







Gender Equality Commission

Activities promoting gender mainstreaming at the national level in Council of Europe member states

Activités pour promouvoir l'intégration de la dimension de genre (gender mainstreaming) au niveau national dans les États membres du Conseil de l'Europe

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* English translation. Please see Part II of this document for the original contribution.

PART I

ANDORRA*

Institutional mechanisms for gender mainstreaming

The Decree of 27 January 2016 on the structure of the Ministry of Social Affairs, Justice and the Interior (Government of Andorra) outlines the tasks of the Department of Social Affairs as follows:

- The mandate of the Department of Social Affairs is to guarantee every citizen the right to access the benefits, programmes, agreements and measures which strengthen social and socio-health care services in conformity with the principles set out in the Constitution and in international treaties which are part of the Andorran legal system, and in accordance with the provisions of the applicable norms.
- The Department of Social Affairs also has the task of promoting prevention policies with the aim of avoiding situations of risk, vulnerability, exclusion or dependence, in particular as concerns the most vulnerable persons, families or groups; it is also in charge of strengthening and improving social protection, cohesion and integration.
- The Department of Social Affairs is moreover in charge of creating and developing a system for social care and protection in accordance with the principles of shared responsibility, sustainability, solidarity, participation, prevention, subsidiarity, interdisciplinarity, universality, equality, fairness, comprehensiveness, inclusion and proximity, with the aim of adequately meeting Andorran society's needs in this regard.

Concretely, Article 3 states the areas which this Department covers and outlines the following duties which must be developed in the newly-established Equality Policies Section:

- Promoting and developing programmes and interdisciplinary actions for preventing and combating gender-based violence and domestic violence as well as any other type of violence.
- Strengthening and improving the fight against the inequalities and the discrimination that the most vulnerable persons and groups suffer in this area.

This section, through the Department for Equality, has the following tasks:

- To analyse the current situation in Andorra as concerns equality.
- To draft and implement a law on equality.
- To give persons who are subjected to or have been the victims of discrimination and/or inequality, information, support, care and legal assistance.
- To carry out public actions as well as information and awareness-raising activities on non-discrimination and to study the situation of groups considered to be vulnerable such as women, LGBTQI people, children and young people, the elderly, immigrants and persons with disabilities.
- To promote awareness-raising measures and training both in the formal and in the informal sector.
- To highlight sexist and discriminatory behaviour as well as inequalities to the media and the general public.

Therefore, this section has a fundamental part to play in developing and implementing policies and mechanisms for achieving gender equality in Andorra.

Policies and legislation for gender mainstreaming
On 7 January 2015, the general council set in motion the process of drawing up a White Paper on Equality with the support of the Andorran Government and the co-operation of the Institute for Andorran Studies, as well as the Ministry of Health and Well-Being (currently the Ministry of Social Affairs, Justice and the Interior). The aim of this initiative is to gather information on the real situation as concerns equality in Andorra, and on that basis draw up a strategy for promoting a culture of equality starting with the general council and the rest of the country's public bodies. This document and the related law aim to eliminate gender-based discrimination, which is the most often encountered, as it affects 50% of the population, but they also purport to deal with all those groups which, due to their specificity, are discriminated against, such as the elderly, children and young people, persons with disabilities, LGBTQI people and immigrants. The general council and the Government of Andorra consider that the participation of civil society bodies representing the interests of the above-mentioned groups is crucial to ensuring a document that takes account of their views and expertise. The work with the civil society bodies has been completed and a White Paper is currently being drafted. The process of ensuring citizens' participation both online and with hard copies has started. Once the White Paper is finalised, a law on equality will be adopted which will incorporate the responses and proposals prioritised in it in order to achieve gender equality, among other things.

Justice and rule of law
In terms of the Andorran legal framework, Article 6 of the Constitution of the Principality of Andorra provides that all persons are equal before the law and that no one may be discriminated against on the grounds of birth, race, gender, origin, religion, opinions or on any other personal or social condition. Non-discrimination is a basic principle in the universal system of human rights and furthermore, since Article 26 of the International Covenant on Civil and Political Rights, it has been an autonomous and general right. Non-discrimination is a core value of the Council of Europe, and since the entry into force of Protocol No. 12 to the European Convention on Human Rights, equality and non-discrimination have been free-standing rights, independent of the other rights recognised in the Convention. Andorra is currently drawing up the White Paper on Equality to analyse the situation as concerns equality in Andorra and to subsequently draft a law on equality to deal with gender equality among other things.

Media

Andorra currently has no law on advertising.

Section 9 of Act No. 1/2015 of 15 January 2015 on eliminating gender-based violence and domestic violence provides for the following measures regarding awareness-raising and prevention in advertising and the media:

- The media should avoid all forms of discrimination when processing information, and as regards content as well as programming. Audiovisual content and advertising which justify, play down or incite gender-based violence and domestic violence are considered to be in violation of the law.
- The Government must include on public radio stations and television channels specific awareness-raising content and information on gender-based violence and domestic violence which also promote effective gender equality.
- The broadcasting of information on gender-based violence and domestic violence must be objective, ensure the dignified treatment of the victims and provide, where possible, information on existing preventive, assistance and protection measures and on the consequences of victimisation.
- When information or content on gender-based violence and domestic violence is broadcast, a Freephone helpline for victims must be indicated.

Therefore various mechanisms and actions in order to implement this provision are being put in place through the Equality Policies Section.

Education

For the 2016-2017 school year, the Equality Policies Section has organised workshops on gender-based violence for pupils aged between 14 and 16 years in all schools.

The aims are as follows:

- Understanding gender identity as a social construct which can nevertheless be changed.
- Explaining the various gender stereotypes, their relationship with male and female identities, as well as power dynamics.
- Thinking about the link between gender stereotypes and abusive relationships.
- Providing analytical tools and promoting an approach to new alternative models for a positive personal identity in order to evolve towards an egalitarian society.
- Analysing issues relating to love and relationships.
- Thinking about the roles which have been assigned to women and men in couples and their consequences.
- Thinking about what we want in a relationship.
- Identifying signs of an abusive relationship.
- Knowing what gender-based violence is and understanding why we talk specifically about violence against women.
- Knowing the different types of existing chauvinistic violence by focusing on relationships and by also taking into account the fact that gender-based violence can occur in other contexts.

The targets set show that work is being undertaken on gender equality and on the consequences of inequality such as violence, discrimination, etc.

During the next school year, training is planned for all school teachers to give them the necessary tools for working with pupils in an interdisciplinary manner integrated in school curricula.

Health
In the Equality Policies Section and in accordance with Act No. 1/2015 on eliminating gender-based and domestic violence, it is planned to train and empower professionals to enable them not only to intervene in cases of gender-based violence, but also to ensure gender equality. Health care is obviously one of the main and primary areas; a training programme is envisaged in 2017.

Budget
In February 2016, the Equality Policies Section was created with a budget of 32 826 euros which was included in the funding of the Department for Family Affairs (on which the Gender Mainstreaming Team is a part). This budget covers rent for shelters, lawyers fees and campaigns to mark 8 March and 25 November. The Department of Equality Policies currently has its own budget estimated at 93 080 euros. It intends to take the following measures: • Focusing on victims of gender-based violence and domestic violence. • Prevention through the training and empowerment of relevant professionals, as well as awareness-raising campaigns (measures will be taken on commemoration days and ordinary days). • Paying the rent and maintenance for shelters. • Setting up a family research unit. • Developing a programme focusing on abusive men; two professionals (a social worker and a psychologist) will be hired. • Strengthening the Equality Department: developing prevention and training mechanisms, implementing the Equality Act and promoting gender and other equality policies.

ARMENIA

Institutional mechanisms for gender mainstreaming

The primary institutions responsible for gender policy in Armenia are the Council on Women's Affairs (under the Office of the Prime Minister), the Division of Family, Children and Women's Issues within the Ministry of Labour and Social Affairs and the Ombudsman's Office.

One of the main objectives of these bodies is to develop policies and work towards gender mainstreaming and gender equality.

With a view to achieving the implementation of the principles stipulated in the Beijing Platform for Action, and to promote gender mainstreaming as a major global strategy for ensuring gender equality, the Council on Women's Affairs in accordance with a decision of the Prime Minister of 19 November 2014, became a national mechanism for gender equality and empowerment of women.

In 2005, divisions for the protection of the rights of families, women and children were established within the marzpetarans (Regional Governor's offices) of the Republic of Armenia and Yerevan Municipality, which - according to the statute - carry out activities for the development, implementation and co-ordination of targeted state gender policy programmes and work towards gender mainstreaming in the regions of the Republic of Armenia and in the city of Yerevan.

In 2011, in the marzpetarans of the Republic of Armenia and Yerevan Municipality, as well as in all 12 administrative districts of the city of Yerevan, standing commissions on gender-related issues were established, the statute of which was approved by Joint Order of the Minister of Labour and Social Affairs of the Republic of Armenia No. 51-A/1 of 12 June 2012 and of the Minister of Territorial Administration, Deputy Prime Minister No. 78-A of 18 June 2012.

With a view to ensuring gender equality and preventing discrimination against women at community level, a gender policy component was introduced into the statutory objectives of the custody and guardianship authorities functioning in the communities, and since 2014 a methodological guide on ensuring gender equality was introduced in the communities.

Legislative and policy tools to achieve gender mainstreaming

The Republic of Armenia has joined almost all gender-related international legal instruments. As a member of the United Nations and the Council of Europe, and a state striving for European integration, it has undertaken certain commitments not only with regard to ratifying the most important international legal instruments, but also to bring the national legislation in line with the provisions of those instruments.

The Law of the Republic of Armenia on ensuring equal rights and equal opportunities for women and men, adopted by the National Assembly of the Republic of Armenia on 20 May 2013, entrusts the authorities to ensure gender equality in all aspects of social life, legal protection of women and men against gender discrimination, support the formation of civil society and establish democratic relations in the society. The objectives of the law are to ensure, both for women and men:

- Actual equality of rights, duties and responsibility, equal treatment thereto and exclusion of discrimination.
- Equality of opportunities.
- Equality of results.

Article 16 of the law determines that *"Gender mainstreaming is a strategy that makes women's and men's interests and experiences an integral component of the process of formulation, implementation, monitoring and assessment of legal acts, policies, projects and measures in political, economic, social, cultural or any other field of public life and that aims to eliminate inequality between women and men".*

The principle of equality between women and men is widely reflected throughout the legislation of the Republic of Armenia.

Thus, the civil legislation is based on the principles of legal equality, inviolability of ownership, exercise of civil rights and reinstatement of violated rights through judicial procedure.

Labour legislation prescribes the legal equality of parties in employment relations irrespective of their sex, race, national origin, language, origin, citizenship, social status, religious beliefs, marital and family status, age, convictions or views, affiliation to parties, trade unions or non-governmental organisations, and other circumstances not associated with the professional skills of an employee.

Family legislation stipulates the legal equality of spouses in the family, mentioning that each of the spouses is free in choosing a job, occupation, profession and place of residence. Mutual voluntary consent of men and women entering into marriage and marriageable age thereof is necessary for concluding a marriage.

According to criminal legislation, the violation of legal equality of the citizens, in particular direct or indirect violation of human and citizen's rights and freedoms on the ground of national origin, race, sex, language, religious beliefs, political or other opinions, social origin, property or other status that affects a person's lawful interests, shall be considered a crime. And this is guaranteed by the operation of the judicial system as the most effective way to be protected against discrimination: everybody shall be equal before the law and the court and every citizen may apply to the court to protect and reinstate the rights thereof without any discrimination on the ground of sex.

Upon the Decision of the Government of the Republic of Armenia of 11 February 2010, the Gender Policy Concept Paper was adopted by the Government of the Republic of Armenia. This instrument is a major contribution to gender mainstreaming as a strategy for ensuring gender equality in the country. The Gender Policy Concept Paper defines the priorities of the state policy concerning women and men and serves as a basis for the state and local self-government bodies and civil society institutions for developing clearly defined measures to ensure gender equality.

The objective of the Gender Policy Concept Paper was to create equal conditions, overcome all forms of discrimination on the ground of sex, create equal opportunities and equal accessibility to economic resources for women and men in the labour market and employment sector, establish a gender-specific dialogue for democratic political culture and tolerance in the society by introduction of the gender criterion in all aspects of life.

The 2011-2015 Gender Policy Strategic Programme approved by the Government of the Republic of Armenia on 20 May 2011 and the 2011-2015 National Action Plan on Combating Gender-Based Violence approved by the Government of the Republic of Armenia on 17 June 2011 are essential for prioritisation of gender mainstreaming as a strategy for promoting the gender policy and ensuring the prevention of domestic violence.

Every year, with a view to fulfilling the goals set by the strategic and national programmes, the Government of the Republic of Armenia approves annual plans for gender policy and combating gender-based violence. The measures included therein are aimed at gender mainstreaming and establishing gender equality in the field of administration and at decision-making level, in the social

and economic fields, in the fields of education, health, culture and public information, and at achieving success in the fight against domestic violence. Every year, activities have been implemented by different agencies, bodies, non-governmental organisations and international institutions, which have been aimed at the following:

- introducing mechanisms for monitoring and assessing legal equality between women and men, improving partnership relations;
- improving health conditions of women and men;
- expanding economic opportunities for women, reducing poverty among women, expanding opportunities for women to participate in processes of social and economic development of rural areas, and forming a competitive environment in market relations;
- conveying knowledge about legal equality between women and men within the framework of the state policies for education and science;
- increasing the effectiveness of development and implementation of the policy for legal equality between women and men at marz [regional] and community levels, co-ordinating and monitoring those activities;
- raising awareness of key issues of legal equality between women and men in the society, overcoming gender-based discriminatory practices and disseminating them through mass media;
- protecting persons subjected to domestic violence, improving the services provided thereto and organising those services in a more effective way;
- preparing qualified specialists in different fields and conveying to them knowledge about domestic violence;
- preventing the phenomenon of sex-based violence, creating a spirit of intolerance towards violence, eliminating stereotypical attitudes towards sex-based violence in the society and raising public awareness about sex-based violence, providing informational and methodical support.

Essentially, within the scope of the above-mentioned strategic programmes of the Government of the Republic of Armenia, the necessary bases have been laid, which may in the next phase of the programme create a favourable environment for the implementation of the sector-specific and intersector-specific policies.

Presently, for the purpose of ensuring the continuity of the gender equality policy in the country, the development of the 2017-2021 Strategic Programme on Implementation of the Policy for Ensuring Equal Rights and Equal Opportunities for Women and Men in the Republic of Armenia has been launched.

Gender statistics
Sector-specific opportunities for gender mainstreaming are also identified in the areas of sex-disaggregated data collection and utilisation, participatory approaches for increasing women's role in project design and implementation, and capacity development for executing and implementing agencies. Armenia has made progress in the collection and use of gender statistics. The National Statistical Service of the Republic of Armenia has a designated gender focal point and four divisions that are responsible for assisting gender mainstreaming in official statistics. The service annually publishes a compilation of sex-disaggregated statistics, Women and Men in Armenia, with the aim of "providing an impartial basis for comparing and evaluating progress toward the set goal of gender equality and women's empowerment".

Co-operation with international organisations
At present, the UN Country Team in Armenia and the OSCE office are leading an effort to support mainstreaming gender as a cross-cutting theme in development work by establishing a Gender Theme Group (GTG), chaired by the two organisations and a representative from the Government of Armenia. The stated purpose of the GTG is to promote gender mainstreaming in the activities of development partners, to track gender equality throughout assistance frameworks, to promote a deeper understanding and commitment to gender-responsive development programming and to create a venue for regular sharing of information, experience and tools on implementing gender equality in Armenia.

Education
The Gender Policy Strategic Programme for 2011-2015 played a significant role in ensuring the implementation of the gender policy by the Government of the Republic of Armenia. Activities included in the Gender Policy Strategic Programme are implemented in a number of directions, including gender-policy implementation in the area of education. It is also clear that gender stereotypes are usually formed at an early age, and the main tool for overcoming them is the implementation of educational programmes. The following educational programmes concerning gender equality issues have been implemented in recent years: (a) for the purpose of raising gender sensitivity of civil servants, a component (module) for conveying gender-related knowledge has been included in the training programmes concerning "Human Rights" and "Key Gender Issues" approved by the Decision of the Civil Service Council of the Republic of Armenia No. 567-N of 8 July 2008. Every year, about 200 civil servants take part in mandatory training courses; (b) a system of indicators for assessing and monitoring the improvement of the gender situation has been developed and its introduction is currently underway; (c) components for gender analysis, assessment and monitoring have been introduced in the sector of emergency situations management for the first time, and within the framework of these components, gender mainstreaming in disaster management policies, relevant measures (mechanisms) and resources will be introduced in the sector of disaster risks management at state, regional and community levels.

Health
One of the main objectives of activities in the health sector is ensuring that women's specific needs are identified and addressed appropriately. Women, maternal and infant health care at state level has continually been and still remains among the priorities of the state. Certain activities have been carried out aimed at improving the legislation to preserve and improve women's health, and to ensure equal rights in the health care sector. In particular, the Government of the Republic of Armenia approved a number of decisions on: 1. Approving the National Programme on improvement of reproductive health; 2. Approving the National Strategy for child and adolescent health and development and the Action Plan for 2009-2015. For the purpose of reducing the number of abortions, improving reproductive health, ensuring availability and accessibility of methods of contraception,

3. Three-year programme on “Ensuring accessibility of modern methods of contraception for prevention of unintended pregnancy.” A guideline on “Medical Standards for the Use of Modern Methods of Contraception for Prevention of Unintended Pregnancy” and practices were approved by Order of the Minister of Health Care of the Republic of Armenia No. 2202-A of 14 August 2015.

In recent years, under the Strategy for Proportional Development of marzes, a large amount of work has been carried out in terms of reconstructing and furnishing medical institutions, ensuring accessibility and availability of quality medical care for the population of rural areas - both for women and men, and notably for the preservation of maternal health.

Pursuant to the Law of the Republic of Armenia on “human reproductive health and reproductive rights”, motherhood and childhood shall be under the patronage and protection of the state and society, and shall be entitled to assistance. A woman shall have the right to safe maternity, that is, to the preservation of health during pregnancy, to receive aid through the application of methods posing a minimal risk to her health and the health of the foetus and the newborn during childbirth, and during the postnatal period. Pursuant to the same Law, a woman shall have the right to receive during pregnancy free medical care and services related to pregnancy and delivery within the framework of targeted health care programmes guaranteed by the state.

Media

Armenian television and radio companies play a significant role in the process of overcoming gender stereotypes and gender mainstreaming.

An independent regulatory body functions under the law for the purpose of ensuring the freedom, independence and diversity of the broadcast media.

Both public and private television and radio companies operate within the Republic of Armenia.

When selecting a company to grant a license to broadcast television programmes of republican, metropolitan or regional coverage via the digital broadcasting network, the independent regulatory body takes into account the broadcasting policy of the programmes of private televisions; one of the components of which is the ability to promote pluralism on the basis of the business plan submitted by participants.

The broadcasting policy of the programmes broadcast by television and radio companies are aimed at ensuring that gender equality is included in programmes covering widely events dedicated to the elimination of the different forms of violence against women, as well as cases of domestic violence against women, women journalists and women entrepreneurs. Article 22 (“Inadmissibility of the abuse of television and radio programmes”) of the Law of the Republic of Armenia on “television and radio” prohibits the broadcasting of programmes containing propagation of violence and cruelty, television and radio programmes of an erotic nature, films containing explicit violence, programmes with a potential negative impact on the health, mental and physical development and upbringing of minors. However, there are no mechanisms that would set standards for determining prohibited content or a restriction of time limits.

AUSTRIA

Institutional mechanisms for gender mainstreaming

Gender mainstreaming
Austria has committed to implement gender mainstreaming. The main legal basis for gender mainstreaming is the Federal Constitution, which contains the principle of non-discrimination and equality of men and women as a mandatory requirement. Some Federal Ministries made the promotion of women and equality a requirement for the receipt of directly awarded public contracts. Recipients of these contracts are required to implement measures to promote equality in their organisation for a minimum of six months.

Further areas of focus are gender-sensitive data acquisition in reports, studies and publications and increased training and involvement of employees in gender mainstreaming projects.

Other initiatives to raise awareness include the website *http://www.imag-gmb.at/?lang=en*, the annual gender index, a gender mainstreaming newsletter, a data base containing gender projects and an event series called *Equality talks*.

Over the past 15 years, the gender mainstreaming strategy has been applied on all levels in Austria assessing the different effects political decisions may have on women and men.

The inter-ministerial working group on gender mainstreaming/budgeting, IMAG, is the task force connecting and fostering exchange between the different departments and governing bodies in the Austrian administrative system. The working group initiates the exchange of good practices, develops criteria for the implementation of the gender mainstreaming/budgeting strategy and evaluates ongoing projects, measures and laws.

Furthermore, In order to co-ordinate activities to promote women's rights and equality between the federal and the provincial level, a regional dialogue, a conference for regional heads of women's departments and a meeting of anti-discrimination offices take place annually. In addition to that, regular meetings of human rights co-ordinators from the federal ministries and provincial administrations are held. Furthermore, a dialogue with non-governmental organisations whose aim is to fight discrimination and to promote the principle of equal treatment is held annually in keeping with the Equal Treatment Act. This dialogue usually focuses on existing challenges. For example, the most recent event addressed the issue of *hate on the net*.

Legislative and policy tools to achieve gender mainstreaming

Training activities in the Federal Academy of Public Administration
The Federal Academy of Public Administration offers a seminar programme about *gender and equality* for federal administration staff.

Promotion plans for women
The mandatory promotion plans for women of the federal ministries and supreme federal bodies are published in the federal law gazette. Public universities are also required to develop promotion plans for women and publish them in the university gazette.

Counselling for women
Together with other federal, provincial and municipal authorities, the Minister for Women provides

annual funding for about 130 consultation centres for women and girls across Austria. These centres serve about 90 000 women and girls every year. Funding is also granted to six helplines for women, an online counselling service, as well as women's shelters and emergency housing.

Balanced participation in decision making
There is no legal requirement for gender parity in leadership and decision-making positions in the private sector.

The leadership programme *Future.women* prepares women who are potential candidates for leadership positions in their company for management and supervisory board positions. A publicly accessible database for female board members complements the programme.

In order to increase awareness of enterprises and decision makers such as human resources managers and head hunters, a project called *Women are top! To the top by innovative corporate cultures,* co-funded by the European Union, was carried out. The aim of the project was to foster gender-responsive organisational cultures and more representation of women in supervisory boards, leadership and management positions. Successful measures of Austrian companies were collected and presented. Furthermore, an online simulation tool called *Choose your board* was developed for training and reflection. The tool and the equality measures mentioned above can be accessed online and free of charge at *www.frauenfuehren.at/english/*.

According to Paragraph 8 of the Act on Equal Treatment, private enterprises can implement measures to promote equality between men and women. The Ombud for Equal Treatment has invited companies since 2015 to use the Ombud´s expertise to promote equal treatment and equality within their corporate culture.

Voluntary commitments of state-owned and state-related enterprises should serve as an example for the private sector. Due to women's under-representation at top management level, the Cabinet introduced a quota on the 14 March 2011 for the share of women representing the federal state in the supervisory boards of state-owned and state-related enterprises with a 50% share or more held by the federal state. A step-by-step scheme aims to increase this share to 35% by the end of 2018. The quota is assessed annually. It increased from an average 26% in 2011 to 38% in 2015.

Raising awareness to overcome stereotypes
In order to overcome gender-based stereotypes, a number of projects, public events and studies were carried out. The organisation *Gender Platform* held a subsidised workshop series in 2011, 2012 and 2014. The aim was to raise awareness about gender-based stereotypes, increase self-reflection and find a more gender-sensitive approach to schooling and teaching. The target group were educational institutions such as schools and kindergartens.

The subsidised symposium *Girls*boys*gender*AND* addressed topics and challenges related to working with girls and boys from a gender-sensitive perspective. The inter-disciplinary and inclusive event made a major contribution to enhance professionalism in gender-sensitive child and youth work.

Reconciliation work and private life

Strengthening the contribution of fathers to childcare and household work
The participation and contribution of fathers slightly increased as a result of current child allowance provisions. A reform of child allowance legislation, which became effective on 1 March 2017, changed the current system. While formerly four different general child allowance options were available, the system is now based on a child allowance account. This will add flexibility, freedom of choice and fairness to the child allowance system. Furthermore, a partner bonus will be introduced

as an additional incentive for sharing childcare and household work. Both parents receive a one-off payment of 500 euros each if they are granted child allowance for roughly the same time, i.e. the period during which child allowance is received must be distributed either 50:50 or up to 60:40.

Federal service employees have had the right to a "baby month" since 2011. The baby month is unpaid parental leave for fathers and can be used for a maximum of four weeks after the birth of a child.

Since 1 March 2017, fathers have been able to take a "daddy month" ("family leave") in the private sector as well. After the birth of a child, fathers can spend between 28 and 31 days at home with their family. During this time, they receive a one-off child allowance of 700 euros (also for same-sex partners) and they have full pension and health insurance coverage. The "family leave" is not a legal right, which means that employers must agree.

In 2015, a project called *Men and the reconciliation of work and family life* was launched by federal ministries in co-operation with research institutes and social partners. One of the project's goals is to develop strategies to improve general conditions in companies in order to promote a fair distribution of childcare and household work and build awareness about the positive effects of shared responsibility for parenting. Moreover, an online calculator was introduced in November 2016. The simple tool is available free of charge at *www.gleich-berechnet.gv.at* and allows parents to calculate the implications of a fair distribution of employment and childcare on the shared household income.

Media

In 2011, an *Anti-Sexism Committee* was integrated into the complaint procedure at the Austrian Advertising Council. The Committee states its opinion on complaints about gender-based discrimination in advertising. If advertising content violates the Committee's code of conduct, the Advertising Council recommends withdrawing the commercial in question. This is only a recommendation, however, and not a binding decision. The number of complaints about discriminatory advertising based on gender has continually increased and accounted for almost 60% of all complaints made in 2016.

While the Advertising Council operates throughout Austria, *advertising watch groups* have been founded in Graz, Salzburg and Vienna in 2009 and 2012. These groups work to prevent and highlight sexist advertising content and deal with complaints. The advertising watch groups also concentrate on awareness-raising among professionals and the general public. Symposiums on ethics in advertising, gender-based stereotypes in journalism and advertising were held in Vienna in 2014 and 2015.

In 2014, a *retouch barometer* was designed and made available on the web page of the Advertising Council. The barometer assesses the degree to which promotional photographs are real in terms of beauty and slimness. Its aim is mainly to promote a critical view of advertising and advertising consumption in young people.

Education

The 2013 Amendment to the Federal Service Code made gender and diversity competence a requirement for future teachers in the amended employment law for teachers. In 2014, the first Austrian professorship of gender pedagogy was introduced at a university college for teacher training. In this context, a Federal Centre for Gender Pedagogy and Gender Studies was established and offers a wide range of education and training opportunities. In 2016, women and gender history was integrated into new curricula.

Gender and diversity management was defined as a central task of school administrations in the relevant school administration law. A number of self-evaluation tools were developed for quality development. Furthermore, technical schools created a network of gender and diversity experts who organise periodic meetings and seminars. In 2015, the Austrian School Prize was for the first time awarded to schools which made gender equality and the reduction of gender-based stereotypes one of their areas of focus.

Moreover, school books in elementary schools were analysed in 2012 with a special focus on gender-based stereotypes. The analysis showed that progress has been made towards more gender equality. In the future, the findings of gender studies should more quickly become part of school books. The implementation of the findings was further discussed in meetings with authors, publishers and reviewers of school books.

In order to reduce gender stereotypes in the tertiary education sector, Universities Austria put together a working group in 2016. The group's main tasks are enhancing gender competence of members of higher education institutions, raising awareness about gender diversity and promoting gender equality.

Awareness-raising events were also organised for teachers outside the typical school environment. In 2016, external experts led a series of seminars on gender and diversity for teachers at military schools. In order for the series to continue, members of the military service were trained as trainers for gender- and diversity-responsive teaching.

Action taken in the federal provinces
The province of Burgenland is currently carrying out a project with an aim to build a support structure for gender-sensitive career information and orientation in kindergartens and elementary schools.

In Vorarlberg, teachers had the chance to attend workshops about methodological implementation. Furthermore, guidelines for gender-sensitive adult education and training were set out.

The province of Lower Austria, together with other European equality and research institutes, worked on a two-year project named *GenderStrat4Equality* to develop a European standard for gender training. The *Curriculum Portfolio* was presented at an international conference in 2016.

School sector
Gender-sensitive career orientation has been increasingly integrated into ongoing career orientation and information activities in schools. The extension of career orientation and consultation for students of 7th and 8th grade has been one of the focus areas of education policy since 2011. For example, career orientation has become a stand-alone subject in new secondary schools. The training programme for teachers who teach this class comprises a mandatory *gender diversity module*.

Another effective step is that students do not have to make their career choices so early anymore. During the reporting period, needlework and handicrafts were combined to one subject. This provides the legal basis for all children in 5th and 6th grade to be able to learn basic skills in both subjects.

University sector
Currently, criteria are being developed for a cross-sectoral model for an equal and diverse science and research landscape. The results will be published in the second half of 2017.

The project *FEMtech* supports women in careers in research and technology and promotes equal

opportunities in industrial research and research outside of the university sector. It includes an expert data base, the award *FEMtech expert of the month*, a *FEMtech web page* and regular *FEMtech network meetings*.

Furthermore, the fund for scientific research gives young female researchers who intend to pursue a university career the opportunity to receive funding for up to six years. These programmes aim to qualify young female researchers for a professor position in Austria or abroad.

Health

Focus areas and public funding

The *Action Plan on Women's Health* will be an important step towards more gender-responsive health care and health promotion for women and girls in different stages of life. The Action Plan contains 40 different measures for these phases – youth, working age and old age – and will be steadily implemented with the help of a number of experts and stakeholders. The Action Plan represents the framework for a co-ordinated approach of all bodies involved in the promotion of women's health. Furthermore, the Minister for Women and Health provides annual subsidies to health centres for women.

In 2013, the Federal Act on Cosmetic Interventions and Treatments entered into force. Its main aim is to protect women's health and ensure their physical integrity. This should lead to better protection against complications and adverse events during and after cosmetic surgery and treatments without medical indication.

Action taken in the federal provinces

Counselling and information services exist in all provinces, some of which specialise in eating disorders. Furthermore, day clinics, out-patient clinics, in-patient services as well as shared living concepts exist throughout the country. Burgenland, Lower Austria, Salzburg and Vienna have specialist counselling and therapy services for eating disorders in addition to the services mentioned.

The eating disorder helpline offered by the Vienna health promotion service provides telephone and email counselling. Furthermore, information leaflets for doctors were produced. Information and training events were organised specifically for doctors, kindergarten and school teachers.

Budget

Gender budgeting and outcome-oriented budget management, outcome-oriented impact assessments are part of Austria's outcome-oriented approach. This means that the expected impact of every draft piece of legislation at the federal level and significant financial undertakings must be assessed. The expected impact must be evaluated internally in the respective line ministry after a maximum of five years. In any case, the impact assessment must contain implications on the *de facto* equality of men and women.

In order to support practical implementation, a gender budgeting blog has been available since 2016.

In 2013 Gender Budgeting has become a constitutional duty. According to Article 13, paragraph 3, of the Constitution of Austria the Federation, provinces and municipalities have to aim for the equal status of women and men in budgeting.

Also Article 51, paragraph 8, states: In the management of the federal budgets the principles of striving for efficiency, in particular also under respect of the goal of equal treatment for women and men are to be respected.

The Federal Budget Act which entered into force in January 2013 contains detailed rules on outcome-oriented budgeting, notably on how to meet legal obligations of enforcing effective equality between women and men.

All federal ministries and bodies (parliament, constitutional court, etc.) are required to define a maximum of five outcome-oriented objectives for the annual budget. One of these objectives must be a goal related to equality. Appropriate indicators to evaluate the results must be defined. This makes gender budgeting a financial policy tool for the gender mainstreaming strategy.

There is a very useful and interesting blog on the topic of gender budgeting under gender mainstreaming at http://blog.imag-gendermainstreaming.at (partly also in English).

Employment

Despite the fact that the labour market is still dominated by gender stereotypes, Austria has made progress in this context. For example, the number of female apprentices in technical occupations has steadily increased over the last ten years.

One way to reduce horizontal segregation in the labour market is to overcome gender-based stereotypes and to have more diversified career paths. In order to achieve this diversification of professions and career choices of women, a number of projects have been carried out for many years. For example, in keeping with the Vocational Training Act, the apprenticeship promotion programme provides funding for initiatives and projects which promote training of women in atypical, mainly technical professions.

A Public Employment Service project called *FiT – women in crafts and technology* grants financial support to women for further training in atypical professions. Participants should be able to complete an apprenticeship or attend specialised upper secondary schools or universities of applied science. About 1,100 women were trained with *FiT* in these fields in 2015.

Another promotion programme in the fields of science, technology and innovation is the project *w-fFORTE*. Its support and awareness-raising activities aim to increase the proportion of women across all career levels in this sector. So far, 1,000 women have completed the programme.

Narrowing the gender pay gap
Between 2011 and 2015, the gender pay gap in Austria decreased from 23.5% to 21.7%. However, Austria's gender pay gap is still one of the biggest in the European Union. In order to narrow this gap, different measures have been implemented to reduce structural factors contributing to the large gender pay gap. One goal is to remove barriers which make it difficult for women to work full time. Further aims include enhancing career perspectives for women across all professions.

Another key aspect to narrowing the gender pay gap is an increase in income transparency. Since 2011, employers have been required to state in job advertisements the minimum wage based on collective agreements and also the option to pay more, if applicable. Furthermore, since 2011 companies have been required to present income reports when they exceed a certain number of employees. According to the current scheme, this applies to companies with more than 150 employees as of 2014. A practical manual is provided to help companies draft the report. Seminars were held in 2012 to inform entrepreneurs and employers about relevant legislation and how to produce an accurate income report.

Another tool for income transparency is an online wage calculator which has been available at *www.gehaltsrechner.gv.at* since 2011. Users can calculate whether or not they receive appropriate

remuneration, taking relevant criteria such as education/training, work experience and the nature of the work performed into account. More than 2 million people have used it so far.

A number of nationwide and provincial initiatives, projects and support mechanisms for women and girls are designed to overcome barriers to education, training and work opportunities in the fields of natural science and technology. Many initiatives can be found at the online platform *www.meine-technik.at*. It provides comprehensive information for the target group, i.e. women and girls, as well as interested teachers, companies and parents.

Existing successful initiatives to reduce gender-based stereotypes in the context of career choices will be continued and expanded. For example, an action day called *Girls' day* has taken place in federal service every year since 2006; about 2 500 girls participated in the 2016 Girls' day. This action day is aimed to raise girls' interest in technological and future-oriented careers. In parallel, an event called *Girls' day MINI* was held in the federal service in 2015.

A major focus of empowerment initiatives is on collective work agreements. Some improvements were achieved in negotiations about new collective agreements. For example, more collective agreements now add parental leave periods to the calculation of promotions, or they are now calculated in a more beneficial way. Furthermore, the minimum basic salary was raised in a number of industries where many women work, e.g. in the retail or the social sector. Moreover, the social partners put together a series of good practice examples in collective agreements to promote equality of men and women in the labour market.

In order to support people who want to change from part-time to full-time work, employers have been required since 1 January 2016 to inform employees about position changes such as, if the company intends to create a full-time vacancy or a position with increased working hours, part-time employees must be informed before the vacancy notice is published.

Action taken in the federal provinces
The project "*Technical colleges for children"* in Styria, teaches pupils in primary school basic skills in engineering and natural science.

Lower Austria has organised *Tech-datings* in trade schools and new secondary schools since 2013, which aim to help girls to find the right career path. They were introduced to regional firms which could be their future employers.

The province of Vorarlberg intensified efforts to attract young men to the job of kindergarten teacher. *Boys' days* have been organised and more people in alternative service (community service in lieu of military service) have been given the opportunity to work in kindergartens.

Burgenland hosted an education and training exhibition for school students with the aim of attracting more girls into technical professions and more boys into social occupations.

A mentoring programme was designed in Upper Austria which prepares female students for professions and/or university studies in the field of technology and engineering so that they stick to professions in this field after their graduation from technical colleges.

Vienna has hosted an annual *Daughters' day* since 2002 to support young women between 11 and 16 years of age in careers in the fields of technology, engineering and natural science. About 3 000 girls and 160 companies participated in each event in the last two years.

In Vienna, the *Workers' fund* (*waff*) provides information and financial support to women who want to enter a new career path and have a low income, regardless of their previous formal qualification. Migrant women also receive support so that they can apply qualification skills acquired abroad in a

better way. Out of all 20 900 people who used this service in 2015, 70.2% were women. Another initiative is the *Women's college.* Its target group is women who are disadvantaged in terms of education.

Sport

Women's representation in sports associations

In order to strengthen women's representation in leading positions in sports associations, further initiatives were implemented between 2015 and 2016. The boards of all 60 professional associations in Austria, the three governing bodies and selected federal sports associations were surveyed for the *2016 Sports Bodies Report*. On an aggregate level including all organisations mentioned, the percentage of female board members has decreased by 1% since 2011 and currently stands at 13%.

Moreover, a strategy group on *gender equality in sports* was founded in 2015. The group consists of representatives from all leading sports organisations in Austria. In their work they focus on a balanced share of male and female coaches, measures against sexual violence in sport, fighting stereotypes in sports and the role of the media. One of their goals is to increase the representation of women in the leading bodies of every national sports institution to a minimum of 40% by 2018.

The federal sports promotion fund subsidises selected initiatives and projects. All sports associations received a criteria catalogue to assess support options for 2017 where measures to promote women and girls have been given high priority.

Action taken in the federal provinces

In Salzburg, sports clubs and associations made information leaflets and posters about protection from sexualised violence in sports available in their premises. At the same time, workshops were held for sports officials, coaches, parents and children about the prevention of violence in sports.

