



EUROMED PARTNERSHIP:
STRENGTHENING THE ROLE OF WOMEN IN SOCIETY

Annual Report 2008-2009



European Commission

**MINISTERIAL CONCLUSIONS ON STRENGTHENING THE ROLE OF
WOMEN IN SOCIETY**

Implementation Review

Annual Report 2008-2009

This report has been elaborated by the European Commission on the basis of the contributions of Euromed partners

LIST OF ACRONYMS¹

AidCo	EuropeAid Cooperation Office, European Commission
BPfA	Beijing Platform for Action
CAWTAR	Centre of Arab Women for Training and Research
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
CoE	Council of Europe
CRC	Convention on the Rights of the Child
CSO	Civil Society Organisation
DG	Directorate General
DPKO	Department for Peacekeeping Operations (UN)
EC	European Commission
ECOWAS	Economic Community of West African States
EEA	European Economic Area
EESC	European Economic and Social Committee
EGEP	Programme to Enhance Equality between men and women in the Euromed region (European Commission)
EIDHR	European Instrument for Democracy and Human Rights
ENP	European Neighbourhood Policy
ENPI	European Neighbourhood and Partnership Instrument
ERF	European Refugee Fund
ESCWA	Economic and Social Commission for Western Asia (UN)
ESF	European Social Fund
EU	European Union
EUROSTAT	Statistical Office of the European Communities
EYEO	European Year of Equal Opportunities for All
FEMISE	Euro-Mediterranean Forum of the Economic Institutes
FHH	Female Headed-Households
GBV	Gender Based Violence
GBS	General Budget Support
GDP	Gross Domestic Product
GFPs	Gender Focal Points
GRB	Gender Responsive Budgets
HR	Human Resources
ICT	Information and Communication Technologies
IOM	International Organisation for Migration
MD/MDGs	Millennium Declaration/Millennium Development Goals
MEDA	EU support programme for southern Mediterranean countries
MEDIA	EU support programme for the European audiovisual industry
MENA	Middle-East and North Africa
MEP	Member of European Parliament
MP	Member of Parliament
NATO	North Atlantic Treaty Organisation

¹ Note: the list of acronyms includes international, regional, conceptual, normative and institutional acronyms. These are referred to in English. To avoid redundancies and to preserve the conciseness and clarity of the list of acronyms, the acronyms and abbreviations of country-specific institutions, programs and projects are mentioned in the different sections of the report.

NGO	Non-Governmental Organisation
NWM	National Women's Machinery
OECD	Organisation for Economic Co-Operation and Development
OPT	Occupied Palestine Territory
OSCE	Organisation for Security and Co-operation in Europe
RWEL	Role of Women in Economic Life Programme (EC)
SBS	Sector Budget Support
SCR	Security Council Resolution
SGBV	Sexual and Gender Based Violence
SME	Small and Medium size Enterprises
SWAPs	Sector-Wide Approaches
TOT	Training of Trainers
UN(O)	United Nations (Organisation)
UNDP	United Nations Development Programme
UNECE	United Nations Economic Commission for Europe
UNESCO	United Nations Education, Science and Culture Organisation
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNIFEM	United Nations Development Fund for Women
UNSCR	United Nations Security Council Resolution
VAW	Violence Against Women
WHO	World Health Organisation

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I. FOREWORD

Improvement, both in the status of women and in gender equality in many parts of the world, has now become a reality. However, in spite of considerable advances, there is still lot of work to be done: gender discrimination still remains, as inequalities in rights, resources and political voice persist in all countries.

The European Union has a long standing commitment to equality between women and men which is anchored in the different Treaties of the Community and the European Union. This commitment is not confined only to Europe but also reflects strong support and promotion of gender equality and women's and girls' rights outside the European Union.

In the Barcelona Summit in 2005, held to commemorate the 10th anniversary of the Euro-Mediterranean partnership, it was decided to make equality between men and women one of its main objectives in an associated work programme.

A year later the first EuroMed Ministerial conference on "Strengthening the role of women in society" took place in Istanbul, launching what has become known as the "Istanbul process". The conference adopted a common Framework of Action for five years, indicating a true commitment to work for universal human rights and specifically the equal access of men and women to full economic, social, cultural, civil and political rights.

This marked a new departure for the Euro-Mediterranean Regional Partnership, not least because it promoted a regional intergovernmental consultation process, including also civil society, supported by accompanying measures financed by the European Commission.

On 11 and 12 November 2009 the Union for the Mediterranean Ministers responsible for women's issues gathered in Marrakesh for a second Ministerial conference: to review common actions initiated since Istanbul 2006; to evaluate the progress on the implementation of the Framework of Action; to exchange views on the ways and means of implementation of their common political will towards improving women's status; to strengthen the role of women in political, civil, social, economic and cultural life and to explore ways of combating all forms of discrimination against women and girls.

The final declaration of the Conference acknowledges that follow-up is an important element of the process and agrees to consolidate follow-up mechanisms. Ministers mandated senior officials/experts from all the partners to act as the appropriate follow-up mechanism during 2010 – 2011. They will meet at least once a year and will "draw up an outcomes document on progress under the Common Framework of Action 2006-2011 to be submitted to the next Ministerial Conference on Strengthening the Role of Women in Society".

Up until now, the European Commission has published two yearly reviews of the implementation of the Istanbul Process compiled on the basis of questionnaires sent to all the partners in the region and answered on a voluntary basis by the countries. They are factual documents which allow all actors involved to have a clearer idea of the state of play.

The 2008-2009 implementation review has a special significance as it is the last of a series which has covered the period between the two Ministerial Conferences. These three reports have been complemented by a multi-annual document which gives a more global vision. This is the result of a collective effort led by the Commission aiming at enhancing respect of women's rights and achieving progress as regards their role in the social, economic and cultural sphere.

This exercise has allowed us to compile a considerable amount of information which will be a useful and interesting tool for all and that could serve as basis for the future follow up mechanism agreed in Marrakesh.

European Commission
Brussels, 10 march 2010

II. EXECUTIVE SUMMARY

The current document is the third Implementation Review Report of the Ministerial Conclusions and Framework of Action agreed by 37 Euromed partner countries at the Euromed Ministerial Conference on “Strengthening the Role of Women in Society” in November 2006 in Istanbul.

In 2009, the questionnaire was sent to a greater number of countries, namely, the 43 countries of the Union for the Mediterranean (UfM). Thirty Euromed partner countries responded to the Istanbul questionnaire in 2009 (70%): Albania, Algeria, Austria, Belgium, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Israel, Italy, Lebanon, Lithuania, Luxembourg, Malta, Mauritania, Monaco, Morocco, Poland, Portugal, Slovakia, Spain, Sweden, Tunisia, Turkey and the United Kingdom. In addition to the information provided by each country, the European Commission has filled the questionnaire.

From the 30 countries that responded, 24 countries (80%) informed about their selected priorities for the future. These are: Albania, Algeria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Italy, Lebanon, Lithuania, Malta, Mauritania, Poland, Portugal, Slovakia, Spain, Sweden, Tunisia, Turkey and the United Kingdom (UK), along with the European Commission.

The report is subdivided into Part A which reports on actions undertaken and results achieved during the reporting period 2008-2009 and Part B which reports on priorities for the future.

Part A of the report is structured around four main pillars, namely:

- Crosscutting Principles and Actions
- Women’s Political and Civil Rights
- Women’s Social and Economic Rights and Sustainable Development
- Women’s Rights in the Cultural Sphere, Role of Communication and Mass Media

Actions undertaken and results achieved

Crosscutting Principles and Actions

This section reports on measures adopted during the reporting period to *combat gender stereotypes* and to *promote strategies and dynamics for gender equality*.

Combat gender stereotypes, being a cross-cutting aspect, appears frequently throughout questionnaire replies, especially in the fields of education, media and labour market. Specific measures mentioned by countries include organising seminars, workshops, campaigns, exhibitions and events targeting young people, publishing guides, briefing kits and reviewing education material, conducting studies on the portrayal of women and men in advertising and in the media. The measures have addressed e.g. labour market institutions, central and local government staff, municipalities and local leaders, social partners, rural women and NGOs.

The measure undertaken in terms of **strategies and dynamics to promote gender equality** encompass national action plans and institutional mechanisms, mainstreaming, gender-responsive budgets, capacity building of public institutions and civil society organisations, policy dialogue, awareness raising campaigns and training on women’s human rights, knowledge building and gender disaggregated data.

Under **national action plans and institutional mechanisms**, countries inform about implemented or planned strategies and related action plans on advancing gender equality in a comprehensive manner. A large majority of the Euromed partner countries are in the process of or have adopted cross-sectoral action plans involving several line ministries, often under the responsibility and coordination of the National Women’s Machinery. Some countries have prepared separate and

more detailed thematic strategies and action plans within the context of their overall gender equality strategies and plans, for instance related to combat violence against women. Overall, there is a clear trend towards holistic and multidisciplinary policy plans under which several government institutions and agencies coordinate their actions. These strategies include multiple objectives related to women's civil, political, social, economic and cultural rights. They include implementation and monitoring mechanisms such as the submission of periodical reports on achievements.

New institutional mechanisms were created, others were reformed and upgraded. Some countries have expanded the mandates of their gender equality institutions or created additional ones such as gender observatories. Mechanisms were set up to address specific aspects of gender equality such as inter-ministerial commissions to combat violence against women. Other actions include increased funding to women's projects and institutions, monitoring the implementation of quota systems in public administration and representation of NGOs in government bodies pursuing gender equality.

Under **mainstreaming and gender responsive budgets**, countries provide information on specific actions for gender mainstreaming into public administration and line ministries, initiatives on gender responsive budgeting and the inclusion of gender equality in development cooperation policies. A majority of countries has undertaken the inclusion of gender equality concerns in public administration and sectoral policies. Measures target policy planning, inter-departmental collaboration, capacity building of staff and monitoring and evaluation measures.

Trainings for public institutions and civil society organisations, sensitisation workshops and other awareness-raising and knowledge building activities were conducted on gender responsive budgets. In some cases, legal reforms have taken place to conduct gender budgeting. Few countries report on gender mainstreaming in budgetary and legislative processes. One country produced a Gender Impact Report of the National Budget. Some countries report on mainstreaming gender equality in development cooperation projects and on earmarked funding for gender equality activities.

Capacity building actions were mostly organised in the context of specific thematic areas. Similarly, most **awareness raising campaigns and training** on women's human rights have been carried out by countries as part of comprehensive and sector-specific strategies for gender equality (e.g. labour market, combat gender stereotypes, prevent violence against women and combat human trafficking).

Knowledge building activities have encompassed a variety of studies, researches, surveys in a wide variety of thematic areas. Some have addressed less-frequently mentioned areas such as migrant women. Some countries report on setting up national monitoring systems and online databases on the status of women. Few countries reported on the creation of information centres and on collaboration with universities and research centres. In these processes, a rich amount of information and data was collected and produced and several methodologies were designed and tested. Some countries report on the obligation of governmental institutions and agencies to compile official statistics disaggregated by sex.

Gender disaggregated data was made available in some countries through periodical publications on the situation of women and men. Overall, gender disaggregated data is available in education, social and labour sectors as well as on women's political participation. Official data on issues such as violence against women, the impact of macroeconomic policies on women's rights or migrant women are still in their early stages in many countries.

Pillar I: Women's Political and Civil Rights

The Pillar I includes the following dimensions: conventions and legal frameworks on women's human rights, equal access to justice, violence against women, political participation, and conflict prevention, crisis management and peace-building.

A key area under **conventions and legal frameworks on women's human rights** relates to the progress on the full implementation of the CEDAW Convention and the Facultative Protocol. Namely, preparing and presenting Periodical Reports to the CEDAW Committee, and processing the feed-back from the Committee. Some countries have incorporated CEDAW feed-back into their national strategies and action plans. Some countries report on the lifting or amendment of reservations made to CEDAW. Several countries have taken measures to align national legislation with international conventions and EU law while some have enacted new laws or amended existing ones in support of gender equality and discrimination. Several countries have undertaken measures to disseminate the CEDAW Convention in public administration, with relevant departments and staff, and with the general public. Several information materials were produced such as briefs, training kits and leaflets. One country reports on the translation of the Convention into national languages.

Only a few countries have reported on **equal access to justice**. The measures taken include awareness-raising on women's rights and on existing legal mechanisms to enforce them.

Nearly all countries reported on measures to prevent and combat **violence against women**. This is one of the issues, along with equality in the labour market that was extensively emphasised by Euromed partner countries in their questionnaires. Two forms of violence were most frequently cited: gender-based violence and trafficking in human beings. New forms of violence attract increasing attention of partner countries. These include honour crimes and female genital mutilation. Many countries have enacted new laws or amended existing ones in order to expand the protection of victims and to provide them with more effective services. Countries are increasingly preparing multi-year strategies and action plans addressing gender-based violence rather than limiting themselves to isolated actions. Some countries are already implementing the second generation of such action plans. The multi-disciplinary nature of the problematic and the need for a holistic and integrated approach in handling gender-based violence are clearly reflected in the countries replies. Furthermore, countries emphasise increased coordination mechanisms between the relevant agencies and actors for better synergy of actions.

Many countries have undertaken extensive campaigns through media to create awareness, prevent and to combat violence against women. Some of these target primarily young adults. Messages for fighting violence have been channelled via schools in some countries and conferences and trainings have reached many groups of stakeholders. Civil society is recognised as an important partner for governments in providing a variety of services including shelters and awareness raising. In some countries, studies are being conducted to increase knowledge and understanding about gender-based violence and surveys are being implemented to map prevalence and incidence and gather data in support of policy planning.

Much of the reporting on women's **political participation** focuses on actions related to the European Parliamentary Elections (2009) and to local elections that took place during the reporting period in Mediterranean partner countries. The objectives of the measures implemented are to increase the number of women voters and the number of women in decision making. Some countries report on the adoption and implementation of quota systems. Specific measures include support to women candidates such as training, setting up peer networks and support political campaigning. Overall campaigns were organised to sensitise public opinion and encourage voting for women candidates in some countries.

UNSCR 1325 is at the centre of the countries' reporting on **conflict prevention, crisis management and peace-building**. UNSCR 1820 also received some attention. Several countries have been or are in the process of drafting an action plan on the implementation of UNSCR 1325 and at least two countries have already prepared the second generation action plan or revised the previous one. In some countries, civil society is being involved in implementing UNSCR 1325. It is also increasingly recognised that women can play an active role in conflict prevention, crisis management and peace-building. Some countries report on measures to mainstream gender equality into their Armed Forces.

Pillar II: Women's Social and Economic Rights and Sustainable Development

Pillar II gathers reporting on: social security and health, education, employment, the labour market and family friendly policies, women's entrepreneurship and migration.

Actions reported under **social security and health** inform about a variety of measures. Overall, these aim at improving women's access to health care and at supporting the family in a variety of ways. Some social security actions relate to the review or enactment of new legislation. Specific measures have been adopted by several countries to expand social coverage to new categories such as migrant women or to address the special needs of more vulnerable categories of women such as pregnant women, women from foreign origin, adolescents, and elder women, among others. Several countries report on childcare benefits and facilities and on support to women as carers for family members. Health measures include new health care legislation and the promotion of equal access to health services. In one case, studies are being conducted to map and combat gender inequalities in the provision of health care services. Special attention is given to services for women such as cancer screening and safe pregnancy.

Many countries report on actions in the **education** sector. Measures include: increasing girls' and women's literacy rates, encouraging women's educational choices in atypical fields breaking traditional gender patterns, promoting women's advancement in higher educational institutions, teachers' training in gender equality. Several countries report on the revision of textbooks and school manuals to curb the reproduction of gender stereotypes. Countries have taken advantage of a large number of tools to mainstream gender equality into all levels (primary, secondary, higher, university) of educational systems. These include the production of guides, materials and websites for increased access to information. If adult education also receives attention, little information on life-long learning is contained in the countries replies.

Nearly all countries reported on **access to the labour market, employment and family friendly policies**. This area receives extensive attention and the spectrum of actions undertaken is very wide. Many countries have introduced legislation and special action plans on gender equality in the labour market. Increasing the number of women in the labour market and reducing the gender pay gap is an explicit goal for many countries. Some countries report on the creation of institutions to promote and monitor gender equality in the labour market, some of a permanent nature and others assigned with specific tasks of short-term duration (working groups, inter-ministerial delegations). Most of the reporting countries have adopted some types of measures to enhance women's participation in the labour market, including training and re-qualification programmes and instruments to reconcile work and family life. The latter include additional provision of child care facilities, parental allowances and leaves, especially encouraging paternal leave. The reconciliation of work and private life is pointed out as an important dimension in many countries. Several countries implemented training programmes for women to enable them to return to the labour market after absence and to engage in paid work instead of unpaid work at home. Women's advancement to management positions in the public sector and in private businesses also receives the attention of several countries. Measures include the adoption of related legislation. Several countries make incentives and tools available for private sector businesses to advance gender equality and to employ more women. Some have set explicit quotas in the public sector for the recruitment of men and women.

Some countries report on the promotion and support to women's **entrepreneurship**. The measures are primarily incentives for women to establish and manage their own businesses or to become self-employed. These range from the provision of skills and other training to women and to the institutions assisting and advising in starting up a business and managing it to accessing initial capital and operational finance, often through microfinance institutions. Specific organisations and instruments, such as websites and free phone lines, have been created to help women succeed in running a business, in some cases extending to many parts of the country including in rural areas.

Several countries report on migration and on measures to enhance **migrant women's rights**. These include: legal protection of migrant women, social inclusion measures and the promotion of access to employment and social services. Studies on immigrants, especially from a gender perspective, are on-going in some countries.

Pillar III: Women's Rights in the Cultural Sphere, Role of Communication and Mass Media

Pillar III includes the following dimensions: women's access to ICT science and technology, women's participation in cultural exchanges and intercultural dialogue and women's participation in the media and training of media professionals.

Overall, Euromed partner countries reported less on the third pillar as compared to the other dimensions. The majority of the measures relate to women's access to ICT science and technology and to women and media. Among the measures to enhance **women's access to ICT**, countries report on conducting training, organising campaigns and conferences and setting up networks to increase gender diversity in science and technology. One country reports on the organisation of a Summer School and on field visits to ICT companies run by women to encourage girls to undertake ICT careers. In some countries, the enhancement of ICT skills aims at supporting them to become self-employed and market other skills. Some countries are pursuing gender balance among researchers including in decision-making positions of research institutions. One country reports on the establishment of quota in favour of women in Research and Technology Committees.

Media is considered an important instrument in disseminating messages about gender equality in all its dimensions and is frequently used in related campaigns in Euromed partner countries. Several countries report on engaging journalists as strategic partners in developing and implementing anti-discrimination campaigns. Trainings on gender equality for media professionals have been undertaken by several countries with the aim of improving women's image in the media. Further actions include organising conferences, setting up discussion groups and commissions on the image of women in the media. One country reported on setting up a sub-committee to monitor non-stereotyped images of women in the media. Several countries reported on the organisation of media award ceremonies to promote non-stereotyped portrayal of women in media and to combat discrimination and harmful practices such as violence against women.

Fewer countries reported on women's participation **cultural exchanges and intercultural dialogue**. Some reported having taken advantage of the European Year of Intercultural Dialogue to promote women's participation. One country reports on mainstreaming gender equality into cultural policies and into all aspects of work of cultural authorities and institutions. In the context of the Istanbul Conference Conclusions, four Euromed partner countries gathered around the initiative "Radio Women of the Mediterranean" to create a multilingual radio station carrying the voices of women in the Mediterranean. Several countries reported on the participation of women in exchange visits and cooperation projects.

Priorities for the future

Euromed partner countries have selected a total of 67 priorities for future action and cooperation at national and regional levels. Among those, three priorities emerge as central concerns: combat all forms of *violence against women*, including trafficking in human beings, promote *strategies and dynamics for gender equality* and enhance of *women's participation in the labour market and promote family-friendly policies*.

To **combat violence against women**, countries refer to the following objectives: design and implement national action plans, increase support for women victims of violence through legal, judicial, social, medical services and through the provision of shelters and toll free numbers, enhance knowledge and data systems, conduct awareness-raising campaigns and training of professional services. To address trafficking, several countries refer to the adoption of action plans and increase knowledge.

Strategies and dynamics for gender equality encompass: gender mainstreaming in state administration and public budgets, capacity building of public institutions and civil society organisations, policy monitoring, knowledge production and gender disaggregated data and campaigning.

To promote **women's access to employment, equality in the labour market and the reconciliation of work and family life**, measures include: the implementation of gender equality legislation in the labour market, the promotion of family-friendly working places, training and capacity building of women, awareness-raising of employers and employees on rights and responsibilities, and encouragement measures in the private sector. For Mediterranean partner countries, the priority is also declined as women's economic empowerment, especially rural women, through education and professional training, access to credit and markets.

A fourth priority receives attention, especially among Mediterranean partner countries: the enhancement of **women's political participation in decision-making**. Further priorities include combating gender stereotypes and the promotion of women's entrepreneurship.

III. INTRODUCTION AND CONTEXT

The European Union has a long standing commitment to equality between women and men. Equality between men and women is anchored in the different Treaties of the Community and the European Union. Article 2 of the Treaty of Amsterdam emphasises the role of the Community to promote equality between men and women.² The Commission Communication on the 'Roadmap for Equality between Women and Men (2006-2010)' identifies the "promotion of gender equality outside the European Union" as one of six priorities and identifies its key action commitments for the promotion of gender equality.³

The Barcelona Declaration (1995) which established the Euro-Mediterranean Partnership translates the EU's global policy commitments on equality between men and women to the Mediterranean by recognising the key role of women in development and their active participation in economic and social life and in the creation of employment.⁴

The year 2005 was a landmark year. It marked the 10th anniversary of the United Nations Beijing Declaration and Platform for Action and the 10th Anniversary of the Euro-Mediterranean Barcelona Declaration. It was timely, therefore, that the Euromed Women's Conference of 2005 issued Conclusions integrated into a Five Year Work Programme inviting Euro-Mediterranean Partners to take measures to "achieve gender equality, preventing all forms of discrimination, and ensuring the protection of the rights of women"⁵. An outcome of the Conference was the organisation of the Euromed Ministerial Conference convened in Istanbul, Turkey, in November 2006, and entitled: 'Strengthening the Role of Women in Society.' The Istanbul Ministerial Conclusions agreed by the 37 Euromed partner countries are a significant example of an international pledge for co-operation to promote equality between women and men.

At the Euro-Mediterranean Ministerial Conference (2006), the Euromed partners agreed to work within a common framework of action by referring to all international conventions as normative guidelines for any regional cooperation⁶. Among the important shared commitments between the partner countries are: the 1979 United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Optional Protocol to CEDAW of 1999. This is all the more important when it is observed that the partner countries to the Istanbul Ministerial Conclusions make up 39% of the signatories to CEDAW.⁷

The Istanbul Conference adopted Conclusions aimed at strengthening:

- Women's political and civil rights
- Women's social and economic rights
- Women's rights in the cultural sphere and the role of communications and the mass media.

² <http://www.eurotreaties.com/amsterdamtreaty.pdf>

³ COM (2008) 760 final of 26.11.2008, page 6

⁴ http://ec.europa.eu/external_relations/euromed/docs/bd_en.pdf

⁵ http://ec.europa.eu/external_relations/euromed/summit1105/five_years_en.pdf

⁶ Those include inter alia:

The Treaty establishing the European Community (1957);

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), 1979;

The Programme of Action of the United Nations International Conference on Population and Development in Cairo (1994)

The Beijing Declaration and Platform for Action (1995);

The Cairo Declaration issued by the First Arab Women's Summit (2000);

The Millennium Declaration and the Millennium Development Goals (2000);

UNSCR 1325 (2000) on women, peace and security;

The Arab Women's Organisation Plan of action (2001);

The Tunis Declaration adopted at the 2004 Summit of the Arab League;

The Alger Declaration adopted at the 2005 Summit of the Arab League;

The outcome of the twenty-third special session of the United Nations General Assembly and the Declaration of the Commission on the Status of Women at its 49th session (March 2005, Beijing +10)

The Khartoum Declaration adopted at the 2006 Summit of the Arab League;

The European Consensus on Development (2006);

The National Constitutions of the partner countries, which recognise the principle of non-discrimination against women.

⁷ At 3rd September 2009-09-04

The Istanbul Conclusions already refer to possible follow up and implementation mechanisms. In terms of follow up they mention that:

- The Euro-Mediterranean partners committed themselves to working towards the mutually agreed objectives over the five years following the Conference.
- A Euromed Committee is invited to convene, at least once a year, a **Euromed Ad Hoc meeting** at expert senior official level to review the implementation of the measures contained in the Conclusions and to inform the annual Euromed Foreign Affairs Ministers Conference.
- A **second Euromed Ministerial Conference** to discuss issues related to the full enjoyment of all human rights by women and the progress made in implementing of these measures shall take place in 2009.
- Later on, the European Commission proposed an additional follow up instrument in the form of a **questionnaire** sent to all Euro-Mediterranean partner countries.

The Conclusions of the Istanbul Conference also call upon the partner countries “to mobilise financial resources to support the implementation of the Framework of Action” at national and regional levels, in addition to the European Union resources. Very soon after, the European Commission proposed **two complementary tools** for the **implementation** of the Istanbul Framework of Action:

- The **Investing in People programme** (IiP) aimed at strengthening the capacity of civil society organisations active in the field of promoting women’s rights and equality between women and men through the allocation of grants for regional projects;
- The “**Enhancing Equality between men and women in the Euromed region**” programme (EGEP) aimed at supporting and accompanying the intergovernmental process. The Terms of Reference of this programme is composed of two phases: a first phase covering the 2007-2010 period. A second phase will cover the period 2011-2013.

In the context of the Euro-Mediterranean Regional Partnership, the Neighbourhood Policy and the more recent Union for the Mediterranean, the implementation process - as established by the Istanbul Conference - is an **innovative and pioneering method**. It improves previous processes and methods applied in the framework of the regional cooperation in the Euro-Mediterranean region by proposing **accompanying measures** (technical and institutional capacity building, training and/or development of guidelines and frameworks of action, establishment of knowledge tools, political review mechanisms) which aim to support a regional **intergovernmental consultation** process, and it envisages a complementary scheme to support civil society actions.

The Istanbul Process has set up **follow up mechanisms**. Four **Ad Hoc Meetings** of high level officials from the Euromed partner countries were convened in Brussels during 2007, 2008 and 2009.⁸ Among these, the meeting of 12 June 2008 addressed the theme of ‘Women in Political Life in the Euro-Mediterranean Area’ and the meeting of 7 October 2009 addressed the preparation of the second Ministerial Conference in Marrakesh (November 2009). These meetings were also an opportunity to discuss the outcomes of the annual report compiled by the European Commission on the basis of the **Istanbul Questionnaire** answered by Euromed partner countries.

⁸ Meeting of 22 October 2007 reviewed the First Implementation Report. Another meeting took place on 12 June 2008 to address the thematic issue of women’s participation in decision making. A more informal Ad Hoc meeting took place on October 13 2008. Finally, the meeting of 7 October 2009 reviewed the actions undertaken over the past reporting period (2008-2009) and evolved around the preparation of the second Ministerial Conference in Marrakesh in November 2009.

IV. METHODOLOGY

The method developed to review the commitments and actions of the Euro-Mediterranean partner countries in 2008-2009 follows the approach of the two previous annual reports. This implies a commitment to fact-based reporting, standardised and equal treatment of respondents, and an exclusive focus on the 'Ministerial Conclusions on Strengthening the Role of Women in Society'.

Based on the Ministerial Conclusions agreed at the Istanbul Conference in 2006, the European Commission has proposed a questionnaire, which follows the three pillars of the Istanbul Conclusions:

- Women's political and civil rights
- Women's social and economic rights and sustainable development
- Women's rights in the cultural sphere and the role of communications and the mass media.

The present Annual Report covers the period 2008-2009 of the Istanbul Implementation Review Reporting and includes an outlook for 2010. Material contained in the Annual Report is based exclusively on questionnaire responses from partner countries. Among the measures and interventions reported by partner countries, this report focuses strictly on those adopted, negotiated and implemented under the reporting period under review.

In 2009, the questionnaire was sent to the 43 countries of the Union for the Mediterranean⁹ for completion. The countries in the report are the countries that have responded to the Istanbul questionnaire. Out of the 43 Euromed partner countries, 30 countries have responded (70%): Albania, Algeria, Austria, Belgium, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Israel, Italy, Lebanon, Lithuania, Luxembourg, Malta, Mauritania, Monaco, Morocco, Poland, Portugal, Slovakia, Spain, Sweden, Tunisia, Turkey and the United Kingdom. The European Commission also completed a questionnaire. In addition, a number of support documents were supplied by some countries (national action plans, reports of implementation).

For analytical purposes, clusters were used to report on the countries' responses. The clusters are directly drawn from the Ministerial Conclusions and from the questionnaires. They evolve around the 3 central pillars of the Istanbul Conclusions, that is: women's political and civil rights, women's social and economic rights and women's rights in the cultural sphere. Based on the countries' responses, an additional cluster gathering strategies and dynamics for gender equality was introduced both for reporting on interventions and on priorities. It intends to capture the wealth of information provided by countries on implemented measures and forthcoming actions and to highlight the central role attributed by Euromed partner countries to the development and implementation of comprehensive and multi-stakeholder strategies to address gender equality. The clusters also form the skeleton for the table of contents of the report and for the analysis of future priorities.

Euromed partner countries were asked to report on three key priorities for the future. The methodology used for the analysis of these priorities draws on the clusters mentioned above so as to allow dialogue between measures undertaken and future priorities. Some countries provided priorities under a different format. Whenever possible, these have been interpreted with the same criteria. This entails (according to the guidelines for completion of the questionnaires) establishing a ranking of most important priorities from 1 to 3. As a result, two tables were produced: *Summary of priorities for the Euromed region* (Annex 4) which identifies the main priorities for future efforts in the region and *Priorities of Euromed partner countries in 2010 and beyond* (Annex 5) which gives a comprehensive overview of the three main priorities selected by Euromed countries. These are presented by country and, when available, include a description of the priority and calendar for implementation.

⁹ Albania, Algeria, Austria, Belgium, Bosnia-Herzegovina, Bulgaria, Croatia, Cyprus, Czech Republic, Denmark, Egypt, Estonia, Finland, France, Germany, Greece, Hungary, Ireland, Israel, Italy, Jordan, Latvia, Lebanon, Lithuania, Luxemburg, Malta, Mauritania, Monaco, Montenegro, Morocco, Netherlands, Occupied Palestine Territory, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, Syria, Tunisia, Turkey, United Kingdom

V. PART A: ACTIONS UNDERTAKEN AND RESULTS ACHIEVED

1. CROSSCUTTING PRINCIPLES AND ACTIONS

Overview

Due to their crosscutting nature, interventions related to combating gender stereotypes in specific sectors or areas (mainly education, labour market and media) are included in the activities mentioned in the sections below. This section focuses on overall actions undertaken to combat gender stereotypes. These encompass organising exhibitions, campaigns, seminars and publishing guides, briefings and other communication material.

Under strategies and dynamics to promote gender equality, central efforts evolve around national gender equality strategies and action plans which countries have drafted and are implementing. Countries have prepared these instruments in order to capture the wide spectrum of actions in the sphere of gender equality into a strategy and action plan in a holistic manner. There is a trend to either strengthen existing institutional mechanisms and/or to establish new ones for an effective implementation of policies, strategies and action plans.

Several countries report on mainstreaming gender equality into policy planning either as crosscutting either in sectoral policies, including in development cooperation. Mainstreaming into institutional processes and in state administration is reported by several countries. Capacity building, especially trainings form an inherent method for advancing gender mainstreaming. It is particularly focused on improving capabilities of the relevant public sector staff in the field of gender equality. Several countries are in the process of instituting gender budgeting mechanisms and are at various stages of the process; some have already done so by enacting related laws and by submitting gender reports of the implementation of the national budget. In some countries gender budgeting is undertaken at the national level, in some other cases at regional and local levels. The key actors are the ministries of finance whose staff has been trained in many countries. Those countries which are still at an early stage are conducting awareness raising actions among stakeholders.

Several countries report on partnerships with civil society organisation in the design and monitoring of national action plans. Measures include policy dialogue, for instance through the establishment of consultation mechanisms, and capacity building for women's organisations. Regarding awareness-raising campaigns, most of these addresses defined areas of gender equality such as violence against women and have been included further in this report. Campaigns work as a methodology to disseminate information on women's rights and existing mechanisms to uphold them. They target both direct stakeholders and the general public.

Knowledge building activities include mainly studies, surveys and researches conducted to enlarge available data and information on specific thematic areas related to gender equality with the objective to inform policy planning and decision making. These are conducted in partnership with research centres and universities. In some cases, they encompass setting up of institutions tasked with gathering, producing and disseminating information of the status of women and gender equality. Countries report on a variety of statistical information on gender equality, impact assessment, monitoring systems and gender equality information systems. The production of gender-disaggregated data comprises the production by national statistics offices of refined data and information on the situation of women and men in the respective country.

1.1 *Non- stereotypical portrayal of women and men*

In **Albania**, awareness raising campaigns on gender equality and domestic violence have been organised, along with the development of new curricula for teachers and the introduction of additional hours dedicated to gender issues in these curricula. The campaigns include a campaign on the national strategy for gender equality and against domestic violence, the campaign “Progress for women in Albania”. Television spots to promote gender equality were broadcasted.

Austria organised “the Barbie-free zone” (06.2009), an exhibition with the aim of conducting a critical appraisal of topics such as working with youth on gender inequalities and abuses related to violence, alcohol, career choice, sexuality, sexism, beauty ideal, migration, history and property.

The Institute for Equality between Women and Men of **Belgium** (federal level) produced an in-depth study on the portrayal of women and men in advertising as well as a study on the definition of sexism (2008). A second research examined (non-) humiliating advertising for women and men. The study results were presented in a seminar (06.2009).

The Ministry of Labour and Social Insurance of **Cyprus** implemented a project, co-financed by the EU Progress Programme (2008) raising awareness on antidiscrimination, diversity and equality.

In the **Czech Republic**, the European Conference on new ways in overcoming gender stereotypes was organised in Prague on 27 May 2009. The objective was to exchange experiences within Europe on effective tools and methods for overcoming gender stereotypes.

In **Germany**, a media package for schools “Women and Men – Equality helps us along” with a wide range of materials for teachers and students is disseminated to encourage discussion about gender role models and personal life plans. Through an ongoing touring exhibition, “Role perceptions in flux”, the Federal Ministry for Family Affairs, Senior Citizen, Women and Youth, together with the Federal Employment Agency, is encouraging awareness on role perceptions, life situations and perspectives in short video portraits to underscore the importance of overcoming old role stereotypes for opening up new professional and private opportunities.

The Department for Equal Opportunities of **Italy** promoted a training project entitled “Women, politics and institutions’ educational processes for a gender and equal opportunities culture”, a continuation of measures undertaken since 2005. The objective was to process practical and theoretical information, in order to disseminate a gender sensitive culture and to allow women to take advantage of, and participate in national political and social life. The project addressed all women with a secondary school diploma and both male and female university students. The Department for Equal Opportunities also promoted the project “Breaking stereotypes” with reference to gender perspectives, aimed at eliminating racial prejudices through reflection and intercultural comparison targeting in particular schools and sports activities (02.2008-03.2009).

