



EUROPEAN COMMISSION

**Ministerial Conclusions on Strengthening the Role of Women
In Society.**

Implementation Review

Final Report 2007-2008¹

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

¹ *"This publication has been produced with the assistance of the European Union. The contents of this publication can in no way be taken to reflect the views of the European Union."*

**Ministerial Conclusions on Strengthening the Role of Women
In Society.**

**Implementation Review
2007-2008**

List of Abbreviations.....	4
Preface.....	6
Executive Summary	7
Introduction	12
PART A. Cross-cutting Principle & Actions	14
1. Main Areas of Intervention.	14
1.1. Promoting a balanced and non-stereotypical portrayal of women and men.....	14
1. 2. Supporting the promotion of women to leading positions and decision-making posts (in particular in the political and economic life).	16
1. 3. Developing the capacity of national public institutions and civil society organizations including women’s organizations.....	20
1.4. Promoting awareness-raising campaigns and training on the full and equal treatment of rights by women	23
1.5. Pursuing the establishment of gender responsive budgets	25
1.6. Promoting and strengthening national capacities to regularly collect and analyze gender disaggregated data.	27
2. PILLAR ONE: WOMEN’S POLITICAL & CIVIL RIGHTS	30
2.1 Implementing and/or translating into legislative & policy reforms UN Conventions related to the human rights of women.....	30
2.2 Promoting equal access to justice at all levels including fighting against discrimination.....	32
2.3 Promoting women’s active participation in political decision-making positions in public life.....	33
2.4 Combating (laws & actions) all forms of violence against women.....	35
Ministerial Conclusions on Strengthening the Role of Women in Society Implementation Review 2007-08	2

2.5 Enhancing women’s rights as well as their full and equal participation in conflict prevention, crisis management & peace-building.....	40
3. PILLAR TWO: WOMEN’S SOCIAL AND ECONOMIC RIGHTS & SUSTAINABLE DEVELOPMENT	42
3.1 Ensuring equal access, equal treatment and promoting women’s rights in social security systems, access to health care services and care facilities as well as family friendly policies.	42
3.2 Ensuring equal access, equal treatment, fighting against discrimination & promoting women’s rights in education, including primary secondary, high, technical and life-long learning.....	46
3.3 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.....	48
3.4 Ensuring equal access, equal treatment, fighting against discrimination and promoting women’s rights in the labour market including return after long absence	50
3.5 Promoting Women’s Entrepreneurship.....	53
3.6 Increasing protection and integration of migrant women and ensuring the effective enjoyment of their human rights, including mainstreaming gender in migration studies & research.	56
4. PILLAR THREE: WOMEN’S RIGHTS IN THE CULTURAL SPHERE AND THE ROLE OF COMMUNICATIONS AND THE MASS MEDIA.	59
4.1 Supporting Women’s Effective Access to ICT, Science & Technology	59
4.2 Enhancing women’s participation in cultural exchanges and intercultural dialogue	61
4.3 Enhancing women’s participation in media and training to media professionals on gender issues.	62
PART B, Priorities for the next period.	65
Table 1: Priorities for Action by Euro-Mediterranean Countries 2009 and beyond and comparison with 2008 activities	68
Table 2: Priorities proposed by the 24 countries for 2009 can be summarised as follows:	87
ANNEX 1	88
ANNEX 2.....	93

List of Abbreviations

ACIDI	: High Commissariat for Migration and Intercultural Dialogue
AICTO	: Arab Organization of Information & Communication Technologies
AMS	: Public Employment Service (Austria)
	:
BLSP	: Basing Living Skills Program (Lebanon)
CAWTAR	: Center of Arab Women for Training and Research
CEDAW	: Convention on the elimination of all forms of discrimination against women
CIDDEF	: Centre d'Information et de Documentation sur les Droits de l'Enfant et de la Femme (Algeria)
CIG	: Commission for Citizenship and Gender Equality (Portugal)
CoE	: Council of Europe
CRC	: Convention on the Rights of the Child
CREDEF	: Centre de Recherches, d'Etudes, de Documentation et d'Information sur la femme (Tunisia)
CSO	: Civil Society Organization
DOS	: Division of Statistics (Jordan)
EEA	: European Economic Area
ERF	: European Refugee Fund
ESCWA	: Economic and Social Commission for Western Asia
ESF	: European Social Fund
ETC	: Gender Unit of the Employment and Training Corporation (Malta)
EU	: European Union
EYEO	: European Year of Equal Opportunities for All
FETE	: Facilitating Gender Equality through Education (Malta)
FGIF	: Fonds de garantie pour la création, la reprise et le développement d'entreprises à l'initiative des femmes (France)
FHH	: Female Headed-Households
FIT	: Frauen in Technik und Handwerk (Women in Technology and Trade) (Austria)
GBV	: Gender Based Violence
GCC	: Gender Competence Center (Germany)
GSGE	: General Secretariat for Gender Equality (Greece)
HRDOP	: Human Resources Development Operational Program (Hungary)
EFE	: National News Agency (Spain)
EPS	: Public Sphere Project
GFPs	: Gender Focal Points
ICT	: Information & Communication Technologies
INE	: National Institute for Statistics (Portugal)
INPES	: Institut National de Prévention et d'Education pour la Santé (France)
IOM	: International Organization for Migration
ISTAT	: National Statistics Institute (Italy)
IWSAW	: Institute of Women's Studies in the Arab World
JNCW	: Jordanian National Committee for Women
JRS	: Jesuit Refugee Services
KETHI	: Research Centre for Gender Equality (Greece)
LAU	: Lebanese American University
MAFFEPA	: Ministère des Affaires de la Femme, de la Famille, de l'Enfance et des Personnes Agées (Tunisia)
MD:MDGS	: Millennium Declaration/Millennium Development Goals
MICS	: Multiple Indicator Cluster Survey
MITC	: Ministry for Infrastructure, Transport and Communications (Malta)
MOL	: Ministry of Labour (Jordan)
MOPIC	: Ministry of Planning and International Cooperation (Jordan)