In Vienna, a range of events and services were launched for women in the context of the *Women & sports* initiative. The representation of women in sports clubs and associations is one of the criteria on which decisions over financial support for sports organisations are based.

BELGIUM*

Institutional mechanisms for gender mainstreaming

Federal Government

In 2007, the federal parliament adopted the law of 12 January 2007 on monitoring the implementation of the Beijing objectives and mainstreaming gender into all federal policies (see below: references). This law, which aims to implement gender mainstreaming at federal level, tasks the government with monitoring the implementation of the Beijing objectives and, in particular, the inclusion of a gender dimension in all policies, measures and actions that it carries out with the purpose of avoiding and correcting potential inequalities between women and men.

The law contains a series of provisions that aim to promote structural gender mainstreaming at the policy and administrative levels. These provisions range from gender mainstreaming in policy documents, such as general policy notes or management plans, to its integration into public procurement and grant procedures, the implementation of gender budgeting, the obligation to produce and collect statistics by gender and impact analyses of draft regulations on the respective situations of men and women, known as a gender test.

This law is based on the duration of a legislature. An initial plan was adopted covering the previous term of parliament (2011-2014) and was the subject of a concluding report on policy carried out in accordance with the objectives of the Fourth World Conference on Women, held in Beijing in September 1995.

In conjunction with the new legislature, the Council of Ministers adopted a federal plan on gender mainstreaming in July 2015, whereby every government member committed to mainstreaming gender into 75 policies as a matter of priority and to ensure the implementation of the various provisions of the law. The Institute for the Equality of Women and Men screened keynote speeches by ministers and secretaries of state in order to choose these policies. The secretary of state responsible for equal opportunities ensures political co-ordination throughout the process.

The implementation of this plan is monitored by the Interdepartmental Co-ordination Group (ICG), which is made up of members of the strategic unit of each government branch and level-A officials from each Federal Public Service, from the Ministry of Defence and from each Federal Public Service responsible for programming. This group is led by a senior official of the Institute for the Equality of Women and Men, which provides its secretariat.

The Institute for the Equality of Women and Men is responsible for aiding and supporting the process. It has developed various methodological tools (manuals, etc.), offers training courses (compulsory for ICG members, and tailor-made for the departments and ministerial strategic units), co-ordinates the half-yearly monitoring exercise at the level of the Council of Ministers and supports departments and strategic units by providing focused expertise.
It is also tasked with monitoring the implementation of the gender test and gender budgeting (see below: budget).

Government of Flanders

The Government of Flanders integrates a gender perspective in all Flemish policy domains via the Open Method of Co-ordination (OMC) and has been doing so since 2005. This working method was enshrined in the Equal Opportunities Decree of 2008, which makes the participation in the OMC process mandatory for all ministers within the Flemish Government.

Essential to the OMC is that the members of the Flemish Government agree on joint strategic and operational objectives (the OMC framework or horizontal policy plan), and each of the ministers is responsible for their implementation within their own competence. The Flemish Minister for Equal Opportunities fulfils a co-ordinating role in this process.

A crucial role in this process is played by the administrative Equal Opportunities Commission. This Commission convenes five times a year and is composed of representatives of all Flemish policy domains. Within the workings of the Commission, action plans are devised, monitoring is set up and evaluations of the action plans are carried out.

The first OMC cycle began in 2006 with the determination of a framework of objectives for the period 2006 to 2009. A second cycle began in 2010 until 2014. Each framework of objectives is translated into two series of action plans, with an evaluation in between. In 2015 a new Horizontal Equality Policy Plan was agreed upon, and in 2016 and 2017 the first cycle of action plans is being carried out.

The transversal gender policy focuses on the following strategic objective: the elimination of gender as a social construct in our society. To that end it endorses five operational objectives:

- promotion of a balanced and non-stereotypical portrayal;
- increasing the knowledge about the living conditions of target groups and the discriminatory mechanisms with which they are faced;
- elimination of violence;
- achievement of balanced participation of women and men in all spheres of society;
- prevention and elimination of discrimination.

Under each of these operational objectives, various policy measures to achieve these objectives are formulated. Some examples:

- by 2015, the top management of the Government of Flanders consisted of at least 33% women;
- the elimination of gender segregation in educational choices, for example, via the STEM action plan;
- facilitating a work-life balance through expanding the range of pre-school childcare, with special attention to vulnerable groups such as single-parent families;
- promoting a balanced and non-stereotyped image through informing and sensitising media makers;
- monitoring the increase of the feminisation of poverty and translating findings into a plan of action.

Each of these actions will be further developed into action plans that are evaluated after their term within the Equal Opportunities Commission.

<u>Wallonia-Brussels Federation Government</u>
Following the adoption of the decree of 12 January 2016 relating to gender mainstreaming in all French Community policies, the Wallonia-Brussels Federation set up several institutional mechanisms aimed at the successful implementation of this decree.

The first of these mechanisms is the establishment of a gender support unit within the Directorate of Equal Opportunities of the Ministry of the Wallonia-Brussels Federation. The purpose of this unit, comprising two staff members, is to provide assistance and administrative and scientific support to staff of the Ministry of the Wallonia-Brussels Federation and to staff of the ministers' private offices regarding the implementation of the decree of 7 January 2016.

In accordance with Article 8 of the decree of 7 January 2016, the second mechanism is the establishment of a Co-ordination Group, which is in charge of implementing the decree's objectives. Since its establishment, the group has met twice, on 29 September 2016 and on 22 February 2017.

The third mechanism is a training course based on the concepts of gender mainstreaming and gender budgeting, as well as on tangible tools for their implementation in the Wallonia-Brussels Federation – namely the gender test and the gender budgeting method. To date, all of the Coordination Group members have participated in this training course. The heads of the minister's private offices, their deputies, the general officials of the Ministry of the Wallonia-Brussels Federation, press officers and numerous staff members from ministerial offices and from the Ministry itself will receive training during 2017. This training course aims to ensure that all those involved in the implementation of the decree of 7 January 2016, as regards both its strategic and its operational aspects, are informed of the concepts and tools linked to mainstreaming gender in Wallonia-Brussels Federation policies.

The last mechanism is the development of tangible tools for the operationalisation of this mainstreaming programme, namely the gender test and a gender budgeting method. An initial version of these tools is currently available to all Wallonia-Brussels Federation staff members, but work to computerise and simplify these tools is already being carried out by the gender support unit, in collaboration with other Federation departments, so as to improve them and bring them fully into line with the needs of Federation staff members.

Lastly, the gender support unit participates in several working and study groups concerning gender mainstreaming in Wallonia-Brussels Federation policies, such as the action plan for sustainable procurement policies, the Statistics and Research Committee and the Impact Testing Committee.

Through all of these measures, the Wallonia-Brussels Federation has established a process which makes it possible to measure, in principle, the impact of all of its decisions on equality between women and men; this in turn makes it possible to have more effective gender mainstreaming in all of its decisions, laws, budgets and in the granting of subsidies.

Legislative and policy tools to achieve gender mainstreaming

Federal government

The law of 12 January 2007 on monitoring the implementation of the resolutions of the World Conference on Women held in Beijing in September 1995 and mainstreaming gender into all federal policies. M.B. Official Gazette, 13 February 2007.

The Royal Decree of 26 January 2010, establishing the composition, remit and functioning of the Interdepartmental Coordination Group, along with the minimum level of qualifications needed by its members pursuant to Article 8 of the law of 12 January 2007, monitoring the application of the resolutions of the World Conference on Women held in Beijing in September 1995 and incorporating a gender dimension into all federal policies. M.B. Official Gazette, 8 February 2010.

Federal gender mainstreaming plan, 10 July 2015 (see above).

Government of Flanders

- Decree holding the framework for the Flemish equal opportunities and non-discrimination policy (10 July 2008)
- Open Method of Co-ordination resulting in Horizontal Equal Opportunities Policy Plan and elaborated action plans http://www.gelijkekansen.be/Portals/GelijkeKansen/OCM/Vlaams-Horizontaal-Gelijkekansenbeleidsplan.pdf

- Gender Monitor: In order to measure and keep track of the progress a set of indicators was developed. In April 2011 a baseline measurement was done. The monitoring process was repeated in 2014 and again in 2017.

Wallonia-Brussels Federation Government
Following the adoption of the decree of 7 January 2016 on gender mainstreaming in all French Community policies, the Wallonia-Brussels Federation Government adopted two implementing decrees: the first lays down the composition and remit of the co-ordination group tasked with implementing the decree of 7 January (ID of 25 May 2017) and the second describes and validates the tools for implementing this decree, namely the gender test and the budgetary method, as well as their scope (ID of 8 March 2017).

As stated in the decree of 7 January 2016, this programme aimed at mainstreaming gender into all Wallonia-Brussels Federation policies entered into application on 1 January 2017 and now applies to all public policies and grants.

Justice and rule of law

Federal government
Evaluation of the Gender Law of 2007

The royal decrees establishing the committee of experts tasked with evaluating the three pieces of non-discrimination legislation of 2007, including the law of 10 May 2007 to combat discrimination between women and men, and appointing members to the committee of experts, were adopted in November 2015 and August 2016 respectively. Article 52§1 of the law to combat certain forms of discrimination stipulates that the law, together with the other two laws, must be evaluated by the chambers of parliament in order to assess their application and effectiveness. The first evaluation report is to be produced in 2017.

Law of 25 December 2016 on the Transmission of a Surname

Further to a Constitutional Court judgment of 14 January 2016, a bill was drawn up with the aim of addressing gender-based discrimination present in legislation concerning the transmission of one's surname to a child. Based on the law of 25 December 2016, if both parents' filiation is registered simultaneously they must together choose the surname of their first mutual child. The parents are thereby placed on an equal footing and asked to decide on the surname of their child, either the mother's surname, the father's surname or the two surnames in whichever order they choose. If no clear choice is made, the situation is regarded as a disagreement. In the event of a disagreement, the rules stipulate that the child carries both surnames in alphabetical order.

Wallonia-Brussels Federation government
Wallonia, the Wallonia-Brussels Federation and the Commission of the French-speaking Community supported the implementation and distribution of a study "The interests of the child with regard to protection measures and criminal procedures linked to female genital mutilation (FGM)" on the occasion of the International Day of Zero Tolerance for FGM, on 6 February.

Violence

Federal government

A national action plan to combat all forms of gender-based violence (NAP) 2015-2019, was adopted in December 2015 in collaboration with the relevant federal, community and regional ministers. This NAP 2015-2019 ties in naturally with the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence and is based on recommendations from civil society. It sets the following general objectives: to implement an integrated policy and collect quantitative and qualitative information; to prevent violence; to protect and support victims; to look into, pursue and adopt protection measures; to incorporate gender mainstreaming in asylum and migration policies; and to combat violence at an international level. It aims to ensure a coherent and co-ordinated policy in which the federal state, the communities and the regions collaborate closely with each other in order to implement 235 specific measures to combat violence between partners, sexual violence, female genital mutilations, forced marriages, honour crimes, and prostitution. In order to ensure that the 235 NAP 2015-2019 measures are effectively followed up and carried out, an interdepartmental working group has been established.

Various projects have been adopted at federal level to combat, in particular, sexual violence (launch of the website www.violencessexuelles.be, pilot projects for developing multidisciplinary reception centres for victims of sexual violence, etc.) and partner violence (risk assessment tool for violence between partners, establishment of a "reporting code" for professionals, which will make it possible, where appropriate, to structure the decision-making process with regard to breaking professional confidentiality in cases of partner-on-partner violence, etc.).

Wallonia-Brussels Federation Government

In the context of the participative process of the women's assembly Alter Egales, launched by the Minister for Women's Rights in 2015, a third call for projects was issued in 2017 with funding of 300 000 euros to support women's associations wishing to develop and carry out initiatives on the theme of "the right to physical and psychological integrity". Three committees were also established to propose recommendations relating to three specific sub-themes: sexist harassment in public places, media handling of violence against women, and violence in the field of prostitution.

Wallonia, the Wallonia-Brussels Federation and the Commission of the French-speaking Community ran a campaign "There's no excuse for domestic violence – Marie's diary" in order to inform the wider public about domestic violence. A TV and a radio commercial were broadcast at several times in the year. Posters, business cards and badges were also distributed. www.journaldemarie.be

A free telephone call line was launched for victims of sexual violence and members of the professions concerned. A visibility campaign for this hotline entitled "SOS rape" was carried out using three poster formats, particularly in frontline and professional services including general practitioners' and gynaecologists' surgeries. www.sosviol.be

Media

Government of Flanders

- Expert database: (since 2008, 1 000 experts) a database of experts from groups that are traditionally underrepresented in the media, such as women, ethnic minorities, transgender people or people with disabilities. Journalists and programmers can use the database which offers an additional tool to find experts in a wide range of matters, from soil science to heart transplantation. In addition, the database contains contact details of civil society organisations working on equality issues. www.expertendatabank.be
- 'The cliché killers' contest for students in journalism: second and third year students journalisms could enter this contest in which they had to write an article, make a video or

radio reportage on one of five topics: gender, sexual identity, disability, ethnicity or poverty. http://declichekillers.be/

- Attention is paid to any nuanced portrayal in media products, as well as to the balanced participation of equality target groups, in news and entertainment shows. The specific conditions are included in the management agreement with the Flemish Public Broadcaster.

Wallonia-Brussels Federation Government

In June 2016, the parliament of the Wallonia-Brussels Federation adopted a motion for a decree amending the co-ordinated decree of 26 March 2009 relating to audiovisual media services, in order to increase the focus on equality between women and men.

The principle of gender equality is now formally recognised in the decree on audiovisual media services. Equality between women and men is explicitly mentioned in the chapter of the decree dedicated to the obligations of service editors with regard to respect for human dignity and the protection of minors.

The same reference to respect for equality between women and men is made with regard to both commercial communications and audio and television programmes.

The Licensing and Supervision Board of the Superior Audiovisual Council (CSA) was also entrusted with a new mission, that of participating in periodic analyses relating to the balanced representation of women and men, encouraging the dissemination of good practices with regard to combating sexist stereotypes and making specific recommendations, if necessary.

A database for journalists called expertalia.be was set up. This database, developed by experts who are women and come from different backgrounds, is designed to answer the expectations of journalists and aims to help them identify women experts of different origins in order to diversify their traditional contact lists. A conference to present and promote this database was held on 28 October 2016.

It should be possible to measure the impact of expertalia.be in 2017 through the introduction of a print media diversity barometer (possibly also covering radio), which will be combined with the Superior Audiovisual Council's barometer that will focus on diversity in television.

Education

Government of Flanders

- Platform for educational tools about gender and LGBT issues: www.schooluitdekast.be. On this platform, teachers, students and educational volunteers can find information, educational materials, courses, etc. about these topics which are adapted to the different levels of education (kindergarten, primary, secondary).
- Since the academic year 2014-2015, Flanders has installed a new Master of Arts in Gender and Diversity, as a collaboration between the five Flemish universities. The master's programme focuses on theories about social inequality and discrimination, and the international research in the field of gender and diversity, but also establishes a link with the practice and the field.
- Paying attention to the gender neutrality of the orientation process, training programmes and its image decreased the segregation in study choices. The inflow of girls in the direction of science and technology should be increased and the image of 'scientist' needs to be adjusted. Specifically, in the implementation of the science communication policy, projects such as technology clubs for girls, techno-girls, and female role models on 'Science Day', the Science Week, etc. are eligible for specific grants.
- To stimulate careers in science, technology, engineering and mathematics, the Flemish

government launched a STEM action plan (until 2020) to stimulate the interest of children and young people towards exact science and technology, paying particular attention to girls and children from vulnerable families. (the target is to increase the number of girls by one-third by 2020)

- A gender and LGBT friendly school: After signing a Declaration for a gender sensitive and LGBT friendly policy in schools, the Flemish schools committed themselves to setting up a structural approach (pedagogical and policy wise) to raise awareness about gender and sexual diversity, and to create an environment of openness and tolerance for all students, teachers and other educational personnel. These tailor-made programmes for teachers and school boards (not the students directly) are given by two teachers especially appointed to work in schools all over Flanders. The co-ordination is done by *çavaria*, the umbrella organisation for LGBT civil society.
- During the (mandatory) social orientation course (in the context of an integration programme) gender-related rights receive specific attention, such as the prohibition on domestic violence, the combination of work and family, the right to self-determination (abortion and contraception), the prohibition of female genital mutilation, etc. (12 500 integration programmes take place each year).

Wallonia-Brussels Federation Government

1. Compulsory education

Girl-boy equality in subject choices
In 2016, the "Girls day, Boys day" project, which aimed to deconstruct gender-based stereotypes in pupils' subject and career choices at school, continued to take place in Wallonia-Brussels Federation schools. In total, 4046 pupils participated in this project in 2016.

For the 2016 edition of this project, the WBF produced and distributed a guide to raise pupils' awareness of stereotypes and prejudices in subject choices.

In this guide, three themes were raised: inequality between women and men, gender stereotypes, and gender stereotypes in career choices. Practical activity sheets along with definitions of the concepts and links to further information were also included in this guide.

Teacher training on equality
Since January 2016, in the framework of co-funding by the European Social Fund and the WBF, the website www.égalitéfillesgarçons.be, aimed at future teachers and offering a range of tools and links to further information on the theme of equality between girls and boys at school, has been updated and made available to teachers at various levels of education.

Harassment and discrimination in schools (gender-based or sexual)
In the context of the harassment prevention network that has existed since 2014, bringing together players from various sectors (education, youth, equal opportunities, health promotion, youth welfare services, etc.), a working group was set up in February 2016 focusing specifically on the issues of discrimination in the education system and, more particularly, gender-based violence. This group makes recommendations to the political authorities, with the aim of:

- clarifying the concepts and overlaps and the differences between concepts (harassment, discriminatory harassment, etc.);
- identifying situations in which the law may serve as a lever for action and those not yet covered;
- comprehending the reasons for discriminatory harassment from a young person's perspective (power relations, position in a group, etc.);
- identifying the criteria for the most normalised forms of discrimination/harassment in

schools (gender, sexual orientation, origins, etc.);
- analysing the combination of multiple forms of discrimination and harassment that pupils may encounter.

Pact for excellence
As part of the reform of compulsory education carried out by the Minister of Education and the work on the pact for excellence in teaching, a strategic objective focusing in particular on gender inequalities proposes combating such forms of inequality by improving teacher training and therefore by including this issue in the ongoing teacher training reform.

1. Higher education

Several activities were carried out in 2016 to promote gender equality in higher education and research.

Institutionalisation of a committee on women and science as an advisory body through a decree adopted in 2016
The committee's aim is to share experience and identify the specific problems and obstacles facing women who wish to pursue a career in research. It also seeks to propose amendments of decrees and regulations to the political authorities, along with initiatives for enhancing equality between women and men in scientific and academic careers. This committee is made up of representatives from the French-speaking universities and the National Fund for Scientific Research.

Funding contact persons for gender matters in every French-speaking university
In 2016, funding was made available for these contact persons to promote equality between women and men in universities. Their role is to inform students, raise awareness and establish a network.

Introduction of a supplementary Master's degree in gender studies
In 2016, a "working group for a Master's degree in gender" was set up by representatives of various universities. With a view to launching the process of introducing the Master's degree, each university nominated a person to keep track of the activities of the "working group for a Master's degree in gender". In 2016, this working group prepared the ground for the introduction of this Master's degree, which has been available since September 2017.

Research carried out on the excellence discourse and its impact on the careers of women in research and higher education
In 2016, the WBF funded research into the impact of evaluation processes and of the excellence discourse in academic circles (universities and *Hautes-écoles*) on the careers of women in higher education and research.

Education and the youth and sport sector:
A campaign to combat homophobia and transphobia entitled "Et toi t'es casé-e" (And you – are you in a relationship?)" was produced and broadcast in February and May 2016 in the French-speaking audiovisual media. A pedagogical tool was specifically designed for professionals in the youth, sport and education sector: www.ettoitescase.be.

Health
Government of Flanders In the implementation of the preventive policy on sexual health in general and the HIV-plan, and more specifically, gender and sexual identity are some of the threads included in the comprehensive sexuality education, the prevention of unwanted pregnancies, STI and HIV.

Budget
Federal Government The law of 12 January 2007 provides for gender mainstreaming in the budgeting process and specifically requires the inclusion of a comment on gender in each draft general expenditure budget, setting out the resources allocated to measures that seek to achieve equality between women and men. Every year, the Budget Minister issues a circular listing the guidelines for the next budgeting process. The circular relating to the 2009 budget already mentioned the principle of gender budgeting and its legally binding nature. In practice this means that, since 2010, every federal public service and public programming department has had to analyse its budget from a gender standpoint. Every year, the budget circular reminds departments of this obligation. In 2010, a circular specifically dedicated to gender budgeting was issued. It describes, in detail, the objectives of gender budgeting and the procedure to be followed. With regard to the application of gender budgeting at the Belgian federal level, all basic allocations must be subdivided into three categories. The justification for basic allocations classed under category three must include a comment on gender which indicates how the gender dimension will be taken into account in the matters concerned. The Institute has established a checklist which provides instructions regarding the information that may be included in the comment on gender. In 2016, the implementation of gender budgeting in the context of the 2015 budget was evaluated in order to assess whether the method set out in the gender budgeting circular had been correctly applied. In 2011, the Institute for Equality of Women and Men published a Guide for the implementation of gender budgeting in the federal administration, in order to encourage and facilitate the implementation of gender budgeting. A Guide to gender mainstreaming in the granting of subsidies and a related checklist were also brought out in 2016. Wallonia-Brussels Federation Government Legislative changes Following the adoption of the decree of 7 January 2016 on gender mainstreaming in all French Community policies, the Wallonia-Brussels Federation Government adopted two implementing decrees: the first lays down the composition and remit of the co-ordination group tasked with implementing the decree of 7 January (ID of 25 May 2017) and the second describes and validates the decree implementation tools, namely the gender test and the budgetary method, as well as their scope (ID of 8 March 2017). As stipulated in the decree of 7 January 2016, this programme mainstreaming gender into all policies pursued by the Wallonia-Brussels Federation, including the budget, entered into force on 1 January 2017. Institutional changes[1] Following the adoption of the decree of 7 January 2016 on gender mainstreaming in all French Community policies, the Wallonia-Brussels Federation established several institutional mechanisms

[1] For further information, see above in the section on institutional mechanisms for gender mainstreaming.

to ensure the implementation of this decree, including the launch of a training course on the concepts of gender mainstreaming and gender budgeting and the introduction of specific tools for the operationalisation of this mainstreaming programme, namely the gender test and a gender budgeting method.

An initial pilot project was launched in the first half of 2017.

Work-life balance

Government of Flanders

Access to affordable childcare provisions from a young age is an important lever to insuring equal opportunities for all young children and their families; it enhances social and economic participation of mothers and fathers and allows for a better work-life balance. The challenges in Flanders are at the level of the absolute number of places in childcare facilities and the accessibility of the offer (target set: 50% of children younger than three years of age by 2016).

Youth

Wallonia-Brussels Federation Government

Following a colloquy on gender diversity in sport, youth leisure activities and education, held in January 2016 at the initiative of the Minister for Women's Rights, the WBF drew up a detailed report on youth gender diversity. This publication can be consulted on the website of the Directorate of Equal Opportunities: http://www.egalite.cfwb.be.

In order to promote gender diversity in the youth sector, the Minister for Women's Rights will, in 2017, also offer pedagogical assistance to the 12 youth centres in the WBF, to support their work regarding gender diversity, with the aim of developing pedagogical tools based on experimentation.

Sport

Wallonia-Brussels Federation Government

A call for projects on the theme "Equality and diversity in sport in the Wallonia-Brussels Federation" was launched in February 2017, open to sports bodies recognised by the Wallonia-Brussels Federation (federations, clubs, local or integrated sports centres, sports associations, etc.). It aims to support the creation of pilot and innovative projects concerning mixed and female sports in the field of leisure (excluding high-level sport and focusing, as a priority, on team sports).

The objective is to make it possible for men and women to have access to sporting activities and to practise them either in single-sex groups or mixed-sex groups, depending on their preference.

The projects submitted by sports organisations recognised by the WBF will focus either on the deconstruction of prejudices and stereotypes encountered in sport, or on the opening up of a sport traditionally practised predominantly by people of the same gender, with the aim of making it accessible to the other sex.

This call for projects was launched by the Wallonia-Brussels Federation at the initiative of the Minister for Sports and the Minister for Equal Opportunities and Women's Rights.

A budget of 100 000 euros was set aside for this activity, of which 50 000 euros originates from Equal Opportunities funding and 50 000 euros from the General Sport Administration budget. A maximum of 7 500 euros will be allocated to each project.

CROATIA

Institutional mechanisms for gender mainstreaming
The Croatian Governmental Office for Gender Equality and Finland's National Institute for Health and Welfare are implementing a twin project entitled *Support to Gender Equality ('CRO Gender')* which is financed under the European Union Transition Facility Programme for Croatia. The project was implemented in Croatia for 15 months, starting in May 2016. The objective is to develop Croatian institutional capacities for mainstreaming gender into public policies, to strengthen the networks and to increase visibility of the national institutional mechanisms. The project will also be a tool to raise public awareness about legal protection from gender-based discrimination, and improve the efficiency of the judiciary in the area of gender equality. The ultimate goal is to set grounds for development of gender-sensitive public policies and increase trust in the capacities of the Republic of Croatia to protect its citizens from gender-based discrimination. The main component of the project is related to increasing the sense of empowerment and expertise of members of the national institutional mechanisms with the purpose of establishing gender-sensitive public administration, increasing their level of activity and visibility which will subsequently lead to more resources designated to establishing gender-sensitive public administration; and finally strengthening their mutual co-operation and networking with other relevant stakeholders. There are also plans to organise discussions on gender mainstreaming in public policies with politicians. Based on the training needs analysis, the two partners have organised training sessions for members of the national institutional mechanisms on gender mainstreaming; practical manuals to guide their work in the future are in preparation and will be distributed as soon they are printed. It is also envisioned that an action plan for further co-operation activities with civil society, the media, and research community will be developed by July 2017. The second component of the project is related to raising public awareness on gender equality and human rights protection through a public campaign and active involvement of the media. A number of TV and radio interviews were conducted so far, while the official launch of the campaign started on 8 March 2017. The campaign comprises two radio clips which are being broadcast on 52 radio stations for one month, 1.500 posters displayed in public transportation in the five biggest towns for two weeks, street actions with participation of public figures in four towns, and the active involvement in the project by the public through social networks, specifically Facebook. The public campaign will be evaluated as having been successful where public reaction to discrimination is more visible in the media through increased number of articles, TV and radio programmes. The third and last component is focusing on increasing professional capacities, competences and knowledge of the judiciary in the area of implementation of the gender equality legislation. Based on the training needs analysis, one comprehensive tailored-made training programme was prepared, and during February and March of 2017, in co-operation with the Ludwig Boltzmann Institute of Human Rights from Vienna and the Croatian Judicial Academy, 45 judges were trained in gender equality legislation, including the implementation of national and European Union legislation, as well as procedures of European courts (European Court of Human Rights and the European Court of Justice). Related manuals are in preparation and will be disseminated to the courts. https://ravnopravnost.gov.hr/twinning-projekt-podrska-ravnopravnosti-spolova/2878

Legislative and policy tools to achieve gender mainstreaming
The Gender Equality Act ("Official Gazette" No. 82/08) established a general basis for the protection and promotion of gender equality as a fundamental value of the constitutional order of the Republic of Croatia. This act defines and regulates the manner of protection against discrimination based on sex and creates equal opportunities for women and men. Pursuant to that act, all state bodies are obliged to apply all adopted regulations and established measures to ensure real equality of both sexes. The Gender Equality Act stipulates in Article 3 that "(1)Public bodies, units of local and regional self-government, legal persons with public authorities and legal persons that are majority-owned by the state and units of local and regional self-government shall, in all stages of planning, adopting and implementing legal acts, decisions and measures, assess and evaluate the impact of such acts, decisions or measures on the position of women, or men, with a view to achieving genuine equality between women and men." The Ministry of Demography, Family, Youth and Social Policy sent the amendments of the Law on Gender Equality through the legal enactment procedure. The proposed amendments to the Law on Gender Equality are harmonised to the requirements of the European Commission in relation to Directive 2006/54/EC of the European Parliament and the Council of 5 July 2006 on implementing the principle of equal opportunities and equal treatment for men and women in matters of employment and occupation. The amendment seeks to ensure comprehensive protection against victimisation and additionally expanded the circle of people for whom protection is guaranteed, prohibiting discrimination, with the purpose of strengthening the legal protection of victims. The amendments allow for the widest possible protection of all persons who report discrimination, witness discrimination or refuse an instruction to discriminate or that have in any way testified in a procedure of protection against discrimination or otherwise participated in any proceedings based on discrimination on grounds of sex. Also, a working group for the preparation of the *Law on Ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention)* has been established. The new Act on Protection against Domestic Violence has been drafted and referred to the legislative procedure. The Istanbul Convention and Directive 2012/29 of the European Parliament and of the Council of 25 October 2012 establishing minimum standards on the rights, support and protection of victims of crime and replacing Council Framework decision 2001/202 /JHA (i.e. the Directive on victims' rights) are transposed in the act. At its session on 2 March 2017, the Croatian Government adopted the Draft Proposal of the Act on Amendments to the Personal Names Act, which enables registered partners who terminate their partnership to subsequently return to their previous last name on request, i.e. guarantees them the same right enjoyed by marriage partners. The Draft Proposal of the Act on Amendments to the Personal Names Act was sent to the Croatian Parliament to undergo adoption procedure. The Office for Gender Equality of the Croatian Government is co-ordinating the process of development of the new National Policy for Gender Equality for the period 2017 – 2020. A working group for drafting a new National Policy for Gender Equality for the period of 2017 to 2020 was founded by the Office for Gender Equality and members were appointed from different stakeholders – ministries, representatives of NGOs and independent experts, gender equality commissions and the Office for Gender Equality. The new national policy will contain, along with introductory situation assessments, seven critical thematic areas related to promoting the human rights of women and gender equality, equal opportunities on the labour market, gender-sensitive education and elimination of stereotypes, equality in political and public decision-making, eliminating violence

against women, international policy and co-operation, and institutional mechanisms and modes of implementation. As soon as the draft has been completed, it will follow the regular procedures, including public consultation.

Justice and rule of law

The Judicial Academy is a public institution whose vision is an independent, expert and professional judiciary as a guarantor of the rule of law and fundamental human rights. The institution continuously organising training sessions on, for example, human rights, gender equality law, family law, especially family violence and sexual violence. These training sessions not only deal with specific issues in certain legal areas but also serve as a platform for gender sensitisation of the target groups. Therefore, the added value of this training is a raised awareness of certain specific issues or methods that need to be taken into consideration during legal procedures involving, for example, women as victims.

The Independent Service for Victims and Witnesses Support is established within the Ministry of Justice. The Independent Service co-ordinates the system of victims and witnesses support within the judiciary. Moreover, it holds lectures for police officers and employees of social welfare centres on support systems for victims and witnesses and on the rights of victims, as well as on intersectional and interinstitutional co-operation. It is responsible for informing victims about the release of the perpetrator from prison and deals with cases of financial compensation for victims of crime. The service achieved good co-operation with civil society organisations so it refers victims to those organisations for additional professional help and support. Also, the Independent Service refers victims to the organisations that provide free legal aid.

The free legal aid system in the Republic of Croatia allows for low-income citizens to hire lawyers and to obtain legal aid for specific legal actions and equal access to judicial and administrative procedures. Types of legal assistance are primary legal aid and secondary legal aid. The primary legal aid is provided by the state administration offices, authorised associations and legal clinics. The secondary legal aid is provided by attorneys. The reports of the state administration offices show that over 50% of the applicants for legal aid are women, and that the applications submitted were mostly for family and legal reasons (divorce procedures, maintenance, and division of marital property). Requirements for applicants who are victims of domestic violence are dealt with as a priority. The applicant is granted access to justice through the granting of legal aid in the form of representation in court proceedings and the exemption from payment of court fees at the full scale, even though the person has not complied with the criteria prescribed by Law on Free Legal Aid.

Media

Media Act (Official Gazette No. 59/04)
Article 3 (4): "It shall be prohibited to transmit programme contents in the media which incite or glorify ethnic, racial, religious, gender or other inequality or inequality on the basis of sexual orientation, as well as ideological and state creations on the basis of such foundations, and to provoke ethnic, racial, religious, gender or other animosity or intolerance, animosity or intolerance on the basis of sexual orientation, to incite violence and war".

Article 5 (2): "The production and publishing of programme contents shall be promoted when pertaining to, among other, exercise of human rights of citizens, regulation of the rule of law and social state, and promotion of public awareness on equality of women and men".

Article 20 (8): Advertising in which women and men are depicted in an insulting or humiliating manner with respect to gender or sexual orientation shall be prohibited".

Electronic Media Act (Official Gazette No. 153/09)
Article 9: "The activity of providing audiovisual and radio programmes shall be in the interest of the Republic of Croatia when programmes relate to: … gender equality".

Article 24: "The audiovisual or radio programmes shall in particular: broadcast truthful information, respect human dignity and human rights and fundamental freedoms, and contribute to the respect of other people's opinions and beliefs; contribute to the free forming of opinions, versatile and objective informing of listeners and viewers, as well as to their education and entertainment; promote international understanding and the public's sense of justice, defend democratic freedoms, serve to the environment protection, fight for the equality of women and men …".

Article 30 (2): "Advertising which depicts women and men in an abusive or humiliating way in relation to gender and sexual orientation shall be prohibited".

Article 63 (1) The Fund for Promotion of Pluralism and Diversity of Electronic Media (hereinafter: the Fund) is the Fund of the Electronic Media Agency. (2) The sources of financial means for the Fund shall be funds secured by the provisions of this Act and the Croatian Radio Television Act. Article 64 (1): "The Fund's means shall stimulate the production and broadcasting of audiovisual and radio programmes of television and/or radio broadcaster at the local and regional levels which are of public interest and audiovisual and radio programmes of non-profit television and/or radio broadcaster, which are particularly important for: ... encouragement of the development of the awareness of gender equality".

The Croatian Radio Television Act in Article 9 prescribes that Croatian Radio-Television shall, among others, produce, co-produce and release programmes designated to achieve gender equality.

Education

Since the adoption of the Health Curriculum (school year 2013-2014) and the Democratic Citizenship Curriculum (school year 2014-2015), it is mandatory for all elementary and secondary schools' pupils to attain adequate levels of knowledge, attitudes, values and skills in both. The Health Curriculum consists of four modules: healthy living, addiction prevention, violence prevention, sexual and gender equality and responsible sexual behaviour. The main aim of all modules is to attain capability for critical judgment in everyday situations and responsible decision making. At the same time, the aim is to develop tolerance and adopt appropriate system of values, as well as to encourage empathy and sensitivity to the needs of others.

It is important to stress that the Ministry of Science and Education is committed to the realisation of five strategic objectives of the Gender Equality Strategy 2014-2017 through implementation of activities promoting gender mainstreaming in the educational sector, primarily in civic/citizenship education.

Civic Education is incorporated in the school curricula as a compulsory cross-curricular theme or as an elective subject, promoting gender equality and combating gender stereotypes, among other issues/content.

The Comprehensive Curricular Reform, currently under way in Croatia, includes gender equality topics of the Civic Education curriculum, as well as in health education (contributing to healthy lifestyles), social skills education (development) and education for sustainable development.

The Ministry of Science and Education is responsible for granting approval of the school textbooks and other teaching materials that have to be in compliance with ethical requirements, which among other criteria include gender equality and non-discrimination issues. Also, the Education and Teacher

Training Agency (ETTA) organises presentations and festivals of best civic projects every year. Examples of projects directly connected with gender equality issues implemented in schools are “Keep our eyes wide open – let’s give violence right name” and “Violent teen relationship sucks”.

Budget

The Ministry of Finance committed an analysis of the budget on the basis of data on the execution of the state budgets of the Republic of Croatia for 2014 and 2015 by asking all ministries and government bodies to allocate activities and projects whose expenditures are directed to (a) one gender or those whose expenditures aimed at achieving equal opportunities and (b) expenses relating either to women or to men.

Domestic violence and violence against women

In order to improve inter-agency co-operation and the training of professionals working in the field of protecting domestic violence victims, the Ministry of Demography, Family, Youth and Social Policy in the period from October to December 2016, conducted an educational project "Together we can". This project was reserved for members of county teams for the prevention and treatment of domestic violence cases - social welfare, justice, police, health and education employees. 181 experts from different systems and civil society organisations were included in this project.

Furthermore, because of the period of the National Strategy of Protection against Family Violence (2011 to 2016), the Ministry established a working group to create a new National Strategy of Protection against Family Violence for the period 2017 to 2022, a key strategic document in the field of protection against domestic violence. This document proposes measures in the areas of prevention, legal framework, protection and support to victims of violence, psychosocial treatment of perpetrators of domestic violence, improving inter-agency co-operation, and training of professionals working in the field of protection against domestic violence and raising public awareness about the problem of domestic violence.

All proposed measures are based on articles of the Istanbul Convention.

Foreign policy and diplomacy

According to the Gender Equality Act, state administration bodies, including the Ministry of Foreign and European Affairs, must ensure a balanced representation of women and men when appointing members to diplomatic missions, committees, commissions and delegations representing Croatia at the international level.

The Ministry of Foreign and European Affairs adopted in 2013 its four year plan for gender equality and has been implementing special measures to ensure a gender balance in Foreign Service.

Within the Ministry of Foreign and European Affairs, female diplomats occupy more than 50% of the decision-making positions. There is also a higher representation of women than men in all diplomatic ranks except the two highest: the ministers plenipotentiary and ambassadors. There are currently 15 women among the heads of Croatia’s diplomatic missions (27.7%) and five female ambassadors awaiting foreign postings. There is also one female ambassador from Croatia among the heads of the EU delegation.

The Ministry of Foreign and European Affairs has also proposed and supported the candidacy of all interested female diplomats and other Croatian women to leading and other positions in international organisations.

The Ministry of Foreign and European Affairs has taken steps to integrate a gender perspective and the promotion of gender equality in all its foreign policy activities, the policy of international development co-operation and relations with developing countries.