Changing traditional stereotypes about men’s and women’s roles in economic activity was the focus of annual seminars organised in **Lithuania** in cooperation with the Gender Studies Centre of Vilnius University. These targeted staff of the State Labour Inspectorate, labour market institutions, municipalities and social partners (2008-09). These measures are encompassed within the National Programme for Equal Opportunities for Women and Men (2005-2009).

In **Morocco**, a study was conducted on “The image of women in the media in Morocco: situation and perspectives” with the aim to conduct an analysis of media messages which limit the image of women to stereotypes. The results will be transformed into an Action Plan.

In **Poland**, the project “Stereotypes versus Equal Opportunities for Women and Men in Rural Areas” was directed at 640 rural women with the main aim of enhancing equal participation in areas such as the labour market, education and social and private life. Local leaders were trained to act as facilitators. Workshops and seminars addressed breaking stereotypes by promoting gender equality

and the idea of resourcefulness. A conference was held summing up the project and educational and promotional multimedia publications were produced.

In **Tunisia**, in the context of the Information, Education and Communication strategy of the Ministry of Women's Affairs, Family, Children and the Elderly (MAFFEPA), sensitisation campaigns were organised for youth and university students, as well as for media professionals to combat stereotyped images and convey a positive image of women in the media.

In **Turkey**, there are the efforts carried out by the Ministry of National Education's (MONE) Board of Education with a view to eliminate the use of sexist language in the curriculum, text books and other instructional materials; and remove discriminatory illustrations, statements and gender stereotypes. The "Gender Equality Commission" has been established under the Board of Education in order to make such efforts more permanent and systematic, and accomplish the goals and strategies set forth in the "2008-2013 Gender Equality National Action Plan". The Commission organizes seminars and workshops on the subject matter. Moreover the "The Book on Gender Equality in Text Books" has been prepared in order to inform the relevant personnel of the Board.

Also "Ethical Codes of Broadcasting", sensitive to women's issues, were signed between the Radio and Television Supreme Council and the Television Broadcasting Association.

In January 2008, the **UK** Government Equalities Office published "Women Not for Sale", which highlights the scope and scale of advertising of women and services supplied by women in personal classifieds. Since, the Minister for Women met with the Newspaper Society to discuss working together to tackle this issue. The Society has revised its guidance to members to ensure it reflects concerns about trafficking and a number of regional newspapers have banned this type of adverts.

The **EC** continued to support sensitisation actions with enterprises and particularly small and medium enterprises on gender stereotypes to value women's human capital.

1.2 Strategies and dynamics to promote gender equality

1.2.1 National action plans and institutional mechanisms

In **Albania**, the National Council for Gender Equality was established in January 2009. It shall meet at least twice a year and functions as an advisory body to government on issues of gender equality. Albania launched the National Strategy on Gender Equality and against Domestic Violence (2007-2010). The objectives of the strategy include: strengthening legal and institutional mechanisms, empowerment of women in decision making, economic empowerment, and equal access to education, enhance women's access to social services and to the health system, foster the role of the media in combating gender stereotypes and changing mentalities, and raising awareness on domestic violence.

Algeria endorsed the National Strategy for Equity and Equality (2008-2013) to reinforce integration and promotion of women (07.2008). It is centred on the improvement of women's rights in all domains¹⁰. The National Council of Women and Family Affairs initiated ownership building of the strategy by the media and is working to engage the media in its dissemination at central and local levels. In addition, a national action plan to implement the strategy has been elaborated as well as sectoral plans by priority areas. These encompass about 30 projects, including all thematic areas, for promoting women's role in the country's development process.

Austria increased the 2008 and 2009 budgets of the Federal Ministry for Women and Civil Service. This will enable additional funding for women-related projects and sustainability of advisory institutions for women.

¹⁰ Law, education and professional training, health, economy, culture, ICT, media, environment, decision taking and women in difficult circumstances

In the **Czech Republic**, the National Action Plan “Priorities and procedures of the government in implementing equality between women and men”, first adopted in 1998, is being updated annually. New priorities were approved by the Government on 20 July 2009. They include: equal pay for women and men, economical independence of women, increased participation of women in politics, educational activities in the area of equal opportunities for women and men, gender budgeting, development of childcare services, reconciliation of working and family life, combating the violence committed against women and human trafficking. In the Czech Republic, the Government Council for Equal Opportunities for Women and Men is tasked with the preparation of proposals aiming to promote and achieve equal opportunities for women and men. It recommends to the government the fundamental conceptual directions for action in implementing equal opportunities. On 22 April 2009, the Council established two new Committees: the Committee for equal participations of women and men in politics and the Committee on institutional mechanism for gender equality.

In **Denmark**, the specific goals for each ministry and the 15 overall gender equality objectives comprise the government’s gender equality plan which extends to 2015. The 15 goals are: to reduce the difference between lifetime incomes of men and women; more fathers taking parental leave; coherence between work and family life must be the responsibility of both men and women; the gender-segregated choice of education and labour market is to be broken down; there must be more women in top management in both the private and the public sectors; better gender balance on the boards of listed companies; more boys with an immigrant background must complete youth education; more women with an immigrant background must enter the labour market; more women with an immigrant background must become active in associations and organisations; gender equality is to be an integrated element in Danish development policy; no women and men to be trafficked to Denmark; women and men should be able to live safely in intimate relationships without violence; men’s health is to be improved and the average lifespan of the population is to be prolonged; more women must enter politics at municipal level; talented female researchers must be retained. In their 2009 gender equality reports, the ministries will present an account of the results achieved in their respective policy areas.

After the Equal Treatment Act of **Estonia** entered into force (01.2009), the title of the Gender Equality Commissioner changed to the Gender Equality and Equal Treatment Commissioner, and the Gender Equality Department in the Ministry of Social Affairs was given an additional task to coordinate activities regarding equal treatment on the grounds of race, nationality, ethnic origin, colour, religion, belief, age, disability and sexual orientation. A seminar for local government employees on promoting gender equality and gender mainstreaming has taken place (12.2008).

Awareness-raising of gender equality in schools and the reduction of gender/sex-based segregation both in education and on labour market are among the six priority areas in the Government Action Plan for Gender Equality (2008-2011) of **Finland**.

Germany set up an expert commission (2008) whose mandate is to submit the country’s first Equality Report (2008-2010) to the German Federal Parliament following the adopted equality policy of life cycle approach.

In **Greece**, a National Committee for the Equality between Men and Women was instituted in 2006. The role of the Committee is to contribute to the design of a national strategy for equality between men and women and of necessary policies and measures and the monitoring of their enactment, as well as the evaluation of their results at national and regional levels. Two meetings gathered the Committee in the reporting period.

In 2009, the Government of **Hungary** re-regulated the mandate of the Gender Equality Council in light of past experience. One of the aims is to provide greater and easier opportunity for the participation of NGOs in the Council. The Council is a consultative, expert and proposing body drafting regulations for the government. These include proposals towards the achievement of gender equality in association with the New Hungary Development Plan and the New Hungary Rural Development Strategic Plan.

In **Lebanon**, the National Commission for Lebanese Women (CNFL) developed a new national strategy for Lebanese Women, in collaboration with women's organisations. The CNFL adopted a new structure aiming at institutional strengthening of the Commission. The Information Centre for Lebanese Women was institutionalised and a communication mechanism between the CNFL and civil society was designed.

The amendment of the Law on Equal Opportunities for Women and Men undertaken in **Lithuania** in 2009 aims at clarifying the legal rights of the Equal Opportunities Ombudsperson to perform investigation related to the discrimination on the grounds of sex.

In December 2008, **Luxembourg** established a Centre for Equal Treatment which promotes analyses and oversees the equality of treatment between all persons without discrimination based on race, ethnic origin, sex, sexual orientation, religious conviction, disability and age.

Through the Circular No. 30 of 2008, the Public Service and Public Sector of **Malta** was invited to identify discriminatory practices and policies in the provision of public services. These inconsistencies are to be tackled by the National Commission for the Promotion of Equality (NCPE) so as to ensure equal treatment in the access to and supply of services. Further, the Act no. IV of 2009 amended the Equality for Men and Women Act, Chapter 456. This act safeguards gender equality on a wider timeframe and accentuates the independence of the National Commission for the Promotion of Equality as the national equality body.

Units of family litigation were put in place in five districts of **Mauritania**. Such units will be adopted throughout the country in 2009-2010. All committees include female representatives of civil society and NGOs and are tasked with most of the sensitisation campaigns on women's rights (2008-2010). The country reports that civil society is a key partner in all government actions for this matter.

A consultation was launched in **Morocco** by the National Women's Machinery (MDSFS) to draft an equality plan concerning the ministerial departments (2009). It is expected that the action plan will result into the integration of the gender approach, coordination mechanisms for different actors, and sectoral strategies of ministerial departments. The action plan of each department will specify measures and actions, follow-up and evaluation indicators. The gender mainstreaming action plan is an executive instrument for the national policy of equality. The elaboration of a guide on mainstreaming gender equality is also underway.

In **Portugal**, a Gender Observatory is under preparation by the Commission for Citizenship and Gender Equality (CIG) to improve the efficiency of the governance system for implementing gender equality policies. The CIG, together with the National Institute for Public Administration, organised 12 workshops on "Citizenship and Gender Equality" for civil servants (05.2009). A Protocol Agreement was signed between the Commission for Citizenship and Gender Equality (CIG) and the National Institute for Public Administration for future similar trainings by the National Institute. A guide was produced for the adoption of language that promotes gender equality, non sexist communication, and integration of gender inclusive language in documents and forms used by the public services both internally and in their contact with the public.

In April 2009, **Slovakia** adopted the National Gender Equality Strategy (2009-2013) which has its foundations in the Government Manifesto for the Period 2006–2010. The spearheading organisations involved are the Ministry of Labour, Social Affairs and Family, the Executive Committee, and the Consultative Committee of the Slovak Republic Government Council for Gender Equality. The Manifesto, a public policy pronouncement, recognises support to gender equality as a significant factor in the development of democracy and the implementation of human rights. The strategy incorporates a considerable number of policies of the Council of Europe, the European Union, including the Lisbon Strategy, and UN conventions such as the Concluding observations of the CEDAW Committee on the 2nd, 3rd and 4th Periodical Reports of Slovakia. Up till then no such comprehensive decision-making basis existed as a point of departure for all levels of administration. The goal of the strategy is to incorporate the gender aspect in the design and implementation of policies on all levels and stages of management. The following areas are

addressed: economic and social spheres, and healthcare; the family and government family policy; public and political life, participation and representation; research, education, the school system, media and culture.

The Strategic Plan (2008-2011) for Equal Opportunities of **Spain** has, as objectives, to establish Equality Units in ministries, to promote specialisation in equality matters by the social partners and women's organisations working with gender equality, and to reinforce actions of public agencies in the area of gender equality. An Inter-ministerial Committee on Equality between Women and Men, created 19.02.2009, was given the responsibility for coordinating policies and measures. The Strategic Plan will be first time evaluated in 2009.

In **Tunisia**, a regional Maghreb seminar was organised to exchange experiences and evaluate projects of the Observatory of the Tunisian Family established with the support of UNIFEM.

Within the framework of "Strengthening the Institutional Capacity Project", the Gender Equality National Action Plan (2008-2013) was prepared and implemented in **Turkey**. "Women in Power and Decision Making Mechanisms" is among the main themes of the National Action Plan. A monitoring committee to follow up on the implementation of the above held its first meeting. Turkey organised a number of trainings on gender equality for its public sector staff. These targeted 40.400 policemen, 42.000 health care staff, 125 family court judges and 125 prosecutors, religious officials and staff of provincial public institutions.

1.2.2 Mainstreaming and gender responsive budgets

Albania institutionalized a gender network of officers in line Ministries and local government to support mainstreaming of gender equality in policies and sectoral action plans. This has included training of local government staff. Within the Programme for Gender Budgeting, supported by UNIFEM, Albania organised trainings for representatives of local governments, NGOs and experts as well as roundtables to increase awareness on GRB and unpaid care work for directors of social services in municipalities, representatives of local budget offices and NGOs. In selected pilot municipalities, trainings have taken place to increase citizens and women's participation in policy and budget processes.

Algeria reports of being in the process of pursuing the establishment of gender responsive budgets.

According to article 13(3), an amendment to the Federal Constitution of **Austria** (BGBl I Nr. 1/2008) obliges the Federal Government, provinces and local authorities to aim at gender equality in budgetary management. The 2009 budget includes a gender component based on this article. A 2008 decision of the Council of Ministers establishes a guiding instrument for implementing gender budgeting.

The National Machinery for Women's Rights of **Cyprus** organised a seminar on gender budgeting (11.2008). It was attended by representatives of the Ministry of Finance and officers responsible for state budget preparation from all other ministries.

In the **Czech Republic**, the Interior Ministry in collaboration with the non-profit sector organises an annual competition that rewards the best self-administration office in terms of equal opportunities for women and men "Office of the Year – "Half and Half" – respect to equal opportunities". In 2008, 62 self-administration offices registered in the contest. In 2009, the number of voluntary participant offices raised to 139. Further, the Ministry of Education, Youth and Sports, in collaboration with women's NGOs, organised a seminar on "Gender Budgeting – Possibilities for Development Gender Equality in the Czech Republic and EU" on 21 April 2009.

The government budget of **Finland** includes a gender budgeting praxis since 2008. This means that every main division must make information available on the kinds of effects the respective budgetary appropriation has on gender equality. The latest training for financial planning officers of

ministries on gender budgeting was organised in April 2009. Two gender mainstreaming projects of the EU Progress Programme provided funds for several additional trainings and for publishing material in support of the work in the ministries in 2008-2009. The project material and information is available on a website¹¹.

A transversal policy document (DPT) was drafted in **France**. It will be voted in autumn 2009 by the parliament within the framework of the 2010 finance law. This document defines the ministers' common objectives to improve women's situation. It will develop the combined measures undertaken by actors within the national institutional mechanism (e.g. ministers, territorial communities, businesses, associations) in order to give the government and the parliament a holistic vision of the action being taken in gender equality.

The **German** Federal Ministry for Economic Cooperation and Development includes gender equality in several projects and programmes in the Euromed region. The Water Resources Management Programme in Jordan includes household management, health and sanitation, and water management (2005-2010). Mauritania's Gender component of the Good Governance Programme involves integration of ethnic groups through a variety of strategies (2005-2010). The Good Governance Programme includes a gender component with dissemination of CEDAW information in focal programme areas, promoting legal national framework for elections with expected results in improved knowledge about women's rights (2009-2014).

The General Secretariat for Gender Equality of **Greece** has implemented a project on mainstreaming gender equality in public administration in cooperation with the National Centre of Public Administration. The project was co-funded by the EU Progress Programme (2008-2009) and national resources. The European Conference on Gender Budgeting in Athens was organised by the General Secretariat for Gender Equality, the Ministry of Interior and the Council of Europe (05.2009).

The Ministry of Social Affairs and Labour of **Hungary** (in cooperation with NGOs) implemented an education project about gender mainstreaming for the staff of the National Development Agency, responsible for the country's development cooperation resources (spring of 2009). The country reports on a pilot project concerning city-level gender budgeting in the city of Pécs¹² with a research supported by the Ministry of Social Affairs and Labour. The results were summarised and presented in a national and an international conference in November 2008. Other local governments became interested in gender budgeting, the details of which are under negotiation (2009).

Actions were undertaken in **Italy** to support the adoption of gender budgeting as a tool for gender mainstreaming in public budgets with the intention of transferring lessons and tools from earlier experiences (08.2008-05.2009). The piloting started in two regions¹³. Further actions encompass measures of technical supervision of the various phases of gender budgeting, the development of tools for gender auditing, and sensitisation of the European Social Fund Management Authorities in gender budgeting. Further, the Department for Equal Opportunities implemented the project "Per.for.ma.ge." to promote the adoption of gender mainstreaming by the Italian Public Administration throughout all socio-economic public policy processes. The project is co-financed by the European Commission through the Progress Programme. It has the objective to foster awareness creation among all involved stakeholders on the necessity of implementing equality policies mainstreamed into socio-economic development policies and to foster the competencies of the actors involved. The target group consisted of officers and managers of national ministries, in particular those in charge of elaborating the National Reform Plan. A training manual on "Gender Mainstreaming" was made available. The final seminar of the project has taken place in December 2008.

¹¹ <http://www.sukupuolisilmalasi.fi>

¹² Pécs will be the cultural capital of Europe in 2010

¹³ The Regions of Puglia and Sicily

In **Lithuania**, the project “Gender Mainstreaming: from Concept to Action,” was implemented by the Office of the Equal Opportunities Ombudsperson and the Centre for Equality Advancement in the framework of the EU Progress Programme (12.2007-10.2008). It aimed at enhancing awareness on gender mainstreaming as a tool for sustainable economic and social development, democratic governance among civil servants, parliamentarians and parliamentary staff.

Gender mainstreaming is one of national priorities of **Malta** for 2008-2009 to strengthen the role of women in all local policies, plans and programmes. The government reports having taken measures to integrate gender equality into national development strategies. Further, Legal Notice 181 of 2008 on “Access to Goods and Services and their Supply Regulations” came into force in August 2008 and lays down a framework for combating discrimination based on gender.

Building on previous efforts to integrate gender into the budget process in **Morocco**, a recommendation of the Prime Minister addressed gender concerns in the preparation of the Finance Law of 2009. The process of capacity reinforcement on gender budgeting was pursued through preparatory workshops related to the 2009 Gender Report of the national budget. Staff of 21 ministerial departments benefitted from this training. Capacity building was consolidated through additional workshops to mainstream gender into the budgetary planning and through the implementation in five ministries, including concept clarification, gender-sensitive approaches, and budgetary reforms. The number of departments which subscribed to the preparation of the 2008 and 2009 Gender Reports expanded overtime. The Report was upgraded and is no longer an annex to the Economic and Financial Report. It now accompanies the Finance Law as a separate Report since 2008. Morocco informs in its questionnaire reply that “it has today become impossible to ignore the Report which aroused much interest among the parliamentarians”. In addition, the Finance Department participated in multiple national and international level events and organised meetings to share the Moroccan experience in the field of gender responsive budgeting. A web site concerning gender sensitive budgeting was launched. Further, the project of the German Development Cooperation on “Gender mainstreaming in economic and social development policies (2005-2010)” aims at mainstreaming gender equality into programmes and policies of selected public and private institutions and NGOs. Support to the National Initiative for Human Development (INDH) in Morocco (2008-2010) includes enhancement of social infrastructure with particular focus on women.

The Government of **Poland** reported that efforts were underway to fully re-direct to results-based budgeting, encompassing elements from gender budgeting.

In March 2009, **Portugal** created an interactive web portal on gender equality for gender mainstreaming at all levels of the public administration, available to the general public as well¹⁴. Between 02.2008 and 04.2009, Portugal selected 30 projects for implementing gender equality plans for mainstreaming in the public and private sectors.

Representatives of **Slovakia** participated in the Conference on Gender Budgeting in Athens organised by the Council of Europe and the Greek Ministry of Interior (05.2009). The information and examples of good practice are being used during the preparation of the National Action Plan for Gender Equality (2010-2013). One of the operational goals of the plan is to create support mechanisms for the full participation of women and men in trade, economic and social development and in financial, technical and material services in a manner for gender justice to materialise.

In **Spain**, the first Gender Impact Report on the National Budget 2009 was made available.

The **Swedish** Government approved an Action Plan for Gender Mainstreaming in the Government Offices (2008–2009). The plan aims at implementing gender mainstreaming in the budgetary and legislative processes. Swedish gender budgeting work focuses on three different areas: performance and financial management of government agencies, the information for decision-making on which economic policy is based, and the tool of statistics disaggregated by sex. The

¹⁴ Materials will be in Portuguese additionally in English when possible. Contents relevant to immigrants will be translated into other languages

objective is to engender the budget process in accordance with the definition of gender budgeting by the Council of Europe. In terms of mainstreaming in development cooperation and aid, Sweden provides annually \$1.5 million to the World Bank to implement its Gender Action Plan (2007-2010) which is centred on women's economic empowerment, including through entrepreneurial activities and access to decent work opportunities. Statistics Sweden and SIDA provide support on sex-disaggregated data in partner countries. Two publications were completed "Women and Men in Kosovo" (11.2008) and "Women and Men in Cambodia" (12.2008).

In **Tunisia**, the Ministry in charge of Women's Affairs (MAFFEPA) organised a training workshop for decision-makers of 5 Ministries to strengthen their capacity to implement a "gender sensitive budget initiative". A training of trainers workshop on gender budgeting was organised.

In **Turkey** a meeting was carried out in November 2008 to inform public institutions, private sector and NGOs about gender budgeting and to assess implementation opportunities of gender budgeting.

Along with its internal policy for gender mainstreaming, the **UK** reports on mainstreaming human rights throughout its foreign policy and development work, including through efforts to ensure that gender equality is promoted and protected. It encourages efforts to mainstream gender throughout the entire UN system, including through the support to the recent proposal for reform of the UN gender architecture.

The **EC** finalised a feasibility study on the experiences of EU member states to explore possibilities to integrate equality in the Union's budgetary process. On this basis, the EC revised its guidelines for budget planning to better include gender equality. In the context of the EC-UNIFEM programme "Integrating gender responsive budgeting into the aid effectiveness agenda" financed by the EC thematic programme *Investing in People*, instruments and strategies for GRB have been widely disseminated. The objectives of the programme are to: deepen understanding of EU decision-makers and national partners of effective use of GRB tools and strategies in the context of general budget support (GBS) and sector-wide approaches (SWAPs); and improve country capacity to institutionalise the application of GRB in the context of the aid effectiveness agenda. During the reporting period, a research was carried out in 10 countries: Cameroon, Ethiopia, India, Morocco, Mozambique, Nepal, Peru, Rwanda, Uganda and Tanzania. The research aimed to investigate how GRB tools and strategies were used in the context of current aid modalities, specifically GBS and sector budget support (SBS). The report will soon be published.

1.2.3 Capacity-building of public institutions and civil society organisations and policy dialogue

In **Albania**, trainings were organised for local government representatives, officers of line Ministries and local NGOs on gender equality, gender budgeting and combating domestic violence. Cooperation with civil society organisations was strengthened through collaboration around the drafting process of legal and policy documents, as well as joint activities to promote gender equality.

The Federal Minister for Women of **Austria** holds bi-annual dialogue with advisory institutions for women (NGOs). In September 2008 the subject was the "(Re-) Integration of women into the labour market" and in April 2009 "Poverty of women – causes, background and strategies for prevention". Further, the Minister engages, several times a year, in additional dialogues with experts on matters of interest to women. In June 2009 the subject was "Gender equality in the change of generations".

In **Belgium**, the Flemish Equal Opportunity Unit funded a project aiming at increasing the knowledge of women's organisation about international private law so as to assist women of foreign origin in legal issues.

In the **Czech Republic**, the review of the fulfilment of the “Priorities and Procedure of the Government in Promoting Equal Opportunities for Women and Men” was submitted to non-governmental non-profit organisations to voice their comments, ideas or suggestions.

In **Hungary**, a general state support facility to which NGOs can apply for funding exists for a wide range of activities e.g. advocating human rights and gender equality.

In 2009, an action started in **Italy** to enhance capacity of territorial authorities regarding efforts directed at women in the labour market (Objective Convergence – Programming Period 2007-2013). The action has two objectives: the reconstruction of the general framework of territorial competences to gain knowledge of gender impacts on people’s development and the elaboration of intervention models to support women’s competences.

In **Lebanon**, capacity building for decision makers of the Ministry of Social Affairs was undertaken in the context of the project on “Gender mainstreaming in plans and programmes of the Ministry”. The Ministry of Social Affairs provided technical and financial support to women’s NGOs, including capacity building on management, budgeting and networking, legal and business advice and conducted workshops on planning, monitoring and evaluation of awareness activities. It conducted a needs assessment of NGOs capacity and is in the process of establishing a NGO data bank.

In **Lithuania**, gender equality and non-discrimination training took place for the staff of the Ministry of Interior, its affiliated agencies, municipalities, and Vilnius County Police Headquarters as part of the National Antidiscrimination Programme 2006-2008 (10-12.2008).

In **Mauritania**, a professional training programme and capacity building is underway which involves training of women’s cooperatives in organisational aspects, management and legal issues.

In **Morocco**, the Ministry of Social Development integrates in its annual budget a support fund to financially and technically back associations working for the promotion of women’s rights, which benefit each year from grants and training sessions (2008-2009). Further, in 2008, the national Women’s Machinery (MDSFS) initiated a process of consultation with different stakeholders intended to result in the creation of a national consultative authority for the follow-up of the implementation of the national strategy for equity and equality between the sexes (SNEE). The implementation process of this mechanism is being studied to define the mandates, missions, functions, composition and practical details of its implementation.

The Department for Women in **Poland** carried out a contest for an NGO for providing capacity building together with the Department for Public Benefit in Ministry of Labour and Social Policy.

The Operational Programme for the Promotion of Human Potential of **Portugal** includes e.g. provision of financial and technical support to CSOs for capacity strengthening in the area of gender equality in order for them to complement gender equality initiatives by the public sector. Additionally, the Operational Programme finances the drafting and implementation of gender equality plans in central and local public administration and enterprises. The NGO fund under the “Social Intervention” component of the European Economic Area Financial Mechanism has, as main goal, to promote the empowerment of CSOs in human rights, citizenship and gender equality. Skills training through e-learning took place for staff of local development associations and local public administration on gender equality mainstreaming (05.2009).

In the framework of “Strengthening the Institutional Capacity Project” of **Turkey**, with financial support of EU, trainings were carried out on legislation, importance of gender equality and gender mainstreaming for decision makers, experts, policy makers and policy implementers (until 11.2008). In 2009 gender equality trainings were initiated for the public officers of the Public Education Centers and Agriculture Directorates at the provincial level. By the end of the year, 770 public officers were trained. In addition, in order to overcome the problems concerning services for women and child victims of domestic violence, to promote cooperation between institutions and to increase the capacity of service, a protocol was signed

between the General Directorate of Social Services & Child Protection and the General Directorate of Security in 2009.

During the reporting period, the **UK** launched the implementation of the Public Service Agreement (PSA) on Equalities which was adopted in October 2007. The PSA seeks to address the disadvantage that individuals experience because of their gender, race, disability, age, sexual orientation, religion or belief and includes a Gender Equality Duty. This duty imposes a general requirement on public authorities, when carrying out their functions, to have due regard to the need to eliminate unlawful discrimination and harassment and to promote equality of opportunity between men and women. The effective implementation of this duty, across public authorities, is monitored and enforced by the Equalities and Human Rights Commission.

The **EC** financially support NGOs working on women's rights and gender equality in the EU. The programme "Investing in People" Gender Equality supports similar activities in Mediterranean neighbouring countries.

1.2.4 Awareness-raising campaigns and training on women's human rights

Albania organised the campaign on "Progress for women, progress for Albania" in March 2009, coupled with a panel discussion on the 8th of March and with the transmission of a television spot. The campaign "For a society of equal and free of violence: for me, for you, for us, stop violence" was organised and awareness-raising material have been produced to promote women's rights and to be disseminated throughout the country.

Algeria reports on the organisation of thematic meetings on the fundamental women's rights as a permanent activity. The Training Ministry conducted two national level conferences (03.2008 and 03.2009) on women's training. Information and awareness raising conferences as well as expositions were held at the local level in 48 wilayas, including in all the communes and dairas, focusing on the importance of training and related issues as well as on the dangers of the social scourges (03.2009).

Austria organises annually an event for the international women's day and the Minister for Women holds an open day.

Estonia published an overview of the Gender Equality Act (05.2009-11.2009) under the programme "Promotion of Gender Equality" (2008-2010).

The Minister of Women's Rights in **France** launched a tool titled "18 years, Respect Girls" which was distributed at open days to remind young girls of their rights in all domains and sensitises them to situations which reflect gender images (03.2009).

In **Lebanon**, the Ministry of Social Affairs organised awareness raising sessions on GBV and a social campaign on eliminating discrimination against women in 29 Lebanese villages (Cinemarena). Further, women's organisations and NGOs organised a national campaign on the amendment of the Nationality Law, on the amendment of the Penal Code and on the issuing of the GBV Law.

Luxembourg conducted media campaigns (09/2008-05/2009) aimed at the general public to "Attain equality between men and women together" on prioritised themes such as wage equality, decision making, reconciling of family and professional life, with the objective of changing mentalities about traditional societal roles of men and women.

In partnership with civil society, local authorities and the National Commission on Human Rights, a broad campaign concentrating on citizenship and human rights was organised in **Mauritania** (2007-2010).

Every year, the National Council (Parliament) of **Monaco** celebrates women's day with a specific theme which is the subject of an important media campaign.

For the first time, the national day of **Morocco** (10th October, 2008) was dedicated to Moroccan women to commemorate the new family code which was announced on the national day in 2003. Two sensitisation campaigns were organised on political participation of women in view of communal elections in 2009 in partnership with civil society. One tackled "Women's political participation – a lever for social development" and "Women's political participation in rural areas – a catalyst for social development". The second campaign featured the theme "Women in villages – a lever of local governance". An exhibition of cartoons on the political participation of women was undertaken in the cities of Rabat, Casablanca, Marrakech, Fes and Tetouan. The new measures introduced to the village charter and the electoral code were disseminated through several instruments such as a newsflash, a documentary for the promotion of women's political participation in villages, a guide on the new features of the electoral code, and a catalogue of stereotypes/caricatures relating to women's political participation. The Ministry of Social Development, Family and Solidarity also supported NGOs in the organisation of sensitisation campaigns at the regional and national levels.

Various projects on promoting gender equality through awareness raising were, and will be co-financed, by ESF in **Poland**.

In **Portugal**, a one-month awareness campaign on women and decision-making was launched in March 2009 e.g. on television, TV, radio, and outdoor spaces. The country selected around 100 projects running until 2013 on themes such as women's entrepreneurship; sexual and reproductive health; psychological violence at work; gender based violence and reconciliation; sports; health; power and decision making; trafficking; promotion of human rights; social and civic participation of young people in the community; and skills development for the employability of women; and migrants and disabled persons.

In **Tunisia**, the Centre for Research and Studies on Women (CREDIF) organised a series of conferences under the heading "Human rights and women's rights: the international framework and the Tunisian approach". These addressed the international framework and the Tunisian approach to human rights, equality in education, the right to health services and social protection, the right to work and equality, the right to participate in the cultural sector and strengthening intercultural dialogue.

In **Turkey**, within the protocol signed between the General Directorate of Security Affairs and the General Directorate on the Status of Women (GDSW), 40.400 police officers' training on gender equality and the necessary procedures for dealing with women victims of violence was completed in 2008. A similar protocol was signed between the General Directorate on the Basic Healthcare Services and the GDSW in 2008. Within this protocol in-service trainings have been initiated for doctors, nurses, midwives and other health staffs for the purpose of awareness-raising on combating violence against women. Within the training programs, 42.000 health staffs were trained by the end of 2009. By the end of 2010, it is planned to reach 75.000 health staffs as a whole. Within the scope of a protocol signed between GDSW and Ministry of Justice in 2009, training seminars for family courts' judges and prosecutors of the Republic are being conducted. Up until now, 125 judges and 125 prosecutors attended the seminars. Moreover, trainings will be organized for sociologists, psychologists, social service experts, forensic science experts who work in family and children courts and personnel of court house.

The **EC** launched a communication and information campaign on the gender pay gap in 2009. The campaign was extended to 2010. In June 2009, the Commission organised the conference "Equality between women and men in a changing context" to inform and define future EU policies.

1.2.5 Knowledge building and gender-disaggregated data

Albania established an Inter-institutional working group on gender statistics and indicators (GPNI) which functions as an advisory group in providing statistics and gender indicators in support of policies and monitoring of the national strategy. Three meetings were held to address specific thematic issues and to establish harmonised gender indicators to monitor the national strategy for gender equality and domestic violence. To this end, a workshop was organised in collaboration with UNIFEM.

Algeria reports that gender dimensions are being taken into account in all statistics. The statistical and the data collection systems are being developed through an operational report with triennially updating: the first examination of statistics is conducted in October, the second in December and the third in March. Two times a year, an exhaustive examination is conducted at schools levels. Databases are established following globally and by sector used systems disaggregating information based on sex. Algeria is undertaking a number of studies yielding sex disaggregated statistics. These encompass a study on the socio-economical integration of women (2006); the National Strategy for the Promotion and Integration of Women and its Action Plan (2008); the refinement of the poverty map; a study on social mobility; and the household living standards survey. The national research programme, implemented by the respective sector, includes research projects on women and childhood.

The Federal Government of **Austria** is obliged every two years to present reports to the parliament on the status in advancement of gender equality and equal treatment. The statistical reports from the private sector contain information about the Equal Treatment Commission, enforcement of the law on equality treatment and the National Equality Body. A study assessing the time use of household work by women was published (2009).

The Institute for the equality of men and women of **Belgium** at the federal level commissioned a report on the theme, "Women at the top" with the requirement of being accompanied by quantitative information (2008).

The Statistical Service of **Cyprus** prepared the report "the Statistical Portrait of Women in Cyprus", compiling information from its existing statistics and reports (2008). The Statistical Service plans to update and enrich the publication every two to three years.

In the **Czech Republic**, the Statistical Bulletin "Women and Men in Data 2008" was published. Annually, a representative sample of the Czech population is given questions related to gender equality and answers are analysed in terms of the differences and in the perceived development of the opinion on the given topic. The last analysed trends which were surveyed between September 12 and September 17, 2008 show that the population of the Czech Republic is under the impression that the opportunities of men and women are not equal and that women are particularly disadvantaged in the labour market.

As part of the ESF Programme "Promotion of Gender Equality 2008-2010", an analytical compendium "the Way to the Balanced Society: Men and Women in **Estonia**" was compiled to present an overview of the gender equality situation and to analyse changes over the past ten years. The Ministry of Social Affairs commissioned a third population survey, "Gender Equality Monitor"¹⁵ (01.2009-12.2009). The Monitor will be composed of people's perceptions of e.g. gender equality such as gender roles and views about the family life. The Statistics Estonia Strategy (2009-2013) includes developing new indicators based on data disaggregated by sex, carrying out a new time-use survey (04.2009-03.2010), and conducting a survey on safety issues, including domestic violence with results to be published in 2010.

A new gender equality information service will be established in **Finland** at the end of 2009. Statistics Finland will produce up-graded statistics and analyses on women's career possibilities and women and men in leadership positions (publishing in autumn 2009).

¹⁵ Under the Estonian ESF gender equality programme

A status report was adopted in **France** in August 2008, comparing the working and training conditions of men and women in enterprises with between 50 and 300 employees and those with more than 300 employees. This diagnostic tool and the comparative analysis of the situation of men and women in business were made available online (06.2009).

In the past few years, **Germany** increasingly focused its attention on men. It kicked off a series of research projects for instance on the subject "men as educators in child day-care centres" and tried to establish close contacts with men's organisations oriented towards gender equality.

