effectiveness of the work in this area, which contributes to objective 2 of the Strategy and underlined its impact observed in numerous instances, with concrete changes taking place in member States. It also formulated several recommendations, some of them being of direct relevance for the Strategy.

8. Building on the achievements of the current Strategy and taking into account the findings and recommendations of these evaluations, the draft Gender Equality Strategy 2024-2029 was prepared and approved by the GEC in November 2023 and adopted by the Committee of Ministers in March 2024. It will be the main framework for the Organisation and its member States to address existing and emerging challenges and implement the commitments toward gender equality reiterated in Reykjavík by the Heads of state and government.

I. Overall Progress and Implementation in 2023

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

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

10. On the occasion of **International Women's Day** on 8 March, Icelandic Minister for Foreign Affairs and President of the Committee of Ministers Thórdís Kolbrún Reykfjörð Gylfadóttir, President of the Parliamentary Assembly Tiny Kox and Secretary General Marija Pejčinović Burić made a statement on "Equal rights for women and girls: the role of men and boys" recalling that human rights are universal, and called on men, as leaders - whether in politics, in business, in the media, in sports or cultural institutions - to lead by example towards equality for all.

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

12. The [2022 Recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls](#) was highlighted on different occasions, including during a Council of Europe/UNHCR online Round Table on 26 January 2023 entitled "Strengthening the protection of persons in vulnerable

situation, in particular women and children fleeing the war in Ukraine”, during a high-level side event to the 67th UN Commission on the Status of Women on “Responding to Regional and Global Challenges: Protecting the Rights of Migrant, Refugee and Asylum seeking Women and Girls”, during the conference “Building Futures, Sharing Good Practices: Migrant Children's Transition to Adulthood” organised on 23 June 2023 by the Council of Europe Department on the Implementation of Human Rights, Justice and Legal Co-operation Standards, and during an online exchange with the EU Fundamental Rights Agency on 28th June 2023. The Recommendation is now available in seven languages in addition to French and English. The Council of Europe also joined a multi-stakeholder pledge on Gender Equality and Protection from Gender-Based Violence during the UN Global Summit for Refugees in December 2023.

13. The Guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women drafted by a restricted working group made up of six member States and two NGOs, then finalised by the full GEC membership, were adopted by the Committee of Ministers and published. They present a range of relevant measures which member States may take. Some of these measures focus on men and boys as agents of change, on countering resistance to gender equality, and on promoting gender equality in the provision of care. Other measures aim at reducing the negative impact of sexism, social norms and gender stereotypes on men and boys. A further set are about strengthening the role of men and boys in action to prevent and combat violence against women.

14. In line with its Terms of Reference, the GEC organised its **annual conference** on “Men and boys in gender equality policies” jointly with the Icelandic Presidency of the Committee of Ministers in Strasbourg on 27-28 April 2023. The conference recording, as well as its report, including conclusions and recommendations, are available on the Council of Europe’s [Gender Equality website](#).

15. Efforts continued to **promote the 2019 Recommendation on preventing and combating sexism**, including several actions in 2023:

- Member States have promoted and supported the dissemination of the 2019 Recommendation, including by ensuring its translation into national languages to facilitate its implementation by the many sectors concerned by this cross-cutting issue. Translations in 26 languages (in addition to the English and French official versions) are available on the Council of Europe’s Gender Equality website.²
- Launched in 2019, the dedicated [action page entitled “Sexism: See it. Name it. Stop it!”](#) includes a video clip³ and key messages to address sexism as one of the root causes of persisting inequalities and violence against women. Further translations of the action page were produced in 2023, reaching a total of 26 national languages, in addition to the official English and French versions, as well as six regional and minority languages (Frisian, Limbourghish, Lower-Saxon, Papiamentu, Romani, and Romansh). Subtitled versions of the video clip have been produced in 23 national and six regional and minority languages and dubbed versions of it in 13 languages.
- The Ministry of Equality between Women and Men in Luxembourg continued its awareness-raising campaign on sexism based on the Council of Europe Campaign “Sexism: See it. Name it. Stop it!”, launched at the end of 2022.⁴
- The quiz on sexism, which was launched at the end of 2019, has also been translated into 20 national languages (in addition to English and French) and in six regional and minority languages.⁵
- The brochure, which was produced in October 2020, has been translated into five languages.⁶

² All language versions of the 2019 Recommendation on sexism are available at: <https://www.coe.int/en/web/genderequality/combating-and-preventing-sexism>

³ For the webpage, see <https://www.coe.int/en/web/human-rights-channel/stop-sexism>; for the video clip, see also <https://vimeo.com/356636533>

⁴ See [Sexism - Erkenn et. Schwätz et un. Stopp et. \(stopsexism.lu\)](#)

⁵ All language versions of the quiz are available here: <https://www.coe.int/sk/web/human-rights-channel/stop-sexism-quiz>

16. The first review of the implementation of the 2019 Recommendation on preventing and combating sexism was finalised in 2023. Questionnaires were developed and disseminated to member States and NGOs in 2022. The analysis of the results was prepared in 2023, and the report was discussed and adopted by the GEC at its November 2023 plenary meeting. The report shows progress in the implementation of the Recommendation, but also demonstrates the need to better define what sexism means and intensify the fight against sexism in its different dimensions.

17. On 25 November 2023, on the occasion of the International Day for the Elimination of Violence against Women, Dominique Hasler, President of the Committee of Ministers and Marija Pejčinović Burić, Secretary General of the Council of Europe reaffirmed the importance given to ending violence against women as confirmed by ratification of the Istanbul Convention by the European Union and the fact that every state party to the Istanbul Convention has taken practical steps to stop violence against women and domestic violence.

18. A social media Campaign against Violence against women was launched by the Directorate of Communication and ran for the duration of the 16 Days of Activism.

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

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

21. In 2023, co-operation projects have involved the following Council of Europe member States: Armenia, Azerbaijan, Bosnia and Herzegovina, Georgia, Latvia, Republic of Moldova, Türkiye and Ukraine; as well as Belarus (with civil society and democratic forces), Kosovo*, and the South Mediterranean Region. This work has continued to provide national authorities with tools and expertise to implement gender equality standards, the provisions of the Istanbul Convention and, where appropriate, the recommendations issued by GREVIO. Protecting and promoting women and girls' rights in the context of Russia's war of aggression against Ukraine or in the conflict in the Karabakh region, and the resulting displacement has also emerged as an important focus of co-operation work.

22. The Council of Europe continued to provide strategic advice on violence against women and domestic violence in the context of five EEA/Norway Grants (2014-2021) programmes in Bulgaria, Lithuania, Romania and the Slovak Republic. The Organisation also played an active role in the SYNERGY Network against Gender-Based and Domestic Violence, including planning, implementation and funding of activities under the 18-country network. In 2023, under the SYNERGY Network, the Council of Europe contributed to the development of three large international conferences for policy makers and professionals from 19 countries, and one study visit to Norway: on VAW shelters, Roma and Traveller women's access to justice to assert their right to be free from violence, Sexual Violence and specialised services for victims of violence against women. A handbook to guide EEANG programme officials in their work on violence against women in the Roma population was also developed for dissemination in 2024.

⁶ All language versions of the brochure are available here: [https://www.coe.int/en/web/genderequality/combating-and-preventing-sexism#\(%2263531002%22:11\)}](https://www.coe.int/en/web/genderequality/combating-and-preventing-sexism#(%2263531002%22:11)})

⁷ <https://www.coe.int/en/web/genderequality>

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

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

25. NGOs selected through the call successfully completed four projects in Bulgaria, Lithuania, and Hungary from November 2022 to August 2023. All projects used the joint [methodology](#) of the Council of Europe, Women Against Violence Europe Network ([WAVE](#)) and [UN Women](#) for their campaigns, tailoring advocacy resources to their respective countries' needs. The [Bulgarian Platform European Women's Lobby](#) engaged over 3,000 people, establishing a coalition of allies. The national awareness-raising campaign by the [Animus Association Foundation](#) in Bulgaria reached over 39,000 people, while the campaign of the [Hungarian Women's Lobby](#) in consortium with [NANE Women's Rights Association](#) and [Patent Association](#), reached over 23,600 people. The nationwide "Lithuanian StepUp campaign" of the [Vilnius Women's House](#) reached over 1,000,000 people through different actions including the social media initiative "We have signed – ratify and implement!".

26. The HELP course on violence against women and domestic violence is now available in 25 languages, whereas the HELP course on Women's Access to Justice is available in 12 languages. A [new HELP course on violence against women developed in 2021 for law enforcement professionals](#) was adapted, translated and launched in Armenia, Latvia and Ukraine., the course was launched in 2022 and has reached 1419 participants. With a course completion rate of 52%, it has proved to be one of the most successful HELP courses to date.

27. The following co-operation projects were launched in 2023:

- The PGGIII project "Women's Access to Justice: implementing Council of Europe's gender equality and violence against women standards" started on 1 March 2023 and will run until 28 February 2026, with the aim to contribute to combating and eliminating the systemic barriers which women encounter when accessing justice, both the legal and institutional challenges as well as the socio-cultural barriers that materialises as gender bias in the justice systems of the **Eastern**

Partnership countries. Key partners are national judicial training institutions; key aims are to build capacities of judicial professionals on gender equality issues, improve data collection on women's access to justice, instigate regional networking and advance gender mainstreaming in legal education.

- The HFIII project “Fostering women’s access to justice in **Türkiye**” was launched on 1 January 2023 and will run until 30 June 2026. The project contributes to enhancing accessibility, quality and gender responsiveness of legal aid services for women, especially those in vulnerable situations, and to increase legal awareness and literacy among women in Türkiye. The project covers eight pilot provinces which include those mostly affected by the earthquakes in the country in February 2023. Over 750 lawyers were trained in 2023.
- The project “Aligning laws and policies with the Istanbul Convention in **Kosovo**” started on 1 March 2023 and will finish on 28 February 2026. It uses the Istanbul Convention as a compass for its action and it builds on the guidance produced in previous projects on combating violence against women and domestic violence, and largely focusing on implementing the most pressing recommendations issued in the Council of Europe assessment on the alignment of laws and policies with the Istanbul Convention in 2022 using GREVIO’s methodology for evaluation. One key output consists on launching the first treatment programme for perpetrators of domestic violence in Kosovo*.
- The project “Promoting the visibility of Council of Europe standards on gender equality and violence against women in **Belarus**” started on 1 June 2023 and concluded on 31 December 2023. The project aimed at raising awareness on Council of Europe standards on violence against women and on gender equality among civil society representatives and democratic forces. In practice, the project stimulated discussions among participants on the next steps to combat violence against women and on the process of ratification of the Istanbul Convention in a future democratic Belarus.
- The project “Ending violence against women and promoting gender equality in **Armenia**” started on 1 January 2023 and will conclude on 31 December 2024. The project is implemented under the [Council of Europe Action Plan for Armenia 2023-2026](#). This project aims at strengthening the capacities and co-operation among stakeholders to prevent and combat violence against women and domestic violence, including digital violence, and at advancing gender equality and women’s empowerment. The project assisted in drafting the national gender equality strategy, launched HELP course for law enforcement in Armenian, trained 50 high police officers. At the request of police developed the study “Electronic monitoring in interpersonal violence cases: standards, principles and state practices” to support the development of national regulations in Armenia to address domestic violence cases more effectively.
- In response the request for assistance from the Armenian project partners to address the refugee crisis, a new component focusing on the protection of the rights of refugee women and girls has been developed and agreed to the ongoing project “Ending violence against women and promoting gender equality in **Armenia**”. Its implementation will start from January 2024. The Council of Europe will focus on supporting Armenian authorities to build their policies and practices based on existing standards to safeguard the rights of refugee women and girls. Support will be also provided to media and CSOs in establishing a platform and networking mechanisms to listen to and advocate for the voices of refugee women and girls, to ensure that their needs and interests are heard. This support will be grounded in relevant European standards and strategic documents, such as the Action Plan on Protecting Vulnerable Persons in the Context of Migration and Asylum, the CoE Gender Equality Strategy, specifically, Objective 5, and the Istanbul Convention.

- The project “Preventing and combating violence against women and domestic violence in **Azerbaijan**” started on 1 March 2023 until 28 February 2026. It aims at building the capacity and raising the awareness of state authorities, legal and law enforcement professionals, civil society, etc. to apply domestic frameworks in line with international standards to prevent and combat violence against women and domestic violence. The project has significantly supported the advancement of the goals outlined in the National Action Plan for 2020-2023. Over 120 people, including representatives from governmental authorities, legal professionals, judges, and prosecutors, CSOs, professors, and students, have received trainings and took part in study visit in Strasbourg on existing standards to combat violence against women and domestic violence. An online HELP course for police officers was developed and translated in Azerbaijani language. The project produced recommendations and advocated for legal and policy changes related to the law on free legal aid, on the issuing of protection orders and other policies related to domestic violence. The Azerbaijani Parliament took measures to amend the legal framework on combating VAW/DV, in response to the recommendations outlined in the gap analysis and the study on protection orders. The draft Law on amendments to the Law on preventing domestic violence, includes three recommendations from the study and was adopted at first reading by the Parliament of the Republic of Azerbaijan on 30 December 2023 (increased the duration of protection orders, immediate effect, and continuity of protection; included the clause on implementation, monitoring and sanctions for non-compliance with protection orders, and amendments to articles on resumption with and within the family). These initiatives are a direct outcome of advocacy actions carried out by the project.

- The HFIII regional action “Women’s access to justice in the **Western Balkans**” started in January 2023 and will be implemented until 31 December 2026. It aims to strengthen access to justice for women, especially women victims of violence in line with the standards of the Council of Europe’s Istanbul Convention and to contribute to the development of a gender sensitive justice system in **Albania, Bosnia and Herzegovina, Kosovo*, Montenegro, North Macedonia and Serbia**. The judicial training institutes in all six Beneficiaries in Western Balkans are the action’s partners and will be engaged through a pioneering Mentoring Programme in increasing gender responsive competencies among legal professionals and contributing towards eliminating the gendered barriers to equal access to justice in the region. Additionally, the action will advance multi-stakeholder dialogue on disaggregated data collection including the assessment of the degree to which justice systems are accessible to all, with particular attention to the barriers faced by women and raise awareness through capacity building on gender equality, women’s access to justice and human rights in general among network human rights organisations in the region.

- The project “Combating digital and sexual violence against women in **Bosnia and Herzegovina**” started in June 2023 and will run until 31 December 2024, aiming to ensure that victims of digital and sexual violence against women in Bosnia and Herzegovina enjoy their rights in line with Council of Europe standards, and in particular with the Council of Europe’s Istanbul Convention. The project partners are the Gender Equality Agencies, Ministries of Justice and Ministries of Internal Affairs at national and entity levels. The project was designed to provide a double pronged level of support to Bosnia and Herzegovina: on one hand contributing to bringing national legislative and policy frameworks in line with the Council of Europe standards, including the Istanbul Convention and on the other raising awareness and capacity building among Bosnia and Herzegovina key authorities on different types of violence against women as prescribed in the Council of Europe instruments in particular in the Istanbul Convention with a focus on sexual and digital violence.

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

28. As in previous years, **high-level events were organised in 2023 by the Gender Equality Division or other parts of the Organisation**, allowing for useful exchanges and discussions on gender equality-related issues. These are mentioned in other parts of this report concerning the GEC’s own activities, those in co-

operation with partners, and other Council of Europe initiatives – see Appendix 3 to this report for an overview of activities carried out by different sectors of the Organisation. The planning and design of co-operation projects also necessarily involve meetings with senior policy makers in member States, in addition to the various bodies directly concerned by the projects (ministries, training institutions for the police and justice system, gender equality bodies, NGOs, etc.).

29. In 2023, the Gender Equality Division (GED) finalised and published, on the occasion of International Women’s Day and under the auspices of the Icelandic Presidency of the Committee of Ministers, the [Gender equality perpetual calendar](#). This calendar features people and events in Europe's gender equality and women’s rights history. The entries are compiled from various public sources, including contributions from members of the Council of Europe's Gender Equality Commission. The perpetual nature of the calendar allows it to evolve from year to year and for new entries to be added to it by the GED via a simple online form.

30. **Practical tools and publications, visibility and promotion materials on the Council of Europe standards and their implementation** were prepared and widely disseminated throughout member States and other stakeholders during national, regional or global events. Such publications are in high demand from member States and internal/external partners and are considered to be very useful tools to monitor progress and compliance with benchmarks and standards in the area of gender equality. A full list of the 2023 publications is included in Appendix 2 to this report.

31. The regular updating of **the gender equality website, as well as the increasing number of translations of Council of Europe standards**, have contributed to raising the visibility of both standards and activities among member States, experts and the general public. As indicated earlier, particular efforts continued in 2023 to promote the Recommendation CM/Rec(2019)1 on preventing and combating sexism (now available in 28 languages), the Recommendation CM/Rec(2022)17 on protecting the rights of migrant, refugee and asylum-seeking women and girls (now available in 9 languages) and the co-operation projects run by the GED with a strong focus on the promotion and implementation of the Istanbul Convention.