MOSA	: Ministry of Social Affairs (Lebanon)
MOWA	Ministry of Women Affairs (OPT)
NAPE	: National Action Plan for Equality (Cyprus)
NCPE	: National Commission for the Promotion of Equality (Malta)
NCLW	: National Committee for Lebanese Women
NGO	: Non Governmental Organization
NMWR	: National Machinery for Women's Rights (Cyprus)
NSO	: National Statistics Office (Malta)
NUQUL	Family Name, (Owner's Private Company) (Jordan)
NYTKIS	: The Coalition of Finnish Women's Associations (Finland)
OAF	: Observatoire algérien pour la femme
OECD	: Organization for Economic Co-Operation and Development
OIWAS	: Organization for the Integration and Welfare of Asylum Seekers
LOIEMH	Organic Law 3/2007 for the effective equality between women and men (Spain)
OPT	Occupied Palestinian Territory
OSCE	: Organization for Security and Co-operation in Europe
PARES	: Program for the Enlargement of the Social Equipments Network (Portugal)
PES	: Public Employment Service (Malta)
PRAGES	: Practicing Gender Equality in Science (Italy)
PSMC	: Public Sector Management Code
PTS	: Swedish Post and Telecom Agency
RTBF	: Radio Télévision Belge Francophone
RTVE	Spanish national radio and television
SCFA	: Syrian Commission for Family Affairs
SDC	: Social Development Center (Lebanon)
SGBV	: Sexual and Gender Based Violence
SME	: Small and Medium scale Enterprises
TOT	Training of Trainers
UNHCR	: United Nations High Commissioner for Refugees
UN	: United Nations
UNDP	: United Nations Development Programme
UNFPA	: United Nations Population Found
UNIFEM	: United Nations Development Fund for Women
UNRSC	: United Nations Resolution Security Council
VAW	: Violence Against Women
VINNOVA	: Swedish Agency for Innovation Systems
WBR	" Palestinian Women Bill of Rights"
WEE	: Watch on Equality in Education (Greece)
WEPASS	: Women Empowerment Peaceful Action for Stability and Security (Lebanon)

Preface

The Barcelona Summit in 2005, held to commemorate the 10th anniversary of the Euro-Mediterranean partnership, decided to make equality between men and women one of its objectives.

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 civil society. It is also supported by accompanying measures financed by the European Commission.

Last year, the European Commission published its first review of the implementation of the Istanbul Process. The 2008 report focused on the situation of women in the EuroMed area and was compiled on the basis of questionnaires sent to civil society organisations and others in the region. It is a factual, neutral document which allows all actors involved to have a clearer idea of the situation.

This year’s implementation review report covers the period June 2007 – July 2008 and, together with next year’s report, it will be presented at the next Ministerial Conference on “Strengthening the Role of Women in society” to be held in November 2009 in Morocco. We hope it will show significant achievements for this region.

Although much work has been done to promote the role of girls and women in society at all levels, we all still have much to do.

The message is clear: unless, and until we empower women, societies will never reach their full development potential.



*Benita Ferrero Waldner
Commissioner for External relations and
Neighbourhood policy
European Commission*

Executive Summary

The attached report is the second to follow up on the implementation of the Ministerial Conclusions and Framework for Action issued at the EuroMed Ministerial on 'Strengthening the role of Women in Society' which took place in Istanbul in November 2006.

For the reporting process this year as last year the three pillars of the Istanbul Declaration (Political and Civil Rights, Socio-economic Rights and Sustainable Development, and Culture and the role of communications and mass media) are taken as organizing principles, although this year the various individual items within each pillar have been summarized in order to create a simpler questionnaire. In addition to these three sections a first section on transversal issues has been added.

Respondents were also requested to provide a Summary Cover page and to report on activities initiated from September 2007 until July 2008 and results achieved during this period. As in the previous reporting period the countries were requested to indicate three priority areas of action for the next period 2008-2009.

Thirty-one responses were received from EuroMed Partner countries (Algeria, Austria, Belgium, Czech Republic, Cyprus, Denmark, Estonia, France, Finland, Germany, Greece, Hungary, Italy, Israel, Jordan, Latvia, Lebanon, Lithuania, Malta, Mauritania, Monaco, Morocco, OPT, Poland, Portugal, Slovakia, Spain, Sweden, Syria, Tunisia and Turkey).

In addition to the information provided by each country, two networks: the Euro-Mediterranean Forum of the Economic Institutes (FEMISE) and the Anna Lindh Foundation for dialogue between cultures have provided an overview of relevant activities in the region and the European Commission has also filled the questionnaire. One member of the Euro Mediterranean Parliamentary Assembly also replied.

After the Ad Hoc meeting held in Brussels in October 13, 2008, a number of countries and institutions sent their questionnaires or an update of related information (Denmark, EC, Germany, Greece, Jordan, Monaco, Occupied Palestinian Territory and Spain) when others (Austria, Cyprus, Czech Republic, Germany, Portugal and the Syrian Arab Republic) contributed with further comments to the first version of the report. These comments and additions have been taken into account in the final version when others (e.g. Syria) related to the reporting tools and concepts; the importance of harmonizing with other reporting mechanisms, the preparation of the 2009 conference... will be taken into account in the appropriate context.

Cross-cutting Principles & Actions

*Since the last reporting period a large number of activities were undertaken towards **promoting a balanced and non-stereotypical representation of women**. Actions were focused on representation of women and men in mass media programming and in advertising, including advertising on the Internet (e.g. Belgium France, Hungary, Morocco). A number of countries also addressed the ways in which gender roles and relationships were presented in teaching materials, text books and school curricula recognizing the education system as a potent force for socialization (e.g. Cyprus, Denmark, Estonia, Germany, Greece, Italy, Malta, OPT, Portugal and Spain). Some countries have addressed the modification of gender stereotypes within a broader context of the need to modify traditional negative stereotyping (concerning ethnicity, religious affiliation, etc) across the board (e.g. Italy and Jordan). In general there have been great efforts to reach out particularly to NGOs and local communities. Interventions undertaken include public awareness campaigns and competitions; seminars and round-tables, training for decision-makers and media professionals, textbook reform, publications & reports, and application of legislative actions against sexism.*

A range of actions has been taken to address and remove the variety of obstacles to **women's representation in decision-making and leadership posts** in political parties at central and local level, in the civil administration and in the economy. Actions include establishment of quotas and other special measures to enhance women's representation in political parties, on government committees, municipal bodies and in the private sector; and leadership training, mentoring and networking for women (e.g. Algeria, Denmark, Jordan, France, Finland, Germany, OPT, Spain and Tunisia). Several countries report activities in terms of reducing the competing demands on women's time by establishing paternity leaves and by providing other innovative child care solutions (e.g. Cyprus, Latvia, Lebanon, Monaco, Morocco).

During the reporting period a large range of activities to place with respect to **strengthening public institutions and civil society organizations concerned with gender equality**. Existing legislation has been reinforced (e.g. Sweden) and a number of commissions, councils and other bodies such as help desks, and shelters were established or re-structured, and training and capacity-building was instituted to strengthen the efficiency of existing structures (e.g. Denmark, Germany, OPT, Portugal, Slovak Republic, Spain and Turkey). Budgetary increases were reported for government programmes and projects at both central, regional, and local levels, and support to the private sector and to civil society organizations including women's organizations has been increased in a number of countries. (e.g. Austria, Finland and Portugal). Several respondents report serious efforts to promote closer ties between government bodies and civil society organizations in order that women's voices are properly represented in all fora (e.g. Czech Republic, Finland, Hungary, Morocco, OPT, Portugal, Tunisia, and European Commission).