In **Greece**, sex disaggregated indicators is the responsibility of the National Statistics Service, the General Secretariat for Gender Equality, the Research Centre on Gender Equality Issues and the National Centre for Social Research. The country reports that "there is still a dire need for sex-aggregated statistics to be made available".

The Ministry of Social Affairs and Labour of **Hungary**, in cooperation with the Central Statistic Office, published "the Women and Men in Hungary", a statistical pocket book¹⁶. The book contains data on: population and family, public health, education, research and development, social care, labour market, employment, income, earnings, pensions, crime, leisure time, travel habits and public life and power.

The amendment to the statistics ordinance of **Israel** (06.2008) stipulates that the collection and processing of statistics about persons and the publication of the results by the Central Bureau of Statistics shall include statistics by sex. The Central Bureau shall publish, at least once a year, results deriving from the collection and processing of statistics that include statistics by sex. The amendment to the Equal Rights for Women Law, section 6c3, determines that a public body that regularly collects and processes information regarding persons, and publishes that information for statistical purposes, shall include in its activity reference to sex. Both amendments will enter into force in 2009.

In **Italy**, since 1997, there is an ongoing agreement between the National Statistics Institute (ISTAT) and the Department for Equal Opportunities in order to periodically and systematically collect and publish gender disaggregated data.

In **Lebanon**, the Information Centre for Lebanese Women was institutionalized with the aim to serve as observatory of the status of women. The National Commission for Lebanese Women developed a tool for determining the necessary data to analyze the situation of women. The country reports that all indicators provided by the Central Administration for Statistics are available by sex. A study on "Poverty, growth and income distribution in Lebanon" was published in 2008. The Population and Development data bank for Lebanon, which includes gender issues, was launched.

A report "Women and Men in **Lithuania**" is prepared annually including by the Department of Statistics which disseminates information to the general public, for example, through issuing regular press releases with statistical analysis on equal opportunities for women and men. In the context of the National Programme for Equal Opportunities for Women and Men (2005-2009), Šiauliai University conducted a research on "Impact Assessment of Application of the EU Structural Funds on Gender Equality Implementation in Lithuania Pursuing the Strategic EU Equality Goals" (2008).

A study on the diffusion of culture of equality was launched in **Morocco** by the National Women's Machinery in April 2009 to find out the public opinion on the value of gender equality, identify socio-cultural, economic, political and institutional sources of social stereotypes concerning gender and the culture of inequality and to formulate proposals and concrete recommendations enabling the implementation of relevant measures in favour of the promotion and dissemination of culture of equality. Morocco also issues an annual national statistical report where data is disaggregated by sex.

¹⁶ Both the Hungarian and the English versions can be downloaded free of charge from the website of the Ministry of Social Affairs and Labour

In **Poland**, there is a national monitoring system of gender equality with e.g. materials and scientific studies that can be accessed online. The system functions as a tool for developing social policies, above all the policy of equal treatment of women and men with the aim of providing a reliable (based on scientific data and Central Statistical Office indicators) picture of the situation of both sexes. In particular the following spheres receive attention: access to school and education; the labour market situation; respecting human and civil rights; health and access to health care; signs of discrimination due to sex; family situation: motherhood/fatherhood; opportunities for self-development.

In **Slovakia**, one of operational goals of the National Gender Equality Strategy (2009-2013) is to identify inequalities between men and women by means of strengthening researches and sex disaggregated statistics. The country developed a new uniform framework and methodology for assessing the impact of selected social policies on the population (2008). The social impact assessment focuses mainly on: household economy; access to rights, goods and services; equal opportunities and gender equality; and employment. The methodology was tested under a pilot project and the full implementation is expected during the second half of 2009.

The Strategic Plan for Equal Opportunities of **Spain** (2008-2011) has, as an objective, to advance the work performed by Equality Observatories.

The Action Plan for Gender Mainstreaming of **Sweden** (2008-2009) states that in all government bills, statistics relating to persons should be disaggregated by sex. The government has commissioned Statistics Sweden to build a database from the gender perspective about entrepreneurs and companies in order to make it possible to analyse women's and men's enterprises from different angles. The continuously updated database provides a basis for policy development. An annual report on economic equality between women and men is presented to the parliament as an annex to the government budget bill. Further, Sweden supported the work of the OECD Development Centre on sex-disaggregated data, gender equality indicators and the establishment of online international data provision through websites¹⁷ with 400 000 Euros (for 2007-2010).

In **Tunisia**, the Centre for Research and Studies on Women (CREDIF) encompasses an Observatory of the condition of women which collects and analyses gender-disaggregated data and informs policy making. In the context of the regional seminar to evaluate the actions of the Observatory of the Tunisian Family, the results of a study on "Women and men's time budget" were presented.

In 2008, the **UK** Exchequer Secretary to the Treasury recommended that the Government Equalities Office approaches the Office for National Statistics to establish which statistics are already disaggregated by gender; which disaggregated statistics are not currently available but could easily be made available; and whether it is possible to produce a summary report of statistics disaggregated by gender.

The **EC** produced a panorama of all European statistic disaggregated by sex to assess progress and identify areas for future investment. Current efforts in this field focus on the improvement of data related to salary and income inequalities.

¹⁷ <http://www.genderindex.org>, <http://www.wikigender.org>, and <http://www.oecd.org/dev/gender>

2. PILLAR I: WOMEN'S POLITICAL AND CIVIL RIGHTS

Overview

Violence against women, as an area under women's political and civil rights overwhelmingly dominates the country questionnaire replies. This applies to both European as well as Mediterranean partner countries. The replies focus on domestic violence, trafficking in human beings and female genital mutilation but also refer to honour crimes. Many countries have upgraded legislation, strengthened related institutional frameworks and increased multidisciplinary approaches with stakeholder coordination mechanisms, implemented strategies and action plans and allocated government funding to an increasing variety of services to victims including free counselling, legal services, empowerment in terms of training, and housing arrangements. Several countries work together with the civil society in service provision. Perpetrators are targeted through services for rehabilitation. There is a clear trend to study violence in its diversity in order to inform future policy development.

When it comes to Conventions and legal frameworks on women's human rights, many countries report about activities related to the CEDAW Convention. These include progress in the submission of Periodic Reports to the CEDAW Committee, integration of feed-back from the Committee into national legal frameworks and action plans on gender equality and dissemination of CEDAW related information to general public as well as to immediate stakeholders. Some countries have amended laws to encompass new phenomena such as stalking.

Under Equal access to justice many countries report that both women and men have equal access to justice. Measures include training of judicial professionals to ensure equal access and the implementation of new legislation and reforms on the status of women. Some countries inform about government funded services when citizens are pursuing legal cases.

Reporting on Political participation fundamentally reveals the aim of increasing the share of women in elected positions whether at local, national and European level. In the first instance, the opportunities for women to stand as candidates stands out. The tools used for this purpose consist of training of the public as well as potential candidates, awareness campaigns, quota systems for female candidates, opening of related websites, subsidies to political parties, and changes in the legal framework. Some countries inform about election outcomes.

Conflict prevention, crisis management and peace building encompasses two perspectives, namely the implementation of UNSCR 1325 as a central reference for actions, and gender equality in national Armed Forces. Several countries report that either they are implementing an action plan on UNSCR 1325, are preparing one.

2.1 Conventions and legal frameworks on women's human rights

In **Albania**, translation of the CEDAW Convention and its publication in the Official Gazette was conducted in 2008. The government prepared the 3rd report on the implementation of the CEDAW Convention and training was provided to local government employees on CEDAW, the Optional Protocol and the Beijing Platform for Action. Albanian translation of UN SC Resolution 1325 took place.

In **Algeria**, the national legislation is being aligned with the international commitments of Algeria. This has resulted in the revision of e.g. the family, the nationality, and the penal codes as well as the legal aid and trafficking acts. Also, the country has lifted its reservations about article 9 of the CEDAW Convention.

Article 51 (8) of the Federal Constitutional Law of **Austria** requires effective implementation arrangements for gender equality entering into force (2013). The remit of Senate III of the Equal

Treatment Commission was extended to include equal treatment of women and men in access to, and supply with goods and services.

Belgium submitted its 5th and 6th national reports to the CEDAW Committee in October 2008.

The National Machinery for Women's Rights of **Cyprus** published in 2009 the CEDAW Convention and the combined 3rd, 4th, 5th Periodic Report. Those have been widely disseminated to the public and the authorities. The Machinery prepared a national report on the Implementation of the Beijing Declaration and Platform for Action (2009). The Law of Equal Treatment between Men and Women in Occupational Social Security Schemes was amended (04.2009) to: increase protection of victims of sex-based discrimination; provide independent aid for discrimination victims by the Committee of Equality of Sexes in the Employment and the Vocational Training; grant the option for NGOs to initiate a legal process or out of court proceedings, or to defend victims. The Ministry of Justice and Public Order pursued the enactment of the Law No.18 (I)/2008 Equal Treatment of Women and Men on access to goods and services, transposing into the national legislation the provisions of the EU Directive 2004/113/EC.

On 19 June 2008, the Constitutional Committee of the Chamber of Deputies of the **Czech** Parliament approved the proposal tabled by the Minister of Justice to amend the New Penal Code in a way which would insert into its Section 352 "stalking" as a criminal offence. During the reporting period, the Committee for Prevention of Domestic Violence also recommended the re-codification of the procedural penal regulations with the intent to strengthen the legal protection of the victims of domestic violence.

The draft law, to amend the Gender Equality Act of **Estonia** is under discussion in the parliament since September 2008. The amendment will ensure full compliance with the EU law. The Equal Treatment Act which entered into force in January 2009 prohibits discrimination based on race, nationality, ethnic origin, colour, religion, belief, age, disability and sexual orientation. The act simultaneously re-organised the institution of the Gender Equality Commissioner into the Gender Equality and Equal Treatment Commissioner. Estonia signed the Council of Europe Convention on Action against Trafficking in Human Beings (2009) which will support the effective implementation of the UN Convention against Transnational Organised Crime Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organised Crime.

In **Finland**, work on reforming equality and discrimination legislation and the drafting of the Non-Discrimination Act has been going on since early 2007. The committee drafting the reforms under the Ministry of Justice will submit its final report in October 2009. The government will report on the effectiveness of the Equality between Women and Men Act to the Parliament at the end of 2009.

The modification of the **French** Constitution by the law of 23rd of July 2008 took place to modernise the institutions of the fifth Republic, which states: "The law favours equal access to electoral commissions and elected positions, as well as to professional and social responsibilities". Thereby the constitutional change which allowed for the adoption of the law of June 2000 on gender parity in politics has been expanded to encompass economic and social life.

Germany worked on its 6th Periodical CEDAW Report and presented it to the CEDAW Committee in February 2009. The Periodic Report and the results of the CEDAW presentation were tabled in the plenary meeting of the German Federal Parliament (03.2009).

In **Hungary**, a new publication on the CEDAW Convention and the general recommendations came out in 2008 and was distributed among social partners, NGOs, experts, the ministries and the Parliamentary Committees. All related materials are available in English and in Hungarian on the website of the Ministry of Social Affairs and Labour.

In **Israel**, several laws regarding women were passed or amended, like the "Employment of Women Law", extending maternity leave to 14 weeks, or the "Women's Equal Rights Law".

Italy worked on its 6th Periodical CEDAW Report to be presented to the CEDAW Committee and on the Report related to Beijing +15 actions which was presented in July 2009 to the UNECE.

In **Lebanon**, the National Commission for Lebanese Women presented a draft law to ensure conformity of legislation with international agreements regarding the erasing of the family status on the identity card. The Commission organised sensitisation workshops in all regions of the country on the CEDAW Convention and on the Conclusions of the CEDAW Committee with regard to the Lebanese periodical report of January 2008. The Ministry of Interior adopted the decision to put the “Judicial Register” in the feminine form. A workshop on the CEDAW Convention for Parliamentarians was organised by the United Nations Economic and Social Committee for West Africa (ESCWA).

Pursuing the Programme of the Government of **Lithuania** (2008-2012), the National Programme of Equal Opportunities for Women and Men (2010-2014) is to be drafted. The programme will integrate the concluding observations of the 3rd and 4th Periodic Report of the CEDAW Committee.

Luxembourg carried out training on the CEDAW Convention for public officers, disseminated to high schools more than 3.000 copies of the manual “Equal rights for girls and boys, men and women”, and organised a public conference on “Male Rights=Female Rights” with participation of a CEDAW Committee member.

The revision of the general reservation regarding CEDAW is underway in **Mauritania**. The personal statute code, drafted to promote the position of women, is grounded in the Sharia, but also integrates modern law. It governs different aspects of family life and specifically protects the rights of women, defines the conditions of divorce and makes clear those of the custody, care and education of children. It fixes the legal minimum age for marriage at 18, and special dispensations can only be granted by a judge. The code does not forbid repudiation, but places conditions to make sure marriages are ended in front of a judge or mediator (mouslih).

The ongoing legislative reform in **Morocco** includes the reform of the penal code in order to harmonise the Moroccan legislative framework with the international conventions. A reform of the nationality code in Morocco now gives women the possibility to, just like men, give their children the Moroccan nationality. The Community Charter was amended to bring the Moroccan legislation in harmony with the ratified international conventions.

Poland has implemented all UN conventions related to women and the ongoing activity is to follow up on the recommendations from the CEDAW Committee and those related to Beijing +15 actions.

The 6th and 7th CEDAW Report of **Portugal** was presented to the CEDAW Committee in November 2008. A recent revision of the Divorce Law encompasses the amendments on the elimination of the concept of guilt as grounds for divorce without the consent of the other spouse, and the elimination of the designation “litigious divorce”. Introduction of human rights violation as grounds for divorce, namely in domestic violence situations were included.

The final findings of the CEDAW Committee on **Slovakia’s** 2nd, 3rd and 4th Periodic Reports were one of the important bases for elaborating the National Gender Equality Strategy (2009-2013). Parts of the related recommendations of the CEDAW Committee were integrated into the National Action Plan for Prevention and Elimination of Violence against Women (2009-2012).

In **Spain**, the National Plan for Human Rights (2009-2012) adopted in December 2008, with a budget of 44 million Euros, constitutes a roadmap for promoting and protecting human rights, including in foreign policy. An Assessment Report of the Organic Act 3/2007 of 22 March for the Effective Equality between Women and Men was produced in March 2009.

In **Sweden**, the new Discrimination Act¹⁸ entered into force in January 2009. It merges seven different laws into one single act covering discrimination on the grounds of sex, sexual orientation, transgender identity or expression, ethnic origin, religion or other belief, disability and age. Two new grounds of discrimination have been added, namely, age and transgender identity or expression. Simultaneously a new agency, the Equality Ombudsman, was established to supervise compliance with the act.

In 2008/2009, **Tunisia** drafted the national report on the implementation of the CEDAW Convention combining the 5th and 6th implementation report.

The regulation of the implementation of the “Family Protection Law” came into force in March 2008 in **Turkey**. Effective implementation took place during the reporting period. Also, Turkey no longer has any reservations to any substantive articles of the CEDAW Convention since its declaration to Article 9 was withdrawn as of 19 January 2008 due to amendments to the Turkish Nationality Law. Turkey prepared the Sixth Periodic Country Report and submitted it to the CEDAW Committee pursuant to Article 18 of the CEDAW.

In July 2008, the **UK** was examined by the CEDAW Committee on its 5th and 6th Periodic Reports. The Committee’s recommendations have been disseminated across UK Government departments and concrete steps are being taken to address them. This includes efforts to institutionalise greater cross-UK coordination on implementing CEDAW and related gender equality initiatives through the establishment of a four-Nations Gender Directors Network comprised of the four gender policy lead officials from England, Scotland and Wales, as well as through a cross-departmental group to ensure action on gender equality across sectors is coordinated on the policy front. A reform in equality legislation - the Equality Bill - was introduced in England, Scotland and Wales in mid-2009. The new Bill streamlines and strengthens existing anti-discrimination legislation in order to increase transparency about inequalities, strengthen enforcement and extend the scope for action to assist under-represented groups, including women. The Bill extends the scope for positive action in Parliament, increases transparency in pay, increases workforce diversity, ensures that public bodies report on equality issues, and strengthens enforcement. The Bill will introduce a new public sector Equality Duty. The Equality and Human Rights Commission (EHRC) will be responsible for ensuring that public authorities comply with their obligations.

The **EC** considers the implementation and translation into concrete reforms of the UN conventions related to the rights of women as a main frame for action. In the Mediterranean region, this is mainly done through a programme to Enhance Equality between Men and Women (EGEP). The regional programme “Enhancing Equality between Men and Women in the Euromed Region” aims at supporting the implementation of the Istanbul Ministerial Conclusions for the period May 2008-May 2011 and is funded through the European Neighbourhood & Partnership Instrument (ENPI). It contributes to the overall objective of supporting current dynamics and strengthening the capacity of qualified actors in order to promote equality between men and women and to provide follow-up for the Istanbul Ministerial Conclusions. It has 3 specific purposes: (1) Support and reinforce current dynamics that favour both de jure and de facto gender equality and that contribute to the promotion of women’s rights in the region with the result of achieving a faster progress towards lifting reservations and the signing of the CEDAW Optional Protocol by the Convention’s signatory countries, (2) Improve understanding of and knowledge about the various forms of violence against women and, (3) Ensure that the Istanbul Ministerial Conclusions on “Strengthening the role of women in society” are being followed up.

Further, the EC funds bilateral programmes supporting women’s machineries, as well as civil society projects promoting the rights of women. In this respect, two thematic instruments are particularly relevant: the “European Instrument for Democracy and Human Rights” (EIDHR) to which all the Mediterranean countries are eligible and “Investing in people” under which a new call for proposal specifically targeting women in the Mediterranean was endorsed in 2009. Exchanges related to the implementation of CEDAW, including specific issues such as women’s participation in

¹⁸ Swedish Code of Statutes 2008:567

elections, non-discriminations in the personal status, have taken place in recent meetings undertaken in the framework of the European Neighbourhood Policy sub-committees on human rights and democracy with partner countries, such as Egypt, Lebanon, Morocco, Jordan, the Palestinian Authority and Tunisia.

2.2 Equal access to justice

Regarding equal access to justice in **Algeria**, the article 140 of the basic law states that justice is founded on the principles of legality and equality. Justice is equal for all, accessible to all and is expressed by the rule of law. The legal aid system allows all citizens' access to justice, regardless of their social position. The access to legal assistance is of full right to the mother regarding children's custody. To these ends, awareness raising and information campaigns were organised, training materials were produced and the information was extended to the media.

In **Austria**, the pending "Judicial ABC" has the objective to provide women with basic legal knowledge about marriage, separation and divorce.

The Board on Gender Equality of **Denmark** was replaced by a new general complaints board, the Board on Equal Treatment, to consider complaints regarding discrimination based on gender, race, colour of the skin, religion or faith, age, disability or national, social or ethnic origin, political views or sexual orientation (01.2009). This provides the possibility to take complaints to court. The Danish Parliament passed an act to ensure that presentation of evidence in all criminal cases regarding sexual crimes and incest may take place only according to a court decision (04.2009). Previously, this specific provision was only applicable to certain sexual crimes e.g. rape.

In **Hungary**, the country reports that equal access to justice is provided at all levels¹⁹.

In **Lebanon**, a draft law is underway to amend the Personal Status Law for some confessional groups, including raising the age of custody in the Sunni community to 13 years for boys and 15 years for girls.

Seminars have been organised in **Mauritania** on the personal status legislation and other juridical tools protecting women, bringing the authorities together within the framework of the execution of the National Strategy for the Advancement of Women.

Since the adoption of the new family code in **Morocco**, several accompanying measures have been taken. This includes instituting family court branches, the appointment of specialist judges, the establishment, within the Directorate of Civil Affairs in the Ministry of Justice, of a unit charged with monitoring these branches, continued training of family judges, the creation of a training scheme specialised in family rights. This resulted in a national training programme of judges for a better application of the provisions of the family code; sensitisation measures aimed at the general public (headed by NGOs in partnership with the Justice Ministry and the National Women's Machinery); and an annual evaluation meeting on the application of the family code in partnership with women's NGOs. Another action to enhance equal access to justice is the strengthening of women's appointment to high ranking positions. In 2008, there were 612 female magistrates compared to 2.551 male magistrates. In addition, efforts have been undertaken to ensure a broad circulation of the family code, in Morocco and abroad with the participation of NGOs, in particular women's NGOs, universities, the media and international cooperation. For purposes of popularising, the family code was released in different simplified versions in Arabic, French, Berber and Moroccan dialect. Further measures to enhance equal access to justice are the organisation of a sensitisation campaign for the widespread registering of children into the national registry, and the assistance by judges during cases for the recognition of marriage.

In **Poland**, the country reports that there is equal access to justice at all levels.

¹⁹ Based on Section 57. of the Hungarian Constitution

In **Turkey**, victims of violence can benefit, on demand, from the services of the judiciary such as legal aid. The amendment of the Family Protection Law provides free of charge services in the case of appeals and enforcement of decisions.

Most of **EC** the bilateral programmes implemented in the Mediterranean region and supporting the justice sector take into account and devote specific resources to the enhanced access of women to justice. Projects financed under EIDHR entail very often such priorities as well.

2.3 Combat violence against women

In **Albania**, secondary legislation to the Law n° 9669 of December 2006 on “Measures against domestic violence” was adopted. These include regulations on measures to be taken by State police to reduce domestic violence and to handle victims. Training of social workers, police, judiciary and health personal were conducted with financial support of UNDP. A national conference “For a family and society of equal and free of violence” was organised to strengthen cooperation between government institutions to prevent and combat GBV. Awareness raising activities were held to sensitize students and professors of the Faculty of Social Sciences (Tirana) in the context of the 16-days against domestic violence. In Tirana, handball championships were organised to sensitize youth to the prevention of domestic violence. A leaflet on “Protect yourself from domestic violence” was distributed in courts and police premises for public dissemination in all districts of the country.

The operational plan of the National Strategy for Combating Violence against Women (2007-2012) of **Algeria** includes priority interventions with particular objectives to reinforce technical and institutional capacities of the different institutional partners and other stakeholders such as women’s organisations, as well as better care for female victims of violence. Actions include: consolidation of data collection and analysis system within the government departments to standardise and harmonise field information as well as to create a national database on gender-based violence; self-empowerment and socio-economic reintegration of women who survived violence²⁰; elaboration and implementation of a communication strategy for awareness raising; advocacy (behaviour change); and social mobilisation in order to prevent and fight gender-based violence from a socio-cultural, public health and from the perspective of the rights of an individual; organisation of awareness campaigns; opening a free hotline; elaboration of an information guide on women’s rights; expansion of the groups of local area networks; and revision of the legal texts and regulations.

The Protection from Violence Act II, passed in March 2009 by the parliament of **Austria** improves the situation of violence victims. The provincial and regional “Intervention Centres” for victims have benefited from annual increases of 25% in financial support in both 2008 and 2009. All victims have a statutory right to free court proceedings for which the budgetary funding reached a total of 4,5 million Euros in 2008. A nationwide campaign “in love, engaged, battered” continued in 2008, using a mix of tools such as posters, free cards, advertisements and TV-spots. An international conference was held in October 2008 by the Ministry of Justice on the 30th anniversary of Austrian Women’s Shelters. An information brochure is undergoing an update in view of the Protection against Violence Act II. Further, the implementation of the National Action Plan to Fight Human Trafficking is followed up by a new National Action Plan (06.2009-05.2012). An international symposium, “Work-migration-rights - strategies against trafficking in women” was held in Vienna in October 2008. The Austrian Development Agency also committed a total of approximately 15 million Euros for combating violence against women for 2006-2009.

Belgium adopted its 3rd national Action Plan to Combat Violence among Partners (2008-2009). It encompasses 4 priority objectives: immediate custody of perpetrators, protection of victims and children witnesses, increased efficiency and coordination of services, and prevention trough sensitisation and information. It also encompasses the creation of a working group to enlarge the

²⁰ Develop their own resources and ensure social-judicial assistance to them, identify their needs in terms of professional training and access to micro-credit

scope of the actions to forms of VAW such as forced marriages, honour crimes, and female genital mutilation.

The Ministry of Interior of **Cyprus**, as the coordinator of “the National Action Plan on Trafficking in Human Beings”, recently launched an awareness raising campaign throughout Cyprus. A conference on “Trafficking in Women for Sexual Exploitation” was organised (2008) by the Mediterranean Institute of Gender Studies with the support of the National Women’s Machinery on the occasion of “European Day against Trafficking”.

In the **Czech Republic**, an amendment of the Civil Rules of Procedure (CRP) was completed during the course of 2008. This proposal amends those provisions of the CRP which related to preliminary orders and measures (i.e. specifically in relation to section 76b which regulates court orders connected with domestic violence) and the execution of the order to eject aggressor from shared household and preventing contact with the protected individuals. The CRP also underwent another amendment which took effect on 1.10.2008 which approaches the children as a separate human being with its own desires and opinions. As a result, the judges should pay more attention to the opinions of the children themselves. In October 2008, the Crime Prevention Unit of the Ministry of the Interior prepared and issued a jigsaw puzzle for the public that read “STOP domestic violence”. Approximately 100,000 puzzles were distributed. A DVD entitled “Dam against Domestic Violence” was also distributed through the Crime Prevention Unit to units of the Police and to municipal police departments. A new police act (Act No. 273/2008) came into force on 1st January 2009. It simplifies police procedures for evicting violent individuals from a shared residence. The informative campaign against trafficking in human beings launched in 2007 continued through 2008. Its objective is to increase awareness of human trafficking and to familiarise the public with the Programme for the Support and Protection of Victims of Human Trafficking.

In **Denmark**, the adoption of the Act on Exclusion has given the police the option of excluding a violent or threatening person from the common home for a period of time preventing further violence. The police and the prosecuting authorities have, moreover, prepared an overall strategy for strengthened efforts against killings caused by jealousy and other grave cohabitation-related crimes. The public prosecutor has drawn up a new notification regarding the processing of cases regarding cohabitation-related crime that involves danger to persons. The Minister for Gender Equality launched a campaign on violence concerning young couples (2008-2009). A campaign on violence against women and on women’s rights is under planning targeting people with non-Danish ethnic background. The government and the parties to the “Rate adjustment pool agreement” have chosen to allocate DKK 35 million to the National Strategy to Combat Violence in Intimate Relationships (2009-2012) to continue the targeted efforts against domestic violence. The strategy contains two crosscutting themes namely, regularisation of the best practices and prevention.

In **Estonia**, *Statistics Estonia* started a nationwide survey on matters of safety including domestic violence (2008). This is expected to result in an up-to-date overview of violence prevalence. An international project “Health and Social Care Teachers against Violence” (HEVI) was approved to provide teachers of medical schools with new knowledge about violence and trainings (10.2008-09.2010). Shelters for victims were opened in two towns, Paide and Valga, in late 2008. Estonia continued to implement the Development Plan for Combating Trafficking in Human Beings (2006-2009). Regarding combat in trafficking of women, a new act concerning advertising entered into force (11.008). It prohibits advertising services for satisfaction of sexual desire, prostitution or reference to such services, or services contributing to mediation of prostitution, works containing pornography or promoting violence or cruelty. Further, the country is participating in an EC programme “EQUAL”, integrating women involved in prostitution and victims of human trafficking into the legal labour market (2005-2008). Estonia continued participating in the Nordic-Baltic Pilot project for the support, protection, safe return, and rehabilitation of female victims of trafficking for sexual exploitation (2005-2008). The Ministry of Social Affairs finalised, together with other relevant ministries and stakeholders, the identification model and assistance guidelines for trafficked victims. The topic of trafficking in human beings will be included in the curriculum for grade 9 and 12 students. In order to better map the problems of human trafficking and to get an overview of the extent of the problems, the E-file procedure was applied (2009). This enables to track a better

overview of criminal offences related human trafficking in the future. A survey of the extent and nature of human trafficking in Estonia, Sweden and Finland was completed. Several trainings on the subject were conducted (2008-2009). Guidelines for identifying trafficked victims were created in cooperation of the Ministry of Social Affairs, the Ministry of Justice, women's shelters and other relevant stakeholders (08.2008-02.2009).

Finland's Internal Security Programme (2008-2011) adopted in 2008 and under implementation, aims at preventing domestic violence and violence in intimate partner relationships. Elimination of violence against women is one of the six priority areas in the Government Action Plan for Gender Equality (2008–2011) adopted in June 2008. A national awareness raising campaign was organised as part of the Council of Europe Campaign, "Stop domestic violence against women", to strengthen zero tolerance for violence (03.12.2008).

France adopted two new legal instruments²¹ to facilitate access to rent-controlled housing for female victims of domestic violence (03.2009). These stipulate that in the event of a divorce or separation linked to domestic violence, the income of the spouse will be taken into account in the allocation of social accommodation. A reform in the new unemployment agreement took place and the woman who leaves her home following violence and, due to this, must leave her job, can now benefit from unemployment assistance in the same capacity as victims of moral or sexual harassment in the workplace (02.2009). The implementation of the second triennial global plan, "Twelve objectives to combat violence against women" continued throughout the reporting period. This encompassed putting into place an inter-ministerial working group on the evolution of the juridical framework for the reinforcement of the protection of violence victims, the implementation of a campaign on conjugal violence (2008) and forced marriages and female genital mutilation (2009), and the publication of an evaluation report on the first global plan for 2005-2007 on violence against women²².

A working group was established related to the protection and taking into custody of victims of trafficking in human beings (summer 2009) at the initiative of the Ministry of the Interior. It is composed of representatives of the principal ministries, international organisations, associations and professional individuals. The working group will have the tasks of: identification of victims and defining of their status; taking victims into multidisciplinary custody; coordinating measures for the prevention of trafficking; and the development of a national database. The objective is to develop a national action plan for the fight against trafficking in human beings, in conformity with the international commitments of France.

The **German** Action Plan II to Combat Violence against Women is implemented incrementally since 2007 and co-ordinates over 130 concrete actions from all the federal ministries. The study "Violence against women in relationships" (03.2009) - and the extensive data from the study "Life situation, safety and health of women in Germany" (2004) combined - yielded increasingly precise findings about the extent, severity and context of violence. Moreover, the Federal Government sponsors projects to combat violence against migrant women, for instance measures against forced marriage and female genital mutilation. The results of a study about forced marriage of migrant women (and men) in Germany are due in 2010.

A one-day programme entitled "Combating violence against women" was organised in the House of Parliament of **Hungary** (11.2008) with Members of Parliament (MPs), civil servants, NGO representatives, and gender equality related social workers as participants. The event served as an information-day for the MPs. As the proof of their commitment to the topic, the MPs signed a large purple ribbon²³. In Hungary, rape and many other forms of sexual violence are criminal offences. In terms of services, the number of shelters for victims of domestic violence increased in 2008. To prevent the victim from being compelled to return to the perpetrator, the Ministry of Social Affairs and Labour launched a model programme, "The half-way exit programme", in three counties in 2008. This enables local governments to provide an apartment for the victim for five years. The

²¹ Loi du 25 Mars 2009 de mobilisation pour le logement et la lutte contre l'exclusion

²² Carried out by the inspector generals of administration, the national police, judiciary services and social affairs

²³ The sign of combating violence against women

model programme makes available, free of charge, experts in job-seeking, legal advice, a psychologist and social pedagogues on whom the victim can rely. The National Strategic Plan for combating all forms of violence against women is presently under preparation.

In **Israel** a considerable number of actions have been taken regarding violence: an amendment to the Prevention of Domestic Violence Law; a violence related campaign; policy implementation on removing women from prostitution; a programme for assisting the victims of sexual assault; actions to curb trafficking in women; and implementing the Prevention of Sexual Harassment Law. The amendment to the Prevention of Domestic Violence Law improves the protection of violence victims. The Authority for the Advancement of the Status of Women held an awareness raising campaign on the availability of 70 help centres with a slogan: "It is possible to exit the cycle of violence without breaking the cycle of life" (2008). A multi-agency programme for removing women from the cycle of prostitution started in 2008 and thirteen self defence workshops with 235 participants were held (2008).

Since the **Italian** Government approved the law no. 38 (04.2009) entitled "Urgent measures in the field of public security and the fight against sexual violence and stalking", the phenomenon of stalking is recognised as a crime. The efforts to fight the crime of stalking will be strengthened by an agreement protocol between the Minister for Equal Opportunities and the Minister of Defence in collaboration with the National Police Force. The law was strongly promoted by the Minister for Equal Opportunities. The law introduces new measures such as sentencing to imprisonment for six months to four years and even harsher sentencing in cases where the perpetrator is the former partner or the husband and if the crime is perpetrated against minors. The victim is allowed to request from the police commissioner an oral warning order to convince the stalker to stop perpetrating the crime. Further, the Department for Equal Opportunities issued two public notices for projects with the aim to prevent and combat violence in general. This involves the creation of local networks between public and private actors to define strategies, actions and integrated multi-disciplinary and inter-sector interventions (2008-2009). The Minister for Equal Opportunities, launched, to mark the International Women's Day, a new awareness raising campaign against violence entitled "1522, time to react" (03.2008). The campaign is broadcasted by all the media such as television, internet and press. The Minister for Equal Opportunities has presented a TV spot entitled "Nobody excluded", increasing awareness on prevention, combat female genital mutilation, and the enjoyment of women's rights on the occasion of international day against female genital mutilation (06.02.2009).

In **Lebanon**, the National Plan of Action on Gender-based Violence was validated (2009-2010) and a draft law on domestic violence was presented to the council of Ministers. An Inter-ministerial Committee was established to draft the law. The Ministry of Social Affairs (MOSA) organised awareness-raising sessions gathering around 5.000 participants and published an analysis booklet on GBV "Exposed to violence because they are women", in partnership with the Lebanese Women Democratic Gathering. It conducted capacity building for social workers on preventing sexual harassment on adolescent girls, in partnership with the Lebanese NGO LECORVAW, and on legal advice for women survivors with the NGO KAFA. MOSA and the Ministry of Culture, in partnership with women's organisations, organised an itinerant cinema to promote awareness raising on, among others, GBV (Cinemarena). The Lebanese Women Democratic Gathering, in partnership with Oxfam Quebec, published 3 studies on GBV: "Legal violence on women", "Domestic violence in Lebanon" and "Crimes on Women". Additional actions and projects have been implemented by civil society organisations and private media institutions.

The **Lithuanian** Implementation Plan of the National Strategy on the Elimination of Violence against Women (2010-2012) is expected by the end of 2009. In the meantime, 29 projects by municipalities or women NGOs were supported in 2008 providing 2144 female victims with a set of services. This work has continued in 2009 with an annual state budget of LTL 500 000. Nine projects for the work with violence perpetrators were supported (2008-2009) with an annual state budget of LTL 100 000. The awareness raising campaign "Don't stay indifferent - Stop Violence, Every third woman in Lithuania suffers from domestic violence. Which one are you?" was carried out at the end of 2008.

The campaign targeted general public and especially rural women disseminating information on available assistance and the free hotline.

Luxembourg reports that the police carried out 565 interventions concerning domestic violence and estimates that there were in total 214 violence cases including attempted murders in 2008. This constitutes the vast majority of repeat offences. The prosecution authorised 265 expulsions, men constituting 95% of these. According to the country, the new law of 02.2009 concerning the trafficking in human beings sends a clear and unequivocal message regarding the seriousness of trafficking offenses as well as the severity with which the relevant authorities will pursue and judge them.