Contribution of the member States to the implementation of the Gender Equality Strategy 2018-2023

32. The GEC compiles every year a list of measures and initiatives taken by member States towards the achievement of the six objectives of the Council of Europe Gender Equality Strategy 2018-2023 (cf. Appendix 1). This body of work developed at the level of member States also feeds into, and contributes towards, the achievement of the United Nations Sustainable Development Goals (SDGs). A total of 42 countries replied to online questionnaires aimed at assisting in reporting on, and compiling, the national developments in relation to the six strategic objectives and the main highlights or achievements during the period of the GES 2018-2023.

33. Activities to promote gender equality carried out by member States in 2023 are often explicitly related to the Council of Europe’s standards and tools, or reflect these:

- **Many reported developments and activities, without being connected explicitly to the implementation of specific Council of Europe standards and policies, nonetheless mirror - or are related to these.** Notable examples are work in the areas of combating gender stereotypes and sexism, combating domestic and intimate partner violence affecting women, combating gender-based violence, including digital violence, awareness-raising initiatives on gender equality issues, addressing sexual harassment in the workplace, persisting gender inequalities in the labour market, including employment conditions and the gender pay gap, among others.

34. The following sections provide an overview of the main types of activities reported under each objective, noting that only activities in 2023 have been considered. It should therefore not be implied that the countries not mentioned lack such measures. The comprehensive compendium of responses (included in Appendix 1) provides the full details submitted by member States, which may be useful as a source of both information and inspiration for other countries.

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

35. 38 member States have replied to this questionnaire and reported carrying out activities aimed at preventing and combating gender stereotypes and sexism, including surveys, research, training, awareness-raising tools and campaigns, legislative and policy initiatives, among others. Following the 2023 EU [Pay Transparency Directive](#), member States have taken specific measures in relation to the labour market gender and pay gap, as regards gender stereotypes and sexism, as well as measures against sexual harassment and gender-based violence including digital violence. The following are some of main topics addressed by member States under this objective:

- **Promotion of the Council of Europe Recommendation CM/Rec(2019)1 on preventing and combating sexism, and related tools to combat sexism** (Austria, France, Germany, Greece, Ireland, Luxembourg, Malta, Montenegro, North Macedonia, Spain, Türkiye).
- **Legal and/or policy measures to reduce the gender pay gap** (Belgium, Ireland, Italy, Lithuania, Republic of Moldova, Ukraine) **and the labour market gender gap** (Azerbaijan, Belgium, Bulgaria, France, Ireland, Italy, Lithuania, Malta, Montenegro, Norway, Spain, Türkiye Ukraine).
- **Legislative changes and/or campaigns addressing sexist hate speech including online** (Belgium, Bosnia and Herzegovina, France, Republic of Moldova, Slovenia).
- **Legal and/or policy measures to address sexism and gender stereotypes and promote gender equality in and through the media, including advertising** (Albania, France, Montenegro, Spain).
- **Legal and/or policy measures against sexual harassment: in the workplace; in the public sector and elsewhere** (Andorra, Austria, Azerbaijan, Belgium, Finland, France, Ireland, Republic of Moldova, Norway, Romania, Slovenia, Spain).
- **Legal and/or policy measures to generally promote gender equality and the empowerment of women** (Armenia, Austria, Belgium, France, Malta, Republic of Moldova, Montenegro, Spain, Switzerland, Türkiye).
- **Legal measures on gender identity and multiple discriminations** (Belgium, Montenegro).
- **Legal measures to include gender-based discrimination in the criminal code** (Finland).
- **Awareness-raising initiatives in schools and/or higher education regarding gender stereotypes or sexual violence** (Andorra, Austria, Belgium, Croatia, Spain, Sweden, Ukraine).
- **Activities to promote more women and girls in science, technology, engineering, and mathematics (STEM)** (Austria, France, Germany, Malta, Türkiye).
- **Policy and awareness-raising measures on gender and health, including sexual and reproductive health and rights** (Bulgaria, Finland, Estonia, France, Republic of Serbia, Spain).

- **Policy measures and initiatives on the role of men and boys in advancing gender equality** (Austria, Belgium, Ireland, Norway).
- **Initiatives to increase the role of men and fathers in care work and gender equality including paternal and/or parental leave** (Austria, Belgium, Spain).
- **Awareness-raising initiatives on gender-sensitive language** (Republic of Moldova, Serbia).
- **Awareness-raising initiatives on gender equality for Roma women** (Republic of Moldova, Montenegro, Slovenia).
- **Awareness raising measures / national action plans on Women, peace and security** (Greece, Republic of Moldova).
- **Legislative measures to ensure Women’s access to justice** (Armenia).
- **Awareness raising about inheritance and family law** (Belgium).

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

36. 40 member States have replied to this questionnaire and reported carrying out legislative and policy measures to implement the Istanbul Convention, including GREVIO’s recommendations, at the national level. In addition, measures to address the lack of support services including shelters for women victims of violence and domestic violence remain a priority in many countries. Some of the key types of measures taken by member States under this objective are listed below:

- **Legislative / policy measures to protect victims of gender-based violence and sexual violence, including online and related to armed aggression** (Croatia, Cyprus, Denmark, Estonia, Germany, Ireland, Italy, Latvia, Lithuania, Luxembourg, Malta, Montenegro, North Macedonia, Republic of Moldova, Norway, Slovenia, Spain, Sweden, Switzerland, Ukraine).
- **Legislative / policy measures on the definition of rape** (Croatia, Republic of Moldova, Switzerland).
- **Policy measures and awareness-raising initiatives to combat violence against women, including digital violence** (Armenia, Azerbaijan, Belgium, Bosnia and Herzegovina, Croatia, France, Republic of Moldova, Romania).
- **Legislative / policy measures relating to compensation schemes for victims of violent crime** (Norway).
- **Measures and campaigns to raise awareness about violence against women, including girls, and domestic violence** (Albania, Andorra, Austria, Bosnia and Herzegovina, Bulgaria, Croatia, Cyprus, Finland, Estonia, France, Greece, Ireland, Italy, Latvia, Lithuania, Malta, Republic of Moldova, Serbia, Slovenia, Spain, Sweden, Switzerland, Türkiye, Ukraine).
- **Measures to improve the police and judicial response to violence against women and domestic violence** (Andorra, Azerbaijan, Bosnia and Herzegovina, Bulgaria, Republic of Moldova, Ukraine).
- **Measures on specific forms of violence against women, such as forced marriage** (Finland, Türkiye), **women’s sexuality** (France, Sweden).

- **Measures to prevent and combat trafficking in human beings as a form of violence against women** (Finland, Ireland).
- **Other measures to prevent violence against women and domestic violence** (Andorra, Austria, Azerbaijan, Bosnia and Herzegovina, Croatia, Cyprus, France, Germany, Greece, Ireland, Latvia, Lithuania, Republic of Moldova, Norway, Serbia, Slovenia, Spain, Sweden, Türkiye).
- **Training of relevant professionals** (Bulgaria, Croatia, Finland, Greece, Latvia, Switzerland, Ukraine).
- **Measures to strengthen support services for victims of gender-based and domestic violence, including intimate partner violence** (Austria, Denmark, Estonia, Germany, Greece, Ireland, Latvia, Lithuania, Montenegro, Slovenia, Spain, Sweden, Türkiye, Ukraine).
- **Research initiatives, including surveys and data collection initiatives** (Austria, Azerbaijan, Bosnia and Herzegovina, Estonia, France, Germany, Greece, Ireland, Republic of Moldova, Slovenia, Türkiye).
- **Funding of NGOs to address violence against women and domestic violence** (Spain, Switzerland).

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

37. 35 member States have replied to this questionnaire and reported measures taken to facilitate access to justice for women victims of violence and to train legal professionals and police on the subject of violence against women. The main issues on which member States have reported activities under this objective in 2023 include the following:

- **Legislative and policy measures to facilitate access to justice for women victims of violence** (Andorra, Belgium, Bosnia and Herzegovina, Croatia, Estonia, France, Ireland, Italy, North Macedonia, Republic of Moldova, Romania, Sweden, Türkiye, Ukraine), **including sexual violence and human trafficking** (Cyprus, Estonia, Ireland).
- **Legislative measures and policy measures to facilitate access to justice for women victims of gender discrimination** (Andorra, Belgium, Italy, Malta, Montenegro).
- **Measures to improve access to legal assistance and/or free legal aid that (some) women can benefit from** (Austria, Bulgaria, Cyprus, Montenegro, North Macedonia, Norway).
- **Training of legal professionals (judges, prosecutors) and police on gender discrimination issues and/or violence against women** (France, Malta, Montenegro, Romania, Spain, Switzerland, Türkiye, Ukraine) and measures **increasing work-life balance and gender parity in legal professions** (France, Ireland, Spain).
- **Research and evaluation of legislation and data on gender-based discrimination, discrimination against minorities including against Roma and Travellers including women, gender-based violence or equal opportunities** (Ireland, Republic of Moldova, Ukraine).
- **Awareness-raising measures and campaigns on access to justice** (Croatia, Montenegro, Romania, Spain).

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

38. 39 member States have replied to this questionnaire and reported activities and developments aimed at improving the participation of women in political decision-making, as well as in the public and private sectors more widely. The EU Directive 2022/2381 of the European Parliament on ensuring gender balance among directors of listed companies had a positive impact on the number of measures to increase the number of women in boards of private companies:

- **Legislative and policy measures, including quotas, to promote women in political and public decision-making** (Andorra, Austria, Belgium, Bosnia and Herzegovina, Cyprus, France, Germany, Greece, Republic of Moldova, Romania, Slovenia, Spain, Switzerland).
- **Measures to increase the number of women in local/regional government** (Austria, Bosnia and Herzegovina, Germany, Ireland, Spain, Ukraine).
- **Measures to promote women in the public and private sectors, including at decision-making level** (Belgium, Denmark, Estonia, France, Germany, Montenegro, Romania, Spain, Switzerland).
- **Measures to improve the number of women in boards of state-owned and/or private companies** (Denmark, Germany, Ireland, Montenegro, Norway, Slovenia).
- **Research and data on the participation of women in political and public life** (Azerbaijan, Austria, Bosnia and Herzegovina, Bulgaria, Ireland, Montenegro, Norway, Romania, Switzerland).
- **Training to promote and support women in political and public decision-making** (Andorra, Azerbaijan, Montenegro, Romania, Spain) **and mentoring schemes for women** (Austria).
- **Funding of NGOs to address participation of women and men in political and public decision making** (Sweden).
- **Measures to promote women in public life and decision-making** (Bosnia and Herzegovina).

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

39. Specific measures have been taken by 28 member States as regards migrant, refugee and asylum-seeking women, in particular in relation to the impacts of Russia's war of aggression against Ukraine and other geopolitical crises. The following main activities have been reported for 2023 under this strategic objective:

- **Integration measures for migrant, refugee and/or asylum-seeking women and girls, including access to education, training, the labour market, etc.** (Albania, Andorra, Cyprus, Finland, Ireland, Montenegro, Serbia, Slovenia, Sweden, Switzerland).
- **Measures related to the identification, referral and protection of migrant women and girls as victims of trafficking in human beings** (Greece, Romania, Serbia, Slovenia, Spain, Ukraine).
- **Measures addressing violence against migrant, refugee and asylum-seeking women and girls including female genital mutilation** (Belgium, Denmark, France, Germany, Greece, Malta, Romania, Spain, Sweden, Ukraine).
- **Protective measures and legal aid to people considered vulnerable such as unaccompanied minors and victims of human trafficking** (Bulgaria, Republic of Moldova, Slovenia).

- **Services and assistance to migrant, refugee and/or asylum-seeking women and girls provided by NGOs** (Croatia, Germany, Serbia).
- **Training of relevant staff working with migrant, refugee and asylum-seeking women and girls** (Andorra, Belgium, Bosnia and Herzegovina, France, Greece, Hungary, Italy, Republic of Moldova, the Netherlands, Norway, Romania, Spain).
- **Research on a diversity of topics related to migrant, refugee and/or asylum-seeking women, such as violence against women, human trafficking, employment levels, demographics and good practices** (Estonia, Malta, Republic of Moldova, Spain).

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

40. 36 member States have replied to this questionnaire and reported on activities and developments on gender mainstreaming:

- **Measures to implement gender-sensitive budgeting** (Austria, Belgium, France, Ireland, Italy, Montenegro, North Macedonia, Norway, Türkiye).
- **Measures to integrate a gender equality perspective in sectoral policies, such as public administration** (Austria, Bosnia and Herzegovina, France, Malta, Montenegro, Norway, Romania, Slovenia); **education** (Austria, Bosnia and Herzegovina, Finland, Latvia, Republic of Moldova, Montenegro, Slovenia); **STEM and ICT education, employment** (Austria, Bosnia and Herzegovina, Denmark, France Spain); **care** (Spain); **health** (Denmark, France, Republic of Moldova, Slovenia); **security and defence** (Denmark); **workplace policy** (Andorra, Denmark, France, Republic of Moldova, Norway, Slovenia, Spain); **higher education and academia** (Austria); and **climate change** (Bosnia and Herzegovina, Denmark, Germany).
- **Tools for gender mainstreaming, including “gender equality test”, “gender impact assessment”, “checklists” and other materials** (Belgium, Bosnia and Herzegovina, Germany, Italy, Malta).
- **Co-ordinating body to improve gender mainstreaming in public policies** (Albania, Andorra, Austria, Azerbaijan, Belgium, Bosnia and Herzegovina, Bulgaria, Cyprus, Estonia, France, Greece, Republic of Moldova, Norway, Sweden).
- **Training on gender mainstreaming for civil servants and law enforcement officers** (Austria, Azerbaijan, Estonia, Finland, France, Montenegro, North Macedonia, Serbia, Spain,).
- **Research and data collection on gender mainstreaming** (Bosnia and Herzegovina, Croatia, France, Luxembourg, Malta, Norway).
- **Policies on gender-based approaches at the national and municipal levels** (Azerbaijan, Ukraine).



Initiatives or measures taken by member States in 2023

Albania

The Albanian Government has increased efforts to recognise unpaid work of women and girls in the family, enabling monetary benefits for some important social groups such as providing special support for unemployed women with 3 or more children under 18 years of age, with a family income of up to 100 thousand lek per month, supporting them by contributing to their social and health payments, for the period of care to the child up to 5 years old.

Andorra

Since the approval of Law 6/2022 of March 31st, for the effective application of the right to equal treatment and opportunities and to non-discrimination between women and men, the implementation of **several key measures in matters of equality and non-discrimination** has begun, such as the launch of the Andorran Women's Institute, the duty for companies and the Public Administration to have protocols for the prevention of sexual and gender-based harassment, the obligation to have an equality plan for the Public Administration and for those companies with more than 50 people, or the inclusion of the typification of gender-based violence within the Penal Code in article 114 bis. Several key trainings have been promoted as well: January 2023: Media training (best practices guide) May 2023: Training for people in charge of Equality Plans in the public administration. May 2023: Training for teachers at the University of Andorra on equality in the educational field and equality plans. September – October 2023: training on gender perspective in the public sector, which addresses how to draw up an equality plan, gender indicators and the incorporation of the gender perspective in both governmental and communal (regional) public administration.

With reference to the strategic lines, from Law 13/2019, for equal treatment and non-discrimination, the development of the Secondary Victimisation Plan has been promoted, the Programme for the promotion of the employability and the implementation of the Regulations of the Equality Observatory, with the aim of promoting new studies of the different vulnerable groups with a gender perspective. Finally, the main challenges are promoting reconciliation of family and work life and family co-responsibility and raising awareness among professionals and other entities, in advancing laws and programmes with a gender perspective; the lack of statistical data to obtain comprehensive studies on gender related issues.

The **Equality Observatory** aims to collect data on the situation of women and groups at risk of vulnerability in Andorra for better decision-making, planning and evaluation of public policies, coordinate the work that must be carried out to collect, treat and interpret data, resources and studies and assess equality and non-discrimination in Andorra.

Azerbaijan

In 2023, the State Committee for Family, Women and Children's Affairs prepared the **Draft "National Action Plan for Gender Equality for 2024-2025"**.

Belgium

Both the Federal State and the French and Flemish Communities have stepped up their fight against sexism during this period by strengthening their legislation (in particular, reform of the federal law designed to combat discrimination between women and men, decree creating a Flemish Institute for Human Rights, adoption on 7 July 2023 of the cooperation agreement between the French Community, the Walloon Region and the French Community Commission), seeing the first cases of condemnation following the 2014 sexism law, adopting codes (Code of conduct on sexist, hypersexualised advertising and advertising based on gender stereotypes adopted by Collège d'Avis du Conseil Supérieur de l'Audiovisuel de la Communauté française), developing awareness-raising actions and campaigns aimed at young people in particular, funding research and funding various calls for projects.

The **"Stop Femicide" Act** was adopted by the Federal Parliament in June 2023 (Act of 13 July 2023 on preventing and combating femicide, gender-based homicide and the violence that precedes it, MB 31 August 2023). It contains numerous definitions: intimate femicide, non-intimate femicide, indirect femicide and gender-based homicide. It also defines the various forms of violence that may precede it, such as sexual violence, psychological violence, and coercive control.