As the government body in charge for managing the programmes of international development co-operation, the Ministry of Foreign and European Affairs made efforts to provide development assistance with a gender perspective, and with a special focus on countries facing conflicts and going through post-conflict democratic transition, such as Afghanistan, where the focus has been on women's reproductive health (construction of the Midwife Training Centre in Mazar-e-Sharif) and women's economic empowerment (supporting a women's start-up business in carpet weaving and photography).

On the global UN scene, Croatian diplomats have been actively contributing to the promotion of the empowerment of women as a part of the sustainable development goals, and as a fundamental prerequisite for peace and security.

Employment

Actions supported within the Operational Programme "Efficient Human Resources 2014-2020", for which the Ministry of Labour and Pension System is the managing authority, are assessed by eligibility criteria covered through horizontal objectives of the programme, one of which is promoting equality between men and women.

Promotion of equality between men and women are especially emphasised within the investment priority "*Access to employment for job seekers and inactive people, including the long term unemployed and people far from the labour market, also through local employment initiatives and support for labour mobility."*

There is a specific objective to "*Increase sustainable self-employment of unemployed people, especially of women."*

Actions are focused on groups at a disadvantage on the labour market such as measures for supporting self-employment which include comprehensive support prior to, during and after start-up. Complementary support in this regard is provided by specialised self-employment advisers from the Croatian Employment Service (HZZ), in terms of translating the idea into a business plan, information dissemination, motivation, guidance, preparatory activities for the start-up of a business, relevant training, mentoring and follow-up activities. Such a comprehensive support system is not only to ensure greater access to self-employment for the disadvantaged groups of unemployed, but also to support the sustainability of self-employment ventures beyond the receipt of the financial subsidy. Activities aimed at promotion of woman entrepreneurship (promotion activities to encourage and stimulate women to engage in self-employment, promotion of entrepreneurial learning, organisation of meetings and conferences, gathering to promote good examples of women entrepreneurship) are envisaged.

Actions taken to fulfil general *ex ante* conditionality G.2 - *The existence of administrative capacity for the implementation and application of union gender equality law and policy in the field of ESI fund (Arrangements for training for staff of the authorities involved in the management and control of the ESI Funds in the fields of union gender equality law and policy, as well as on gender mainstreaming)* include the training programme "Anti-discrimination, gender equality and implementation of the UN Convention on the Rights of Persons with disabilities in the context of ESI funds" which was developed. In 2016. There were 25 workshops conducted for about 1,000 staff involved in management and the control of ESI funds.

The HZZ collects data on labour market indicators (registered unemployment, active labour market measures), sorted by gender. The data are published monthly in the Monthly Statistics Bulletin and annually in the Yearbook. The Monthly Statistics Bulletin contains notes on labour market trends in a given month, territorial organisations of the HZZ, as well as data presented in the tables which are divided into three groups:

- general trends in unemployment and employment from the HZZ register;
- the data on unemployment and employment according to the sector of economic activities;
- occupations and the data on unemployment and employment, according to the county and by gender.

All data are being presented at four levels: local offices' level, regional offices' level, counties and total number for Croatia. The Yearbook publication contains data and information on changes in the labour market and HZZ activities in employment mediation, in preparation for employment, entitlements during unemployment, implementation of active labour market measures, internationally financed projects and other HZZ activities in previous year. The publication, Analytical Bulletin, also provides an analysis of data on conditions and trends in Croatian economy and the labour market. It is published four times a year. In addition to abovementioned publications, HZZ also provides public access data service – Statistics on-line. This application contains a help system that can be used to query its preparation and to understand certain terms.

During 2015 to 2016 there was regular data collection on the situation of women in the labour market based on the effects of the active labour market policy measures. Data on Active Labour Market Policy effects are presented and segregated by gender for different reports.

HZZ continuously implements active labour market policy measures and activities which stimulate employment of unemployed victims of domestic violence in accordance with the National Strategy of Protection against Domestic Violence for the period 2011-2016 in Croatia. In the chapter *Care and support for the victims of domestic violence*, HZZ is defined as a stakeholder responsible for the implementation of measures under point 5 "Employment planning and programming for the victims of domestic violence", and the measures under point 6 entitled "Encourage employers to employ victims of domestic violence". Active labour market policy measures have been carried out through the lifelong career guidance and career development and measures such as an active policy of co-financing and financing employment defined by the Guidelines for the Development and Implementation of Active Labour Market Policy in the Republic of Croatia for the period 2015 – 2017. In 2015, 108 victims of domestic violence were employed through the employment mediation services provided by HZZ, 49 unemployed persons – victims of domestic violence were included in the active labour market policy measures, while 262 victims were registered in unemployment records. In 2016, 111 victims of domestic violence were employed through mediation activities, 55 victims were included in labour market active policy measures, while 269 victims of domestic violence were registered in unemployment records. A slight positive employment trend for victims of domestic violence is visible in the last several years.

The Strategy of Women Entrepreneurship Development in the Republic of Croatia 2014-2020 has been in force since June 2014 and is the second successive strategic document, after the same strategy for the period 2010-2013. National programmes (grant schemes) addressed to women entrepreneurs and financed from the state budget were implemented until 2012. From 2013 until the present, through the evaluation of horizontal questions, additional points have been given to projects of companies owned by women (as well as to other disadvantaged groups). Data for the period 2010-2015 show that women hold a 40% share in the number of grants, but 20% in the value of grants.

State exam
Content on gender equality and anti-discrimination legislation will be introduced in the state exam curriculum.

Recruitment to civil service in 2017/Admission to civil service in 2017
The Ministry of Public Administration pays special attention to gender equality in the field of employment and recruitment, and consequently also in the exercise of other rights which are important for the civil servants and employees of the Ministry, thereby applying the provisions of the Civil Service Act (OG 92/05, 142/06, 77/07, 107/07, 27/08, 34/11, 49/11, 150/11, 34/12, 49/12, 37/13, 38/13, 01/15 and 138/15), and applying in an appropriate manner the provision of Article 13, paragraph 1, of the Gender Equality Act, which stipulates that there shall be no discrimination in the field of recruitment and employment in the public or the private sector, including state bodies. Consequently, all persons are entitled, under equal conditions, to enter the civil service (this does not apply to persons given the right of priority in recruitment under special regulations), to get promoted, to attend training and professional development courses, to work for equal pay, to equal working conditions, membership and engagement in employee associations, etc. Moreover, when issuing decisions on assignment to a civil service post and other decisions on the rights and obligations of civil servants (e.g. decisions on performance appraisal, annual leave, promotion, use of unpaid leave, use of days off), job titles are used in both male and female gender forms in accordance with Article 13, paragraph 6, of the Gender Equality Act.

ESTONIA

Overview
According to the Gender Equality Act (GEA), state and local government agencies are required to both promote gender equality with special measures and through gender mainstreaming. From October 2009, the GEA regulation also includes an obligation of these agencies to consult, in implementing the aforementioned obligations, if necessary, relevant interest groups and non-profit organisations that have a legitimate interest to help to combat discrimination based on sex in order to support compliance with the principle of equal treatment. In addition, in December 2011, the Government of the Republic adopted a new "Rules for Good Legislative Drafting and Technical Rules for Drafts of Legislative Acts" which foresees an obligation of impact analysis of draft legislation. According to these rules also a social impact, including an impact of the planned regulation to gender relations, has to be analysed. In 2014, the Ministry of Finance made available guidelines for policy makers to be taken into account when preparing development plans and also measures that are going to be applied to be financed from the EU Cohesion Policy funds to facilitate promoting of so called recurrent topics, including gender equality. A Gender Mainstreaming Working Group, composed of representatives from Estonian government ministries and co-ordinated by the Ministry of Social Affairs, was re-formed in 2011 with the aim of providing training for a range of government employees on gender mainstreaming and drafting gender mainstreaming strategies for various policy areas. In order to improve gender mainstreaming and help the Gender Mainstreaming Working Group, tailor-made gender mainstreaming training sessions were held for policy makers in different ministries in 2015. The aim of this training was to provide policy makers with know-how on implementing the gender mainstreaming obligation foreseen in the GEA, in order to help them recognise gender aspects in their various areas of expertise. Since 2007 the regulations of the Minister of Education and Research concerning educational literature in general and vocational education levels require that texts and illustrations in textbooks and other educational literature avoid stereotypes that encourage gender based prejudices. In 2008-2015 several projects to promote gender equality from kindergarten to university were and continue to be carried out. In addition to research and analysis, training and other awareness-raising activities, also teacher guidelines and recommendations for gender sensitive studies and study materials have been prepared. The most recent projects, carried out by EWAR and Praxis and financed from the Norway Grants programme, aim to integrate gender equality issues into higher education curricula, including teacher training.

GERMANY

Institutional mechanisms for gender mainstreaming
Offer of a pilot process to review pay structures (salary fairness monitor) in companies in order to guarantee gender-sensitive analysis of pay structures and, for example, to prevent or remove discrimination (in final development). In this way, a sustainable personnel policy (employment reintegration, management, career promotion, childcare, etc.) can be built up which contributes to gender mainstreaming. In departmental research by the German Federal Ministry of Health (BMG), the structuring of programmes, research proposals and projects always takes account of the gender-specific component (gender mainstreaming). The various specific characteristics of women and men are deliberately taken into consideration here. All project participants are therefore obliged to follow the principles of gender mainstreaming in the conception and running of projects. Gender aspects are to be noted, from the establishment of the research question through the choice of researchers to the adoption of a concluding report. Questions must be formulated in a way that is gender-differentiated – where this makes sense scientifically – and data collated on a differentiated basis. The implementation of gender mainstreaming in departmental research is supported by the "Guidelines on section 2 of the Joint Rules of Procedure of the Federal Ministries: Gender Mainstreaming in Research Projects" (departmental research). In addition, the BMG also makes use of a checklist for applicants. Examples from the area of work of the German Federal Ministry of Defence (BMVg): • Inclusion of gender/equality expertise as an independent qualification criterion in the requirements profile of civilian executive positions with the aim of emphasising the particular significance of gender/equality expertise and the associated obligation on the part, in particular, of employees in management positions to promote the equality of women and men. • Inclusion of gender/equality expertise as a relevant performance characteristic for civilian managers in the evaluation regulations for the area of work of the BMVg. • Establishment of a staff element for equal opportunities, diversity and inclusion in the area of work of the BMVg, partly to speed up the creation of equal career opportunities for both genders.

Legislative and policy tools to achieve gender mainstreaming
EntgTranspG: Transparency regulations which allow employees of both genders to understand salary structures. This creates the framework conditions for the personnel management mentioned above. BGLeiG: The aims of the Federal Gender Equality Act (BGleiG) are to achieve equality between women and men, to prevent discrimination on the basis of gender, especially discrimination against women, improving family friendliness and the compatibility of family, caring and a career for women and men. Under section 4, paragraph 1, of the BGleiG, the employees of any department of the Federal Administration, especially line managers, departmental managers and personnel administrations must promote the achievement of these aims. This obligation is a universal guiding principle in all task areas and decisions by the departments and in the collaboration between the departments. More women in politics – Helene Weber College: As Germany's first non-party network for women in politics, the Helene Weber College has the following objectives:

- Increasing the proportion of women in local politics (currently only approx. 25%).
- Improving the entry and promotion prospects of women in politics.
- Supporting measures to improve the framework conditions for women interested in politics.
- Promoting exchange and co-operation between women in politics.
- Recognising particular political activities of women in terms of their role model function, or to encourage other politically interested women by presenting the Helene Weber Prize (presented for the third time on 11 June 2015).

Examples from the area of work of the BMVg:

- Incorporation of gender mainstreaming as a guiding principle in the Supplementary Rules of Procedure of the Federal Ministry of Defence: "The equality of women and men is to be promoted. This obligation is a universal guiding principle in all task areas of the Ministry and must be taken into account in collaboration with other departments".
- Conclusion of target agreements with selected organisational areas on the early identification and specifically targeted promotion of high-potential female employees.

Education
Examples of BMVg work: • Implementation of a course in: "Gender and equality expertise". *Target group*: Employees with supervisor or management tasks, equality officers and members of interest groups. *Content:* Explaining the term "gender" and the strategy of "gender mainstreaming", teaching students how to acquire and use gender and equality expertise. Increasing awareness with regard to gender-relevant issues and providing help with the implementation of measures to promote or realise equal opportunities between female and male employees. • Implementation of a course in "Gender and equality expertise for teachers including introduction to equality-oriented training and continuing education". *Target group*: Members of the military and civilian staff who are deployed as full-time teachers at the teaching institutes of the Federal Armed Forces Administration. • Taking the gender perspective into account both in deployment-oriented training and in standard training, and also in the career courses at the Federal Armed Forces schools and teaching institutions.

Budget
The decision whether gender budgeting is to be applied by projects receiving funds from federal ministries rests with the latter within the framework of their respective remit. Since making gender budgeting obligatory was not part of the coalition deal of 2013, the Federal Government is not planning the inclusion of gender budgeting into the rules and regulations of the federal budget.

Support and research programme
• Implementation of a mentoring programme throughout the Federal Armed Forces which is directed in the first wave of the three-year pilot phase solely at women from areas in which they are particularly underrepresented. *Target group*: BMVg.

GREECE

Institutional mechanisms for gender mainstreaming

- General Secretariat for Gender Equality (GSGE - Ministry of Interior)
- Research Centre for Gender Equality
- National Committee for Human Rights
- Greek Ombudsman
- Equality Units in Municipalities
- Regional Committees for Gender Equality
- Municipal Gender Equality Committees

The GSGE drafted and submitted a draft law entitled "Law for Substantive Gender Equality", which regulates gender mainstreaming among public institutions. It includes provisions about the establishment of a National Gender Equality Council as an advisory mechanism and a Gender Equality Unit in every ministry.

Legislative and policy tools to achieve gender mainstreaming

The GSGE drafted and submitted a draft law entitled "Law for Substantive Gender Equality', which regulates gender mainstreaming among public institutions.

As concerns measures to combat the increasing incidents of sexism in political life, the GSGE has drafted a guide of non-sexist language in public documents. The guide constitutes a specialised and useful tool for the recognition of sexist language in public documents, and offers simple ways of dealing with it.

The GSGE has developed a website on gender equality legislation. The aim of this website is to facilitate the search of legislation and case law on equality for all interested parties, citizens or services. Legislation and case law have been collected and sorted in a way that makes them easily accessible under the project "Collection/Coding of Legislation–Collection of Case Law from the Greek Courts and the Court of the European Union-Proposals for simplification of legislation".

Media

The GSGE participates as a permanent member in the Social Control Council of ERT (Hellenic Radio & TV) and co-ordinates the Discrimination, Gender Equality, Citizens' Rights Committee.

Initiatives on promoting gender equality and combating stereotypes through the mass media are included in the National Action Plan on Gender Equality 2016-2020.

Education

- The GSGE participates in the "Educational Thematic Week: Body and Identity" with presentations on gender equality and stereotypes in secondary public schools (organised by the Ministry of Education - Institute of Educational Policy).
- The GSGE has a partnership agreement with the National Centre for Public Administration and Regional Administration for the provision of educational training in gender issues to public servants, as well as with the Institute for Educational Policies (Ministry of Education), in order for gender perspective to be included in primary and secondary education.

- The GSGE, in partnership with the Ministry of Education, launched competitions specifically designed for students of all educational levels concerning gendered toys, gender and environment and gender-based violence (school/academic years 2015-2016 and 2016-2017).
- Initiatives on gender equality promotion in formal, informal and lifelong education are also included in the National Action Plan on Gender Equality 2016-2020.

Health
Health has been included in the National Action Plan on Gender Equality 2016-2020 as a distinct policy area. The objectives set are: i. integration of a gender perspective in health care policies; ii. elimination of gender stereotypes in health and health services; iii. health issues for special population groups (older women, refugee women, women with disabilities, etc.).

Budget
The GSGE has submitted the draft law entitled "Law for Substantive Gender Equality' which includes provisions for gender budgeting in every public institution. In general, the GSGE expects to find funding through co-operation with actions and programmes of other institutions (or Ministries) – selected on the basis of potential synergies. Many of the actions included in the National Plan on Gender Equality 2016-2020 are expected to be linked with the Partnership Agreement for the Development Framework 2014-2020, which originates from the European Structural and Investment Funds (ESIF).

Social inclusion and equal treatment of women facing multiple discrimination
In the National Action Plan on Gender Equality 2016-2020, the promotion of social inclusion and the protection of women facing multiple discrimination are set as primary strategic goals. The objectives are: i. integration of a gender perspective into legislation and public policies for vulnerable social groups; ii. strengthening of the GSGE in designing targeted policies for women who suffer multiple discrimination and enhance the collection and diffusion of gender disaggregated data; iii. ensuring equality and non-discrimination for women who suffer multiple discrimination. More specifically and concerning refugee women, the GSGE has institutionalised a co-operation of competent stakeholders for the protection of women refugees and their children from gender-based violence, working on the adoption of a common framework of procedures for the identification, referral, accommodation and provision of counselling services and activities to refugee women, victims or potential victims of violence and their children, as well as to refugee women who are single mothers and heads of households (this co-operation was actually included as a good practice in the 2017 Report on Equality between women and men in the EU on page 43 – relevant link: http://ec.europa.eu/newsroom/document.cfm?doc_id=43416).

"Observatory" of the General Secretariat for Gender Equality (GSGE) for monitoring the implementation of gender equality policies.
The GSGE developed and implements the project: "Organisation of Services for Integration, Monitoring and Evaluation of Gender Equality Policies across the breadth of Public Action (Observatory)". The aim of this project is to support Public Administration and Local Government, to design, implement and evaluate policies concerning gender equality, through detailed data deriving from statistics and surveys, that the GSGE will collect, analyse and disseminate. This tool will provide an overview of the progress of gender mainstreaming at all policy areas. In this context, paratiritirio.isotita.gr is an online portal of the GSGE designed to include, analyse, process and diffuse statistical data and indicators on gender equality policies. The portal aims at mapping gender differentiations in 12 key policy areas and monitoring of the relevant trends and developments in Greece over time. It includes 82 gender indicators which have either been adopted at the European Union level, based on the Beijing Platform for Action, or are related to specific national priorities. Indicators are accompanied by metadata and documents relating to relevant reports and studies. The data sources used are the Greek Statistical Authority, Eurostat, the United Nations (UN), the Hellenic Police, and the European Institute for Gender Equality (EIGE) and databases of other national and international governmental bodies or non-governmental agencies and organisations. The portal enables the user to filter the data in a practical way, and to create graphs/figures (chart bars, line bars) for a condensed and graphic display of data. The European Commission has selected the specific project as an example of good practice for the 2015 Annual Report on Equality between Women and Men in Europe (March 2016 – page 40, relevant link: http://ec.europa.eu/justice/gender-equality/files/annual_reports/2016_annual_report_2015_web_en.pdf).

Comments
The elaboration of the National Action Plan on Gender Equality has been completed and the GSGE officially presented it on 1 March 2017. Seeking collaboration and joint initiatives with public and private sector stakeholders, the intention is that the new Action Plan be endorsed by the Ministers' Council and serves as the roadmap for the governmental policies on equality between women and men in Greece during the period 2016-2020. The five priority axes of the new National Action Plan for Gender Equality are: 1. Social cohesion, poverty, migration (women with multiple discrimination, women with disabilities, Roma women, immigrant women). 2. Gender-based violence. 3. Reconciliation of work and private life. 4. Education, training and combating stereotypes about the role of gender in all aspects of public and private life. 5. Health. 6. Women in decision making. The full text of the National Action Plan on Gender Equality 2016-2020 can be accessed at: http://www.isotita.gr/var/uploads/PUBLICATIONS/2017/ESDIF.pdf (Greek only)

HUNGARY

Education

A new corporation was established inside the Hungarian Academy of Sciences in January 2017, the Women in Research Careers Presidential Commission, which aims to increase the proportion of women among professors and doctors of the Hungarian Academy of Sciences, as well as raising the interest of girls in education in natural science. The Hungarian Government strongly supports this initiative of the Hungarian Academy of Sciences.

The Association of Hungarian Women in Science launched a project campaign called 'Clever future for girls' in 2015 - which is currently underway - together with the American Association of University Women (AAUW) that aims to support a local initiative by which the number of girls studying and working in science, technology, engineering and mathematics (STEM) will increase. Girls can spend time in local companies in the framework of a shadowing programme. The association organised a Girls' Day on 27 April 2017, in Hungary, similar to several other European countries; where the participants can get an insight into the lives of technical universities, research institutes and companies.

The Ministry of Human Capacities issued a tender in March 2017 for the support of specialised national talent development programmes that aim to ensure gender equality with particular respect to those fields of science and talent development where the participation of women and girls is traditionally underrepresented. The allocation for this tender is 40 billion Hungarian forints (HUF).

"The chance is increasing" is the title of a programme with an allocation of HUF 7.5 billion which started in April 2017 to foster the education and employment of 2 000 Romani women. In the first part of the programme social caretakers, nurses and social assistants will be trained in the social, child welfare, child protection and educational institutions. As the second component of the programme, the state, church organisations and foundations can get support for the employment of Romani women. The tender is open until April 2019.

Education for gender equality: Results were received in 2017 about the progress on gender equality in the education in Hungary. In 2013, textbooks were revised for grades 1 to 8 to ensure that students are not exposed to stereotypes and that they develop awareness of gender equality. Examples of new materials include: a revision of biology textbooks to illustrate the role of women in science by demonstrating the works of female scientists; the representation of women who were successful in their fields of work in a career section in the physics textbooks; and discussions of the gender equality issues and the historical background of the change in the traditional roles of women in history textbooks.

Health

The wages of nurses is increasing with an average of 65% according to a government decree by 2019, and the wages of specialised doctors and specialised pharmacists are increasing by 207,000 HUF in the following two years.

Budget
The "Support of family and women associations" tender was issued in December 2016 aiming to back those associations that promote gender equality and economic empowerment of women with organisational development, specialised training and participation in international forums. The tender provides altogether 28 million HUF for the associations to achieve this.

Employment
The government issued a tender of 9 billion HUF in March 2017 with the title of "Women in the Family and at the Workplace" in order to improve the employment situation of women. In the framework of this tender, those projects that contribute to the flexible employment of women, as well as to the reconciliation of work and private life will be supported. Besides that, women's information and service centres will be established nationwide where women can get support to reconcile work and family life. The easy reconciliation of work and family obligations are of key importance for women, the availability of adequate accommodation and day care of children in all settlements is a justifiable request. The new day care system of children introduced from 1 January 2017 is more flexible, differentiated and gives women with small children assistance with the new demand-driven forms of day care services (nursery, mini-nursery, in-office nursery, family nursery and daily childcare). The government has provided a budgetary support of 14 billion HUF for the children's day care services in 2017. From 2018, the municipalities above 10 000 inhabitants need to ensure the daily care of small children, where the number of children under the age of 3 is more than 40, or in case if this number is lower, but at least five parents with small children indicate their demand for the service. The Hungarian Government has created more than 6 000 nursery places between the period 2010 to 2016. In the framework of two operative programmes (TOP and VECOP), Hungary received European Union funding of 100 billion HUF. The government has already issued tenders for an amount of 75 billion HUF, and the second round of the tender took place in March 2017 when the remaining amount of support funding will be issued. The aim of the government is to increase the day care places for children under the age of 3 from the present 40 000 to 60 000. The wages of childhood educators with higher education degrees have been further increased from 1 September 2017. Furthermore, there was a substantial wage increase in some sectors with typically female employees, such as in the social, the child welfare and the child protection sectors, whose salaries is increasing with an average of 62%. The civil servants in the cultural sector receive a higher salary as from 1 January 2017; there is a 5.4 billion HUF fund in the budget for this purpose. The results of the latest measures of the government are clearly evidenced by the statistical data: the current employment rate of women is 61.2%. The greatest improvement in women's employment is detectable in the group of women who raise children under the age of 6. If compared to the same period of 2010, in 2016 the employment rate increased by almost one quarter. The gender pay gap is now 15%.

Violence against women
The government of Hungary is committed to eliminate violence against women and therefore it widens the forms of victim support services with the help of a 3 billion HUF development fund from which the following two tenders were issued: Tender for "Development of crisis management services": In order to reduce domestic violence and handle the problems as soon as possible, there is a need for a specialised service which ensures

psychological and legal advice, as well as the help of social workers. The aim of this tender is to provide a helpline, crisis intervention, mental health support and to help the victims to come out of the crisis situations. The National Crisis Management and Information Telephone Service will get increased human resources as well as technical development from this fund. The training of professionals belonging to the child protection warning system is another issue that contributes to the quick access to assistance for the victims of domestic violence.

The "Safe Shelter" tender aims to widen the system of crisis centres which provide protected accommodation and complex services for the victims. The enlargement of the system of halfway houses helping social reintegration of the victims and providing ambulances, as well as providing information to them about where to ask for help and what rights they have, is a crucial part of the tender.

The "Safety Net for Families" tender provides a prevention programme for 14-18 year olds with a unified methodology since 2012.

The "Family Friendly Country" tender was issued in February 2017 which aims to have a complex awareness-raising campaign and a representative survey regarding the tendencies of domestic violence as well as preparing information materials.

LITHUANIA

Institutional mechanisms for gender mainstreaming

The Ministry of Social Security and Labour is responsible for shaping and facilitating the implementation of the policy on equal opportunities for women and men.

Since 2000, an Inter-ministerial Commission on Equal Opportunities consisting of representatives of all ministries, the Department of Statistics, the Office of the Ombudsperson for Equal Opportunities (hereinafter the Ombudsperson), and civil society was created to support the co-ordination and monitoring of gender initiatives horizontally. The Gender Equality Unit of the Ministry of Social Security and Labour serves as the secretariat of the Inter-ministerial Commission.

At the parliamentary level, the Human Rights Committee of the Seimas has the mandate to initiate and consider draft legislation on gender equality and ensure parliamentary supervision of the activities of the Ombudsperson.

The Ombudsperson, who is accountable to the Parliament:

- investigates complaints regarding direct and indirect discrimination, harassment on the grounds of sex and sexual harassment,
- provides independent and impartial consultations in pursuing the complaints,
- conducts independent surveys concerning discrimination, publishes independent reports,
- makes recommendations, and submits suggestions regarding priorities and implementation of equality policies.

Legislative and policy tools to achieve gender mainstreaming

The Law on Equal Opportunities for Women and Men provides for obligations for public institutions and municipalities to develop programmes and measures aimed at ensuring equal treatment of women and men and for the incorporation of such measures in strategic plans. There are several continuous programmes at the national level, approved by the government, aimed at improving the situation of women. This way, gender equality is established through horizontal activities in all policies.

The 4th National Programme on Equal Opportunities for Women and Men 2015 – 2021 (hereinafter "the National Programme") is intended to consistently, comprehensively systematically and universally promote gender equality and eliminate differences in the status of women and men. It aims to:

a) promote equal opportunities for women and men in the field of employment and occupation;
b) ensure balanced involvement of women and men in decision making and holding the top posts;
c) improve effectiveness of institutional mechanisms for the advancement of gender equality; and
d) promote integration of the gender aspect (gender mainstreaming).

The National Programme establishes areas of development of methods and mechanisms for the implementation of gender equality principles in employment, education, science, health care, culture, justice, national defence, decision making.

Justice and rule of law
Article 29 of the Lithuanian Constitution provides for the principle of equality "before the law, courts, and other state institutions and officials". It specifically mentions that "no-one may be granted any privileges on the grounds of gender". The Law on Equal Opportunities for Women and Men is the principal legal act regulating issues related to gender equality. It prohibits both direct and indirect discrimination against women and men, and ensures a legal obligation for state and private institutions to implement gender equality principles in employment, education, science, in access to and supply of goods and services. In addition to a prohibition against giving priority to one of the sexes in employment and education advertisements, employers must not ask job seekers about their age, marital status, private life or family plans. The National Programme in the field of justice aims to increase public awareness, in particular awareness of women in rural areas, of legal remedies, including of availability of free legal assistance.

Media
According to the Resolution on the approval of the National Programme, the Government invites municipalities, the Office of the Equal Opportunities Ombudsman, the Ethics Commission for Journalists and Publishers, the Office of the Journalism Ethics Inspector, National Courts Administration, NGOs, social partners and gender studies centres of universities to take part in the National Programme implementation. Audiovisual Media Services Directive 2010/13/EU places an obligation on EU member states to ensure by appropriate means that audiovisual media services providers under their jurisdiction do not contain any incitement to hatred based on sex, and that commercial audiovisual communications do not contain any discrimination based on sex.

Education
The National Programme in the field of education and science seeks to encourage young women and men to choose studies, professions other than 'traditionally feminine and masculine'; to encourage men to pursue higher education; to promote non-discriminatory attitude to women and men in textbooks and other teaching materials.

Health
The National Programme in the field of health care aims to provide public education on reproductive health issues, to ensure availability of cervix, breast and prostate cancer screening, and screening information.

Budget
The National Programme aims to introduce the assessment of draft legislation and other decisions which have an impact on gender. In 2015, a draft methodology for gender impact assessment was developed with the aim to support state and municipal institutions to work more effectively in the field of gender equality and to strive for policy makers to include gender aspects into all levels and stages of preparation of legally binding decisions. Currently, gender budgeting is not applied to the budgetary process.

LUXEMBOURG*

Institutional mechanisms for gender mainstreaming

Inter-ministerial Committee on Gender Equality

Under the Grand-Ducal Regulation of 31 March 1996, which created an Inter-ministerial Committee on Gender Equality, this committee is the platform for interaction on gender issues between the ministry responsible for equal opportunity and other ministries. Given its composition, the committee is designed to serve as a platform for monitoring governmental implementation of policies on gender equality, and more particularly the new Equality Plan 2015 - 2018.

All ministries and departments are represented in this Committee, and its members should act as correspondents on equality policy between their ministry and the Ministry of Equal Opportunities (MEGA).

Delegates for equal opportunities

In 2014, more than 120 equality delegates were listed in the ministries and administrations in the public sector. The delegates are assigned multiple tasks, as laid down by the Grand-Ducal Regulation. These tasks require them to have a variety of highly diverse skills. Firstly, in order to carry out their information and consulting tasks, the role of equality delegate requires extensive knowledge of the gender equality policy, as well as of national legislation on all aspects of equal treatment and non-discrimination between women and men. Secondly, the person responsible for the equality delegation will be the point of contact in the event of professional or sexual harassment within the administration. This delicate task requires skills in mediation, communication and conflict management.

In order to best meet the requirements of equality delegates as they carry out their tasks, and to train them in the necessary "hard and soft skills", MEGA and the National Institute of Public Administration organise regular training sessions exclusively reserved for the Public Service. In addition to this training, MEGA holds regular meetings for equality delegates as part of an exchange network of good practices in the context of the positive action programme in public service.

Gender Competence Cell

In accordance with the Grand-Ducal Regulation of 31 March 1996, which set up the Inter-ministerial Committee on Gender Equality and established gender competence cells within ministries, each ministry shall contain a gender competence cell with a permanent secretariat, and the members of each cell are required to monitor the gender training programmes.

Each cell ensures the integration of the gender dimension into the actions and policies of the ministry to which it belongs, from the time these actions and policies are established. Its mission is to take stock of the situation in its ministry, analyse the policy actions taken under the gender perspective, and develop a multi-year work plan for gender equality, particularly highlighting the guidelines, objectives and results to be achieved.

Considering the highly ambitious goals of these cells, the duplication of certain missions with those of the delegates on the Inter-ministerial Committee on Gender Equality, the lack of staff with expertise in the area, and especially the excessive workload of the staff, who often combine the functions of the three aforementioned structures (inter-ministerial committee, equality delegates,

members of the gender competence cells), the gender competence cells have been introduced only very sporadically since 1996 and have proven ineffective in most ministries.

Against the backdrop of simplification of structures and procedures, MEGA will develop a reform of the missions of the inter-ministerial committee and abolish the obligation to establish a gender competence cell in each ministry. Each member of the government will therefore be able to choose how best to integrate the topic of equality into their work.

Policies and legislation for gender mainstreaming

Gender Equality Plan 2015-2018

The Gender Equality Plan 2009-2014 was developed by MEGA alone, on the basis of 12 action areas identified in 1995 by the Fourth World Conference on Women (Beijing Platform). This approach had two major drawbacks: firstly, it included the priorities defined at global level and for a global audience, which did not necessarily correspond to the challenges facing gender equality in Luxembourg; and secondly, it limited the role of the ministers concerned to executing objectives and policy measures, which the ministers were not involved in drawing up.

In order to document the collective responsibility of the government as regards equality of women and men, the procedure for preparing the Gender Equality Plan 2015-2018 was modified with a view to involving each ministerial department in a more direct and practical manner.

The section of the governmental programme relating to gender equality is ambitious, and cannot be implemented by MEGA alone: achieving these political objectives is a collective and cross-sectoral responsibility. It is for this reason that each ministerial department has been asked to identify three to five specific objectives to be achieved in the coming years in its respective area of expertise.

Justice and rule of law

At the Ministry of Justice itself, the majority of employees are women, with regard to the management staff, senior civil servants and the ministry staff as a whole. As most of the representatives within the organs of entities falling under the responsibility of the Ministry of Justice are recommended either by other ministers or public or private stakeholders, it is difficult to fully manage the process to ensure better representation of the underrepresented sex.

- During the renewal of mandates, the Ministry of Justice will support efforts to raise awareness, in advance, of the need to improve the situation among public and private members of the various economic interest groups.

In some cases, such as the economic group RCSL (Luxembourg Trade and Companies Register), the situation has already largely evolved, while the management board, which was originally composed entirely of men, shall ensure that one third of the board is comprised of women as of the next general meeting. In the field of justice, the judiciary is already mainly female at all levels of the court.

- As part of the development of future information technology tools, which will make it possible to establish judicial statistics, it is planned to have figures showing the information broken down separately by gender.

Other professions, such as those of bailiffs and notaries, are improving. However, this is a gradual process which dependent on the ongoing change in people who may apply for these positions, even though appointments are made based on seniority.

- The government will call for the ratification of the Council of Europe Convention on Preventing and Combating Violence against Women (Istanbul Convention), and will promote a multidisciplinary policy against human trafficking.

- All forms of human trafficking will be combated by appropriate means: legislation, information campaigns, support for victims, and European co-operation against organised crime networks.

Media

The Department of Media and Communications of the Prime Minister's Office has identified the following objectives:

- prepare informative or promotional brochures which reflect the gender perspective;
- that 90% of all jobs will require digital skills from now on. However, a large majority of young girls and women are excluded from the digital community. Therefore, the Department of Media and Communications continually supports initiatives encouraging young girls and women to build their confidence and be better represented in the fields of information and communication technology (*Rails Girls Luxembourg*, awareness campaigns at student fairs, etc.).

Education

At present, the Ministry of Education, Children and Youth (MENJE) co-organises the "Girls' Day/Boys' Day", collates gender statistics and participates in the inter-ministerial working group to develop a national strategy on sex education and counselling.

a. *At an administrative level, the following objectives have been set for the future:*
   - Provide for the appointment of a male person in the MEGA's Inter-ministerial Committee on Gender, in order to achieve "gender equality". The MENJE has always been represented by women on this Committee.
   - Achieve equal representation of men and women within the delegation of MENJE personnel.

b. *Objectives at school level:*
   - National and international statistics show a positive trend in relation to the progress of girls in education. In Luxembourg, the secondary school report for 2012-2013 shows that 53.8% of students are girls and 46.2% are boys, and that the admission rate for girls is higher than boys at this level of education. In general, the number of young girls has increased compared to their male counterparts. However, disparities in school results between the sexes persist and it is important to take targeted measures to address specific shortcomings regarding each sex. Progressing towards equality will therefore remain of the utmost importance.
   - At international level, in all the countries participating in the Programme for International Student Assessment (PISA) survey, 15-year-old girls outperform boys of the same age in written comprehension. Additionally, young people – especially young people from Luxembourg – do not read enough. It is therefore important to implement activities to promote reading and comprehension among both girls and boys.

This is currently being done in several schools through a three-year educational scheme, notably at Lycée Josy Barthel in Mamer (LJBM).

- PISA also found that, in most countries, boys do better than girls in mathematics. This often results in the student pursuing studies in technological sciences later on – particularly engineering – and a preference for courses in electronic, mechanical or computer studies.

- In order to address this discrepancy, it is important to promote "rails girls" training in Luxembourg high schools. Rails girls (see www.railsgirls.com) is a Finnish initiative that originated in Helsinki in 2010, providing girls and women with the necessary information technology knowledge to develop and spread their ideas on the Internet, through the Ruby programming language. In addition to the transmission of technical knowledge, the initiative also encourages girls and women to contribute to the development of information technologies and to nurture their interest and enthusiasm for this male-dominated field.
- It may be possible to broaden the objective of the Girls' Day and Boys' Day, by establishing a national day of equality between girls and boys, encouraging an exchange of good practices in order to promote education and guidance at school, as well as professional choices based on the intellectual abilities, talents and interests of the individual. This would involve educating young people about gender equality in a more interactive manner, in co-operation with partner ministries and possibly professional chambers (to be planned in the form of fairs, conference series, workshops or other methods).

c. *Other ways forward*

- To motivate girls towards professional independence and entrepreneurship, particularly in e-commerce (preferred approaches: mini-companies, Genial! competitions, etc.).
- To implement a mentoring system with the help of a classmate of the opposite sex, to facilitate access to specific training or fields.
- The government will examine the possibility of developing the Service Krank Kanner Doheem model as a tool to enable parents to work when their child is ill.

For a number of years, the Ministry of Higher Education and Research has been trying to achieve a better balance regarding equality between men and women in terms of appointments and renewals of appointments of the members of various boards under its supervision.