The Commission on Domestic Violence of **Malta** organised “Background course on Domestic Violence” (05.2009), is working on improving service delivery to violence victims, conducting research to inform policy development in the subject, and is finalising a study “the Attitudes and Perceptions on Domestic Violence in Malta”.

In terms of policies, **Mauritania** informs that the Constitution, the National Strategy for the Advancement of Women, the personal statute code, and the family policy are elements in the fight against gender based violence. A national committee and special units tasked with fighting against violence to women have been put in place and regional and departmental committees have been established (2008-2010). A strategy for the abandoning of female genital mutilation is being implemented. The establishment of new reception centres continues in 2009. Mauritanian civil society is also active in this domain and has reception and listening centres for female victims of violence.

In **Monaco**, a proposed law on domestic violence is currently before the National Council.

A law was drafted in **Morocco** addressing conjugal violence. A penal code reform was launched with the aim of further ensuring the protection of violence victims (2008-2009). A multisectoral programme on violence started in 2008 with the aim of protecting women and girls against every form of violence through institutionalisation and the translation of national policy into regional initiatives. Efforts are also being made to extend the network of assistance facilities for victims. The seventh annual campaign was organised for fighting violence against women (11-12.2008) with the theme “For a law that protects me and protects my family”. Follow-up and consolidation of the institutional information system on VAW was undertaken, headed by the National Women’s Machinery (03.2009). The first institutional report on gender-based violence was drafted and disseminated (11.2008). In addition, the civil society network of ANARUZ call centres (nearly 40 call centres) drafted and disseminated its third annual report on gender-based violence (2008-2009). The mapping of call centres for legal assistance and psychological support was updated and the network of call centres throughout the country was extended at the initiative of the government and NGOs and with the support of international cooperation. In 2009, the number of call centres went from 38 in 2007 to almost 50. To capitalise and better coordinate the efforts deployed concerning the fight against violence, Morocco launched the “Multisectoral programme to fight against gender-based violence for the emancipation of women and girls in Morocco” (2008). The programme warns and protects women and girls, including immigrants and refugees, of all forms of violence (physical, verbal, psychological, sexual, traffic, economic) by making the link between poverty and vulnerability. Among the actions undertaken are: the launching of two studies on situation analyses. The first one concerns drafting a diagnosis of services available to victims, including immigrants and refugees, and propose improvements in this area. The second one examines multifunctional centres in selected regions and proposes a plan of action in the institutional and legal framework of multifunctional spaces. The Ministry of Habbous and Islamic Affairs also managed several initiatives. During sensitisation campaigns, Friday prayers are reserved to the principles and values of Islam which honour women. The Ministry of Habbous and Islamic Affairs adopted the principles of equity and equality between the sexes. Further, the Ministry of Justice of Morocco launched a study on trafficking in human beings (2009).

The following gender-based violence regulations are in force in **Poland**: Act (07.2005) on counteracting family violence (Dz.U. No 180, item 1493) and the National Programme on Counteracting Family Violence approved in the Resolution of the Council of Ministers No 162/2006 (09.2006). The National Programme which runs until 2012 is meant to coordinate efforts and ensure an interdisciplinary approach to combating domestic violence. The Ministry of Labour and Social Policy is responsible for matters related to gender-based violence with the institutional support from the Ministry of Justice and the Ministry of Interior and Public Administration. Each year the responsible Minister reports to the parliament on the National Action Plan on Counteracting Domestic Violence.

In **Portugal**, the draft Law 248/10 on prevention of domestic violence is under discussion in the parliament and “the National Inquiry on Gender Violence” will be published in the second half of 2009. On the implementation level, the coverage of services for victims was put in place in 01.2009, mutual support groups for female victims are functioning and a nationwide campaign “Violent dating is not love” targets young people with a website²⁴. A national competition “Our school for non-violence” was undertaken and a leaflet was produced on domestic violence addressing victims (06.2009). Several pilot programmes are underway: exposure of domestic violence perpetrators to electronic surveillance (04.2009-2011); a hotline (launched 06.2009); four regional health administrations in partnership with other agencies developing multidisciplinary service networks with integrated approaches in view of future legislation and practical actions (2009-2011); and a prevention programme (01.2009-12.2011) aiming at avoiding repeated offending. The new penal code criminalises female genital mutilation. A National Action Programme against Female Genital Mutilation was launched in February 2009 under the III National Plan for Equality, Citizenship and Gender. It is composed of four areas: sensitising, prevention, support and integration; training; knowledge building and research; and advocacy. Regarding trafficking, an Observatory on Trafficking in Human Beings was established in November 2008, a study on trafficking of women for sexual exploitation was published by the Commission for Citizenship and Gender Equality (2008), and an awareness raising campaign “Wake up for this reality. Denounce!” was organised on the occasion of the European Day against trafficking (03.2009).

Slovakia’s new National Action Plan for the Prevention and Elimination of Violence against Women (2009-2012) is a follow-up to the previous one (2005-2007), incorporating new information, requirements, and practice. The plan focuses on four concrete areas: criminal and civil law relevancies; assistance to female victims; prevention; and research expanded with statistical findings and monitoring. The new plan strengthens: education and sensitising of professionals; aspects related to violence against women at work; work with violence perpetrators. The plan will undergo mid-term and end evaluations. According to the country, the amendment of the Act on the Police Department, implemented through the Act No. 491/2008 Coll. And in force since 12.2008, represents significant progress in protecting victims of violence and is expected to substantially contribute to eliminating violence against women. The amendment enables the police to evict a perpetrator of violence from his/her common household for two days without a court decision. The above amendment refers to cases of physical, sexual and mental violence. The preliminary assessment of the effects of the amendment already indicates improvement in the quality of solutions in violence cases. The new Act on Social Services enables building a network of special facilities for female victims and provision of specialised services.

The Strategic Plan for Equal Opportunities (2008-2011) of **Spain** contains a considerable number of objectives to combat violence against women to: promote knowledge of gender violence; publish and disseminate studies of gender violence; strengthen measures for the awareness and prevention of gender-based violence; increase social involvement to combat violence through better knowledge of its causes and consequences; improve comprehensive care for female victims; reinforce police and judicial protection for victims; intensify training and specialisation of related professionals; promote and consolidate intra- and inter-institutional coordination for greater efficacy in responding to violence; and establish tracking and continuous evaluation of the measures against violence. Spain implements an Action Plan to Address and Prevent Gender Violence in Foreign and

²⁴ <http://www.amorverdadeiro.com.pt>

Immigrant Population (2009-2012), has an Employment Programme for Gender Violence Victims (11.2008), and produced an Annual Report of the Violence Observatory on Violence against Women (05.2009). The two other instruments are the second Action Plan against Children and Teenagers' Sexual Exploitation (2006-2009) to prevent and combat gender-based violence at all levels of education, and an annually recurring "Relaciona" Programme.

The creation of an Inter-ministerial Coordination Group to combat trafficking in human beings for sexual exploitation was set up in January 2009. It integrates representatives from the Ministries of Foreign Affairs, Justice, Interior, Labour, Health and Education. Its main task is to monitor and evaluate the Comprehensive Plan related to the subject.

In **Sweden**, an action plan to combat men's violence, violence in the name of honour and violence in same-sex relationship (2007-2010) includes 56 measures with a funding of about 80 million Euros. Examples of measures initiated in 2008-2009 include increasing government allocations to organisations working with victims of sexual crimes and about 4.5 million Euros given for related research (2009-2010). Resources for a safer urban environment from a gender perspective are allocated at regional and local levels. The Board of Housing, Building and Planning is commissioned to come up and disseminate methods and knowledge on "safer town environments". The Swedish Work Environment Authority (Arbetsmiljö-verket) has been commissioned, by the government, to carry out a special action to combat violence in the work place. Further, the government has contributed \$250 000 to the UN Fund to combat Violence against Women for 2008-2009.

A national action plan to combat prostitution and trafficking for purposes of sexual exploitation was adopted (07.2008). The plan includes 36 measures with a budget of about 21 million Euros (2009-2010). The government submitted a bill to the Parliament proposing the introduction of a new crime called "contact with children for a sexual purpose" (03.2009). The intention is to strengthen the penal law in view of the protection of children against exposure to sexual abuse. The legislation expected to come into force 07.2009.

In November 2008, **Tunisia** launched the National Strategy to prevent violent behaviour inside the family and society. The strategy emphasises as priority to combat gender-based violence. It has been designed in partnership between governmental institutions and civil society organisations and encompasses an information, education and communication component to disseminate the National Strategy. In this context, a toll-free number that is operational 24 hours was launched to answer to women victims of violence and orient them to appropriate services of public institutions and NGOs working on violence against women. The Centre for Research and Studies on Women (CREDIF) organised training of trainers' sessions on "Combating violent behaviour against women". Workshops were organised to develop sectoral plans to combat VAW, in partnership with NGOs. A study on the state of the art on NGOs working on GBV in Tunisia is underway.

Within the framework of the Prime Minister's Circular (2006), **Turkey** is implementing the Combating Domestic Violence against Women National Action Plan (2007-2010) and conducted research on the subject with results having been publicly shared. The General Directorate for the Status of Women (GDSW) and UNFPA implement "Stop Violence against Women Campaign" and a violence monitoring committee was conceived with the GDSW coordinating the participation of related public institutions and NGOs. The "Women's Shelter Project", under the Ministry of Interior, was financed by EU with technical assistance from UNFPA. New shelters will be established in eight provinces accompanied by staff training. Presently there are 29 shelters affiliated to the Agency for Social Services and Child Protection and 25 operated by NGOs, governorates and local administration units. Mosques participate in disseminating information about combating domestic violence.

The **UK** Government has stepped up integrated measures to prevent and eliminate VAW. This includes the development of linked, cross-government national action plans on specific VAW issues namely: sexual violence and abuse, domestic violence, forced marriage and crimes committed in the name of 'honour', and human trafficking. These cross-Government commitments are overseen by three inter-departmental ministerial groups which provide strategic oversight and guidance. In addition to cross-government action, sector specific policies on VAW exist. For example the Crown

Prosecution Service (CPS) has a Violence against Women Strategy, and has designated coordinators in all CPS areas to deliver the Strategy locally. The CPS introduced a VAW indicator which has facilitated the monitoring of successful prosecutions and published its first VAW Crime report on performance in 2008. During the past reporting period, the UK Government has invested in support services for victims of violence including over £60 million for refuges and Sexual Assault Referral Centres (SARCs)²⁵, £30 million a year for Victim Support, as well as funding for help-lines and for Rape Crisis and the Survivors Trust. The UK Government has also invested in supporting and protecting victims engaged with the criminal justice system and in bringing more offenders to justice including through: the establishment of Specialist Domestic Violence Courts; the provision of Witness Care staff and Witness Protection arrangements in court; the provision of specialist training for prosecutors, police and court staff in dealing with women who have been attacked or abused; and the establishment of a network of Independent Sexual Violence Advisors to provide support for victims of rape cases. The Government is also investing in prison and probation programmes to rehabilitate and manage perpetrators. Local public authorities are encouraged to be pro-active in tackling VAW as per their obligations under the Gender Equality Duty, and have been provided with resources from central Government to develop a range of accommodation options for victims of domestic violence. In addition, specific action plans, strategies and measures to prevent and combat VAW have been implemented and funded in Scotland and Wales. In December 2008, the UK Government ratified the Council of Europe Convention against Trafficking in Human Beings which entered into force on 1 April 2009²⁶. The UK Government is increasingly focusing on the demand side of the sexual exploitation equation, and is introducing a new (strict liability) criminal offence of paying for sex with someone who is trafficked or pimped. The new offence is included in the Policing and Crime Bill currently going through Parliament.

In December 2008, the **EU** adopted the "Guidelines on violence against women and girls and combating all forms of discrimination against them". The adoption of these new EU Human Rights Guidelines is a mark of the EU's clear political will to treat the subject of women's rights as a priority and to take long-term action in this field. The EU Guidelines have a focus on violence in conflict and post conflict situations. The Guidelines commit EU Missions in all countries of the world on the spot to undertake ongoing monitoring of the implementation of women's rights, including on individual cases. EU Member States missions, with the full involvement of Commission Delegations, are currently developing set of priorities for EU action for the implementation of the Guidelines, at the local level, in the period 2009-2010. Exchanges related to the question of violence against women have taken place in recent human rights meeting between the EU and partner countries, such as Egypt, Jordan and Lebanon.

The EC Daphne III programme supports action to prevent and combat all forms of gender-based violence. In 2009, studies on female genital mutilation and on legislation against VAW were launched, along with a Eurobarometer survey. In March 2009, the EC adopted a proposal for a new framework decision of the Council to combat sexual abuse and sexual exploitation and human trafficking through legislation, sanctions and prevention measures. GBV is also a priority of the EC "Youth in action" programme which combats violence against girls. The EC EGEP programme has a specific component dedicated to combat VAW in the Mediterranean region. It aims at the development of better understanding and quantification of the extent of gender-based violence, and sharing of best practices on investigation, prevention and sanctions against these forms of violence. In this context, a regional workshop on methodologies and tools for surveys on GBV was organised in 2009 (Tunis) and negotiations are underway for the conduction of national surveys on the incidence of gender-based violence in pilot countries.

²⁵ Sexual Assault Referral Centres (SARCs) provide victims with medical care and counselling and can assist the police investigation through a forensic examination. The Government has committed to providing 38 SARCs throughout England and Wales by 2011

²⁶ This includes the introduction of a forty-five day minimum reflection period for all identified victims of trafficking and temporary one-year renewable residence permits in certain circumstances (this goes beyond Convention requirements)

2.4 Women's participation in political decision-making

In **Albania**, legislation n°9970 on “gender equality in society” was adopted in July 2008 and introduced a quota of 30% of women in legislative, judicial, executive and other public institutions. Albania also approved a quota of 30% for women in its Electoral Code. As a result, political parties have introduced more women candidates on their electoral lists for the June 2009 Parliamentary elections. The Albanian government promoted women to higher decision making positions in the public sector such as the direction of the Prosecutor's Office, the presidency of the Supreme Court and members of the Constitutional Court.

The amendment of November 2008 of the constitution of **Algeria** promotes women's political rights and facilitates their access to representation in the elected assemblies. A priority of the National Strategy for Equity and Equality (2008-2013) is to reinforce the presence of women in the political sphere and at the level of the elected assemblies. For this purpose a bill is being developed by a national commission (for adoption 04.2009).

In **Belgium**, the Flemish decree on equal representation of men and women in advisory and administrative bodies in the Flemish Administration, adopted in 2007, provides for a quota system where a maximum of two-thirds of persons in advisory and administrative bodies should be of the same sex. The first report on the subject is being drafted and will be available for public agencies in 2009. It will be presented to the Flemish Government and Parliament. An awareness raising campaign, “Vote diversely”, in Flanders sensitised voters for the elections (06.2009) about e.g. women in politics. The campaign encouraged women to stand as candidates, urged people to vote for them and once elected that they take up their mandate.

While addressing all political party leaders, the Minister of Justice and Public Order of **Cyprus** requested them to include women on their lists and to support their election to the European Parliament. The National Machinery for Women's Rights (NMWR) supported the campaign of the European Women's Lobby in equal participation of men and women in political life entitled, “50/50 - No Democracy without Gender Equality”, in the European Parliamentary Elections of 2009.

In the **Czech Republic**, a proposal for legislative changes that guarantees a minimum proportion of both women and men candidates on lists for elections to Parliament, the regional councils and Prague City Council was drafted and submitted to government for approval (Ministry of the Interior).

The Council for Gender Equality of **Finland**, together with NGOs, launched a website to promote women's participation and gender equality in the October 2008 municipal elections and a website on the European elections in 2009.

In **Germany**, the “Local Power Women” (Frauen Macht Kommune) campaign (11.2008-06.2009), aimed at raising the number of women councillors in local and regional councils.

Two main measures were adopted by **Greece** in favour of women's political participation: the Law 3636/2008 on Quota in favour of female candidates at the National Legislative Elections²⁷ and the Law 3463/2006 on Quota in favour of female candidates at the Municipal Elections²⁸. 2008 data on female participation in decision making is as follows: ministers: 16 men, 2 women; deputy ministers: 22 men, 1 woman; mayors: 1002 men, 32 women; and in judiciary at top level: 56 men, 12 women.

In **Hungary**, there was an attempt in 2008 to introduce a quota system into the Hungarian election system; however the bill did not pass the Parliament. The experiences of this initiative were published in autumn 2008 in a book titled “Women's quota in Hungary – If Yes, why not?” which is a

²⁷ At least 1/3 of candidates from every political party or coalition of parties must be women

²⁸ At least 1/3 of candidates must be women

collection of essays by experts and journalists with financial support from the government. The book forms a theoretical basis for debating about the quota-system in the society.

In **Lebanon**, the Ministry of Social Affairs executes a project entitled “Women in Governance” (2009-2012) to build the capacity of NGOs to support women’s participation in local elections.

As part of implementing **Lithuania’s** National Programme for Equal Opportunities for Women and Men (2005-2009), seminars on “Gender-Balanced Participation in Decision-Making in Local Self-Government” were organised annually in cooperation with the Women Employment Information Centre of Kaunas. In 2009, a female President, Dalia Grybauskaitė, was elected in Lithuania. The Minister of Defence is the only woman in the cabinet of ministers, appointed in 2008. Three women out of 12 MPs were elected to the European Parliament (2009).

The Ministry of Equal Opportunity of **Luxembourg** subsidised three political parties out of seven that organised training for female candidates in the legislative and national European elections (2009) and funded the “Observatory of the participation of women in legislative and national European elections” managed by the Luxembourg National Council for Women (11.2008-07.2009).

An organic law was adopted in **Mauritania** relating to the promotion of women’s access to electoral colleges and elected positions. The results of the 2007 municipal elections show that out of the 3.688 municipal counsellors elected, 1.120 are women (30.4%). Three communes out of nine in Nouakchott are administered by women. In legislative elections, out of 95 deputies, 18 are women (19%) while there are nine female senators out of the total number of 53 senators (17%).

In **Morocco**, the representation of women increased. Data report that the Foreign Ministry nominated seven female ambassadors, bringing the total number to 10, the country accounts two female governors and 19 women state representatives were appointed by His Majesty the King in 2009. The religious field has also seen the promotion of female participation at different levels: 36 women sit on the High Council of the Ulemas (02-06.2009). The new provisions in favour of the representation of women in elected office at the local level concern the creation of complementary electoral constituencies in urban or rural communes and regions²⁹ which will be reserved to women in accordance with the ethical charter adopted by political parties in order to reach 12% or a higher female representation as commune councillors. In addition, a support fund was established for the promotion of women’s representation by reinforcing their capacity in the communal and legislative elections. A budgetary package of 10 million dirhams is available to capitalise the Fund in the Finance Law of 2009 which coincides with the communal elections of June 2009.

The law adopted in 2006³⁰ in **Portugal** established that the candidate lists for the local, national and European Parliamentary elections must ensure a minimum representation of 33% of each sex. The law will be fully applied for the first time in 2009.

The Strategic Plan for Equal Opportunities of **Spain** (2008-2011) has two objectives related to political participation: to reach a balance between women and men in public office and political decision-making positions; and to increase women’s participation in representative and executive positions in the central government. Furthermore a Framework Cooperation Agreement with the decentralised Spanish authorities/FEMP³¹ was concluded in 2009 for promoting women in local political life.

In **Tunisia**, the Presidential decision to raise the number of women in decision-making positions by 30% by 2009 has granted positive prospects. In the executive branch, women hold 12.8% of Ministerial portfolios. In the legislative branch, women represent 22.8% of members of Parliament and a woman holds the second vice-chair of the Chamber of Deputies. In the judiciary, women account for 29.6% of the magistrates and 41% of the lawyers. In the public sector, women represent 23.6% of the civil servants (24.6% are heads of departments, 22.5% are vice-directors,

²⁹ Arrondissements

³⁰ Organic law 3/2006, of 21 August, amended by declaration 71/2006, of 4 October 2006

³¹ Spanish Provinces and Municipalities Federation

17.7% are directors and 7.3% are general directors). In municipal councils, the number of women raised from 21.6% in 2005 to 26.6% in 2009. The National Women's Machinery (MAFFEPA) organises training sessions for women in public administration on an ongoing basis since 2005 to strengthen leadership and communication skills. In 2008, a study on "Gender and women's participation in public life" was conducted to identify further actions.

In the **UK**, the use of women-only shortlists has been one of the most effective mechanisms in increasing the representation of women in Parliament. The introduction of the Sex Discrimination (Election Candidates) Act 2002 enabled political parties to take special measures to boost the number of women standing at local, national and European elections. The number of women Members of Parliament (MPs) has increased from 9 per cent before 1997 to the current figure of 20 per cent. The time limit on this measure will be extended to 2030 through the new Equality Bill which was introduced on 24 April 2009 in the UK Parliament. Further, in May 2008, the Government launched a cross-party Taskforce, made up of 16 former and current Black, Asian and Minority Ethnic (BAME) women councillors, to take practical action to increase the numbers of BAME women local councillors. Taskforce activities to date have included awareness-raising, outreach events, and the launch of a mentoring/shadowing scheme.

The **EC** supports the actions of member states through the collection, analysis and dissemination of comparable data at the European level through the database on men and women in decision making³². In 2009, the EC published the report "Women in European Politics – time for action"³³. In 2008, the EC set up a European network of women in decision making to support the exchange of experiences which meets on a regular basis. In addition, EC call for proposals foreseen under Investing in People and to be launched mid-November 2009 entails a component aiming at promoting the involvement of women in decision-making at local level, for example in developing more relationships with local authorities and increasing their participation in the design of local development plans.

2.5 Women in conflict prevention, crisis management and peace building

Albania translated Resolution 1325 of the UN SC and distributed it to institutions in charge of its implementation. The country also participated in the international conference "Women in the Security sector" in Montenegro (October 2008) on the implementation of SCR 1325 and distributed the recommendations to relevant national institutions.

In **Algeria**, the activities in conflict prevention, crisis management and peace building consist of women's involvement in the national reconciliation and peace process, organisation of trainings to appease outbreaks of potential conflicts and access to the culture of peace.

Belgium adopted a National plan of action for the implementation of Resolution 1325 "Women, Peace and Security" in February 2009. The plan encompasses guidelines and specific actions to enhance equality in humanitarian operations, peace negotiations, and rehabilitation and reconstruction programmes.

The Ministry of Defence of **Denmark** is working to increase the number of women in the defence forces through recruitment, retention and through women's networks in the defence forces. For example, the Military Service and Recruitment of the Defence Forces has set up a website for women and "inspiration days for women" are held for them to learn about educational and job opportunities and other women's experience from the Defence Forces. The previous action plan concerning the UNSCR 1325 was revised and re-launched as the National Action Plan for Implementation of UNSCR 1325 on Women, Peace and Security (2008-2013) with the Ministry of Foreign Affairs, the Ministry of Defence and the National Police and with involvement of Danish civil society. The new plan of action emphasises the important role of women in conflict prevention,

³² http://ec.europa.eu/employment_social/women_men_stats/index_fr.htm

³³ <http://ec.europa.eu/social/BlobServlet?docId=2052&langId=en>

solution and peace building and military-civilian cooperation is underlined. The Danish Armed Forces implemented the UNSCR 1325 in international operations in several ways by: developing a policy for UNSCR 1325 in international operations with Danish participation; assessing where and how UNSCR 1325 can be included in relevant management documents; considering the 1325-perspective in the composition of Danish contingents; including women, peace and security as part of cultural competences; including knowledge of UNSCR 1325 in mission specific training; and enhancing formal and systematic collection and analysis of UNSCR 1325 specific information.

The Government Action Plan of **Finland** for the national implementation of the UNSCR 1325 on Women, Peace and Security was finalised. A working group consisting of representatives of ministries, NGOs and researchers will follow the implementation of the plan. The Crisis Management Centre Finland has established a working group to implement the SCR 1325 for its own purposes (2008).

Within the framework of the **French** EU presidency, a report was drafted containing indicators and conclusions of the European Council on “Women and armed conflicts” as a follow up to the Beijing Platform of Action. It was adopted on 12.2008 by the European Council.

At the international and national level, **Germany** has taken measures to implement the UNSCR 1325 on Women, Peace and Security. Owing to the special women’s and equality policy challenge that is increasingly involved in the German commitment to peace-building missions, a workshop of the Federal Ministries active in this field was held in September 2009. The German Federal Government also reports that it will actively support the implementation of UNSCR 1820³⁴ of 2008 to combat sexual violence against women and girls in situations of armed conflict.

The Women’s Committee of the Ministry of Defence of **Hungary** was established in 2003. This Committee monitors, examines and prepares reports and proposals on the situation of women soldiers serving in the official or contracted personnel of the Hungarian Army, as well as changes in remuneration and social benefits. The precondition for women to have careers in the military field was the participation in the specialised training and education. The Zrínyi Miklós University of National Defence offers several majors that can also be selected by girls preferring military careers, so that they have the opportunity to be promoted in these ranks.

A seminar was held in **Israel** on the UNSCR 1325 (06.2009) while steps are being taken towards the creation of a National Action Plan. Women’s organisations recruited women Knesset Members and brought about the passing of an amendment to the “Law for the Equality of Women’s Rights”, requiring appropriate representation for women in bodies that shape foreign policy and defence, or manage the resolution of political conflicts.

In view of the UNSCR 1325, an inter-ministerial working group was instituted in **Italy** with the aim of drafting the National Action Plan on Women, Peace and Security. The group is coordinated by the Ministry of Foreign Affairs while the Department for Equal Opportunities is one of the national authorities involved.

Within the context of the Project for Women’s Empowerment: peaceful action for stability and security (WEPASS), the National Commission for **Lebanese** Women organised a session on conflict resolution and SCR 1325 targeting women. The implementation of the WEPASS project aims at strengthening women’s participation in conflict resolution and decision making, among others. The Ministry of Social Affairs organised a training of trainers for women on Mine Risk Education to provide categories at risk and local institutions with support in development and recovery mechanisms.

³⁴ Resolution 1820 (2008) on sexual violence in conflict was adopted by the UN Security Council at its 5916th meeting, on 19 June 2008, reaffirming its commitment to the continuing and full implementation of resolution 1325 (2000) and of combating sexual violence in conflict

Since **Poland** joined NATO, all necessary changes have been made to ensure women enjoy full participation in accession. There is a NATO plenipotentiary for gender equality and a plenipotentiary for women in the army.

The drafting of the National Action Plan on the UNSCR 1325 “Women, Peace and Security” is ongoing in **Portugal**, culminating in an open consultation. In view of eliminating discrimination against women in the Armed Forces, the Minister of National Defence determined in the decision of the minister n° 101/2008 06/06 that the gender equality principle must be respected.

An Action Plan on Women and Peace Building in **Spanish** Co-operation was drafted in November 2008 for the implementation of the UNSCR 1325 in the Spanish Development Policy.

Sweden adopted a second National Action Plan for SCR 1325 (2009-2012), drawn up in collaboration with government agencies and NGOs. The plan will be implemented on national, regional and international levels. The implementation of SCR 1325 and 1820 on combating sexual violence is a central focus in the government’s development cooperation strategies (2008-2010) with countries in conflict, post-conflict and fragile situations.

In **Tunisia**, the Red Croissant set up a “Women’s Committee” to support women’s participation in the promotion of a culture of peace. The objective is the sensitisation of women in schools and universities. In June 2009, the Arab Women Organisation adopted Tunisia’s first lady proposal to set up a “Commission of Arab Women in humanitarian international law”.

The **UK** provides ongoing Peace Support Operations (PSO) training to a wide array of potential and existing Troop Contributing Countries, Regional Training Centres and Multilateral Organisations, such as the African Union. These capacity-building activities include aspects of UNSCR 1325. The UK is also funding a package of projects for the UN Department for Peace Keeping Operations (DPKO) to build capacity for gender mainstreaming in DPKO and its peacekeeping missions. The UK Department for International Development (DFID) provides core-funding to the European Peace-building Liaison Office (EPLO) in Brussels, which has initiated the EU 1325 Partnership to bring together interested parties from the European Council, the European Parliament, the European Commission and NGOs. The UK also participated in the work on gender mainstreaming of UNSCR 1325 in NATO. DFID is funding a global £32m programme with UNIFEM to support women’s engagement in peace-building and reduction of gender violence in conflict and post-conflict situations. This programme aims to support community-based approaches to gender-sensitive peace-building and preventing sexual and gender based violence in the contexts of Afghanistan, Haiti, Liberia, Rwanda, Uganda and Timor-Leste.

The "Comprehensive approach to the EU implementation of United Nations Security Council Resolutions 1325 and 1820", adopted in December 2008, defines an EU policy on women, peace and security. The **EC** is closely working with the Presidency, EU Member States and the Council Secretariat to implement the twofold strategy: better implementation of the 1325 agenda within Europe and international advocacy. As a consequence to the Conference “Women: Stabilising an Insecure World”, promoted by Commissioner for External Relations in 2008, over 40 women political leaders joined the EC in proposing to the UN Secretary General that a ministerial level meeting be organised in 2010 (the 10th anniversary of the adoption of Resolution 1325) to reinforce global commitment to UNSCR 1325 implementation. Several of these women leaders represent Mediterranean partner countries³⁵. To advance the implementation of the Resolution 1325 in the Mediterranean region, the EC will also support the efforts of civil society in promoting of gender equality and women’s rights in peace-building and negotiation, crisis preparedness and in post-conflict reconstruction, in line with UN Security Council resolutions 1325 and 1820 on women, peace and security (Investing in People- call for proposal to be published mid-November 2009)

³⁵ Suhair Al-Ali, Minister of Planning and International Cooperation, Jordan; Latifa Akharbach, Vice-Minister, Morocco; Hanah Ashrawi, Member of the Palestinian Legislative Council; Naomi Chazan, former Deputy Speaker-Knesset; Brigadier General, Amira Dotan, former member of Knesset; Suzanne Mubarak, Fist Lady, Egypt.

3. PILLAR II: WOMEN'S SOCIAL AND ECONOMIC RIGHTS AND SUSTAINABLE DEVELOPMENT

Overview

Under women's social and economic rights and sustainable development the sub-theme "Labour market and family friendly policies" has received the greatest attention by the responding countries while sustainable development is hardly mentioned.

In principle, countries aim at increasing women's participation in paid employment in a gender equal manner through a large variety of laws, policies, strategies and action plans which facilitate women's entrance or re-entrance into the labour market. The countries utilise a wide range of instruments to this effect. These consist of e.g. reconciliation of work and family life, child care mechanisms, parental leave systems, subsidies and tax incentives. Mechanisms are applied to enable women to advance to management positions in the public sector, private enterprises and in the academia. Pay discrepancies appear to emanate from gender-segregated labour market and many countries are monitoring salary and wage differentials in order to impact the situation in favour of women. Studies on the functioning of labour markets from gender perspective are also undertaken.

Replies on social security and health focus on diverse aspects such as improvements in the health sector to better respond to the service needs of both sexes but also addressing women's specific needs especially related to reproductive health.

Several countries report on major reforms in the education sector while some Mediterranean partner countries are encouraging girls' enrolment in school and have actions in place to increase women's literacy. Many countries are integrating gender equality subjects into curricula, take into account gender equality in teaching aids, train teaching staff in gender equality and provide counselling to students in non-stereotypical choices of occupation. Only few countries report on actions on life-long learning.

Several countries implement women's entrepreneurship programmes which focus on training, advice on business establishment, operational aspects and access to finance. Several countries have established or strengthened organisations providing support services to women and made tools available for women to accessing further knowledge.

Many countries conducted work with immigrants and especially women. The measures focus on integration, protection and avoidance of exclusion, mentoring, transition of female migrants to labour market and entrepreneurship. Research is being conducted for increased understanding of the situation of immigrant women which in turn will inform future actions.

3.1 Women's rights in social security and health systems

Albania established a network of gender officers and social workers at the local level. It trained local staff of newly established facilities (at county, municipal and communal levels) on the coverage of assistance programmes and social services for women and girls, with financial support of UNFPA.

Algeria has several national programmes in place aimed at improving women's health in a broad sense, like a programme for reproductive health and family planning and the enhanced vaccination programme. The country is investing in new day care centres, which should be open by the end of the year. The country reports that this action should also help to assure more favourable conditions for women in the labour market.

The National Machinery for Women's Rights of **Cyprus** organised a seminar "Women with Disabilities and Chronic Diseases" (03.2009) and is planning to conduct research on living

conditions of vulnerable groups of women³⁶. A guide on the protection of maternity was published (2008) and a new amendment to the Protection of Maternity Law is under drafting.

Denmark re-organised its public sector and adopted new health care legislation with the municipalities assigned the primary responsibility for preventive health and health promotion from. Drawing on closer contact between the municipalities and the citizens, as well as municipalities' knowledge of local conditions aims at increasing effectiveness. Two government actions followed the reorganisation of the public health sector: a committee was appointed in 2008 to recommend further development of health promotion and disease prevention; and the government will publish a new public health promotion strategy in 2009. These are expected to better address women's needs, among other goals.

Estonia adopted the document "Main Principles of Population Policy" (2008-2013) drafted by the Minister of Population and Ethnic Affairs³⁷ (04.2009), it carried out a conference and workshop on Positive Parenting (12.2008), and organised two roundtables for service providers, municipality and state representatives to support their activities in positive parenting (10.2008 and 05.2009). A conference "Caring Fatherhood"³⁸ and information material about the role of the father were undertaken as part of the ESF Programme under "Promotion of Gender Equality 2008-2010".

A national information campaign was organised in **France** to favour better use of different contraceptive methods and prevent undesired pregnancies, especially among the youngest, under the slogan "Better contraception is what we choose" (2007-2009). The campaign includes instituting a toll-free number and an internet site³⁹. Another action is the renewal of the Council of Sexual Information, Birth Control and Family Education (CSIS) and establishing three related working groups: prevention of violence to women, specifically genital mutilation and forced marriages; organising a care system for reproductive health; follow-up of recommendations based on the previous work of the CSIS. The objective of these groups is to propose ways of action and thinking and ensure their follow up.

In **Germany**, the Federal Foundation "Mother and Child – Protection of the Unborn" (Bundesstiftung Mutter und Kind) makes 92 million Euros available per year for pregnant women in emergencies. In 2009, the funds to the foundation were increased to 97 million Euros benefiting the work of the foundation as a gateway to the early assistance network⁴⁰.

The Equal Treatment Act of **Hungary** states that the principle of equal treatment has to be enforced in the social security system, particularly in the course of claiming and providing benefits financed from the social security systems, and social benefits, financial and in-kind child protection or personal care. The principle of equal treatment also has to be enforced in the health care system, particularly in respect to the provision of health services, including: participation in preventive programs and medical check-ups; medical treatment and preventive care; use of premises for residence; and the satisfaction of dietary and other needs.

In 2009, the Supreme Court of Justice of **Israel** set a precedent in ruling that payment for child care should be tax deductible. This issue, as a proposal for a bill, has been in the parliament for several years.

In the framework of 2007-2013 EU cohesion policy, the Department of Equal Opportunities of **Italy** provides technical support to the southern Italian administrative authorities to implement specific actions, so called "urban welfare" policies, aimed at ensuring equal access to health services and care facilities (from 01.2009).