The law organises data collection. It provides for the evaluation of the extent and trends in all forms of violence covered by the scope of the Istanbul Convention by the police and judicial services. A Scientific Committee will also be responsible for analysing cases of femicide and gender-based homicide.

The rights of victims of gender-based violence are at the heart of the text's concerns. In addition to existing laws and regulations, they will have a series of guarantees concerning the conditions under which they are interviewed by the police (language, choice of sex of the person interviewing them, discretion, etc.). The use of a risk assessment tool will be made compulsory in order to better assess the risks incurred by a victim, analyse the dangerousness of the perpetrators, and take the necessary protective measures.

Bosnia and Herzegovina

The **fourth Gender Action Plan (GAP)** for the period 2023-2027 was adopted in October 2023 by the Council of Ministers of Bosnia and Herzegovina. It relies on strategic goals, priorities and measures of the European Union Strategy for equality of men and women and other relevant strategic documents of the Council of Europe, European Union and United Nations. This is a framework strategic document providing guidelines for the development of operational plans of institutions at all levels of organisation of the authorities. This strategic document contains all areas of social life, however, prioritised and cross-cutting areas have been defined, as well as areas related to strengthening the system, mechanisms and instruments to achieve gender equality as well as co-operation and partnership. In this manner, the obligations of institutional gender equality mechanisms and the obligations and responsibilities of competent ministries in each priority area have been clearly defined. GAP BiH 2023-2027 contains three strategic goals defining priority areas of activities—namely, programmes and measures needed to achieve each goal.

STRATEGIC GOAL 1: Development, implementation and monitoring of the programme of measures for advancement of gender equality within the governmental institutions, as per priority areas

STRATEGIC GOAL 2: Establishing and strengthening the system, mechanisms and instruments to achieve gender equality

STRATEGIC GOAL 3: Establishing and strengthening of co-operation and partnership.

In reaching the three strategic goals, cross-cutting areas are equally important and form an integral part of all aforementioned priority areas. However, strategic, systemic and multisectoral approach will also be applied to planning and implementation of activities and action measures. The cross-cutting areas are:

- The media
- Advancement of the position of marginalised groups of women and men
- Role of men
- Adjustment of private and professional life.

Bulgaria

In July 2023, the National Assembly adopted important **amendments to the Criminal Code** in order to envisage more severely punishable components of the crimes of murder; bodily harm; kidnapping; unlawful imprisonment; unlawful destruction or damage of another's movable or immovable property; and manifest incitement to commit a crime, when they are committed for reasons related to the sexual orientation of the victim. Sexual orientation is added as a discriminatory motive/bias in the composition of crimes against the equality of citizens under Art. 162 and 163 of the Criminal Code. Law on Amendments and Supplements to the Criminal Code, promulgated in SG № 67 of August 4, 2023 – implementation of “sexual orientation” of the victim as bias motivation in numerous articles incriminating murder, bodily injury, kidnapping and unlawful imprisonment, crimes against the equality of all citizens including hate speech, destruction and damage of movable or real property of another, for some of those and other crimes as coercion or justifying, denying or grossly palliating a crime committed against peace and humanity, skin colour, origin of the victim and racial and xenophobic motivation of the perpetrator are considered qualifying circumstances. The same law expands the criminal liability for crimes of sexual exploitation of children online.

Law on Amendments and Supplements to the Domestic Violence Protection Law, promulgated in SG 69 of August 11, 2023: The Law on Amendments and Supplements to the Law on Protection against Domestic Violence, promulgated, State Gazette, no. 66 of 2023, provides for the provision of quick and effective protection of the victims of domestic violence and the exercise of preventive and deterrent action on the perpetrator of the violence. The measures under the law do not exclude the civil, administrative-penal and criminal liability of the perpetrator. Regarding frequent cases of domestic violence between persons who are not married or in *de facto* cohabitation, but who are in an intimate relationship, on August 1, 2023, a new Law on Amendments and Supplements to the Law on Protection against Domestic Violence was adopted from the National Assembly. The main purpose of the proposed bill is to expand the range of victims who can seek protection under the Law on Protection against Domestic Violence, by removing the cohabitation requirement and including within the scope of the law persons who are or have been in an intimate relationship.

Croatia

The **National plan for Gender Equality** for the period until 2027 was adopted. It is a medium-term act of strategic planning of the Government of the Republic of Croatia, which defines and establishes special goals that promote and establish gender equality. The Action plan contains concrete measures for implementation. The Action plan provides context for the implementation and achievement of goals defined in the National plan. The specific goals of the new National plan are:

1. to increase public awareness of gender equality and multiple discrimination,
2. to improve the position of women on the labour market,
3. to create preconditions for the elimination of gender-based violence,
4. to increase the sensitivity of the education system at all levels for issues of gender equality and non-stereotypical selection of education programmes at all levels,
5. to increase the representation of women in public and political decision-making processes,
6. to introduce the perspective of gender equality into public policies, and
7. to increase the visibility of the Republic of Croatia on the international level in the field of gender equality.

Cyprus

In 2023, following a decision of the Council of Ministers, all Ministries and Deputy Ministries appointed a gender focal point to closely cooperate with the Office of the Commissioner for Gender Equality. With a different decision, the Council of Ministers appointed the Commissioner for Gender Equality as responsible for drafting, monitoring, coordinating and evaluating the new 2024-2026 National Strategy on Equality between Women and Men. For the first time, in Cyprus, through the new strategy and the cooperation with the gender focal points, **gender is mainstreamed across the board of public policies**. The drafting of the new strategy was a significant experience, as there was the involvement of both the public and the private sector. An extensive consultation process took place with the participation of the public services and social stakeholders, including civil society, universities, political parties. The new strategy includes the process of adopting gender budgeting, gender mainstreaming in foreign policy, gender and transport, gender and Justice, women in sports, amongst others. It is important to mention that migrant women, women with disabilities, single parents, elderly women are included amongst others in the strategy.

On 10th January 2024, Ministers, Deputy Ministers and the Environment Commissioner signed a **Political Statement** stating that each Ministry and Deputy Ministry will take appropriate measures for ensuring the promotion of gender equality among the Ministry/Deputy Ministry personnel. Furthermore, it is stated that every Ministry and Deputy Ministry will mainstream gender perspective in all its activities and ensure equal opportunities for women and men. Moreover, every Minister and Deputy Minister declare zero tolerance on sexism and sexual harassment.

Denmark

Denmark has a flexible, broad and innovative approach to **combat intimate partner violence and violence against women**. Denmark develops legislation and policies in response to new forms of violence in order to be able to proactively respond and support victims. This means that new forms of violence such as stalking, grooming, sextortion, psychological violence, tech-facilitated violence and sexual harassment is reflected in new legislative measures, policies, awareness activities in order to effectively protect victims, prevent violence and prosecute offenders. Denmark has expanded the range of support mechanisms and preventive measures in order to focus on both the victim and the offender to stop circles of violence – and to prevent violence to be passed on to future generations.

Estonia

Since the gender pay gap is a consequence of various manifestations of gender inequality, reducing the gender pay gap is a clear priority. The "Estonia 2035" strategy sets the goal of reducing the gender pay gap to 5%, and we are working towards that. We are very pleased that this year, the EU Pay Transparency Directive was adopted, which will help enhance equal rights for women and men in terms of equal pay in the coming years. In parallel with the transposition of the Pay Transparency Directive, the Ministry of Economic Affairs and Communications, in collaboration with Statistics Estonia, is developing a **tool called "Pay Mirror"**. This is a digital tool based on registry data for automated monitoring of gender pay gap. This digital tool will allow employers to easily analyse gender pay gap data within their organization, reducing the administrative burden on employers. The digital tool will be available in 2024.

Both gender equality and LGBTI rights share common goals to ensure equal opportunities for all individuals and aim to create a more inclusive and equal society. Estonian Parliament legalised same-sex marriages in 2023. From January 1st, 2024, the principle of marriage equality came into effect, and marriages can be contracted regardless of gender.

France

France would like to highlight the implementation of the **Interministerial Plan for Equality 2023-2027**. Indeed, the construction of this plan has been strongly impacted by the lessons of the Strategy for Equality between Women and Men 2018-2023. This initiative will make it possible to enhance and sustain efforts to fight for gender equality. The four pillars of the strategy aim to correct four inequalities: access to health, combating violence against women, promoting a culture of equality, and professional and economic equality for women. The various legislative and public policy advances in equality in France are all, in some way, linked to this plan. This plan consolidates the advances made in favour of gender equality and builds new levers in favour of equality based on the government's observations.

Germany

After the establishment of two independent monitoring mechanism on human trafficking and gender specific violence at the German Institute for Human Rights, a task force for the establishment of a coordinating body according to the Istanbul Convention was created in February 2023. This taskforce currently working on a national strategy to prevent and combat gender-based violence against women and domestic violence. Furthermore, a national action plan against human trafficking (human trafficking (for the purpose of sexual exploitation) is in progress.

On 1 October 2023, a law came into force that expressly provides for the inclusion of "gender-specific" and "anti-sexual orientation" motives in the catalogue of circumstances to be given special consideration when sentencing under Section 46 (2) sentence 2 of the Criminal Code.

The expansion of the support system was continued. So far 70 projected under the federal investment program "Together against Violence against Women" have been approved.

The members of the national, multi-partner initiative to improve the protection, care and support of women, children and vulnerable persons living in refugee accommodation centres launched materials for professionals and other people working in immigrant accommodation. The practical information material was launched **in October 2023**. They do not replace the Minimum Standards but give practical advice and guidance to implement protection against violence in emergency accommodation.

Greece

The General Secretariat for Equality and Human Rights, in collaboration with the Ministry of Citizen Protection, the Ministry of Digital Governance and VODAFONE Greece, created the **special application "Panic button"**, with the aim of helping women who are in danger to call for immediate help in a safe manner (by pressing a button on her mobile phone). With the help of technology women's phones are connected to the police, the authorities detect the location and can immediately intervene to protect them. The bodies responsible for providing it are the Counseling Centers and the Hellenic Police. The application has been put into operation initially in the Counseling Centers of Attica and Thessaloniki since March 2023. More women in Greece will, in 2024, be able to use a Panic Button application on their mobile phone to notify the police if they are in danger or their lives are being threatened as the programme begun in 2023, is being expanded. Relative ministerial decisions for the implementation of the panic button application have been put in place in November 2022 and December 2023. To connect to the button a woman must provide a digital code, social security number (AMKA), full name, cell phone number, exact address and floor, name for home calls, history of violent incidents, presence of weapons with the offender, presence of children and/or pregnancy, signs of addiction and/or mental illness in the potential offender's history.

From March 2023 until November 2023, 143 women have activated the panic button.

Ireland

The publication on 6 November 2023 of Ireland's **3rd National Action Plan to Combat and Prevent Human Trafficking**, and the publication also in November 2023 of the **Criminal Justice (Sexual Offences and Human Trafficking) Bill 2023** which is currently before the Oireachtas (the Irish Parliament) are to be highlighted. The Bill aims to implement a number of recommendations in the Supporting a Victims Journey policy document (2020), and to put a revised National Referral Mechanism (NRM) for human trafficking on a statutory footing.

Italy

Italy is firmly committed to strengthening the **collaboration between businesses and the Government** to accelerate progress in women's empowerment. Indeed, the Italian Government has recently and successfully implemented the National Gender Equality Certification System, one of the interventions provided within the National Recovery and Resilience Plan to support the promotion of gender equality; the measure helps and encourages companies to adopt adequate policies to reduce the gender gap in all the critical areas for women's career advancement. This good practice ensures a higher quality of female work by promoting transparency in the businesses' working processes, reducing the gender pay gap, and increasing women's opportunities for career advancement while protecting maternity choices. To date, there are more than 1,000 certified enterprises and 46 accredited certification bodies. The project is advancing following the timeline set out in the NRRP. On November 6, 2023, the Notice addressed to SMEs was published to allocate contributions for certification costs and technical assistance and accompaniment services for certification, for which the NRRP gives €5.5 million and €2.5 million, respectively. Moreover, the new Procurement Code (2023) provides reward mechanisms as incentives for certification. The Code for Companies in Favor of Maternity is a complementary tool to the Gender Certification System for enterprises. It addresses companies that voluntarily want to join it by intervening in three areas: support for career continuity for mothers, initiatives for prevention and care of health needs, adaptation of work-time modes, and support for childcare and education expenses.

Latvia

In 2023, Latvia **ratified the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence**.

Malta

Malta launched its first **Gender Equality and Mainstreaming Strategy & Action Plan (GEMSAP) 2022 – 2027**. Through GEMSAP it aims to instill a gender mainstreaming approach through all ministries to ensure a gender perspective at all levels and stages of policy making. Moreover, it has ensured that its action plan is in line with the Council of Europe's Gender Equality Strategy 2018-2023.

Republic of Moldova

In 2023, the Government approved two public policy documents: the **Programme for the Promotion and Assurance of Equality between Women and Men in the Republic of Moldova for 2023-2027** and the **National Programme on preventing and combating violence against women and domestic violence for 2023-2027**.

Montenegro

In July 2023, the OSCE Mission to Montenegro and DeFacto Consultancy presented the **publication Gender and Property Ownership in Montenegro: Mapping the Property Gap**. For the first time, it has collected data on how many properties are inherited by men and how many by women in Montenegro. The data shows that women make up a little more than a third (36%) of the total number of registered real estate owners in Montenegro, while almost two-thirds (65%) are men. Among the owners who own one property, 37% are women, while their share decreases as the number of properties increases. Thus, 30% are owners of two properties, 27% are owners of three properties, 25% are owners of four and 22% are owners of five or more properties. Among the owners of inherited properties, slightly more than a third are women (36%). Although most adult citizens of Montenegro are married or cohabiting (which are legally equal), slightly less

than 4% of real estate is owned jointly by the female owner and the male owner. The publication is available at: <https://www.osce.org/me/mission-to-montenegro/547832>. We can measure the actual effect of traditional and patriarchal social norms on the distribution of property and the eventual pressure on women to give it up in favour of male relatives. The obtained results are, therefore, an excellent indicator and starting point for monitoring the state of gender equality, as was stated during the media conference at which the results of the analysis were presented (<https://www.osce.org/mission-to-montenegro/547841>).

North Macedonia

The **Resource Centre for Gender Responsive Policymaking and Budgeting** was formed by the Ministry of Labour and Social Policy (MLSP) as part of the Project "Promoting Gender-responsive Policies and Budgets: towards Transparent, Inclusive and Accountable Governance in the Republic of North Macedonia", implemented by UN Women, and financially supported by Switzerland and Sweden. The Centre has the objective to help the efforts of the Republic of North Macedonia in systemic and sustainable application of gender-responsive budgeting, as a tool in policymaking and in the budget-related processes. The Resource Centre provides trainings for strengthening the capacities of civil servants in the area of gender equality and gender-responsive budgeting. It is knowledge center that provides research, analysis and other resources related to gender equality and gender-responsive budgeting. The Resource Centre provides mentorship and

support in including the gender perspective in the state institutions' public finances management, strategic planning and policymaking.

Norway

In 2023, **amendments** to the Working Environment Act (harassment) and Prop. 131 LS - Changes in company law regulation – gender composition on boards were adopted.

Romania

In 2023, the following decisions were adopted:

- Government Decision no. 1547/2022 regarding the **promotion of equal opportunities and treatment** between women and men and the **prevention and combating of domestic violence for the period 2022 – 2027**.
- Government Decision 970/2023 for the approval of **the methodology** regarding the prevention and combating of harassment on the grounds of sex, as well as moral harassment at the workplace.

Serbia

In 2023, the **Coordination Body for Gender Equality, the Expert Group and the Council for Gender Equality of the Government of the Republic of Serbia** were established as important mechanisms that should help coordinate activities in the field of gender equality. This shows a strong political will and commitment to the goal of establishing gender equality. In addition, through numerous **projects** of the Government of the Republic of Serbia with international partners, cooperation with CSO was strengthened, through the provision of donor funds of more than 17 million dinars. Through supported projects, at least 1,000 women across Serbia were empowered to actively participate in the development and implementation of public policies and programmes, and their skills and knowledge were developed to improve their socio-economic position. In addition, local self-government units were empowered with more than 4 million dinars in the implementation of gender equality activities.

Slovenia

The **Resolution on the National Programme for Equal Opportunities for Women and Men 2023 – 2030** was adopted. The Resolution is a strategic document that sets out the objectives and measures and the key policy actors for the realisation of equal opportunities for women and men in specific areas of life in the Republic of Slovenia for the period from 2023 to 2030. The promotion and creation of equal opportunities is primarily the responsibility of the Government of the Republic of Slovenia and the ministries, which, within their respective competences, each in its own area of work, take measures for the realisation of the objectives set out in the Resolution. The new programme document contains government (sectoral) policies and measures that include gender mainstreaming or equal opportunities for women and men as a cross-cutting theme. It sets out the objectives and measures of the basic policies on equal opportunities for women and men, in particular in the following key areas of social life: - Employment relations, family relations, social protection: closing the gender gap and ensuring equal economic independence for women and men; - Education: reducing inequalities between women and men and overcoming stereotyped social roles; - Health: improving women's health and reducing health inequalities between men and women; - Violence against women: preventing and combating all forms of violence against women and girls; - Decision-making positions: promoting a balanced representation of women and men; - Foreign affairs: promoting gender equality and women's rights around the world.