Countries reported on national level activities under the umbrella of the **Council of Europe's Campaign Against Domestic Violence & under the European Year of Equal Opportunity for All (EYEO)** (e.g. Belgium, Italy and Portugal). Some national campaigns had a specific focus such as raising awareness about specific gender discrimination issues such as the meaning of sexual harassment, domestic violence and gender pay gaps (e.g. Denmark, Jordan, Turkey, Slovak Republic, Morocco and EC) and others addressed multiple issues of discrimination. Training courses, seminars and workshops on gender equality and women's rights were numerous, and many focused on service delivery groups such as health personnel and the police force.

An impressive number of activities relative to **gender budgeting** have taken place during the reporting period (e.g. Algeria, Finland, Jordan, Morocco and Spain). Gender budgeting has taken place at national and sectoral ministry level, as well as the level of the municipality. A number of training courses and workshops have also been held.

A sine qua non of gender mainstreaming and gender budgeting is the identification of gender gaps and inequalities through the availability of statistical and other data. Many countries reported on on-going activities to strengthen national capacity to **collect and analyze gender-disaggregated data**. A number of reports and publications have been produced as a result of data-gathering efforts (e.g. Austria Belgium, Jordan, Poland and Portugal). Countries also report on time-use surveys which help to identify and take into account women's non-remunerated activities in the informal and domestic sphere or consisted of assessing the feasibility of the integration of gender equality in budgets based on country experiences and good practices (e.g. Austria and EC).

Pillar I: Political & Civil Rights

Respondents reported a large number of activities under this pillar though in some cases referencing the presentation already made under cross-cutting issues. Countries reported on a series of actions (reporting, signing, ratification) related to the major international conventions and/or UN resolutions such as the CEDAW and UNSCR 1325 (e.g. Belgium, Finland, Germany, Mauritania, Monaco, OPT, Portugal, Spain and Syria amongst others), the Convention on the Rights of Persons with Disabilities, and the Convention on the Rights of Immigrant Workers and their Families. With respect to the CEDAW several countries reported on efforts to share the CEDAW text, the reporting on CEDAW and

the comments from the UN/CEDAW Committee with the general public (e.g. Austria, Jordan and Cyprus). A number of countries reported on establishment of new legislation or revision of existing legislation to establish appropriate protection of victims of sexual harassment and violence, as well as to ensure appropriate penal sanctions for offender (e.g. Algeria, Jordan and OPT).

*The question on **promoting equal access to justice** at all levels including fighting against discrimination was answered by most countries in terms of the guarantees to equality before the law to all citizens under their respective constitutions. Some respondents mentioned measures taken to further guarantee implementation of those rights (e.g. Belgium, Denmark, Germany, Jordan and Spain).*

*Many countries covered this item on **promoting women's participation in decision-making and politics** in the first section related to the crosscutting principles and actions (e.g. Algeria, France, Finland, Germany, Hungary, Lebanon, OPT, Tunisia and others) Several mentioned the establishment of quotas and other measures of affirmative action to increase the representation of women in political parties, in parliament, in the executive, in management, and at municipal and local levels (e.g. Belgium, Israel, Jordan, France and, Morocco). Leadership training for women and girls is also reported from several countries (e.g. Italy, Lebanon, and Sweden).*

*Several countries reported the establishment and implementation of **comprehensive national plans to address gender-based violence** (e.g. Algeria, Denmark, Estonia, Germany, Greece, Jordan and Finland). Strategies adopted include legislative reform, capacity-building for health providers, police and judiciary, data-collection, establishment of counseling, hotlines, help desks & ombudsmen, shelters for victims & survivors, and widespread campaigns of public education. Most countries report extensive collaboration between government and NGOs in addressing the problem of gender-based-violence. Several countries report preventive activities in terms of educating younger age groups such as school children and teenagers. Cross border collaboration to prevent trafficking of women for prostitution is also noted (e.g. Czech Republic). Countries have also recognized the need to address the root causes of gender-based-violence by developing programmes for perpetrators as well as for victim (Sweden). Forced marriage is increasingly recognized as a major form of domestic violence (Belgium).*

*A relatively small number of countries report actions related to **women's rights in conflict prevention and peace-building** related to the implementation of UN Security Council Resolution 1325 either at home in their own country or through programmes of development cooperation (e.g. Denmark, Germany, Jordan, Lebanon, OPT, Poland and Spain). Measures relate to the equal participation of women in prevention, management and resolution of conflict, as well as recognizing their special vulnerability in situations of war.*

Pillar II Social & Economic Rights and Sustainable Development

*Countries reported a variety of measures which aim to provide **better work life balance for both men and women** and recognize in particular working women's need for special pregnancy, maternity and child care, as well as for measures which ensure that they are not penalized for time out of work for child-bearing, and that they can easily re-integrate back into the labour force (e.g. Austria, Israel, Malta, Monaco).*

Child-care services at the place of work, pension security, family allowances, parental leave and flexible working arrangements are amongst the measures undertaken (e.g. Czech Republic, Finland, Monaco, Portugal, Sweden, Turkey). Some countries reported a special focus on sexual and reproductive health for girls and women, which included HIV/AIDS awareness (e.g. Algeria, Belgium, and Lebanon). Countries also recognized the additional needs for support in this field of disabled women. Several countries have established awards for employers and enterprises that show special merit and distinction in this field.

Countries reported on to **improving access to education for all** and expanding **education and training on the issue of gender equality** both to specialized groups (judiciary, civil servants, and service-deliverers) and to the public at large (Algeria, Belgium, Malta, Morocco, Portugal, Sweden). Special measures have been taken in a number of countries to attract economically inactive women into the labour force. Several countries report measures to decrease gender-based occupational segregation, which also include attempts to increase the numbers of men in traditionally female dominated occupations such as teaching particularly at junior levels.

Several countries report **research on the incidence and underlying causes of gender pay gaps and gender-based occupational segregation** (e.g. Cyprus, Finland, Germany and Greece). Evaluation of the gender impact of economic reforms has also been undertaken during the reporting period. Studies have also been conducted on women's participation in the care economy and on differential time use by men and by women.

Whilst **equal rights are guaranteed by law** countries report on special efforts to reach out to women who may have more difficulty in gaining access because of their location (rural areas, during prison sentences, etc) or because of other disadvantages such as by being handicapped (e.g. Algeria). The measures taken include special apprenticeships for women, particularly in skills areas where they are currently under-represented; establishment of distance learning programmes, and life-time learning approaches to re-integrate women who have left the labour force for family or other reasons (e.g. Austria, Algeria, Germany, Syria, and Turkey). Efforts to reduce the gender pay gap are ongoing in many countries (e.g. Belgium, Estonia, Greece, Hungary, Finland and Tunisia).