³⁶ The elderly women, single mothers, women threatened with social exclusion

³⁷ <http://www.rahvastikuminister.ee/index.php?id=12392>

³⁸ <http://www.hooliv-isadus.ee/?language=3>

³⁹ <http://www.choisirscontraception.fr>

⁴⁰ Pregnancy conflict counselling centres

In **Lebanon**, the National Council for Lebanese Women introduced a draft law that guarantees equal rights between insured men and women members of the National Social Security system. The Ministry of Social Affairs organised training workshops on how to use the training kit for sexual reproductive health of adolescents, in the context of the UNFPA-sponsored reproductive health project. In the same context, workshops on theatre movie dialogue were organised for social workers. Networking, advocacy and awareness raising activities were organised to address sexual reproductive health among youth and adolescents.

The Directorate for Health Information and Research will be identifying epidemiological health inequalities in **Malta**. Plans for organised breast cancer screening programme for women aged 50-59 years are encompassed in the context of the National Report on Strategies for Social Protection and Social Inclusion (2008-2010).

The Ministry of Health of **Morocco** adopted a new strategy and action plan for 2008-2012 to “reconcile the citizen with his/her health system” based on four elements: strategic repositioning of different stakeholders in the health sector; development of a healthcare system which is easily available, adequate, of high quality and with a better area distribution; planning and implementation of specific national plans for the prevention and fight against diseases; and strengthening sanitation. Efforts are being made in Morocco to decrease the amount of women dying in childbirth, including free medical consultations before and after the birth of the child and the obligation to stay in the hospital for at least 48 hours after giving birth. A national action plan for the reduction of infant and maternal mortality was drafted by the Ministry of Health. In 2008, the government set itself the objective of 50 deaths for 100.000 live births by 2012 and to mobilise the necessary resources. Efforts focus on improving the three following issues, namely, accessing care, quality of care and governance. The Ministry of Health also managed the campaigns concerning preventative measures for reproductive health, namely, breast cancer, HIV/AIDS and maternal health.

The Family Act was introduced in **Poland** in 2006. Its objectives were extended to the period of 2010. A national campaign launched in March 2009 to prevent the feminisation of HIV/AIDS, promotes the use of the female condom. Targeted investment was made to fight diseases that specifically affect women, in particular the cervical cancer (2009). A vaccine to prevent Human Papilloma Viruses (HPV) was introduced in the National Health Vaccination Plan.

The **Spanish** Strategic Plan for Equal Opportunities (2008-2011), in its chapter on “Diversity and Social Inclusion”, addresses gender equality in offering services, providing public health care, education, employment, justice, law and order, and public housing. To advance implementation, the following legal instruments were enacted: Decree 298/2009 on Prevention Services amending Decree 39/1997; Decree 295/2009 that regulates benefits in case of maternity, paternity, risk during pregnancy and risk during breastfeeding; and Act 2/2008 for National Budget 2009. The implementation of the Law on Sexual and Reproductive Health and Voluntary Interruption of Pregnancy is foreseen to start in 2010 expanding paternity and maternity leaves in specific cases. Further, gender equality was mainstreamed into the National Report of Strategies for Social Protection and Social Inclusion 2008-2010.

In **Tunisia**, a strategy for the promotion of parental education was implemented in partnership with UNICEF and a management system to address the quality and certification of structures in charge of childhood was launched. A programme of support for mothers of children with special learning needs was set up. In this context, a partnership convention was signed between the National Women’s Machinery (MAFFEPA) and the National Union of Specialized and Integrated Schools (UNESI) and regional committees have been established. A training programme is being implemented to develop mothers’ competencies to support special needs of children with learning problems. In the context of the “Programme to prepare youth to conjugal life”, meetings were organised to identify recommendations for the drafting of a guide for young boys and girls in order to prepare them to conjugal life.

The regulation on the implementation of the “Family Protection Law” which entered into force in March 2008 in **Turkey** paves the way for its effective implementation and a draft law concerning “parental leave” was submitted to the Parliament.

In the **UK**, the cross-government national health inequalities strategy “Tackling Health Inequalities: A Programme of Action” is ongoing since 2003. Following the report of the World Health Organisation (WHO) Commission on the Social Determinants of Health (Closing the gap, 2008), a review of health inequalities is underway and is expected to be completed at the end of 2009. The Department of Health undertook a number of initiatives to support the National Health Service (NHS) to tackle gender health inequalities. These include specific Pacesetter projects to improve data collection and analysis across all equality strands and to improve access to health services. The Department continues to fund programmes involving places of worship and voluntary organisations, in order to develop their capacity to undertake a range of health promotion initiatives aimed at reaching and engaging Black, Asian and Minority Ethnic (BAME) groups. In terms of sexual health, NHS is providing £26.8 million in funding to Primary Care Trusts in 2008/09 (concurrent with funding for 2009/10 and 2010/2011) to improve women’s knowledge of and access to contraception, in a bid to reduce the number of teenage pregnancies and abortion. The national programme on gender equality and women’s mental health established in 2003/04 to support the Implementation Guidance: Mainstreaming Gender and Women’s Mental Health is ongoing.

In 2009, the **EC** finalised a study on pension systems and equality between men and women. Further, the EC funds a network of experts on social inclusion, health care and gender equality that delivers reports on an on-going basis.

3.2 Women’s empowerment, education and life-long learning

In **Albania**, review of textbooks and teachings is underway to combat gender stereotypes. Training sessions for teachers are being organised, particularly in primary and secondary education, to include gender equality concerns in teachings and in teacher-parents dialogues. A nation-wide study on social and cultural attitudes regarding the education of girls and women’s participation in decision-making in educational procedures is underway.

The reform of the education system in **Algeria** has the following objectives: teaching is aligned according to the principles of universal values for peace, tolerance, respect for others, and equality; the manuals and books no longer contain discriminatory and stereotyped pictures; and continued information and awareness raising campaigns. Different measures are being taken to support schooling, like free manuals, extension of school canteens and more school busses. The country reports that, in the professional training framework, women are integrated into the educational streams without discrimination. Reduction of female illiteracy through implementation of the National Literacy Strategy targets women aged 15-49 years with special attention to rural women. As a principle, the responsibility for the fight against illiteracy was expanded to cover all state and civil society sectors.

The Ministers of Education and Equal Opportunities of **Belgium** have undertaken joint measures to support women’s and gender studies as well as research in Flemish universities. The Flemish Authority funded a project aimed at increasing the number of women in engineering studies, presently 15% of the engineering students (2008-2010). The project provides role models for female students and aims at eradicating the stereotypes concerning engineers. In 2008, the Flemish Interuniversity Council (VLIR) encompassing the Dutch-language universities of Brussels, Ghent, Leuven, Antwerp and Hasselt, undertook the “EQUAL” project, funded by the ESF. The project ultimately resulted in a manual, called “the Equality Guide – HR Instruments for Equal Opportunities at Universities” combating inequalities by offering gender-sensitive instruments for human resources management and promoting equal opportunities in career and personnel management in universities and other organisations.

In **Denmark**, in 2009 the Minister for Gender Equality will re-launch the website⁴¹ containing material for pupils, teachers, parents and advisors in the senior classes of the primary and lower secondary school. The material introduces a broad range of educational and occupational choices for pupils to consider thereby playing a part in breaking down the gender segregated choice in education. The Ministry of Education set up a corps of role models e.g. non-gender specific educational and vocational choices. All teachers and counsellors under the Ministry of Education must know how to counteract gender-segregated choices of education. The Ministry has, likewise, a gender-mainstreamed pool of funds for the “Pioneer Campaign” (Pionerkampagnen) focusing on innovation and entrepreneurship in teaching. The Ministry of Education is working on gender-mainstreaming, a forthcoming talent support scheme for young entrepreneurs.

In **Estonia**, as part of the national curriculum development for basic schools, the subject of human trafficking has been included in social studies and specifically for grade nine and 12 students (2008).

The Ministry of Education of **Finland** finances a three-year project to promote gender sensitive teacher education, since 2008.

In **France**, the inter-ministerial council for gender equality in the educational system launched inter-academic meetings as well as regional and departmental regrouping decentralised services of the relevant ministries and their local partners (2008-2009). The objective is to enhance mobilisation of decentralised networks of partner ministries and to allow exchange of best practices on three main topics: to improve academic and professional counselling of girls and boys for the diversification of professional choices and better integration into the labour market, including the production of studies and statistics; to ensure young people receive education on gender equality which involves subjects like “men and women in society” and the “prevention and fight against gender-based violence”; and to integrate gender equality into professional and pedagogical practices of the staff in the educational system, training the staff and integration of gender equality in projects in training institutions. Further, girls receive counselling about professions in scientific and technical fields and there is a prize of 1.000 Euros available for 450 young women who pursue a scientific or technical occupation in secondary education.

In **Germany**, a series of priority projects are being implemented to encourage reflection on, and expanding the gender role perceptions of women and men. The projects begin as early as at school age or at the time of making the occupational choice.

In **Hungary**, life-long learning is a relatively new approach but the government intends to promote, through special measures like targeted programs financed from state budget, the understanding of the need of continuous skills and knowledge. The government encourages employers to invest in humans resources. In these activities the government emphasises the importance of equal and greater access. As a follow-up action to the book, “The history of women and men in Hungary in the long 20th century”, published for schools (2008), teacher training was organised on the elimination of stereotypes. A working group has produced five short films about gender stereotypes, women in decision-making, difficulties women face on the labour market, and the parental role for schools accompanied with an information booklet and the initiative targeting especially secondary grammar schools.

The **Lebanese** Ministry of Education organised awareness sessions on gender issues and the CEDAW Convention in schools and a UNESCO-sponsored project, along with the Italian Embassy, supports “Gender Equality in Education in Lebanon” through the elimination of gender stereotypes from curricula and textbooks.

Mauritania organises sensitisation campaigns on the necessity of girls attending school and female literacy. A literacy campaign is undertaken to reduce the female illiteracy of 57%. A law has been passed requiring the education of children between 6 and 14. Residents in 14 localities are

⁴¹ <http://www.ligefrem.dk>

provided with school bus and school supply stores. Training of trainers is a priority in training policy (training centre for the advancement of women and a training centre for early childhood care) and continues for an undetermined period of implementation. A quota determines that four per cent of scholarships are given by the national scholarship commission to girls. An annual ceremony has been introduced where grants for girl graduates are given for a number of different educational levels and types of training at a national level.

In **Morocco**, reduction of disparities between female and male primary school enrolment was supported by measures such as school transport, cafeterias, scholarships, school equipment and free books. The support from the civil society and international development cooperation is well recognised. In spite of ongoing efforts, school drop-out rate remains considerable, about 5 to 7% of those enrolled. An emergency programme was adopted by the Ministry of Education with an annual endowment coupled with new forms of governance, reform, content development for better applicability of training to the needs of the labour market, improvement of conditions, and training of trainers. The Ministry of Youth and Sports through its countrywide network (115 centres, 8 in rural areas) gives annually literacy courses for 12 000 women. It organises sensitisation campaigns in rural areas for strengthening the cohesion and awareness of women about the importance of fighting against illiteracy. The Ministry of Habbous and Islamic Affairs is engaged in literacy programmes and the fight against illiteracy by giving courses in mosques. The number of teachers increased from 179 in 2004 to 2500 in 2009 and the number of female beneficiaries increased from 27.613 in 2004 to 154.989 in 2009. Further, the National Self-Help/Mutual Aid contributes to literacy and women's emancipation through the Education Centres, which have given literacy courses to 183.709 women between 2004-2005 and 2008-2009. In addition, social protection centres offer services to girls from the most economically disadvantaged groups. These include accommodation, catering, educational and cultural programmes, as well as educational support to 67.300 girls (2004-2009). The availability of professional training has improved in rural areas, particularly for women, through the organisation of mobile training units.

In **Poland**, an ongoing activity of the Ministry of Education and Ministry of Higher Education and Science targets equal access, equal treatment, fighting against discrimination and promoting women's rights in education, including primary, secondary, high, technical and life-long learning. An antidiscrimination help book for teachers, "Small compass", of the Council of Europe was translated into Polish. A nationwide campaign "Women at technical university" was introduced in 2006 and has continued up till present. It is based on the German "girls' day" initiative with the aim of encouraging girls to take up studies at technical universities and break the feminisation of low paid jobs.

The Commission for Citizenship and Gender Equality of **Portugal** undertook several actions for the enhancement of gender equality in education. It produced a guide for mainstreaming gender equality in educational products; created a card game, "Living in equality", for children between three and nine years; prepared a sports teachers' guide for basic education; carried out teacher⁴² training, "Gender and citizenship", in two municipalities; and organised a national competition⁴³ for students aged 13-18 years. Portugal has a co-educational system and computers are supplied to schools by the Ministry of Education. The country reports that girls and boys have the same access to computers at school. In order to universalise the access to computers and to internet, the government initiated the distribution of 500 000 portable computers with access to internet to students in basic education (aged 6-11 years) in 2008.

One of the operational goals of the National Gender Equality Strategy (2009-2013) of **Slovakia** is to reach full acceptance of gender equality in the educational system.

The Strategic Plan for Equal Opportunities (2008-2011) of **Spain** has several education related objectives: inclusion of gender equality adapted to the learning contents of each respective educational level; lifelong teacher training and training for other relevant education staff in areas such as "co-education"; implement co-education in school projects; prevention of gender based violence at all levels of education; equal opportunities for men and women; and to respect equality,

⁴² Pre-school to the secondary school teachers

⁴³ Materials production for preventing gender-based domestic violence

non-discrimination, women's vision and contributions in all learning content and tools. Further, Spain reports four annually recurring projects on all educational levels: the "Relaciona" programme on gender-based violence; the "Educational Materials" project on gender equal teaching aids; the "Intercambia" project for sharing gender equality actions and good practices among Spanish Regional Administrations and National Administration; and the "Sindicadas" project for trade unions on gender equality.

The **Swedish** National Agency for Education⁴⁴ undertakes continued professional development of teachers and other school staff in the areas of honour traditions, sex and relationship training as well as the recruitment of more male teachers. A report on the results achieved will be produced end of 2010. It will address potential methods for breaking traditional gender patterns and gender roles in schools and identify additionally areas for further knowledge building on gender equality, including the health of students. A committee on Gender Equality in Higher Education was commissioned by the government to support and propose measures to promote gender equality in higher education. The assignment includes: attention to and counteracting gender based study choices; attention to the declining proportion of men applying for university education; studying sex based differences in various fields of study; dropouts and aspiration to take a degree; addressing different conditions for women and men in making an academic career; and the unequal sex-based distribution among senior position holders in the higher educational institutions. The official report of the committee will be submitted in January 2011.

In **Tunisia**, equal access to education, the obligation of schooling for children between 6 and 16 and free public education are consecrated by law⁴⁵. Girls represent 47.7% of students in primary education, 53.1% in secondary education and 59.1% in higher education. In 2008, the number of women beneficiaries of the national adult education programme represented 79.6% (a total of 11.900 women).

In order to promote girls' enrolment and to increase female literacy, **Turkey** carries out the campaigns "Let's go to school, girls!" and "Mother and Daughter in School", as well as apply conditional cash transfers as incentives. Regional boarding schools (YİBO) have been opened to provide primary education in rural areas without nearby schools and for children from poor families. Also "The Catch –up Training Classes Program" has been started. The program aims to allow children who have never been enrolled or have been absent regularly, to gain the necessary competencies for a second chance in primary education. 67% of the students within the scope of this program are girls.

In 2008, the **UK** Government launched a Gender Agenda initiative, "Narrowing the Gap" which focuses on improving the achievement and progress of underperforming girls and boys in schools including by supporting schools to take action research on gender issues and use the findings to inform policy making. A range of measures are in place to address the poor learning outcomes experienced by teenage mothers and their children, including financial support to meet childcare costs for teenage parents who want to return to education through the 'Care to Learn' initiative. The government has introduced grants for mature students with children, and in particular to lone parents, to help with the costs of Higher Education, including part-time education. The Learner Support Fund provides additional hardship and childcare support funds for adult learners. The government is piloting a Train to Gain programme, which includes helping women, especially from ethnic minority groups, to progress to supervisor/first tier manager level in non-traditional areas where they are under-represented. In terms of curriculum, the Government is investing in developing the Personal, Health and Social Education (PHSE) framework in schools, which includes sex and relationships education.

⁴⁴ Responsible for promoting gender equality in education

⁴⁵ Orientation law of 23.07.2002

3.3 Women in the labour market, family friendly policies and macroeconomic policies

In **Albania**, employment services are being extended to women and girls with specific needs to increase the reach of employment programmes to women victims of trafficking, women with disabilities, Roma women over 35 and divorced women. Programmes include support to unemployed women through vocational training. A nation-wide study on women and girls in the formal labour market has been completed in partnership with the Department of Employment Policies to analyse legislation, policies and statistical data and make recommendations on women's equal participation in employment.

Algeria reports of providing encouragement to women for their advancement at all the administrative levels and positions of responsibility as a permanent activity (10.2008). Concerning the recruitment policy, all citizens without discrimination, enjoy the right to work (2009-2013). Any provision under conventions, collective agreements or employment contracts of gender-based discriminatory nature in terms of employment, payment or working conditions is considered null and void. Any employer is required, for work of equal value, to ensure equal remuneration between workers and without any discrimination.

According to the Federal Equal Treatment Act of **Austria** and the affiliated Women's Advancement Plan, it is obligatory that women will occupy 40% of public service posts on all salary levels and functions. In 2008, the "Women's competence network" organised events on up-to-date topics such as female migrants, job mentoring for young women, female members of workers' councils, and "the best age 50+n". The government expects to adopt the National Action Plan on Gender Equality in the Labour Market (2008-2013) by the end of 2009. A conference, "Best practices and discussion about gender and ethnic specific equality in working life", was held in October 2008. An amendment of the Equal Treatment Act for the Private Sector came into effect 08.2008 having positive effects for women's engagement in the labour market. A Girls Day (04.2009) in the Federal Civil Service promotes female interest in technical, future-oriented jobs, traditionally male dominated. Seminars on equal pay were also conducted (11.2008-03.2009).

An awareness raising campaign "Families under pressure" (Gezinnen onder druk) was organised by the Flemish Authority of **Belgium**. In the first phase, all forms of support by the Flemish Authority were mapped. Secondly, the aim was to sensitise the public to choose freely which measure are more suitable for the combination of work and private life and not to let their choice be determined by existing stereotypes.

The Ministry of Finance of **Cyprus** proposed to amend the Public Service Regulations on parental leave (K.Δ.Π. 101/95), in order for parental leave to count, time-wise, for promotions, pay rise and pensions. The proposal is pending approval by the Parliament. The Ministry of Labour and Social Insurance is finalising the project, "Expansion and improvement of care services for children, the elderly, disabled persons and other dependants", co-financed by the ESF (06.2009). The main aim is the extension of social care services at the local level through cooperation of local authorities with voluntary social welfare organisations with the ultimate aim of integration, reintegration and maintenance of the female work force in the labour market. Thirty-one programmes benefiting 680 women were financed in contrast to the initial target of 10 programmes. In the context of the ESF (2007-2013), a project is planned for the "Provision of Services for Covering Social Care within the framework of Family and Employment Reconciliation", e.g. aiming at subsidising care for pre-school children of women inactive on the labour market. Further, the Law for the Equal Treatment of Men and Women in Employment and Vocational Training was amended (2009) to comply with the European Directive 2006/54/EC on the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation. An inter-departmental and tripartite Committee for the Reconciliation of Work and Family Life, presided over by the Department of Labour, is currently working on a study and action plan.

The **Czech** Committee for Equal Opportunities for Women and Men in the Family and Working Life recommended to the Government Council for Equal Opportunities to adopt legislative arrangements (including taxation issues) for the harmonization of the family and working life (such as operation of company day-care centres, mother centres (clubs), mutual parental help, municipal nurseries and similar). The Committee also recommended to the Council to consolidate the agenda related to childcare for pre-school children under one single Ministry. Regarding the reconciliation of work and family and support for active fatherhood, a new “paternal” sickness insurance benefit was introduced to provide financial support for fathers who decide to temporarily interrupt their gainful activities for the purpose of caring for a newborn child. The Ministry of Labour and Social Affairs approved the planning of a campaign to support active fatherhood in 2009 and 2010. To ensure equal access to economic activity, the Ministry of Labour and Social Affairs also organises re-qualification programmes. Labour offices placed 330 women in re-qualification programmes specifically designated for women living in rural areas, women over 55 years of age, women who are the sole breadwinners or Roma women. During 2008, 15,872 individuals participated in ICT re-qualification programmes with women making up around 74% of this number.

In 2008, the Minister for Gender Equality of **Denmark** launched a charter for “more women in management” with the target of 100 enterprises having joined by 2010. The charter commits the signatory companies to define targets for increasing women in their management. So far 69 enterprises and organisations have joined in, for which a network has been established and a catalogue of ideas and examples has been compiled on methods of increasing women in management. In addition, the State Employer’s Authority and the Department of Gender Equality implemented a mentor scheme (2007-2008) to encourage more women to become managers at central government level and in the private sector and the Ministry of Employment published a guide to assist businesses to break down the gender-segregated labour market (autumn 2008). The government has decided to establish a wage commission to examine e.g. sex based wage differentials. The Ministry of Employment maintains updated information on salaries in different sectors and a study was conducted focusing on wage differences between parents and non-parents. Periodically, the Danish Research Centre for Welfare also draws up a report, analysing the pay discrepancy between women and men. The latest report (11.2008) shows that the pay gap has not changed during the last ten years, the main reason being the sex-segregated labour market. The Danish Minister of Science, Technology and Innovation defines as key objective to endorse more women in academic careers (2008-2010). The ambition to increase the number of women in academic careers was entered in a number of performance contracts of universities (2008-2010). Examples of initiatives, which the universities have started in order to adhere to the principle of equal treatment are: ensuring gender equality at recruitment by having both sexes represented in appointment committees; establish gender equality committees which monitor the representation of sexes in various positions; female networks formed for personal and professional inspiration when pursuing a scientific career; permitting convenient working hours to ensure possibility of family life while pursuing an academic career; recruiting and training staff of both sexes who are willing to undertake managerial positions; and economic incentives whereby hiring a female academic is rewarded. The Ministry has in September 2009 launched a brochure about “Best practice” in recruiting and retention of female research talents at universities and other research institutions: The brochure also deals with the gender equality acts and the possibilities for launching special initiatives. The most recent statistics in this area are also printed in the brochure.

Estonia’s one-year twinning project with France, “Equality between Men and Women – Principle and Goal for Effective and Sustainable Enterprises”, co-financed from the EU Transition Facility 2006 Programme, was concluded in August 2008. The aim was to increase gender awareness in the private sector. Two of the main results were an employers’ gender equality handbook on recruitment, training, promotion, pay and reconciliation of work and private life, and stakeholders’ network for exchange of information, experiences and good practices in promoting gender equality in working life. The on-going Estonian ESF programme for gender equality (2008-2010) in the labour market consists of support to relevant law enforcement and implementation of gender mainstreaming strategy, raising awareness and reducing gender stereotypes. The Estonian Ministry of Social Affairs commissioned an extensive study to collect data and analyse the situation of gender pay gap (11.2008-11.2010). So far, two activities have been carried out: the publication of

“Fathers’ Calendar 2009” to draw attention to fathers’ and grandfathers’ role in child care, and a conference, “Caring Fatherhood”, e.g. the role of caring fatherhood in solving problems like men’s shorter lifespan, low birth rate, high number of children in one-parent families, child poverty, and gender pay gap. The ninth competition of “the Most Family- and Employee Friendly Enterprise” was organised by the Minister of Population and Ethnic Affairs, the daily business newspaper “Äripäev” (Business Day) and the monthly family magazine “Family and Home” (Pere ja Kodu) (02-05.2009).

Promoting women’s career opportunities is one of the six priority areas in **Finland’s** Action Plan for Gender Equality (2008-2011). A seminar on collective labour agreements with a focus on the gender pay gap was held (autumn 2008). Two projects on improving pay systems were launched (autumn 2008) with results to be disseminated (2010-2011). A series of studies were conducted. Among those, a working group appointed by the Minister of Public Administration and Municipal Affairs submitted its report on methods to increase women’s share in the leadership positions of the state sector (01.2009). A study on planning gender equality both in the private and the public sectors is also underway with results expected in the spring of 2010. In 2008-2009, the National Awareness-raising Campaign, “YES - Equality is Priority”, co-funded by the EU Progress Programme, included actions in employment and entrepreneurship conducted by the Ministry of Employment and the Economy. These consist of e.g. training workplace consultants in local employment, enterprise offices addressing equality, non-discrimination and diversity aspects. As part of mainstreaming equality, non-discrimination and diversity, training of trainers will be organised for training institutions of trade unions accompanied with a guidebook for trade unions and workplaces. A material package will be prepared for employers and employees on recruitment and orientation of employees with minority background. The reconciliation of work and family life is another priority in the government’s Action Plan for Gender Equality (2008–2011). The potential for a more extensive reform of the parental leave system will be explored in the context of the revision of the current social protection system (autumn 2009).

France launched two studies concerning labour market (2009): one on the implementation of gender equality agreements in the professional field, and the other on the impact of sectoral negotiations on “the evolution of practices by enterprises concerning part time work”. A campaign was launched in August 2008 to control work inspection on gender equality in professional life. In addition, specific measures regarding gender equality in occupations and diversity of employees were developed targeting enterprises. Specific support measures are provided for women who are reintegrating into the labour market. This includes work with the Small and Medium Enterprises and training organisations such as drafting of guidelines, setting up training on equality in occupations for training counsellors.

The strategy “Equal participation of women and men in working life” of **Germany** aims at removing inequalities on the labour market. The agreement between the Federal Government and the Central Associations of German Business constitutes another framework to promote gender equality in employment through four fields of action: reconciliation of work and family; better educational and training opportunities; more women in leadership positions; and overcoming the gender pay gap. In December 2008, the act on the reorientation of labour market policy instruments introduced e.g. a placement budget for each employment agency. This makes it possible to give individual job and training seekers more effective assistance and benefits especially single parents, the majority of whom are female. To facilitate women's return to working life, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth launched the “Perspective Re-entry” action programme, together with the Federal Employment Agency (2008). The programme was presented (11.2008) on the occasion of a Peer Review of the European Commission with European partners. An information portal⁴⁶ on career possibilities for women was designed in 2008-2009 by the Federal Ministry for Family Affairs, Senior Citizen, Women and Youth to support services for women who plan to start a career or set up a business. The Equal Pay Day was held for the second time in March 2009, a study on gender-based pay gap was published and an Equal Pay Conference was organised. Since 2009, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth offers to companies the Logib-D instrument for gender pay gap reviews. This is used for identifying

⁴⁶ <http://www.frauenmachenkarriere.de>

whether pay differences are due to objective factors or suggest covert discrimination. This self-testing encourages companies towards equal pay voluntarily rather than having to institute external checks and sanctions. A series of priority projects are also implemented to encourage reflections on and expansion of the gender role perceptions of women and men, beginning at school age or at the time when deciding on a career path. Creating a family friendly working environment has become one of the essential components of a sustainable family policy in Germany. The company programme 'Success Factor Family' aims to turn family-friendliness into a business case and a hallmark of German economy. The programme was started in strategic partnerships with the main Associations of the German economy, trade unions, major foundations and leading enterprises. Every April, technical enterprises and training facilities, universities, and research centres are invited to organise an open day for girls of 10 years upwards, "Girls' Day – Future Prospects for Girls" where a wide range of professions and activities are presented. The successful project will celebrate its 10th jubilee in 2010. By actively taking part, girls shall be particularly motivated and encouraged to seize their career options that are presently atypical for women. Girls' Day encourages the surroundings of young women i.e. families, school, media and employers to participate in the campaign and change their common attitudes towards vocational orientation. The project is funded by grants from the German Federal Ministry of Education and Research, the German Federal Ministry for Family Affairs, Senior Citizens, Women and Youth and the ESF. The New Paths for Boys-project (2005-2011) is a networking project and service agency with 126 local initiatives nationwide⁴⁷. The project activates local initiatives on special activities for male pupils that are customised to the needs of boys during their change from school to occupation.

The **Hungarian** Labour Code has a number of specific provisions on the implementation of the equal opportunity principle in the world of work and employment. Specific regulations apply to the entering into employment relationship to avoid any discrimination in the hiring process. Women, from the time their pregnancy is diagnosed until their child reaches one year of age are under special protection. In terms of policies, the objective of "the Start Programme" is to provide support for parents with small children and for family members taking care of close family members in order to re-enter the labour market, to have employment after childcare benefits and to enable them to work while receiving the benefits. The objective is to support re-entry of women in the labour market. The persons who are eligible to participate in the programme are those who intend to take up legal employment within one year following the termination of the disbursement of the childcare aid, childcare pay, child-raising support or nursing allowance, or wish to enter work after the child has reached the age of one year. It is a public contribution allowance to be granted automatically for a term of two years, and paid to employers that engage the eligible participants of the programme within the framework of labour relations. Further, in cooperation with NGOs and the University of Pécs, a new type of training was developed in 2008 on work-life balance policies for human resources (HR) experts and HR-students. This scheme promotes family friendly working practices through spreading family friendly working systems, working and HR organisation methods. The first training courses have started at the beginning of 2009.

The Equal Employment Opportunity Commission was established in 2008 in **Israel** with the goals to ensure equality at work and to generate public awareness in view of the importance of equality and the Authority for the Advancement of the Status of Women initiated promotion of a "Family Friendly Workplace" project in 2008. The established inter-ministerial Commission is expected to submit its recommendations to the Civil Service Commissioner by the end of 2009. The goal is to adopt an approach in the Civil Service that would serve as a model and would lead to the adoption of the principles at additional places of work. A law came into force end of 2008 to encourage adapting of workplaces for women and for the advancement and integration of women at work. According to the law, financial incentives would be given to those employers who integrate and advance women at work. Further, the Ministry for Industry, Trade and Labour carries out training courses for women from special groups, like single mothers and ultraorthodox women, in order to advance and improve their economic situation. There was also a programme opened for single families entering the labour market, with the aim of making it easier for the head of the family to go to work.

⁴⁷ <http://www.respekt-jungs.de>

A research study is being conducted in **Italy** on women's participation in regulated professions, in the territories of Objective Convergence, in order to increase understanding of the extent and manner in which gender equality is taken into account in professional regulations and in the internal relationship of the orders. The survey examines, in particular, the characteristics of women's presence from the quantitative and qualitative points of view. It is envisaged to expand the analyses into non-regulated professions and to survey the extent of women's participation in professional associations (2009). A series of measures were adopted during the reporting period to support women's participation in legal employment. For instance, employers which engaged male staff on temporary contracts during 2008 in eight regions⁴⁸ receive a tax deduction of 333 Euros per person per month for 2008-2010 while a tax deduction of 416 Euros was applied for female staff, considered disadvantaged. According to the country, a key provision to promote and support employment was the establishment of a fund to meet the costs of "the Protocol on Public Welfare, Work and Competitiveness for an Equal and Sustainable Growth". The main aims of the Protocol are to: protect female occupation, fighting job discontinuity and strengthening the social safety nets, especially for women; promote incentives for the reconciliation between work and private life⁴⁹; and give priority to micro-credit programmes and community funds destined for women. A special plan for the development of social and educational services for early infancy was launched. It has the double aim of pursuing the objective of increasing area coverage (by 2010)⁵⁰ and to even out the imbalances existing between the various areas of the country. This provision was applied in the disadvantaged areas such as the South of Italy where the female unemployment rate is quite high. Further, recent income support measures were provided for by the Decree law number 185 (11.2008), coordinated with the conversion law number 2 of 01.2009. These contain urgent measures for support to families, work, employment and enterprise and for reworking the national strategic framework to offset the current financial crisis. This includes the following: family bonuses, special financial terms for newborns, bank guarantees offered to parents with a newborn or child adopted, who apply for a loan requiring bank guarantees, urgent measures that support low income categories with housing problems or support in access to rental housing.

In **Lebanon**, the Ministry of Labour introduced a draft amendment to the Labour Law aiming at ensuring equal opportunity and treatment of women and men in employment and occupation, including equal pay. The Ministry of Labour integrated women's issues into the Ministry's database, conducted a campaign on gender equality in employment and integrated gender issues into its monthly magazine edition. The Ministry of Social Affairs organised workshops on women and economic life.

In **Lithuania**, under the intervention, "Reconciliation of family and work responsibilities", financed by the ESF, projects aimed at the promotion of family friendly working places are under preparation; the call for tender was closed in April 2009. In addition, one of the actions in the Plan of Measures for the Implementation of Family Welfare under the National Strategy of the Demographic Policy (2008-2010) is aimed at the promotion of family friendly workplaces. Trainings for social partners will be organised for applying the Manual for Gender Mainstreaming of Employment Policies (2009). The 2009 amendments of the Labour Code aim at improving the protection of employment rights of women. The National Programme for Equal Opportunities for Women and Men (2005-2009) has the objective to improve employment opportunities for women who want to reintegrate into the labour market and for senior women. According to the data of the Lithuanian Labour Exchange (2008), 726 long-term unemployed women and 678 women over 50 were referred to vocational training.

The Ministry of Equal Opportunity of **Luxembourg** allocated subsidies to private enterprises which carry out positive gender equality actions in treatment, decision making, and reconciliation between professional and private life (2009).

Flexible working arrangements in **Malta** and special leave provisions help facilitate the reconciliation of work and private life. The Tele-work National Standard Order entered into force in November 2008 and sets out the framework for distance working in the public and private sectors

⁴⁸ Calabria, Campania, Puglia, Sicily, Basilicata, Sardinia, Abruzzo and Molise

⁴⁹ Part-time jobs, flexitime

⁵⁰ From the present 9.9% to 33% by 2010, objective established by the European Council of Lisbon

providing a dimension for flexibility. The National Reform Programme (2008-2010) aims at increasing the women's employment rate through training. The Act n° V of 2009 amended the Employment and Industrial Relations Act, Chapter 452, prohibiting discrimination in employment. New programmes were launched for job seekers, persons in employment who wish to upgrade their skills and employers, including women. For instance, "the Employment Aid Programme" and "the Training Aid Framework" provide conditional subsidies as incentives to companies recruiting new employees, in particular, small companies. In 2009, the National Commission for the Promotion of Equality (NCPE) will carry out a project, "Unlocking the Female Potential", for better understanding of the jobs and skills needed and matching these to the inactive population to ensure employability while at the same time increasing sustainable participation and progress of women's employment.

In **Mauritania**, trade union associations have organised several training sessions and seminars to improve awareness of the impact of economic policies.

For the first time, beginning of 2009, a woman was appointed in **Monaco** to the position of the Government Councillor (Minister) for Economy and Finance. This nomination supports women's access to leading positions in political decision making.