Spain

[Constitutional Law 1/2023, of February 28, which amends Constitutional Law 2/2010, of March 3, on sexual and reproductive health and the voluntary termination of pregnancy.](#)

This Constitutional Law introduces the necessary modifications to guarantee the effective enforcement of women's sexual and reproductive rights. Additionally, it includes measures to prevent and respond to different forms of violence against women in the area of sexual and reproductive health, in line with the Istanbul Convention. The forms of violence covered by the law include forced sterilisation and contraception, as well as, forced abortion and surrogacy, also prohibiting advertising of commercial practices related to latter. The promotion of sexual and reproductive health education in the educational system and the prevention of sexual violence is also included. To this end, it establishes sexual education, gender equality and human rights education in the curricula of the different educational levels, as a way to guarantee sexual freedom and prevent gender-based violence and sexual violence, including in the digital environment.

Among the guiding principles for public administrations are to include a gender perspective based on the understanding on gender stereotypes, promoting the effective implementation of equality policies between women and men and the empowerment of women and girls. It also adds that public institutions will apply this law paying special attention to strengthening the agency and autonomy of persons in each stage of their life-cycle, putting special emphasis on women and young persons, to eliminate structural inequalities that constraint sexual and reproductive rights. To that end, it includes measures to promote research and to eliminate discrimination based on stereotypes regarding menstruation, introducing a leave from work in certain case, for women with secondary disabling menstruations and the availability of free feminine hygiene products in certain settings. The Law also states the promotion by public authorities, in particular, those in the field of education and health, of equal sharing of responsibility between women and men regarding contraception, developing public policies to eliminate stereotypes and social roles on this topic.

Sweden

The Prosecution Development Centre, Swedish Prosecution Authority, has developed a **criminal investigation method** concerning violence against women and domestic violence, violence against children and sexual offences in order to increase the possibilities to prosecute even though the victim does not want to participate in the investigation. The investigation method emphasises the importance of collecting the best evidence at an early stage and aims at enhancing the quality and the efficiency of these investigations in general. The Swedish Prosecution Authority has their own centre for development where the centre's missions are to conduct method and legal development within different crime areas. It is through this entity the new investigation method has been produced.

Türkiye

The "**Presidential Circular No. 2023/16 on Combating Violence against Women**" signed by President Recep Tayyip Erdoğan was published in the Official Gazette. The circular stated that preventing violence against women requires a multifaceted, holistic approach and a joint and determined struggle by all segments of society. Emphasising that the contributions and participation of public institutions and organisations as well as non-governmental organisations, universities, private sector and citizens in the work to be carried out in this process are of great importance, it was reminded in the circular that three national action plans were implemented in which priority policies were determined in the fight against violence against women, and that the IVth National Action Plan for Combating Violence against Women covering the years 2021-2025

was prepared and put into effect with the contributions and participation of all relevant parties under the coordination of the Ministry of Family and Social Services. In this context, it was deemed necessary to recall the measures determined to prevent violence against women, protect and empower victims of violence, and the following statements were made in the circular: "Necessary legal and administrative measures will continue to be taken to ensure effective implementation of the legislation in the fight against violence and to facilitate victims' access to justice. In the realisation of the activities included in the National Action Plan, all kinds of cooperation will be ensured by the relevant ministries, public institutions and organisations by continuing to take the necessary legal, administrative and financial measures within the framework of 'zero tolerance to violence' understanding. All public institutions and organisations will ensure the accessibility of protective and preventive services for victims of violence and their accompanying persons who have a cautionary decision within the scope of the Law on the Protection of the Family and Prevention of Violence against Women No. 6284 dated 8 March 2012 and necessary administrative and financial measures will be taken to ensure the confidentiality and security of these persons."

Ukraine

In framework of the cooperation between the ICF "Ukrainian Public Health Foundation" and the Apparatus of the Government Commissioner for Gender Equality Policy, as part of an informational and educational campaign to prevent and counter all types of violence during the "16 days of activism against violence" campaign, December 7, 2023, **the thematic theatrical production "Insect"** was shown. The play reveals the story of a woman who has been a victim of domestic violence from an authoritarian father since childhood and is witness to her father's violence against her mother and younger brother. The premiere of the play took place at the amateur theatre "Babylon", which has been operating based on the Drahomanov Ukrainian State University since 2001. The premiere of the thematic theatrical production was attended by employees of the Ministry of Internal Affairs and the National Police of Ukraine. Representatives of the Ministry of Internal Affairs and the National Police of Ukraine, as well as representatives of international organisations and NGOs that deal with issues of combating domestic, gender-based violence and CRSV attended the premiere of the thematic theatrical production.

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

41. Gender mainstreaming requires a fundamental change in mindset, and it implies embracing an institutional culture which promotes gender equality in procedures, rules and policy content. In a Council of Europe context, this is relevant for the full range of our activities: standard-setting and general policy making, monitoring work and development co-operation, but also language and communication. Gender mainstreaming also implies a balanced participation of women and men in decision-making and in all activities. Such a change can only be sustained with commitment at all levels, especially the highest, as well as with the necessary resources, training and ownership broad-based. Gender mainstreaming within the Council of Europe is coordinated and supported by the GED and networks are fostered through intra-secretariat meetings (the Gender Mainstreaming Team), bilateral contacts and the network of Gender Equality Rapporteurs (GERs). GERs are appointed among the members of steering committees, monitoring bodies and other intergovernmental structures of the Council of Europe to promote gender mainstreaming in all policies and measures. GERs often initiate the efforts to integrate a gender equality dimension into the work and activities of their respective Council of Europe sectors, with the support of their secretariats and of the GED. The regular participation of GEC representatives in other steering committees and drafting committees also helps promote gender mainstreaming. Mutual exchanges of views between the GEC and representatives of other bodies and committees at their respective meetings is another integration of a gender equality perspective.

➤ **Gender equality and gender mainstreaming activities in different Council of Europe sectors**

42. Council of Europe bodies carry out gender mainstreaming activities in a wide range of areas. The following describes a selection of these activities in 2023.

43. The **Directorate of Programme Co-ordination** (DPC) organised a training course on gender mainstreaming for one field office in 2023. The office continued to respond to increased demand for support by providing assistance, including on gender-sensitive communication.

44. The **Directorate General of Administration** initiated an internal working group on **gender-inclusive language** comprising all relevant entities of the Council of Europe including the GED. The working group met four times, to draft guidelines for the Organisation on inclusivity through language. These guidelines should be adopted by the Secretary General in the first trimester of 2024 and implemented by all staff.

45. The issue of **gender equality in sport** has long been on the agenda of the Council of Europe. In 2023, the Drafting Committee on Gender Equality in Anti-Doping (GECA) continued its work by analysing the main anti-doping standards from a gender equality perspective to identify potential biases or inequalities; the GED actively supported this work. A round table on women in sport focusing on combating gender-based violence in sport was also organised. Since March 2023, the joint EU-CoE project [ALL IN PLUS Promoting Greater Gender Equality in Sport](#) is being implemented through data collection (using 6 indicators across 20 participating countries), an online resource library of best practices, and media awareness-raising.

46. Gender mainstreaming is systematically considered and where appropriate reflected in all deliverables produced by the **Steering Committee for Human Rights** (CDDH). This is done based on a thematic form on gender equality developed specifically for the CDDH. The CDDH also made an important policy decision to prefer the use of the expression “droits humains” (except in reference to official titles of existing standards and institutions) in the French version of documents. This decision had a positive impact on practices in the Council of Europe as a whole.

47. Provisions on equality, including gender equality, and non-discrimination were integrated in the draft Framework Convention on **artificial intelligence** and the [Committee on Artificial Intelligence](#) (CAI) organised a webinar on the topic of [“AI and Gender: Preventing Bias, Promoting Equality”](#) in April 2023. The Chair of the GEC was also invited to an exchange with the CAI in April 2023.

48. Within the framework of the European Qualifications Passport for Refugees (EQPR) led by the Education Department, by the end of 2023, 1101 interviews were conducted, resulting in 943 EQPR being issued (to 571 men and 372 women). Nearly 40% of EQPR holders are women and the first person to receive a EQPR was a woman. Statistically, there are more male refugees generally and roughly four times more men than women apply for the EQPR. For this reason, the project pays special attention to gender balance and tries to involve as many women as possible in the assessment. In occasions when the number of candidates to be assessed exceeds the interviewing capacities, for example, female candidates are prioritised and will be interviewed first.

49. The **European Committee on Legal Co-operation (CDCJ)** has developed and started to use a new gender mainstreaming assessment tool for the adoption of new policy documents, entitled [Practical guide on mainstreaming gender in public and private law reform processes](#). The CDCJ organised a webinar **in cooperation with the GEC in December 2023, where the** Guide as well as promising practices in member States regarding the integration of a gender equality perspective in public and private law reform processes were presented.

50. The **Pompidou Group (Council of Europe International Co-operation Group on Drugs and Addictions)** published the Handbook [“Implementing a gender approach in drug policies: prevention,](#)

[treatment and criminal justice, handbook for practitioners and decision makers](#)". This is the result of a 2020-2021 online consultation involving 13 countries. The gender equality dimension is also incorporated into the work of the Mediterranean Network on Drugs and Drug Addiction (MedNET), through projects aimed at improving access to health, prevention and treatment for women suffering from substance use disorders. In 2023, a Med NET-supported day clinic for women who use drugs opened in Tunisia.

51. The **Office of the Special Representative of the Secretary General (SRSG) on Migration and Refugees**, continued its work on gender equality and promoted the 2022 Recommendation on protecting the rights of migrant, refugee and asylum-seeking women and girls. A Round table on "Strengthening the protection of persons in a vulnerable situation, in particular women and children fleeing the war in Ukraine" was organised in January 2023 by the SRSG and the UNHCR.

52. The 5th round of evaluations of the **Group of States against Corruption (GRECO)** (focusing on the prevention of corruption and promoting integrity in central governments (top executive functions) and law enforcement agencies) have led to gender-based recommendations made to member States, which include: to establish a dedicated anti-corruption strategy based on proper risk assessments, to promote a culture of integrity, to restore public trust and ensure an increased gender balance at all levels; to increase gender mainstreaming as a solution for preventing corruption risks in the police, and to increase representation of women at higher levels and ensure their integration at all levels of the police; to ensure greater efforts are made to enhance diversity at all levels within the police, such as by making diversity a criterion in deployment decisions, and by developing and implementing a gender equality or diversity strategy. The challenges lie in raising awareness of the gender dimension in male-dominated workforces such as the police. An important lesson learned is that there is often a genuine lack of realisation that the gender dimension has been omitted and therefore raising awareness is key.

53. The **Steering Committee on Anti-discrimination Diversity and Inclusion (CDADI)** included a gender equality perspective in much of its standard-setting and policy work, for example the Recommendation on active political participation of national minority youth or the draft Recommendation on combating hate crime. The CDADI also produced jointly with the GEC a [Study on the impact of artificial intelligence systems, their potential for promoting equality, including gender equality, and the risks they may cause in relation to non-discrimination](#) that will be used for the preparation of a draft Recommendation in 2024-2025. The **Committee of Experts on Roma and Traveller Issues (ADI/ROM)**, a subordinate body of CDADI) finalised its work on a draft Recommendation on equality for Roma and Traveller women and girls.

54. The **Roma and Travellers Team** organised the 9th International Roma and Traveller Women Conference to promote the draft CM Recommendation on equality for Roma and traveller women and girls which was the culmination and direct outcome of the information collected during the eight previous International Roma and Traveller Women conferences. The challenges remain antigypsyism, intersectional and multiple discrimination faced by Roma and Traveller women and the need for specific measures to be taken to empower them.

55. In 2023, Lesbian Visibility Day (26 April) was marked for the first time at the CoE through a series of activities under the Icelandic Presidency of the CM, in cooperation with the **Sexual Orientation and Gender Identity (SOGI) Unit**, PACE and CSOs, raising visibility and awareness on the lived realities and specific needs of LGBTI women and strengthening the intersectional approach of the work of the CoE on SOGIESC and gender equality.

56. The **Advisory Committee on the Framework Convention for the Protection of National Minorities** continued to use a gender mainstreaming approach in its evaluation and reporting, supported by specific training and tools. States Parties are asked to provide gender-disaggregated data and information during monitoring exercises in areas such as justice and education.

57. Under the aegis of the **European Charter for Regional or Minority Languages**, the action page on sexism and the subtitled version of the video clip on sexism were translated into four additional minority and regional languages: Lower-Saxon, Papiamentu, Romani, and Romansh.

58. The **European Commission against Racism and Intolerance** (ECRI) continued to mainstream gender equality issues and to adopt an intersectional approach in its work. This approach includes questions related to women, but also issues such as integration and inclusion of migrants, Roma, and LGBTI persons.

59. One of the three crosscutting issues of the **Strategy for the Rights of the Child (2022-2027)** is the integration of a gender equality perspective. For 2023, the most significant gender equality-related activity was the work of the [Committee of Experts on the Prevention of Violence \(ENF-VAE\)](#), a subordinate body of the (CDENF) dealing with sexuality education and violence against children and the [Committee of Experts on the rights and the best interests of the child in parental separation and in care proceedings \(CJ/ENF-ISE\)](#).

60. The **Youth Department** administers the “Gender Matters” webpage and has developed a “Training Kit on Gender Equality in Youth Work”, expected to be published in 2024. Other relevant activities in 2023, include the work on young people’s participation, with for example a paper on [Contemporary forms of young women’s participation: priorities, challenges and ways forward and a podcast](#) on young women’s political participation.

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

62. The **European Committee on Organ Transplantation** (CD-P-TO) continued to collect additional sex-disaggregated activity data in the field of organ donation and transplantation and some works. Other work with gender equality-related implications is underway, such as an analysis of gamete donor protection practices in Europe and the elaboration of guidance and recommendations for the establishment of harmonised measures for the protection of gamete donors (with especial emphasis on oocyte donors) and a booklet for the general public on add-on treatments during medically assisted reproduction.

63. The **European Committee on Pharmaceuticals and Pharmaceutical Care (CD-P-PH)** consistently includes in the agenda of its annual meetings a presentation by its Gender Equality Rapporteur, including on GE issues related to healthcare and medicine use. This standing agenda item is very much appreciated and will be continued.

64. The **Division on Violence against Women’s** main achievement in the period 2018-2023 has been the near completion of GREVIO’s baseline evaluation procedure for most parties to the Convention, with 36 reports published by the end of 2023. The wide ratification of the Istanbul Convention is also a good indicator of its success: the Convention has 38 Parties by the end of 2023, including the latest ratification by the European Union.

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

65. A one-and-a-half day **training [course on gender mainstreaming was organised for GERs](#)** in September 2023. The training course was tailored to the needs of participants in terms of level of knowledge and policy areas and was very much appreciated by the GERs.

66. In co-operation with the Directorate of Human Resources and the European Programme for Human Rights Education for Legal Professionals (HELP), the GED finalised the development of **an online course on gender equality and gender mainstreaming**, which will be made available on the HELP platform in the first half of 2024 to all Council of Europe staff and experts, including GERs. While it primarily targets Council of Europe staff and experts, the course may also be useful more broadly. Translation and adaptation in other languages will be possible either through the initiative and financial support of national authorities or as part of Council of Europe cooperation projects.

67. The annual meeting of the internal **Gender Mainstreaming Team (GMT)** was organised in June 2023. The meeting provided an opportunity to exchange information about ongoing gender equality and gender mainstreaming-related activities of the various sectors of the Council of Europe. The thematic exchange focused on the important topic of gender equality in education, with a presentation by Ulla Wittenzellner, Executive director of Dissens – Institute for Research and Education (Berlin, Germany).

68. Acknowledging the aim to intensify **gender mainstreaming in monitoring work**, the GED organised three consultation meetings that included representatives of the secretariats of most Council of Europe monitoring bodies and worked with an expert, to produce a new tool to facilitate the integration of a gender equality perspective in monitoring activities.

69. In 2023, **GEC representatives, supported by the Secretariat, participated in plenary meetings and drafting groups of other committees**, to promote and ensure the integration of a gender equality perspective in their work. As indicated above, this concerned in particular: the [Committee on Artificial Intelligence](#) (CAI); the Steering Committee on Anti-Discrimination Diversity and Inclusion (CDADI) and its subordinate committees, the [Committee of Experts on Hate Crime \(PC/ADI-CH\)](#), the [Committee of Experts on Roma and Traveler Issues](#) (ADI-ROM); as well as the [Committee of Experts on the Prevention of Violence \(ENF-VAE\)](#).

