

GENDER EQUALITY COMMISSION (GEC)

Set up by the Committee of Ministers under Article 17 of the Statute of the Council of Europe and in accordance with Resolution CM/Res(2021)3 on intergovernmental committees and subordinate bodies, their terms of reference and working methods.

Type of committee: **Steering committee**

Terms of reference valid from: **1 January 2022 until 31 December 2025²⁵**

PILLAR/PROGRAMME/SUB-PROGRAMME ▼

Pillar: Human Rights

Programme: Equality and Human Dignity

Sub-programme: Gender Equality

MAIN TASKS ▼

Under the authority of the Committee of Ministers, building on the achievements in the area of gender equality, including notably the Council of Europe Gender Equality Strategy 2018-2023, the Gender Equality Commission (GEC) will steer the Council of Europe's intergovernmental work in the field of gender equality and advise the Committee of Ministers on appropriate action to be taken in its field of competence, taking due account of relevant transversal perspectives.

In particular, the GEC is instructed to:

- (i) ensure the follow-up of the relevant decisions taken at the 131st Session of the Committee of Ministers (Hamburg, 21 May 2021),²⁶ and in particular contribute to the implementation of the key strategic priorities relating to its specific field of expertise as identified in the Strategic Framework of the Council of Europe, and respond to the respective key findings and challenges set out in the Secretary General's 2021 Report on the state of democracy, human rights and rule of law "A democratic renewal for Europe";
- (ii) oversee and support the implementation of the Council of Europe Gender Equality Strategy (2018-2023), prepare the Gender Equality Strategy (2024-2029), oversee and support its implementation;
- (iii) carry out substantive legal and policy analyses and hold peer exchanges on trends, developments and good practices in the member States, including on the basis of the findings of monitoring mechanisms;
- (iv) conduct needs assessments and make proposals for the development of common policy responses, including standard-setting activities, to key challenges for member States within its field of competence;
- (v) promote in the political agendas of the Council of Europe member States and beyond the need to prevent and combat all forms of violence against women, including trafficking in persons which disproportionately affects women and girls, and of domestic violence;
- (vi) promote and facilitate awareness raising of Council of Europe standards in the field of gender equality and review the implementation of relevant recommendations and guidelines of the Committee of Ministers to member States, including on preventing and combating sexism, in co-operation, where appropriate, with other sectors;
- (vii) follow and support relevant co-operation programmes with Council of Europe member States and beyond and, where appropriate, facilitate the dissemination of their results;
- (viii) promote gender equality as a visible priority for the Organisation (internally and externally) and, to this end, support the committees and bodies of the Organisation in integrating and implementing gender mainstreaming in their activities;
- (ix) engage in co-ordination and joint planning at regional and international level with the European Union, including the European Institute for Gender Equality (EIGE) and the Fundamental Rights Agency (FRA), the UN, in particular UN Women, the World Bank, the OAS, the OSCE, the OECD, other intergovernmental organisations and civil society with the aim of strengthening equality and enhancing women's rights as an integral part of universal human rights; promote the visibility of the Council of Europe's standards at these levels through participation in meetings at the level of the UN Commission on the Status of Women, the Committee on the Elimination of Discrimination against Women and the Human Rights Council;
- (x) contribute to the work on a possible legal framework for artificial intelligence (AI) systems and, jointly with the Steering Committee on Anti-discrimination, Diversity and Inclusion (CDADI), subject to the result of a prior study, develop in close co-operation with CAI a possible specific legal instrument on the impact of artificial intelligence systems, their potential for promoting equality, including gender equality, and the risks they may cause in relation to non-discrimination;
- (xi) orient and oversee the activities carried out by its subordinate bodies, notably the Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI), jointly with CDADI;
- (xii) hold an exchange of views annually in order to evaluate its activities and advise the Committee of Ministers and the Secretary General on future priorities in its sector, including possible new activities and those that might be discontinued;
- (xiii) take due account of the following mainstreamed perspectives in the performance of its tasks: youth, children's rights, rights of persons with disabilities, and Roma and Traveller²⁷ issues;
- (xiv) where relevant, contribute to building cohesive societies and to strengthening the role and meaningful participation of civil society in its work;

²⁵ These terms of reference are approved for the first biennial period 2022-2023. For the second biennial period 2024-2025, they are approved on a provisional basis, subject to confirmation upon the adoption of the budget for 2024-2025.

²⁶ [CM/Del/Dec\(2021\)131/2a](#), [CM/Del/Dec\(2021\)131/2b](#), [CM/Del/Dec\(2021\)131/2c](#) and [CM/Del/Dec\(2021\)131/3](#).