Morocco established the 'Equality'-label support and encourages businesses which have developed good practices in promoting equality between men and women. The Attijari Wafabank Foundation, in collaboration with the National Women's Machinery, organised a conference on the theme 'Business and Social Development'. A seminar titled, "Gender, performance and tools for economic development" was organised by the Association of Moroccan Women/AFEM and the General Confederation of Enterprises of Morocco/CGEM, in partnership with the German Technical Cooperation (GTZ) and the Ministry of Social Development. It sensitised economic actors to the benefits of gender equality for economic growth and businesses performance as well as on the link between economic profitability and social responsibility. Further, the government prepared, in cooperation with socio-economic partners, an action plan (2006-2008) based on volunteer programmes aimed at employing 200 000 job-seekers. One of the programmes is the "Idmaj Programme" for the promotion of paid work of young graduates and access to a first job. This initiative succeeded in providing employment for 120 076 persons (2006-2008), 47% of them women. Another programme, the "Taehil Programme" aims at improving the relevance of training corresponding to the labour market demand, through contractual training in enterprises or through training to improve the employability of job-seekers. Women represent 54% of the beneficiaries. In addition, a study is being conducted on the three dimensions of gender, psychosocial skills, and employability. It intends to analyse the situation of gender integration, social skills and conditions leading to employability and to develop a support strategy for young people under the auspices of training centres concerning professional accreditation. The study examines the status quo of the training processes in these training centres (2008-2009).

In **Poland**, strengthening knowledge of the impact of macro-economic policies on employment and developing research focused on gender to enable the elaboration of efficient strategies aiming at strengthening the role of women in the economy is an ongoing activity of the Ministry of Labour and the Ministry of Economics where various departments work on the issues. Ensuring equal access, equal treatment, fighting against discrimination and promoting women's rights in the labour market, including return after long absence are ongoing activities of the Ministry of Labour.

In the context of the Operational Programme for the Promotion of the Human Potential of **Portugal**, under the National Strategic Reference Framework (NSRF), the Commission for Citizenship and Gender Equality (CIG) is managing the technical and financial support for the promotion and implementation of Gender Equality Plans in public and private enterprises to ensure equal access by women and men to jobs, equal pay, equal access to training, to career progression and the reconciliation of family and private life. Eighteen projects are underway, mainly by non-state actors, and a second open call was launched in May 2009. The project "Social Dialogue and Equality in Enterprises" aims at developing and implementing good practices for gender equality in enterprises and for reconciliation of professional, family and private life (2008-2009). The project disseminated three instruments which it had developed: the "Guide for self-evaluation of gender equality in

enterprises”; a video “Good practices for gender equality in enterprises”; and the third instrument which consolidates an intervention undertaken in nine enterprises. Further, a web portal (2009)⁵¹ aims at promoting gender equality and reconciliation of professional, family and private life. In addition, Decree n° 511/2009 establishes an increase of 20% to the monthly allowance of single-parent families at aggravated risk of poverty. Similarly, the monthly pre-birth allowance for single-parent families increased 20%. The total monthly allowance for families with two or more children (when one of the children is less than three years old) doubled or tripled. Decree-Law n° 105/2008 creates social protection in maternity, paternity and adoption. A social maternity allowance ensures the protection of mothers without the ability to pay for social contributions due to inadequate or no employment. The allowance is paid for the regular period of maternity leave according to the new Labour Code (Law n° 7/2009). Portugal recognises the need to create incentives for extending the maternity/paternity leave period and encourages as well as enables men to take responsibility for their social and familial obligations by involving more fathers to take up paternity and parental leave. The New Labour Code created several innovative measures through increasing the length of the parental leave for fathers. Working grandparents are granted the right to leave of absence to assist under-aged grandchildren when working parents are unable to provide such assistance.

In **Slovakia**, the aim of the competition “Family Friendly Employer” (05.2008-05.2009) is to acknowledge and motivate employers to create working conditions with consideration to employees’ family obligations. The range of the competition has been extended.

The Strategic Plan for Equal Opportunities (2008-2011) of **Spain** includes as objectives to: advance women’s employability, quality of employment, and equal pay; promote women’s entrepreneurship and economic empowerment; increase women’s share in management, positions of responsibility in the judiciary, in corporate management; ensure equal opportunities for women and men and foster corporate social responsibility among employers. The Institute for Women, in collaboration with other entities, is developing the annual event, Cultural Dissemination Project II, “Women in leading positions: training meeting”. Additional labour market and employment instruments are: the Framework Cooperation Agreement (04.2009) with the University of Alcalá de Henares enhancing female jurists into the labour market; the Social Dialogue Equality Committee (established 11.2008) promoting the Organic Act 3/2007 for the Effective Equality between Women and Men in the labour market; the Specific Employment Programme for Gender Violence Victims (11.2008); Decree 297/2009 on Shared Farming Entitlements empowering especially rural women; and Action Plan (2008-2011) for the Supervision of the Effective Equality between Women and Men in Companies.

Sweden adopted a comprehensive strategy for gender equality in the labour market and the business world (06.2009) which provides a better possibility for analysing and following up the impact of policies on employment. The strategy includes 68 measures grouped in four key areas: to combat gender segregation in the labour market and the business world; to promote gender equal conditions for entrepreneurship; to promote gender equal participation in employment; and to promote gender equal working conditions. The government presented one of the concrete measures in the strategy, namely an allocation of about 4 million Euros for reducing women’s absence due to illness including their return after long absence (04.2009). The Ministry of Enterprise, Energy and Communication launched “the Board Programme for Women” (03.2009) for increasing the availability of women for chairperson positions in company boards by giving women economic aid for education and training. In order to encourage the private sector to increase women’s share in the boards of directors, the government is gathering information from listed companies on their gender representation. A gender equality bonus was introduced in the parental insurance in 2008 with the aim of improving the conditions for gender equality in both working and family life. A child raising allowance has also recently been introduced (07.2008). The aim is to enable parents to make a smoother transition between parental leave and work. In addition, the National Institute of Economic Research was commissioned by the government to carry out several studies to highlight the function of the labour market from a gender perspective to provide better data on macro economic effects (2010). Statistics Sweden was commissioned to carry out a time

⁵¹ Universes for reconciliation

use study for 2011 to present an overview of the impact which the division of work within families has on macro-economic policies.

In **Tunisia**, in the context of the national employment policy, authorities have set up “Internships for the initiation to professional life” in public and private enterprises. These are open to women and men and women represent more than half of the beneficiaries. In 2008, the activities of the National Employment Fund (FNE) to support qualification of work seekers reached out to 28.121 women, this represents 31% of the total beneficiaries.

The draft law on parental leave, presently in the **Turkish** Grand National Assembly, favours women’s employment and their ability to stay longer in the labour force⁵². The adopted Employment Policy stipulates that the pension fees of newly employed women will incrementally be paid from the unemployment fund over five years. The same policy enables employers to outsource nursery and breast-feeding facilities.

In June 2008, the **UK** Government published a 10-year Carers’ Strategy, underpinned by £225 million in funding, with the aim of improving the lives of carers, the majority of whom are women. It is also working to encourage men to play an equal role in caring responsibilities, including through ensuring that service provisions that affect families support the caring role of fathers. The UK Government continues to address the ongoing challenge of the gender pay gap, which currently stands at 22.6 per cent. In 2008, it introduced a cross-departmental target to reduce the gender pay gap through the Equalities Public Service Agreement (2008-2011). Additional Government actions to reduce the pay gap include: increasing the availability of quality part-time jobs and giving part-time workers the same rights as full time workers (80 per cent of whom are women); providing incentives for employers to reduce the gender pay gap; investing in training of women for non-traditional jobs and management/supervisory positions; and investigating barriers to employment by Black, Asian and Minority Ethnic (BAME) women and introducing the National Minimum Wage.

The **EC** finances, on an ongoing basis, two networks of experts on: (1) employment and gender equality and (2) social inclusion, health care and gender equality. In 2009, these networks produced a series of reports covering all EU member states on the following topics: flexible work and equality, gender inequalities in the access to health, gender mainstreaming in inclusion policies, fiscal policy and women’s employment. The EC also launched a study on non-legislative initiatives to promote equality in enterprises. The results will be presented during a Conference in May 2010. The EC adopted a conciliation package that includes a Communication on day care and legislative proposals to review paternal leave and equal treatment for self-employed and helping parents. In the context of the programme for the exchange of good practices launched in 2007, the EC organised two seminars on the conciliation of professional and family life in 2008. Finally, the European Commission support the French Presidency of the EU in the conduction of the follow up indicators on conciliation between professional, private and family life. Political conclusions and a report were consequently adopted by the Council in December 2008.

3.4 Women’s entrepreneurship

In **Albania**, the Business and Investment Strategy (2007-2013) supports small and medium enterprises to promote competitiveness. In 2008, out of the 64 projects approved, 8 were in support of companies run by women.

In **Algeria**, facilitation of women’s access to self-employment, including micro-enterprises and microcredit, is a continuous activity. To encourage women to work on their own projects, simultaneously accommodating family responsibilities, skills training for women without formal employment (housewives) was developed followed by coaching. During 2004-2007, 59,000 housewives were trained.

⁵² For sale in festivals, charity bazaars, street fairs or in temporary markets

The Ministry of Commerce, Industry and Tourism of **Cyprus** implements two schemes, co-funded by the ESF. Through the scheme for women's entrepreneurship, 90 women received funding for business establishment in 2009. The second scheme, youth entrepreneurship, targets both young females and males.

In the **Czech Republic**, the Ministry of Labour and Social Affairs organises re-qualification focusing on entrepreneurial activities. In 2008, 1,556 trainees participated in re-qualification programmes focused on applying one's abilities through entrepreneurial activities; women made up around 62% of these attendees.

The Ministry of Economic and Business Affairs of **Denmark** published an analysis concerning female entrepreneurs with a follow-up measure for increasing women owned enterprises (2008). The Ministry currently funds such initiatives as network and mentor schemes, role models, a website⁵³, and statistics and analyses on female entrepreneurs (2009-2011). Updated statistics on women entrepreneurship in Denmark are published each year in November by the Ministry. The Ministry of Food, Agriculture and Fisheries is working to increase the number of women in farming and fisheries for further innovation and to safeguard life in rural districts. A publication about women's entrepreneurship, based on a research project and the newest statistics became available in August 2008.

The Ministry of Employment and the Economy of **Finland** supports the Women's Enterprise Agency and established a working group on women's entrepreneurship (06.2008). The Central Association of Women Entrepreneurs and the Finnish Institute of Occupational Health launched a project on "the wellbeing of female entrepreneurs at work and the business development" (2008-2009).

Work continues in **France** with organisations which support women to establish their own businesses, to improve women's access to bank loans, to identify finance possibilities for women's projects, and to develop communication and partnerships around women's entrepreneurship.

Germany supports women entrepreneurs inter alia by the National Agency for Women Start-ups Activities and Services (bga), which is jointly sponsored by the German Federal Ministry of Education and Research, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, the Federal Ministry of Economics and Technology and the European Social Fund. It represents a first step towards increasing the number of businesses started by women.

For promoting women's entrepreneurship in **Hungary**, a gender course for workforce-centres and for entrepreneurship-centres was implemented accompanied by a course book developed for the gender course.

In **Israel**, activities are undertaken to encourage education and professional training through scholarships and trainings within the scope of government decisions no. 412 and 413 concerning the advancement of the status of women in the Bedouin, Druze and Circassian sectors in the north. Trainings on entrepreneurship were held in 2008 and 2009.

In **Italy**, the Committee for female entrepreneurship, in charge of coordinating and planning interventions on the subject, produced an interactive CD ROM entitled "The city of female entrepreneurship" together with a handbook for starting up an enterprise (2009). It deals with a collection of best practices and useful instruments to create female entrepreneurs. In the framework of 2007-2013 EU cohesion policy, the Department of Equal Opportunities provides technical support to the southern Italian administrative authorities to implement actions aimed to promoting and financing women's entrepreneurship.

In 2009, the World Bank conducted an assessment report on the "Gender Dimension in the **Lebanese** Private Sector: Entrepreneurs and Workers". Micro-credit support activities, including bookkeeping training for women, are implemented in south Lebanon through the Maarakeh project

⁵³ <http://www.startvaekst.dk>

in the village of the same name. It is led by the National Commission for Lebanese Women and financed by the Arab Women Organisation.

As part of implementing the National Programme for Equal Opportunities for Women and Men (2005-2009) in **Lithuania**, the Ministry of Economy launched a newsletter "Women and Business". All over Lithuania, 780 events were organised in 2008 by the Business Information Centres with 10.000 women attending, constituting 60% of all participants. Up to 6.500 women underwent training on accessing capital for the establishment and operations of a business and up to 4.200 women received consulting services in the related matters. The Ministry of Agriculture organised seven events on starting and managing an agribusiness with 800 female attendees in 2008.

The "Moukalwati programme" in **Morocco** supports business establishment by young persons by offering loans on preferential conditions. Women constitute 30% of beneficiaries. Generally speaking, female entrepreneurship remains atypical and women's participation in economic decision making remains relatively weak. The Microfinance Refinancing Fund JAIDA (2008-2011) is envisaged to promote and safeguard access to finance for female entrepreneurs.

In **Poland**, "It Feels Good to Be a Woman Entrepreneur!" is the title of a project to promote entrepreneurship among women. Its objective is to encourage women to become more active participants in the society and in the labour market, to motivate women to take actions through which they will create employment for themselves. Trainings are conducted on business establishment, sourcing of capital and business promotion. Documents for the use by entrepreneurs were produced on e.g. legal and institutional problems, basic knowledge of economics, management, marketing, adaptation of business operations to local conditions, and on capability for raising capital for business. A free helpline was established to provide expert advice on all aspects of running a business and a campaign was launched to promote the action through TV and radio spots, advertisements in the press and on billboards, and articles published on women's entrepreneurship. An extensive compendium on entrepreneurship in hard copy and in multimedia version is under way. An interactive web portal for women has been developed, featuring entrepreneurship. The project will continue till 2013.

A research on women, including migrant women, and entrepreneurship, is being carried out in **Portugal** with the purpose of producing a diagnosis and recommendations for drafting policies fostering women's entrepreneurship. The government focused on promoting female entrepreneurship particularly when innovation is involved. Two calls for proposals have already taken place under the Operational Programme for Competitiveness. As a result 9 million Euros were allocated to projects and another application phase is in the pipeline. Additionally the Operational Programme for the Promotion of the Human Potential includes financial support to women's entrepreneurship projects with aspects of promoting association and creation of business networks. 52 projects for about 740 women with a commitment of 10 million Euros are under implementation. One project was approved for entrepreneurship among refugees. This is funded from the NGOs Fund from the EEA Grants Mechanism.

Under the Strategic Plan for Equal Opportunities (2008-2011) of **Spain**, several programmes promote female entrepreneurship and economic empowerment. The Programme on Business Support for Women (PAEM) in collaboration with several Spanish Chambers of Commerce offers business information and advice and supports the creation and consolidation of European and international business networks. The Microcredit Programme facilitates women's access to business finance, beneficiaries receiving individual advice by the Programme on Companies Coaching. The Programme "Emprender en Femenino" provides subsidies for women entrepreneurs. There is an on-line tool⁵⁴ for women entrepreneurs that promote the development of their economic and commercial activities as well as the exchange of experiences. In addition, the Programme on Business Training and Consolidation and the Training in Business Management avail their services for female entrepreneurs.

⁵⁴ <http://www.soyempresaria.com>

In **Tunisia**, the Centre for Research and Studies on Women (CREDIF) conducted a study on the “Dynamics of private initiative and micro enterprise in Tunisia from a gender approach” and a study on “Economic and social change in rural areas from a gender approach”. The latter focuses on the role of rural women in socio-economic dynamics and local development. The CREDIF also implemented the project “Strengthening women’s economic capacities in the governorate of Kasserine” (in the centre-west of the country), with the support of UNDP, to provide women with the necessary tools to identify opportunities in the labour market and in terms of income-generating activities. The training sessions focused on: “Gender and private initiative: personal development and entrepreneurship” and “Private initiative and techniques for setting up and conducting projects”. The Ministry of Employment and Professional Integration provides training for both women and men on “Enterprise creation and entrepreneurship skills” to support the management of micro enterprises in the industrial, service and agricultural sectors. Further, the project in support of women in crafts aims to support the trading of their products through internet. It encompasses setting up a website for trade of the products, organizing seminars and regional commercial fairs.

The “Supporting Women’s Entrepreneurship Project” carried out in **Turkey** by the Small and Medium Size Industry Development Organisation was completed. The Women Entrepreneur Committee of the Union of Chambers and Commodity Exchanges of Turkey was established with functions in 73 provinces through “Provincial Women Entrepreneur Committees”. The committees promote women entrepreneurship and support in overcoming obstacles. In support of women’s businesses, a microcredit facility was initiated by some provincial administrations. Additionally, an amendment to the income tax law exempts women from paying income tax on home made products⁵⁵.

The **UK** Government’s Enterprise Strategy⁵⁶, published in March 2008, recognises the importance of women’s enterprise to economic growth and contains a range of measures designed to promote the development and growth of such enterprises.

The **EC** established a European network of support to women entrepreneurship which met regularly in 2008-2009. In 2008, the network published its annual report and a study on “Innovative women and entrepreneurship”⁵⁷.

3.5 Migrant women’s rights

The research programme, “The integration of the European second generation” examines the integration of people from foreign origin via a standardised survey research in seven countries, including **Belgium**. The results of the Belgian survey give a nuanced image of so-called cultural differences in men-women roles. The research suggests that higher education, and accessible and affordable child care services are important levers for women’s integrated emancipation policy. Belgium reports that, in particular, women of foreign origin are unaware of their rights and it is very difficult, even for professional intermediaries, to have a thorough knowledge about the different legal systems in foreign countries. Therefore, the Flemish Equal Opportunities Unit funded a project for increasing the knowledge on International Private Law of professional intermediaries and women’s organisations through trainings (2008-2009) whereby the need to advise and assist these women in legal issues can be met. The courses are open for women’s organisations via which women of foreign origin can be directly reached.

In the **Czech Republic**, since August 2008, the coordination activities related to the integration processes for foreigners was handed over from the Ministry of Labour and Social Affairs to the Ministry of Interior (government resolution No. 979/2008). It reflects the principles of equal opportunities for women and men – female immigrants and male immigrants. The report on the implementation of the Concept for Integration of Foreigners in 2008, which the Ministry of Interior

⁵⁵ For sale in festivals, charity bazaars, street fairs or in temporary markets

⁵⁶ <http://www.berr.gov.uk/whatwedo/enterprise/enterprisesmes/enterprise-framework/index.html>

⁵⁷ http://ec.europa.eu/enterprise/entrepreneurship/support_measures/women/wes.htm

submitted to the government on 31.1.2009, imposes integration measures to recently arrived foreigners of both sexes, for instance for the purposes of family unification. During the initial course provided to foreigners, immigrants will be made familiar with the values observed by the Czech society and the EU regarding the principles of democracy and equality between the men and the women, the dignity of a human being and on the protection of human rights. Special attention is paid to the integration of second and third generation of immigrants and to the provision of childcare services to the parents during their participation in the integration activities.

The Ministry of Refugees, Immigration and Integration Affairs and the Ministry of Economic and Business Affairs of **Denmark** are working to improve conditions for entrepreneurs of non-Danish ethnic origin with particular focus on women. Denmark has several policy initiatives which among other things are aimed at increasing the integration and protection of migrant women and ensuring the enjoyment of their human rights. The Strategic Research Programme contains several projects on gender and migrant women: "Sharing space – gendered patterns of extended household living among young Turkish migrants in Denmark" (2006-2009); "Employment among immigrant women and men in Denmark – the role of attitudes" (finished in 2008); "Islam and labour market integration in Denmark"⁵⁸; and "Life below a language threshold? Stories of female Turkish marriage migrants"⁵⁹. In addition, the Ministry of Integration Affairs financed the following research projects: "Self supporting immigrant women" (10.2008); and "Immigrant women's language" (2009). The country reports that there are areas at risk of a backlash. Some boys with an immigrant background are dropping out of the education system and are questioning values such as gender equality. The government intends to continuously promote gender equality in working with these boys and their families. This requires broad-based efforts, ranging from integration policy, over social housing efforts to the work of furthering gender equality and fundamental rights among women and men with an immigrant background.

France implemented and followed up actions - as anticipated in the framework agreement of December 2007 - relating to female immigrants and issues of immigration to favour the process of integration, prevention of, and fight against discrimination (2008-2009). The actions aim to: improve awareness of female immigrants and immigration issues; sensitise and train concerned actors and institutions about the matter; positively enhance the representation of these women; reinforce cooperation among actors in order to succeed in the integration of new arrivals; promote an active policy of access to rights; favour educational success, social and professional integration; and promote participation in the life of the city.

The project entitled "Network.21", financially supported by **Germany's** Federal Ministry for Family Affairs, Senior Citizens, Women and Youth and the ESF, offers a mentoring programme both for women and girls with and without a migrant background and for young men to facilitate their transition into the labour market. A study about number, structure, membership of migrant women's organisations will be completed in 2010. Special gender-segregated analysis of Microcensus Data with regard to migrants was published in the spring 2009. A study is underway about the transmission of gender roles from father to son and mother to daughter within migrant communities with results due in 2010.

The Department for Equal Opportunities of **Italy** concluded a research project entitled "Gender Identity and the life prospects of Romany women" in collaboration with the Foundation "Lelio e Lisli Basso" (06.2009). The research aims to outline a knowledge framework on Romany women's living conditions in the areas of gender identity, individual and collective perspective of life, both within the equipped camps and spontaneous settlements. The objectives of the research are: analysis of the current legislation on the topic; analysis of existing form of discrimination; ways of social interaction prospected by the current rules; analysis of women's situation in terms of gender differences and critical points such as the protection of health, particularly mothers and children's health; and risks of coercion and exploitation.

⁵⁸ About education, work, sex roles and religion among first generation immigrants from Turkey, Pakistan and Iran

⁵⁹ A study on how many immigrant women of Turkish origin speak limited Danish even after many years in Denmark to be published in 2009 in European Journal of Women's Studies

The **Lebanese** Ministry of Labour issued a Resolution (n° 1-31, 16.03.2009) to unify contracts of employment for domestic migrant workers and a Resolution (n° 52-1, 28.04.2009) to expand the scope of insurance of foreign domestic workers. A draft law was drawn up to subject domestic workers to the provisions of the Labour Code and discussions are underway for the signature of a bilateral protocol with the Philippines on the welfare of Philippines workers in Lebanon. A media campaign on discrimination against migrant workers was conducted by the Ministry of Social Affairs and the Ministry of Interior and a practical handbook for domestic migrant workers and employers was formulated by the Ministry of Labour.

Pursuant to the National Antidiscrimination Programme (2009-2011) of **Lithuania**, a study aimed at analysing the status of women with disabilities, women from national minorities, migrant women, women from urban and rural areas and older women will be carried out in 2010.

Poland reports that increasing protection and integration of migrant women and ensuring the effective enjoyment of their human rights, including mainstreaming gender in migration studies and research is an ongoing activity of the Department of Migration and the Department for Social Integration in the Ministry of Labour and Social Policy as well as in the Ministry of Interior and Administration.

Spain has several initiatives on-going in the area of migration: the Strategic Plan on Citizenship and Integration (2007-2010); an Action Plan to tackle and Prevent Gender Violence in respect of Foreign and Immigrant Population (2009-2012); the annually recurring "Sara" Programme specifically targeting migrant women; and the "Clara" Programme targeting women at risk of social exclusion, including migrant women.

In **Sweden**, in the national action plan to combat men's violence, violence in the name of honour is one of the measures in order to ensure the effective enjoyment of migrant women's human rights.

In **Tunisia**, the Centre for Research and Studies on Women (CREDIF) is conducting a study on women's spatial mobility following a gender approach (2009-2010). It intends to identify the causes, forms and socio-economic consequences of mobility on the status of women.

The **EC** reported that, in the context of the European fund for the integration of third-party nationals (2007-2013), special measures were taken to address women's needs through the general programme for solidarity and management of migration.

4. PILLAR III: WOMEN'S RIGHTS IN THE CULTURAL SPHERE, COMMUNICATION AND MASS MEDIA

Overview

Several countries report on ICT science and technology where the essence is to increase women's access to ICT through training programmes including, in some cases, rural women. Some countries recognise that the ICT skill will enable women to acquire employment.

The reporting on cultural sphere reveals a set of diverse actions such as receiving foreign delegations related to gender equality, setting up a collaborative initiative in the media sector between European and Mediterranean partner countries within the framework of the Istanbul Conclusions, and mainstreaming gender into cultural policies and practices in one country.

Media receives notable attention by respondent countries where training of journalists is at the core of the measures undertaken. Some countries collaborate with media in disseminating gender equality information in the form of campaigns, in portraying a non-stereotypical image of women, and in the field of advertisement. Enhancing women's participation in the media is also reported.

4.1 Women's access to ICT science and technology

Algeria implements an ICT education programme (2009-2013) for the benefit of all social categories including housewives and rural women. In addition, a project, "Improvement of the Access of Women to the New Information and Communication Technologies (NICT)", is piloted by the Ministry of Posts and New Information and Communication Technologies and by the Ministry of Women and Family Affairs. The initiative targets women and young girls, especially in rural areas, at family level and within those social groups who do not have qualifications. It will be implemented soon through the elaboration of a Framework Convention and a Plan of Action. The objective is to encourage women to access NICT, develop their computer skills, support them and help them to market their newly gained skills. To reinforce the above, other trainings on the use of NICT for management purposes are foreseen (2009) in the framework of the "Institutional Strengthening Project" between the Belgian Technical Cooperation and the Ministry of Women and Family Affairs. An internet and awareness raising network, Telecentres, was developed in partnership with different sectoral stakeholders⁶⁰ for the benefit of women in remote areas, both for training purposes as well as for supporting the starting up of professional activity. The number of centres is incrementally being expanded in the country. Eight pilot Telecentres have been established since 2005⁶¹.

An "E-inclusion Ministerial Conference and Expo" was held in **Austria** (11-12.2008) with the presence of ministers and senior officials from more than 30 European countries. Austria grants every year the "Johanna Dohnal Award" for young women researching in technical fields atypical for women or writing scientific papers in the field of feminism. It took place in May 2009.

The latest "Safe Online" campaign (spring 2009 onwards) by the Ministry of Education and Training of **Belgium** tackles a number of gender sensitive themes. ICT and safety have been a priority for the educational policy makers. Participation in the Belgian integrated network for safer internet (BINSI), co-ordinated by a consortium of Child Focus⁶² and Sensoa⁶³ is going on.

In the **Czech Republic**, in 2008, 15,872 individuals participated in ICT re-qualification programmes with women making up around 74% of trainees. The Faculty of Information Technology of the University of Brno organises a training called "The little university of computers" for girls from basic schools focusing on developing the interest of girls in technical studies, especially ICT. The same

⁶⁰ Agriculture, employment, literacy, health

⁶¹ In the "wilayas" of Bouira, Djelfa, Relizane Adrar, Tamanrasset, Illizi, Naama, and Tebess.

⁶² The European Centre for Missing and Sexually Exploited Children

⁶³ The Flemish expert organisation on sexual health and HIV

faculty organises “The Summer school 2009” for girls attending high schools. It aims at overcoming gender stereotypes in studying ICT. Among others activities, girls from the Summer school visit women in high positions in ICT companies to witness good practices in the workplace.

The National IT and Telecom Agency of **Denmark** is under a political obligation to actively pursue gender mainstreaming on the national website⁶⁴. Two indicators, included in the editorial guidelines for the standard of all content, have been established: both men and women must be equally satisfied with the content on the site, and the website/portal must be regarded, by both women and men, as a good and efficient tool in collecting public service information and in giving access to self service solutions. Furthermore, the initiative “Learn more about ICT” was launched in 2008. It is a network-based cooperation to expand and improve the existing ICT training courses. This will support the further improvement of the ICT-skills among Danish women. The government aim is for the public sector to invest in research and development to an amount corresponding to 1% of the GDP in 2010. This will mean, inter alia, significant capacity building in the Danish research institutions.

The Quota law 3653/2008 in **Greece** in favour of female participation in the Research & Technology Committees stipulates that at least one third of their members or scientists must be women.

The project “Practising Gender Equality in Science” (PRAGES) of **Italy** is a 21-month long survey process which is going on since March 2008, comparing various already implemented strategies on women’s advancement in decision-making positions in public scientific research institutions. The objective is to make available user-friendly information on good practices and positive actions⁶⁵ that can be identified in OECD countries, both at the national level as well as at the level of a single institution. The target audience is decision-makers and other relevant stakeholders. The final conference of the project is foreseen for December 2009. Another 27-month long “WHIST” project launched in April 2009 consists of a coordinated set of activities of networking, awareness-raising, piloting and knowledge transfer between different kinds of scientific organisations and between scientific institutions and decision-makers involving various countries. The aim is to increase gender diversity in science, by inter alia improving transparency in recruitment, promotion, nomination, and to increase the capacity of scientific and technological institutions in monitoring, managing and feeding gender diversity into their own organisations at all levels. Further, an analytical action on women’s participation in research and innovation was launched in the regions of Convergence Objective with a view of identifying the main weaknesses for the low participation of women in formative systems⁶⁶. For the rest of the year 2009, a survey will be initiated on women’s perception of e.g. science and technology, participation in the labour market, and educational choices.

In **Lebanon**, the Ministry of Social Affairs has a permanent training programme for women on ICT.

Luxembourg reports that the gap between men and women in the use of ITC has shrunk from 24% to 11% during 2004-2008.

Morocco is implementing a programme on ICT in education (2007-2010).

In **Spain**, the plan “Avanza2, Digital citizenship” launched in February 2009 supports women’s effective access to ICT, science and technology.

In **Tunisia**, the country reports that the number of girls in scientific branches of education has increased and girls now represent 43.9% of the students in the ICT sector. The National Women’s Machinery (MAFFEPA) has launched an award for the best female scientific research which, since 2009, will be awarded at the occasion of the national day of Tunisian women (13th of August).

⁶⁴ <http://www.borger.dk>

⁶⁵ Involving those where a positive contribution from men is recorded

⁶⁶ Education, university, vocational training

In the context of the programme for the exchange of good practices, the **EC** organised a seminar on “Girl’s Day and New Paths for Boys” (Germany, May 2009). The EC supported the publication of the report “Women in science and technology: Creating sustainable careers” on the possibilities to reconcile research activities with family life (May 2009). A code of good practices for women and ICT was launched in March 2009 and a statistical report on women in ICT is being updated with Eurostat new data. A European Conference “Changing research landscapes to make the most of human potential: 10 years of EU activities in women and science and beyond” was organised under the Czech Presidency of the EU in May 2009. In May 2009, a report on “Gender challenge in research funding” examines the selection procedures for research funding from a gender perspective⁶⁷. The report “Mapping the maze: getting more women to the top in research” analyses positive action and gender equality measures⁶⁸.

4.2 Women’s participation in cultural exchanges and inter-cultural dialogue

As part of cultural exchanges and inter-cultural dialogue, **Algeria** reports on the organisation of regular thematic meetings and debates encouraging women’s participation.

Alongside the general proceedings of the Istanbul Conference, the Ministers for Equal Opportunity of the French Community of **Belgium**, together with **Spain, Morocco** and **Jordan** have agreed to create a multilingual radio station carrying the voices of women in the Mediterranean area: “Radio Women of the Mediterranean”. The French Community has outsourced the operational aspects of this project by concluding an agreement between the French Community Radio and Television (RTBF) and the French Community to develop and analyse the feasibility of the radio station.

Germany carried out a number of initiatives to foster inter-cultural dialogue during the reporting period. These include: “Network 21: Life and work in a transcultural society”, a mentoring programme for young migrant women (09/2006-08/2009); regular dialogue with female representatives of a range of Muslim organisations which is organised twice a year in Germany; a National Integration Summit and its follow-up process⁶⁹; intercultural and inter-religious “Learning House” for women with pilot project results published (2009); and “Cultural diversity”, a pilot project on labour market and migrant women with results published (summer 2009).

With the aim of exchanging experience in the area of gender, the Ministry of Social Affairs and Labour of **Hungary** received three delegations from Japan, Morocco and Egypt. The month of March (2009) was dedicated to women. There were special cultural programs for women with the participation of women authors and artists. In cooperation with the city of Graz (Austria) there was a cultural/gender conference with the aim of establishing further cooperation among the countries in the area of gender.

In March 2009, **Italy** organised a week against racism in many cities and towns, involving the entire civil society and promoting multi-ethnicity and inter-cultural values and fighting against any forms of discrimination.

Poland reports that on the EU level the year 2008 was the European Year for Intercultural Dialogue and that, in this context, a large number of initiatives and projects with respect to gender equality were introduced throughout the year.

Portugal developed and implemented an Action Plan for the promotion of the European Year of Intercultural Dialogue.

⁶⁷ http://ec.europa.eu/research/science-society/document_library/pdf_06/gender-challenge-in-research-funding_en.pdf

⁶⁸ http://ec.europa.eu/research/science-society/document_library/pdf_06/mapping-the-maze-getting-more-women-to-the-top-in-research_en.pdf

⁶⁹ In the follow-up to the Summit a National Integration Plan was drawn up and its realisation is constantly being monitored

In **Turkey**, two panels were held at the Library of Women's Work and Information Center Foundation on 26 December 2009 within the context of the project "Istanbul Woman – Woman Istanbul" carried out with the support of Istanbul 2010 European Capital of Culture.

4.3 Women in media and training of media professionals

In **Albania**, training of senior students of journalism and of young journalists on gender equality and fighting domestic violence were conducted in 2009.

Algeria reports that the participation of women in public and private newspapers and magazines represents more than 55%. Based on the 2006 statistics, there were 194 female journalists in the national radio (132 at the central radio station et 62 at the regional radio stations) on a total of 440, that is to say a percentage of 44,09%; and among the 158 responsibility posts, women hold 32 posts ranging from department heads to managing editors, as well as 2 posts as radio station managers. At the television, there are 148 female journalists on a total of 219 (65.6%). Women are also responsible for television news and shows.

In 2009, the Institute for Equality between Women and Men of **Belgium** (federal level) produced an in-depth study on the portrayal of women and men in advertising.

The National Machinery for Women's Rights of **Cyprus** has set up a subcommittee entitled "Women and the mass media", mandated with non-stereotyped projection of women through the media (2009).

The Act on Gender Equality of **Denmark** applies equally to the public service broadcasting channels which are under the responsibility of the Ministry of Culture (DR and TV2). DR and TV2 must not encourage hate on grounds of race, gender, religion, nationality or sexual orientation. There are contractual agreements (01.2007-12.2010) between the Ministry of Culture and DR and TV2.

The new Advertising Act of **Estonia** (11.2008) stipulates that an advertisement cannot disregard the principle of gender equality, belittle one sex or present one gender as dominant or subordinate. It also prohibits advertisements with pornographic content and advertising for services provided for satisfaction of sexual desire, including prostitution, and advertisements referring to such services or assisting in their procurement.

In **France**, the report of the discussion group⁷⁰ "Women's image in the media" was handed over to the Minister (in charge) of Women's Rights. The report addresses the fact that not only are women less numerous than men in the media but their presence is weakened by the treatment they receive in terms of their identity and social role, thus perpetuating the recurrence of certain stereotypes. Women are invisible or appear in secondary positions in the intellectual media. It is proposed in the report e.g. to create a monitoring tool for the media to encourage professionals to better regulate themselves on the question of gender stereotypes. The Commission, "Women's image in the media" was made permanent with the chief goal of better fighting against stereotypes. This body will establish specific indicators to evaluate the concrete actions taken by the mass media to develop the image of women. The Commission's first meeting in its new status has taken place (06.2009) and annual meetings have been planned.