➤ **Gender equality in institutions and other bodies of the Council of Europe**

70. In 2023, the Council of Europe **Commissioner for Human Rights**, Dunja Mijatović, continued to actively address issues related to [women's rights and gender equality](#), one of her main priority areas of work, in her reports on [Spain](#), [Serbia](#), [Czech Republic](#) and [Italy](#) and in her [letter](#) to the Slovak Parliament.

The Commissioner's activities continued to focus on the need to prevent and combat violence against women and domestic violence, highlighting the importance of ratifying and adequately implementing the Istanbul Convention. Accordingly, on 28 June, the Commissioner [welcomed](#) the ratification of the Istanbul Convention by the European Union and urged all Council of Europe member States to ratify and fully implement this landmark instrument. In this line, on 1 December, she [welcomed Latvian Parliament's vote in favour of the Convention's ratification](#). On 17 November, the Commissioner participated in an [episode of a podcast series](#) by the Geneva Centre for Security Sector Governance – DCAF, on the issue of cyberviolence against women in the Western Balkans. Drawing on her [human rights comment](#) on this topic and her monitoring of the human rights situation in the countries of the region, the Commissioner discussed the impact that digital violence against women has on broader efforts toward gender equality and social cohesion in societies. Ahead of the International Day for the Elimination of Violence against Women, the Commissioner also [urged](#) states to implement comprehensive and effective measures to prevent violence against women, in line with the Istanbul Convention and GREVIO's guidance. On 27 November, she participated in PACE's initiative for the 16 days of activism against gender-based violence where she [stressed](#) the importance of states' action to safeguard women and girls' sexual and reproductive health and rights to combat violence against women and girls and promote gender equality.

Other activities by the Commissioner addressed the importance of ensuring women and girls' sexual and reproductive health and rights, the role of human rights defenders in the protection and promotion of women's rights and the impact of crises on women's situation. In this respect, ahead of International

Women's Day, the Commissioner [stressed](#) that gender-based violence, structural inequality and multiple discrimination impede the full realisation of women's rights, especially during crises. She called on member States to mainstream gender equality and intersectionality in all policies and practices, underscoring the need to support women human rights defenders. On the occasion of International Safe Abortion Day, the Commissioner [called](#) on member States to recognise, protect and support the work of human rights defenders who contribute to making access to safe and legal abortion care a reality across Europe, highlighting their crucial role in providing information and support to women and girls living in a situation of vulnerability and/or in member States with restrictive policies on abortion care. She emphasised in particular the need for member States to protect these defenders against attacks, smear campaigns and other forms of harassment, which also result in a wider chilling effect, including on women seeking assistance.

71. The **Parliamentary Assembly of the Council of Europe (PACE)**, with its Committee on Equality and Non-Discrimination, carried out innovative work, bringing at the forefront of the political agenda issues such as Innovative approaches to sexual and reproductive health and rights ([Resolution 2490 \(2023\)](#)) and the need to close the digital divide ([Resolution 2510 \(2023\)](#)). The Assembly has systematically included an intersectional dimension in its work. It gave high priority to promoting the implementation of the Istanbul Convention, holding regular hearings and meetings with the Parliamentary Network Women Free from Violence. Plenary session debates were held on the Istanbul Convention: progress and challenges ([Resolution 2479 \(2023\)](#)); Preventing and combating violence against women with disabilities ([Resolution 2514 \(2023\)](#)); The role and responsibility of men and boys in stopping gender-based violence against women and girls ([Resolution 2480 \(2023\)](#)); Finding solutions for marital captivity ([Resolution 2482 \(2023\)](#)) and Conflict-related sexual violence ([Resolution 2476 \(2023\)](#)).

On 28 November 2023, PACE, in partnership with the Government of Iceland, issued a call for nominations for the first edition of the [Vigdís Prize for Women's Empowerment, which will](#) be awarded in 2024. The Prize pays tribute to former Icelandic President Vigdís Finnbogadóttir, the first woman in the world to be elected as a Head of State, and it aims to reward outstanding initiatives that promote the empowerment of women in all their diversity.

72. The **Congress of Local and Regional Authorities** has published three Practical Guides on Preventing and Combatting Sexism in Local Politics, for Ukraine, Kosovo*, and Georgia and will adapt them for the Republic of Moldova and Bosnia and Herzegovina. The latter will be published at the beginning of 2024. Existing guides will be further promoted in Congress co-operation activities and Gender e-courses, and additional Guides may be developed.

73. Gender equality continued to feature prominently on the international agenda and the successive presidencies of the **Committee of Ministers** have greatly supported efforts and policies in this field throughout 2023 (see above regarding the gender equality-related events and activities organised by the presidencies).

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

74. The Council of Europe continues to maintain strategic partnerships with regional and international organisations such as: the European Union-European Commission and its Advisory Committee on Equal Opportunities for Women and Men, the European Parliament, the European Institute for Gender Equality (EIGE) and the European Union Agency for Fundamental Rights (FRA); the United Nations – in particular UN Women, the Committee on the Elimination of Discrimination against Women (CEDAW), the Office of the United Nations High Commissioner for Human Rights (OHCHR) and the Human Rights Council; the Organization for Security and Co-operation in Europe (OSCE) and the Office for Democratic Institutions and Human Rights (ODIHR); the Organisation for Economic Co-operation and Development (OECD) and the Organization of American States (OAS); networks of women's organisations (European Women's

Lobby, European Network of Migrant Women, Women against Violence Europe Network, Equality Now); organisations working on men and boys and gender equality (Equimundo and MenEngage), other international NGOs, the private sector, research and think-tank institutions. In this context, the chair or members of the GEC or its Bureau, as well as the GED, regularly provide input to the work of partners, including through attendance at events.

75. On 26 January 2023, on the occasion of the round-table in Prague (Czechia) on “Strengthening the protection of persons in a vulnerable situation, in particular women and children fleeing the war in Ukraine” organised by the UNHCR and the CoE’s Office of the SRSO on Migration and Refugees, Ralph Kass, President of the GEC, took part in a panel where he raised the main challenges in concretely implementing the Council of Europe [Recommendation CM/Rec\(2022\)17 of the Committee of Ministers to member States on protecting the rights of migrant, refugee and asylum-seeking women and girls](#) and the importance of monitoring its implementation and continuing with fact-finding missions.

76. During the [67th Commission on the Status of Women](#) (March 2023), a side event on “Responding to Regional and Global Challenges: Protecting the Rights of Migrant, Refugee and Asylum-seeking Women and Girls” was co-organised with the Permanent Mission of Iceland to the United Nations, as part of the Icelandic Presidency of the Committee of Ministers. The side-event highlighted the challenges and specific needs of migrant, refugee and asylum-seeking women and girls, and outlined the existing legal framework, including the 2022 [Recommendation](#). It explored the whys and hows of gender-sensitive migration (and other) crisis management and offered an opportunity to exchange on experience and practical solutions to improve the situation of women and girls on the ground, whether in their country of origin, during the journey, or upon arrival. Information about the event can be found on the [Gender Equality website](#).

77. On 2 October 2023, on the occasion of the online launch of the OECD Report “Breaking the cycle of gender-based violence”, Marja Ruotanen, the Director General of Democracy was invited to take part on the panel to present discuss key issues, trends and promising practices to combat Gender-based violence. She spoke about how the Istanbul Convention links preventing and combating violence against women with the realisation of gender equality and how the OECD report can serve as an important and complementary resource for the implementation of the Istanbul Convention and for GREVIO. She emphasised that data collection and analysis on violence against women are key elements of evidence-based policies and praised the OECD report for providing useful figures from states both party to the Istanbul Convention and others outside of Europe.

78. On 29 November – 1 December, the Council of Europe was invited to the Organization of American States – Inter-American Commission of Women and Follow-up Mechanism to the Belém do Para Convention (MESECVI) event on “Towards a Comprehensive Model Law to Prevent, Punish and Eradicate Technology-Facilitated Gender-Based Violence against Women: Tools and Proposals for a Regional Regulation” to present relevant CoE work, notably the [GREVIO General Policy Recommendation on the digital dimension of Violence against Women](#) and the future CM Recommendation on combating technology-facilitated violence against women and girls. The CoE also intervened in a panel on technology facilitated violence against women and intersectionalities.

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

- UN Working Group on discrimination against women and girls (Geneva, January 2023)
- PACE Equality Committee Hearing “Report on the impact of COVID on Access to justice” (Strasbourg, January 2023)
- Roundtable #NoBorderstoWomenRights For an Equal Europe, Migrant Women’s Rights are Human Rights organised by the European Network of Migrant Women (Strasbourg, January 2023)

- ELI (European Law Institute) High-Level Expert Group on “Justice and Gender Discrimination” (online, January + February 2023)
- Round table on feminist diplomacy, French High Council on Equality between women and men (Strasbourg, January 2023)
- UNHRC and SRSR Migration and Refugees round table on “Strengthening the protection of persons in a vulnerable situation, in particular women and children fleeing the war in Ukraine” (Prague, January 2023)
- Conference on Economic perspectives on gender-based violence – paving paths to prevention organised by the Swedish Presidency of the council of the EU (Stockholm, February 2023)
- 4th Plenary meeting of the Committee on Artificial Intelligence (CAI) (Strasbourg, February 2023)
- Barbershop Event at UNESCO Headquarters (Paris, February 2023)
- Regional consultation in preparation for CSW 67 (Kyiv, February 2023)
- Study Visit of the Turkish Delegation to the Council of Europe and the European Court of Human Rights (Strasbourg, February 2023)
- CSW 67 Side-event on Responding to Regional and Global Challenges: Protecting the Rights of Migrant, Refugee and Asylum-seeking Women and Girls (New York, March 2023)
- International Women's Day Working Group: political participation of women organised by the Ministry of Foreign Affairs of Belgium (Brussels, March 2023)
- Events around the International Women’s Day (Strasbourg, March 2023)
- Exchange of views between the GEC President and the ECRI President (Strasbourg, March 2023)
- Workshop on Gender Mainstreaming and Gender Equality, College of Europe Natolin (Poland, March 2023)
- 3rd meeting of the Committee of experts on Hate Crime (PC/ADI-CH) (Strasbourg, March 2023)
- Committee on Artificial Intelligence (CAI) side-event (Strasbourg, April 2023)
- Study visit for LBQ activists organised by EL*C in cooperation with the SOGI Unit (Strasbourg, April 2023)
- Conference on Men and boys in gender equality policies organised by the GED under the aegis of the Icelandic Presidency of the Committee of Ministers (April 2023)
- Riga Conference on Freedom of Expression and Launch of the Council of Europe Campaign for the Safety of Journalists (Riga, May 2023)
- Workshop “rights-based approach: cooperation against the pushback on gender equality, SRHR and equal rights of LGBTIQ+ persons in Europe” organised by the Ministry of Education, Culture and Science of the Netherlands (The Hague, May 2023)
- Conference on Combating Violence Against Women: The Role of Men & Boys (Malta, May 2023)
- 14th European Platform of Youth Centres (Strasbourg, May 2023)
- All In Plus Promoting greater gender equality in sport launch event (Strasbourg, May 2023)
- Medicrime Plenary meeting (Strasbourg, May 2023)
- Advisory Committee on equal opportunities between women and men (Brussels, June 2023)
- UN Human Rights Council side-event organised by the Belgian and Kazakh Representations (Geneva, June 2023)
- Launch of the OECD report “Breaking the cycle of gender-based violence (Online, October 2023)
- Conference on effective political participation and fundamental rights “Digital Technologies: Democracy and Regulation in Europe and America” (Online, June 2023)
- Building Futures, Sharing Good Practices: Migrant Children's Transition to Adulthood – UACFutures (Strasbourg, June 2023)
- 6th meeting of the T-DO Drafting Committee on Gender Equality in antidoping (GECA) (Azerbaijan, June 2023)
- 7th Meeting of the Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) (Strasbourg, June 2023)

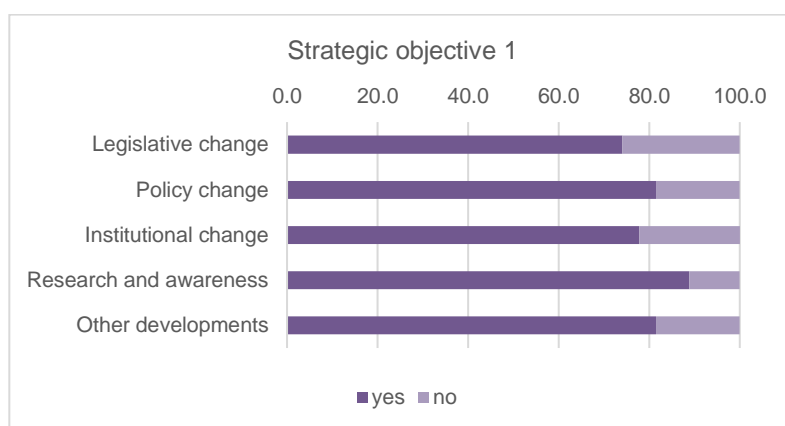
- Study visit for representatives of the Judicial Council and Prosecutorial Council of Montenegro (Strasbourg, June 2023)
- Webinar on "Hate Speech and Gender" organised by Symbiosis-Council of Europe School of Political Studies in Greece (Online, July 2023)
- Professional seminars for gender equality in the music sector in Europe (Strasbourg, July 2023)
- Working Group on the draft recommendation on Equality for Roma and Traveller women and girls (Strasbourg, September 2023)
- 2nd meeting of Committee of Experts on the Prevention of Violence (ENF-VAE) (Strasbourg, October 2023)
- Study Visit of the Turkish Constitutional Court (Strasbourg, October 2023)
- 4th and final meeting of the Expert committee on SLAPPs (Strasbourg, October 2023)
- 8th meeting of the Committee of Experts on Roma and Traveller Issues (ADI-ROM) (Strasbourg, October 2023)
- 7th meeting of the Committee on Artificial Intelligence (CAI) (Strasbourg, October 2023)
- Conference "Implementing the Istanbul Convention: The role of the educational and academic system" (Milan, Italy October 2023)
- Kyoto UN Internet Governance Forum 2023 (Kyoto, Japan, October 2023)
- Study visit group of Law students and professors from Baku (Strasbourg, October 2023)
- Gender mainstreaming workshop at the College of l'Europe (Warsaw, Poland, November 2023)
- UN Women – high level policy dialogue on transforming patriarchal masculinities to prevent violence against women and girls (Online, November 2023)
- Organization of American States – Inter-American Commission of Women and Follow-up Mechanism to the Belém do Para Convention (MESECVI) event on "Towards a Comprehensive Model Law to Prevent, Punish and Eradicate Technology-Facilitated Gender-Based Violence against Women: Tools and Proposals for a Regional Regulation" (Washington DC. USA, November 2023)
- Experts' Meeting on Collection of Good Practices on Gender Mainstreaming in the European Green Deal and VII meeting of the EU Thematic Network on Gender Mainstreaming (Vilnius, November 2023)
- Octopus Conference - Cooperation on Cybercrime and Electric Evidence (Bucharest, Romania, December 2023)
- Webinar on mainstreaming gender in private and public law reform processes (online, December 2023)
- 8th Meeting of the Committee on Anti-Discrimination, Diversity and Inclusion (CDADI) (Strasbourg, December 2023)
- International conference "Prevention of Domestic Violence: Possibilities and Perspectives" organised by the State Committee for Family, Women and Children Affairs of Azerbaijan (Baku, December 2023)
- 60th Meeting of the Advisory Committee on Equal Opportunities for Women and Men (Brussels, December 2023)
- Informal exchange of views of the Rapporteur Group on human rights (GR-H) with representatives of civil society on "Challenges faced by human rights defenders" (Strasbourg, December 2023)

II. Overview of the types of measures taken by member States during the period 2018-2023

To have an overview of the types of measures taken by member States during the period of implementation of the Strategy, a global questionnaire was sent to member States. 27 answered – detailed information per member State can be found in Appendix 4.

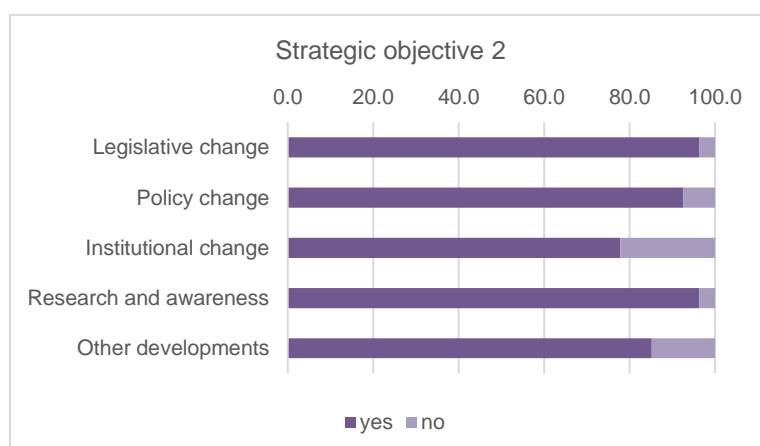
SO1: prevent and combat gender stereotypes and sexism

Member States were particularly active in this area, since the adoption of CM/Rec-2019)1 on preventing and combating sexism. More than 75% of respondents indicated that they have taken legislative, policy and institutional measures. In this area, research and awareness-raising initiatives were particularly favoured (89%).