A number of countries report on new and continuing efforts to **encourage women's entrepreneurship** through special start-up grants, training, coaching and mentoring, and the establishment of business hotlines and help-lines. Studies are underway in a number of countries to better determine the conditions and needs of women entrepreneurs and to match those findings with market demand (e.g. Germany, Italy and Portugal). Cooperation between government and NGOs and other civil society groups is crucial to these efforts (e.g. Algeria, Portugal and Syria).

A number of countries report on special efforts to recognize the particular circumstances and **needs of female migrants within the broader efforts of integration** (e.g. Cyprus, Portugal and Syria). Whilst much of the debate to date has represented female migrants only as problematic it is felt to be essential to shift the debate to seeing them as a valuable resource. Efforts are reported in many countries to amend legislation and to introduce special programmes to ensure the safety, security, and respectful treatment of women and their children at reception centers and this approach is continued in terms of their placement in appropriate housing and employment.

Pillar III Rights in the Cultural Sphere and the Role of Communications & Mass Media

Whilst some countries report no **gender gaps in access to ICT** (e.g. Finland, Syria and Tunisia) the majority reflect on special efforts to close the existing gap some of which are funded through EU support (e.g. Algeria, Cyprus, Lebanon and OPT).

Several countries reported on the different aspects of **gender representation in media**. Some relates attempts to increase women's representation and capacity as media professionals, particularly at decision-making levels and not just in their traditional role as presenters of news and other programmes (e.g. Austria, Germany, Israel, Jordan, Malta, Spain and Tunisia). Countries also reported on continuing efforts to ensure unbiased representation of women by different media, in order to combat negative gender stereotypes in recognition of the vital importance of the media as a channel of socialization. Work is also ongoing in a number of countries to ensure serious and in-depth coverage of gender equality and women's issues both in terms of achievements and remaining challenges

Country Priorities 2009

Countries were requested to indicate three priority areas of action for the next period 2008-2009. A classification of country priorities, based on the frequency of responses related to different priorities and their respective level of importance, has been made in order to identify common concerns and priorities in the EuroMed Region. The results of this classification can be useful in contributing to the development of an overall Istanbul Plan of Action to implement the Ministerial Conclusions as well as a set of indicators and benchmarks for monitoring and evaluation going forward.

*Such a Plan of Action would not only reflect individual country priorities but would also influence funding decisions of both donors, governments and NGOs, and would identify possibilities for exchange of experience and expertise between countries South-South, South-North and North-North. **Access to labour/workplace** was considered as first priority by 9 countries among the 23 for 2009.*

*Taking all three-priority levels together **Gender-based-Violence** was the item most frequently cited as a priority for further action (24 countries among 32 including in this total the 2 EC questionnaires). **Gender equality** covering a large range of domains and issues was the item given third priority. Other priorities given were the **reconciliation of Public/Private Life, Political participation, Gender mainstreaming, and eliminating gender stereotypes.***

Introduction

The European Union has a long commitment to promoting gender equality in the EuroMed Region. The Barcelona Declaration (1995) which established the Euro-Mediterranean Partnership translates the EU's global policy commitments on gender equality to the Mediterranean Region in recognizing that women's equal participation in economic, social and political life is an essential component of the progress of democracy and respect for human rights.

The tenth anniversary of the Barcelona Declaration in 2005 was marked by the Barcelona +10 Summit. This year also marked the tenth anniversary of the Beijing Conference of September 1995. It was appropriate therefore that the EuroMed Women's Conference took place simultaneously with the Barcelona +10 Summit. The EuroMed Women's Conference issued conclusions that were integrated into the Five Year Work Programme adopted at the Summit. The Five Year Work Programme addresses the need for EuroMed countries to "take measures to achieve gender equality, preventing all forms of discrimination, and ensuring the protection of the rights of women", while promoting the role of civil society in order to "enhance its capability through improved interaction with governments and partners".

The EuroMed Women's Conference also called for a EuroMed Ministerial Conference on women's participation and gender equality to take place, and as a result of that call the EuroMed Ministerial Conference on 'Strengthening the Role of Women in Society' was convened in Istanbul in November 2006.

The Istanbul Conference resulted in the adoption of Ministerial Conclusions and a Framework of Action concerning women's rights and participation under each of three pillars; political and civil rights, socio-economic rights and sustainable development, and culture and information rights.

The attached report is the second report following up on the implementation of the Ministerial Conclusions and Framework for Action issued at the EuroMed Ministerial on 'Strengthening the role of Women in Society'.

At the conference the 37 EuroMed partner countries agreed to work within a common Framework of Action for the promotion of equality between men and women in the region and in May 2008 a new regional programme 'Enhancing Equality between Men and Women in the Region' was established as evidence of EU continuing commitment to supporting actions in this field.

The annual implementation reports are presented to the ad hoc follow-up meetings, which take place each year as part of the implementation strategy.

For the reporting process this year as last year the three pillars of the Istanbul Declaration (Political and Civil Rights, Socio-economic Rights and Sustainable Development, and Culture and the role of communications and mass media) are taken as organizing principles, although this year the various individual items within each pillar have been summarized in order to create a simpler questionnaire. In addition to these three sections a first section on transversal issues has been added.

Respondents were also requested to provide a Summary Cover page and to report on activities initiated from September 2007 until July 2008 and results achieved during this period. As in the previous reporting period the countries were requested to indicate three priority areas of action for the next period 2008-2009.

The report follows structure of the Questionnaires, which is to say that the first section contains responses relative to transverse items followed by sections on activities reported under Pillars One, Two and Three. Each section contains a brief synthesis followed by details of national activities. The

report concludes with matrices summarizing country priorities for 2009, and comparing those priorities with those indicated for the current reporting period. A synthesis was also made to analyze the trends and common areas of interest and concern.

Thirty-one responses were received from EuroMed Partner countries (Algeria, Austria, Belgium, Czech Republic, Cyprus, Denmark, Estonia, France, Finland, Germany, Greece, Hungary, Italy, Israel, Jordan, Latvia, Lebanon, Lithuania, Malta, Mauritania, Monaco, Morocco, OPT, Poland, Portugal, Slovakia, Spain, Sweden, Syria, Tunisia and Turkey).