- The law of 3 December 2014, which focuses on the organisation of public research centres and Centre for European Policy Studies (CEPS), states that "the proportion of the members of each sex on the board may not be less than 40%". The institutions involved in these proposals are the LIH-Luxembourg Institute of Health (formerly CRP-Santé, also including IBBL-Integrated Biobank Luxembourg), LIST-Luxembourg Institute of Science and Technology (merger of CRP-Gabriel Lippmann and CRP-Henri Tudor), and LISER-Luxembourg Institute of Socio-Economic Research (formerly CEPS).
- The Ministry of Higher Education and Research will continue to apply this approach and recommend it to institutions that are not directly affected by the aforementioned bill.
- As regards the establishment of the Equality Plan 2015-2018 in the legislation relating to CRPs and CEPS, in the 2014-2017 agreement with public research centres, the Ministry of Higher Education and Research specified that, apart from the inclusion of 40% of the underrepresented sex on the Boards, the CRP must ensure a fair balance in gender representation in the management of its staff, particularly with regard to senior executives (executive committee, directors of departments and heads of units).
- The institutional agreement with the University of Luxembourg stipulates that "in the management of its personnel, the University must ensure a fair balance in gender representation, particularly in terms of the careers of teachers". At the end of these agreements with the state, institutions are required to submit a report on the implementation of the agreement to the Minister of Higher Education and Research.
- In addition, the Ministry of Higher Education and Research conducted a complete renewal of the National Ethics Commission, which now includes nine women, five men, and a transgender man.

Other ways forward

The Ministry of Higher Education and Research will assess the need to develop a gender action plan

for public research, with the specific aim of addressing the "leaky pipeline" problem and the "glass ceiling" effect while considering the decreasing number of women as they progress in their scientific and academic research careers.

Health

- The statistics provided by the Ministry of Health, which continuously relate to a wide range of health data, contain a specific analysis of health data and are broken down by gender and age. These systematic analyses are also an integral part of any health evaluation.
- The Ministry of Health constantly devises various programmes promoting health and prevention (fight against smoking, prevention of diabetes, cardio-vascular diseases) while taking into account differences in lifestyle between men and women, particularly with regard to the different uses of health care and the physiological differences for the occurrence of certain diseases. Certain programmes, however, specifically concern a particular gender (mammogram programme, HPV programme, contraception programme, etc.).
- In some programmes, such as the national programme for emotional and sexual health, gender aspects are regarded as the main threads, since they need to be considered in every aspect of the programme.
- In terms of equality in access to care, which is a major concern of the Ministry of Health, all aspects that may influence this are taken into account, including gender differences. Nevertheless, socio-economic considerations may also be factors of growing influence on differences in the state of health of the population.
- The government will set up a support service for victims of violence, in partnership with the National Health Laboratory (forensic medicine department) and the hospital sector ("Opferambulanz").
- Sex education and counselling programmes should be based on equality and mutual respect between women and men.

Budget

The Ministry of Finance, through the fiscal policy, will ensure that sufficient funds are allocated to ministerial departments to enable them to implement the general public policy pertaining to gender equality.

In addition to the general objectives that the government has set for the Ministry of Finance and its administrations, the following specific objectives have been set:

- Setting down a fair recruitment policy for men and women within the Ministry of Finance and its administrations.
- Setting down a policy of fair progress for men and women in the Ministry of Finance and its administrations (two of the four directorates of the Ministry of Finance have been headed by women since May 2014).
- Ensuring equal treatment of taxpayers, regardless of gender, with regard to tax provisions.

Social security

As regards social security, for decades, the statistics have followed the principle of breakdown by gender, which also helps to gather a great deal of information about inequalities existing in working life or elsewhere. There are two paths to follow in order to eliminate unequal treatment in the field of social security in the government programme:

a. Pension insurance:

- Analysis of the possibilities of personalising pension rights.
- Raising awareness among women to engage in an occupational activity or maintain their personalised insurance career; it is planned to republish the leaflet prepared for this purpose in 2013.

b. Creating a balance between professional and family life:

- Analysis of legal or regulatory provisions relating to parental leave, child-raising allowance, etc. from the point of view of gender equality.

Another path not yet taken, but which had been part of equality plans in the past, would be to analyse preventative medicine programmes from the point of view of equal opportunities and the role of health agencies in this regard.

Work and employment

- Through the Ministry of Labour and Employment, the government is committed to fighting stereotypes and prejudices with regard to vocational guidance. To achieve this objective, awareness-raising and continuous training projects in matters of gender policy, particularly aimed at the professionals concerned, are highly essential.
- An information campaign will educate companies about the provisions of the Labour Code for the recruitment of members of the underrepresented sex.
- In the law of 15 December 2016 (Bill No. 6892), the Grand-Duchy of Luxembourg introduced into the Labour Code, the principle of equal pay between men and women, and violation of this principle has been made a criminal offence. An important tool enabling businesses to measure pay gaps is the LOGIB-LUX software, which has been made obligatory for all businesses participating in the "Positive Actions" programme. Any participating business that develops an equality strategy is evaluated and may obtain ministerial accreditation, financial aid and recognition or an Award from the Ministry of Equal Opportunities. This programme was reformed in 2016 and mainly focuses on gender equality with regard to different areas, including the organisation of labour, decision making and the balance between professional and family life.
- The introduction of time accounts will allow for greater flexibility in managing working time for both companies and employees, particularly with regard to continuous education and a balance between work and family life. The opinion of the Economic and Social Council of 23 July 2004, with a view to the introduction of time accounts for employees under private law contracts and officials with public status, will serve as the basis for the drafting of a new bill.
- This will involve better supervision of working exemptions in the context of pregnancy, in order to avoid exclusions that may be detrimental to women's careers.
- Projects for vocational reorientation or reintegration of women, particularly single mothers, will be developed as part of existing initiatives, in order to prevent them from slipping into insecure situations, or even poverty.

MALTA

Institutional mechanisms for gender mainstreaming

The National Commission for the Promotion of Equality (NCPE) works to safeguard gender equality in employment, banks and financial institutions, education and vocational guidance, as well as in the access to and supply of goods and services.

Gender mainstreaming has been official Government policy since June 2000. In fact, the Malta Government "*endorsed the adoption of gender mainstreaming as the main strategic objective for action to achieve de facto gender equality*" in 1995 (OPM Circular No. 24/2000). The then national mechanism for gender equality was entrusted with the responsibility of co-ordinating the implementation of gender mainstreaming policies. The implementation of gender mainstreaming policies and gender equality was also the responsibility of ministries and departments in the public administration (OPM Circular No. 24/2000).

Since 2012, the assessment and monitoring of the implementation of gender mainstreaming in the public administration is carried out through an annual report compiled by departments and entities on the measures taken and the progress achieved in the sphere of gender equality and gender mainstreaming. The NCPE receives these reports and carries out an analysis of the information received. Based on this analysis, the NCPE prepares a report for the attention of the Permanent Secretary of the Ministry for Social Dialogue, Consumer Affairs and Civil Liberties (MSDC) on the implementation of gender mainstreaming in the public sector with recommendations on the way forward.

A total of 110 reports were received in 2016.

In order to ensure that there is an understanding of gender mainstreaming and the related reporting obligations in the public sector and service, the NCPE provides training and information sessions to public officers on the concept of gender mainstreaming, the updated reporting template and the related reporting process.

The NCPE also developed tools to assist stakeholders in the implementation of gender mainstreaming - *Factsheet on Gender Mainstreaming, Checklist for Gender Mainstreaming of Government Action, Step-by-Step Guide for Gender Impact Assessment*, *Checklist on Gender Mainstreaming in Infrastructure Projects* (EN/MT) - which are available online at: http://ncpe.gov.mt/en/Pages/Projects_and_Specific_Initiatives/Gender_Mainstreaming.aspx

Legislative and policy tools to achieve gender mainstreaming

The *Equality for Men and Women Act* safeguards gender equality in the spheres of employment; banks and financial institutions; as well as education and vocational guidance. In addition, the *Access to Goods and Services and their Supply (Equal Treatment) Regulations* promote gender equality in the provision of goods and services.

In 2000, *OPM Circular No. 24/2000 – Gender Mainstreaming* specified that the implementation of gender equality policies and gender mainstreaming is the responsibility of every ministry and department, and the national mechanism for gender equality was entrusted with co-ordinating the implementation of gender mainstreaming policies.

In 2012, this commitment was reiterated through *OPM Circular No. 15/2012 – Gender*

Mainstreaming in Practice, whereby departments and entities were required to prepare a brief report on the measures taken and the progress achieved in the sphere of gender equality and mainstreaming, for the purpose of assessing and monitoring the implementation of gender mainstreaming in the public administration. The implementation of gender mainstreaming was also re-asserted as a key objective in the performance reviews of relevant public officials. The NCPE was designated as the entity to receive these reports and compile a single report for the attention of the Permanent Secretary (Ministry for Social Dialogue, Consumer Affairs and Civil Liberties).

A reporting template is forwarded to entities and departments to facilitate the annual reporting on the initiatives taken. The NCPE has also strengthened the reporting procedure by simplifying the template utilised for this reporting requirement, and provides training on the gender mainstreaming strategy and the respective reporting obligations.

Furthermore, in its input to draft national policies and measures, the NCPE always emphasises the importance of gender mainstreaming all government policies and actions so that these address the concerns and experiences of women, men, girls and boys from different groups in society.

Education

The following initiatives were carried out by the Ministry of Education and Employment in relation to gender equality and gender mainstreaming in 2015:

Curriculum Management Department
STEM popularisation among students – it was addressed to all but attention was given to promote STEM careers through female role models to ensure that there will be more female graduates in the sciences.

Student Services Department
Where it was possible, training initiatives were carried out in such a way to accommodate employees working on teleworking or reduced hours.

European Union Programmes Agency
The Agency includes a clause in employment contracts which states that "The Employee is also expected to refrain from any unwelcome behaviour leading to harassment or other gender-based conduct affecting the dignity of colleagues at the place of work. In this regard, the Employee is to observe the guidelines issued by the National Commission for the Promotion of Equality for Men and Women on this issue."

National Literacy Agency
Throughout 2015, the National Literacy Agency has made a concerted effort to ensure its programmes and services are available to all clients. Where possible programmes are offered at different times to ensure the service is accessible to all parents or guardians. One example is the Aqra Miegħi/Read with Me Programme which is organised mornings, afternoons and evenings. Where possible, parents or guardians of children attending the Nwar Programme are given the possibility to select the centre and time that is most suitable for them. Writing club activities are organised in the afternoon. Feedback received recently from working parents highlighted the need for some writing activities to be organised in the early evening so they would be able to attend. The Agency has taken note of this feedback and will ensure that a number of these activities are organised in the evening, where possible, to ensure that working parents will able to attend together with their child.

Health
The following initiatives were carried out by the Ministry of Energy and Health in relation to gender equality and gender mainstreaming in the sphere of health in 2015: *Mater Dei Hospital* All reports, data and statistics gathered are gender-disaggregated. Most databases allow flexible reporting and the information also allows analysis by gender. Between May and December 2015, Mater Dei Hospital worked in conjunction with the NCPE in updating the Sexual Harassment Policy and the Gender Equality Policy, provided training sampling and a training session to employees, randomly selected by the NCPE.

Budget
The NCPE annually reviews and provides input to the *Pre-Budget Document*. The aim of such feedback is to ensure that equal opportunities are safeguarded for different groups of women and men (girls and boys) in the measures proposed, and to seek to address existing inequalities through a fair and responsive allocation of resources, as well as through the creation of programmes and projects targeting different groups and spheres of life. Specific measures are also put forward by the NCPE to complement existing measures towards equality and equal opportunities. In 2009, the NCPE published the findings of a research study called *Gender Responsive Budgeting – A study on GRB initiatives in Sweden, Switzerland, Italy, United Kingdom and France* highlighting the benefits of gender responsive budgeting; delineating its pre-requisites and principles; outlining methods and tools that can be used to conduct a gender analysis of budgets; and giving various examples of gender responsive budgeting in different European countries. This research also provides an overview of the situation in Malta in this regard. This study was carried out as part of an EU co-funded project *Living Equality VS/2007/0442* and is available on: http://ncpe.gov.mt/en/Documents/Projects_and_Specific_Initiatives/Living_Equality/grb.pdf

REPUBLIC OF MOLDOVA

Institutional mechanisms for gender mainstreaming
In April 2016, the parliament adopted Law No. 71, one of its aims being to strengthen the Institutional mechanisms for gender mainstreaming. Amendments have been made to Article 15 on the "Institutional framework of ensuring equal opportunities for women and men" of Law No. 5 of 9 February 2006 on "Ensuring Gender Equality", and the institutional framework has been completed with some additional elements and entities in order to have more holistic approach to gender equality issues. As a result, the institutional framework is composed of the following institutions: - *Parliament* (adoption of the legal framework and monitoring of the implementation of the gender equality principle in all domains and levels). - *Government:* ✓ governmental commission for equality between women and men, ✓ specialised policy division within the Ministry of Labour, Social Protection and Family, ✓ gender equality co-ordination groups in each ministry and central administrative authority; ✓ state labour Inspectorate; ✓ national bureau of statistics. - *Council for Prevention and Elimination of Discrimination and Ensuring the Equality*; - *Gender focal points* were introduced within the authorities of local public administration; Ombudsman office.

Legislative and policy tools to achieve gender mainstreaming
Through Law No. 71, amendments were also made to Article 19 "Competences of the specialised central public authorities" of Law No. 5 that: - broaden the duties of the gender focal points, one of them being "submit proposals on mainstreaming the principle of gender equality in sectoral policies and activity plans;" - describe in detail the scope and duties of the gender equality co-ordination groups (paragraphs (3^1) and (3^2): • *"(3^1) The specialised central public administration authorities shall have gender equality coordination groups, having the purpose to ensure a comprehensive approach to gender equality in the policies and programs in all fields and at all decision making and implementation levels. The members of the gender equality co-ordination group are the gender focal units from the subdivisions having the power to develop, promote and monitor policies within the remit of the central public administration authority.* • *(3^2) Gender equality co-ordination groups shall have the following duties:* *a. monitor compliance with the law on ensuring equal opportunities for men and women in specialised central public administration authorities;* *b. approve gender focal units' reports on equal opportunities for men and women in their area of expertise and submit them to the specialised body, in the prescribed manner;* *c. review the cases of gender-based discrimination and sexual harassment at the branch level, as well as in the decentralised and deconcentrated structures;*

d. *submit to the authority manager proposals on the elimination of conditions that enable discrimination;*
e. *co-operate with the Council on the Prevention and Elimination of Discrimination and Ensuring Equality, by making available the requested data, information and documents;*
f. *send the accumulated materials on cases of alleged sexual harassment at the workplace to the empowered law enforcement bodies;*
g. *help strengthen the civil servants' knowledge of providing equal opportunities to women and men."*

It is also important to mention that on 9 March 2017, the government approved the National Strategy for Gender Equality 2017-2021 and its Action Plan. The overall goal of the strategy is women's empowerment and achievement of gender equality in the Republic of Moldova, and it is focused on achieving five general objectives, such as:

1. Ensure a comprehensive approach to gender equality *(in the following areas: participation of women in decision making, labour market and gender pay gaps, social protection and family policies, health care, education, climate change).*
2. Strengthen the institutional mechanism ensuring gender equality.
3. Combat stereotypes in the society and promote non-violent communication.
4. Promote gender equality in the security and defence sector.
5. Integrate gender responsive-budgeting in budget planning processes.

The major activities planned to be implemented under this strategy are:

- developing the mechanism of including women and men on the lists of candidates meeting the 40% quota,
- harmonising the national regulatory framework with the provisions of the European Union directives in the sector,
- ensuring access to sustainable and diversified services for domestic violence victims,
- foster and promote gender equality in "non-traditional" areas and jobs,
- capacity building of civil servants in the ministries, and central and local administration authorities in the area of gender equality, etc.

Justice and Rule of Law

In order to boost gender mainstreaming in the field of justice and rule of law, apart from the amendments of the normative framework, a range of capacity-building activities have been undertaken and are still ongoing.

Thus, in the framework of the ongoing project "Strengthening Technical Capacities of the National Institutions for the Human Rights Protection and Promotion" (2015-2018), financed by the Denmark and implemented by UNDP, the representatives from the national authorities who have mandates in areas relating to human rights, criminal justice, governance and anti-corruption have been trained to perform their key functions and to mainstream a human rights based approach towards equality and gender issues in their work.

Additionally a thematic e-course is in the process of elaboration, based on the curricular and materials produced for offline training courses. It will ensure that the knowledge produced is retained and shared further, and that the curricular and training materials can be easily updated and enriched. During 2016, the Republic of Moldova jointly participated with other countries towards the implementation of the regional project "Improving women's access to justice in five Eastern Partnership countries (Armenia, Azerbaijan, Georgia, Republic of Moldova and Ukraine)". The project is funded by the Council of Europe/European Union Eastern Partnership Programmatic Co-operation

Framework (PCF) 2015-2017. In accordance with the established action plan, the National Institute of Justice of the Republic of Moldova organised two training sessions for legal professionals (5-6 April and 8-9 June 2016), and one regional Conference on "Strengthening Judicial Capacity to Improve Women's Access to Justice" (24-25 October 2016) in Chisinau. National representatives from legal professions also participated in activities organised by the Justice Academy of Azerbaijan on 31 May and 9 December 2016 in Baku, where opportunities of "Ensuring Access to Justice for Women" were discussed.

Moreover, experts contributed to the development of the national study on barriers, remedies and good practices for women's access to justice, and the training manual for judges and prosecutors on ensuring access to justice for women which is currently being developed.

Media

During the period 5 June 2015 to 5 October 2016, the Association of Independent Press (API) implemented *Mass-media institutions support programme in ensuring gender equality* within the framework of UN Programme "Women in Politics", implemented by the United Nations Entity for Gender Equality and Women Empowerment (UN Women), and the United Nations Development Programme (UNDP), in partnership with East Europe Foundation and "Partnership for Development" Centre, financed by the Government of Sweden.

Within the framework of this programme, 30 mass-media institutions, including 10 television channels and radio stations, performed a self-assessment of their editorial product in terms of gender equality.

During the period of programme implementation, the API organised and developed a cycle of five round tables to examine the intermediate and final results of self-assessment at these events, and to share experience and good practices among participating editorial offices. Simultaneously, from December 2015 to April 2016, a qualitative analysis was carried out for the publishing content of the 30 mass-media institutions involved in the programme, and the results were also discussed during the round tables.

As a result, the main quantitative indicators related to women's presence in journalistic products scored substantial progress, especially in the more problematic fields from this viewpoint such as politics and the economy, and a large number of editorial offices, including eight media institutions not involved in the programme, undertook specific commitments for the upcoming years with a view to continuously promoting gender equality in the mass media. The quality of language used by journalists improved a lot.

Health

From July 2016 until June 2017, the Reproductive Health Training Centre (RHTC) in partnership with the Ministry of Health has implemented a project "All equal, all healthy: Empowering women and girls with disabilities in Moldova to exercise their sexual and reproductive rights", with the financial support of the Embassy of Finland in Bucharest, Romania.

The overall goal of the project is to raise awareness about sexual and reproductive rights of women and girls with disabilities in the Republic of Moldova and enable them to exercise these rights and to make informed decisions about their own sexuality. The objectives of the project are as follows:

- Build the capacity of women and girls with disabilities to exercise their sexual and reproductive rights, increase their confidence and self-esteem in order to be able to make better and informed decisions.

- Increase the level of knowledge of sexual and reproductive rights of intermediaries (staff working in institutions for persons with disabilities and organisations who wish to educate and sensitise staff, teachers, care givers and family members of women and girls with disabilities).
- Sensitise the society and reduce the discriminatory attitudes towards women and girls with disabilities, by raising mass media's awareness on this issue and contributing to the change of the quality of the messages delivered (from accusative to educational ones).

The main activities undertaken within this project were: drafting a situational analysis of the problems that are faced by the women and girls with disabilities in fulfilling their reproductive and sexual rights, developing a web page dedicated to this subject, supporting the hotline of the RHTC for women with disabilities, organising a training course for trainers who were selected from NGO, social and health professionals, and raising awareness activities for journalists on this topic.

Budget
In the framework of the Regional Programme on promoting gender sensitive policies in the South-Eastern Europe, financed by Austrian Development Agency, and implemented in the Republic of Moldova by UN Women, a series of capacity-building activities and on the job training on gender-sensitive planning and budgeting were provided to local governments. During 2016, the experts worked with municipalities, civil servants, civil society and universities to ensure that the needs of women are considered when developing policies and budgets in a range of sectors such as health, education and infrastructure. Building expertise on gender-responsive budgeting at all levels of the public administration took place throughout the year. UN Women supported municipalities by helping mayors and local councillors, in close co-operation with women's community groups and grassroots, to advance gender equality in their communities by applying gender-sensitive budgeting in the context of the performance-based budgeting reform. For this purpose, training initiatives were organised in over 30 local authorities from 20 different districts of Moldova. Other training initiatives engaged central authorities, non-governmental organisations, youth and members of the Moldovan diaspora.

Education
In the framework of the Regional Programme on promoting gender sensitive policies in the South-Eastern Europe, financed by Austrian Development Agency, and implemented in Moldova by UN Women, at the Academy of Economic Studies introduced in 2016 a mandatory course on gender sensitive budgeting (GRB) at a Master's level, at the same time as a revised and completed Manual for GRB was being developed. Moreover, gender issues and GRB have been mainstreamed in the academic curricula (public finance management, budgetary policies and techniques, sociology, demography, statistics, etc.).

PRINCIPALITY OF MONACO*

Institutional mechanisms for gender mainstreaming
Convention on the Elimination of All Forms of Discrimination against Women: The Principality of Monaco ratified the aforesaid Convention in 2005. Sovereign Order No. 6.212 of 23 December 2016 gave effect to the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women, which was adopted on 6 October 1999 and entered into force on 22 December 2000. The Principality also monitors the work of and contributes financially to UN Women, having supported its creation in 2010. With regard to the Council of Europe, Monaco is a member of the Gender Equality Commission (GEC). Constitutional principle: Civil and political rights as set out in the 1962 Constitution are identical for both men and women. In terms of equality, this principle is reflected in the areas of political and civil rights, nationality, access to the labour market and to education, and the exercise of professional activities. Positive Discrimination: In addition to equality, Monegasque law provides for positive discrimination which specifically protects women in their professional activities, whether they are Monegasques or foreigners employed in Monaco. Legislation is more favourable towards women in the following situations: night work; daily rest periods and rest periods between two consecutive working days; additional leave when they have dependent children; and enhanced protection for arduous or hazardous work. Finally, the legislation relating to women's employment in the event of pregnancy or maternity leave forbids dismissal or refusal of employment because of pregnancy. Civil Rights: Law No. 948 of 19 April 1974 stipulates that "*All workers, regardless of their gender, shall receive equal pay for the same work or for work of equal value [...]*". Law No. 975 of 12 July 1975 on the Regulations governing Civil Servants includes the following provision, establishing non-discrimination between the genders: "*These Regulations shall apply without distinction to both sexes, with the exception of measures specifically required by the nature of the duties involved"* (Section 17). The Monegasque Government also ensures that women benefit from appropriate social protection to strike a better balance between working life and their role as mothers, by means of granting maternity leave, awarding child benefits, and adjusting working hours. Law No. 1.278 of 29 December 2003 establishes equality between men and women in the home, by revising provisions relating to joint family maintenance, marital status and place of residence. Law No. 1.387 of 19 December 2011, on nationality, introduced equality between men and women regarding the acquisition of Monegasque nationality through marriage. Law No. 1.440 of 5 December 2016, amending certain provisions of the Civil Code relating to surnames and establishing antenatal recognition of the child, recently amended the legal framework on the patronymic. Prior to this law, the Civil Code provided that the child be given the father's

surname. The Law of 2016 establishes the residual nature of this rule. Although this practice remains the most common, the law now allows for the mother and father to make a different choice when registering the child in that it is now possible for children to be given the surname of the mother.

Political rights:
Domestic law comprises no discrimination against women; women enjoy the same rights as men in terms of standing for election and voting.

The National Council (the single chamber of the Monegasque government) has established a committee on the rights of women and the family.

Combating discrimination: in general, in this field, reference may be made to the creation of the post of High Commissioner for the Protection of Rights, Liberties and for Mediation, pursuant to Sovereign Order No. 4.524 of 30 October 2013. The High Commissioner is able to issue recommendations, i.e. submit proposals to the Minister of State, the Speaker of the National Council, the Secretary of Justice and the Mayor, based on an analysis of facts, the law and fairness. Finally, where appropriate, the High Commissioner monitors the enforcement of the decision or agreement made based on her recommendation.

Policies and legislation for gender mainstreaming

Generally speaking, the Monegasque Administration, the National Council, the Municipal Council, the Department of Justice and the diplomatic corps include many women who occupy positions of responsibility.

Justice and rule of law

The Monegasque judicial authorities are aware that access to the justice system may be more difficult for women, on account of inequalities between men and women in society and in the judicial system.

However, the Monegasque judicial system seems less susceptible to the influence of stereotypes portraying men as the bearers of rights, authority and knowledge.

For example, 62% of judges in the Monegasque courts are women.*

Moreover, the issue of equality is at the heart of the training of judges in Monaco.

For example, as part of the conferences and seminars on human rights organised by the Department of Justice, Professor Jean-François Renucci gave a talk on the "*Prohibition of discrimination within the meaning of the European Convention on Human Rights*".

Furthermore, the European Convention on Human Rights is a feature of the in-service training courses for judges.

Finally, the rule of law in Monaco has been strengthened on the issue of equality. In addition to the texts which have helped consolidate equality, mentioned in the previous sections, the passing of Law No. 1.382 of 20 June 2011 on preventing and punishing particular forms of violence was specifically designed to punish and prevent the most serious violations of this right to equality.

The protection afforded by this law focuses on women in particular since the types of violence that it targets are:

- domestic violence;
- “honour crimes”;
- female genital mutilation;
- forced marriage.

Drawing on the recommendations of the Council of Europe’s Ad hoc Committee on Preventing and Combating Violence against Women and Domestic Violence (CAHVIO), this text endeavours, in particular, to facilitate prosecution in the interests of the victims.** Furthermore, it lays down the principle of training for professionals who are in contact with the victims of violence (judges, health care professionals, police officers). Accordingly, its provisions help to make it easier for women to access the justice system.

* Cf. public presentation on the judiciary by HE Mr Philippe Narmino, Secretary of Justice, 12 December 2016.
** Provision releasing the person identifying the violence from his or her duty of professional secrecy (Article 308-1 of the Criminal Code).

Media

The media in the Principality are regularly contacted by the Government to carry out information campaigns.

For example, the Government was involved with the International Day for the Elimination of Violence Against Women, on 25 November 2016. On this occasion, a poster campaign and an awareness-raising conference were organised. These are all initiatives giving people the opportunity to speak out and making it possible to bring about changes in attitudes.

Education

Pursuant to Law No. 1.334 of 12 July 2007 on Education, there is no gender-based discrimination.

Furthermore, education is compulsory, meaning that all children between the ages of 6 and 16 living in the Principality must attend school and receive the same type of education, which is under the control of the state, the guarantor of the quality and content of education.

It should be noted that, in accordance with the Law on Education, the state continues to oversee the quality of education, even outside the traditional education system.

For example:
- a child who is of compulsory school age may be home schooled,
- a declaration must be made to the Department of Education, Youth and Sport, giving reasons to justify the decision,
- this declaration must be renewed annually,
- educational inspections are carried out.

The results of the inspections are notified to the parents or legal guardians, who will be given a formal notice to enrol the child in a school if the inspection finds shortcomings in the education provided.

Health

Access to health care is guaranteed to all, without discrimination.

The Principality of Monaco does not enforce any discrimination in terms of a gender-based reimbursement rate of social insurance or access to social activities.

The Monegasque Government ensures that women benefit from appropriate social protection to strike a better balance between working life and their role as mothers, by means of granting maternity leave, awarding child benefits, and adjusting working hours while breastfeeding.

In addition to antenatal and postnatal leave, legal measures* mean that the mother is not required to begin working again at the end of her postnatal leave and she may be given priority when applying for positions for which she is qualified.

Furthermore, Law No. 994 of 5 January 1977 allows for the suspension or termination of the work contract in cases where a dependent child falls ill, enabling the working mother or father to suspend their employment in order to stay with their ill child.

There are community crèches and registered child-minders for working mothers.

Law No. 1.275 of 22 December 2003 introduced the possibility of working part-time in the civil service.

Lastly, it should be noted that the social security agreements concluded with France and Italy enable women who are nationals of these countries and who work in Monaco to qualify for social and medical services offered by the Government of Monaco, in the same way as residents of the Principality.

All those employed in the Principality have the opportunity of sending their children to school or to crèches in Monaco, subject to places being available.

**Law No. 870 of 17 July 1969, as amended by Law No. 1.245 of 21 December 2001, on women's employment in the event of pregnancy or maternity contains the following provisions in particular:*
- no salaried woman may be dismissed once she is in a medically certified state of pregnancy and during the periods of suspension of her employment contract to which she is entitled in the form of maternity leave;
- employers may not seek information on the state of a woman's pregnancy;
- employers may not take a woman's pregnant state into consideration when refusing to take her on, terminating an employment contract during a probationary period or transferring her to another job;
- at the end of their maternity leave, mothers may refrain from resuming employment and may ask to be reinstated at any point over the following year with full entitlement to all the benefits and advantages they had accrued on leaving.

Budget

Regarding the financial resources allocated to the implementation of mainstreaming policies, it should be noted that because of the small size of the state, the budget is broken down by ministry and not by subject. For example, the budget is set out in a bill, which is voted on and promulgated as a law, published in the Monaco Official Gazette.

Civil society

The Government of Monaco supports NGOs whose headquarters are located in Monaco and which operate to promote women's rights, such as the Union of Monegasque Women, the Businesswomen of Monaco Association (AFCEM), the Monaco Femmes Leaders Association, etc.

A non-profit organisation created in 2012, GenderHopes, seeks to combat gender-based violence and discrimination. To achieve this, the organisation is attempting to make both parliament and the wider public aware of the problem, mainly through its website, by speaking out against negative stereotypes that promote gender-based violence and discrimination.

The Femmes Leaders Mondiales of Monaco, set up in 2010, aims primarily to reduce inequalities between men and women, by emphasising complementarity rather than adversity. It works to defend the position of women in all aspects of public life (education, media, politics, professional life, etc.).

Lastly, in 2003, HSH Princess Stéphanie created the "Women Against AIDS" association, which became "Fight Aids Monaco" in 2004. Since then, HSH Princess Stéphanie has been appointed as UNAIDS Goodwill Ambassador.

International co-operation

HSH the Sovereign Prince of Monaco places particular importance on pursuing the 17 Sustainable Development Goals (SDG) adopted by the United Nations in September 2015. More than 130 projects in 12 countries, mainly the less developed countries, are financed in this way.

As part of this policy, the government develops actions to promote gender equality, by empowering and integrating women as agents of their own development.

Voluntary contributions to Council of Europe programmes from the Government of Monaco relate to, amongst others:
- International co-operation
- equality between men and women, activities established primarily to support Morocco;
- combating violence against women, domestic violence and violence against children in the South-Mediterranean region.

NORWAY

Institutional mechanisms for gender mainstreaming

The Norwegian model for managing the equality policy is the sector responsibility principle and an integration strategy (mainstreaming).

The administration of Norway is organised in such a way that individual sectoral ministries and their underlying offices are responsible for services and policies aimed at the entire population within their sectors. Thus they are responsible for implementing gender equality within their sectors. Equality considerations are supposed to be included in the assessments made throughout the administration. The Ministry of Children and Equality is supposed to ensure and co-ordinate a comprehensive equality policy.

In 2016, the Government presented a White Paper on gender equality called *Gender equality in practice.* This document covers the areas equal opportunities for boys and girls, work-life, protection against violence and assaults, heath, women in business and international affairs, and shows how the sector responsibility principle works in practice.

The Directorate of Children, Youth and Family Affairs (Bufdir) is the Government's specialist agency for equality and anti-discrimination concerning gender, disability, sexual orientation, gender identity, gender expression, ethnicity or religion. The Directorate helps execute (gender) equality policy, and increases municipalities' and sectoral authorities' competence on (gender) equality. Bufdir has a key training role regarding the duty of different sectors to make active efforts to combat gender discrimination and promote equality, both as authorities and employers. Bufdir also conducts development work and manages several equality grants. It has recently developed a website containing gender based statistics within the areas of work-life, economy, education, family life, violence, health and politics (representation), thus making it easy for different actors to find relevant information on the gender equality status within these areas. Bufdir funds a gender statistics co-ordinator position at Statistics Norway, and also manages grants or operating funds for the three gender equality centres in Norway, and grants to Reform – Resource Centre for Men. These centres are important collaborators in the work on gender mainstreaming, both nationally and regionally, as they collect, develop and distribute knowledge and competence on both theoretical and practical issues relating to the work on gender equality.

The Equality and Anti-Discrimination Ombud is an independent administrative agency that is administratively subordinate to the Ministry of Children and Equality. The Ombud is responsible for promoting gender equality and fighting discrimination. The Ombud's functions include enforcing legislation, being proactive and providing guidance. The Ombud is responsible for ensuring that Norwegian law and administrative practice comply with Norway's obligations pursuant to the UN Convention on the Elimination of All Forms of Discrimination against Women. The Ombud will also monitor whether employers fulfil their duty to make active efforts to promote gender equality and reporting duties, and is thus an important actor in the work on gender mainstreaming in Norway.

The County Governor shall stimulate the municipalities to work actively to promote gender equality.

Legislative and policy tools to achieve gender mainstreaming

The Norwegian equality and anti-discrimination acts (gender equality act, anti-discrimination act, anti-discrimination and accessibility act, sexual orientation anti-discrimination act) state that

employers have a duty to promote equality and work against discrimination regarding gender, disabilities, sexual orientation, gender identity and gender expression, ethnicity and religion. The activity and reporting clause requires employers in public and private sector and the social partners to make active, targeted and systematic efforts to promote equality and hinder discrimination on these grounds in their enterprises. In their annual reports or annual budgets employers must give an account of the actual state of affairs regarding gender equality and of the measures planned.

The equality and anti-discrimination acts also states that all public authorities should make active, targeted and systematic efforts to promote gender equality. From this obligation, it follows that public authorities must advance and integrate gender equality in their regular work, in every stage of the decision-making process, and at all levels of an undertaking.

The gender equality act, also stipulates balanced gender representation when appointing public committees (minimum 40% from each gender). Clauses on equal pay, sexual harassment, and special protection against discrimination because of pregnancy and parental leave in the workplace are also part of the gender equality act. Thus, setting the grounds for targeted efforts mainstreaming gender equality into several areas.

Other legislative efforts contributing to the principle of gender mainstreaming:

The Local Government Act: Municipal Council Committees must be comprised of minimum 40% either sex. This applies for all municipalities and county councils.

From 2003, all public limited company boards needs to have at least a 40/60% gender balance. This also applies to public-owned enterprises (state-owned), inter-municipal companies, large co-operatives and companies that are more than two-thirds municipal-owned.

According to the Education Act, education given in primary and secondary education and training shall promote gender equality. Whatever gender, social, geographical, cultural or language background, all pupils are to have equal opportunities for developing through academic work in an inclusive learning environment.

All Norwegian ministries and underlying bodies are obligated to assess all relevant and significant consequences of measures that are planned to be initiated. This is stated in the Instructions for Official Studies and Reports. Through the instructions the government bodies are obliged to assess whether the planned measures will have consequences for equality. The Ministry of Children and Equality has made a guide to the instructions on how to assess consequences for equality. The guide is meant to help to make good decisions and to secure better and more efficient use of public funds. It gives advice on how to assess consequences for different groups of people and, for instance, whether a group will benefit from a measure, or on the contrary, be discriminated by it. The aim is that all reforms and measures safeguard equality, equal opportunities and rights, as well as accessibility.

Education

The current curriculum for kindergartens, states that gender equality should be reflected in the kindergarten education. Because of this, gender equality is a value that should be central to all educational work in Norwegian kindergartens. This provision supports and obliges the kindergarten sector and the kindergartens in mainstreaming gender equality.

A number of kindergartens and some municipalities have taken great steps in integrating gender perspectives in their pedagogic work. However, this is not systematised on a national level.

The website mennibarnehagen.no (men in childcare) is operated by the Queen Maud University College of early childhood education. The site is supposed to be an arena for sharing experiences to support the work to recruit and keep more men in Norwegian kindergartens and in education.

Play resource in kindergartens is an initiative in which kindergartens, in co-operation with secondary schools in the community, offers employment for secondary school boys after school and/or during holidays. The boys receive guidance from a supervisor among the kindergarten staff. The supervisor also helps the boys get an insight into what it means to work in a kindergarten. The aim is to recruit more men to work in kindergartens, and the initiative now exists in almost all the counties. Experiences from the project are now being collected for a research and innovation project.

Research/production of knowledge

The Norwegian Research Council bears national responsibility for policy-related activities to analyse and develop gender research, gender perspectives, as well as gender equality in research. The council is also responsible for initiating, implementing and monitoring research activities within this field. In 2014, the council adopted a new policy for gender balance and gender perspectives in research. Gender perspectives are to be integrated into all research activity funded by the council. The council seeks to create a framework for increasing the recruitment of women to subjects with a low percentage of women and develop initiatives to boost the proportion of women in tenured academic positions.

Within the framework of the general European roadmap for research, European Research Area (ERA) from 2015, the Ministry of Education and Research has drawn up a national version. One of the six priority areas in the ERA Roadmap is "gender equality and gender mainstreaming in research".

Norwegian universities and university colleges have drawn up specific action plans on gender equality. The institutions are also obliged through the activity and reporting clause mentioned above.

In 2007 the Ministry of Education and Research established a national committee to promote gender equality in science. The *Committee for Gender Balance and Diversity in Research* (KIF) supports and provides recommendations on measures that can contribute to the mainstreaming of the gender equality efforts at the institutions within the university and college sector, as well as the research institute sector. The committee may also contribute to an overall awareness-raising around issues connected to the skewed gender balance in academia and the research sector.

The committee has launched the *Resource Bank for Gender Mainstreaming in Science* as a resource for those who are working to improve the gender balance in the research sector, and those who are interested in issues on gender equality in science. The bank has been developed by KILDEN Information Centre for Gender Research in Norway.