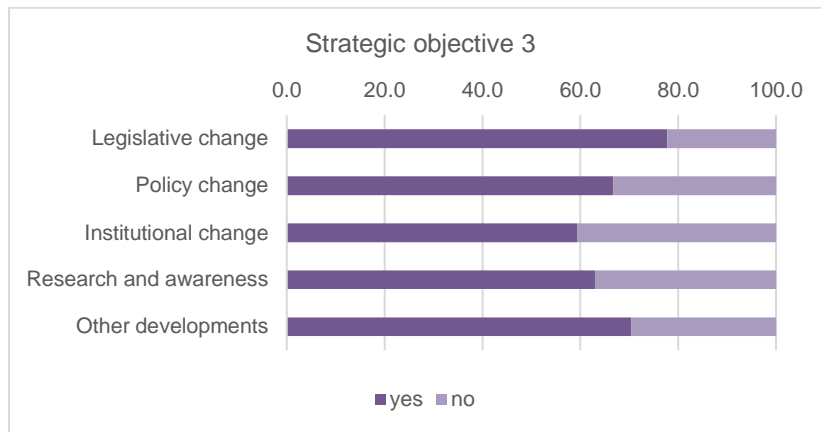
SO2: Prevent and combat violence against women and domestic violence

This is the specific objective for which the largest number of member States responded positively, for the different types of measures. More than 90% of respondents indicated that they have taken legislative and policy measures as well as research and awareness-raising initiatives. Institutional measures were also taken but to a lesser extent (78%).



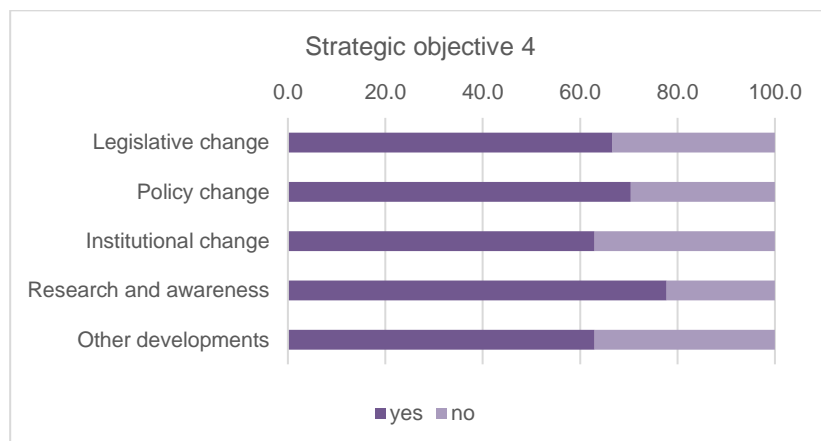
SO3: Ensure the equal access of women to justice

Almost 80% of respondents indicated that they have taken legislative measures. Only 60 to 67% indicated that they have taken other measures, such as policy or institutional measures, or research and awareness-raising initiatives.



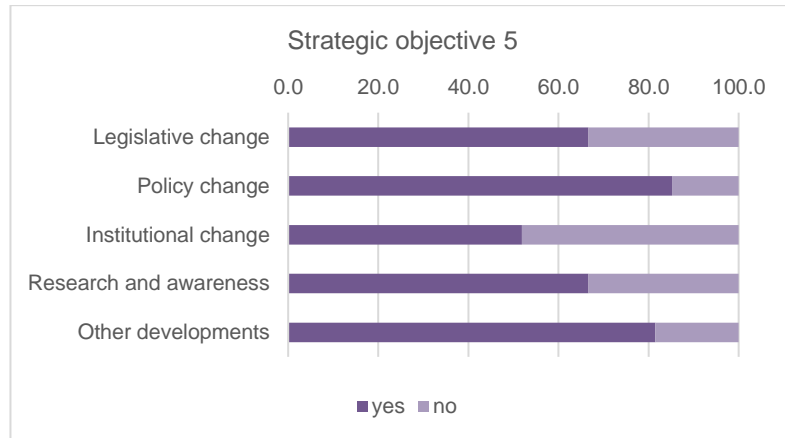
SO4: Achieve balanced participation of women and men in political and public decision making

65 to 70% of respondents indicated that they have taken legislative, policy and institutional measures. Research and awareness-raising initiatives were more supported (78%).



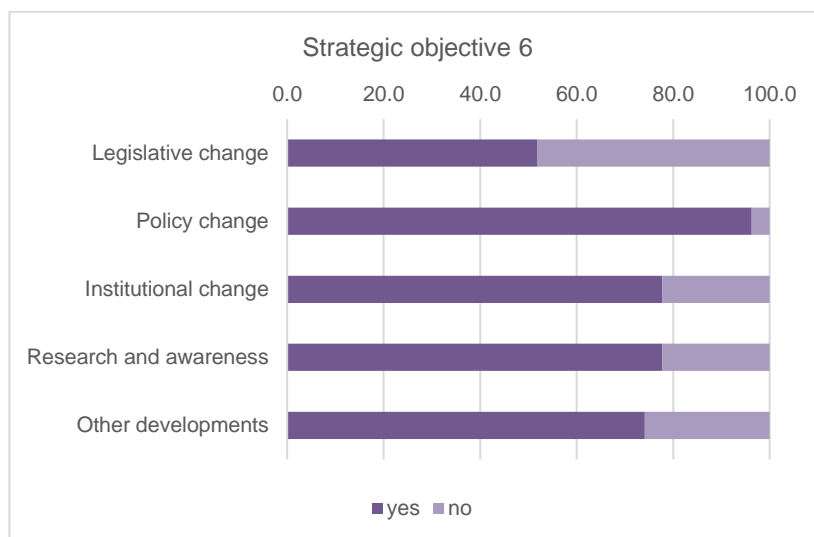
SO5: Protect the rights of migrant, refugee and asylum-seeking women and girls

Policy measures were favoured in this area by 85% of the respondents. Around 70% indicated that they have taken legislative measures and research and awareness-raising initiatives. Only 52% indicated institutional changes.



SO6: Achieve gender mainstreaming in all policies and measures

Policy measures were favoured in this area by 96% of the respondents. Around 80% indicated that they have taken institutional measures and research and awareness-raising initiatives. Only 52% indicated legislative changes.



Member states were also invited to highlight one measure taken during the period 2018-2023 per strategic objective. Information can be found in Appendix 1

[Appendix 1 - Activities and measures in member States in 2023 towards the achievement of the objectives of the Council of Europe Gender Equality Strategy 2018-2023](#)

Because of the length of this appendix compiling the contributions from member States, it cannot be appended to this report. It can nevertheless be found via the following [link](#) to the Gender Equality website:

Appendix 2 - List of standards, publications and other practical tools produced in 2023

[Study](#): Impact of artificial intelligence systems, their potential for promoting equality, including gender equality, and the risks they may cause in relation to non-discrimination (GEC/CDADI)

[Leaflet](#): Sustaining progress towards ending Violence against women and girls

[Guidelines](#): The place of men and boys in gender equality policies and in policies to combat violence against women, Committee of Ministers, CM(2023)51-add2-final

[Podcast](#): Young women's political participation, Caterina Bolognese, Head of the Gender Equality Division of the Council of Europe

Armenia

[Study](#) : Electronic monitoring in interpersonal violence cases: standards, principles and state practices

[Factsheet](#): Myths and facts of the Istanbul Convention

[Brochure](#): Why do we need the Istanbul Convention

Belarus

[Infographic](#): Istanbul Convention: What does it mean to victims?

[Factsheet](#): Why do we need the Istanbul Convention? Myths and misconceptions

Georgia

[National Study](#): Barriers, remedies and good practices on women's access to justice in Georgia

Kosovo*⁸

[Policy brief](#): Implementing perpetrator programmes

Republic of Moldova

[National Study](#): Barriers, remedies and good practices on women's access to justice in the Republic of Moldova

[Report](#): Coordination of multi-agency and intersector co-operation in the field of preventing and combating violence against women and domestic violence

Ukraine

[Study](#): Barriers, remedies and good practices for women's access to justice in Ukraine

⁸ *All reference to Kosovo, whether to the territory, institutions or population, in this document shall be understood in full compliance with United Nations Security Council Resolution 1244 and without prejudice to the status of Kosovo.

Appendix 3 - Overview of activities carried out by the different entities of the Council of Europe relating to the achievement of the strategy's objectives in 2023

Indicative table of ongoing and proposed activities			
Strategic objective 1: Prevent and combat gender stereotypes and sexism			
Activity	Entity	Timeframe	Current Status
1. Continue to develop the sexism campaign " Sexism: See it. Name it. Stop it. " to raise awareness of the sexism recommendation in the member states	GED + GEC	2021-2023	Ongoing
2. Contribute to the work of the Council of Europe in relation to internet governance and artificial intelligence from a gender equality perspective	GED + relevant sectors	2018-2023	Ongoing
3. Grants of the European Youth Foundation awarded to projects of youth civil society organisations	Youth (EYF)	2018-2023	Completed
4. E-course on "Gender Mainstreaming at Local Level in Georgia"	Congress	2022-2023	Completed
5. Organisation of Lesbian* Visibility Week activities under the Icelandic presidency of the CM in April 2023, including a PACE side event, to raise visibility and awareness on the lived realities and specific needs of LGBTI women	Inclusion & Anti-discrimination	2023	Completed
6. Production of " Guidelines on combating sexist advertising " (follow up to the international seminar "Combating sexist advertising: learning from practice", 2017)	Inclusion & Anti-discrimination	2022-2023	Completed
7. Development of Draft Committee of Ministers Recommendation on equality for Roma and Traveller women and girls	CDADI/ADI-ROM	2022-2023	Completed
8. North Macedonia - Discrimination at the workplace with a focus on public sector under Horizontal Facility II	DPC+DG II	2022	Completed
9. North Macedonia: Delivery of three interactive sessions on gender-based violence against children, including trafficking in children to the Roma community and women leaders in 3 municipalities	DPC – DGII ROMACTED phase II in cooperation with the action "Strengthening anti-trafficking in North Macedonia"	2023	Completed
10. North Macedonia: Multimedia Caravan "Leave a Mark" in six cities in North Macedonia. In cooperation with Ministry of Labour and Social Policy, 6 open-air events were organised with multi-media program (panel discussion, painting, play performance and singing) to reach out to young people to discuss the importance of gender equality in all spheres in life and how young people can combat discrimination and hate speech in society. Through personal storytelling, the participants shared their own personal stories how they overcame personal barriers based	DG II _ Skopje CoE Office	2023	Completed

on gender or how gender has played a role in their life and career, including combating stereotypes, discrimination and hate speech			
11. Translate the sexism campaign “Sexism: See it. Name it. Stop it.” In regional or minority languages	ECRML + FCNM	2022-2023	Ongoing
12. Awareness activities to mark the European Day against Child Sexual Abuse and Exploitation, on: “Learning from victims/survivors of childhood sexual violence to inspire policy change”	CRD jointly with the Lanzarote Committee	November 2023	Completed
13. Design and development of a project on information inclusivity for fighting intersectional discrimination	N/S Centre	2022-2024	Ongoing
14. Creation of a network of sports media professionals and organisation of 2 informative sessions in cooperation with the EBU and the IOC on the theme of gender equality in sport.	“All In Plus – promoting greater gender equality in sport” joint EU-CoE project	2023-2025	Ongoing
15. Launch of a data collection campaign on gender equality in sport in 20 countries via Ministries of Sport, NOCs, NPCs and national sports federations.	“All In Plus – promoting greater gender equality in sport” joint EU-CoE project	2023-2025	Ongoing
16. Updating the online library on gender equality in sport, presenting best practice in terms of developing policies and programmes integrating the gender dimension into sport.	“All In Plus – promoting greater gender equality in sport” joint EU-CoE project	2023-2025	Ongoing
17. Republic of Moldova - A campaign against sexism in local elections (jointly with 6 CoE projects)	Capacity-building and co-operation projects Unit	2023	Completed

Indicative table of ongoing and proposed activities			
Strategic objective 2: Prevent and combat violence against women and domestic violence			
Activity	Entity	Timeframe	Current Status
1. Events/activities to promote the signature, ratification and implementation of the Istanbul Convention, as well as awareness raising about the Convention in member and non-member states, regional and international partner organisations	GED + GEC + VaW	2018-2023	Ongoing
2. Contribute to the Secretary General's Report on freedom of expression, with a focus on the safety of women journalists	GED+GEC	2022-2023	Ongoing
3. Grants to support civil society organisations in running communication and advocacy campaigns on the Istanbul Convention	Capacity-building and co-operation projects Unit GED	2022-2024	Ongoing
4. Armenia – project “Ending violence against women and promoting gender equality in Armenia”: supporting in drafting the national Gender Equality Strategy (GES), conducting trainings for police, including adaptation and launching the HELP course on VAW and DV for law enforcement, small grants for NGOs, promoting gender mainstreaming in education.		2023-2024	Ongoing
5. Azerbaijan (PGGII) –project “Raising awareness of the Istanbul Convention and other gender equality standards in Azerbaijan”		2020-February 2023	Completed
6. Azerbaijan (PGG III) – launch of the project “Preventing and combating violence against women and domestic violence in Azerbaijan		2023-2026.	Ongoing
7. Azerbaijan (PGG III) - Work on establishment of a platform on multi-agency cooperation with the SCFWCA		2023-2025	Ongoing
8. Azerbaijan (PGG III) - Advocacy for the recommendation of PGGII Gap Analysis		2023-2025	Ongoing
9. Azerbaijan (PGG III) - Azerbaijani adaptation of the HELP course on VAW for law-enforcement and launching event		2023 -2024	Ongoing
10. Azerbaijan (PGG III) - Study visit to Strasbourg on the CoE's work related to preventing and combating VAW/DV for students and professors of the Faculty of Law		2023	Completed
11. Azerbaijan (PGG III) - Workshops on case law of the ECtHR for Faculty of Law Students and Legal Professionals		2023 - 2026	Ongoing
12. Azerbaijan (PGG III) - Awareness raising session on international standards on VAW/DV and national legislation for the police (using the protection orders study developed in PGGII)		2023	Completed
13. Azerbaijan (PGG III) - Awareness raising session on protection orders for courts and local executive authorities (based on the protection orders study)		2023	Completed
14. Azerbaijan (PGG III) - Awareness-raising actions during the 16 days of activism		2023-2026	Ongoing
15. Bosnia and Herzegovina: project “Combating digital and sexual violence against women in Bosnia and Herzegovina” awareness raising event on the GREVIO General Recommendation No. 1 on the digital dimension of violence against women		2023	Completed

16. Bosnia and Herzegovina: project “Combating digital and sexual violence against women in Bosnia and Herzegovina”: gap analysis of the legislative, policy and institutional frameworks on digital and sexual VAW in BiH		2023-2024	Ongoing
17. Georgia – Awareness-raising activities at the Open Air festival	Capacity-building and co-operation projects Unit GED	June 2023	Completed
18. Georgia -Training for labour inspectors on harassment		July 2023	Completed
19. Georgia – Conference on the baseline GREVIO report and the way forward		February 2023	Completed
20. Georgia – Workshop for women MPs on legislative reform regarding sexual violence crimes		February 2023	Completed
21. Georgia – Specialisation training for Prosecutors on SV crimes		July 2023	Completed
22. Kosovo* ⁹ - Development and implementation of a programme for perpetrators of domestic violence		November 2022 – December 2023	Ongoing
23. Kosovo* - Awareness raising activities in schools on online violence		November 2023	Completed
24. Kosovo* - Specialised training on the Istanbul Convention for Judges and staff of the Constitutional Court.		December 2023	Completed
25. Kosovo* - Update of the curriculum of the Academy of Justice		November 2023	Completed
26. Republic of Moldova – launch of the project “Supporting the implementation of the Istanbul Convention in the Republic of Moldova”		2022-2024	Ongoing
27. Republic of Moldova - Online HELP course on violence against women for police officers		2023	Completed
28. Republic of Moldova – Support in development of the National Program on Preventing and Combating Violence Against Women and Domestic Violence for the years 2023-2027		2023	Completed
29. Republic of Moldova - Awareness-raising workshop on the mediatization of violence against women for media professionals		2023	Completed
30. Republic of Moldova - Joint campaign “Bodyrights” with UNFPA (digital dimension of violence against women)		2023	Completed
31. Republic of Moldova -Research, presentation at the round table, and publication of the Study on multi-agency cooperation in preventing and combating violence against women and domestic violence.		2023	Completed

⁹ *This designation is without prejudice to positions on status and is in line with UNSCR 1244 and the ICJ opinion on Kosovo Declaration of Independence