In addition to the information provided by each country the Euro-Mediterranean Forum of the Economic Institutes (FEMISE) reported a number of actions for the following countries: Algeria (Observatoire Algérien de la Femme/Algerian Observatory of Women (OAF); Egypt (Gender Planning); Morocco (Gender planning and budgeting); Syria (Gender planning); Jordan (regional statistics); Turkey (engendering statistics). The Anna Lindh Foundation also provided an overview of its activities. For example, the first study on “Culture and Communication – Key Factors for Changing Mentalities and Societies” was widely distributed in Arabic, English and French to all networks and institutional partners. The Foundation also supported a number of projects under the Call for Proposals 2007, theme "F" (Intercultural Exchanges for Women in Civil Society Organizations). These projects started in 2007, but continued in 2008 and some of them are still on-going to only quote some examples: a) *Euro-Mediterranean Youth Forum for Gender Citizenship Education* to create an innovative learning and teaching resource on civic education, particularly in the area of gender equality; b) *Intercultural Dialogue on Violence against Women*; c) *Femmes et Nouveaux Medias* to encourage women journalists in the Euro-Mediterranean region to play an active role as promoters of dialogue through the use of media; d) *Avoir 20 ans en Méditerranée* to produce a series of journalistic investigative reports on young women in Algeria, Egypt, Lebanon, OPT, Turkey, Morocco, Italy, France and Spain.

The European Commission also completed a questionnaire.

PART A. Cross-cutting Principle & Actions

1. Main Areas of Intervention.

1.1. Promoting a balanced and non-stereotypical portrayal of women and men

Since the last reporting period a large number of activities were undertaken towards promoting a balanced and non-stereotypical representation of women. Actions were focused on assessing representation of women and men in mass media programming and in advertising (e.g. Algeria and Belgium), including advertising on the Internet. A number of countries also addressed the ways in which gender roles and relationships were presented in teaching materials, textbooks and school curricula recognizing the education system as a potent force for socialization (e.g. Cyprus, Denmark, France, Greece, Italy, Malta, OPT and Portugal). Some countries have addressed the modification of gender stereotypes within a broader context of the need to modify traditional negative stereotyping (concerning ethnicity, religious affiliation, etc) across the board. In general there have been great efforts to reach out particularly to NGOs and local communities. Interventions undertaken include public awareness campaigns and competitions; seminars and round-tables, training for decision-makers and media professionals, textbook reform, publications & reports, and application of legislative actions against sexism (e.g. Belgium, Cyprus, Estonia, France, Germany, Hungary, Jordan, Morocco, Poland, Spain and Turkey).

In **Algeria** the Ministry of Women Condition/status and Family conducted two surveys to assess the evolution of women's image.

In **Belgium** judicial proceedings were undertaken by the Institute for Equality between Women and Men against a company responsible for sexist advertisements on the internet. It set a new legal precedent in providing clarifications on the concept of sexism and condemning the author for sex-based discrimination. The same Institute entrusted in 2008 the University of Anvers to conduct an in-depth study on the definition of « sexism » and how to work out its legal aspects in order to find appropriate ways to fight sexist stereotypes. An extensive survey on the sexist stereotypes spread by the media among young people was also conducted and its findings were used for many publications and one of them specially adapted to young people to be disseminated for 2009.

In **Cyprus** special sub-committees of the National Machinery for Women's Rights have been set up to deal with 'Women and the Mass Media' and Gender Equality in Education' through campaigns and other activities.

The Minister for Gender Equality in **Denmark** launched a children's book and a guide for kindergarten teachers in March 2008 aimed at promoting less stereotyped gender roles amongst the youngest children, which were distributed to all kindergartens in Denmark. In the same spirit, the Minister also re-launched an updated interactive website targeting teenage girls and boys to promote less stereotyped choices in educational disciplines. During 2008, to promote a broader spectrum of gender roles and inform about rights in the Danish society, a series of activities aimed at groups of girls and boys with other ethnic backgrounds than Danish took place all over Denmark. Also teaching material on this subject is being developed. A research study on roles of masculinity within ethnic groups has also been finished. The Minister has also established a youth panel, to help develop and spread information on violence in young couples. The youth panels will after a working period present a range of concrete activities which the minister will implement during 2009.

Estonia continued the practice of holding an annual competition for NGOs in cooperation with the Ministry of Social Affairs and the Open Estonia Foundation which was this year entitled 'From Kindergarten to University – Gender Sensitivity in Education'.

In **France** a Commission on the image of women in the media was constituted. Its members are professionals of press, radio, broadcasting, internet and advertising in addition to experts from Education and Health sectors, civil society and world of show-business. This commission will present propositions relative to a balanced portrayal and representation of women and men in the media.

Germany reports two main events a) The interactive touring exhibition “Changing Role Images” is a collaborative project of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth and the Federal Agency for Labour which looks into the subject of stereotypical allocations of gender roles and aspires to critically reflect on them. Visitors to the exhibition are free to add their personal accounts as video messages (www.rollenbilder.de) and b) the Publication of the English version “Neue Wege – Porträts von Männern im Aufbruch” (“Exploring New Paths – Portraits of Men in Transition”).

Greece quotes a number of interventional programmes implemented all over the country to promote gender equality and combat gender stereotypes. It is planned to complete 700 Interventional Teaching Programmes enriched with the perspective of gender equality, training staff and students, creating online connection of Technical Schools and Vocational Training Institutes; establishing a “Watch for monitoring and evaluating educational policy actions on equality (Watch on equality in education – WEE)”, a Documentation Centre for the effective and scientific concentration, registration and elaboration of information concerning gender equality. The overall budget for these programmes is around 50 million Euros. As regard to Mass Media, the promotion of social messages by the country's television stations was sought, with the aim to inform public opinion and raise its awareness. Greece established also monetary prizes such as the “Woman and Equal Opportunities” prize awarded to films successfully dealing with equality issues (e.g. In 2007 the prize was awarded to the film “Buddha Collapsed out of Shame” by Hana Makhmalbaf, Iran, France) and the Equality Prize of the Foundation for the Promotion of Journalism to Athanassios Vas.

Hungary established a special working group which works in the spirit of the Roadmap for Equality for Women and Men (2006-2010) with the specific aim of dealing with this issue. At the beginning of 2008 a new media prize, the “*Purple ribbon prize*” was established for those members of the press, who pay special attention to providing factual information concerning domestic violence and who are partners in the enforcement of the principle of zero tolerance for domestic violence.

In continuation of its previous activities the Department for Equal Opportunities in **Italy** has been promoting since February 2008 a project entitled ‘Breaking Stereotypes’ aimed at eliminating gender and other negative stereotypes (ethnic & cultural) particularly through school and sporting activities.