²⁷ The term "Roma and Travellers" is used at the Council of Europe to encompass the wide diversity of the groups covered by the work of the Council of Europe in this field: on the one hand a) Roma, Sinti/Manush, Calé, Kaale, Romanichals, Boyash/Rudari; b) Balkan Egyptians (Egyptians and Ashkali); c) Eastern groups (Dom, Lom and Abdal); and, on the other hand, groups such as Travellers, Yenish, and the populations designated under the administrative term "Gens du voyage", as well as persons who identify themselves as Gypsies. The present is an explanatory footnote, not a definition of Roma and/or Travellers.

- (xv) in accordance with decisions CM/Del/Dec(2013)1168/10.2 of the Committee of Ministers, carry out, at regular intervals, within the limits of the available resources and bearing in mind its priorities, an examination of some or all of the conventions for which it has been given responsibility,²⁸ in co-operation, where appropriate, with the relevant convention-based bodies, and report back to the Committee of Ministers;
- (xvi) contribute to the achievement of, and review progress towards, the UN 2030 Agenda for Sustainable Development, in particular with regards to Goal 5: Gender Equality and Goal 16: Peace, Justice and Strong institutions.

MAIN DELIVERABLES ▼

Under the authority of the Committee of Ministers, the GEC is instructed to complete the following deliverables, within the following deadlines:

	Deadline ▼
1. Annual report on the implementation of the Council of Europe Gender Equality Strategy (2018-2023) in 2021	30/06/2022
2. Draft Guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women	31/12/2022
3. Study on the implementation of Council of Europe recommendations in areas in which the gendered impact of the Covid-19 crisis has been higher, such as those concerning the protection and promotion of the rights of women and girls with disabilities, the inclusion of gender differences in health policy, gender equality standards and mechanisms, and reconciling work and family life	31/12/2022
4. Annual report on the implementation of the Council of Europe Gender Equality Strategy (2018-2023) in 2022	30/06/2023
5. First (general) implementation review report on Recommendation CM/Rec(2019)1 on preventing and combating sexism	31/12/2023
6. Study the impact of artificial intelligence systems, their potential for promoting equality – including gender equality - and the risks they may cause in relation to non-discrimination (jointly with CDADI) in close co-operation with CAI	31/12/2023
7. Draft Council of Europe Gender Equality Strategy (2024-2029)	31/12/2023
8. Updated factsheet on the Council of Europe's contribution to Sustainable Development Goal 5. Gender Equality	31/12/2023
9. Subject to the adoption of Guidelines on the place of men and boys in gender equality policies and in policies to combat violence against women, initiatives for their dissemination and implementation, and support to the mainstreaming of this topic in other relevant areas, such as education	31/12/2023
10. Final report on the implementation of the Council of Europe Gender Equality Strategy (2018-2023).	30/06/2024
11. Second (thematic) implementation review report on Recommendation CM/Rec(2019)1 on preventing and combating sexism	31/12/2025
12. Based on the results of the work of CAI and in close co-operation with CAI, and subject to the result of main deliverable 6, possible specific legal instrument on the impact of artificial intelligence systems, their potential for promoting equality – including gender equality – and the risks they may cause in relation to non-discrimination (cf. terms of reference of GEC/ADI-AI, jointly with CDADI).	31/12/2025
13. Subject to the adoption of a Recommendation on migrant, refugee and asylum-seeking women and girls, awareness-raising tools and activities supporting its dissemination and implementation at national level	31/12/2025
14. Subject to the results of main deliverable 3, publication of analyses of good practices, factsheets and/or review of one or more of the recommendations examined	31/12/2025
15. Annual thematic conference to exchange experience and good practices and facilitate progress on a selected topic	31/12 of each year
16. Thematic debates on the Council of Europe Convention on preventing and combating violence against women and domestic violence (CETS 210)	31/12 of each year

COMPOSITION ▼

MEMBERS:

Governments of member States are invited to designate one or more representatives of the highest possible rank in the fields of gender equality.

The Council of Europe will bear the travel and subsistence expenses of one representative from each member State (two in the case of the State whose representative has been elected Chair).

Each member of the Committee shall have one vote. Where a government designates more than one member, only one of them is entitled to take part in the voting.

In accordance with decisions CM/Del/Dec(2013)1168/10.2 of the Committee of Ministers, in cases where there is no convention-based body including all the Parties, non-member States are invited to take part, with a right to vote, in the committee meetings pertaining to the conventions to which they are Parties.

²⁸ Cf. relevant decisions of the Committee of Ministers (CM/Del/Dec(2013)1168/10.2) and list of Conventions in document CM(2021)132.