In Norway there are also several gender research institutes or centres situated at universities throughout the country. The Ministry of Children and Equality has contributed to the establishment of a national Centre for Research on Gender Equality (CORE). These centres/institutes are important contributors to the development of research and knowledge within the gender equality field, and thus as a fundament for the continuous work on gender mainstreaming.

Budget

In June 2016, the Norwegian Parliament agreed that the government annually shall provide a gender assessment of the state budget. This will be applied with the budget proposal for 2018.

The government is to give an annual report to the parliament on the status of efforts to promote equality and diversity in all sectors.

Work life

The Working Life and Pension Policy Council is a permanent forum for the government and the main labour market organisations. The working group discusses important equality policy challenges which they can later take to the council. This co-operation is helping to promote equality between women and men in the workplace.

In the basic agreement for the civil service (agreement between the state sector and the main labour organisations), there are agreements concerning gender equality: The parties in the individual agencies shall conclude an agreement on codetermination that is customised to the enterprise and employee needs. The agreement shall contain provisions on equality, such as measures to ensure that women are assigned qualifying work tasks on an equal footing with men, especially regarding managerial tasks. The agreement shall further contain a description of measures to ensure gender-neutral criteria for determining pay. The adjustment agreement shall also contain provisions on positive action. When recruiting for managing positions where women are under-represented, women shall be encouraged to apply for the position.

Management in the government sector
The parliament has asked the government to have as an ambition and to work towards the goal to have a female chairperson in at least 40% of state-owned companies, or partly state-owned company boards, that the management in the same companies, in directorates and other state agencies consist of at least 40% men and women, to make systematic recruitment of female middle managers as part of the recruitment work in the government sector and to work towards a goal of 40% representation of men and women at the top management level in the government sector.

See also about the activity and reporting duty previously.

International affairs

The Action Plan *Freedom, power and possibilities*, on women's rights and gender equality in the foreign and development policies (2016–2020) addresses girls' education, women's political and economic empowerment, ending violence and promoting sexual and reproductive health and rights. The action plan obliges efforts in all the Norwegian foreign services.

Norway`s National Action Plan *Women, Peace and Security* (2015–2018) provides the basis for the direction and objectives for Norway`s efforts in promoting and complying with the UN 1325 security resolution on women, peace and security. The action plan is accompanied by a set of guidelines for implementing the women, peace and security agenda, and serves as reference for actions to be taken by the responsible ministries involved in the implementation of the action plan.

The Sami Parliament

The Sami Parliament requires that electoral lists must have at least 40% of each sex to be approved. The year before an election, the Sami Parliament decides whether requirements for gender representation shall apply to electoral lists of the upcoming election.

SERBIA

Institutional mechanisms for gender mainstreaming
1. The Ministry of Labour, Employment, Veterans and Social Affairs of the Republic of Serbia has been mandated to execute policies in terms of gender equality by Article 16 of the Ministerial Act of 2014 ("Official Gazette of the RS", Nos. 44/14, 14/15, 54/15 and 96/15). At the Ministry, there is a Gender Equality Unit in charge of conducting and monitoring measures addressed to gender equality policies in the Republic of Serbia. In addition to it, about 100 local mechanisms for gender equality have been established in accordance with Article 39 of the Gender Equality Act of 2009 ("Official Gazette of the RS", No. 104/09) stipulating the foundation of local gender equality commissions. There has been also the Unit of Gender Equality at the Secretariat of Social Policy, Demography and Gender Equality of Vojvodina Province. The co-ordination of their activities has been provided by the Co-ordination Body for Gender Equality of the Government chaired by the Vice Prime Minister since October 2014. 2. In the National Parliament, equality of women and men has been treated by the Committee of Human and Minority Rights and Gender Equality set up in 2004. In addition, the Women Caucus was established in the parliament few years ago uniting women MPs from different political parties into one informal group in order to discuss, promote and move anti-discriminatory issues related to genders and equal opportunities. The women caucuses have been also active in the parliament of the Vojvodina Province as well as at some local communities. 3. Pursuant to the Anti-Discrimination Act ("Official Gazette of the RS", No. 22/09), the Office of the Commissioner for Equality was established in 2010 and, among others, it receives and reviews complaints related to violations of human rights, files charges pertaining to violations of human rights guaranteed by the stipulated Act in the Commissioner's own name, and with the agreement and on behalf of the person discriminated against. 4. The Constitution of the Republic of Serbia (Article 138) introduced the Civic Defender/National Ombudsperson as an independent state body who should protect citizens' rights and monitor the work of public administration bodies. The Civic Defender Act of 2005 ("Official Gazette of the RS", nos. 79/05 and 54/07) provides that one out of four Civic Defender Deputies should be responsible for gender equality issues. 5. With the exception of local mechanisms for gender equality, all the above mentioned institutions are entitled to propose legislative and other measures for the improvement of the status of women, reaffirmation of the principle of equality of women and men and mainstream gender within policy documents and regulations.

Legislative and policy tools to achieve gender mainstreaming
1. In order to achieve balanced participation of women and men in political and public decision-making at the highest possible level, the Republic of Serbia adopted amendments to the Local Election Act ("Official Gazette of the RS", Nos. 129/07, 34/10 and 54/11) and the Parliamentarian Election Act ("Official Gazette of the RS" Nos. 35/20, 57/03, 72/03, 75/03, 18/04, 101/05, 85/05, 28/11, 36/11 and 104/09) regulating that on the list of nominees, every third person has to come from the less represented sex (women or men). As result, at the end of May 2016, the Republic of Serbia constituted a new Parliament where out of 250 MPs 34% were women. The Speaker of the National Parliament is a woman, as well as two Vice-Speakers (four Vice-Speakers are men). In terms of percentage, the same situation is at local representative organs following the aforementioned

elections.

2. In December 2015, the Republic of Serbia adopted a new National Budget Act ("Official Gazette of the RS", No. 103/15). It regulates, among others, the issue of gender sensitive budgeting aimed to the establishment of a procedure, which would affect public budgetary beneficiaries and their annual plans gradually until 2020. According to the act, the annual projections of progressive introduction of gender sensitive budgeting (programmes and beneficiaries) would be provided by the minister in charge of public finance, Secretary of Finance of Vojvodina Province and local authorities responsible for public finance by 31 March each year.

3. The Act on Prevention of Domestic Violence was adopted on 22 November 2016 ("Official Gazette of the RS", No. 94/16) as a result of the ratification of the Istanbul Convention. The act regulates the execution of urgent measures by the Prosecutor's Office, police and centres for social welfare (facilitated by the Ministry of Labour, Employment, Veterans and Social Affairs), and their co-ordination regarding cases of domestic violence and violence against women, assistance to victims of violence, training of involved professionals, running a database of cases concerned, victims and perpetrators of the violence. The act was also the foundation of the Governmental Council bound to monitor and evaluate achievements of the institutions involved, as well as to propose further measures for the eradication of violence against women. Besides that, the National Parliament adopted amendments to the Penal Code ("Official Gazette of the RS", Nos. 85/2005, 88/2005-corr., 107/2005-corr., 72/2009, 111/2009, 121/2012, 104/2013, 108/2014) incriminating acts introduced by the Istanbul Convention such as stalking, female genital mutilation and forced marriages.

4. The Government of the Republic of Serbia adopted a new Strategy on Gender Equality and its Plan of Action (2016-2018) in January 2016 ("Official Gazette of the RS", No. 4/16). The strategy endorses activities aimed at improving the gender equality culture and combating gender stereotypes, as well as the implementation of policies and measures to achieve equal opportunities for women and men through, among others, gender mainstreaming in policies at all levels. The activities should be conducted by various ministries in co-operation with international organisations, media and civil society organisations. The strategy emphasised in particular:

a) setting up a functional mechanism for gender equality at all administrative levels;
b) integration of a gender perspective in all policy documents;
c) gender mainstreaming and analysis of official programmes and introduced measures, including budgeting;
d) sex-disaggregated statistics provided by all institutions in planning and reporting (narrative and financial);
e) increase of women's participation in governing and monitoring boards of state owned entities and enterprises/companies; and
f) initiative for no less than 30% of women's participation in advisory and expertise bodies at all levels mandated for planning and drafting of public policies and measures especially in the areas of health, economic development, education and science and agriculture and rural development.

In order to facilitate the whole process, the Ministry of Labour, Employment, Veterans and Social Affairs in co-operation with the Human Resource Management Service of the Government of the Republic of Serbia conducted a series of training for officials at national level on gender perspective, prevention of violence against women in the work place, gathering of statistics disaggregated by women and men in 2016.

Justice and rule of law
1. In collaboration with the Judicial Academy, the State Prosecution Council organised integrated training for prosecutors and judges on the prevention from discrimination with a focus on multi-discriminated persons (women, victims of gender based violence, Roma women) since March 2014. In this regard and in accordance with Article 9 of the Act on Judges ("Official Gazette of the RS", Nos. 116/08, 58/09–CC Dec., 104/09, 101/10, 8/12–CC Dec., 121/12, 124/12–CC Dec., 101/13, 111/14–CC Dec., 117/14, 40/15, 63/15–CC Dec., 106/15 and 63/16–CC Dec), the Judicial Academy has implemented a programme of continuing training in co-operation with UN Women. The programme is relevant for courts of general jurisdiction and for magistrates as well. It covers general recommendations of the CEDAW Committee, discrimination of women and gender based stereotypes (Roma women, in particular). A survey on jurisprudence was prepared and a guidebook was issued containing statistical data, examples of best practices, recommendations for more efficient proceedings, collection of relevant national and international legal instruments. Judges of courts of appeals, the Supreme Court of Cassation and the Office of National Ombudsperson were trainers. Each training covers: a) general/basic level: introductory notes, legislative framework, international sources, and b) criminal and civil procedure related to gender based discrimination. Besides the aforementioned, the Judicial Academy runs specialised training in co-operation with centres for social welfare for a limited number of judges and prosecutors about women who murdered perpetrators of violence. 2. After the adoption of the Act on Prevention of Domestic Violence in November 2016, the Ministry of Justice initiated training for judges and prosecutors to raise awareness on newly regulated procedure and the contents of the Istanbul Convention. The training will last until June 2017 and it will be supported by the EU and British Council in Belgrade. 3. The Republic of Serbia through the National Geodetic Authority (the HQ and Field Unit in Niš, southern Serbia) finalised the project "Greater than Leadership Programme: Inclusive and Informed Land Administration" in the Republic of Serbia in 2014 with the assistance of the World Bank. It was a public awareness campaign through the media and door-to-door visits by professionals from the National Geodetic Authority targeting women from rural and suburban areas about how to access their property rights and rights of inheritance. Thanks to the programme, the number of women registered to the Cadastre in southern Serbia has been increased. The latest measure following the conclusion of the project is an adoption of national regulation for registration of property on both spouses.

Miscellaneous
1. In April 2016, the Republic of Serbia commenced a project on adjusting its capacities for the provision of adequate assistance to victims of gender based violence among migrants from the Middle East, North Africa and Central Asia in close co-operation with the UNFPA. In this regard, Draft Standard Operating Procedures were prepared in July 2016 covering recommendations to institutions and organisations concerned for their handling of an imposed situation and their assistance to the victims in terms of health and social welfare services, as well as protection. The procedures also provide directions for co-operation with organisations of civil society and volunteers in the field.

2. The Republic of Serbia has been the subject of different support from the EU through IPA funds (Instruments for Pre-Accession Assistance) as a result of being in the accession process to the European Union and harmonising its legislation with the EU legal instruments. It has been agreed recently that all documents submitted must be gender sensitive and appended budgets must be disaggregated by sex. The documents also recognise different categories of women and their respective needs (based on sexual orientation, level of disability, etc.). One of the results of this co-operation is the publication of the Gender Analysis for Serbia from December 2016 (available in English at:
www.rodnaravnopravnost.gov.rs/sites/default/files/2016-12/Rodna%20analiza%20u%20Srbiji.pdf).

SLOVENIA

Legislative and policy tools to achieve gender mainstreaming
Guidelines for mainstreaming gender into the work of ministries 2016-2020 (in Slovenian): http://www.mddsz.gov.si/si/delovna_podrocja/enake_moznosti/delovna_podrocja/integracija_nacela_enakosti_spolov/koordinatorice_in_koordinatorji_za_enake_moznosti_zensk_in_moskih/smernice_za_vkljucevanje_vidika_enakosti_spolov_v_delo_ministrstev_2016_2020/).

Migration
Seminar for public officials and people working in the field of migration and refugee on mainstreaming gender into their work. Gender mainstreaming training for refugees. Brochure for migrants and refugees on gender equality and empowerment of women.

SPAIN

Institutional mechanisms for gender mainstreaming

From an institutional point of view, reference must be made in the first place to the creation by law in 1983 of the now called Institute of Women and for Equal Opportunities (IWEO). It is one of the central government's autonomous bodies, attached to the Ministry of Health, Social Services and Equality, with its own budget and a clear mission: to foster and promote conditions that enhance equality for both sexes and women's participation in cultural, political, economic and social life, as well as to prevent and eliminate all kinds of discrimination. Encourage and carry out cross-sectional implementation of the principle of equal treatment and non-discrimination are among its tasks.

As regards other institutional mechanisms included in Spain's legal system, the most important, from a political point of view, is the Government Executive Committee for Equality Policy, chaired by the Vice-Minister and whose role is to support and co-ordinate cross-ministerial actions to ensure full integration of the principle of equal treatment and opportunities in any governmental action.

Furthermore, Organic Act 3/2007, of 22 March, for effective equality of women and men (hereinafter, the Equality Act) also created bodies to enhance both the co-ordination and mainstreaming of the principle of equal treatment and opportunities:

- The Inter-ministerial Commission for Equality between Women and Men, chaired by the Minister of Health, Social Services and Equality, in which all the Ministries participate. Its purpose is to actively supervise the integration of the principle of equality in the action taken by the Central Government and to co-ordinate the policies adopted by the various ministries.
- The Equality Units, created within each ministry, which are a key organisational instrument to ensure effective mainstreaming and to monitor the application of equality legislation through reports, gender impact assessments of legislative and regulatory proposals or plans.
- The Women's Participation Council, a collegiate advisory body created essentially to provide a participation and dialogue channel between women's NGOs and the Government.

In addition to these institutional mechanisms, there is a separate standing parliamentary committee dealing with women's issues known as the Equality Commission both in the Congress of Deputies and in the Senate.

The Autonomous Communities (Regional Governments) have also developed their own institutional mechanisms for gender equality and some have their own inter-departmental committees.

Legislative and policy tools to achieve gender mainstreaming

In the field of equal treatment and opportunities, the 2007 Equality Act defines the mainstreaming principle as a basic mechanism for the effectiveness of the principle of equal treatment and opportunities between women and men which informs actions taken by all public authorities and must be integrated in public policies as well as by public administrations.

Mainstreaming instruments foreseen in the Equality Act are: the Equal Opportunities Strategic Plan; the Periodic Report for the Parliament on implementation of the Equality Act; gender impact assessment reports of legislative and regulatory proposals (including the General State Budget Bill proposal) and plans of special relevance; statistics and studies disaggregated by sex; the creation of an inter-ministerial Equality Commission and the Equality Units, already mentioned; mainstreaming

of the equality principle at a sectoral level (education, art and culture, health, information and computer technology sports, rural, housing, co-operation and development). Furthermore, the enactment of this act involved the amendment of more than 25 laws of all legal orders, labour, civil, litigation, commercial, judicial, legal sector or the General Election Regime.

In order to implement the Equality Act and to set the priorities and main lines of action regarding equality, two Equal Opportunities Strategic Plans have been adopted up to now, the last one covering the 2014-2016 period and following a dual perspective: on the one hand including measures to close gender gaps in certain priority areas and, on the other, carrying out a "*mainstreaming-based strategy*" to effectively integrate the principle of equal opportunities in the design and implementation of governmental policies. Its three priority strategic objectives have been closing the gender gaps in the workplace, especially the gender pay gap; promoting mechanisms to balance family and career responsibilities for both men and women and eradicating violence against women. They are complemented with three other objectives: improving the participation of women in the political, economic and social fields; fostering equal opportunities between women and men through the education system; and, fully integrating the equal treatment and opportunities principle in all government policies and actions.

The implementation of the current Strategic Plan has led to the adoption of specific plans, such as the Action Plan for Equal Opportunities of Women and Men in Information Society 2014-2017 or the Plan for the promotion of women from rural areas 2015-2018 (see topics on each field).

In compliance also with the Equality Act, an Equality Plan between women and men in the General State Administration is approved. The one currently in force is the II Equality Plan between women and men in the General State Administration.

The Equal Opportunities Strategic Plan 2014-16 is currently being evaluated and a new one will be drafted in 2017.

In relation to the elimination of violence against women, and regarding the legal framework, what must be highlighted is Act 1/2004, of 28 December, on Comprehensive Protection Measures against Gender Violence.

As for its policy instrument, mention must be made to the National Strategy for the Eradication of Violence against Women 2013-2016 (see topic on violence against women).

Mention must also be made to the approval of the II Comprehensive Plan against trafficking of women and girls for sexual exploitation purposes 2015-2018 by the Council of Ministers in 2015.

Justice and rule of law

The Ministry of Justice has implemented the following activities:

- Inclusion of training courses on gender equality and prevention of gender-based violence in the Plans of initial and continuous training for public prosecutors, Rechtspfleger (Letrado de la Administración de Justicia) and State Security Forces in their specialisation as Judicial Police, provided by the Centre for Legal Studies (CEJ). The CEJ is the public training institution that provides prosecutors, forensic surgeons and non-judge staff of courts with initial and continuous training.
- Participation in development co-operation projects with a focus on gender policies in the field of justice. Particular attention is drawn to the Ibero-American Programme of Access to Justice, which facilitates access to justice for the most vulnerable groups, women victims of gender-based violence being one of them.

- Strengthening of the judicial protection granted to victims of gender-based violence through the preservation of the resources of Violence against Women Courts, the creation of specialised Prosecutor's Offices and forensic units of comprehensive assessment.

The General Council of the Judiciary (CGPJ) has carried out the following activities:

- Adoption of the Equality Plan for Careers within the Judiciary (to promote gender mainstreaming within the activity of the General Council of the Judiciary).
- Creation of an Equality Commission with an advocacy role of gender mainstreaming in the execution of CGPJ´s functions.
- Publication of an annual report of the staff of judges that includes gender-disaggregated data.
- Promotion of female judges´ access to senior posts of Courts.
- Drafting of a gender impact assessment report prior to the adoption of the Council's regulations, the annual budget and discretionary appointments.
- Inclusion of a course on equality and non-discrimination in the plan of initial training for judges provided by the Judicial School.
- Creation of a permanent forum on equality that organises training activities to promote gender mainstreaming.
- Participation of the Gender and Access to Justice Permanent Commission in the Ibero-American Judicial Summit.

Elaboration of a reserve list of women experts who take part in training activities as speakers, directors or co-ordinators.

Media

According to the 2007 Equality Act, state-owned media must guarantee the portrayal of equal, plural and non-stereotyped images of women and men in society and disseminate the principle of equality between women and men. Specific rules are also set for public-owned media (Radio Televisión Española (RTVE), Agencia Efe), to suitably reflect the presence of women in social life, use of inclusive language, promote equality between women and men (basically through self-regulation) and to contribute to eradicate gender violence, as well to foster the presence of women in decision-making positions and encourage relation with women's associations and groups to identify their communication needs.

As for privately-owned media, the Equality Act calls to respect equality between women and men, avoiding any type of discrimination, appealing to the role of public administrations to promote the adoption by the media of self-regulatory agreements that contribute to the compliance of equality legislation, including advertising and sales activities.

Reference must be made in this field to the creation of the Observatory of Women's Image by the IWEO in 1994, which carries out the surveillance of illegal and disloyal advertising in the media. It receives and analyses complaints arising from sexist contents in media and advertisements. On this basis, companies are required to modify or withdraw their campaigns or are advised to remove discriminatory messages. In 2014 and 2015, the Observatory received a total of 1 522 complaints, involving 711 companies and the media, of which 56% (846) corresponded to advertising content and 44% (676) to non-advertising content. In comparison with the period 2012-2013, there has been a 27% increase in the number of complaints. The number of actions carried out by the Observatory in response to those complaints was three times higher in 2014-2015 as compared to 2012-2013.

As a reinforcement of the actions performed by the Observatory and according to the applicable legislation on advertising and gender violence, the IWEO has also joined in lawsuits against unlawful sexist advertising, which have been upheld by the courts of second instance.

Therefore, after more than 20 years of activity, the Observatory has contributed to identify and question sexism in the media by society as a whole and specifically, to raise the awareness of companies in this field.

In addition, equality training for state-owned media professionals is also provided through collaboration agreements between the RTVE and the Institute of Women and for Equal Opportunities, through its Virtual School of Equality.

Education

As part of the Action Plan of the Equality Unit of the Ministry of Education, Culture and Sports (MECS), the "Space of Equality" project ("Espacio de Igualdad") was launched in 2017, occupying a very visible and prominent space in the web of the ministry. The aim of the project is to make visible to the public the progressive incorporation of women into the public spheres of education, culture and sport and to offer a gender perspective of the presence and participation of women in these areas. This "Space" has been created, therefore, to narrate and bear witness of the impact of equality policies offering citizens a window from which to look at all the actions the ministry is carrying out in the field of equality.

The portal includes several sections established in web format where one can find information related to legislation, strategic plans, activities in the autonomous communities and universities, as well as publications. Other sections included in the portal are: information with an equality perspective; thematic dissemination bulletins; news, indicators and statistics; and, a new section of the Project "Equality in Figures whose purpose is to show the evolution of the incorporation of women into the public spheres of education, culture and sport.

Statistics enable, in general terms, to quantify reality and to have elements that allow its analysis. In this case, the MECS databases have been exploited and the gender variable has been broken down into a total of 291 gender specific indicators in education, culture and sport. This project has therefore been created with the aim of making the sex variable the main character in an *ad hoc* reading of the databases that host the statistics of the ministry: Educational Statistics, CULTURABase and DEPORTEData.

With regard to the main actions promoted by IWEO in collaboration with the MECS, it is worth highlighting the *"Intercambia"* programme that is carried out together with the autonomous communities, to share experiences, projects, new teacher training activities, teaching materials and key and innovative actions that promote equality. The programme includes the "Intercambia" Web Portal and annual thematic meetings.

Among actions promoted by the IWEO in this field, mention must be made to the *Relaciona project*, which is implemented in collaboration with the equality bodies of the autonomous communities and other entities, and whose aim is to encourage teachers to reflect on equal opportunities between women and men in education as a way to prevent and eliminate violence against women.

As regards equality in *higher education*, the IWEO publishes *a call for grants* to carry out official post-graduate studies and activities within the university related with equality between women and men.

Health
As regards gender mainstreaming mechanisms and actions in the area of health, the following can be highlighted: • The Specific Commission of the Inter-territorial Council of the National Health System (NHS) against Gender Violence (GV) with five work packages belonging to it: epidemiological indicators on Intimate Partner Violence-Gender Violence (IPV-GV), professional training, protocols and guides, ethical matters and evaluation of policies against IPV-GV. • Institutional committees on strategies of the NHS (experts in gender and health). • Groups of gender experts within processing groups of clinical practice guidelines. • Gender approach as a criterion for quality and analysis for identifying good practices in the NHS. • Content and training materials for Schools of Patients. • Professional Guidelines in different health care processes. • Methodology for the identification, assessment and dissemination of health care good practices in the NHS. • Network of Health Schools for Citizens and Patients. • An institutional agreement for the inclusion in the common services portfolio of population-based screening for cervix carcinoma based on age and prior HPV infection criteria is at an advanced stage.

Budget
As regards "gender budgeting", the 2007 Equality Act instructs the government to implement in due form Law 30/2003 of 13 October on measures to incorporate the gender impact assessment of regulatory provisions. For this purpose, implementing legislation was issued in 2009 concerning the "*ex ante"* impact assessment report of legislative and regulatory proposals, which includes the gender impact assessment report, approving shortly after a methodological guide on how to draw up those reports. As a result of the above, Spain has carried out, since 2009, an "*ex-ante*" gender impact assessment report that accompanies the General State Budget Bill (GSBB). On an annual basis, the Ministry of Finance and Public Administration, sets out a series of rules for the elaboration of the GSBB, with instructions on how to evaluate the gender impact assessment. The recent creation of a new tool that will be integrated in a database of the General State Administration's actions in the field of equality, with budget information and its detailed link with measures and objectives of the Equal Opportunities Strategic Plan, will pave the way to better quantify, in economic terms, public policies that implement gender equality targets.

Violence against women
The National Strategy for the Eradication of Violence against Women 2013-2016 is a manifestation of the commitment from the public authorities to the eradication process, combining 284 measures in a single document and fulfilling that established in Spain's legislation. The strategy is based on the conviction that a society based on equality of men and women, respectful of the human rights and free of violence against women is a democratic requirement and an achievable objective. It is divided in four general objectives and three cross-cutting themes. • The first general objective is to succeed in breaking the silence. This objective responds to a general idea: that society, as a whole, continues to express its outright condemnation of the violence suffered by women, conveying the message that there is no impunity for the

aggressors and taking action to contribute to achieve a society free of violence. This framework includes all the awareness-raising and prevention measures, in line with the classic doctrinal classification which describes the different levels of violence prevention: primary, secondary and tertiary.

- The second general objective is to improve the institutional response provided by the different administrations and public and private bodies in their respective areas of competence, designing personalised schemes and moving towards the single window.
- The third general objective, in line with the aim of achieving increased effectiveness and personalisation in the assistance provided to victims, and in response to the international approaches, consists in offering a response tailored to minors and women particularly vulnerable to suffering gender-based violence, avoiding double or triple re-victimisation. The situation of inequality and discrimination is combined with the vulnerability of the victim, exposing her even more. The ultimate aim of all these measures is to reduce the impact of violence on these groups and offer them adequate help.
- The fourth general objective is to raise the visibility of and provide assistance in other forms of violence against women. Together with gender-based violence, which in the Spanish legislation is the abuse of women by their partners or ex-partners, it is also important to make progress in combating other forms of violence against women, as required by the international organisations. Forced marriages, female genital mutilation, trafficking in women and girls for sexual exploitation purposes, and sexual harassment and aggressions need to be gradually addressed from the areas of knowledge and specialised assistance.

The strategy also includes three cross-cutting axes which have a positive effect for the achievement of the four general objectives mentioned, which are: training and raising the awareness of stakeholders; improving co-ordination, networking and operational excellence; and, increasing quality, evaluation, knowledge and continued improvement in this field.

All the actions carried out by the different ministerial departments, autonomous communities and other public institutions, in compliance with the 284 measures foreseen in the strategy, are reflected in the first Implementation Report of the National Strategy presented to the Council of Ministers on 20 November 2015.

Information society

Regarding this topic, and as foreseen in the Equal Opportunities Strategic Plan 2014-16, the Action Plan for Equal Opportunities of Women and Men in information Society 2014-2017 was adopted. Its aim it to increase the participation of women in ICT and the number of women professionals and entrepreneurs in this sector. It has five main objectives: increasing the participation of women in Information and Communication Technologies (ICT); fostering the leading role played by women professionals and business owners in this sector; promoting digital content of interest for women; promoting the use of digital public services; and, increasing the confidence in and security of these technologies.

Reference must also be made to a series of programmes in the field of ICT carried out by the IWEO in collaboration with the equality bodies of the autonomous communities: the *Ceres and Rea Programs* that train trainers in ICT skills, for rural women, the former, and for professional women, the latter; the *Atenea Programme* that provides training regarding on-line confidence and security building for women; and, the *Diana* and *Ada Programes* whose aim is to initiate girls and teenagers in computer programming and technology.

The IWEO also carries out different awareness-raising and dissemination actions on gender equality in Information Society such as an e-equality portal (Portal “e-igualdad.net”), reports on the situation of e-equality in Spain and seminars on Women and ICT.

Rural areas
As foreseen in the Equal Opportunities Strategic Plan 2014-16, a Plan for the Promotion of Women in Rural Areas 2015-2018, was approved to reinforce the integration of the equality principle in the different actions carried out by the General State Administration in this field. The specific objectives of the plan are to: • Make the role carried out by women in rural areas visible and to disseminate it to society. • Overcome the employment and entrepreneurship gender gap in rural areas. • Facilitate reconciliation of personal, work and family life and the equal sharing of care responsibilities between women and men in rural areas. • Promote the inclusion of women in decision-making and participatory bodies and positions. • Support the work of rural women's associations as a key element of social, economic and cultural revitalisation. • Incorporate the principle of equal opportunities between women and men when designing rural promotion policies. • Improve and update knowledge of the situation of women in rural areas. The 82 actions foreseen in the plan are grouped up in five fields: economy, employment and entrepreneurship; participation of women from rural and fishing areas in decision making; promotion of reconciliation and equal sharing of care responsibilities; incorporation of the principle of equal opportunities in the design of policies to promote rural and fishing areas; and, foster knowledge of the situation of women from rural and fishing areas. Among the actions carried out by the Ministry for Agriculture and Fisheries, Food and Environmental Affairs are a call for grants for rural women's organisations, as well as excellency awards for innovative projects developed by rural women. Furthermore, the IWEO, in partnership with Spanish Agrifood Co-operatives, is implementing a project on entrepreneurship and leadership promotion for women in decision-making bodies of companies of the agrifood sector. Its aim is to increase the participation of women in the advisory boards of Agrifood Co-operatives and co-operative federations, as well as to kick-start the launching of entrepreneurial actions in rural areas as a source of job opportunities for women. In addition, the IWEO together with the EOI Business School, within the framework of the Plan for the Promotion of Women in Rural Areas mentioned before, is developing the Programme "Rural Women Challenge" ("Desafio Mujer Rural"), to facilitate the creation of networks, good practices and a platform to foster the electronic trade of products; develop rural women's entrepreneurship pilot programmes; and disseminate among rural women training and technical assistance programmes to facilitate their entrance into the labour market and their skills for enterprise creation. This programme includes a contest, which was recently launched, rewarding women entrepreneurs for their original, innovative and sustainable projects.

SWEDEN

Institutional mechanisms for gender mainstreaming

Sweden has a feminist government. In practice, this means a commitment to building a society in which women and men, girls and boys can live their lives to their full potential. Gender equality is central to the government's priorities – in decision making and resource allocation. A feminist government ensures that a gender equality perspective is brought into policy making on a broad front, both nationally and internationally.

The government runs a programme for gender mainstreaming in government authorities. The programme currently encompasses 60 public sector authorities in a wide range of policy areas. The aim is for these authorities to integrate a gender equality perspective in their activities, based on a tailor made action plan developed by the respective agency. The overall purpose of the programme for gender mainstreaming in the public sector is to ensure that the activities and services produced by participating government agencies contribute to the government's gender equality policy objectives. The programme started in 2013 but has since been expanded in 2014 and 2016, and the results of the programme will be presented in 2018.

The government has decided to establish a new national gender equality authority, which will contribute to a more strategic, coherent and sustainable governance, as well as more efficient implementation, of the gender equality policy. This gender equality authority will be tasked with monitoring, analysis, co-ordination and support of activities and measures in the realm of gender equality policy implementation. A national authority for the policy area of gender equality is much needed to ensure that the government achieves its goals. The government authority will be up and running as of January 2018.

The Swedish Government is co-funding a project for gender mainstreaming on local level, managed by the Swedish Association of Local Authorities and Regions (SALAR) during 2015-2018. Municipalities will be systematically comparing their work with gender mainstreaming through benchmarking. The purpose of the programme is to gather and share experiences and knowledge concerning the practical implementation of gender mainstreaming, as well as to contribute to a higher quality of services provided by the public sector by giving equal services to women and men, boys and girls.

The Swedish Government funded another programme for gender mainstreaming at local level, run by the Swedish Association of Local Authorities and Regions (SALAR) during 2008-2013. The programme for gender mainstreaming at local level aimed to create tangible and permanent improvements of services provided to citizens by municipalities and county councils. The guiding principle for the programme was that services provided by the public sector must treat citizens equally, services must be designed and resources distributed without prejudice, in response to conditions and needs of women and men, boys and girls, on equal terms. Funding was granted for gender equality projects in which gender mainstreaming was used as a strategy.

County administrative boards are responsible for supporting gender mainstreaming at a regional level. Among other things, experts in gender mainstreaming are employed by the county administrative boards. Their work involves strengthening the conditions to enable implementation of the national gender equality goals at regional level. The county administrative boards have also been commissioned by the government to develop regional gender mainstreaming strategies for 2014-2020.

Legislative and policy tools to achieve gender mainstreaming
Gender mainstreaming in government offices is guided by a government decision. A new government decision was made in June 2016 for the time period 2016-2020. It states that gender mainstreaming is a prerequisite for feminist policies and for achieving the national objectives of gender equality policy. The new decision aims to further enhance and strengthen the work on gender mainstreaming in government offices. Gender mainstreaming covers all policy areas and processes in government offices. The aim is that all initiatives and measures taken by the government contribute to gender equality. The government highlights four key processes for gender mainstreaming in government offices: the budget process and the budget bill, instructions for government authorities, the legislative process, such as terms of references for committees and bills, and EU matters. Every government minister is responsible for gender mainstreaming his or her areas of responsibility. The Minister for Gender Equality is responsible for co-ordination, development and follow-up of the gender mainstreaming work. In addition, the Division of Gender Equality is responsible for managing and co-ordinating the gender mainstreaming work within the government offices. In each ministry, there is an appointed gender equality co-ordinator who together forms the inter-ministerial group IDA/JÄM. In November 2016, the Swedish Government presented a national holistic strategy for work to prevent and combat men's violence against women. It is guided by a set of objectives and indicators to enable improved evaluation and follow-up results. The government puts strong emphasis on violence prevention and steps up work on changing gender stereotypes surrounding masculinity, violence and destructive masculine behaviour. Support to women's shelters that protect and support women subjected to violence is strengthened. More will be done to promote increased participation by men in these efforts to promote change. The government has extended support to a national telephone hotline that people, primarily men, who risk committing sexual assaults can call for advice and assistance in obtaining treatment. The strategy spans a 10-year period which started on 1 January 2017. Sweden pursues a feminist foreign policy. Throughout the Government's foreign policy, including in peace and security efforts, a systematic gender perspective is applied. As part of this, the government has an action plan for feminist foreign policy 2015–2018. This action plan sets the direction of feminist foreign policy action to be taken by the foreign service, guided by six long-term objectives. This includes full enjoyment of human rights; freedom from physical, psychological and sexual violence; participation in preventing and resolving conflicts and post-conflict peace building; political participation and influence in all areas of society; economic rights and empowerment; and sexual and reproductive health and rights. The Discrimination Act (2008:567) was amended from 1 January 2017. The changes include that the requirement of active measures are extended to all the discrimination grounds within the working-areas, as well as the education area. An overall framework for the work with active measures is designated but the specific measures are to be decided by the employer or educational providers in co-operation with workers, students and children. As part of the Discrimination Act, private and public employers with at least ten employees must conduct annual wage surveys. Furthermore, employer and educational providers must document in writing the work with active measures.

Justice and rule of law
The ongoing work with gender mainstreaming in government agencies also include agencies within the judicial sector, as they are important agencies that contribute to achieving gender equality policy

goals. A number of government agencies within the judicial sector are part of the programme for gender mainstreaming (JiM), including the Swedish Prison and Probation Service, the Swedish Prosecution Authority, the Swedish Crime Victim Compensation and Support Authority, and the Swedish National Council for Crime Prevention.

A number of activities that are relevant to gender equality have also been conducted in the area of laws and legal frameworks:

- A commissioner has conducted a review of the conditions of electronic monitoring of Non-Contact Orders. The report (Ds 2017:1) was presented on 17 January 2017 and proposals were then referred for consultation in May 2017.
- The Non-Contact Order Ordinance (1988:691) was amended on 1 January 2017. According to the amendment, the duty to inform the social welfare committee (which until then only included decisions on Non-Contact Orders when the parties have joint children under the age of 18) now includes decisions on Non-Contact Orders when one of the parties lives with a child under the age of 18 or when a child under the age of 18 has a right of access to one of them.
- The 2014 Sexual Offences Committee has proposed that the criminal law protection of sexual integrity should be strengthened and modernised in several ways. The committee has proposed, for example, that sexual offences legislation shall be amended to ensure that the dividing line between punishable acts and acts exempt from punishment is determined by whether participation in a sexual act was voluntary or not.
- The proposals in the interim report "A strong protection in criminal law against the purchase of sexual services and the purchase of sexual acts from children" (SOU 2016:42) and in the final report "A strong protection in criminal law against human trafficking and other exploitation of vulnerable people" (SOU 2016:70) are currently being considered by the government offices.
- Conspiracy to commit coercion to marry was criminalised on 1 July 2016 (Government Bill 2015/16:113).
- The proposals in the report "Review of the penal provision regarding contact with a child for sexual purposes" (Ds 2015:49), is currently subject to the legislative process.
- A Committee of Inquiry has proposed that the criminal law protection of the personal privacy should be strengthened and modernised in several ways, for example, by introducing a new penalty provision on unlawful violation of privacy (SOU 2016:7).

Film

For more than 10 years, Sweden has had a goal to promote gender representation in the film industry and more specifically through an equal distribution of production support for film. The Swedish Film Institute has also adopted specific action plans concerning gender equality, the current is called "Goal 2020: Gender equality in film production, both in front of and behind the camera". The goal of an equal gender distribution of production funding awarded by the Film Institute's Film Commissioners among the principal players of the film industry (directors, producers and screen writers) has been achieved. The efforts also include projects for talented women film makers and for increasing the visibility of women in film history.

The Swedish Film Institute and the Ministry of Culture arranged a seminar on equality and diversity in film in 2016. The Swedish Minister of Culture and Democracy hosted the seminar together with the Chief Executive Officer of the Swedish Film Institute, and the French Minister of Culture attended the seminar. The seminar received international attention and there is international interest for this work.