Engendering Public Sphere Project (EPS) is being implemented in **Jordan** by one public institution, the Ministry of Labour (MOL) and one private sector company NUQUL (family name of the company). The project aims at increasing women's participation in the economic sector. Gender audits will be conducted at both institutions in an effort to mainstream gender within these two institutions, meanwhile; capacity building of the Jordanian National Commission for Women (JNCW) as well as gender focal points and gender unit at the Ministry of Planning and International Cooperation (MOPIC) will be developed. Among the activities within this project is training on gender concepts in an effort to change the stereotypical image of women in the Jordanian society.

Malta reports on two EU co-funded activities, namely ‘Facilitating Gender Equality through Education (FETE)’ which concerned the modification of gender roles and stereotypes in the education process; and ‘Taking Gender Equality to Local Communities’ a public awareness campaign which encouraged local communities to re-examine gender roles at the local level with a view to developing a culture of equality.

In **Morocco**, findings of the study related to “Image of women in media...situation and perspectives” were published and a plan of action designed to operationalize the national charter of ethics developed to promote equity and equality and improve women’s image in Moroccan media designed. Also a study on dissemination of culture of equality was conducted.

In **Occupied Palestinian Territory**, The Tawasol² Programme is a programme funded by the Italian government. It is an important communication tool to promote gender equality through information exchange, establishing links with grassroots initiatives and local councils, building partnership with civil society and, monitoring & evaluation, among other endeavours. Initiatives are also taken in Education sector focusing on the inter-generational aspects, aiming at breaking cycles of discrimination. They include lectures in primary and secondary levels to introduce/develop sensitivity to and respect towards girls' and women's plights from one side and their human rights, from the other side.

Poland reports on a project – ‘Stereotypes and equal opportunities of women and men in rural communities’ – which aims to prepare local leaders to animate activities in rural areas.

In **Portugal** the Commission for Citizenship and Gender Equality (CIG) introduced a checklist for evaluation of school books from a gender equality perspective. A yearly award is given for media efforts to promote a balanced portrayal of women and men.

In the context of its *Strategic Plan 2008-2011 for Equal Opportunities* **Spain** is focusing on the achievements of a number of objectives in order to ensure change of gender stereotyped images as follows: (Obj 1) Portray women and “feminine things” as active subjects in the building of society; (Obj 2) Contribute to the dissemination of non-sexist images in the media and advertising; (Obj 3) Promote egalitarian models, involving the main social actors as media, education, peer groups, family; (Obj 4) Ensure that the programming of Spanish national radio and television,(RTVE), the national news agency (EFE), as well as the regional public audio-visual institutions implements the objectives included in Articles 37 and 38 of the Organic Law 3/2007 for the effective equality between women and men/LOIEMH and finally (Obj 5) ensure that the programming of the private media to pursues the objectives set out in Article 39 of the LOIEMH .

Tunisia cites the publication by the CREDIF of three periodical magazines devoted to this topic.

In **Turkey** training materials have been developed for decision makers, experts and policy makers about the importance of gender equality and gender mainstreaming and the achievement of a balanced and non stereotyped portrayal of women and men within the framework of “Strengthening Institutional Capacity Project”.

The **European Commission** reports that the ENPI South regional programme, MEDIA, selected four projects related to promoting gender equality and women's rights and to combating stereotypes. On 12 June 2008 the first Ad Hoc thematic meeting on "Participation of women in political life in the Euro-Mediterranean partnership" took place with the participation of 34 delegations which provided recommendations related to the crucial role of media in pursuing a more positive coverage of women's issues and achievements. In 2008, the EC also supported awareness-raising activities among various businesses and especially SMEs to better understand the advantages of overcoming stereotypes and developing the human capital represented by women

1. 2. Supporting the promotion of women to leading positions and decision-making posts (in particular in the political and economic life).

*A range of actions has been taken under this item to address and remove the variety of obstacles to women's representation in decision-making and leadership posts in political parties at central and local level, in the civil administration and in the economy. Actions include **propositions of special measures**, establishment of quotas to enhance women's representation in political parties, on government committees, municipal bodies and in the private sector (e.g. Algeria; Austria, Czech*

² Tawasol in Arabic means communication/contact

Republic, Denmark, European Commission, France, Finland, Germany, Hungary, Israel, Jordan, Latvia, Malta, OPT, Spain, Sweden, Tunisia and Turkey); and leadership training, mentoring and networking for women. Several countries report activities in terms of reducing the competing demands on women's time by establishing paternity leaves and by providing other innovative child care solutions (e.g. Austria, Cyprus, Jordan, Lebanon, Morocco, Poland) whilst others are investing in technical and institutional capacity- building by conducting training and awareness-raising sessions or reinforcing the national machineries or similar institutions (e.g. Germany, Greece).

In **Algeria**, special measures will be taken to prompt political parties to involve more women in decision-making positions and to remove obstacles to women's advancement.

In **Austria** in order to increase the representation of women in leading positions in the Federal Civil Service the law on advertising vacancies in public service posts was changed to give proper weighting to the whole range of special skills and abilities. A 'Women Competence Network' which is a mentoring network for women has been established and the activity of 'cross-mentoring' is integrated into the human resource development system of the Federal Civil Service. According to the University Act all University Appointment Boards must contain 40% of women.

In **Cyprus** the NMWR is launching a sensitization campaign directed towards increasing the participation of women in the Euro-Parliamentary Elections of 2009.

In **Czech Republic**, the Measures No. 1.2, 1.7, 7.3, taken by the government in "Priorities and Procedure of the Government in Promoting Equal Opportunities for Women and Men"³ will support the promotion of women in leading positions.

In March 2008, the Minister for Gender Equality, in **Denmark**, launched a charter relative to increasing the numbers of women in management. The charter has been drawn up by a steering group, comprising managers from five public and five private enterprises. Enterprises that sign the charter commit themselves to setting goals for getting more women into management. The individual enterprise itself is required to set up target figures and tailor activities and initiatives to the conditions of the enterprise, for example sector, number and proportion of women employees. The steering group has drafted a catalogue of ideas containing examples of best practices and human resource tools as a source of inspiration for the work towards boosting the number of women in management. As of August 2008, 34 public and private enterprises have signed the charter.

In **Finland**, promoting women's career opportunities is one of the six priority areas in the Government Action Plan for Gender Equality (2008–2011): the proportion of both women and men in government committees, advisory boards and other corresponding bodies, and in municipal bodies and bodies established for the purpose of inter-municipal cooperation, but excluding municipal councils, must be at least 40 per cent, unless there are special reasons to the contrary. The government continues its support to reach 40/60 ratio in the boards of government owned or partly government owned companies. The government continues the dialogue with the private sector about the means to enhance women's career possibilities in the privately owned companies. A seminar on women in top management and women's career opportunities was organized in May 2008. A special working group nominated by the Minister of Public Administration and Municipal Affairs presented the best practices and means to increase women's share in the leading positions in the state sector.