PARTICIPANTS:

The following may send representatives, without the right to vote and at the charge of their corresponding administrative budgets:

- Parliamentary Assembly of the Council of Europe;
- Congress of Local and Regional Authorities of the Council of Europe;
- European Court of Human Rights;
- Commissioner for Human Rights of the Council of Europe;
- Conference of INGOs of the Council of Europe;
- Committees or other bodies of the Council of Europe engaged in related work, as appropriate.

The following may send representatives, without the right to vote and without defrayal of expenses:

- European Union (one or more representatives, including, as appropriate, the European Institute for Gender Equality (EIGE) and European Union Agency for Fundamental Rights (FRA));
- Observer States to the Council of Europe: Canada, Holy See, Japan, Mexico, United States of America;
- other international organisations: Organisation for Security and Co-operation in Europe (OSCE) (including ODIHR), United Nations (including UN Women and other relevant UN agencies), Organisation for Economic Co-operation and Development (OECD), Organisation Internationale de la Francophonie (OIF), and the World Bank.

OBSERVERS:

The following may send representatives, without the right to vote and without defrayal of expenses:

- Amnesty International, Human Rights Watch, European Women's Lobby, WAVE (Women against Violence in Europe), European Network of Migrant Women (ENoMW), Equality Now, University Women of Europe (UWE);
- European Network of National Human Rights Institutions (ENNHRI), European Network of Equality Bodies (Equinet), and representatives of academic, professional and business communities;
- Council of Bars and Law Societies of Europe (CCBE);
- non-member States with which the Council of Europe has a Neighbourhood Partnership, including relevant co-operation activities.

Observer status may be requested in accordance with Article 8 of Resolution CM/Res(2021)3 on intergovernmental committees and subordinate bodies, their terms of reference and working methods.

WORKING METHODS ▼

	Plenary meetings ▼			Bureau meetings ▼		
	Members incl. Chair	Meetings per year	Days per meeting	Members	Meetings per year	Days per meeting
2022	48	2	3	3	4	1
2023	48	2	3	3	4	1
2024	48	2	3	3	4	1
2025	48	2	3	3	4	1

The rules of procedure of the Committee are governed by Resolution CM/Res(2021)3 on intergovernmental committees and subordinate bodies, their terms of reference and working methods.

The GEC will appoint from amongst its members up to 4 Rapporteurs on mainstreamed perspectives.

Subject to the agenda, the chairs of its subordinate structures may be invited to attend the GEC's Bureau and/or plenary meetings.

SUBORDINATE STRUCTURE(S) ▼

The GEC co-ordinates, supervises and follows the work of its subordinate body:

- (2024-2025) Committee of Experts on Artificial Intelligence, Equality and Discrimination (GEC/ADI-AI, jointly with CDADI) (cf. separate terms of reference).²⁹

BUDGETARY INFORMATION* ▼

	Meetings per year	Days Per meeting	Members reimbursed	Plenary in €K	Bureau in €K	Working groups in €K	Secretariat (A, B)
2022	2	3	48	91.0	-	14.7	1 A; 1 B
2023	2	3	48	91.0	-	4.9	1 A; 1 B
2024	2	3	48	↔	-	↔	↔
2025	2	3	48	↔	-	↔	↔

*The costs include the per diem, travel costs, interpretation, translation and document printing. These costs are calculated on the basis of the 2021 standard costs.

²⁹ These terms of reference are approved on a provisional basis for 2024-2025.

COMMITTEE OF EXPERTS ON ARTIFICIAL INTELLIGENCE, EQUALITY AND DISCRIMINATION (GEC/ADI-AI)

Set up by the Committee of Ministers under Article 17 of the Statute of the Council of Europe and in accordance with Resolution CM/Res(2021)3 on intergovernmental committees and subordinate bodies, their terms of reference and working methods.