Germany organises annual gender trainings for journalists by 'journalistinnenbund', promoted by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth.

A conference on Women and Mass Media was organised in **Greece** by the General Secretariats for Gender Equality, Communication, and Information of the Ministry of Interior (Athens, 03.2009).

⁷⁰ Presided over by Michele Reiser, a philosopher and director

Pursuant to the Radio and Television Broadcasting Act in **Hungary**, the broadcaster shall respect the constitutional order of the Republic of Hungary. Therefore its activity may not violate human rights and may not be suitable for inciting hatred against individuals, sexes, peoples, nations, national, ethnic, linguistic and other minorities, and church or religious groups. If any of the broadcasters infringes the requirement of equal treatment in relation to women, it will be subject to the proceedings of the National Radio and Television Commission. The annual report of the National Radio and Television Commission examines the ratio of the two sexes in the programmes of the national broadcasters⁷¹. In addition, the new media prize, the “Purple ribbon prize” is awarded to three categories (written and electronic media, radio and television and civil media) to those members of the media that focus on providing authentic information on domestic violence and are partners in the enforcement of the principle of zero tolerance for domestic violence. Further, local round-table discussions and press conferences were organised with participation of the local media (televisions, radios, newspapers and electronic press) experts, the staff of the Crisis Centres, judges, prosecutors and NGOs.

The Authority for the Advancement on the Status of Women in **Israel** initiates queries to the responsible elements in cases where offensive publicity appears and the “Women’s International Zionist Organisation” awards a mark of disgrace to bodies/add agencies that produce campaigns or adds that depict women in a harmful way.

In **Lebanon**, several governmental and non-governmental projects include work with the media, mainly through sensitisation workshops for journalists, on specific thematic issues such as sexual reproductive health (Ministry of Social Affairs, UNFPA) and violence against women (National GBV Plan of Action).

The project “Closer Look at Multiple Discrimination”, implemented by **Lithuania’s** Office of the Equal Opportunities Ombudsperson, the Lithuanian Centre for Human Rights, and the Human Rights Monitoring Institute, in the framework of the EU Progress Programme, is aimed at raising public knowledge about the nature, causes and effect of discrimination, promoting the debate among different social groups and stakeholders, and disseminating information on EU and national policy and legislation. Trainings were organised for representatives of regional mass media (2009). The country reports that another form of sensitising journalists is their engagement as strategic partners in developing and implementing social anti-discrimination campaigns. As part of the project “ESF No.48, Affirming Gender Mainstreaming at a National Level”, a radio advertisement campaign about gender discrimination was carried out (2008).

During the reporting period, **Luxembourg** developed and published a guide entitled “Equality in Communication” (2008-2009).

In **Malta**, the National Commission for the Promotion of Equality developed the Maltese version of a set of guidelines for publishers: “Inclusive Advertising: Guidelines for Authors and/or Publishers of Adverts” to sensitize them about gender equality and to promote non-discrimination.

In **Mauritania**, national radio has the highest share of women compared to the other media, namely about 60% of the employees. The Deputy Director General and the Director of Information are women. For TV, the presence of women is almost negligible in decision making posts and this is in spite of the fact that they dominate certain segments vital to the functioning of this institution, according to the country. With the liberalisation of the media sector, the Audio-visual Authority was established in which women are represented and have a relatively good opportunity to gain different posts including influencing decision making. The country reports that an increasing number of programmes are dedicated to women’s social and economic development. Open and frank debates and discussions feature, especially on the radio and in newspaper columns to find solutions, and sensitise the general public. Through this process, many topics hitherto considered taboo have become parts of public debate and current affairs. The country reports however that major

⁷¹ News and background information programs, other concrete programs

constraints are linked to low educational level and the high incidence of illiteracy which still block women's access to the debate whether public or private.

The provisions of the national charter of **Morocco** to improve women's image in the media has as goal to improve the situation of women working in the information sector. Nine training sessions have been organised on gender since 2006 and two training sessions for male and female journalists on the role of the media in the reinforcement of women's political participation in the 2009 elections were held.

One of the priorities of the National Women Congress of **Poland** is strengthening the role of women in mass media. Trainings have taken place aimed at informing journalists about gender equality.

An award, "Parity - Women and Men in the Media", is granted yearly since 2005 by the **Portuguese** Commission for Citizenship and Gender Equality (CIG). The 2009 Award was delivered in May.

The film production agreement (2006-2010) in **Sweden** has the stated objective that support to film production is to be allocated equally between men and women. No later than one year before the end of the period of this agreement, each sex should be represented by at least 40% in the categories of a scriptwriter, producer and director, counted as the number of projects receiving support. This is part of a goal given to all authorities and institutions in the field of cultural policy. Gender equality and diversity are to be mainstreamed into all aspects of the institutions.

In **Tunisia**, the number of women students at the Institute for Press and Science Information (IPSI), in charge of the training of Tunisian journalists, has increased over the years. In 2008, women represented 73.9 % of the students and 79.7 % of the graduated students. The National Women's Machinery (MAFFEPA) organised sensitisation seminars for media professional on the importance to communicate a real and positive image of Tunisian women. The Centre for Research and Studies on Women (CREDIF) organised a training cycle on "Gender and media" in the governorates where local audio-visual production units and radios exist to support the integration of a gender approach in media production and combat stereotyped images of women.

Under the project, "Combating Domestic Violence against Women" in **Turkey**, workshops on the roles and responsibilities of local media agencies and news writing were carried out for awareness raising. Workshops on "Gender and Media" were continued for communication faculty students on gender equality and domestic violence.

The **EC** EuropeAid Cooperation Office implements currently four audio-visual programmes aiming at training media professionals on gender issues and at conceiving films and TV/radio programmes so as to fight gender stereotypes.

VI. PART B: PRIORITIES FOR THE FUTURE

1. PRELIMINARY COMMENTS AND OBSERVATIONS

The table "Priorities of Euromed partner countries in 2010 and beyond" (Annex 5) gives a comprehensive overview of the three main priorities selected by Euromed countries for the next period. These are presented by country and, when available, include a description of the priority and a calendar for implementation.

Based on these priorities, the table "Summary of priorities for the Euromed region" (Annex 4) gives a summary overview of the main priorities for the region. The table builds on the clusters defined to assess actions undertaken and results achieved (Part A of the report), which are directly drawn from the Istanbul Ministerial Conclusions. In addition, these clusters allow encompassing all areas of interventions selected by Euromed countries to address both, reporting on implementation and future priorities.

Some preliminary comments and observations can be made:

- Out of the 43 Euro-Mediterranean countries, 30 countries and 1 institution (EC) responded to the Istanbul questionnaire in 2009 (70%). Out of these, 7 Mediterranean partner countries responded (Algeria, Israel, Lebanon, Mauritania, Morocco, Tunisia and Turkey). In addition to 21 EU member states (Austria, Belgium, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Italy, Lithuania, Luxemburg, Malta, Poland, Portugal, Slovakia, Spain, Sweden, and the UK), Albania and Monaco also responded to the questionnaire.
- From the 30 countries that reported to the Istanbul questionnaire in 2009, 24 countries (80%) selected priorities for the future in one format or another. These are: Albania, Algeria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Italy, Lebanon, Lithuania, Malta, Mauritania, Poland, Portugal, Slovakia, Spain, Sweden, Tunisia, Turkey and the UK, along with the EC.
- The following countries did not select priorities: Austria, Belgium, Israel, Luxemburg, Monaco and Morocco.
- While 17 countries selected 3 priorities in the Istanbul questionnaire format, other countries selected more or less priorities and/or in a different format. Hungary, Malta and Slovakia selected 2 priorities. Denmark prioritises gender equality work and singles out important issues each year through annual action plans (in 2009, it included a 15-goals list to be met before 2015). Tunisia selected 5 priorities. Greece did not select priorities in the format of the Istanbul questionnaire but, instead, referred to its 4-year action plan on gender equality, which includes four priority areas. When such information encompassed easily identifiable priorities, these have been considered for analysis in the report.
- Countries have selected a total of 67 priorities for the future.
- According to the Istanbul questionnaire's guidelines sent to countries, the first priority is the most important priority, the second priority, the second in order of importance and the third one, the third in order of importance. From the analysis, it is unclear if countries systematically addressed this guideline.
- Some countries did not include a calendar for the implementation of the priorities. These are: Algeria, Cyprus, Italy, Lithuania, Malta, to a lesser extent Poland, Tunisia and the UK.
- Depending on the country and priority, the timing for implementation ranges from one to several years. Some selected priorities are said to be implemented in 2009-2010 while, for others, the implementation period extends until 2016 (e.g. national action plan to combat violence against women, Poland, priority 3). Some priorities are already being implemented (e.g. project to raise awareness on gender equality in schools and to reduce gender segregation in education, Finland, priority 3) while others are foreseen to be implemented in the coming year(s).

- Some countries presented their priorities without describing them (Cyprus, Italy, Lithuania, Portugal, Slovakia, to a lesser extent Spain, Tunisia, Turkey and the UK).
- Some countries proposed different but overlapping priorities, either for 2 of the 3 selected priorities (Albania, Lithuania, Poland, and Spain), either for the 3 priorities (Turkey).
- Some priorities reported as single priorities are actually generic and cover a series of multiple priorities (e.g. follow up and evaluation of the implementation of plans and programmes to measure changes in the situation of women, Algeria, priority 1; national strategic plan for the promotion of gender equality 2009-2020, Hungary, priority 1; promoting equal opportunities and challenging gender stereotypes, Malta, priority 2; national strategy for rural women, Mauritania, priority 1).

2. ANALYSIS OF TRENDS AND MAIN PRIORITIES

Based on the priorities selected by the different countries, three priority areas can clearly be identified. These are:

- Combat all forms of **violence against women**, including trafficking in human beings
- Promote **strategies and dynamics for gender equality**
- Enhance **women's participation in the labour market** and promote **family-friendly policies**

Less frequently cited priorities include:

- Enhance women's political participation in decision-making
- Combat gender stereotypes
- Promote women's entrepreneurship
- Women's rights in social security and health systems

The clustering of priorities into these priority areas is based solely on the countries' responses and intends to contribute to the development of a comprehensive regional Plan of Action to implement the Istanbul Ministerial Conclusions to "Strengthen the Role of Women in Society" in the Euromed region. The comparative advantage of the clustering of priorities is that it does not only reflect individual countries' priorities but that it provides a regional platform for future actions and investments, as well as for monitoring and evaluation. In this sense, it can guide several actors' interventions: donors, governments and NGOs. The priorities, their similarities, differences and complementarities, also provide a basis for the identification of good practices and opportunities for the exchange of experiences and expertises between Euro-Mediterranean partner countries emphasising the importance of cross-regional, cooperation and dialogue in the spirit of the Euromed partnership.

While some countries focused on thematic priorities such as violence against women or access to employment, other countries focused on strategies and dynamics to promote gender equality that crosscut several thematic (e.g. Albania, Algeria, Denmark, Greece, Hungary, Lebanon, Mauritania, Tunisia, Turkey and the EC). Some countries referred to national action plans as one or more of their priorities and, in some cases, to sub-components of such action plans. For the purpose of the report, these strategies and dynamics have been clustered under a single cluster, which allows highlighting the importance attributed by Euromed partner countries to the development, implementation and monitoring of comprehensive and multi-stakeholder legal, institutional and policy frameworks and mechanisms to promote gender equality. At a disaggregated level, these frameworks include and combine a series of strategies and dynamics, which include:

- Institutional strengthening and setting up "gender or women's" mechanisms and observatories (e.g. France, Spain, Portugal, EC)
- Gender mainstreaming, including into budget allocations (e.g. Finland, Lebanon, Sweden)
- Monitoring, evaluating and reporting on government efforts (e.g. Albania, Algeria, Germany, Turkey)
- Capacity-building of public institutions and women's organisations (e.g. Mauritania)
- Foster policy dialogue (e.g. Spain)
- Awareness-raising and training on women's human rights (e.g. Finland, Turkey)
- Knowledge building, including gender-sensitive data and indicators (e.g. Algeria)

2.1 *Main priorities for promoting the status of women in the Euromed region*

Based on the countries' responses to the Istanbul questionnaire, the three main priorities that emerge for 2010 and beyond in the Euromed region and countries are:

- Combat all forms of **violence against women**
- Implement and monitor **strategies and dynamics for gender equality**
- Ensure women's **equal access to and participation in the labour market** and in economic life, and promote **family-friendly policies**

In absolute terms, namely the frequency with which countries refer to these areas as priorities, the first priority would be to combat violence against women (17 countries, 28.3%), the second to promote strategies and dynamics for gender equality (15 countries, 26.8%) and the third to enhance women's access and participation to the labour market (13 countries, 22.3%)⁷². The fourth priority, selected by 6 countries (Albania, Algeria, Czech Republic, Lebanon, Tunisia and the UK) relates to enhancing women's political participation in decision-making (10.4%). Considering the hierarchy established between the first, second and third priority by the Istanbul questionnaire that is in order of importance, the ranking would be: strategies and dynamics for gender equality, women's participation in the labour market and combating violence against women. It shall be noted that combating violence against women (VAW) is considered a priority by 70.8% of the countries. At the same time, VAW was most frequently ranked as second or third most important priority. Strategies and dynamics for gender equality was cited by 62.5% of the countries and appeared more evenly as first, second and third priority. Women's access and participation to the labour market was cited by 54.1% of the countries and was most frequently ranked first or second priority. From the analysis, it is unclear whether countries have effectively and systematically ranked priorities by order of importance. For the purpose of the report, the section below refers to the absolute frequency of priorities.

2.1.1 *Combat violence against women*

Combating violence against women is the most frequently selected priority. 17 countries selected it either as their second or as their third most important priority (Albania, Algeria, Cyprus, Estonia, France, Germany, Greece, Hungary, Italy, Lebanon, Lithuania, Poland, Portugal, Slovakia, Sweden, Turkey, and the UK). Some countries selected VAW for two of their priorities (Estonia, Italy). At least 11 countries referred to the development, implementation or monitoring of national plans, policies and strategies to combat VAW (Albania, Algeria, Estonia, France, Germany, Hungary, Lebanon, Poland, Portugal, Sweden, Turkey). While not one of its three main priorities, Tunisia also referred to VAW as a priority.

The understanding of violence against women and the specific types of violence identified vary among countries. Some countries refer to VAW in its broader sense, not distinguishing between the different types of violence (e.g. Algeria, Estonia, France, Greece, Germany, Italy, Portugal) or explicitly referring to all forms of VAW (e.g. Cyprus, Lithuania). Some countries are more specific. Among those, the types of violence that have been identified as priorities to be addressed are: domestic violence (e.g. Albania, Estonia, Hungary, Poland, Turkey), violence within the family (e.g. Poland), trafficking in human beings (e.g. Estonia, Lithuania, Portugal, Sweden), women in conflict (e.g. Germany), prostitution (e.g. Sweden), sexual exploitation (e.g. Sweden), violence and oppression in the name of honour (e.g. Sweden) and violence in same-sex relationships (e.g. Sweden).

To address the different types of VAW, the strategies and interventions selected by the Euromed partner countries include:

- Development of new action plans and strategies (e.g. anti-trafficking development plan for 2010-2013/Estonia, elaboration of national strategy to combat violence against women/Hungary)

⁷² The percentages represent the frequency with which priorities were selected as 1st, 2nd and 3rd priority on a total of 67 selected priorities

- Strengthen support mechanisms to women victims of violence (e.g. establishment of the first national shelter for victims/Albania, creation of specialised centres/Algeria, provision of shelters/Estonia, increase the number of crisis centres and half-way houses/Hungary)
- Improve efficiency of the judicial system (e.g. training of family court judges/Turkey)
- Prevention through awareness-raising and sensitisation (e.g. media campaigns/Albania, communication strategy/Algeria, campaigns/Lebanon)
- Awareness-raising and training of medical and health personnel (e.g. teaching guidebook/Estonia)
- Establish information services and reference centres to prevent domestic violence at the local level (e.g. Albania)
- Creation of national helpline (e.g. Lebanon)
- Better coordination and cooperation among services (e.g. Albania, Sweden)
- Adoption of measures for the implementation of UN Security Council Resolution 1325 on “Women, Peace and Security” (e.g. Germany)
- Enhance knowledge (e.g. trafficking/Sweden)
- Unify information systems and mapping of GBV (e.g. Lebanon)

2.1.2 National strategies and dynamics to promote gender equality

At least 17 countries referred to their national action plans, programmes and strategies for gender equality in the context of their priorities. These are: Albania, Algeria, Czech Republic, Denmark, Finland, France, Germany, Greece, Hungary, Lebanon, Mauritania, Portugal, Slovakia, Spain, Sweden, to a lesser extent Tunisia, and Turkey. Out of the 17, 15 countries explicitly mentioned these action plans and/or sub-strategies as their first, second or third priority (Albania, Algeria, Czech Republic, Finland, France, Germany, Hungary, Lebanon, Mauritania, Portugal, Slovakia, Spain, Sweden, to a lesser extent Tunisia, and Turkey). Such action plans were selected 18 times as first, second or third priority with Finland, Mauritania and Turkey selecting strategies as two of their priorities. 9 countries selected the design, implementation and/or monitoring of national plans and institutional mechanisms for gender equality as main priority (Albania, Algeria, France, Germany, Hungary, Mauritania, Portugal, Slovakia, Turkey). In at least six cases, these strategies and dynamics for gender equality encompass setting up new institutions, bodies and mechanisms (e.g. Algeria, Portugal, Spain), strengthening inter-ministerial cooperation by reforming existing mechanisms for gender equality (e.g. France) or institutional and legal strengthening of existing mechanisms (e.g. Albania).

Similarly, the EC (DG Employment, Social Affairs, Equal Opportunities) reported that the preparation and adoption of the new strategy for equality between women and men for 2011-2015 is its first priority and the operationalisation of the recently created Institute for equality between women and men, its third priority.

National action plans and strategies for gender equality may encompass several thematic areas. This is for instance the case of the National Strategy for Gender Equality and Domestic Violence in Albania which encompasses the adoption of an annex to the Labour Code to include parental leave for fathers, the expansion of the concept of sexual harassment in the workplace and research on unpaid work as well as measures to combat domestic violence and to enhance women’s political participation and combat gender stereotypes in the media. Another example is the 4-year action plan “National policy priorities and axes for action on gender equality” in Greece which encompasses: addressing inequalities in the labour market, combating stereotypes, preventing violence against women and enhancing women’s participation in decision-making. It is also the case of the “National strategic plan for the promotion of gender equality 2009-2020” in Hungary which encompasses equal economic independence for women and men, the reconciliation of work and family life, promotion of equal participation of men and women in political and economic decision-making, the eradication of all forms of violence against women, the elimination of gender stereotypes and gender mainstreaming.

A national action plan, programme or strategy may also include a set of different sub-strategies. This is the case of the programme to measure changes in the situation of women in Algeria which

will consider gender-sensitive data and indicators, strengthen networking between stakeholders, conduct research and survey, and create a national research, documentation and information centre. From the different strategies and dynamics reported by countries as priorities for current and/or forthcoming national action plans, programmes and strategies to promote gender equality, the following have been identified:

- **Gender mainstreaming in state administration**, including in **public budgets**, through:
 - Training and support of public institutions and authorities (Finland, Lebanon, Sweden)
 - Integration of gender mainstreaming into action plans and policies (into the Ministry of Social Affairs/Lebanon and into sectoral plans/Tunisia)
 - Implementation of gender budgeting initiatives (Tunisia)
 - Monitoring performance and developing follow up indicators for gender mainstreaming (Finland)
- Building the **capacity of public institutions and for civil society organisations**, especially women's organisations, through:
 - Strengthening rural women's organisations (Mauritania)
 - Creation of the "Women's participation council", a new body to support dialogue between public administration and women's organisations (Spain)
- **Awareness-raising, campaigning and training** on women's human rights and gender equality, through:
 - Awareness-raising in schools and reduction of gender segregation in education (Finland)
 - Awareness-raising training for public officers on gender equality and combating violence against women (Turkey)
- Producing **knowledge and information**, including **gender-disaggregated data**, through:
 - Conducting research, studies and surveys (Algeria)
 - Improving the use of gender-sensitive data and indicators for policy planning (Algeria)
 - Creation of the national centre for research, documentation and information on the family, women and children (Algeria)
- **Policy monitoring instruments** and mechanisms to report on gender equality, through:
 - Technical strengthening of institutional mechanisms in charge of monitoring of national strategies (Albania)
 - Monitoring the implementation of the "Gender equality national action plan" and "Combating domestic violence against women national action plan" (Turkey)
 - Production of an Equality Report of the federal government to be submitted in 2010 by an expert commission (Germany)
 - Creation of a gender observatory (Portugal)

2.1.3 Women's access to employment, equality in the labour market and the reconciliation of work and family life

Thirteen countries considered issues related to women's access to employment, equality in the labour market and the conciliation of work and family life as a main priority. For 8 countries, this is the most important priority (Cyprus, Estonia, Finland, Greece, Lithuania, Malta, Poland, Sweden) and for 6 countries this is the second most important priority (France, Germany, Italy, Lithuania, Malta, Poland and to a lesser extent Algeria). At least 4 countries linked interventions to enhance women's participation in the labour market with the need to reconcile professional and family responsibilities of women and men (Algeria, Lithuania, Malta, and Poland). In the context of their national plans, 3 countries referred to promoting employment and rights of rural women (Algeria, Mauritania, and Tunisia). For the EC, it appears as its second priority through the integration of equality between women and men in the strategy for growth and employment after 2010.

Under this cluster area, countries have addressed a series of different sub-priorities which, in a generic manner, relate to one or both of the following dimensions: promoting women's access to

labour/equality in the labour market and reconciling work and family life, among others through family-friendly policies.

These are:

- Broaden women's participation in economic life and in the labour market (Algeria, Malta)
- Promote gender equality in the labour market (Estonia, France, Greece, Lithuania, Poland, Sweden)
- Address the salary gap between women and men (Cyprus, Finland, Germany, Poland)
- Reconcile work and family life (Algeria, Cyprus, Estonia, Italy, Lithuania, Malta, Poland, Sweden)
- Facilitate women's return to working life after a prolonged absence from the labour market (Germany)
- Reduce gender stereotypes (Estonia, Malta)

For the Mediterranean partner countries, the priority is declined as women's economic empowerment, especially rural women, through education and professional training, access to credit and markets (Algeria, Mauritania, and Tunisia).

Measures devised/proposed by countries to address these priorities are:

- Implement gender equality legislation related to the labour market (e.g. Estonia, Poland)
- Implement national strategies (e.g. strategy for mainstreaming gender equality in education and the labour market/Estonia, strategy to coordinate initiatives of different ministries in the reconciliation of work and family life/Sweden)
- Promote family-friendly working places through measures such as the provision of childcare services, special leaves and others (e.g. Lithuania, Malta)
- Training and capacity building of women (e.g. build the capacity of women beneficiaries of loans through administration and management training, among others in rural areas/Algeria, train and engage mothers absent from the labour market/Malta, promote professional training and schooling for rural women and girls/Mauritania)
- Raise awareness of employers and employees on rights and responsibilities (e.g. campaigns and training/Estonia, multi-stakeholder training on sexual harassment, men's participation in family responsibilities, among other issues/Malta)
- Encourage private sector to adopt measures in favour of gender equality in employment (e.g. France, Poland)
- Conduct campaigns (e.g. equal pay day/Germany, family model based on partnership/Poland)
- Conduct studies (e.g. study on the effects of equality planning, Finland)

2.2 Other priorities selected by Euromed partner countries

Although they are not always referred to by countries as one of the three main priorities, enhancing women's political participation, combating gender stereotypes and promoting women's entrepreneurship are selected as complementary or sub-priorities by several countries (see Annex 4: *Summary of Priorities for the Euromed region*).

2.2.1 Women's political participation

Seven countries identified enhancing women's participation in political decision making as a priority. At least four countries highlighted the importance of the issue even if not directly selected as a priority in the format of the Istanbul questionnaire. These are:

Albania reported on the empowerment of women and increased participation in decision making as its second priority. Measures include awareness-raising campaigns at the community level to support women in the 2011 local elections and lobbying for the implementation of the 30% quota for women in local elections (Electoral Code).

Algeria reported on broadening women's participation in decision-making posts as its second most important priority. The measures to address the priority are: legal reform (drafting an organic law

that broadens women's participation in electoral councils), encourage political parties to place women on relevant positions on electoral lists, and encourage political parties to promote women to high-level party instances.

The Czech Republic reported on women's political participation as its first and second priority. The measures include legal reform to include a 30% proportion of women (and men) on electoral lists for Parliament, regional councils and the Prague City Council.

Lebanon reported that enhancing women's political participation was its second priority. The target is to enhance women's candidacy and election at the 2010 municipal elections. To do so, Lebanon intends to develop training for women candidates and support organisations as well as organise local and national seminars and campaigns to support women candidates.

Tunisia selected strengthening women's participation to public life and decision making as its second most important priority.

The UK reported on the objective to increase the representation of Black, Asian and Minority Ethnic women as its third priority.

Although not in the format of the Istanbul questionnaire priorities, other countries referred to enhancing women's political participation as a strategic priority (Denmark, Greece, Hungary, and Spain). Greece reported that women's participation in decision-making was one of its 4 priority areas for the future. Hungary has included equal participation of women in political decision-making as a priority area in its national action plan (2009-2020). In a slightly different way, the creation of the women's participation council in Spain to support dialogue between public administration and women's organisations also aims at strengthening women's voices and participation in decision-making.

2.2.2 *Combat gender stereotypes*

Cyprus and Greece selected combating gender stereotypes as a main priority. Several countries referred to fighting gender stereotypes in different areas (labour market, education, media) as a complementary strategy to address priorities such as equality in the labour market and in education (e.g. Estonia, Finland, Malta, Poland) or as an integral part of national action plans for gender equality (Hungary).

The specific measures proposed in this area include:

- Fight gender stereotypes through the media and education (Cyprus, Greece)
- Provide training to employers, businesses, public entities, teachers, students and other groups on equality, diversity, gender stereotypes sexual harassment, non-discrimination at the place of work, family-friendly measures, balances participation in family responsibilities and other issues (Malta).

2.2.3 *Women' entrepreneurship*

Denmark and Portugal reported on the promotion of women's entrepreneurship as a main priority. Measures include:

- Collect gender-disaggregated statistics on entrepreneurship (e.g. Denmark)
- Organise conferences (e.g. women's entrepreneurship conference/Denmark)

2.2.4 *Single-country priorities*

A series of priorities have been selected by one single country. These are:

- **Conventions on women's human rights**

Mauritania's third priority is the revision of the general reservation to CEDAW when in contradiction with Islamic Charia to address the CEDAW Committee recommendation to lift the general reservation and specify articles on which the country has reservations.

- **Sexual and reproductive health**

Spain reported on the launching of a new law on sexual and reproductive health and voluntary interruption of pregnancy in 2010 as its first priority. To complement the measure, the third priority of the country refers to the sexual and reproductive health strategy of the national health system to be launched in the beginning of 2010.

- **Support families' care work**

The UK reports on supporting families, particularly as they bring up children and care for elder and disabled relatives as its first priority.

VII. ANNEX 1: ISTANBUL MINISTERIAL CONCLUSIONS

“MINISTERIAL CONCLUSIONS ON STRENGTHENING THE ROLE OF WOMEN IN SOCIETY”

1. The partners at the Euro-Mediterranean Ministerial Conference on “Strengthening the Role of Women in Society”, held on 14-15 November 2006 in Istanbul under the auspices of Finland’s EU Presidency, based on their shared international, regional and national commitments⁷³, agreed to work within the following common Framework of Action to strengthen women’s role in political, civil, social, economic and cultural spheres, as well as to fight against discrimination.

2. The Conference was held in accordance with the Barcelona Declaration of 1995 and the Five Year Work Programme agreed upon during the 10th Anniversary Euro-Mediterranean Summit in Barcelona 2005. It was then stated that partners would adopt "measures to achieve gender equality, preventing all forms of discrimination and ensuring the protection of the rights of women", while taking stock of the Rabat Preparatory Conference that was held on 14-16 June 2006.

3. Euro-Mediterranean Ministers stress that equal participation of women and men in all spheres of life is a crucial element of democracy and confirm that only by the inclusion of all people and determined action will the region’s women be able to fulfil their ambitions and aspirations and, by extension, contribute towards the realization of the underlying objectives of the Barcelona Declaration: the attainment of a common area of peace, stability and shared prosperity in the Mediterranean region. This goal, based inter alia on democracy, respect for human rights and sustainable development, can only be achieved by guaranteeing all women full enjoyment of rights.

4. The Euro-Mediterranean partners will include women’s political, civil, social, economic and cultural rights in their dialogues including in the framework of the Association Agreements, the European Neighbourhood Policy action plans and in the EU programs and projects.

5. In this framework, the Ministers recognize that a strengthened dialogue and cooperation between governmental and non-governmental actors across the Euro-Mediterranean region is necessary. This will include the promotion of dialogue between parliamentarians within the Euro-Mediterranean Parliamentary Assembly, as well as with civil society organisations, women's associations, youth, trade unions, business and professional associations, in accordance with national legislation as appropriate and cooperation between national, regional and local administrations.

6. All Euro-Mediterranean partners commit themselves to mobilize financial resources to support the implementation of this Framework of Action. In addition to national funding, the European Union will provide adequate resources for its implementation at national and regional levels through technical and financial assistance provided through the European Neighbourhood Partnership Instrument (ENPI), bilateral contributions from EU Member States, FEMIP and other relevant financial instruments.

7. Recognizing that the International Covenants on Human Rights include the obligation to ensure the equal rights of men and women to enjoy all economic, social, cultural, civil and political rights, the Euro-Mediterranean partners will embrace this holistic approach based on the following interdependent and interlinked priorities:

⁷³ Those include inter alia: The Treaty establishing the European Community (1957); The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), 1979; The Programme of Action of the United Nations International Conference on Population & Development in Cairo (1994) The Beijing Declaration and Platform for Action (1995); The Cairo Declaration issued by the First Arab Women’s Summit (2000); The Millennium Declaration and the Millennium Development Goals (2000); UNSCR 1325 (2000) on women, peace and security; The Arab Women’s Organisation Plan of action (2001); The Tunis Declaration adopted at the 2004 Summit of the Arab League; The Alger Declaration adopted at the 2005 Summit of the Arab League; The outcome of the twenty-third special session of the United Nations General Assembly and the Declaration of the Commission on the Status of Women at its 49th session (March 2005, Beijing +10) The Khartoum Declaration adopted at the 2006 Summit of the Arab League; The European Consensus on Development (2006); The National Constitutions of the partner countries that recognize the principle of non-discrimination against women.

- Women's political and civil rights;
- Women's social and economic rights and sustainable development;
- Women's rights in the cultural sphere and the role of communications and the mass media.

8. The Euro-Mediterranean partners, according to the shared internationally agreed commitments, will pursue the objective of strengthening the role of women through mainstreaming of full enjoyment of human rights by women and needs into all plans, projects and other relevant activities of the Euro-Mediterranean Partnership and supporting specific measures in favour of women.

9. Euro-Mediterranean Ministers call on the Euro-Mediterranean Ministerial Conference in Tampere (Barcelona VIII) to welcome these commitments and to agree on regularly review of progress. The Euro-Mediterranean Ministers agreed upon the following Framework of Action:

Women's Political and Civil Rights

10. In accordance with the spirit and the letter of the Barcelona Declaration and the Five-Year Work Programme, the Euro-Mediterranean partners will work towards taking measures that:

a) Enable the full and effective implementation and translation into legislative and policy reform of UN conventions related to human rights of women to which they are party, in particular the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and its Optional Protocol.

b) Provide equal access for women and men to justice at all levels.

c) Combat all forms of violence against women, guarantee women protection and redress in case of violation of their rights; protect the fundamental rights of women victims of all forms of violence, especially domestic violence, trafficking in human beings, harmful traditional practices and violence against migrant women.

d) Enhance women's full and equal participation in conflict prevention, crisis management and peace-building, inter alia through implementing United Nations resolutions including Security Council Resolution 1325 on Women, Peace and Security.

e) Develop a better knowledge of women in conflict areas and increase protection and awareness of women and their rights in any war, foreign occupation or violent conflict; alleviate the negative effects of armed conflicts on the status of women in the region, promote their legal rights and prevent incitement and recruitment for terrorist acts.

f) Ensure that law enforcement authorities are aware of and implement human rights of women. Promote exchange of views and experiences on issues related to the fight against discrimination against women.

g) Foster the role of civil society organisations, particularly women's organisations, in accordance with national legislation as appropriate, as well as Parliaments and local authorities, in the defence and promotion of women's rights. Contribute to strengthening the capacity of and networking among civil society organisations active in the protection and the promotion of full enjoyment of all human rights by women.

h) Promote women's active participation in political decision-making positions in the executive and judicial powers at all levels, inter alia through enhancing women's full and equal participation in elections (as candidates and voters), including through temporary special measures at both national and local levels. Contribute to the building up of gender capacity in public administration.

- i) Promote public education on human rights and civic responsibilities.
- j) Ensure that adequate policies, legislation and infrastructure to combat all forms of violence against women are in place.
- k) Pursue the establishment of national Ombudsman Offices or other institutional mechanisms as a means to fight against discrimination.
- l) Promote awareness-raising campaigns and training on the full enjoyment of all human rights by women.

Women's Social and Economic Rights and Sustainable Development

11. To work towards achieving an increase and improvement in women's employment, stronger social inclusion, a reduction of disparities between rural and urban women and a better knowledge of women's contribution to the overall economy, the Euro-Mediterranean partners will undertake measures that:

- a) Create equal opportunities and remove obstacles for women to work or to be recruited/ employed or to stay employed.
- b) Ensure equal treatment and promote the rights of women, in particular of vulnerable women, in social security systems.
- c) Ensure that men and women benefit equally from adequate health services.
- d) Promote family friendly policies, aiming at reconciliation between professional and family life, in particular affordable care services for children, elderly and other dependents and ensure a professional environment that is suited to women in terms of transport and safety and non-discrimination at the workplace.
- e) Promote and strengthen national capacities to regularly collect and analyze gender disaggregated data, including on the informal sector and on the impact of macroeconomic reforms on women and men.
- f) Strengthen knowledge of the impact of macro-economic policies on women's and men's employment and develop research focused on gender to enable the elaboration of efficient strategies aiming at strengthening the role of women in the economy.
- g) Pursue the establishment of gender responsive budget initiatives and ensure more effective anti-poverty strategies at both national and local levels.
- h) Promote women's representation and participation in economic decision-making positions, in particular in employers' association, workers' unions and other socioeconomic structures.
- i) Promote women's entrepreneurship by improving inter alia women's access to land, finance, markets, information, training and networking and encourage financial institutions to tailor products to women's needs, in particular by providing microcredit.
- j) Ensure empowerment of women including through greater access to education at all levels and to vocational and technical training. In this regard:
 - With the objective of halving female illiteracy by 2010, launch literacy campaigns targeting especially rural and poor women and provide more incentives to encourage women to demand literacy;
 - Put in place incentives for families, especially in rural and poor areas, for sending girls to school;

- Promote specific vocational and technical training courses for women in diversified job sectors;
 - Ensure an increased number of women trainers (including at decision-making levels) and take into account the full enjoyment of all human rights by women in the training of trainers;
 - Promote post-training support through appropriate linkages between relevant partners such as training institutions and governmental employment agencies and, in case of self employed women, micro finance institutions and business support services;
 - Promote modules to improve economic and financial management skills for women entrepreneurs, women's cooperatives, grass-roots associations, etc.;
 - Ensure women's participation in the newly established scholarships scheme for university students from Euro-Mediterranean partner countries and in the mobility grants for Higher Education staff;
 - Ensure greater access to life-long learning to provide women with skills responsive to the rapidly changing labour market;
 - Provide guiding programs to help women return to the labour market after an absence or to direct them to new sectors.
- k) Develop a better knowledge and increase research of women in migration (causes, processes, enjoyment of their full human rights and impact on women in countries of origin and in the host countries) and mainstream a gender approach in studies and statistics related to migration. Increase protection and integration of migrant women and ensure the effective enjoyment of their human rights.
- l) Raise awareness of migrant women on their rights and duties in the host country and improve their role as actors of development in the host country and the country of origin.