In **France**, after the reform of the Constitution in 1999 and the related laws of June 2000 and April 2003, the Law n° 2008-175 of February 26, 2008 is facilitating the equal access of women and men to the function of general advisor⁴ and contributing to the completion of the legal system which aims to

³ <http://www.vlada.cz/scripts/detail.php?id=43728>.

⁴ Conseiller Général

ensure parity between men and women in politics. With regard to economic life, the constitutional Law of July 23, 2008 related to modernisation of the institutions of the Fifth Republic modified and completed in its article 1, the first article of the Constitution as follows “the Law favours the equal access of women and men to electoral mandates and elective functions as well as social and professional responsibilities”. This is a necessary prerequisite to allow the legislator to take the measures which will aim to ensure a gender balanced representativeness in professions where discrimination persists. The law could impose for instance lists with an equal number of women and men for the elections of the industrial tribunal/Prud’hommes or a minimum percentage of women in the boards of the enterprises.

Germany reports a number of initiatives and measures to reinforce economic and political equal opportunities, for instance: a) A Voluntary “Agreement between the German government and the umbrella associations of the German industry on the promotion of equal opportunities for women and men in the private sector» to contribute to the achievement of: equal training opportunities, improved reconciliation of work and family life, equal opportunity for professional advancement, and equal pay. The third stock-taking of the agreement with the industry on “equal opportunities – Europe in sight” was published with a joint press release in May 2008; b) an evaluation of equal pay conducted by the Institute for the German Economy⁵ for the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth in preparation of a conference to be organised by the Federal Association of the German Employers’ Association⁶ c) at least, two Websites www.frauen-machen-karriere.de and <http://www.frauenmachenkarriere.de/> providing information, service and exchange on the topic women and gainful employment. d) a Conference series “What will come after the bread-winner type?": first expert conference in the EU context in October 2007, tender for expertise on the topic “Working Fathers, Caring Men” – European studies, workshop and concluding conference and finally e) the Project “FRAUEN – MACHT – KOMMUNE” furthering women’s role in local politics (“Women- Power-Commune”).

Greece emphasized its concern for the importance of the presence and the participation of women in the public and social sector and in decision-making centres. The efforts are supported by the General Secretariat for Gender Equality that is in the final phase implementation of the four year Action Plan entitled “National Policy Priorities and Axes for Action on Gender Equality” (2004 – 2008) which links issues of gender equality to the national priorities of the country, and places emphasis on their economic, developmental and political dimensions. The Action Plan focuses among others on increasing women’s participation in decision-making.

A special working group has been established in **Hungary** to deal with women in economic decision making. The group first investigates the employment area and internal organizational structures of the workplaces. Guidelines will be developed with wide publicity of best practices.

Israel has extensive and progressive legislation on this subject and has in 2008 established a Commission for Equal Opportunities in Labour as a special unit in the Ministry of Labour and Industry.

In **Jordan**, women candidates to municipal councils were trained and a number of national campaigns were implemented to urge people to vote for women and to support women's participation as well as to promote voting for women running for parliament.

Latvia has chosen to address the obstacles to women’s occupying leadership positions and to remaining in the labour market by innovative child care measures and by increasing the numbers of kindergartens. Men are entitled to paternity leave and with the exception of benefits relating particularly to child-birth all leaves and benefits are available for parents of both sexes.

⁵ Institut der Deutschen Wirtschaft

⁶ Bundesvereinigung der Deutschen Arbeitgeberverbände

Twenty women were trained in **Lebanon** to strengthen their capacities to hold decision making positions.

In **Malta** the NCPE has developed a Directory for Professionals in order to take positive action to identify women (since they are the under- represented sex) in the various sectors to serve on Government appointed boards and committees; to identify women speakers for seminars, fora, discussions, television and radio programmes; to serve as a point of reference for the Commission and other associations and organizations when the expertise, advice or participation of women is sought; and to provide a mailing list for the activities of the Commission.

Monaco reports that women occupy 25% of the seats in the National Parliament, and many women have Ministerial rank. There are senior women in the judiciary and in the Unions.

In **Morocco**, an integrated Plan of Action was designed and implemented to support women's participation to local elections. A number of activities were organized as a national conference and a caravan on "political participation of women: lever for social development"; a national conference on "Political Participation of Women in Rural Areas: a lever for local development"; a competition of caricatures under the theme of political participation of women and launching of the realization of a white book on the same topic.

The **Palestinian** Ministry of Women Affairs/MoWA's mission is to secure a proper legal, political and economic framework to achieve gender equality through gender mainstreaming and women's empowerment to work as equal partners in the democratic state-building process. In this context, it is worth to note that the goal of the MoWA's strategic work plan of 2008 – 2010 is to enhance gender mainstreaming across policies locally and nationally with, among others, the following strategic outcome: Effective role of Palestinian women in policy and decision-making (Political sphere). The implementation of this strategic Plan is supported by UNIFEM.

In consistency with its mandate, the MoWA was able to obtain a decision from the Cabinet to establish gender Units in line ministries as the first step in disseminating gender mainstreaming but also to contribute to the increase of women in the decision making positions since such GU should be headed by women occupying high rank positions (General Director and above). Among others, some of the MoWA's Achievements could be also quoted as: 1) A study related to "Women's participation in political parties" is being conducted; 2) Two MDG related programmes totally consistent with the MoWA's Strategic plan have been approved for Palestine by Spanish government.

Poland has launched a project entitled "It's good being an enterprising woman!" to promote women's entrepreneurship, by providing them with knowledge on how to start up their own business, where to obtain funds and how to promote their ventures.

In June 2008, the Minister of Enterprise and Energy in **Sweden** announced an initiative to increase the number of women available for chairing the boards of businesses through education and networking.

Women are occupying leading positions in **Syria** (e.g. Vice-President of the Republic, two female Ministers in the current government, and 12 % in the parliament) and the government is working intensively towards enhancing women presence the local governance level.

The *Strategic Plan 2008-2011 for Equal Opportunities in Spain* is covering all participation aspects. In order to create balance between men and women participation, 5 Objectives are devoted to raising the percentage of women in public office and political decision-making positions and increasing women's participation in representative and executive positions in the Central Government, in management and other positions of responsibility in the judiciary, in corporate management as well as in executive and other positions of responsibility in the media. The Institute for Women, in

collaboration with other entities, is currently developing the Cultural Dissemination Project: II related to women in leading positions.

In **Tunisia**, for the concerned period, 218 women were trained by CREDIF to reinforce their capacities and encourage them to be more active in the decision-making process. The president also recommended in November 2007 to the political parties to reinforce women's presence in their lists for legislative and local elections. Based on the presidential measure, the rate of women in decision-making positions is expected to be at least 30% in 2009 and 30% in the elections list of the presidential party. It is worth noting also that in its last congress (30 July- 2 August) the renewal rate of the Central Committee was of 77, 4% of which 37, 9 % are women.