Education
In the government communication “Power, goals and agency – a feminist policy for a gender-equal future” (skr. 2016/17:10), which was put forward to parliament in November 2016, a new sub-goal for the gender equality policy was introduced – gender equal education. The purpose is to put further emphasis on gender policies within this area. Women and men, girls and boys must have the same opportunities and conditions with regard to education, study options and personal development. The new goal is set to cover all levels of education, from preschool to university. It includes, among other things, strengthening pupils’ emotional health and wellbeing, preventing gender-stereotyped educational choices, and efforts for gender equality in the higher education sector. In the 2017 budget bill, the goals and result indicators for several parts of the education system, for example, compulsory and upper-secondary school as well as vocational education, was revised to put greater focus on gender equality. The ongoing work with gender mainstreaming in government agencies was also expanded to include, for example, more agencies within the education sector. As such, a number of government agencies within the education sector are now part of the programme for gender mainstreaming (JiM), such as the Swedish National Agency for Education, the Swedish Schools Inspectorate, the Swedish Institute of Educational Research and the Swedish Council for Higher Education. The government is funding a programme for gender mainstreaming in Swedish higher education. All the higher education institutions, for which the state is the accountable authority, has been tasked with developing an action plan for gender mainstreaming that is to be implemented in the institutions. The action plans was presented in May 2017 and the activities and results of the programme will be reported to the government continuously. The purpose is to integrate a gender perspective in the regular processes of the institutions. The programme includes 33 universities and university colleges, and will proceed for four years, 2016-2019.

Research
In the new research bill “Collaborating for knowledge – for society’s challenges and strengthened competitiveness” (prop. 2016/17:50), the government gives all public research funding organisations with a research and development budget exceeding 100 million Swedish krona (SEK) new and/or strengthened instructions on gender mainstreaming, with emphasis on a gender equal distribution of research funds. The four main public research and innovation organisations will also get instructions on promoting inclusion of a gender perspective in all funded research, whenever relevant.

Health
The government has established a new sub-goal to the overarching goal of the gender equality policy; that women and men are to have the same power to shape society and their own lives. The new sub-goal is gender-equal health. Women and men, girls and boys must have the same conditions for a good health and be offered care on equal terms. The new sub-goal will support decision/policy makers and others within the public administration, in their work to put policies, subjects and decisions in the field of health in a gender equality context and to include the effects and consequences for gender equality in the analysis. The Swedish Association of Local Authorities and Regions (SALAR) is an organisation that represents all of Sweden's local authorities; municipalities, county councils and regions. Health care in Sweden is carried out by local authorities. SALAR has for the first time put together a benchmark showing

how “gender equal” the local authorities are. The health care sector was represented through five indicators. The indicators were chosen due to how significant they are for equal health. This benchmark will highlight the importance of always having a gender perspective on decisions/policies/analysis, etc. The local authorities were also ranked from “best” to “worst” when it comes to gender equality within the different sectors. The benchmark is open to the public. SALAR gets financial support from the government.

In 2016, the Government decided that all state agencies will be required to report statistics disaggregated by sex. The regulation targets state agencies’ annual reports. This will have impact on gender mainstreaming within the field of health, as a number of state agencies are operating within this field.

Budget
Gender-responsive budgeting, as an application of gender mainstreaming in the budget process, has been given renewed focus within the Swedish Government. An extensive effort to further develop gender-responsive budgeting in the state budget is now under way. The purpose of this work is to ensure that the state budget promotes gender equality, and resources are redistributed to this end. The government is taking important steps to ensure that the preparation of the2018 budget bill is gender mainstreamed. Among other things the budget circular contains a formalised requirement that policy proposals and reforms presented in the budget bill must be based on gender equality impact analyses, and new policy should be developed with a gender-sensitive approach. Among other things, training is provided for officials in government offices, in order to ensure that hands-on, operative support is available in the ministries. The government has also developed a step-by-step guide on how to conduct a gender equality analysis in the budget process – JämKAS - which consists of the following five components: • Inventory of gender equality relevance. • Analyse in what way gender equality might be relevant for the issue area – hypothesis. • Survey, present and analyse gender patterns. • Analyse proposals’ gender equality impact – refer to gender equality policy objectives. • If negative impacts are anticipated, examine alternative solutions. The work on gender-responsive budgeting has resulted in improved and more extensive gender equality analysis and a more systematic use of statistics disaggregated by sex.

SWITZERLAND*

Institutional mechanisms for gender mainstreaming

Further to the recommendations made by the CEDAW Committee on 18 November 2016 following the presentation of the 4th/5th periodic report by Switzerland, the Government set up an interdepartmental CEDAW working group under the aegis of the Federal Office for Gender Equality (FOGE), in particular to check the state of implementation of the priority recommendations and report on relevant measures in the various areas of competence.

Policies and legislation for gender mainstreaming

- On 23 November 2016, the government adopted a draft bill on the revision of the law on public limited companies, which provides for the introduction of quotas for women in boards of directors (at least 30%) and executive boards (at least 20%) in order to encourage the business sector to intensify their efforts to promote access by women to management positions: https://www.bj.admin.ch/bj/en/home/aktuell/news/2016/ref_2016-11-232.html.
- On 26 October 2016, the government instructed the Ministry of Justice to draw up, by summer 2017, a draft law legally requiring employers of more than 50 employees to analyse their company's wage practices every four years and to have this analysis verified by an external oversight body: https://www.admin.ch/gov/fr/accueil/documentation/communiques.msg-id-64263.html
- On 30 September 2016, the government instructed the Ministry of Finance to draw up a draft law on increasing tax deductions on the cost of third-party childcare in order to encourage the second parent in a couple (predominantly women) to enter the labour market and to improve their work-life balance: https://www.admin.ch/gov/fr/accueil/documentation/communiques.msg-id-63979.html

Justice and rule of law

The FOGE has commissioned the University of Geneva to analyse regional and cantonal decisions over the last 10 years in order to identify any obstacles to the implementation of the Gender Equality Act: the detailed report was published on the FOGE website in June 2017.

Media

In October 2016, the Federal Commission for Women's Issues (FCWI) presented the results of its external evaluation of the role of the media with regard to female politicians in the last elections on 18 October 2015: https://www.ekf.admin.ch/dam/ekf/fr/dokumente/studien_empfehlungen/medienstudie_ekfkommentar.pdf.download.pdf/2016_EKF-Kommentar_Medienstudie_fr_pdf.pdf and https://www.ekf.admin.ch/dam/ekf/fr/dokumente/studien_empfehlungen/medienstudie_kurzfassung.pdf.download.pdf/2016__EKF_Gender_und_Medien_Kurzfassung_fr_pdf.pdf

Statistics

The Federal Statistical Office provides detailed data on domestic violence disaggregated by the gender of the accused and/or the injured parties: https://www.bfs.admin.ch/bfs/fr/home/statistiques/criminalite-droit-penal/police/violence-domestique.assetdetail.250153.html

Equal pay and public procurement
• Under the aegis of the FOGE, a service centre for assisting cantons and municipalities in monitoring equal pay in public procurement and/or the awarding of grants will begin operating in the first half of 2017. • At the instigation of the FOGE, all the cantons and cities of more than 10,000 inhabitants were invited to present their concrete actions regarding equal pay and monitoring thereof in public procurement: https://www.ebg.admin.ch/ebg/fr/home/themes/travail/plateforme-egalite-salariale/engagement-du-secteur-public/que-font-la-confederation-les-cantons-et-les-communes.html • The Equal Pay Charter (*Charte pour le respect de l'égalité salariale*) initiated by the government commits the signatories (the confederation, cantons and municipalities) to respecting equal pay as employers, in public procurement and as subsidy bodies. It has acquired new signatories: https://www.ebg.admin.ch/ebg/fr/home/themes/travail/plateforme-egalite-salariale/engagement-du-secteur-public/charte-pour-l-egalite-salariale-dans-le-secteur-public.html

RUSSIAN FEDERATION

Institutional mechanisms to promote gender mainstreaming

New institutional mechanisms have been established in the Russian Federation to promote gender equality.

Following Decree No. 1520 of the Government of the Russian Federation of 28 December 2016, the Co-ordination Council was formed under the Government of the Russian Federation to implement the National Strategy of Action for Women for 2017-2022.

The key tasks of the Co-ordination Council include:

- discussing issues and practices related to the strategy implementation;
- identifying means and forms of the strategy implementation;
- preparing proposals regarding state priorities and policies for women;
- organising collaboration between federal executive bodies, executive bodies of the entities of the Russian Federation, public, scientific and other organisations on issues related to the improvement of the policy in the field of advancement of women;
- interacting with co-ordination structures to implement the strategy in the entities of the Russian Federation.

Following Order No. 2929-r of the Government of the Russian Federation of 31 December 2016, the composition of the Co-ordination Council was approved:

- The Co-ordination Council will be headed by the Deputy Prime Minister of the Russian Federation.
- The Co-ordination Council comprises members of the Council of the Federation and deputies of the State Duma of the Federal Assembly of the Russian Federation, highest officials of the entities of the Russian Federation (heads of the higher executive bodies), representatives of the federal executive bodies and public organisations.

Legislative and policy tools to promote gender mainstreaming

Following Order No. 410-r of the Government of the Russian Federation of 8 March 2017, the National Strategy of Action for Women for 2017-2022 was approved. The Strategy identifies key priorities of state policy for women and is aimed at implementing the principle of equal rights and freedoms and establishing equal opportunities for women in accordance with the Constitution of the Russian Federation, universally recognised principles and norms of international law and international treaties of the Russian Federation.

Creating conditions for the full and equal participation of women in political, economic, social and cultural spheres of public life is considered a priority of the state policy of the Russian Federation.

The strategy will be implemented through:

- creating conditions for preserving the health of women of all ages;
- improving women's economic situation, promoting their welfare;
- preventing social disadvantage of women and violence against women;
- promoting women's participation in public and political life;
- improving the state statistics on the status of women in the society.

The strategy has been developed taking into account the 2030 Sustainable Development Goals, the Beijing Platform for Action and the Convention on the Elimination of All Forms of Discrimination against Women and other gender equality instruments.

To implement the strategy, an action plan is being drafted which includes a set of priority measures aimed at fulfilling main state policy objectives to improve the situation of women; mechanisms for the strategy implementation and provision of information and analysis, legal and staff resources to carry out the state policy for women will be created; methodical guidelines on drafting regional plans and establishing administrative mechanisms aimed to improve the situation of women given the peculiarities of each region will be elaborated for the entities of the Russian Federation.

The strategy will be implemented by the federal executive bodies along with the public associations and organisations concerned.

The strategy implementation should result in a set of measures ensuring the principle of equal rights and freedoms of men and women, equal opportunities for women in all spheres of life, improvement of their economic independence, political activism and opportunities for self-fulfilment, as well as the overcoming of stereotypes regarding the social roles of men and women by 2022.

Justice and rule of law

To promote gender equality, international treaties of the Russian Federation related to the protection of women's rights and general recommendations adopted by the Committee on the Elimination of Discrimination against Women are brought to the attention of the judges and officials of the Supreme Court of the Russian Federation on a regular basis.

These documents are published on the intranet website of the Supreme Court of the Russian Federation in the "Vedomstvennyi Kontur" (Departmental Circuit) section ("Mezhdunarodnoye Pravo" (International Law) folder) available to the lower courts.

Judges and officials of the Supreme Court of the Russian Federation are constantly made aware of the annual reports by the Special Rapporteur on Violence against Women, its causes and consequences, as well as by the Working Group on the Issue of Discrimination against Women in Law and in Practice under the UN Human Rights Council, and of the results of individual communications reviews by the committee.

The opinions of the committee translated into Russian are published on the intranet website of the Supreme Court of the Russian Federation in the "Vedomstvennyi Kontur" (Departmental Circuit) section ("Mezhdunarodnoye Pravo" (International Law) folder).

Public prosecution bodies carry out advanced professional training of their officials on gender equality issues.

Mass media

Gender equality is part of journalists' training programme (at the Faculty of Journalism in the Moscow State University).

Gender issue in the media is promoted by the Union of Journalists of Russia, the Union of Journalists of Moscow, the International Woman Journalist Club, online communities "ФАКТЫ_АНТИсексизм_АНТИшовинизм" ("FACTS_ANTI-sexism_ANTI-chauvinism"), "FemUnity", etc.

Since 2010, with a view to countering sexism in the media, a group of female journalists and bloggers has been implementing cyber-feminist project "Sexist of the Year" aimed at combating "hate speech" against women.

The 2016 "Sexist of the Year" awards ceremony took place in March 2017. The RuNet users nominated dozens of media persons and newsmakers for five awards; the winners were decided through open online voting.

The main anti-award "Sexist of the Year" went to Ismail Berdiyev, Chairman of the Co-ordination Centre for Muslims of the North Caucasus (78.6%). He was nominated for the call for female genital mutilation in order to reduce debauchery.

The winners of the nomination "Sexism in the Media" were the news portal Gazeta.ru and biologist-evolutionist Alexander Markov for his interview "Why It is Beneficial for Women to Be Illiterate", in which he had made a false conclusion about an allegedly natural predestination of women to be poor and illiterate (45.6%).

"Sexist in Advertising" anti-award went to the video of the Credit Bank of Moscow "The New Year Tale" (61%) for advocating violence and social segregation of women.

"Women's success and material well-being coach who trains women to achieve goals in a feminine way" Yulia Pecherskaya (46.4%) received "Women against Women" award for public justification of violence against women.

Education

The National Strategy for Women in Education aims to:

- create conditions enabling women to receive professional education in most advanced branches of economics, which provide ample opportunities for employment to highly paid positions;
- organise professional training for women and develop their new competencies and qualifications, including in business;
- organise professional training and supplementary vocational training for women on maternity leave until a child reaches three years of age, as well as for women needing a qualification upgrade or retraining due to the necessity to build present-day competences and qualifications for carrying out professional or other economic activities when the maternity leave ends.

Health care

In health care, gender issues are resolved in the framework of the Health Care Development State programme, the Concept for Demographic Policy of the Russian Federation up to 2025 and the relevant plan of action for its implementation for 2016-2020, and the National Strategy for Women for 2017-2022.

Objectives to reduce maternal and infant mortality and the number of abortions, to shape health-saving behaviour and a healthy lifestyle, and to reduce alcohol and tobacco consumption are being achieved consecutively.

Also the implementation of the National Strategy for Women for 2017-2022 will include measures to improve programmes of preventive examination and check-up of women and girls; deliver

specialised medical aid to women and girls; prevent non-communicable diseases among women and reduce their development risk factors; develop a reproductive health system taking into account the specifics of women's health conditions, including through assisted reproductive technology (in vitro fertilization, *inter alia*); enhance guaranteed access for women and girls to genetic testing, including biochemical diagnostics, DNA diagnostics and pre-implantation diagnostics, aimed at preventing hereditary life-threatening and chronic progressive rare (orphan) diseases.

Budget
The achievement of the objectives of the National Strategy for Women for 2017-2022 is part of the activities of the state authorities of the Russian Federation, as well as of local authorities; The strategy will be implemented by federal executive bodies and executive bodies of the constituent entities of the Russian Federation within the limits of budgetary allocations envisaged in the federal budget for the relevant financial year and planning period, and budgets of the constituent entities of the Russian Federation, with the participation of interested public associations and organisations and with possible raising of additional funds from extra-budgetary sources to implement the strategy measures. Resources for the strategy implementation are to be provided through actions stipulated by state programmes of the Russian Federation in such spheres as health care, education, economy and industry development, employment support, social assistance to citizens, social protection of people with disabilities, physical culture and sports, information technology, culture and tourism, and maintenance of public order, including in the framework of state programmes and priority national projects in such fields as education, health care and social assistance to citizens.

TURKEY

Institutional mechanisms for gender mainstreaming

The General Directorate on the Status of Women (the General Directorate) has been active since 1990 in various names and under the responsibility of various institutions was restructured in 2011 as a service unit of the Ministry of Family and Social Policies. The General Directorate is the basic mechanism for gender mainstreaming in Turkey and is responsible for running, co-ordinating and improving the preventive, protective, educative, and rehabilitative social service activities for women.

The Turkish Grand National Assembly Committee on Equal Opportunities for men and women (KEFEK): KEFEK was constituted within the Turkish Grand National Assembly (TGNA) in 2009 to keep track of the national and international progress in protecting and promoting women's rights and achieving gender equality, to inform the TGNA on the relevant improvements, to discuss the primary and secondary tasks referred to it, and to present opinions at the specialised commissions, regarding the bills, motions and decrees submitted to the TGNA.

The Board of Higher Education Unit of Women's Studies and Issues in Academia: The unit was set up in 2015 to encourage universities to carry out activities for promoting gender equality, to guide any activities and to set the basic principles to this end.

The Ombudsman: Established in 2012, the Ombudsman is responsible for supervising and screening out every act, deed and approach of the administration in terms of law and equity and doing research and providing recommendations by a human rights-based justice understanding. It is stipulated in the Ombudsman Law that the institution shall have a "women rights" supervisor itself. In addition the "Regulation on Principles and Procedures for Implementation of the Ombudsman Law" embodies provisions on women's rights. The provisions cited are covered in the sections regarding the right to petition, procedure for examination and research, and the circumstances under which research may not be terminated.

The Council of Entrepreneur Women: An advisory council acting within the Turkish Union of Chambers and Commodity Exchanges (TOBB) to formulate general policies on women's entrepreneurship and contribute to the opinions submitted. It is also intended to provide the entrepreneur women with training, capacity-building assistance and support them as they pursue their dreams. TOBB Provincial Councils of Entrepreneur Women acting in co-ordination with the TOBB Council of Entrepreneur Women has been set up in all 81 cities of Turkey.

The National Board of Monitoring and Co-ordination for Women's Employment: Responsibilities and duties are conferred upon all the public agencies in pursuant to the Prime Ministerial Circular No. 2010/14 on "Promotion of Women's Employment and Equal Opportunities" to promote women's economic empowerment, strengthen their socio-economic status, achieve gender equality and the goals of sustainable economic growth and social development, increase women's employment and establish equal pay for work of equal value. Accordingly, the Board was established to monitor, evaluate, co-ordinate and build co-operation in the activities carried out by all the relevant stakeholders under the co-ordination of the Ministry of Labour and Social Security to identify the current challenges in women's employment and overcome those challenges.

Legislative and policy tools to achieve gender mainstreaming

The principle of gender equality was consolidated with the amendments made to the Constitution in 2001, 2004 and 2010.

- Article 10 was complemented as follows:

  - "Men and women have equal rights. The State is liable for translating this equality into practice" (2004 amendment).
  - "…, the measures to be taken to this end may not be construed against the principle of equality" added to the end of the second subparagraph of Article 10 (2010 amendment).
- The provision of Article 41 that "family is the foundation of society" was complemented with the phrase "and is built on equality between spouses".
- Article 66 was amended to establish equality of men and women in acquisition of Turkish citizenship.
- Article 90 had the following provision added: "In case of contradiction arising from the difference among the provisions of the duly ratified international agreements on fundamental rights and freedoms and the provisions of domestic laws, the international agreements shall prevail". Thus, the United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) has taken precedence over national legislation.

The Turkish Civil Code, which entered into force in 2002, is a law which upholds equality between women and men puts an end to sexual discrimination, renders women equal to men in both family and the society and values women's labour. Several arrangements were introduced with the labour law, which entered into force in 2005, that observed equal opportunities for men and women and stipulated that no discrimination shall be allowed in employer-employee relations with respect to fundamental human rights, including sex. Contemporary provisions were inserted in the Turkish Penal Code effective since 2005, regarding gender equality and violence against women. The statement "with the motive of custom" was added to the article which allowed that cases of wilful murder, which require life imprisonment, and therefore it was agreed that "custom" killings should be punished with the most severe penalty. In addition, in 2014, sexual offences against sexual integrity became punishable by more aggravated forms of penalty. On the other hand, Law No. 6284 on the Protection of Family and Prevention of Violence against Women was prepared based on the Istanbul Convention and came into effect in 2012.

Prime Ministerial Circulars are among the legal instruments of gender mainstreaming, alongside the Constitution and laws. The circulars concerned are the Prime Ministerial Circulars on "Observing the Principle of Equality in Personnel Recruitment (2004)", "Investigation of the Custom and Honour Killings and Motives of Violence against Women and Children and Identification of the Due Measures (2006)" and "Promotion of Women's Employment and Equal Opportunities (2010)".

The 10th Development Plan and National Employment Strategy embodies concrete goals for women's entry into the labour market. The 65th Government Programme declares as its basic objectives: to promote empowerment of women individually and socially, to provide them with access to higher quality education, to promote their active roles in decision-making mechanisms, to facilitate their access to the labour market, to provide them with social security and to increase the number of entrepreneur women.

The National Action Plans on Combating Violence against Women have been implemented since 2007 to set a framework for the steps to be taken for combating violence against women and guide the relevant institutions and organisations. The latest plan which became effective in 2016 covers the period 2016 to 2020 and it aims to make improvements in the aspects of legislative arrangements, awareness and transformation of mentality, delivery of preventive and protective services, empowerment of victims of violence, organisation and practice of health services, inter-agency co-operation and policy-making.

Justice and rule of law
The following provisions regarding the rule of law and equity are in place for gender mainstreaming: • Law No. 6284 on the Protection of Family and Prevention of Violence against Women includes in its first Article, the provisions which reads: "The assistance and services for the victims of violence shall be delivered following a fair, effective and rapid procedure based on fundamental human rights, responsive to the equality of men and women and conforming to the principle of social state." It also adds: "The injunction orders ruled for the perpetrators and victims of violence shall be implemented in a decent manner." • Article 4 of the Regulation on Violence Prevention and Monitoring Centres envisages that "Services shall be provided observing the fundamental human rights, responsive to gender equality and conforming to the principle of social state."

Media
The media have crucial potential in determining the cultural and social structure of a society and transforming the social attitudes in a positive way. From this point of view, two meetings entitled "The Role of Media Literacy in Establishing Gender Equality" were held in 2010 and 2012 for teachers lecturing media literacy with the participation of 110 teachers, to promote gender equality and strengthen women through the media. In scope of Gender and Media Workshops organised between 2009 and 2013, 12 Media Workshops were held for the students of communication faculties and they reached out to 434 students. In addition, 198 media professionals attended "The Workshop on the Role of Local Media Professionals in Combating Violence Against Women and How to Write News Articles" organized for the local media professionals. Training on media language about violence against women was delivered in three cities for the local media professionals, on "The Project on Combating Domestic Violence" which was financed under the IPA-2009 programme and ran between 2014 and 2016. The training reached out to 103 local media professionals. On the other hand, Article 16, "Inter-agency Co-ordination and Training" of "Law No. 6284 on the Protection of Family and Prevention of Violence against Women" stipulates that the Turkish Radio and Television Corporation and media corporations are obliged to broadcast the informative materials developed with the perspective of combating violence against women in particular, at specific intervals during their broadcast stream.

Education
Women's illiteracy has been reduced significantly thanks to the activities carried out recently and the school enrolment rates for girls have increased in all stages of education, primarily in the elementary school level. The Project titled "Technical Assistance for Promotion of Gender Equality in Education" which was started in 2014 by the Ministry of National Education and spanned two years, aimed to eliminate the adverse effects of gender stereotypes, contribute to promotion of gender equality, improve gender equality at schools for boys and girls and achieve gender mainstreaming in the whole system of education. The project was applied in 40 pilot schools in total; in the form of four schools in each of 10 cities). • A tool was developed for the educational and administrative staff at schools geared towards "Promotion of Gender Equality at Schools" and activities were carried out to build up capacity

for applicability of the tool.

- The institutional capacity of the Ministry of National Education was enhanced for extension of an egalitarian and gender responsive approach in the education sector.
- Central and local campaigns were organised to raise awareness about gender equality in education among students, parents, educational and administrative staff.

Started by the Ministry of Education's General Directorate of Basic Education, the project on ''Technical Assistance for Promotion of School Attendance in Elementary Education Institutions" aims to increase the rates of school attendance in elementary education which covers the first eight years of 12 years of compulsory education and reduce absenteeism in elementary education institutions using qualitative measures and initiatives. The project is applicable in 12 pilot cities (Ağrı, Batman, Bingöl, Bitlis, Diyarbakır, Hakkari, Mardin, Muş, Şanlıurfa, Şırnak, Siirt and Van).

Health

The prenatal care, delivery and caesarean section, postnatal and emergency obstetrics care management guides are updated by scientific committees who take into account the national data, and the revised versions of these guides are used in 81 provinces. Standards have been set to provide a quality service by the health officers all over the country.

The guidebook on Epilepsy Management in Pregnancy has been published and efforts are underway to prepare guidebooks on Diabetes in Pregnancy and Thromboembolism in Pregnancy, Cardiac Diseases Management in Pregnancy and Asthma in Pregnancy; they are intended to be distributed to health institutions.

The studies on Emergency Obstetrics Care Programme is continuing with the components about intervention to mother and newborn in obstetric complications, safe referral, safe blood transfusion and inter-sector co-operation.

Training on Emergency Obstetrics Care is underway for physicians and midwives/nurses.

The objectives are defined for all pregnant women to have knowledge about prenatal, delivery and postnatal periods and to ensure that they have conscious delivery, and to enable the expectant parents to get information and skills about vaginal delivery, pain management and adopting new roles; and the efforts are maintained in this respect.

In order to ensure all deliveries are performed in a safe environment, efforts have been maintained to popularise the "Mother-Friendly Hospital Programme".

At the "Pregnancy Information Classes", women and their families are provided with information about emergency conditions and risk indicators during pregnancy, newborn, delivery and postnatal periods and studies are maintained to ensure that the mothers have access to hospitals and health care staff.

Budget

The project titled "UN Joint Programme on the Protection and Promotion of Women's Human Rights: Gender Responsive Budgeting" was run by the UNDP, UN Women and Sabancı University with the participation of the Ministry of Family and Social Policies. The project which ran between 2012 and 2015, is aimed at speeding up the delivery of commitments on gender equality at the local level; developing the capacities of municipal corporations, institutions working on gender equality, and NGOs; and the popularisation of the practices of gender responsive budgeting in municipal corporations.

Employment
In order to minimise the gender gap in the economic field, the initiative which had been established first under the name “Gender Parity Task Force of Turkey” and then transformed into “Equality at Work Platform” (2012-2015) under the auspices of the Ministry of Family and Social Policies, aimed to reduce the gender gap in the economic field down to 10% in 3 years. With the “Active Labour Force Policies” conducted by the Turkish Employment Agency (İŞKUR), many women benefit from occupational training courses, on-the-job training programmes and entrepreneurship training programmes. Also, in the project “Financing and Counselling Support to Women’s Enterprises Programme” conducted by İŞKUR and the European Bank of Reconstruction and Development, counselling support is provided for small- and medium-sized enterprises (SMEs) directed by women on many issues such as marketing, organisation, information and communication technologies, training is provided on management skills and mentoring services are also provided. The Entrepreneurship Support Programme has been conducted by the Small and Medium Enterprises Development Organisation (KOSGEB) for supporting, popularising of entrepreneurship and establishing successful businesses. This programme is comprised of the Applied Entrepreneurship Training, New Entrepreneur Support, Business Development Centre (BDC), and the Business Plan Award. With the new entrepreneur support, women entrepreneurs are provided with an extra 20% support. In addition to these, important actions were determined in the Entrepreneurship Strategy and Action Plan.

Combating domestic violence
In the area of the project on “Combating Domestic Violence against Women", which was financed under the IPA-2009 programme and implemented between 2014 and 2016, Provincial Action Plans on Combating Domestic Violence against Women were developed in 26 project cities with the active participation of all the relevant stakeholders to promote the local policies of combating violence against women based on the local needs, priorities and resources. The Provincial Action Plans are compatible with the National Action Plan on Combating Domestic Violence against Women. They focus on activities tailored to special needs of the city concerned, categorised into four basic objectives as listed below: • alignment of local arrangements with the national legislation, • social awareness and mental transformation, • preventive and protective service provision, • co-operation and co-ordination.

Awareness raising
With regard to a number of “Training Protocols” signed with the Ministry of the Interior, Ministry of Health, Ministry of Justice and the Directorate of Religious Affairs, training seminars were held with the participation of 71 000 police officers, 65 000 health staff and 47 566 religious officers, as well as 778 court clerks and chief clerks, 326 family court judges and public prosecutors, 250 civil inspectors and 190 district governor candidates. As a part of the training activities organised so far in the scope of a protocol signed with the Ministry of National Defence, four phases of training sessions have been completed for 85 Specialist Trainers in the first phase, 343 Trainers in the second phase, 7 177 Military Unit Trainers in the third phase

and 463 694 soldiers and non-commissioned officers in the fourth phase. Moreover, conferences were held for a total of 26 528 military staff members comprised of commissioned officers, non-commissioned officers, officers and students deployed at the military quarters.

The "Co-operation Protocol on Securing the Contributions of the Religious Officials in the Protection of Family and Prevention of Violence against Women" was signed on 22 August 2013 between the Ministry of Family and Social Policies and the Directorate of Religious Affairs. In regard to the protocols signed with the Directorate of Religious Affairs, 47 566 religious staff have been trained so far. The activities for the impact analysis thereof were started in 2015.

After Law No. 6284 took effect, publicity seminars were held in 16 cities from April to June 2012. The seminars reached out to 6 500 public officials working in public institutions/organisations providing direct services to women victims of violence.

With regard to the project on "Combating Domestic Violence against Women" which was financed under the IPA-2009 programme and implemented between 2014 and 2016, training modules were developed for police officers, health staff, judges and prosecutors, chief clerks, family court specialists and the staff of the Ministry of Family and Social Policies. Training of trainers has been completed for 506 police officers, 22 judges and prosecutors, 125 chief clerks, 147 family court specialists and 221 health staff members; and the three-day pre-vocational and vocational training has been completed for 107 judges and prosecutors. Furthermore, a five-step training programme has been applied for 124 social workers working at the Ministry of Family and Social Policies. In addition, training for 28 staff members employed at women's counselling centres of the local government and NGOs has also been completed. 1 280 people have benefitted from the training/trainers' training in total. For sustainability of the training in all the relevant institutions, supervision training has also been delivered to 31 staff members from the Ministry of Health, 30 staff members from the General Directorate of Security Affairs, 26 staff members from the Ministry of Justice and 124 staff members from the Ministry of Family and Social Policies.

The protocol signed by the Ministry of Family and Social Policies, the Ministry of Food, Agriculture and Animal Husbandry and the Union of Turkish Agricultural Chambers aims to train the women who live in the rural area and who are engaged in farming activities, about agriculture, gender equality, violence against women, fundamental rights and freedoms, and to promote interinstitutional co-operation. 8 568 farming women have benefitted from this type of training to date.

With regard to in-service training/career development training organised by the Ministry of National Education, the Turkish Union of Municipalities, the Ministry of Development, the Ministry of Interior, the Ministry of Justice and the Ministry of Culture and Tourism; the General Directorate on the Status of Women organised training on equal opportunities for men and women about violence against women, which reached out to 3 300 public officers.

PART II

Activités pour promouvoir l'intégration de la dimension de genre (*gender mainstreaming*) au niveau national dans les États membres du Conseil de l'Europe

Contributions reçus en français

ANDORRE

Mécanismes institutionnels visant à l'intégration de la dimension de genre
Le décret du 27 janvier 2016 en relation à la structuration du Ministère d'Affaires Sociales, Justice et Intérieur (Gouvernement de l'Andorre) prévoie les fonctions du Département des Affaires Sociales qui sont les suivantes : a. La mission du Département des Affaires Sociales est de garantir le droit d'accès de tou-te-s les citoyen-ne-s aux prestations, aux programmes, aux protocoles et aux actions relatifs aux services sociaux et socio sanitaires, en conformité avec les principes énoncés dans la Constitution et dans les conventions internationales qui forment part du système juridique andorran, et en vertu des disposions des normes applicables. b. Il revient aussi au Département des Affaires Sociales de promouvoir des politiques de prévention avec pour objectif d'éviter des situations de risque, de non protection, d'exclusion ou de dépendance, tout particulièrement en ce qui concerne les personnes, familles et collectifs plus vulnérables, et de renforcer et d'améliorer la protection, la cohésion et l'intégration sociales. c. Le Département des Affaires Sociales a d'autre part comme mission d'implanter et de développer le système d'aide et protection sociale en conformité avec les principes de coresponsabilité, soutenabilité, solidarité, participation, prévention, subsidiarité, transversalité, universalité, égalité, équité, globalité, inclusion et proximité, avec pour but de répondre de façon adéquate aux besoins de la société andorrane dans ce domaine. Concrètement, dans l'article 3 sont spécifiés les domaines qui constituent ce Département et détaillées les fonctions qui doivent être développées dans le Domaine des Politiques d'Égalité nouvellement créé. Les fonctions détaillées sont les suivantes : - Promouvoir et développer des programmes et des actions transversales destinées à prévenir et lutter contre la violence de genre et la violence domestique, et contre la violence dans n'importe quel autre domaine. - Renforcer et améliorer la lutte contre les inégalités et la discrimination auxquelles sont confrontés les personnes et les groupes les plus vulnérables. Le Service d'Égalité a les objectifs suivants : - Élaborer une analyse sur la situation actuelle de l'Andorre relative à l'égalité. - Élaborer et implémenter une loi sur l'égalité. - Offrir aux personnes qui subissent ou ont subi des situations de discrimination et/ou d'inégalité des informations, un soutien, une attention et une assistance juridique. - Réaliser des actions publiques, de diffusion et de conscientisation sur la non-discrimination et la prise en compte des groupes considérés comme vulnérables : les femmes, les personnes LGTBIQ, l'enfance et la jeunesse, les personnes âgées, immigrant-e-s et handicapées. - Promouvoir une action éducative de sensibilisation et d'apprentissage aussi bien dans le domaine formel que dans non-formel. - Mettre en évidence des conduites sexistes, des conduites de discrimination et d'inégalité dans les médias et l'espace public. De cette façon, ce domaine est fondamental pour pouvoir développer et diriger des politiques et des mécanismes pour promouvoir l'égalité de genre dans notre pays.

Programmes politiques et législatifs visant à favoriser l'intégration de la dimension de genre
Le 7 janvier 2015, le Conseil Général a décidé d'encourager l'élaboration d'un Livre Blanc sur l'Égalité, avec le soutien du Gouvernement de l'Andorre et la coopération de l'Institut d'Études Andorrans et du Ministère de Santé et du Bien-être (actuellement, le Ministère des Affaires Sociales, de la Justice et d'Intérieur). Le but de cette initiative est de rassembler de l'information sur la situation réelle en matière d'égalité en Andorre, et à partir de là, de concevoir une stratégie pour promouvoir la culture de l'égalité depuis le Conseil Général et le reste des institutions publiques du pays. Ce document et la loi qui en découle ont pour but l'éradication des discriminations de genre, qui sont les plus courantes, puisqu'elles affectent 50% de la population, mais on veut toucher aussi tous les groupes qui, par leur spécificité, font l'objet de discrimination : personnes âgées, enfants et jeunes, personnes handicapées, personnes LGTBIQ et immigrant-e-s. Le Conseil Général et le Gouvernement de l'Andorre considèrent que la participation des entités sociales qui représentent les intérêts des groupes cités plus haut est fondamentale pour garantir un document qui reflète leur sa voix et leur expertise. Actuellement, le travail avec les entités sociales est terminé et on est en train de procéder à la rédaction du Livre Blanc et au commencement du processus participatif citoyen en ligne et sur support papier. Une fois terminée l'élaboration et la rédaction du Livre Blanc on va procéder à la rédaction d'une Loi sur l'Égalité qui fournisse des réponses aux conclusions et aux propositions qui ont été priorisées dans livre blanc pour promouvoir l'égalité de genre entre autres.

Justice et état de droit
Dans le cadre juridique de l'Andorre, l'article 6 de la Constitution de la Principauté d'Andorre déclare que toutes les personnes sont égales devant la loi et que personne ne peut être discriminé sur la base de la naissance, de la race, du sexe, de l'origine, de la religion, de l'opinion ou n'importe quelle autre statut personnel ou social. La non-discrimination s'articule comme un principe de base du système universel des droits humains, et aussi, depuis l'article 26 du Pacte international des droits civils et politiques, comme un droit à caractère autonome et général. Pour le Conseil de l'Europe la non-discrimination est une valeur essentielle et depuis l'entrée en vigueur du Protocole numéro 12 à la Convention européenne des droits de l'homme, l'égalité et la non-discrimination constituent un droit autonome non dépendant des autres reconnus par la Convention. Actuellement, on est en train d'élaborer un Livre Blanc sur l'Égalité pour analyser la situation relative à l'égalité en Andorre pour, postérieurement, élaborer une Loi sur l'Égalité afin de donner une réponse à l'égalité de genre, entre autres.

Médias
Actuellement, l'Andorre ne dispose pas d'une Loi relative à la publicité. La Loi 1/2015, du 15 janvier 2015, pour l'éradication de la violence de genre et la violence domestique prévoit dans son article 9:

Sensibilisation et prévention concernant le domaine de la publicité et des médias

1. Les médias doivent éviter toute forme de discrimination dans le traitement de l'information, dans les contenus et la programmation. Les contenus audiovisuels et la publicité qui justifient, méprisent ou incitent à la violence de genre et la violence domestique sont considèrent contraires illégaux.
2. Le Gouvernement doit incorporer dans les chaines de la radio et la télévision publiques des contenus spécifiques de sensibilisation et information sur la violence de genre et la violence domestique et qui encouragent l'égalité réelle entre hommes et femmes.
3. La diffusion d'informations relatives à la violence de genre et la violence domestique doit être réalisée en respectant l'objectivité informative, en garantissant un traitement digne aux victimes et en offrant, dans la mesure du possible des informations sur les ressources existantes en matière de prévention, d'assistance et de protection, et sur les conséquences des atteintes aux droits.
4. Lorsque des nouvelles ou des contenus relatifs à la violence de genre et à la violence domestique sont traitées le téléphone gratuit d'assistance aux victimes doit être rendu visible.

Différents mécanismes et actions sont actuellement mis en œuvre dans le secteur des politiques d'égalité pour mettre en œuvre cet article.

Éducation

Le secteur des politiques d'égalité a initié des ateliers sur la violence de genre destinés aux élèves entre 14 et 16 ans de tous les centres éducatifs pendant l'année scolaire 2016-2017.