32. Republic of Moldova - Training methodology/guide for social workers working with victims of violence against women and domestic violence, including a leaflet.		2023-2024	Ongoing	
33. Republic of Moldova- Tailored training for police officers on handling cases of violence against women	Capacity-building and co-operation projects Unit GED	2023	Completed	
34. Republic of Moldova - Awareness-raising workshop on VAW/DV for education professionals		2023-2024	Ongoing	
35. Republic of Moldova - Grant for NGOs for awareness-raising activities to combat VAW/DV		2023	Completed	
36. Republic of Moldova - Study visit to Georgia and peer-to-peer exchange or members of the Femicide Commission (national Commission for monitoring and analysing domestic violence cases resulting in death or serious bodily injury).		2023	Completed	
37. Republic of Moldova – Study on digital dimension of violence against women in the Republic of Moldova		2023	Completed	
38. Republic of Moldova - An awareness-raising workshop for probation and penitentiary officers		2023	Completed	
39. Republic of Moldova - Training for judges, prosecutors, and investigation officers in dealing with VAW/DV cases		2023-2024	Ongoing	
40. EEA/Norway Grants: Expert advice and active involvement in the development and implementation of EEA/NG programmes and conferences in Bulgaria, Czech Republic, Lithuania, Romania and Slovakia (2/year per country); and meetings and conferences of the SYNERGY Network against Gender Based and Domestic Violence (16 European Union countries) (2-3/year)		2018-2023	Ongoing	
41. Tunisia – General evaluation of the situation on setting up the national referral mechanism for victims of violence against women in Tunisia		Capacity Building and Co-operation Projects – Southern Mediterranean Region – Unit (DGII)	2021-2023	Ongoing
42. European Youth Foundation awards grants to projects of youth civil society organisations		Youth	2018-2023	Completed
43. Publication of the country's legal profiles on strengthening the capacities of criminal justice authorities on fighting against online child sexual exploitation	C-PROC (Octopus)	2022-2023	Ongoing	
44. Organisation (including preparation) of the workshops on legislation and judicial training for African and Latin American countries on strengthening the capacities of criminal justice authorities on fighting against online	C-PROC (Octopus)	2022-2023	Ongoing	

child sexual exploitation			
45. Preparation of a draft recommendation on strengthening reporting systems on violence against children, with special attention paid to the specific situation and needs of girls and boys	CRD/CDENF	2020-2023	Completed
46. Preparation of a draft feasibility study on age-appropriate comprehensive sexuality education (CSE) to strengthen responses for inter alia preventing and combating violence against children, including risky or harmful sexual behaviour by children.	CDENF/ENF-VAE	2023-2024	Ongoing
47. Implementation review report on Recommendation CM/Rec(2009)10 on Council of Europe policy guidelines on integrated national strategies for the protection of children from violence	CDENF/ENF-VAE	2023-2024	Ongoing
48. Preparation of a draft mapping study on multidisciplinary and interagency child-friendly justice models responding to violence against children in Council of Europe member States	CDENF/Lanzarote Committee	2023	Completed
49. Support for the revision and/or development of internal guidelines/protocols/materials on the national coordination mechanism for the implementation of the Lanzarote Convention.	CRD	2022-2023	Ongoing
50. Memorandum of Co-operation on development and implementation of child-friendly justice initiatives in Ukraine		September 2023	Ongoing
51. "Models of effective interagency cooperation in criminal proceedings involving children" in Ukraine – Development and deployment of training		September-2023 – June 2024	Ongoing
52. Workshop for Probation Inspectorate and National Penitentiary Administration		June -August 2023	Completed
53. Training for social assistants and child protection specialists in Moldova on child identification and protection measures		September 2023	Completed
54. Development of comprehensive analysis of laws on child-friendly justice in Ukraine		March 2023	Completed
55. Programme for preventing sexual abuse of children in schools in Republic of Moldova		November 2023	Completed
56. Development of an e-learning course for psychologists on trauma-informed care		December 2023	Ongoing
57. Training on Online Child Sexual Abuse and Exploitation for prosecutors, judges and LEA in Republic of Moldova		March 2023	Completed
58. Development of an Analysis of the legal, regulatory, and policy framework concerning child sexual abuse in Ireland with a focus on interagency information and data sharing processes (Barnahus Ireland)		October 2023	Completed
59. Development of a Training Needs -Analysis: Working towards Barnahus in Ireland (Barnahus Ireland)		October 2023	Completed
60. Development of an Analysis of the legal and policy situation at national and regional level in Spain for the protection of child victims of sexual violence (mapping study on the implementation of the Barnahus model in Spain)		November 2023	Completed
61. Development of a prospective study of the training needs of professionals involved in the implementation of the Barnahus model in Spain		November 2023	Completed
62. Development of an interactive basic training on child sexual abuse for professionals working in direct contact with children (Barnahus Finland)	December 2023	Ongoing	

63. Development of a Training of Trainers on forensic interviewing of children victims of child sexual abuse for professionals already involved in such process (Barnahus Finland)		November 2023	Completed
64. Study on the duration of criminal proceedings in sexual offences against children (Barnahus Finland)		December 2023	Ongoing
65. Needs assessment/gap analysis of the legislative and policy framework related to child sexual exploitation and abuse in Georgia		February 2023	Completed
66. Training of Trainers on forensic interview for child victims of sexual crimes for prosecutors, judges and lawyers in Georgia		June 2023	Completed
67. Training of Trainers on Online Child Sexual Abuse and Exploitation for prosecutors, judges and lawyers in Georgia		November 2023	Completed
68. Awareness raising sessions in schools on the prevention and response of child sexual exploitation and abuse in Georgia		November 2023	Completed
69. Taking into account gender-based violence, country overviews on "Ending child sexual abuse and exploitation: state-of-play in light of the Lanzarote Convention" were developed as a pilot project and presented in relevant State Parties at launch events including panel discussions and workshops.	Lanzarote Committee Secretariat with ECPAT international	2023	Ongoing (Two launch events completed, one not yet carried out)
70. Third monitoring round on the protection of children against sexual abuse in the circle of trust was launched. The Lanzarote Committee required all State Parties to reply to the First Thematic Questionnaire on Legal Frameworks, answering the questions from a gender equality perspective, i.e., specifying, where relevant, whether and how measures for victims and/or offenders take into account gender-specific requirements.	Lanzarote Committee	June 2023	Completed
71. Development of a Draft Committee of Ministers Recommendation on equality for Roma and Traveller women and girls which will also cover the area of violence against Roma and Traveller women and girls	CDADI/ADI-ROM	2022-2023	Completed
72. North Macedonia – Six HELP courses on Violence against women and domestic violence for legal professionals	DPC+DG I	2022-2023	Completed
73. North Macedonia – Six HELP courses on Child-Friendly Justice for legal professionals	DPC+DG I	2022-2023	Completed
74. North Macedonia - Informative workshops for the Law on prevention and protection against gender-based violence and domestic violence at local level. ROMACTED II Programme joined the campaign 16 days of activism.	DGII ROMACTED II Programme – Roma and Traveller Team	2023	Completed
75. Workshop for Enhancing media reporting on gender-based violence in North Macedonia (Workshop for professionals from regional media)	DPC + DG I	2023	Completed
76. Organisation of the first media informative session, in cooperation with the EBU and the IOC, on gender equality in sport: panel on the coverage of cases of abuses in sport (gender-based violence).	"All In Plus – promoting greater gender equality in sport" joint EU-CoE project	2 November 2023	Completed
77. Preparation of paper on the Istanbul Convention Article 10 – Co-ordinating bodies	Violence against Women Division	2023	Completed

78. Preparation of a new brochure on the Istanbul Convention (“Sustaining Progress towards Ending Violence against Women and Girls”)	Violence against Women Division	2023	Completed
79. North Macedonia - Three interactive information sessions on gender-based violence and trafficking in children	DPC+DG II	2023	Completed
80. Support for government efforts in Lviv to combat conflict-related gender-based violence	GED-Cooperation	Q1 2023	Completed
81. Infographics and videos “What will the Istanbul Convention mean for Ukraine if fully implemented”	GED-Cooperation	Q1 2023	Completed
82. Translations of recent key VAW related texts from GREVIO, PACE, the Human Rights Commissioner	GED-Cooperation	Q1-Q3 2023	Completed
83. Training for hotline workers, social workers and psychologists on working with victims of sexual violence	GED-Cooperation	Q3 2023	Completed
84. 16-day awareness raising campaign on 1 st year of implementation of the Istanbul Convention	GED-Cooperation	2023	Completed
85. Preparation of a report on Finding solutions for marital captivity with the adoption of Resolution 2480 (2023)	PACE	2023	
86. Preparation of and debate on a report on the role and responsibility of men and boys in stopping gender based violence against women and girls, with the adoption of Resolution 2480 (2023)	PACE	2023	Completed
87. Preparation of and debate on a report on The Istanbul Convention: progress and challenges, with the adoption of Recommendation 2247 (2023) and Resolution 2479 (2023)	PACE	2023	Completed
88. Preparation of and debate on a report on Conflict-related sexual violence, with the adoption of Resolution 2476 (2023)	PACE	2023	Completed
89. Preparation of and debate on a report on Preventing and combating violence against women with disabilities, with the adoption of Resolution 2514 (2023)	PACE	2023	Completed

Indicative table of ongoing and proposed activities			
Strategic objective 3: Ensure the equal access of women to justice			
Activity	Entity	Timeframe	Current Status
1. Undertake activities to address multiple and intersectional forms of discrimination affecting women as regards their access to justice	GED + other sectors	2018-2023	Ongoing
2. Develop and implement a Mentoring Programme for Legal Professionals on Women's Access to Justice -2 generations (PGG II WAJ)	Capacity-building and co-operation projects Unit	October 2019- February 2023	Completed
3. Updating four national studies on Barriers, remedies and good practices for women's access to justice in Azerbaijan, Georgia, Republic of Moldova and Ukraine (PGG III WAJ)	Capacity-building and co-operation projects Unit	2023	Completed
4. Training on access to justice in cases of domestic and gender-based violence and cases where children are involved (conducted for 50 employees of the Regional Offices of the Ministry of Justice, Centers for Social Work and the Ministry of Interior)	DGI + DPC	2023	Completed
5. HFIII regional action Women's Access to Justice in Western Balkans: Mentoring Programme for Legal Professionals on WAJ (Training of mentors, implementation, regional HELP course on WAJ, study visit)	Capacity-building and co-operation projects Unit	2023-2025	ongoing
6. HFIII regional action Women's Access to Justice in Western Balkans: needs assessment mission report on Women's Access to Justice		2023	completed
7. HFIII regional action Women's Access to Justice in Western Balkans: Meeting role of NGOs in the Western Balkans in tackling barriers and challenges women face when accessing justice		2023	completed
8. PGGIII regional project "Women's Access to Justice: implementing Council of Europe's gender equality and violence against women standards": Mentoring Programme for Legal Professionals on WAJ (Training of mentors and implementation)		2023-2026	Ongoing
9. PGGIII regional project "Women's Access to Justice: implementing Council of Europe's gender equality and violence against women standards": mapping of law schools and gender mainstreaming of law schools' curricula in the Eastern Partnership		2023-2026	Ongoing
10. PGGIII regional project "Women's Access to Justice: implementing Council of Europe's gender equality and violence against women standards": updating of the report on Impact of Covid-19 on Women's access to justice		2023-2024	Ongoing

11. PGGIII regional project “Women's Access to Justice: implementing Council of Europe’s gender equality and violence against women standards”: establishment of the regional network of judicial training institutions on women’s access to justice and gender mainstreaming in the Eastern Partnership		2023-2026	Ongoing
12. North Macedonia, European Union/Council of Europe Horizontal Facility for the Western Balkans and Türkiye – Phase III. Gender Analysis of the Capacity Building Activities Under HF 10 Action “Strengthening the Capacities of the Penitentiary System in North Macedonia” and the Wider Context of Implementation	DG I	2023	Completed
13. HELP VAW/Police course & Kick-off meeting	GED-Cooperation	2023	Completed

Indicative table of ongoing and proposed activities			
Strategic objective 4: Achieve a balanced participation of women and men in political and public decision-making			
Activity	Entity	Timeframe	Current Status
1. Continue co-operation with relevant departments to integrate gender equality in electoral processes	GED + GEC + relevant sectors	2018-2023	Ongoing
2. Conduct a study on gender equality in constitutions	VC	2018-2023	Ongoing
3. Follow-up to the implementation of the 30% quota for the underrepresented gender by Congress delegations	Congress	2018-2023	Ongoing
4. Inclusion of a focus on gender sensitive data collection and analysis for inclusive policy development in data literacy training sessions for local authorities in Georgia.	Congress	2022-2023	Completed
5. Development and dissemination of the Practical Guides on Preventing and Combatting Sexism in Local Politics for Ukraine , Kosovo* , Georgia , the Republic of Moldova (upcoming), and Bosnia and Herzegovina (upcoming).	Congress	2020-2024	Ongoing
6. Support to the cities of Banja Luka and Mostar (Bosnia and Herzegovina) for the implementation of deliberative processes – citizens’ assemblies, based on tailored methodology ensuring equal participation of women and encouraging their active involvement in deliberations	Congress	2023-2024	Ongoing
7. Inclusion of a specific module on gender equality, and mainstreaming of a gender-sensitive approach, in a curriculum on human rights and anti-discrimination for local authorities in Georgia.	Congress	2023	Completed
8. European Youth Foundation grants to projects of youth non-governmental organisations	Youth (EYF)	2018-2023	Completed
9. Research study on young people’s participation in connection to social inclusion, gender and intersectionality Paper published from this research: Contemporary forms of young women’s participation: priorities, challenges and ways forward?	Youth (EU-Council of Europe Youth Partnership)	2022-2023	Completed
10. Preparation of a CEPEJ tool aiming at “Ensuring the diversity in the recruitment and promotion of judges”	CEPEJ	2020-2023	Ongoing
11. Ensure gender perspective in the CM/Rec on active political participation of national minority youth	CDADI/GT-ADI-MIN	2018-2023	Completed
12. Visual summary of the paper: Contemporary forms of young women’s participation: priorities, challenges and ways forward?	Youth (EU-Council of Europe Youth Partnership)	2022-2023	Completed
13. New forms of political participation. Statistical survey (this study largely covers the topic of young women’s participation)	Youth (EU-Council of Europe Youth Partnership)	2022-2023	Completed
14. Evaluation of participant inclusion levels	Youth (EU-Council of	2022-2023	Completed

within the EU Youth Dialogue (study includes a section on young women's participation in the Youth Dialogue)	Europe Youth Partnership)		
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Indicative table of ongoing and proposed activities			
Strategic objective 5: Protect the rights of migrant, refugee and asylum-seeking women and girls			
Activity	Entity	Timeframe	Current Status
1. Promote the integration of a gender equality and women's rights perspective in relevant Council of Europe policies and activities related to migration, integration and asylum	GED + relevant sectors	2018-2023	Ongoing
2. European Youth Foundation grants to projects of youth non-governmental organisations	Youth (EYF)	2018-2023	Completed

Indicative table of ongoing and proposed activities			
Strategic objective 6: Achieve gender mainstreaming in all policies and measures			
Activity	Entity	Timeframe	Current Status
1. Organise and carry out training of Gender Equality Rapporteurs	GED	2018 2019 2020 2021 2022 2023	Completed Completed Completed Completed Completed Completed
2. Organise and carry out regular exchanges of views between Gender Equality Rapporteurs and the Gender Equality Commission	GED + GEC	2018-2023	Ongoing
3. Continue regular exchanges of views between sectors of the Council of Europe carrying out gender mainstreaming and the Gender Equality Commission	GED + GEC and relevant sectors, including Youth	2018-2023	Ongoing
4. Regularly update the dedicated website on gender mainstreaming to give visibility to activities and work on gender mainstreaming carried out by members States and relevant sectors of the Council of Europe	GED	2018-2023	Ongoing
5. Organise regular meetings of the Gender Mainstreaming Team	GED + GMT	2018 2019 2020 2021 2022 2023	Completed x 2 Completed x 1 Completed x 2 Completed x 1 Completed x 1 Completed x 1
6. Produce and disseminate tools to facilitate gender mainstreaming within and beyond the Organisation, such as videos, toolkits and manuals	GED + relevant sectors, including Youth	2018-2023	Ongoing
7. Initiate the implementation of the new Council of Europe Strategy for the Rights of the Child (2022-2027) which includes a cross-cutting gender-sensitive approach throughout.	CRD/CDENF	2022-2027	Ongoing
8. Draft Recommendation(s) on the protection of	CRD/CJ/ENF-ISE	2021-2023	Ongoing

the best interests of the child in parental separation and in care proceedings, with special attention to the specific situation and needs of boys and girls			
9. Feasibility study and draft non-binding instrument on comprehensive, age-appropriate sexuality education to strengthen responses to, inter alia, prevent and respond to violence against children, including sexual violence and harmful behaviours, with particular attention to the specific situation and needs of boys and girls.	CRD/CJ/ENF-ISE	2021-2023	Ongoing
10. Guide of good practice for the participation of children in decision making processes on matters relating to their health, with special attention to the specific situation and needs of boys and girls	CRD/CDBIO	2022-2023	Completed
11. Draft guidelines for policy makers on engaging with victims and survivors of Child Sexual Abuse and Exploitation to inspire policy change	Lanzarote Committee	2023-2024	Ongoing
12. Gender equality as a transversal theme in the new Strategic Action Plan on Human Rights and Technologies in Biomedicine 2020-2025	CDBIO Capacity building	2020-2025	Ongoing
13. GRECO's 5 th round evaluations include a gender dimension and, as appropriate, gender-based recommendations to member States	GRECO	2018-2023	Ongoing
14. The ALL-IN project will be relaunched mid-2022-2024 and the indicators will be reviewed and extended to an increasing number of EPAS member States. In the next round of the ALL-I project there will be a heightened focus on the aspect of media representation of women and girls in sport.	EPAS	2022-2023	Ongoing
15. An unconscious bias training specific to the sports sector commissioned by EPAS will be rolled out to the European Broadcasting Union and to the EPAS Consultative Committee, amongst others.	EPAS	2022-2023	Ongoing
16. European Youth Foundation – support for activities – gender mainstreaming is a precondition for receiving grants	Youth (EYF)	2018-2023	Completed
17. Gender equality in EYF funded projects was monitored during 17 visits to projects	Youth (EYF)	2023	Completed
18. Courses in addictology considering the gender dimension in the faculties of Medicine of Tunis (Tunisia) and Rabat, Casablanca and Marrakech (Morocco)	Pompidou Group MedNET	2020-2021 2021-2022 2022-2023	Completed
19. Revision/assessment of the gender and diversity sensitive disaggregated data collection systems on discrimination, hate crime and hate speech existing in the Eastern Partnership countries (Armenia, Moldova, Ukraine and Georgia)	Inclusion & Anti-discrimination	2019-2023	Completed
20. Ensure systematic consideration of the gender mainstreaming and intersectional discrimination in the work of the Committee of Experts of the European Charter for Regional or Minority Languages and the activities of the	ECRML	2022-2023	Ongoing