Women's Rights in the Cultural Sphere and the Role of Communications and the Mass Media

12. The Euro-Mediterranean partners will work towards taking measures that:

- a) Promote equality and fight against discrimination between girls and boys in education and culture so as to convey a positive and non-stereotyped image of girls and women, and where appropriate identify new pedagogical materials. Train teachers at all levels on equality values and non-discrimination and involve parents in activities applying gender-sensitive educational methods;
- b) Support women's effective access to ICT science and technology, activities aiming at providing women with computer literacy, training and education in ICT science and technology;
- c) Promote a balanced and non-stereotyped portrayal of women and men in the media;
- d) Combat gender-based violence in all its manifestations, including through research, awareness-raising campaigns involving men and boys, education, media campaigns, toll free and emergency numbers, institutional networks, exchange of experiences, views and good practices in the Euro-Mediterranean region;
- e) Enhance women's participation in cultural exchanges and intercultural dialogue;
- f) Promote research on gender equality in mass media products and institutions to reduce negative gender stereotyping. Support media regulatory bodies to monitor gender issues as part of their mandates;

g) Promote training of media professionals on the full enjoyment of all human rights by women and increase the number of women professional in the media sector. Support the promotion of women to leading positions in media. Develop the capacity of national women's institutions and NGOs on engaging with media;

h) Combat stereotypical representation of women in artistic products, increase the number of women in art professions and ensure a greater recognition of their contribution to art and culture through history and in present times;

i) Encourage civil society organisations, particularly women's organisations, in accordance with national legislation as appropriate, to advocate for and carry out programmes aiming to promote the full enjoyment of all human rights by women and gender equality.

Review mechanism

13. The Euro-Mediterranean partners commit to work towards the objectives contained in this document over the next five years. In this respect they invite the Euromed Committee to convene, at least once a year, a Euromed Ad Hoc meeting at expert senior official level to review the implementation of the present measures contained in these Conclusions and to inform the annual Euromed Foreign Affairs Ministers Conference. A follow-up Euromed Ministerial Conference to discuss issues related to the full enjoyment of all human rights by women and the progress made in the implementation of these measures will take place in 2009.

VIII. ANNEX 2: ISTANBUL QUESTIONNAIRE



**“Strengthening the Role of Women in Society”
Istanbul, 2006**

**Framework of Action
2009 Review Mechanism**

A. Istanbul Questionnaire

	2008 - 2009 Review		Observations
	Actions Undertaken / Foreseen Results Achieved	Calendar for Implementation	
I. Crosscutting principles and action			
1. Promoting a balanced and non-stereotyped portrayal of women and men			
2. Supporting the promotion of women to leading positions and decision making posts (in particular in the political and economic life)			
3. Developing the capacity of national public institutions and civil society organisations, including women’s organisations			
4. Promoting awareness-raising campaigns and training on the full and equal enjoyment of rights by women			
5. Pursuing the establishment of gender responsive budgets			
6. Promoting and strengthening national capacities to regularly collect and analyze gender disaggregated data			
II. Women’s Political and Civil Rights			
1. Implementing and / or translating into legislative and policy reforms, UN Conventions related to the human rights of women			
2. Promoting equal access to justice at all levels			
3. Combating (laws and actions) all forms of violence against women			
4. Enhancing women’s rights as well as their full and equal participation in conflict prevention, crisis management and peace-building			
III. Women’s Social and Economic Rights and Sustainable Development			
1. Ensuring equal access, equal treatment and promoting women's rights in social security systems, access to health services and care facilities as well as family friendly policies			
2. Ensuring equal access, equal treatment, fighting against discrimination and promoting women's rights in education, including primary, secondary, high, technical and life-long learning			
3. Strengthening knowledge of the impact of macro-economic policies on employment and developing research focused on gender to enable the elaboration of efficient strategies aiming at strengthening the role of women in the economy			

4. Ensuring equal access, equal treatment, fighting against discrimination and promoting women's rights in the labour market, including return after long absence			
5. Promoting women's entrepreneurship			
6. Increasing protection and integration of migrant women and ensuring the effective enjoyment of their human rights, including mainstreaming gender in migration studies and research			
IV. Women's Rights in the Cultural Sphere and the Role of Communications and the Mass Media			
1. Supporting women's effective access to ICT science and technology			
2. Enhancing women's participation in cultural exchanges and intercultural dialogue			
3. Enhancing women's participation in media and promoting training to media professionals on gender issues			

B. Proposals of Priorities for 2010

Priority 1: Description: Calendar for implementation:
Priority 2: Description: Calendar for implementation:
Priority 3: Description: Calendar for implementation:

Guidelines for filling in the 2009 questionnaire:

A. Summary of 2008-2009 actions

We would first of all like to invite the EuroMed partners to draft a summary cover page to the questionnaire (one page document, in a word format) in which they will state which were their most important priorities in 2008-2009.

B. Triennial summary (NEW!)

We would also appreciate a summary on the actions undertaken and the results achieved by the partner countries to implement the "Istanbul framework of Action" since November 2006 presenting order to assess results and trends on a longer term period. This document would allow the elaboration of a summary document to be presented to Ministers responsible for gender issues during the next Ministerial Conference.

C. "Istanbul Questionnaire": "Istanbul Conclusions":

Filling in the entire Questionnaire is not mandatory. Topics not relevant to the context of your country shall not be filled in.

"2008 Review":

Actions undertaken or foreseen / Results achieved:

Kindly mention only the activities held or under preparation during the period covering August 2008- May 2009 (N.B. Even if the action/measure is implemented beyond May 2009, it should have been initialled from August 2008 to May 2009) and / or the results achieved during this period of time. In case of activities under preparation, please indicate the foreseen calendar.

Answers should be provided in a factual and concise way.

Calendar for Implementation:

It can be referred to:

- The period of time during which a certain activity has been or will be undertaken;
- The date when a certain result is expected to be achieved;
- The date of entering into force of new policies, legal framework, etc.

"Observations":

Include herein any other information or comments considered as relevant.

D. Proposal of Priorities for 2010

"Priority n.":

Identify up to three priorities at national level for 2010 (by order of importance).

"Description":

Present a short description of the priority identified, particularly by mentioning the activities that would be envisaged to take place and the results that are foreseen (i.e.: launching of a new law prohibiting violence against women).

"Calendar for Implementation":

It can be referred to:

- The period of time during which a certain activity will be undertaken;
- The date when a certain result is expected to be achieved;
- The date of entering into force of new policies, legal framework, etc.

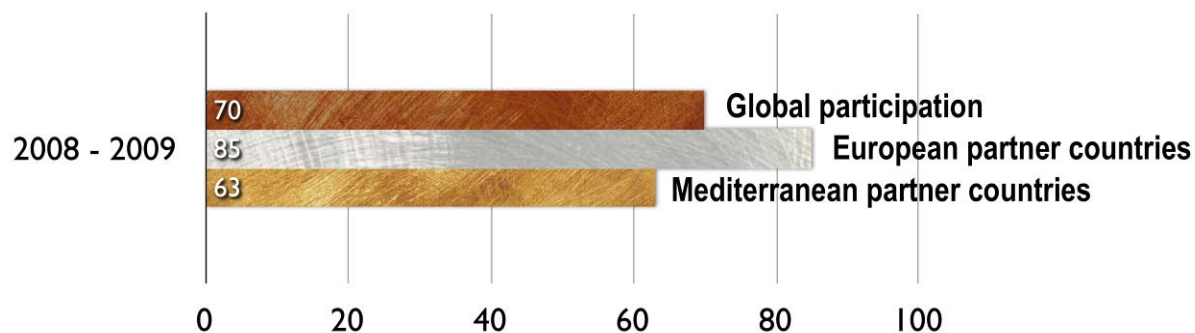
The questionnaire should be sent back to Ms. Imma Roca I Cortés (immaculada.roca-i-cortes@ec.europa.eu) with copy to Ms. Ina de Vos (clarina.de-vos@ec.europa.eu) before 15th June 2009.

IX. ANNEX 3: RETURN RATE TO ISTANBUL QUESTIONNAIRE

Euromed partner countries responses to the questionnaire 2008-2009

Country	Annual report	Priorities for 2010 and beyond
Albania	x	x
Algeria	x	x
Austria	x	none selected
Belgium	x	none selected
Cyprus	x	x
Czech Republic	x	x
Denmark	x	x
Estonia	x	x
Finland	x	x
France	x	x
Germany	x	x
Greece	x	x
Hungary	x	x
Israel	x	none selected
Italy	x	x
Lebanon	x	x
Lithuania	x	x
Luxemburg	x	none selected
Malta	x	x
Mauritania	x	x
Monaco	x	none selected
Morocco	x	none selected
Poland	x	x
Portugal	x	x
Slovakia	x	x
Spain	x	x
Sweden	x	x
Tunisia	x	x
Turkey	x	x
United Kingdom	x	x

Sub-regional participation to the questionnaire 2008-2009 (in %)



Note:

In 2008-2009, the questionnaire was sent to all partner countries of the Union for the Mediterranean. Out of the 43 countries, 30 replied to the questionnaire.

Method:

- **Global participation** shows the general return rate. It is the ratio between countries that replied to the questionnaire and countries that received the questionnaire.
- **European partner countries** illustrates the return rate within the member states of the European Union plus the following partner countries of the Union for the Mediterranean: Albania, Bosnia and Herzegovina, Croatia, Monaco, Montenegro. It is the ratio between countries that replied to the questionnaire and countries that received the questionnaire.
- **Mediterranean partner countries** illustrates the return rate within the Mediterranean partner countries, including Turkey and Mauritania. It is the ratio between countries that replied to the questionnaire among this group and countries that received the questionnaire among this group.

X. ANNEX 4: SUMMARY OF PRIORITIES FOR THE EUROMED REGION

Country	Political and Civil Rights					Social and Economic Rights and Sustainable Development					Rights in the cultural sphere, communication and mass media			Crosscutting principles and actions						Comments	
	Conventions & legal frameworks	Equal access to justice	Violence against women	Political participation	Conflict prevention, & peace building	Social security & health	Education & life-long learning	Labour market & family-friendly policies	Entrepreneurship	Migration	Access to ICT	Cultural exchanges & dialogue	Media	Gender stereotypes	Strategies and dynamics						
															Action plans & mechanisms	Mainstreaming & GRB	Capacity-building,	Awareness-raising	Knowledge building & data		
Albania			P3	P2				x							P1						
Algeria			P3	P2 a				P2 b x							P1		x			x	scenario (a)
Austria																					none selected
Belgium																					none selected
Cyprus			P2					P1					P3								
Czech Republic				P1/P2												P3				x	
Denmark			x	x		x	x		P1											x	1 priority selected
Estonia			P2 / P3					P1					x		x			x			
Finland								P1					x	x	P2			P3	x		
France			P3					P2							P1						
Germany			P3		x			P2							P1						
Greece			P3	x				P1					P2	x							multiple priorities
Hungary			P2	x				x					x	P1	x						2 priorities selected
Israel																					none selected
Italy			P1/P3					P2													
Lebanon			P3	P2												P1					
Lithuania			P3					P1 / P2													
Luxemburg																					none selected
Malta						x	x	P1 / P2					x					x	x		2 priorities selected
Mauritania	P3					x	x	x						P1/P2		x		x			
Monaco																					none selected
Morocco																					none selected
Poland			P3					P1 / P2						x					x		
Portugal			P2						P1						P3						
Slovakia			P2												P1						2 priorities selected
Spain		P1		x		P3											P2				
Sweden		x	P2					P1							x	P3	x			x	
Tunisia			x	P2				P3								P1					
Turkey			P3			x									P2				P1		
UK			P2	P3		P1															

EUROMED Priority Areas	Political and Civil Rights					Social and Economic Rights and Sustainable Development					Rights in the cultural sphere, communication and mass media			Crosscutting principles and actions					Comments	
	Conventions & legal frameworks	Equal access to justice	Violence against women	Political participation	Conflict prevention, & peace building	Social security & health	Education & life-long learning	Labour market & family-friendly policies	Entrepreneurship	Migration	Access to ICT	Cultural exchanges & dialogue	Media	Gender stereotypes	Strategies and dynamics for gender equality					
															Action plans & mechanisms	Mainstreaming & GRB	Capacity-building,	Awareness-raising		Knowledge building & data
Priority 1		1	1	1		1		8	2					7	2		1			
Priority 2			7	5				6					1	2	1	1				
Priority 3	1		11	1		1		1					1	1	2		1			
Subtotal clusters 4.2														10	5	1	2			
Absolute Total	1	1	19	7		2		15	2				2	18						
Relative subtotal 4.2														4.6	2	0.4	0.8			
Relative Total	0.3	0.5	6.6	2.8		0.8		6.7	1				0.7	7.8						
Priority x		1	2	4	1	4	3	4					5		2	3	4	6		
Subtotal 4.2														4.6	2.2	0.7	1.2	0.6		
TOTAL	0.3	0.6	6.8	3.2	0.1	1.2	0.3	7.1	1				1.2	9.3						
EC									P2					P1 / P3						

Note: countries that did not respond to the questionnaire have not been included

Legend: P1: first priority, P2: second priority, P3: third priority, x: other priority, **scenario (a):** working scenario based on other information provided by the country when several priorities are selected, none selected: country either did not select priorities, either not in a manner that allows to identify one, two or three main priority areas, 1 priority selected: country selected only one priority, 2 priorities selected: country selected only two priorities, multiple priorities: country selected more than 3 priorities but in a manner that allows identifying one, two or three main priority areas

Absolute Total is the total frequency of a priority area in absolute terms for all Euromed countries. It represents the total number of times that the priority area is selected by Euromed countries, regardless of its importance (1st priority, 2nd priority and 3rd priority)

Relative Total is the relative frequency of a priority area for all Euromed countries. It represents the number of times that the priority is selected by Euromed countries, weighted by the importance attributed to the priority. Weighting was conducted on the basis of the following multipliers: 0.5 for the first priority, 0.4 for the second priority and 0.3 for the third priority

TOTAL is the ranking of priority areas for the Euromed region beyond 2009. It represents the number of times that the priority is cited by Euromed countries as one of their 3 main priorities, weighted by its importance and adjusted by a multiplier that represents the occurrence of the priority area as additional priority for Euromed countries, this is when explicitly cited by Euromed countries (either in addition to the 3 main priorities, either as sub-priority of the 3 main priorities). Adjustment was conducted on the basis of the following multiplier: x = 0.1

Method:

Response rate: the countries in the table are the countries that have responded to the Istanbul questionnaire. On the 43 countries that received the questionnaire (these are the countries of the Union for the Mediterranean), 30 countries have responded and 24 selected priorities.

Validity and representativity of priorities for the Euromed region is linked to the response rate. The larger amount of countries and responses among European partner countries does not seem to alter the validity of the results.

Clustering of priority areas is based on the Istanbul Conclusions, on the Istanbul questionnaire and on the Euromed countries responses. It intends to identify priority areas for future actions in the context of the Euromed partnership. Based on the countries' priorities, a specific cluster was added to address strategies and dynamics for gender equality.

XI. ANNEX 5: PRIORITIES OF EUROMED PARTNER COUNTRIES IN 2010 AND BEYOND

Country Institution		First Priority	Second Priority	Third Priority	Comments
Albania	Priority	Strengthen legal and institutional mechanisms for gender equality and to combat domestic violence	Empower women and increase women's political participation	Combat domestic violence	
	Description	<ul style="list-style-type: none"> - Establishment and strengthening of the Technical Secretariat to monitor the National Strategy on Gender Equality and Domestic Violence; - Sub-legal act for the establishment of informative structures on preventing domestic violence at local level - Adoption of an annex to the Labour Code for the benefit of parental leave for fathers and expansion of the concept of sexual harassment in the workplace - Research for the unpaid work of women - Establishment of 4 reference centres for domestic violence at the local level in 4 pilot areas. 	<ul style="list-style-type: none"> - Awareness campaigns at community-level to support women in 2011 local elections: training for potential women candidates for local elections, TV shows on national stations, Articles in newspapers, Meetings at universities, women's political forums, NGOs to promote the flow of new girls' participating in politics - Lobbying for the implementation of the Election Code regarding the 30% quota for women in local elections. 	<ul style="list-style-type: none"> - Establishment of information structures to prevent domestic violence at the local level - First National Shelter for victims of domestic violence - Meetings with representatives of local government for coordination against domestic violence - Awareness and media campaign against violence against women and domestic violence. 	
	Calendar	2010	2010	2009-2010	
Algeria	Priority	Follow up and evaluation of the implementation of plans and programmes to measure changes in the situation of women	Broaden women's participation in decision-making posts and in economic life	Continue the implementation of the national strategy to combat violence against women	
	Description	<ul style="list-style-type: none"> - Take into consideration gender-sensitive data and indicators - Strengthen coordination and networking between stakeholders - Design a study, survey and research plan on the family and women - Creation of a national centre for research, documentation and information on the family, women and children. 	<ul style="list-style-type: none"> - Legal reform: drafting an organic law on broadening women's participation in electoral councils - Encourage political parties to improve women's participation in high-level instances of parties; - Adopt specific measures to promote equal opportunities in employment and create an environment conducive to the conciliation of professional and family life for women - Build the capacity of women beneficiaries of loans through management and administration training, among others in rural areas. 	<ul style="list-style-type: none"> - Strengthen the support mechanisms for women victims of violence - Enlarge the creation of specialised centres for women victims of violence - Implementation of the operational plan of the national strategy to combat violence against women - Design and implementation of the communication strategy for prevention, sensitisation and social mobilisation. 	
	Calendar				not included
Austria	Priority				none selected
	Description				
	Calendar				
Belgium	Priority				none selected
	Description				
	Calendar				
Cyprus	Priority	Reconciliation of working and family life & gender pay gap	Combating all forms of violence against women	Combating stereotypes through education and the media	
	Description				not included
	Calendar				not included

Country Institution		First Priority	Second Priority	Third Priority	Comments
Czech Republic	Priority	Enhance women's political participation	Equal opportunities for men and women at regional and local decision-making levels	Mainstreaming of equal opportunities between men and women	
	Description	Draft a proposal for legislative changes which stipulates that the minimum proportion of both women and men on the candidate lists is 30% for elections to Parliament, regional councils and the Prague City Council (responsibility: Minister of Interior)	Make an analysis of the situation of equal opportunities for women and men to provide an overview of local government offices and serve as inputs for recommendations for action (responsibility: Minister of Interior)	Subordinate all conceptual, decision-making and assessment processes at all stages of their preparation and implementation to the principle of equal opportunities for women and men (responsibility: Members of the Government)	
	Calendar	Deadline: 31. 12. 2009	Deadline: 31. 12. 2009	Deadline: 31. 12. 2009	
Denmark	Priority	Finalize and implement the action plan with initiatives to promote female entrepreneurs			1 priority selected in the format of the questionnaire, Denmark included a 15-goals list to be met before 2015
	Description	- Collect gender-disaggregated statistics on entrepreneurship - Hold a conference on women's entrepreneurship.			
	Calendar	Autumn 2009			
Estonia	Priority	Promoting gender equality in working life	Fighting violence against women	Fighting trafficking in human beings	
	Description	Implementation of the programme to promote gender equality under the Operational Programme for Human Resource Development. Objectives: 1) implementation of gender equality legal acts (e.g. publish commentary of Gender Equality Act for legal professionals); 2) raise awareness of employers and employees about gender equality, rights and responsibilities (e.g. provision of consultation services for organisations, media campaign); 3) implementation of gender mainstreaming strategy on educational and labour market (e.g. publishing an article compendium about gender equality); 4) reduce gender stereotypes. Objectives 2 & 4 include measures to support the reconciliation of work and private life. The programme is supported by calls for proposals where organisations and private companies apply for funds to promote gender equality at the workplace.	Due to global financial crisis, Estonia is facing serious difficulties in funding the services provided by women's shelters. One of the priorities for 2010 will be sustaining funding for shelters. In order to raise awareness among medical personnel and teachers in medical schools, a teaching guidebook and a handbook developed in the project "Social and health care teachers against violence – HEVI" will give a theoretical basis for conducting trainings for medical personnel and teachers in medical schools. The Ministry of Social Affairs will also participate actively in the development of Council of Europe's new convention on preventing and combating violence against women and domestic violence.	Implementation of the new anti-trafficking development plan for the period 2010-2013.	
	Calendar	2009-2010	2009-2010	2010-2013	
Finland	Priority	Equal pay	Gender mainstreaming in the state administration	Awareness-raising of gender equality issues in schools and reduction of gender segregation in education	

Country Institution		First Priority	Second Priority	Third Priority	Comments
	Description	Implementation of the tripartite equal pay programme to decrease the pay gap between men and women by at least 5% before 2015. A study on the effects of equality planning was launched under the Government Action Plan for Gender Equality (2008-2011) adopted in July 2008, to evaluate the impact of the Equality Act (to be finalised in 2009). A study on equality planning both in the private and public sector was launched in 2008 (final report in spring 2010). Two projects on improving pay systems were launched in autumn 2008 (results will be distributed in 2010 and 2011).	Take steps to ensure that the gender perspective is mainstreamed across all law drafting, budget procedures and other major projects, by: <ul style="list-style-type: none"> - Providing training to ministries - Establishing operational working groups on gender equality in each ministry - Developing the administrative processes related to ministries' project work and performance guidance practices - Developing gender mainstreaming strategy and follow up indicators. 	The Ministry of Education finances a three-year project to promote gender sensitive teacher education (both in primary and secondary school teacher education and in kindergarten teacher education), coordinated by the University of Helsinki.	
	Calendar	2009-2011		The project has started in 2008 and goes on till summer 2011	
France	Priority	Strengthen the Inter-ministerial dimension of national policy for the promotion of women's rights and equality	Achieve professional equality between women and men	Prevent and combat violence against women	
	Description	(1) Transform the service for women's rights and equality into a new national institutional mechanism: the Inter-ministerial Delegation for Women's Rights and Equality between Women and Men. Competencies include: lead, coordinate, impulse and evaluate public policy on equality. (2) Design a transversal policy document with common objectives for all ministries to improve the situation of women (to be voted by Parliament in the framework of the 2010 budget law).	Implementation of selected measures proposed by the report of the General Inspection of Social Affairs to the Ministry of Labour (July 2009), such as: <ul style="list-style-type: none"> - Enterprises to produce a comparative report on the employment and training situation of women and men - Strengthen transparency on enterprises actions for professional equality - Financial sanction to reinforce the legal obligation towards equal pay - Establishment of quotas in administration boards of enterprises. 	Implementation of 2008-2010 Action Plan. Implementation of a communication campaign on citizen responsibility and collective awareness-raising to combat violence.	
	Calendar	End 2009	2010	2010	
Germany	Priority	First Equality Report of the Federal Government	Eliminating the gender pay gap	Protection and support for women victims of violence	
	Description	The Federal Government pursues an equality policy which is oriented on the life cycle approach. In 2008, it set up an expert commission whose mandate is to submit the first Equality Report of the Federal Government by 2010.	Overcome gender-specific pay differentials and differences in the interruption of gainful employment by women and men. Measures include: <ul style="list-style-type: none"> - Organisation of Equal Pay Day by Ministry for Family Affairs, Senior Citizens, Women and Youth (2010) - Continue implementation of "Logib-D", an Excel tool for checking pay equality among women and men in enterprises - "Perspective Re-entry" action programme to facilitate women's return to working life after a prolonged absence from the labour market. 	The Action Plan II of the Federal Government to Combat Violence against Women brings together and co-ordinates more than 130 concrete measures and projects from all of the federal ministries. At the international level, the Federal Government protects and provides assistance to women in distress by taking measures, inter alia, to implement the UN Security Council Resolution 1325 on "Women, Peace and Security".	
	Calendar	2008-2010	2008-2010	ongoing	
Greece	Priority	Combating the equality deficit in the labour market	Stereotypic perceptions and educational procedures	Preventing and combating violence against women	

Country Institution		First Priority	Second Priority	Third Priority	Comments
	Description				No priorities selected in the format of the questionnaire but reference to 4-year action plan on gender equality. National policy priorities also include women's participation in decision-making.
	Calendar				The validity of the action plan has already been extended to 2010.
Hungary	Priority	Adaptation and implementation of the "National Strategic Plan for the Promotion of Gender Equality 2009-2020"	Combating domestic violence		2 priorities selected
	Description	The Strategic Plan is a long-term programme for 12 years that defines tasks in 6 priority areas alongside with long-term measures. (1) Achievement of equal economic independence for women and men, elimination of gender pay and employment gap, (2) Reconciliation of work, private and family life, equal division of responsibilities in taking family obligations, household and care services, (3) Promotion of equal participation in political and economic decision-making, as well as in research, (4) Eradication of all forms of gender-based violence, (5) Elimination of gender stereotypes in society, (6) Gender mainstreaming.	(1) Increasing the number of crisis centres and halfway houses. (2) Elaboration of the action plan on violence against women.		
	Calendar	Fall of 2009 (for the adaptation), 2009-2020 (for the implementation)	Continuous		
Israel	Priority				none selected
	Description				
	Calendar				
Italy	Priority	Prevent and combat violence against women	Reconciliation between private and work life of women	Prevent and fight trafficking in human being	
	Description				not included
	Calendar				not included
Lebanon	Priority	Gender mainstreaming in policies and programmes of the Ministry of Social Affairs	Women's political participation	Adoption of a national Plan of Action on Gender-based Violence	

Country Institution		First Priority	Second Priority	Third Priority	Comments
	Description	Training of employees at central and decentralised levels; Integration of gender mainstreaming into Ministry's action plans, strategies, and production of manuals.	Sensitisation and training of women in 6-7 areas to enhance women's candidacy and skills to participate in local elections; Local and national seminars and campaigns to support women candidates.	Capacity development (mapping of GBV, review of training material, development of GBV lexicon and reference manual, enhance capacity of service providers and NGOs, unified GBV information system); Community mobilisation and advocacy (development of GBV advocacy kit/briefs, awareness raising campaigns, development of GBV website); Direct aid and support groups (creation of GBV call centre/national helpline, establishment of a national referral mechanism).	
	Calendar	2009-2010	Before the 2010 municipal elections		
Lithuania	Priority	Non-discrimination on the grounds of sex in employment and the labour market	Opportunities to reconcile work and family responsibilities, including promotion of family friendly working places	Combating of all forms of violence against women and trafficking in women	
	Description				not included
	Calendar				not included
Luxemburg	Priority				Priorities will be defined by the new government after the legislative elections of 17.06.2009
	Description				
	Calendar				
Malta	Priority	Stepping up efforts to attract more women into the labour market	Promoting equal opportunities and challenging gender stereotypes		2 priorities selected

Country Institution		First Priority	Second Priority	Third Priority	Comments
	Description	<p>Increase the employment rate of women through:</p> <ul style="list-style-type: none"> - Training and engaging non-working mothers in occasional remunerated educational service work at the community level - Provision of childcare services at the workplace - New programmes for job seekers and employees to upgrade skills, including women (Employment Aid Programme) - Provision of subsidies on wages to employers that employ men and women absent from work, persons who gave up work due to difficulties in reconciling working life and family life, adults looking after dependants and older unemployed adults - Provide subsidies to companies that provide training for employees (Training Aid Framework) - Organisation of a three-year national campaign "Nista: the Benefits of Sharing Life's Responsibilities" - Carry out a research "Unlocking the Female Potential" to identify the barriers to women's participation in the labour market (EU co-funded project) - Conduct research on measures to support private companies to facilitate work-life reconciliation for men and women (Employment and Training Corporation) and identify practical recommendations - Creation of the "Certified Equal Opportunities Employer" award for employers who offer equal opportunities to women and men. 	<p>Foster family friendly measures and training, such as:</p> <ul style="list-style-type: none"> - Provide training to employers, businesses, public entities, teachers, students and other groups - Implementation of a Childcare Subsidy Scheme to increase the availability and affordability of childcare 		
	Calendar				Not included
Mauritania	Priority	Action Plan for Rural Women	Gender Strategy	Revision of reservations to CEDAW	
	Description	<p>Objectives: (1) Promote women's rights through communication and vulgarisation for rural women, (2) Improve health of rural women, (3) Increase rural women's access to education and literacy, (4) Improve living conditions of rural women by developing water and electricity infrastructure, (5) Promote women's employment in rural areas, access to credit and trading opportunities, (6) Institutional strengthening of national and regional public bodies in charge of rural women and of rural women's organisations.</p>	<p>Implementation of the gender strategy which aims to institutionalise gender equality into national policies.</p>	<p>Lifting of the general reservation on contradictory articles with Islamic Charia to attend the CEDAW Committee recommendation (May 2007) on specifying the articles on which Mauritania has reservations.</p>	
	Calendar	2009-2012	2009-2011		
Monaco	Priority				none selected
	Description				
	Calendar				
Morocco	Priority				none selected
	Description				
	Calendar				

Country Institution		First Priority	Second Priority	Third Priority	Comments
Poland	Priority	Discrimination in the labour market (low female employment rate, gender pay gap, glass ceiling)	Reconciliation of professional and family roles of men and women	Violence against women, domestic violence and violence within family	
	Description	The "Social and economic activation of women on the local and regional level" project promotes the idea of equal opportunities in access to employment and implements methods to achieve equality for workers and society as a whole (Department for Family, Women and Counteracting Discrimination of the Ministry of Labour and Social Policy).	The "Reconciliation of professional and family roles of men and women" project aims to prepare models for reconciling different roles through: - Legislative measures - Measures implemented regionally on local labour markets and in enterprises - Review of good national and foreign practices and promotion of a family model based on partnership through national media campaigns - Extending the competences of labour market institutions in the field of negotiations with clients and cooperation for increasing professional activity of women.	Implementation of the national action plan.	
	Calendar			ongoing activity: 2005-2016	
Portugal	Priority	Promotion of women's entrepreneurship	Fight against domestic violence and against trafficking in human beings	Creation of a Gender Observatory	
	Description				not include
	Calendar				not included
Slovakia	Priority	Elaboration and finalisation of National Action Plan for Gender Equality	Elaboration, finalisation and publication of document dealing with standards for support to women victims of violence		
	Description				not included
	Calendar	End 2009, implementation 2010-2013			
Spain	Priority	Launching of a new law on Sexual and Reproductive Health and Voluntary Interruption of Pregnancy	Creation of the Women's Participation Council	Sexual and Reproductive Health Strategy of the National Health System	
	Description		Objective and mandate: support the dialogue between public administration and women's organisations.		
	Calendar	beginning of 2010	end of 2009-beginning of 2010	beginning of 2010	
Sweden	Priority	Implementation of a coherent strategy for gender equality in the labour market	The National Action Plan to combat violence against women & The National Action Plan to combat prostitution and trafficking for the purpose of sexual exploitation	The action plan for gender mainstreaming	

Country Institution		First Priority	Second Priority	Third Priority	Comments
	Description	<p>Measures include:</p> <ul style="list-style-type: none"> - Initiatives to stimulate employment for men and women - Initiatives to stimulate fathers to utilize their right to parental leave to a greater extent - Initiatives for reconciliation of work, family and private life. <p>A strategy, which co-ordinates initiatives that are to be taken by different ministries was adopted by the government in June 2009. The strategy will be followed-up and the effects of initiatives and policies will be evaluated.</p> <p>The government will assign a working group on gender equality with the task to analyse and report on issues related to working life and opportunities to reconcile work and active parenthood.</p>	<p>The <i>VAW-related action plan</i> was adopted in November 2007. It includes actions to combat men's violence against women, violence and oppression in the name of honour and violence in same-sex relationships.</p> <p>The plan includes:</p> <ul style="list-style-type: none"> - Increased protection and support for those exposed to violence - Greater emphasis on preventive work - Higher standards and greater efficiency in the system - Better measures for violent offenders - Greater cooperation - Enhanced knowledge. <p>The <i>trafficking-related action plan</i> was adopted by the Government in July 2008. Initiatives will be taken for:</p> <ul style="list-style-type: none"> -Increased protection and support to victims -Emphasis on preventive work -Higher standards and greater efficiency in the judicial system -Better co-operation between authorities and organisations - Enhanced knowledge. 	<p>Continue and develop the implementation of gender mainstreaming in Government Offices. The government has allocated financial resources to support gender mainstreaming at regional and local level. Additional resources were allocated to the University of Göteborg to support national public authorities for the implementation of gender mainstreaming.</p>	
	Calendar	2009-2010	2009-2010		
Tunisia	Priority	Integrate gender into sectoral plans and follow up of the gender budget initiative	Strengthen women's participation to public life and decision making	Promote equal opportunities and combat all forms of discrimination against women	
	Description				not included
	Calendar				not included
Turkey	Priority	Conducting awareness raising trainings for the public officers on gender equality and combating violence against women	Monitoring the implementations of the Gender Equality National Action Plan and Combating Domestic Violence against Women National Action Plan	Conducting trainings for family courts' judges, prosecutors and health personnel to reinforce the implementation of the legislation on domestic violence against women	
	Description				not included
	Calendar	2009-2010	2090-2013	2009-2010	
UK	Priority	Support to families (children and care of elderly and disabled relatives)	Tackling Violence against Women	Increase representation of Black, Asian and Minority Ethnic women	
	Description				not included
	Calendar				not included
EC	Priority	Preparation and adoption by the EC of a new strategy for equality between women and men for 2011-2015	Integration of equality between women and men in the strategy for growth and employment after 2010	Institute for equality between women and men	

Country Institution		First Priority	Second Priority	Third Priority	Comments
	Description	The Roadmap for equality between women and men covers the period 2006-2010. EC initiated work on the follow up strategy. The new strategy will be presented in a communication from the Commission in 2010 which will offer a transversal framework covering all relevant policies and identifying key actions to be put in place by the EC. The preparation of this new framework will entail a large consultation process with stakeholders.		The Institute which was recently created will become fully operational in 2010.	
	Calendar	Foreseen 2nd semester 2010	Foreseen 1st semester 2010	2010	