Les objectifs de ces ateliers étaient de :

- Comprendre les identités de genre comme des constructions sociales, et pourtant, modifiables.
- Expliquer les différentes stéréotypes de genre, leurs relations avec les identités masculine et féminine et les relations de pouvoir.
- Réfléchir sur la relation entre les stéréotypes de genre et l'existence des relations abusives.
- Donner des outils de réflexion et approches basées sur des modèles alternatifs d'identités personnelles positives pour évoluer vers une société égalitaire.
- Analyser les questions relatives à l'amour et aux relations en couple.
- Réfléchir sur les rôles assignés aux femmes et aux hommes lors de l'établissement des relations de couple et leurs conséquences.
- Réfléchir sur la manière dont on voudrait que nos relations en couple soient.
- Identifier les signaux de relations abusives.
- Savoir ce que c'est la violence de genre et comprendre pourquoi on parle de violence spécifique envers les femmes.
- Connaitre les différents types de violence machiste qui existent, en se focalisant au contexte des relations en couple mais tenant en compte que la violence de genre peut exister dans d'autres domaines.

En observant les objectifs fixés on peut conclure que l'on est en train de travailler sur l'égalité de genre et les conséquences de l'inégalité, telles que la violence, la discrimination, etc.

Pour la prochaine année scolaire il est prévu de les professeur-e-s de tous les centres éducatifs pour leur fournir des outils pour qu'elles et ils puissent travailler avec les élèves de façon transversale et intégrée dans le curriculum académique.

Santé
Dans le secteur des Politiques d'Égalité et en vertu de la Loi 1/2015, pour l'éradication de la violence de genre et de la violence domestique est prévue la formation et la formation continue de professionnel-le-s non seulement pour qu'elles et ils soient capables d'intervenir dans des cas de violence de genre mais aussi pour assurer concernant l'égalité de genre. Le domaine sanitaire est naturellement l'un des programmes de formation principaux et fondamentaux prévu pour cette année.

Budget
Le secteur des politiques d'égalité a été créé en février 2016 ; il comptait un budget de 32 825 euros inclus dans le budget du département des services aux personnes et aux familles, puisque l'Équipe des services intégrés pour les femmes (comme indiqué précédemment) faisait partie de ce département. Ce budget couvrait le loyer des foyers d'accueil, les honoraires de la juriste et la réalisation des actions les jours commémoratifs, le 8 mars et le 25 novembre. Actuellement, le secteur des politiques d'égalité compte avec son propre budget de 93 080 euros. Les actions qui seront mises en œuvre sont : - Services aux victimes de violence de genre et de violence domestique - Prévention moyennant promotion éducative, capacitation des professionnels impliqués et campagnes de sensibilisation (des actes les jours commémoratifs et les jours normaux) - Loyer et maintenance ressources d'accueil - Création du Service de Trouvaille Familiale - Création du Programme d'attention aux hommes agresseurs : engagement de deux professionnels (un technicien social et un psychologue) - Consolidation du service d'Égalité : développement des actuations de nature préventive et formative, réalisation de la Loi d'Égalité et la promotion de politiques d'égalité de genre et d'autres.

BELGIQUE

Mécanismes institutionnels visant à l'intégration de la dimension de genre

Gouvernement fédéral

En 2007, le Parlement fédéral a adopté la loi du 12 janvier 2007 visant au contrôle de l'application des objectifs de Pékin et intégrant la dimension de genre dans l'ensemble des politiques fédérales (voir infra : références). Cette loi qui a pour objectif la mise en œuvre du *gender mainstreaming* au niveau fédéral, charge le Gouvernement de « *veiller à la mise en œuvre des objectifs de Pékin et plus particulièrement à l'intégration de la dimension de genre dans l'ensemble des politiques, mesure et actions qu'il prend et cela, en vue d'éviter et de corriger d'éventuelles inégalités entre femmes et hommes*. »

Cette loi contient une série de dispositions qui ont pour objectif de stimuler l'intégration structurelle de la dimension de genre au niveau politique et administratif. Ces dispositions vont de l'intégration de la dimension de genre dans les documents stratégiques comme les notes de politique générale ou les plans de management, à cette intégration dans les procédures liées aux marchés publics et aux subsides, en passant par la mise en œuvre du *gender budgeting*, l'obligation de produire et collecter des statistiques ventilées par sexe et la réalisation d'analyses d'impact des projets de réglementation sur la situation respective des femmes et des hommes, dit '*test gender*'.

Cette loi est fondée sur la durée d'une législature. Un premier plan avait été adopté couvrant la législature précédente (2011-2014) et avait fait l'objet d'un rapport de fin de législature sur la politique menée conformément aux objectifs de la quatrième Conférence Mondiale sur les femmes tenue à Pékin en septembre 1995.

Dans le cadre de la nouvelle législature, le Conseil des ministres a adopté en juillet 2015 un plan fédéral *gender mainstreaming* dans le cadre duquel chacun des membres du gouvernement s'est engagé à prioritairement intégrer la dimension de genre dans 75 politiques et à veiller à la mise en œuvre des différentes dispositions de la loi. Le choix de ces politiques a été réalisé sur base d'un screening des exposés d'orientation politique des ministres et Secrétaires d'Etat, réalisé par l'Institut pour l'égalité des femmes et des hommes. La Secrétaire d'Etat chargée de l'égalité des chances assure la coordination politique du processus.

La mise en œuvre de ce plan est suivie par un groupe interdépartemental de coordination (GIC) composé de membres de la cellule stratégique de chaque membre du Gouvernement et de fonctionnaires de niveau A de chaque service public fédéral, du Ministère de la Défense et de chaque service public fédéral de programmation. Ce groupe est présidé par un membre de la direction de l'Institut pour l'égalité des femmes et des hommes, qui en assure le secrétariat.

L'Institut pour l'égalité des femmes et des hommes est chargé de l'accompagnement et du soutien du processus. Il a développé divers outils méthodologiques (manuels, …), propose des formations (obligatoire pour les membres du GIC, sur mesure pour les départements et les cellules stratégiques ministérielles), assure la coordination du suivi semestriel auprès du Conseil des ministres et accompagne les départements et cellules stratégiques en apportant son expertise ciblée. Il est également chargé du suivi de la mise en œuvre du test genre et du *gender budgeting* (voir infra budget).

Gouvernement flamand

Le Gouvernement flamand intègre une perspective de genre dans toutes les mesures politiques en Flandre par le biais de la Méthode ouverte de coordination (MOC) et ce, depuis 2005. Cette méthode de travail est consacrée dans le décret sur l'égalité des chances de 2008 qui rend la participation à ce processus obligatoire pour tou-te-s les ministres du Gouvernement flamand.

La MOC s'appuie sur le principe que les membres du Gouvernement flamand s'accordent sur des objectifs stratégiques et opérationnels communs (le cadre de la MOC ou programme politique horizontal), et que chacun-e des ministres est responsable de leur mise en œuvre dans leur domaine de compétence. Le ministre flamand de l'Égalité des chances joue le rôle de coordinateur de ce processus.

À cet égard, un rôle central est joué par la commission administrative à l'égalité des chances qui se réunit cinq fois par an et qui est composée de représentant-e-s de tous les secteurs politiques flamands. Les travaux de la Commission consistent, entre autres, à élaborer des plans d'action, à effectuer des contrôles, et à procéder à des évaluations des plans d'action.

Le premier cycle de la MOC a commencé en 2006 avec la définition d'un cadre d'objectifs pour la période 2006-2009. Un deuxième cycle s'est déroulé de 2010 à 2014. Chaque cadre d'objectifs se traduit en deux séries de plans d'action avec une évaluation intermédiaire. En 2015, un nouveau plan politique en matière l'égalité des chances a été décidé, avec un premier cycle de plans d'action en 2016-2017.

La politique transversale de genre s'articule sur l'objectif stratégique suivant : l'élimination du genre en tant que construction sociale dans notre société. À cette fin, elle se fixe cinq objectifs opérationnels :

- la promotion d'une représentation équilibrée et non stéréotypée des genres,
- une meilleure connaissance des conditions de vie des groupes cibles et des mécanismes de discrimination auxquels ceux-ci se heurtent,
- l'élimination de la violence,
- la réalisation d'une participation équilibrée des femmes et des hommes dans toutes les sphères de la société,
- la prévention et l'élimination de la discrimination.

Dans le cadre de chacun de ces objectifs opérationnels, diverses mesures politiques ont été mises au point. En voici quelques exemples :

* en 2015, les postes de haut niveau dans le Gouvernement flamand doivent comprendre au moins 33 % de femmes,
* l'élimination de la ségrégation de genre dans les choix éducatifs, par exemple par le biais du plan d'action STEM,
* la promotion de l'équilibre vie professionnelle/vie privée par l'élargissement de l'offre de crèches, en ciblant tout particulièrement les groupes vulnérables tels que les familles monoparentales,
* la promotion d'une image équilibrée et non stéréotypée par l'information et la sensibilisation des professionnels des médias,
* le suivi de l'augmentation de la féminisation de la pauvreté et l'intégration de ces conclusions dans un plan d'action.

Chacune de ces mesures sera développée dans des plans d'action évalués à leur terme dans le cadre de la Commission de l'égalité des chances.

Gouvernement de la Fédération Wallonie-Bruxelles

Suite à l'adoption du Décret du 7 janvier 2016 relatif à l'intégration de la dimension de genre dans l'ensemble des politiques de la Communauté Française, la Fédération Wallonie-Bruxelles a mis en place plusieurs mécanismes institutionnels visant à la bonne mise en application de ce décret.

Le premier de ces mécanismes est la création d'une cellule d'appui en genre au sein de la Direction de l'Égalité des Chances du Ministère de la Fédération Wallonie-Bruxelles. Cette cellule, composée de deux agent-e-s, a pour mission de fournir assistante et soutien administratif et scientifique aux agent-e-s du Ministère de la Fédération ainsi qu'aux membres des Cabinets ministériels dans l'implémentation du décret du 7 janvier 2016.

Le second mécanisme est, suivant l'article 8 du décret du 7 janvier 2016, la mise en place d'un Groupe de Coordination chargé de la mise en œuvre des objectifs du décret. Depuis sa création, le Groupe s'est réuni deux fois : le 29 septembre 2016 et le 22 février 2017.

Le troisième mécanisme est la mise en place d'un cycle de formation aux concepts de g*ender mainstreaming* et de *gender budgeting*, ainsi qu'aux outils concrets de leur mise en application au sein de la Fédération Wallonie-Bruxelles, soit le test genre et la méthode *gender budgeting*. A l'heure actuelle, l'ensemble des membres du Groupe de Coordination ont suivi cette formation. Les Chef-fe-s de cabinet ministériel, les chef-fe-s de cabinet adjoint-e-s, les fonctionnaires généraux du Ministère de la Fédération Wallonie-Bruxelles, les chargés de communication ainsi que de nombreux agent-e-s des Cabinets ministériels et du Ministère, seront formé-e-s au cours de l'année 2017. Ce cycle de formation vise à ce que l'ensemble des personnes concernées par la mise en œuvre du décret du 7 janvier 2016, aussi bien dans ses aspects stratégiques que dans ses aspects opérationnels, soient au fait des concepts et des outils lié à l'intégration de la dimension de genre dans les politiques de la Fédération Wallonie-Bruxelles.

Le dernier de ces mécanismes est la mise en place d'outils concrets d'opérationnalisation de cette intégration : un test genre et une méthode *gender budgeting*. Une première version de ces outils est actuellement à disposition de l'ensemble des agent-e-s de la Fédération Wallonie-Bruxelles, mais un travail d'informatisation et de simplification de ces outils est d'ores et déjà entamé par la Cellule d'appui en genre, en collaboration avec d'autres services de la Fédération, afin de les améliorer et de les faire correspondre le mieux possible aux besoins des agent-e-s de la Fédération.

Enfin, la Cellule d'appui en genre participe à plusieurs groupes de travail et de réflexion qui concernent l'intégration de la dimension de genre dans les politiques de la Fédération Wallonie-Bruxelles, entre autres : Plan d'action en matière de marchés publics durables, Comité Statistique et Recherche, Comité sur les tests d'impact.

Par l'ensemble de ces actions, la Fédération Wallonie-Bruxelles met donc en place un processus permettant de mesurer a priori l'impact de l'ensemble de ses décisions sur l'égalité entre femmes et hommes, et par là permettant une meilleure intégration de la dimension de genre dans l'ensemble de ses décisions, lois, budgets et octrois de subventionnement.

Programmes politiques et législatifs visant à favoriser l'intégration de la dimension de genre

Gouvernement fédéral

Loi du 12 janvier 2007 visant au contrôle de l'application des résolutions de la conférence mondiale sur les femmes réunie à Pékin en septembre 1995 et intégrant la dimension du genre dans l'ensemble des politiques fédérales. M.B. du 13 février 2007.

Arrêté royal du 26 janvier 2010 fixant la composition, les missions et les règles de fonctionnement d'un groupe interdépartemental de coordination ainsi que le niveau de qualifications minimales de ses membres en exécution de l'article 8 de la loi du 12 janvier 2007 visant au contrôle de l'application des résolutions de la conférence mondiale sur les femmes réunie à Pékin en septembre 1995 et intégrant la dimension de genre dans l'ensemble des politiques fédérales, M.B. du 8 février 2010.

Plan fédéral *gender mainstreaming* du 10 juillet 2015 (voir supra).

Gouvernement flamand

* Décret posant le cadre de la politique flamande de l'égalité des chances et de la non-discrimination (10 juillet 2008),
* Méthode ouverte de coordination débouchant sur un plan politique horizontal de l'égalité des chances et à l'élaboration de plans d'action http://www.gelijkekansen.be/Portals/GelijkeKansen/OCM/Vlaams-Horizontaal-Gelijkekansenbeleidsplan.pdf ,
* Suivi de l'égalité des genres.

Afin de mesurer et de suivre de près les progrès accomplis, on a élaboré un ensemble d'indicateurs et procédé, en avril 2011, à un état des lieux. Le processus de suivi a été répété en 2014, puis en 2017.

Gouvernement de la Fédération Wallonie-Bruxelles

Suite à l'adoption du Décret du 7 janvier 2016 relatif à l'intégration de la dimension de genre dans l'ensemble des politiques de la Communauté Française, le Gouvernement de la Fédération Wallonie-Bruxelles a adopté deux arrêtés d'exécution : le premier fixe la composition et les missions du Groupe de Coordination chargé de la mise en œuvre du décret du 7 janvier (AE du 25 mai 2017), et le second décrit et valide les outils de la mise en œuvre de ce décret, à savoir le test genre et la méthode budgétaire, ainsi que leur périmètre d'application (AE du 8 mars 2017).

Ce programme d'intégration de la dimension de genre dans l'ensemble des politiques de la Fédération Wallonie-Bruxelles est, comme précisé dans le décret du 7 janvier 2016, rentré en application au 1 janvier 2017, et s'applique donc maintenant à toutes les politiques publiques ainsi qu'à l'octroi de subventionnement.

Justice et état de droit

Gouvernement fédéral

L'évaluation de la loi « genre » de 2007

Les arrêtés royaux créant la Commission d'expert-e-s chargée de l'évaluation des trois législations non-discrimination de 2007, dont la loi du 10 mai 2007 visant à lutter contre la discrimination entre les femmes et les hommes, et portant nomination des membres de la Commission d'experts ont été adoptés respectivement en novembre 2015 et en août 2016. En effet, l'article 52 § 1er de la loi tendant à lutter contre certaines formes de discrimination stipule que la loi, ainsi que les deux autres lois, doivent être évaluées par les Chambres législatives quant à leur application et leur effectivité. Le premier rapport d'évaluation est prévu en 2017.

Loi du 25 décembre 2016 relative à la transmission du nom

Suite à l'arrêt du 14 janvier 2016 de la Cour constitutionnelle, un projet de loi visant à apporter une réponse à la discrimination basée sur le sexe contenue dans la législation relative à la

transmission du nom à l'enfant a été élaboré. Sur la base de la loi du 25 décembre 2016, les parents dont la filiation est constatée simultanément sont contraints de faire ensemble un choix explicite concernant le nom de leur premier enfant commun. Les parents sont ainsi placés sur un pied d'égalité, et invités à définir ensemble le nom de leur enfant : le nom de la mère, le nom du père, ou les deux noms dans l'ordre de leur choix. Si aucun choix explicite n'est exprimé, la situation est assimilée à un cas de désaccord. La règle en cas de désaccord stipule que l'enfant porte le double nom, dans l'ordre alphabétique.

Gouvernement de la Fédération Wallonie-Bruxelles
La Wallonie, la Fédération Wallonie-Bruxelles et la Commission communautaire francophone ont soutenu la réalisation et la diffusion de l'étude « L'intérêt de l'enfant dans le cadre des procédures protectionnelles et répressives en lien avec les mutilations génitales féminines (MGF) » à l'occasion de la Journée internationale de lutte contre les MGF, le 6 février.

Violence

Gouvernement fédéral
Un plan d'action national de lutte contre toutes les formes de violence basées sur le genre (PAN) 2015-2019, a été adopté en décembre 2015 en collaboration avec les ministres fédéraux, communautaires et régionaux concernés. Ce PAN 2015-2019 s'inscrit dans la logique de la Convention du Conseil de l'Europe pour la prévention et la lutte contre la violence à l'égard des femmes et la violence domestique et s'est basé sur des recommandations issues de la société civile. Les objectifs globaux suivants y sont fixés : mener une politique intégrée et collecter des données quantitatives et qualitatives; prévenir la violence; protéger et soutenir les victimes; enquêter, poursuivre et adopter des mesures de protection ; intégrer la dimension de genre dans la politique d'asile et de migration ; et lutter contre la violence sur le plan international. Il a pour objectifs de mener une politique cohérente et coordonnée où l'Etat fédéral, les Communautés et les Régions collaboreront étroitement afin de mettre en œuvre 235 mesures concrètes de lutte contre la violence entre partenaires, la violence sexuelle, les mutilations génitales féminines, les mariages forcés, les violences liées à l'honneur et la prostitution. Pour veiller à ce que les 235 mesures du PAN 2015-2019 soient effectivement suivies et exécutées, un groupe de travail interdépartemental a été mis sur pied.

Divers projets ont été adoptés au niveau fédéral pour lutter notamment contre les violences sexuelles (lancement d'un site Internet www.violencessexuelles.be, projets-pilotes pour le développement de centres d'accueil multidisciplinaires pour les victimes de violence sexuelle, etc.) et les violences entre partenaires (instrument d'évaluation des risques de violences entre partenaires, mise en place d'un « code de signalement » à l'usage des professionnel-le-s qui permettra, le cas échéant, de structurer le processus décisionnel en matière de rupture du secret professionnel dans le cadre de la violence entre partenaires, etc.).

Gouvernement de la Fédération Wallonie-Bruxelles
Dans le cadre de la mise en place du processus participatif de l'Assemblée des Femmes Alter Egales, lancée par la Ministre des Droits des femmes en 2015, un troisième appel à projets a été lancé en 2017 pour 300.000 euros afin de soutenir les associations de femmes qui souhaitent développer et mener des actions sur la thématique du « Droit à l'intégrité physique et psychique ». D'autre part, trois commissions ont été mises en place en vue de dégager des recommandations relatives à trois sous-thématiques spécifiques : « Harcèlement sexiste dans l'espace public », « Traitement médiatique des violences contre les femmes », « Violences dans la prostitution ».

La Wallonie, la Fédération Wallonie-Bruxelles et la Commission communautaire francophone ont mené la campagne « Rien ne justifie la violence conjugale – Journal de Marie » afin de sensibiliser le grand public aux violences conjugales. Un spot TV et un spot radio ont été diffusés à plusieurs

périodes de l'année sur les média audiovisuels francophones. Des affiches, cartes de visite et badges ont également été diffusés. www.journaldemarie.be

Un numéro d'appel gratuit a été lancé à destination des victimes de violences sexuelles et des professionnels concernés. Une campagne de visibilité autour de ce numéro intitulé « SOS viol » a été diffusée via 3 formats d'affiches, notamment auprès de nombreux services de première ligne et des professionnel-le-s dont les médecins généralistes et gynécologues. www.sosviol.be

Médias

Gouvernement flamand

- Base de données d'expertes et experts (depuis 2008, 1 000 expert-e-s) : il s'agit d'une base de données d'expert-e-s issus de groupes qui sont traditionnellement sous-représentés dans les médias, tels que les femmes, les minorités ethniques, les personnes transgenres ou les personnes handicapées. Accessible aux journalistes et aux programmes, elle constitue un outil supplémentaire pour trouver des expert-e-s dans un vaste éventail de domaines, des sciences de la terre à la transplantation cardiaque. En outre, la base de données contient les coordonnées d'organisations de la société civile œuvrant sur les questions de l'égalité. www.expertendatabank.be
- Concours pour les étudiant-e-s en journalisme : les étudiant-e-s en journalisme de deuxième et de troisième année pouvaient participer au concours « Les tueurs de clichés » du 19 septembre 2016 au 28 février 2017. Elles/ils devaient écrire un article, réaliser une vidéo ou un reportage radio sur l'un de ces cinq thèmes : genre, identité sexuelle, handicap, appartenance ethnique ou pauvreté.
- Attachement à une représentation nuancée des genres dans les productions médiatiques ainsi qu'à la participation équilibrée des groupes cibles de l'égalité dans les actualités et les programmes de divertissement. Ces conditions spéciales sont incluses dans un accord de gestion passé avec le radiodiffuseur public flamand.

Gouvernement de la Fédération Wallonie-Bruxelles

En juin 2016, le Parlement de la Fédération Wallonie-Bruxelles a adopté une proposition de décret modifiant le décret coordonné du 26 mars 2009 sur les services de médias audiovisuels en vue de renforcer l'attention sur l'égalité entre les femmes et les hommes.

Le principe de l'égalité entre les femmes et les hommes est désormais consacré formellement dans le décret sur les services de médias audiovisuels. L'égalité entre les femmes et les hommes est mentionnée explicitement dans le chapitre du décret consacré aux obligations des éditeur-trice-s de services quant au respect de la dignité humaine et à la protection des mineur-e-s.

La même mention au respect de l'égalité entre les femmes et les hommes est faite concernant tant les communications commerciales que pour les programmes sonores et télévisuels.

De plus, le Collège d'autorisation et de contrôle du CSA a été doté d'une nouvelle mission qui consiste à « participer à la réalisation d'une analyse périodique relative à la représentation équilibrée des femmes et des hommes, d'encourager la diffusion des bonnes pratiques en matière de lutte contre les stéréotypes sexistes et d'émettre, en cas d'échec, des recommandations spécifiques.»

Une base de données (BD), expertalia.be, a été mise sur pied à destination des journalistes. Cette base de données d'expert-e-s « femmes » et d'expert-e-s issu-e-s de la diversité d'origine se veut adaptée aux attentes des journalistes et vise à leur faciliter l'identification des expert-e-s femmes et issus de la diversité afin de leurs permettre de diversifier leur carnet d'adresse traditionnel. Un colloque de présentation a eu lieu le 28 octobre 2016 en vue d'en assurer la promotion.

L'impact d'Expertalia.be devrait pouvoir être mesurée en 2017 par la mise en place d'un Baromètre de la diversité dans la presse écrite (éventuellement radio), lequel sera combiné avec le Baromètre du Conseil Supérieur de l'Audiovisuel (CSA) qui portera sur la diversité en télévision.

Éducation

Gouvernement des Flandres

- Site web genderklik sur la deconstruction des stéréotypes de genre.
- Plateforme pour les outils pédagogiques sur les questions de genre et LGBT : www.schooluitdekast.be. Sur cette plateforme, les enseignant-e-s, les étudiant-e-s et les bénévoles du secteur éducatif trouvent des informations, des matériels didactiques, des cours, etc. sur ces thèmes, adaptés aux différentes étapes de l'enseignement (jardin d'enfants, primaire, secondaire).
- Depuis l'année universitaire 2014-2015, la Flandre a créé un nouveau master en genre et diversité, dans le cadre d'une collaboration entre les cinq universités flamandes. Le programme du master porte essentiellement sur les théories de l'inégalité sociale et de la discrimination et sur la recherche internationale dans le domaine du genre et de la diversité, tout en établissant un lien avec la pratique et le terrain.
- Activités pour faire diminuer la ségrégation dans les choix d'études en privilégiant la neutralité de genre dans les processus d'orientation, dans les programmes de formation et dans son image. Il faut faire augmenter le nombre des jeunes femmes dans des filières scientifiques et technologiques et ajuster l'image des besoins « scientifiques ». Concrètement, dans le cadre de la mise en œuvre de la politique de communication en matière de sciences, des projets tels que les clubs technologiques pour femmes, Techno-femmes et les modèles de rôle féminin sur la Journée de la science, la Semaine de la science, etc. ont droit à des subventions spéciales.
- Pour encourager les carrières professionnelles dans les domaines des mathématiques, de l'ingénierie et des sciences et technologies, le Gouvernement flamand a lancé un plan d'action STEM (jusqu'à 2020) afin de stimuler l'intérêt des enfants et des jeunes pour les sciences exactes et la technologie, avec une attention toute particulière portée aux filles et aux enfants issus de familles vulnérables (le but est d'augmenter le nombre des filles d'un tiers d'ici à 2020).
- Une école favorable à l'égalité des genres et accueillante pour les personnes LGBT : après avoir signé une Déclaration pour une politique sensible à l'égalité des genres et accueillante pour les personnes LGBT dans les écoles, les écoles flamandes se sont engagées à mettre en place une approche structurelle (pédagogique et politique) de la sensibilisation au genre et à la diversité sexuelle et à créer un environnement d'ouverture et de tolérance pour tou-te-s les étudiant-e-s, enseignant-e-s et autres personnels éducatifs. Ces programmes faits sur mesure pour les enseignant-e-s et les conseils d'établissement (et non pas directement pour les étudiant-e-s) sont dispensés par deux enseignants choisis spécialement pour travailler dans les établissements scolaires de toute la Flandre. La coordination est assurée par çavaria, l'organisation faîtière de la société civile LGBT.
- Pendant le cours d'orientation sociale (obligatoire, dans le cadre d'un programme d'intégration), l'accent est mis sur droits liés au genre, tels que l'interdiction de la violence familiale, la conciliation de la vie professionnelle et de la vie familiale, le droit à l'autodétermination (avortement et contraception), l'interdiction des mutilations génitales féminines, etc. (12 500 programmes d'intégration par an).

Gouvernement de la Fédération Wallonie-Bruxelles (FWB)

2. Enseignement obligatoire

Égalité filles-garçons dans les choix d'orientation
En 2016, l'opération « Girls day, Boys day », visant à déconstruire les stéréotypes liés au sexe dans

les choix d'orientation scolaire et professionnelle des élèves, s'est poursuivie dans les écoles de la Fédération Wallonie-Bruxelles, 4046 élèves ont participé à ce projet en 2016.

Dans le cadre de ce projet, la FWB a réalisé et diffusé, en 2016, un guide de sensibilisation des élèves aux stéréotypes et aux préjugés dans les choix d'orientation.
Trois thématiques sont développées dans ce guide : les inégalités entre les femmes et les hommes, les stéréotypes de genre, les stéréotypes de genre dans le choix des métiers. Des fiches pratiques d'activités ainsi que des définitions de concepts et des références sont proposées dans ce guide.

Formation des enseignant-e-s à l'égalité
Depuis janvier 2016, dans le cadre d'un co-financement du Fond Social Européen et de la FWB, le site www.égalitéfillesgarçons.be destiné aux (futur-e-s) enseignant-e-s et proposant une série d'outils et de références sur le thème de l'égalité des filles et des garçons à l'école fait l'objet d'une actualisation et d'une diffusion auprès des enseignant-e-s des différents niveaux d'enseignement.

Harcèlement scolaire et discrimination (liée au sexe et sexuelle)
Dans le cadre du réseau de prévention contre le harcèlement existant depuis 2014 et rassemblant des intervenant-e-s de différents secteurs (enseignement, jeunesse, égalité des chances, promotion de la santé, aide à la jeunesse, …), un groupe de travail portant spécifiquement sur les questions de discrimination en milieu scolaire et notamment des violences de genre a été mis en place en février 2016. Ce groupe vise à formuler des recommandations aux autorités politiques qui permettront de :

- Clarifier les concepts et les recouvrements et différences entre ceux-ci (harcèlement, harcèlement discriminatoire, etc.).
- Identifier les situations où la loi peut être un levier d'action et celles non couvertes.
- Appréhender les motivations au harcèlement discriminatoire du point des jeunes (rapport de force, place dans un groupe).
- Identifier les critères de discrimination/harcèlement les plus normalisés au sein des écoles (genre, orientation sexuelle, origine).
- Analyser les croisements, les discriminations/formes de harcèlements multiples auxquelles les élèves peuvent être confrontés.

Pacte d'excellence
Dans le cadre de la réforme de l'enseignement obligatoire menée par la Ministre de l'enseignement et des travaux du pacte pour un enseignement d'excellence, un objectif stratégique portant spécifiquement sur les inégalités de genre propose de lutter contre celles-ci en améliorant la formation des enseignant-e-s et donc en incluant cette problématique dans la réforme de la formation des enseignant-e-s actuellement en cours.

3. Enseignement supérieur

Plusieurs actions ont été réalisées en 2016 en vue de promouvoir l'égalité de genre dans l'enseignement supérieur et la recherche.

Institutionnalisation d'un comité femmes et sciences en organe d'avis par un décret en 2016
Le Comité a comme objectif de partager les expériences et d'identifier les problèmes concrets et les obstacles auxquels sont confrontées les femmes qui envisagent de se consacrer à une activité dans le domaine de la recherche et de proposer au pouvoir politique des modifications décrétales ou réglementaires, ainsi que des actions qui permettent d'améliorer l'égalité des femmes et des hommes dans les carrières scientifiques et académiques. Ce comité est constitué de représentant-e-s des universités francophones et du FNRS.

Financement de personnes de contact genre au sein de chaque université francophone
Ces personnes de contact ont été financées en 2016 pour promouvoir l'égalité des femmes et des hommes au sein des universités. Ces personnes de contact sont chargées de remplir des missions d'information, de sensibilisation et de mise en réseau.

Mise en place d'un master complémentaire en études de genre
En 2016, un « groupe de travail Master genre » a été constitué avec des représentant-e-s des différentes universités. Afin de pouvoir activer la réalisation du master, une personne par université a été identifiée pour suivre le « groupe de travail Master genre ». Pendant l'année 2016, ce groupe de travail a préparé la mise en place du master qui sera opérationnel en septembre 2017.

Réalisation d'une recherche sur le discours de l'excellence et son impact sur les carrières des femmes dans la recherche et l'enseignement supérieur
En 2016, la FWB a financé une recherche sur l'effet des processus d'évaluation et du discours de l'excellence dans les universités et les Hautes-écoles sur les carrières des femmes dans l'enseignement supérieur et la recherche. Les résultats de cette recherche seront disponibles en mai 2017.

Enseignement et secteur de la jeunesse et du sport :
La campagne de lutte contre l'homophobie et la transphobie « Et toi t'es casé-e ? » a été réalisée et diffusée en février et mai 2016 sur les média audiovisuels francophones. Un outil pédagogique a été spécifiquement conçu à destination des professionnels du secteur de la jeunesse, du sport et de l'Éducation. www.ettoitescase.be

Santé

Gouvernement flamand
Dans l'application de la politique de prévention sur la santé sexuelle en général et le programme sur le VIH en particulier, le genre et l'identité sexuelle sont certains des thèmes intégrés dans l'éducation globale à la sexualité, à la prévention des grossesses non désirées, des MST et du VIH.

Budget

Chaque année, le Ministre du Budget transmet une circulaire reprenant les directives relatives à l'élaboration du prochain budget. La circulaire relative au budget 2009 mentionnait déjà le principe de *gender budgeting* et son obligation légale.

Concrètement, cela signifie que depuis 2010, chaque SPF et SPP doit soumettre son budget à une analyse sous l'angle du genre. Chaque année, la circulaire relative au budget rappelle cette obligation.

En 2010, une circulaire spécifiquement dédiée au *gender budgeting* a été établie. Elle décrit en détail les objectifs du *gender budgeting* et de la procédure à suivre.

Dans le cadre de l'application du *gender budgeting* au niveau fédéral belge, toutes les allocations de base doivent être subdivisées en trois catégories. La justification des allocations de base classées dans la catégorie 3 doit comprendre un commentaire genre qui indique de quelle façon la dimension de genre sera prise en compte dans les dossiers concernés. L'Institut a établi une checklist qui donne des indications sur les informations qui peuvent figurer dans ce commentaire genre.

En 2016, la mise en œuvre du *gender budgeting* dans le cadre du budget 2015 a été évaluée afin d'analyser si la méthode prévue par la circulaire *gender budgeting* était correctement appliquée.

Afin d'encourager et de faciliter la mise en œuvre du *gender budgeting*, l'Institut pour l'égalité des femmes et des hommes a élaboré en 2011 un manuel spécifique intitulé Manuel pour la mise en œuvre du *gender budgeting* au sein de l'administration fédérale. Un Manuel pour l'intégration de la dimension de genre dans les procédures d'octroi de subsides et une checklist s'y rapportant ont par ailleurs été établis en 2016.

Gouvernement de la Fédération Wallonie-Bruxelles

Changements législatifs
Suite à l'adoption du Décret du 7 janvier 2016 relatif à l'intégration de la dimension de genre dans l'ensemble des politiques de la Communauté Française, le Gouvernement de la Fédération Wallonie-Bruxelles a adopté deux arrêtés d'exécution : le premier fixe la composition et les missions du Groupe de Coordination chargé de la mise en œuvre du décret du 7 janvier (AE du 25 mai 2017), et le second décrit et valide les outils de la mise en œuvre de ce décret, à savoir le test genre et la méthode budgétaire, ainsi que leur périmètre d'application (AE du 8 mars 2017).

Ce programme d'intégration de la dimension de genre dans l'ensemble des politiques de la Fédération Wallonie-Bruxelles, en ce compris le budget, est, comme précisé dans le décret du 7 janvier 2016, rentré en application au 1 janvier 2017.

Changements institutionnels[2]
Suite à l'adoption du Décret du 7 janvier 2016 relatif à l'intégration de la dimension de genre dans l'ensemble des politiques de la Communauté Française, la Fédération Wallonie-Bruxelles a mis en place plusieurs mécanismes institutionnels visant à la bonne mise en application de ce décret dont la mise en place d'un cycle de formation, aux concepts de *gender mainstreaming* et de *gender budgeting* et la mise en place d'outils concrets d'opérationnalisation de cette intégration : un test genre et une méthode *gender budgeting*.

Une première mise en œuvre est lancée, sous forme pilote, durant le premier semestre 2017.

Work-life balance

Gouvernement flamand
L'accès à des aides pour la garde des enfants dès le plus jeune âge est un levier important pour assurer l'égalité des chances à tous les jeunes enfants et à leur famille ; il améliore la participation sociale et économique des mères et des pères et permet un meilleur équilibre entre la vie professionnelle et la vie familiale. En Flandres, l'enjeu se situe au niveau du nombre absolu de places dans les crèches et l'accessibilité de l'offre (objectif : d'ici à 2016, 50 % des enfants âgés de moins de 3 ans).

[2] Pour un développement plus important, voyez ci-dessus dans le sujet sur les mécanismes institutionnels visant à l'intégration de la dimension de genre.

Jeunesse
Gouvernement de la Fédération Wallonie-Bruxelles Sa suite au colloque sur la mixité dans les sports, les loisirs des jeunes et l'enseignement, organisé en janvier 2016 à l'initiative de la ministre des Droits des femmes, la FWB a rédigé un état des lieux chiffré sur les pratiques de mixité des jeunes. Cette publication est consultable sur le site de la Direction de l'Égalité des chances : http://www.egalite.cfwb.be. De plus, en vue de favoriser la mixité dans le secteur de la jeunesse, la Ministre des Droits des Femmes proposera, en 2017, un accompagnement pédagogique de 12 Maisons ou Centres de jeunes en FWB dans leur travail autour de la mixité, en vue de créer des outils pédagogiques résultant d'expérimentations.

Sport
Gouvernement de la Fédération Wallonie-Bruxelles Un appel à projets "Égalité et Mixité dans le Sport en Fédération Wallonie-Bruxelles" a été lance en février 2017 en direction des organismes sportifs reconnus par la Fédération Wallonie-Bruxelles (Fédération, club, centres sportif local ou intégré, association sportive). Il vise à soutenir la création de projets pilotes et novateurs en matière de sport mixte et de sport féminin dans le domaine du Sport de Loisirs (à l'exclusion du sport de haut niveau et en priorité dans le domaine du Sport collectif). L'objectif est de permettre aux hommes et aux femmes d'avoir accès, en fonction de leur envie, aux activités sportives et de les pratiquer dans un contexte unisexe ou en mixité. Les projets déposés par les structures sportives reconnues par la FWB porteront soit sur la déconstruction des préjugés et stéréotypes rencontrés dans le sport soit sur l'ouverture d'un sport traditionnellement majoritairement pratiqué par des personnes d'un même sexe, en vue de le rendre accessible à l'autre sexe. Cet appel à projets est lancé en Fédération Wallonie-Bruxelles à l'initiative du Ministre des Sports et de la Ministre de l'Égalité des chances et des Droits des femmes. Une enveloppe budgétaire de 100 000 euros a été réservée pour cet appel dont 50 000 € proviennent des crédits Égalité des Chances et 50 000 € des crédits inscrits au budget de l'Administration générale du Sport. Une intervention financière de 7 500 euros maximum par projet est prévue.