Secretariat.			
21. Gender mainstreaming in country visits, opinions and events of the 5 th monitoring cycle of the Framework Convention for the Protection of National Minorities.	FCNM	2019-2023	Ongoing
22. Inclusion of gender equality issues among the topics of the 5th Local Self-Government Forum on “Efficient Local Government as a Background of Democratic and Rule-of-Law State”, as a special chapter of the Guide on organisational culture in public service and among specific questions in four different opinion polls in Ukraine	Centre of Expertise for Good Governance	2020-2023	Ongoing
23. Gender mainstreaming systematically included and to be considered in drafting guidelines and recommendations as well as in activities by the Centre of Expertise of Good Governance in member States	CDDG	2018-2023	Ongoing
24. Practical guide for mainstreaming gender in public and private law reform	CDCJ	2023	Completed
25. Webinar on Mainstreaming gender equality in law reform processes	CDCJ	2023	Completed
26. Gender perspective systematically included and intersectional discrimination to be considered in drafting country monitoring reports and general policy recommendations	ECRI	2018-2023	Ongoing
27. A seconded Regional Gender Mainstreaming Adviser deployed to Kyiv Office covering the Eastern Partnership	DPC	2022-2023	Ongoing
28. Development of Country Gender Equality Profiles for the Council of Europe field offices	DPC	2019-2023	Ongoing
29. Regular meetings of the Gender Equality Focal Point network in the Council of Europe Offices, and maintenance and updating of the information sharing platform for the Focal Points on SharePoint	DPC	2022-2023	Completed in 2022
30. Updating of Gender Mainstreaming Toolkit for Co-operation Projects	DPC & organisation-wide Gender Mainstreaming Team	2022-2023	Ongoing
31. Collection of additional sex-disaggregated activity data in the field of organ donation and transplantation	CD-P-TO (EDQM)	2022-2025	Ongoing
32. Landscape analysis of gamete donor protection practices in Europe and elaboration of guidance and recommendations for the establishment of harmonised measures for the protection of gamete donors (with especial emphasis on oocyte donors)	CD-P-TO (EDQM)	2022-2025	Ongoing
33. Elaboration of booklet for the public on add-on treatments during medically assisted reproduction	CD-P-TO (EDQM)	2022-2025	Ongoing
34. Study on the impact of artificial intelligence systems on equality including gender equality	CDADI+CAI+GEC	2022-2023	Completed
35. Draft CM/Rec on active political participation of national minority youth	CDADI/GT-ADI-MIN	2022-2023	Completed
36. Ensure a gender perspective in the Draft CM/Rec on combating hate crime	PC/ADI-CHCH/CDADI/CDPC	2022-2023	Completed

37. Ensure gender perspective in the ADI-ROM thematic reports	CDADI/ADI-ROM	2022-2023	Ongoing
38. Ensure gender perspective in the Annual thematic reports as part of the thematic review of Recommendation CM/Rec(2010)5	CDADI/ GT-ADI-SOGI	2022-2023	Completed
39. Ensure gender perspective in the Capacity-building programme and tools supporting implementation of CM/Rec on multi-level policies and governance for intercultural integration (adopted on 6 April 2022)	CDADI/ ADI-INT	2022-2023	Ongoing
40. Moldova - Develop a needs assessment report in the field of social rights with a specific focus on labour rights and employment rights of people for vulnerable groups in the Republic of Moldova and develop a roadmap to implement the recommendations from the report. The report includes a cross-cutting gender-sensitive approach throughout.	Department of Social Rights	2023-2024	Ongoing
41. Moldova - Conduct a gender-sensitive needs assessment survey in the field of vocational education and training focused on the current needs of women/girls who are not in employment, education or training and develop a roadmap to implement the recommendations from the survey.	Department of Social Rights	2023-2024	Ongoing
42. North Macedonia - 9 th International Roma and Traveller Women Conference	Roma and Travellers Team	2023	Completed
43. Gender analysis in the "Quality Education for All" project - North Macedonia	DG II	2023	Completed
44. Gender mainstreaming in GRETA's country visits, reports and events as part of the 3 rd monitoring round of the Convention on Action against Trafficking in Human Beings	GRETA	2019-2023	Ongoing
45. Gender mainstreamed through various activities (training, round tables, workshops) implemented as part of the co-operation projects on combating trafficking in human beings in Bosnia and Herzegovina, North Macedonia and Serbia, under the Horizontal Facility for the Western Balkans and Türkiye III, as well as the co-operation project in Kosovo*	DGII (Anti-Trafficking Division)	2022-2023	Ongoing
46. Free to Create, Create to be Free digital exhibition	DG II – Culture and Cultural Heritage Division	2023	Completed

Appendix 4 – Answers by member States to the global questionnaire on the types of measures taken by objective during the period 2018-2023

SO1: prevent and combat gender stereotypes and sexism

SO1	Legislative Change	Policy change	Institutional change	Research and awareness actions	Other developments
Albania	Yes	No	No	No	No
Andorra	Yes	Yes	Yes	Yes	Yes
Azerbaijan	Yes	Yes	Yes	Yes	Yes
Belgium	Yes	Yes	Yes	Yes	Yes
Bosnia and Herzegovina	No	Yes	Yes	Yes	Yes
Bulgaria	Yes	Yes	Yes	Yes	Yes
Croatia		Yes	No	Yes	Yes
Cyprus	No	Yes	No	Yes	Yes
Denmark	Yes	Yes	Yes	Yes	Yes
Estonia	Yes	Yes	Yes	Yes	Yes
France	Yes	Yes	Yes	Yes	Yes
Greece	Yes	Yes	Yes	Yes	Yes
Ireland	Yes	Yes	Yes	Yes	Yes
Italy	No	Yes	No	No	No
Latvia	No	No	No	Yes	No
Malta	Yes	Yes	Yes	Yes	Yes
Republic of Moldova	Yes	Yes	Yes	Yes	Yes
Montenegro	Yes	Yes	Yes	Yes	Yes
North Macedonia	Yes	Yes	Yes	Yes	
Norway	Yes	Yes	Yes	Yes	Yes
Romania	Yes	Yes	Yes	Yes	Yes
Serbia	No	No	No	Yes	Yes
Slovenia	Yes	No	Yes	Yes	Yes
Spain	Yes	Yes	Yes	Yes	Yes
Sweden	No	No	Yes	No	No
Türkiye	Yes	Yes	Yes	Yes	Yes
Ukraine	Yes	Yes	Yes	Yes	Yes
TOTAL	74% yes 26% no	81.5% yes 18.5% no	78% yes 22% no	89% yes 11% no	81.5% yes 18.5% no

SO2: Prevent and combat violence against women and domestic violence

SO2	Legislative Change	Policy change	Institutional change	Research and awareness actions	Other developments
Albania	Yes	Yes	Yes	Yes	
Andorra	Yes	Yes	Yes	Yes	Yes
Azerbaijan	Yes	Yes	Yes	Yes	Yes
Belgium	Yes	Yes	Yes	Yes	Yes
Bosnia and Herzegovina	Yes	Yes		Yes	Yes
Bulgaria	Yes	Yes	Yes	Yes	Yes
Croatia	Yes	Yes	Yes	Yes	Yes
Cyprus	Yes	Yes	Yes	Yes	Yes

Denmark	Yes	Yes	Yes	Yes	Yes
Estonia	Yes	Yes	Yes	Yes	Yes
France	Yes	Yes	No	Yes	Yes
Greece	Yes	Yes	Yes	Yes	Yes
Ireland	Yes	Yes	Yes	Yes	Yes
Italy	Yes	Yes	No	No	Yes
Latvia	Yes	Yes	No	Yes	Yes
Malta	Yes	Yes	Yes	Yes	Yes
Republic of Moldova	Yes	Yes	Yes	Yes	Yes
Montenegro	Yes	Yes	Yes	Yes	Yes
North Macedonia	Yes	Yes	Yes	Yes	No
Norway	Yes	Yes	Yes	Yes	Yes
Romania	Yes	Yes	Yes	Yes	Yes
Serbia	No	No	No	Yes	No
Slovenia	Yes	Yes	No	Yes	Yes
Spain	Yes	Yes	Yes	Yes	Yes
Sweden	Yes	No	Yes	Yes	No
Türkiye	Yes	Yes	Yes	Yes	Yes
Ukraine	Yes	Yes	Yes	Yes	Yes
TOTAL	96.5% yes 3.5% no	92.5% yes 7.5% no	78% yes 22% no	96.5% yes 3.5% no	85% yes 15% no

SO3: Ensure the equal access of women to justice

SO3	Legislative Change	Policy change	Institutional change	Research and awareness actions	Other developments
Albania	Yes	Yes	Yes	Yes	No
Andorra	Yes	Yes	Yes	Yes	Yes
Azerbaijan	Yes	Yes	Yes	Yes	Yes
Belgium	Yes	Yes	Yes	Yes	Yes
Bosnia and Herzegovina	No	No	No	Yes	Yes
Bulgaria	Yes	No	No	No	No
Croatia	Yes	Yes	Yes	Yes	Yes
Cyprus	Yes	No	No	No	Yes
Denmark	Yes	Yes	Yes	Yes	Yes
Estonia	Yes	Yes	Yes	Yes	Yes
France	Yes	Yes	Yes	No	Yes
Greece	Yes	Yes	No	No	No
Ireland	Yes	Yes	Yes	Yes	No
Italy	Yes	Yes	Yes	Yes	Yes
Latvia	No	No	No	No	No
Malta	Yes	Yes	Yes	Yes	Yes
Republic of Moldova	Yes	No	No	No	Yes
Montenegro	Yes	Yes	Yes	Yes	Yes
North Macedonia	No	No	No	No	No
Norway	Yes	Yes	No	Yes	Yes
Romania	Yes	Yes	Yes	Yes	Yes
Serbia	No	No	No	No	No
Slovenia	No	No	No	No	No
Spain	Yes	Yes	Yes	Yes	Yes
Sweden	No	No	No	No	Yes
Türkiye	Yes	Yes	Yes	Yes	Yes

Ukraine	Yes	Yes	Yes	Yes	Yes
TOTAL	78% yes 22% no	66.5% yes 33.5% no	59.5% yes 40.5% no	63% yes 37% no	70.5% yes 29.5% no

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

SO4	Legislative Change	Policy change	Institutional change	Research and awareness actions	Other developments
Albania	Yes	Yes	Yes	Yes	No
Andorra	Yes	Yes	Yes	Yes	Yes
Azerbaijan	Yes	Yes	Yes	Yes	Yes
Belgium	Yes	Yes	Yes	Yes	Yes
Bosnia and Herzegovina	No	Yes	No	Yes	No
Bulgaria	No	No	No	No	Yes
Croatia	Yes	Yes	No	Yes	Yes
Cyprus	No	Yes	No	No	Yes
Denmark	Yes	Yes	Yes	Yes	Yes
Estonia	No	Yes	No	Yes	Yes
France	Yes	Yes	Yes	Yes	No
Greece	Yes	Yes	Yes	Yes	Yes
Ireland	Yes	Yes	Yes	Yes	Yes
Italy	No	No	No	No	No
Latvia	No	No	No	Yes	No
Malta	Yes	Yes	Yes	Yes	Yes
Republic of Moldova	Yes	No	No	Yes	Yes
Montenegro	Yes	Yes	Yes	Yes	Yes
North Macedonia	Yes	Yes	Yes	Yes	No
Norway	Yes	No	No	No	Yes
Romania	Yes	Yes	Yes	Yes	Yes
Serbia	No	No	No	No	No
Slovenia	No	No	Yes	Yes	No
Spain	Yes	Yes	Yes	Yes	Yes
Sweden	No	No	Yes	No	No
Türkiye	Yes	Yes	Yes	Yes	No
Ukraine	Yes	Yes	Yes	Yes	Yes
TOTAL	66.5% yes 33.5% no	70.5% yes 29.5% no	63% yes 37% no	78% yes 22% no	63% yes 37% no

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

SO5	Legislative Change	Policy change	Institutional change	Research and awareness actions	Other developments
Albania	Yes	Yes	Yes	Yes	No
Andorra	Yes	Yes	Yes	Yes	Yes
Azerbaijan	No	No	No	No	Yes
Belgium	Yes	Yes	Yes	Yes	Yes
Bosnia and Herzegovina	No	Yes	No	Yes	Yes
Bulgaria	Yes	No	No	No	No

Croatia	Yes	Yes	Yes	Yes	Yes
Cyprus	No	Yes	No	No	Yes
Denmark	Yes	Yes	Yes	Yes	Yes
Estonia	Yes	Yes	Yes	Yes	Yes
France	No	Yes	No	No	Yes
Greece	Yes	Yes	Yes	Yes	Yes
Ireland	Yes	Yes	No	No	Yes
Italy	No	No	No	No	No
Latvia	Yes	Yes	No	Yes	Yes
Malta	Yes	Yes	Yes	Yes	Yes
Republic of Moldova	Yes	Yes	No	No	Yes
Montenegro	Yes	Yes	No	Yes	Yes
North Macedonia	No	Yes	No	No	No
Norway	No	Yes	No	Yes	Yes
Romania	Yes	Yes	Yes	Yes	Yes
Serbia	No	No	No	Yes	Yes
Slovenia	Yes	Yes	Yes	Yes	No
Spain	Yes	Yes	Yes	Yes	Yes
Sweden	No	Yes	Yes	No	Yes
Türkiye	Yes	Yes	Yes	Yes	Yes
Ukraine	Yes	Yes	Yes	Yes	Yes
TOTAL	66.5% yes 33.5% no	85% yes 15% no	52% yes 48% no	66.5% yes 33.5% no	81.5% yes - 18.5% no

SO6: Achieve gender mainstreaming in all policies and measures

SO6	Legislative Change	Policy change	Institutional change	Research and awareness actions	Other developments
Albania	Yes	Yes	Yes	Yes	No
Andorra	No	Yes	Yes	No	No
Azerbaijan	Yes	Yes	Yes	Yes	Yes
Belgium	Yes	Yes	Yes	Yes	Yes
Bosnia and Herzegovina	No	Yes	Yes	Yes	Yes
Bulgaria	No	Yes	No	No	No
Croatia	No	Yes	No	No	Yes
Cyprus	Yes	Yes	Yes	Yes	Yes
Denmark	Yes	Yes	Yes	Yes	Yes
Estonia	No	Yes	Yes	Yes	Yes
France	No	Yes	Yes	Yes	No
Greece	Yes	Yes	Yes	Yes	Yes
Ireland	No	Yes	Yes	Yes	Yes
Italy	No	No	No	No	Yes
Latvia	No	Yes	No	Yes	Yes
Malta	Yes	Yes	Yes	Yes	Yes
Republic of Moldova	Yes	Yes	Yes	No	Yes
Montenegro	Yes	Yes	Yes	Yes	Yes
North Macedonia	No	Yes	No	Yes	No
Norway	Yes	Yes	Yes	Yes	Yes
Romania	Yes	Yes	Yes	Yes	Yes
Serbia	No	Yes	Yes	Yes	Yes
Slovenia	No	Yes	Yes	Yes	Yes

Spain	Yes	Yes	Yes	Yes	Yes
Sweden	No	Yes	No	No	No
Türkiye	Yes	Yes	Yes	Yes	No
Ukraine	Yes	Yes	Yes	Yes	Yes
TOTAL	52% yes 48% no	96.5% yes 3.5% no	78% yes 22% no	78% yes 22% no	74% yes 26% no

Abbreviations:

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