Type of committee: **Subordinate body**

Terms of reference valid from: **1 January 2024 until 31 December 2025**³⁰

PILLAR/PROGRAMME/SUB-PROGRAMME ▼			
<p>Pillar: Human Rights Programme: Anti-Discrimination, Diversity and Inclusion / Equality and Human Dignity Sub-programme: Anti-Discrimination, Diversity and Inclusion - Roma and Travellers³¹ - National Minorities, Regional and Minority Languages – Migrants / Gender Equality</p>			
DELIVERABLES ▼			
<p>Under the authority of the Committee of Ministers and of the Gender Equality Commission (GEC) and the Steering Committee on Anti-Discrimination, Diversity and Inclusion (CDADI), the GEC/ADI-AI is instructed to complete the following deliverable, within the following deadline:</p>			
<p>Based on the results of the work of CAI and in close co-operation with CAI and subject to the results of a study carried out in 2022-2023, possible specific legal instrument on the impact of artificial intelligence systems, their potential for promoting equality - including gender equality - and the risks they may cause in relation to non-discrimination</p>	<table border="1"> <tr> <td>Deadline ▼</td> </tr> <tr> <td>31/12/2025</td> </tr> </table>	Deadline ▼	31/12/2025
Deadline ▼			
31/12/2025			
COMPOSITION ▼			
MEMBERS:			
<p>The Committee of Experts shall be composed of eight representatives of member States, four on behalf of the CDADI and four of GEC, of the highest possible rank in the field of policies for equality including gender equality, diversity, anti-discrimination and inclusion, if possible with experience and knowledge related to the impact of digital technologies, in particular artificial intelligence, on human rights, designated by the plenaries of the CDADI and the GEC, and six independent experts with established expertise in artificial intelligence, human rights, equality including gender equality and non-discrimination, designated by the Secretary General.</p> <p>The Committee shall be composed in accordance with Article 6 of Resolution CM/Res(2021)3 on intergovernmental committees and subordinate bodies, their terms of reference and working methods.</p> <p>The Council of Europe will bear the travel and subsistence expenses of these 14 members of the committee. Other member States may designate representatives without defrayal of expenses.</p> <p>Each member of the Committee of Experts shall have one vote. Where a government designates more than one member, only one of them is entitled to take part in the voting.</p>			
PARTICIPANTS:			
<p>The following may send representatives, without the right to vote and at the charge of their corresponding administrative budgets:</p> <ul style="list-style-type: none"> - Parliamentary Assembly of the Council of Europe; - Congress of Local and Regional Authorities of the Council of Europe; - European Court of Human Rights; - Commissioner for Human Rights of the Council of Europe; - Conference of INGOs of the Council of Europe; - European Commission against Racism and Intolerance (ECRI); - Steering Committee for Human Rights (CDDH); - Committee on Artificial Intelligence (CAI); - committees and other bodies of the Council of Europe engaged in related work, as appropriate. <p>The following may send representatives, without the right to vote and without defrayal of expenses:</p> <ul style="list-style-type: none"> - European Union (one or more representatives, including, as appropriate, the European Union Agency for Fundamental Rights (FRA)); - Observer states to the Council of Europe: Canada, Holy See, Japan, Mexico, United States of America; - Representatives of other international organisations, including Organisation for Security and Co-operation in Europe/Office for Democratic Institutions and Human Rights (OSCE/ODIHR), United Nations (including Committee for the Elimination of Racial Discrimination (CERD), United Nations High Commissioner for Human Rights (OHCHR)), Organisation for Economic Co-operation and Development (OECD). 			
OBSERVERS:			
<p>The following may send representatives, without the right to vote and without defrayal of expenses:</p> <ul style="list-style-type: none"> - Non-member States with which the Council of Europe has a Neighbourhood Partnership including relevant cooperation activities. <p>Observer status may be requested in accordance with Article 8 of Resolution CM/Res(2021)3 on intergovernmental committees and subordinate bodies, their terms of reference and working methods.</p>			

³⁰ These terms of reference are approved on a provisional basis, subject to confirmation upon adoption of the budget for 2024-2025.

³¹ The term "Roma and Travellers" is used at the Council of Europe to encompass the wide diversity of the groups covered by the work of the Council of Europe in this field: on the one hand a) Roma, Sinti/Manush, Calé, Kaale, Romanichals, Boyash/Rudari; b) Balkan Egyptians (Egyptians and Ashkali); c) Eastern groups (Dom, Lom and Abdal); and, on the other hand, groups such as Travellers, Yenish, and the populations designated under the administrative term "Gens du voyage", as well as persons who identify themselves as Gypsies. The present is an explanatory footnote, not a definition of Roma and/or Travellers.

WORKING METHODS ▼

Plenary meetings ▼			
	Members incl. Chair	Meetings per year	Days per meeting
2024	14	2	2
2025	14	2	2

The rules of procedure of the Committee are governed by Resolution CM/Res(2021)3 on intergovernmental committees and subordinate bodies, their terms of reference and working methods.

The Chair of the GEC/ADI-AI will be invited to attend meetings of the CDADI, the GEC and/or their Bureaus to inform them on progress with its work.

BUDGETARY INFORMATION* ▼

	Meetings per year	Days per meeting	Members reimbursed	Plenary in €K	Bureau in €K	Working groups in €K	Secretariat (A, B)
2024	2	2	14	35.0	-	-	0.5 A, 0.5 B
2025	2	2	14	35.0	-	-	0.5 A, 0.5 B

*The costs include the per diem, travel costs, interpretation, translation and document printing. These costs are calculated on the basis of the 2021 standard costs.