LUXEMBOURG

Mécanismes institutionnels visant à l'intégration de la dimension de genre
Comité interministériel de l'égalité des femmes et des hommes En vertu du règlement grand-ducal modifié du 31 mars 1996 portant création d'un Comité interministériel de l'égalité des femmes et des hommes, ce Comité est la plate-forme d'interaction en matière de genre entre le ministère ayant dans ses attributions l'égalité des chances et les autres ministères. Vu sa composition, le Comité est prédestiné à servir de plate-forme pour suivre la mise en œuvre, au niveau du gouvernement, des politiques d'égalité des femmes et des hommes, et plus particulièrement du nouveau Plan d'Égalité 2015 - 2018. L'ensemble des ministères et départements y étant représentés, les membres devraient remplir le rôle de correspondant-e des politiques d'égalité entre leur ministère de ressort et le Ministère de l'égalité des chances (MEGA). Les délégué-e-s à l'égalité des chances En 2014, plus de 120 délégué-e-s à l'égalité ont été répertorié-e-s dans les ministères et administrations du secteur public. Leurs missions prévues par règlement grand-ducal sont multiples et exigent de la part des délégué-e-s un mix de compétences très variées. En premier lieu, afin de répondre notamment à leur mission d'information et de conseil, la fonction de la ou du délégué-e à l'égalité nécessite des connaissances approfondies en matière de politique d'égalité entre hommes et femmes, ainsi qu'en matière de législation nationale sur tous les aspects de l'égalité de traitement et de non-discrimination entre femmes et hommes. En deuxième lieu, la personne chargée de la délégation à l'égalité sera l'interlocutrice en cas de harcèlement professionnel ou sexuel au sein de l'administration. Cette mission délicate nécessite des compétences de médiation, de communication et de gestion de conflits. Afin de répondre au mieux aux besoins des délégué-e-s à l'égalité dans l'exécution de leurs missions et de les former aux « hard et soft skills » nécessaires, le MEGA organise ensemble avec l'Institut national d'Administration publique des formations régulières réservées exclusivement à la Fonction publique. En complément, de ces formations, le MEGA propose également des réunions régulières pour les délégué-e-s à l'égalité dans le cadre d'un réseau d'échanges de bonnes pratiques placé dans le contexte du programme des actions positives dans la Fonction publique. Les cellules de compétences en genre Le règlement grand-ducal modifié du 31 mars 1996 portant création d'un Comité interministériel de l'égalité des femmes et des hommes et portant création des cellules de compétences en genre dans les ministères prévoit l'institution, dans chaque ministère, d'une cellule de compétences en genre, dotée d'un secrétariat permanent et dont les membres doivent obligatoirement suivre des formations en genre. Chaque cellule veille à assurer l'intégration de la dimension du genre dans les actions et politiques du ministère dont elle relève et ce dès leur conception. Elle a pour mission d'établir un bilan de la situation de son ministère, d'analyser sous l'aspect du genre les actions politiques, d'élaborer un plan de travail pluriannuel d'égalité des femmes et des hommes définissant notamment les orientations, les objectifs et les résultats à atteindre. Vu notamment les missions très ambitieuses de ces cellules, le dédoublement de certaines missions avec celles du Comité interministériel respectivement et celles des délégué-e-s à l'égalité, le manque d'agent-e-s ayant une expertise en la matière et surtout la surcharge de travail des

agent-e-s qui cumulent souvent les mandants dans les trois structures précitées (Comité interministériel, délégué à l'égalité, membre de la cellule de compétences en genre), les cellules de compétences en genre n'ont été mises en place que de manière très sporadique depuis 1996 et n'ont jamais fonctionné dans une majorité de ministères.

Sur un arrière-fond de simplification des structures et des procédures, le MEGA préparera une réforme des missions du Comité interministériel et abolira l'obligation de mettre en place une cellule de compétences en genre dans chaque ministère. Ainsi chaque membre du gouvernement aura un choix individuel quant à la méthode à intégrer la thématique de l'égalité dans ses travaux.

Programmes politiques et législatifs visant à favoriser l'intégration de la dimension de genre

Plan d'égalité des femmes et des hommes 2015-2018
Le Plan d'égalité des femmes et des hommes 2009-2014 a été élaboré par le seul MEGA sur base des 12 domaines d'action identifiés en 1995 par la quatrième Conférence mondiale des femmes (Plateforme de Pékin). Cette approche présentait deux inconvénients majeurs : d'un côté elle reprend les priorités définies au et pour le niveau mondial, priorités qui ne correspondent pas nécessairement aux défis qui se posent au Luxembourg en matière d'égalité des femmes et des hommes. D'un autre côté, elle limite le rôle des ministres concernés à celui d'exécutant-e-s d'objectifs et de mesures politiques, dans la définition desquels elles et ils n'ont pas été impliqués.

Afin de documenter la responsabilité collective du gouvernement en matière d'égalité des femmes et des hommes, la procédure d'élaboration du présent Plan d'égalité des femmes et des hommes 2015-2018 a été modifiée en vue d'y associer de manière plus directe et plus concrète chaque département ministériel.

Le chapitre du programme gouvernemental en matière d'égalité des femmes et des hommes est ambitieux et ne saurait être mis en œuvre par le seul MEGA : la réalisation des objectifs politiques en la matière est une responsabilité à la fois collective et transversale. C'est pour cette raison que chaque département ministériel a été invité à identifier 3 à 5 objectifs spécifiques à réaliser dans les années à venir dans son domaine de compétences respectif.

Justice et état de droit

Au ministère de la Justice lui-même, la majorité des collaboratrices et collaborateurs sont de sexe féminin, aussi bien au niveau de la direction qu'au niveau de la carrière supérieure et de l'ensemble du personnel du ministère. Dans la mesure où la plupart des représentant-e-s au sein des organes des entités sous la tutelle du ministère de la Justice sont proposé-e-s, soit par d'autres ministres, soit par d'autres intervenants, publics ou privés, il est difficile de maitriser pleinement le processus visant à assurer une meilleure représentation du sexe sous-représenté.

- Le ministère de la Justice s'attachera cependant lors du renouvellement des mandats à sensibiliser au préalable les membres publics ou privés des différents groupements d'intérêt économique à la nécessité de faire évoluer la situation.

Dans certaines instances, comme le GIE RCSL (Registre du Commerce et des Sociétés du Luxembourg), la situation a déjà largement évoluée alors que le conseil de gérance qui ne comprenait que des hommes à son origine comportera à partir de la prochaine assemblée générale un tiers de femmes. Dans le domaine de la Justice, la magistrature est déjà composée majoritairement de femmes et cela à tous les degrés de juridiction.

- Dans le cadre du développement futur de nouveaux outils informatiques permettant l'établissement de statistiques judiciaires, il est prévu d'avoir des chiffres reprenant

l'information en distinguant selon le sexe.

D'autres professions comme celle de l'huissier et du notaire progressent. Le processus est cependant un processus progressif tributaire de l'évolution en cours au niveau des personnes qui peuvent postuler à ces postes, alors que les nominations interviennent en fonction du rang d'ancienneté.

- Le gouvernement s'investira pour la ratification de la Convention du Conseil de l'Europe, dite Convention d'Istanbul, sur la prévention et la lutte contre la violence à l'égard des femmes (mariages forcés, les crimes d'honneur, mutilations génitales) et encouragera une politique pluridisciplinaire contre la traite des êtres humains.

- Toute forme de traite d'êtres humains sera combattue par les moyens appropriés : lois, campagnes d'information, aides à la victime, coopération européenne contre les réseaux de la criminalité organisée.

Médias

Le Service des Médias et des Communications auprès du Ministère d'Etat a identifié les objectifs suivants :

- Élaborer des brochures informatives ou promotionnelles dont les textes tiennent compte de la dimension hommes/femmes ;
- Dans les prochaines années, 90% de tous les emplois demanderont des compétences numériques.

Or, une très grande partie des jeunes filles et femmes est absente de la communauté technique.

C'est pourquoi, le Service des Médias et Communications soutient continuellement des actions qui encouragent les filles et femmes à prendre confiance en elles et à être mieux représentées dans les domaines des technologies de l'information et des communications (Rails Girls Luxembourg, campagnes de sensibilisation lors des foires de l'étudiant, …).

Éducation

Au stade actuel, le ministère de l'Education nationale (MENJE) co-organise le « Girls' day/Boys' day », établit des statistiques ventilées par sexe et participe au groupe de travail interministériel pour développer une stratégie nationale au niveau de l'éducation sexuelle et affective.

a. Au niveau de l'administration, les objectifs suivants ont été fixés pour l'avenir :

- Prévoir la nomination d'une personne de sexe masculin dans le Comité interministériel des femmes et des hommes du MEGA, dans le but d'une *« gender equality »*. Le MENJE y a toujours été représenté par des femmes.
- Une égalité de représentation entre hommes et femmes est visée au sein de la délégation du personnel du MENJE.

b. Objectifs au niveau scolaire

- Les statistiques nationales et internationales montrent une tendance positive par rapport à la progression des filles en matière d'éducation. Au Luxembourg, le bilan de l'enseignement secondaire en 2012-2013 affiche que 53,8% des élèves sont de sexe féminin et 46,2% sont de sexe masculin et que le taux d'admission des filles est supérieur à celui des garçons dans cet ordre d'enseignement. En général, les jeunes femmes ont donc progressé par rapport à leurs homologues masculins. Pourtant, les disparités des

résultats scolaires entre les sexes persistent et il importe d'entreprendre des mesures ciblées visant à combler les lacunes spécifiques de chaque sexe. Le développement en faveur de la parité restera donc primordial.

- Un constat international est qu'à l'âge de 15 ans, les filles surpassent les garçons en compréhension de l'écrit dans l'ensemble des pays participant à l'enquête PISA. Un autre fait est que les jeunes – et particulièrement les jeunes luxembourgeois-e-s – lisent trop peu. Il importe donc de mettre en œuvre des activités destinées à promouvoir la lecture et la compréhension de textes aussi bien chez les filles que les garçons.

Ceci se fait actuellement dans plusieurs lycées moyennant un projet d'établissement sur une durée de 3 ans, notamment au Lycée Josy Barthel à Mamer (LJBM).

- Un autre constat de PISA est que les garçons devancent les filles en mathématiques dans la plupart des pays. Ceci se traduit plus tard souvent par une avance en sciences technologiques, notamment en sciences de l'ingénieur et une préférence pour les filières à orientation électronique, mécanique ou informatique.
- Afin de remédier à cet écart, il importe de promouvoir des formations de type « rails girls » dans les lycées au Luxembourg. Rails girls (cf. site internet www.railsgirls.com) est une initiative finlandaise née à Helsinki en 2010 qui fournit les connaissances IT nécessaires aux filles et aux femmes pour développer et répandre leurs idées sur internet, par le biais du langage de programmation Ruby. L'initiative vise aussi, à côté de la transmission d'un savoir technologique, à motiver les filles/femmes à contribuer au développement des technologies de l'information, à développer leur intérêt et leur enthousiasme pour ce domaine dominé par les hommes.
- Il serait envisageable d'élargir l'objectif du Girls' day – Boys' day en instaurant une journée nationale de l'égalité entre les filles et les garçons ayant pour but de favoriser un échange de bonnes pratiques afin de promouvoir une éducation et une orientation scolaires ainsi que des choix professionnels en fonction des capacités intellectuelles, des talents et des intérêts de la personne. Il s'agirait donc de transmettre d'une façon plus interactive les acquis en matière d'égalité entre les hommes et les femmes aux jeunes, en coopération avec les ministères partenaires et éventuellement les chambres professionnelles (à prévoir sous forme de foires, de cycles de conférences, d'ateliers ou autres).

c. Autres pistes à suivre

- Susciter la motivation des filles pour l'indépendance professionnelle, la création d'entreprises, notamment dans l'e-Commerce (instruments de choix : mini-entreprises, concours génial, …) ;
- Mettre en place un parrainage, faciliter l'accès vers des formations ou domaines spécifiques en se faisant encadrer par un collègue de classe de l'autre sexe.
- Le gouvernement analysera l'opportunité de développer le modèle du Service Krank Kanner Doheem en tant qu'outil permettant aux parents de travailler en cas de maladie de leur enfant.

Le ministère de l'Enseignement supérieur et de la Recherche a veillé depuis un certain nombre d'années à un meilleur équilibre en matière d'égalité entre hommes et femmes lors des nominations ainsi que des renouvellements de nominations des membres des divers Conseils d'Administration sous sa tutelle.

- La loi du 3 décembre 2014, ayant pour objet l'organisation des centres de recherche publics et du CEPS, prévoit que « la proposition des membres du conseil d'administration de chaque sexe ne peut être inférieure à quarante pour cent ». Les institutions concernées par ces propositions sont le LIH-Luxembourg Institute of Health (ancien CRP-Santé, regroupant également l'IBBL-l'Integrated Biobank Luxembourg), le LIST-Luxembourg

Institute of Science and Technology (fusion du CRP-Gabriel Lippmann et du CRP-Henri Tudor) et le LISER-Luxembourg Institute of Socio-Economic Research (ancien CEPS).

Le ministère de l'Enseignement supérieur et de la Recherche continuera à appliquer et de suggérer cette approche également aux institutions qui ne sont pas directement influencées par le projet de loi précité.

- En ce qui concerne l'élaboration du Plan d'égalité 2015-2018, à part l'inscription des 40% du sexe sous-représenté pour les Conseils d'Administration dans la loi des CRPs et du CEPS, le ministère de l'Enseignement supérieur et de la Recherche requiert dans la convention 2014-2017 avec les centres de recherche publics que dans la gestion de ses personnels, le CRP veille à un juste équilibre dans la représentation des sexes, notamment pour ce qui est des cadres dirigeant-e-s (comité de direction, directeur-trice-s de départements et responsables d'unités).
- Le contrat d'établissement avec l'Université du Luxembourg stipule que « dans la gestion de ses personnels, l'Université veille à un juste équilibre dans la représentation des sexes, notamment pour ce qui est de la carrière des professeur-e-s ». À la fin desdites conventions avec l'État, les institutions sont tenues de remettre au ministre de l'Enseignement supérieur et de la Recherche un rapport sur l'exécution de la convention.

En outre, le ministère de l'Enseignement supérieur et de la Recherche a procédé à un renouvellement complet de la Commission nationale d'éthique qui regroupe désormais neuf femmes, cinq hommes et un homme transgenre.

Autre piste à suivre
Le ministère de l'Enseignement supérieur et de la Recherche va évaluer la nécessité de mettre en place un « Gender action plan » pour la recherche publique visant notamment à remédier au problème du « tuyau percé » et de l'effet de « plafond de verre » avec la perte des femmes au fur et à mesure de l'avancement dans la carrière académique et scientifique d'une chercheuse.

Santé

- Les statistiques produites par le ministère de la Santé, qui traitent continuellement une grande panoplie de données de santé, se caractérisent par une analyse spécifique et par sexe et par âge des données de santé. Ces analyses systématiques font d'ailleurs partie intégrante de toute évaluation de santé.
- Le ministère de la Santé développe en continu différents programmes de promotion de la santé et de prévention (lutte contre le tabac, prévention du diabète, accidents cardio-vasculaires) tout en tenant compte des différences de modes de vie entre hommes et femmes notamment en ce qui concerne l'utilisation différente des soins de santé et les différences physiologiques pour l'apparition de certaines pathologies. Certains programmes s'adressent toutefois spécifiquement à un sexe particulier (programme mammographie, programme HPV, programme contraception,...).
- Dans certains programmes, tels que par exemple le programme nationale santé affective et sexuelle, des aspects de genre sont considérés être des fils directeurs puisque nécessaires à considérer dans chaque aspect du programme.
- En matière de l'égalité dans l'accès aux soins, qui constitue une préoccupation importante du ministère de la Santé, tous les aspects, y inclus les différences entre sexes pouvant influencer ce facteur, sont pris en compte. Toujours est-il que des considérations d'ordre socio-économique peuvent être autant de facteurs d'influence croissante sur des différences de l'état de santé de la population.
- Le gouvernement mettra en place en partenariat avec le Laboratoire National de Santé (service de la médecine légale) et le secteur hospitalier un service d'accueil pour les

victimes de violences (« Opferambulanz »).
- Les programmes d'éducation sexuelle et affective doivent se baser sur l'égalité et le respect réciproque entre femmes et hommes.

Budget

Le ministère des Finances, à travers la politique budgétaire, veillera à allouer aux départements ministériels les moyens financiers permettant à ces départements de mettre en œuvre la politique générale du gouvernement en matière d'égalité entre hommes et femmes.

Outre les objectifs généraux que s'est donné le gouvernement au niveau du ministère des Finances et de ses administrations, les objectifs suivants sont plus particulièrement visés :

- mener une politique de recrutement équitable entre hommes et femmes au sein du ministère des Finances et de ses administrations ;
- mener une politique d'avancement équitable entre hommes et femmes au sein du ministère des Finances et de ses administrations (deux des quatre directions du ministère des Finances sont dirigées par des femmes depuis mai 2014) ;
- veiller au niveau des dispositions fiscales à un traitement des contribuables indépendamment de leur sexe.

Sécurité sociale

En matière de sécurité sociale, les statistiques suivent depuis des décennies le principe de la ventilation par sexe, ce qui permet d'ailleurs d'avoir maintes informations quant aux inégalités existant tant dans la vie professionnelle qu'ailleurs. En ce qui concerne les pistes à poursuivre en vue d'éliminer des inégalités de traitement dans le domaine de la sécurité sociale, le programme gouvernemental en comprend deux :

a. Assurance pension :
- Analyse des possibilités de l'individualisation des droits à pension ;
- Sensibilisation des femmes à exercer une activité professionnelle ou à maintenir leur carrière d'assurance individualisée : dans ce contexte, il est prévu de rééditer le dépliant élaboré à cet effet en 2013.

b. Conciliation de la vie professionnelle et de la vie familiale :
- Analyse des dispositions légales ou réglementaires relatives au congé parental, à l'allocation d'éducation etc. du point de vue de l'égalité des hommes et des femmes. Une piste supplémentaire non encore réalisée, mais qui avait fait partie des plans à l'égalité des périodes passées, consisterait dans une analyse des programmes de médecine préventive du point de vue de l'égalité des chances et du rôle des organismes de santé dans ce cadre.

Travail et emploi

- Le gouvernement, à travers le ministère du Travail et de l'Emploi, s'engage à combattre les stéréotypes et préjugés au niveau de l'orientation professionnelle. Pour atteindre cet objectif, des projets de sensibilisation et de formation continue en matière de politique du genre s'adressant particulièrement aux professionnel-le-s concerné-e-s s'avèrent indispensables.
- Une campagne d'information sensibilisera les entreprises par rapport aux dispositions du Code du travail visant le recrutement de personnes du sexe sous-représenté.
- Dans le cadre de la loi du 15 décembre 2016 (projet de loi n°6892), le Grand-Duché du

Luxembourg a introduit le principe de l'égalité des salaires entre femmes et hommes au Code du Travail et sa violation a été érigée en infraction pénale. Un outil important pour les entreprises de mesurer les écarts de salaire est le logiciel LOGIB-LUX, qui est devenu obligatoire pour toutes les entreprises participant au programme des « Actions positives ». L'entreprise participante qui développe une stratégie d'égalité est évaluée et peut obtenir un agrément ministériel, une aide financière et une reconnaissance/un Award du ministère de l'Égalité des chances. Ce programme réformé en 2016 porte sur notamment sur l'égalité de traitement des femmes et des hommes sous différents aspects, dont l'organisation de travail, la prise de décision et la conciliation de la vie professionnelle et de la vie privée.

- L'introduction de comptes épargne-temps permettra une meilleure flexibilité dans la gestion du temps de travail tant pour les entreprises que pour les salariés, notamment en ce qui concerne la formation continue et la conciliation entre travail et famille. L'avis du Conseil économique et social du 23 juillet 2004, en vue de l'introduction de comptes épargne-temps concernant les salariés sous contrat de droit privé d'une part et les agents sous statut public d'autre part servira de base pour l'élaboration d'un nouveau projet de loi.
- Il s'agira de mieux encadrer les dispenses de travail dans le contexte d'une grossesse afin d'éviter des exclusions néfastes à la carrière des femmes.
- Les projets de réorientation ou de réinsertion professionnelle des femmes, notamment des femmes monoparentales, seront développés dans le contexte des dispositifs existants afin d'éviter que celles-ci ne glissent dans des situations précaires, voire de pauvreté.

PRINCIPAUTÉ DE MONACO

Mécanismes institutionnels visant à l'intégration de la dimension de genre
La Convention sur l'élimination de toutes les formes de discrimination à l'égard des femmes : La Principauté de Monaco a ratifié ladite convention en 2005. L'Ordonnance Souveraine n° 6.212 du 23 décembre 2016 a rendu exécutoire le Protocole facultatif à la Convention sur l'élimination de toutes les formes de discrimination à l'égard des femmes, adopté le 6 octobre 1999 et entré en vigueur le 22 décembre 2000. En outre, la Principauté suit les travaux et contribue financièrement à ONU femmes, dont elle a soutenu la création en 2010. En ce qui concerne le Conseil de l'Europe, Monaco est un membre de la Commission pour l'égalité entre les femmes et les hommes (GEC). Le principe constitutionnel : Les droits civils et politiques énoncés par la Constitution de 1962 sont identiques pour les hommes et les femmes. Ce principe se traduit en termes d'égalité en matière : de droits civils et politiques, de nationalité, d'accès au marché du travail et à l'enseignement, d'exercice d'activités professionnelles. Les discriminations positives : Au-delà de l'égalité, le droit monégasque consacre l'existence de discriminations positives protégeant plus particulièrement les femmes dans le cadre de leurs activités professionnelles, qu'elles soient Monégasques ou étrangères occupant un emploi à Monaco. La réglementation est plus favorable pour la femme dans les situations suivantes : le travail de nuit ; les temps de repos quotidiens et entre deux journées successives de travail ; les congés supplémentaires pour enfants à charge ; la protection renforcée pour des travaux pénibles ou dangereux. Enfin, la loi relative au travail des femmes en cas de grossesse ou de maternité interdit le licenciement et le refus d'embauche au motif de grossesse. Les droits civils : La loi n° 948 du 19 avril 1974 dispose dans que « *Tous les salariés, quel que soit leur sexe, doivent recevoir une rémunération égale en contrepartie d'un même travail ou d'un travail de valeur égale […]* ». La loi n°975 en date du 12 juillet 1975 (portant statut des fonctionnaires de l'état comporte la disposition suivante consacrant la non-discrimination entre les sexes : « *Pour l'application du présent statut, aucune distinction n'est faite entre les deux sexes, sous réserve des mesures exceptionnellement commandées par la nature des fonctions* » (article 17). Le Gouvernement monégasque fait également en sorte que les femmes puissent bénéficier d'une protection sociale adéquate visant notamment à mieux concilier leurs fonctions professionnelles avec celles de mère, aux moyens de l'octroi de congés de maternité, de l'attribution d'allocations familiales, de l'aménagement du temps de travail. La loi n°1.278 du 29 décembre 2003 établit l'égalité entre l'homme et la femme au sein du foyer en révisant les dispositions relatives à l'entretien conjoint de la famille, à la communauté de vie et au lieu de résidence.

La loi n°1.387 en date du 19 décembre 2011 relative à la nationalité a instauré l'égalité entre hommes et femmes en ce qui concerne l'acquisition de la nationalité monégasque par mariage.

La Loi n° 1.440 du 5 décembre 2016 « modifiant certaines dispositions du Code civil relatives au nom et instaurant une reconnaissance anténatale de l'enfant » a récemment amendé le corpus juris relatif au nom patronymique. Jusqu'alors, les dispositions du Code civil prévoyaient la dévolution du nom du père. La loi de 2016 consacre le caractère supplétif de la règle de dévolution du nom du père. En effet, si cette dernière restera le principe, le texte offre désormais la possibilité aux père et mère de faire un choix différent lors de l'inscription aux registres de l'état civil puisque le texte autorise la dévolution de nom de la mère aux enfants.

Les droits politiques :
Le droit interne ne comporte aucune discrimination à l'égard des femmes : les femmes bénéficient des mêmes droits d'éligibilité et de vote que les hommes.

Le Conseil National (Chambre unique du parlement monégasque) a dédié une Commission aux droits de la femme et de la famille.

La lutte contre les discriminations : d'une manière générale, s'agissant de la lutte contre les discriminations, il convient de relever la création, par l'Ordonnance Souveraine n°4.524 du 30 octobre 2013, d'un Haut-Commissaire à la protection des droits, des libertés et à la médiation. Le Haut-Commissaire possède un réel pouvoir de recommandation, c'est à dire de proposition, à l'adresse du Ministre d'Etat, du Président du Conseil National, du Directeur des Services Judiciaires et du Maire, fondé sur l'analyse des faits, du droit et de l'équité. Le Haut-Commissaire assure enfin, s'il y a lieu, le suivi de l'application de la décision ou de l'accord qui aura été pris sur la base de sa recommandation.

Programmes politiques et législatifs visant à favoriser l'intégration de la dimension de genre

D'une manière générale, l'Administration monégasque, le Conseil National, le Conseil Communal, la justice et la diplomatie comprennent de nombreuses femmes qui occupent des postes à responsabilités.

Justice et état de droit

Les autorités judiciaires monégasques sont conscientes que l'accès à la justice peut-être encore plus difficile pour les femmes en raison des inégalités entre les femmes et les hommes dans la société et dans le système judiciaire.

Toutefois, le système judiciaire monégasque semble peu perméable à l'influence des stéréotypes faisant des hommes les détenteurs des droits, de l'autorité et du savoir.

Ainsi, les magistrats composant les juridictions monégasques sont à 62 % de femmes.

Cette question de l'égalité est par ailleurs au cœur de la formation des magistrat-e-s œuvrant à Monaco.

Par exemple, dans le cadre des conférences et séminaires organisés par la Direction des Services Judiciaires en matière de droits de l'homme, le Professeur Jean-François Renucci a animé une conférence sur le thème « *L'interdiction des discriminations au sens de la Convention européenne des droits de l'Homme* ».

La Convention européenne des droits de l'Homme figure d'ailleurs au catalogue de la formation

continue des magistrat-e-s.

Enfin l'état de droit à Monaco s'est renforcé sur cette question de l'égalité. Outre les textes visés dans les précédents sujets qui ont contribué à conforter l'égalité, l'adoption de la loi n° 1.382 du 20 juin 2011 relative à la prévention et à la répression des violences particulières vise spécifiquement à sanctionner et à prévenir les violations les plus graves de ce droit.

Les femmes sont en effet plus particulièrement concernées par la protection offerte par cette loi puisque les faits de violence ciblés sont :

- Les violences domestiques ;
- Les « *crimes d'honneur* » ;
- Les mutilations sexuelles féminines ;
- Les mariages forcés.

En suivant les recommandations du Comité ad hoc pour prévenir et combattre la violence à l'égard des femmes et la violence domestique du Conseil de l'Europe (C.A.H.V.I.O), ce texte s'efforce notamment, dans l'intérêt des victimes, de faciliter les poursuites. Il pose en outre le principe d'une formation à destination des professionnels appelés à être contact avec les victimes de violences (magistrats, professionnels de santé, agents et officiers de police judiciaire). Ces dispositions contribuent donc à faciliter l'accès des femmes à la justice.

**Cf. présentation publique de l'activité judiciaire*
2016 par S.E. M. P¨HILIPPE NARMINO, Directeur des Services judiciaires, 12 décembre 2016.
***Disposition permettant notamment de délier du secret professionnel la personne constatant des faits de violences (art. 308-1 du Code pénal).*

Médias

Les médias de la Principauté sont régulièrement contactés par le Gouvernement Princier pour la mise en place de campagnes d'information.

Pour exemple, le Gouvernement s'est associé à la Journée internationale de lutte contre les violences faites aux femmes, le 25 novembre 2016. À cette occasion, une campagne d'affichage et une conférence de sensibilisation ont été organisées. Autant d'initiatives qui permettent de libérer la parole et de faire évoluer les mentalités.

Éducation

En vertu de la loi n° 1.334 du 12 juillet 2007 sur l'Éducation, il n'existe pas de discrimination fondée sur le genre.

De plus, l'enseignement est obligatoire, ce qui signifie que la totalité des enfants âgés de 6 à 16 ans, habitant la Principauté, sont scolarisés et bénéficient d'une instruction similaire pour tous, sous contrôle de l'Etat qui est le garant de sa qualité et de son contenu.

Conformément au terme de la loi sur l'Éducation, il convient de préciser que l'Etat continue d'exercer un contrôle sur la qualité de l'enseignement, même en dehors du système éducatif traditionnel. Ainsi :
- il peut être donné à l'enfant, soumis-e à obligation scolaire, l'instruction au sein de la famille,
- déclaration est faite au Directeur de l'Éducation Nationale, de la Jeunesse et des Sports, avec notamment les motifs qui la justifient,
- cette déclaration se renouvelle annuellement,
- des inspections pédagogiques sont assurées.

Le résultat est communiqué aux parents ou représentants légaux avec possibilité de mise en demeure d'inscription dans un établissement en cas de défaillance.

Santé

L'accès aux soins est garanti à tous sans aucune discrimination.

La Principauté de Monaco n'applique aucune discrimination en matière de taux de remboursement de sécurité sociale fondée sur le sexe, ni en matière d'accès aux activités sociales.

Le Gouvernement monégasque fait en sorte que les femmes puissent bénéficier d'une protection sociale adéquate visant notamment à mieux concilier leur vie privée et leur vie professionnelle, aux moyens de l'octroi de congés de maternité, de l'attribution d'allocations familiales et de l'aménagement du temps de travail pendant la période d'allaitement.

En plus des congés prénatals et postnatals, des mesures légales* permettent à la mère de ne pas reprendre son travail à l'issue de son congé postnatal et de bénéficier d'une priorité d'embauchage dans les emplois auxquels sa qualification lui permet de prétendre.

De plus, la loi n°994 du 5 janvier 1977 permet la suspension ou la résiliation du contrat de travail en cas de maladie d'un enfant à charge, laquelle permet à la mère ou au père salariés d'interrompre le travail pour rester au chevet de son enfant malade.

Des crèches collectives et familiales existent au bénéfice des mères qui ont une activité professionnelle.

La loi n°1.275 du 22 décembre 2003 a introduit la possibilité de travailler à temps partiel dans la fonction publique.

En dernier lieu, il convient de relever que les Conventions de sécurité sociale conclues avec la France et l'Italie permettent aux femmes ressortissantes de ces pays et exerçant une activité professionnelle en Principauté de Monaco, de bénéficier des prestations sociales et médicales offertes par les caisses monégasques, au même titre que les résidentes en Principauté.

La possibilité de scolariser leurs enfants ou d'avoir accès à des crèches à Monaco est également ouverte à tous les salariés de la Principauté, dans la limite des places disponibles.

**La loi n° 870 en date du 17 juillet 1969, modifiée par la loi n° 1.245 du 21 décembre 2001, relative au travail des femmes en cas de grossesse ou de maternité contient notamment la disposition suivante :*
- aucune femme salariée ne peut être licenciée dès qu'elle est en état de grossesse médicalement constaté et pendant les périodes de suspension de contrat de travail auxquelles elle a droit au titre du congé de maternité ;
- l'employeur ne peut pas rechercher des informations sur l'état de grossesse ;
- l'employeur ne peut pas prendre l'état de grossesse en considération pour refuser une embauche, résilier un contrat de travail pendant la période d'essai, prononcer une mutation d'emploi ;
- la mère peut, au terme de son congé maternité, s'abstenir de reprendre son emploi et peut solliciter son réembauchage dans l'année qui suit en retrouvant tous les bénéfices et les avantages acquis au moment de son départ.

Budget
En ce qui concerne les ressources financières allouées à la mise en œuvre des politiques visant à l'intégration de la dimension de genre, il convient de préciser que, compte tenu de l'exiguïté du territoire, le budget de l'Etat est ventilé par ministère et non par thématique. Ainsi, le budget fait l'objet d'un projet de loi. Il est voté et promulgué en forme de loi et paraît au Journal Officiel de Monaco.

Société civile
Le Gouvernement Princier soutient les ONG qui ont leur siège sur le territoire monégasque et qui œuvrent en faveur des droits des femmes telles que l'Union des femmes monégasques, l'Association des femmes chefs d'entreprises de Monaco (AFCEM), l'Association des femmes leaders de Monaco etc. Une organisation à but non lucratif créée en 2012, *GenderHopes,* a pour objectif de combattre les violences et discriminations basées sur le genre. Pour ce faire, elle tente de faire prendre conscience de cet enjeu au législateur et au grand public, notamment par le biais de leur site Internet, en dénonçant les stéréotypes négatifs qui promeuvent la violence et la discrimination basées sur le genre. L'association *Femmes Leaders Mondiales de Monaco,* créée en 2010, a pour principal objectif de réduire les inégalités Hommes/Femmes en mettant l'accent sur la complémentarité et non l'adversité. Elle entend défendre la position de la femme dans tous les domaines de la vie publique (enseignement, médias, politique, vie professionnelle…). Enfin, S.A.S. la Princesse Stéphanie a créé en 2003 l'Association « Femmes face au Sida » qui devient en 2004 « Fights Aids Monaco ». Depuis, S.A.S. la Princesse Stéphanie a été nommée Ambassadrice itinérante de l'ONUSIDA.

Coopération internationale
S.A.S. le Prince Souverain attache une importance particulière à la poursuite des 17 Objectifs de Développement Durable (ODD) adoptés par les Nation Unies en septembre 2015. Plus de 130 projets dans 12 pays, principalement les pays les moins avancés, sont ainsi financés. Dans le cadre de cette politique, le Gouvernement Princier développe particulièrement des actions afin de promouvoir l'égalité entre les sexes par l'autonomisation et l'intégration des femmes en tant qu'actrices et responsables de leur développement. Les contributions volontaires versées par le Gouvernement Princier aux programmes du Conseil de l'Europe concernent notamment : - l'égalité entre les femmes et les hommes, des actions développées prioritairement en faveur du Marco ; - la lutte contre la violence à l'égard des femmes, la violence domestique et la violence contre les enfants dans la région de la Méditerranée du Sud.

SUISSE

Mécanismes institutionnels visant à l'intégration de la dimension de genre
Suite aux recommandations du Comité CEDEF du 18 novembre 2016 à l'issue de la présentation du 4ème/5ème rapport périodique de la Suisse, le gouvernement a créé un groupe de travail interdépartemental CEDEF sous l'égide du Bureau fédéral de l'égalité entre femmes et hommes (BFEG) visant notamment à vérifier l'état de la mise en œuvre des recommandations prioritaires et rendre un rapport sur les mesures pertinentes dans les différents domaines de compétences.

Programmes politiques et législatifs visant à favoriser l'intégration de la dimension de genre
• Le 23 novembre 2016, le Gouvernement a adopté un projet législatif sur la révision du droit de la société anonyme, prévoyant l'introduction de quotas féminins au sein des conseils d'administration (au minimum 30 %) et des directions (au minimum 20 %) afin de pousser les milieux économiques à intensifier leurs efforts pour promouvoir l'accession des femmes aux fonctions dirigeantes : https://www.bj.admin.ch/bj/fr/home/aktuell/news/2016/ref_2016-11-232.html • Le 26 octobre 2016, le Gouvernement a chargé le Ministère de la justice d'élaborer d'ici à l'été 2017 un projet de loi imposant aux employeurs de plus de 50 employé-e-s l'obligation légale d'analyser leur pratique salariale tous les 4 ans et de faire vérifier cette analyse par un organe de contrôle externe : https://www.admin.ch/gov/fr/accueil/documentation/communiques.msg-id-64263.html • Le 30 septembre 2016, le Gouvernement a chargé le Ministère des finances d'élaborer un projet de loi sur l'augmentation des déductions fiscales des frais de garde d'enfants par des tiers, afin d'inciter le deuxième parent du couple (majoritairement les femmes) à intégrer davantage le marché du travail et afin d'améliorer l'équilibre entre vie professionnelle et vie familiale: https://www.admin.ch/gov/fr/accueil/documentation/communiques.msg-id-63979.html

Justice et état de droit
Le BFEG a mandaté l'Université de Genève pour analyser les décisions régionales et cantonales sur les dix dernières années afin d'identifier les éventuels obstacles à la mise en œuvre de la loi sur l'égalité : le rapport détaillé a été mis en ligne dans le courant du mois de juin 2017 sur le site du BFEG.

Médias
En octobre 2016, la Commission fédérale pour les questions féminines (CFQF) a présenté les résultats d'une évaluation externe sur le rôle des médias auprès des politiciennes lors des dernières élections du 18 octobre 2015 : https://www.ekf.admin.ch/dam/ekf/fr/dokumente/studien_empfehlungen/medienstudie_ekfkommentar.pdf.download.pdf/2016_EKF-Kommentar_Medienstudie_fr_pdf.pdf et https://www.ekf.admin.ch/dam/ekf/fr/dokumente/studien_empfehlungen/medienstudie_kurzfassung.pdf.download.pdf/2016__EKF_Gender_und_Medien_Kurzfassung_fr_pdf.pdf

Statistiques
L'Office fédéral de la statistique met à disposition des données détaillées sur la violence dome désagrégées selon le sexe de la personne prévenue et/ou de la personne https://www.bfs.admin.ch/bfs/fr/home/statistiques/criminalite-droit-penal/police/violence-domestique.assetdetail.250153.html

Égalité salariale et marchés publics
• Sous l'égide du BFEG, un centre de services destiné à assister les cantons et les communes dans les contrôles de l'égalité salariale dans les marchés publics et/ou dans l'octroi de subventions entre en activité au premier semestre 2017. • Sous l'impulsion du BFEG, l'ensemble des cantons et des villes de plus de 10'000 habitant-e-s ont été invités à présenter leurs actions concrètes en matière d'égalité salariale et du contrôle de celle-ci dans les marchés publics : https://www.ebg.admin.ch/ebg/fr/home/themes/travail/plateforme-egalite-salariale/engagement-du-secteur-public/que-font-la-confederation-les-cantons-et-les-communes.html • Initiée par le Gouvernement, la Charte pour le respect de l'égalité salariale engage la Confédération, les cantons et les communes signataires à respecter l'égalité salariale en tant qu'employeurs, commanditaires de marchés publics et organes de subventionnements. Elle gagne de nouveaux adhérents : https://www.ebg.admin.ch/ebg/fr/home/themes/travail/plateforme-egalite-salariale/engagement-du-secteur-public/charte-pour-l-egalite-salariale-dans-le-secteur-public.html