For the period of 2008-2013, **Turkey** is implementing a National Action Plan, of which one of the main topics is "Women in Power and Decision Making Mechanisms".

As envisaged by the Roadmap for Equality between Women and Men (2006-2010), the **European Commission** supported the efforts of its Members States in this area, for the collection, analysis and dissemination of data to be compiled on a Europe-wide database.⁷ In addition to that, a report assessing the situation of "Women and men in decision-making 2007 – Analysis of the situation and trends"⁸ was published in 2008. The Commission also supports the creation of networks among stakeholders as well as sharing experience and good practices at European level. To this end, a European network of women in decision-making positions in politics and economics was established in 2008. Finally it is important to mention that the Commission also supported the work of the Slovenian presidency (first half of 2008) which was monitoring in the context of the Beijing Platform for Action follow up through indicators of the situation of women in political decision-making at the European level. This work led to the adoption of the Council Conclusions in June 2008 and recommendations addressed to State members and the European institutions to improve the lack of representation of women in political decision-making position. The European Commission underlined that entry points for women's political participation at national level are mostly present at local level and provided by grass-roots women's organizations, local administrations and municipalities, trade unions, etc.

1. 3. Developing the capacity of national public institutions and civil society organizations including women's organizations.

During the reporting period a large range of activities took place with respect to strengthening public institutions and civil society organizations concerned with gender equality. Existing legislation has been reinforced and a number of commissions, councils and other bodies such as help desks, and shelters were established or re-structured, and training and capacity-building was instituted to strengthen the efficiency of existing structures (e.g., Algeria, Belgium, Czech Republic, Germany, Israel, Jordan, Malta, Morocco, OPT, Portugal, Slovak Republic, Spain, Sweden, Turkey and the European Commission). Budgetary increases were reported for government programmes and projects at both central, regional, and local levels, and support to the private sector and to civil society organizations including women's organizations has been increased in a number of countries (e.g. Austria, Denmark, Finland, European Commission). Several respondents report serious efforts to promote closer ties between government bodies and civil society organizations in order that women's voices are properly represented in all fora (e.g. Czech Republic, Finland, Hungary, Morocco, OPT, Portugal, Tunisia, and European Commission).

In **Algeria** a National Council for Women and Family Affairs and a Women's National Commission have been established at the level of the Ministry of Women Status and Family and their members are

⁷ http://ec.europa.eu/employment_social/women_men_stats/index_fr.htm

⁸ http://ec.europa.eu/employment_social/publications/2008/ke8108186_en.pdf

representatives of ministries, associations and national bodies dealing with women and gender issues. With support of Belgian Cooperation, the UN System and Spanish Cooperation, the capacity of the members of the two organs is being built through seminars and training organized by the ministry and other national and international partners (Media, Parliament, UN agencies).

Austria reports an increase in the budget of the Federal Minister for Women, Media and the Civil Service for projects and advisory services related to women's equality. The budget for domestic abuse intervention centres and centres for victims of trafficking in women was raised by 60% and further increases are foreseen this year.

Since May 2008, « Discrimination » Support desks were created in the Flemish Region, in **Belgium**, to receive related complaints and propose mediation in addition to the grants allocated yearly to women's associations and projects targeting the achievement of Gender Equality.

In the **Czech Republic** the Gender Equality Unit regularly reviews the fulfilment of the "Priorities and Procedure of the Government in Promoting Equal Opportunities for Women and Men" in a report and submits the report to the government for discussion along with proposals for new measures.

As part of the action plan on men's violence against women and children a substantial part of the activities of NGOs are financed by the government of **Denmark** which has, as part of the implementation of the Action Plan on Trafficking in Human Beings, established a Center Against Trafficking, and contracts with NGOs allocating funds to fully cover of their work in the field of trafficking. Also, the National Women's Organization continues to be financially supported by the government. In the same context, gender mainstreaming seminars and capacity building and training of national public institutions are being organized on a regular basis.

In **Finland**, women's associations are member(s) of the Council for Gender Equality between Women and Men, which is a permanent parliamentary advisory body. The Council monitors the development of gender equality, takes initiatives and promotes dialogue. The Government Programme (2007-2011) states that more resources will be allocated to government agencies and women's organizations engaged in promoting gender issues

Germany continues to support funding of the German Women's Council (Deutscher Frauenrat).

In **Greece**, the National Committee for the Equality between Men and Women has already been established by decision of the Minister of the Interior. The National Committee is comprised of the Minister of the Interior, as President, who is represented by the Secretary General for Gender Equality, who also participates as member, the Secretaries General of the associated Ministries, Local Government representatives, OKE (Economic and Social Council), social partners, non-governmental organizations that are active in the sector of gender equality, as well as independent persons. The role of the Committee is to contribute to the formation of a national strategy for equality between men and women, the formation of necessary policies and measures and the monitoring of their enactment, as well as the evaluation of their results on a national and regional level with active participation of civil society and NGOs. The preparation of a new General Secretariat for Gender Equality (GSGE) Agency that will respond to contemporary needs, according also to European standards considered was completed.

In **Hungary**, the "Gender Equality Council" has a membership from the ministries, civil organizations, and the experts working in the field of gender equality. The goal of this Council is to strengthen the inclusion of women's civil society organizations within the governmental activities and enforce gender mainstreaming in decision- making and in action plans.

In **Israel** a Commission of the Ministry of Industry, Trade and Labour is to give monetary incentives to employers for the employment of women & the betterment of their conditions.

Italy continues to report extensive support to initiatives and programmes to all relevant organizations under the National Plan for the European Year of Equal Opportunities (2007).

Based on needs assessment, training sessions covering different topics such as gender, CEDAW, communication skills, the Labour Law etc were organized in **Jordan** to build capacity of employees of MOL and NUQUL as well as GFP's.

In **Malta** training Sessions were organized under the project "Taking Gender Equality to Local Communities" (EU co-funded) which targeted the general public as well as Non-Governmental Organizations (NGOs) and Local Councils. The Project Mosaic (EU co-funded) included training for the Network members on how to address the six main types of discrimination, (race or ethnicity, sexual orientation, gender, age, religion or belief, and persons with disability) for Governmental Equality Bodies, Human Resource Managers, and the General Public.

In **Morocco**, Phase II of the Organizational Gender Audit was launched at the level of the Ministry of Social Development, Family and Solidarity and two of its institutions namely the National Mutual Aid and Social Development Agency. A training cycle for the Cooperation for Gender and Development approach was organized for the associations of the North, middle ranking staff and senior executive of the Public sector.

In addition to developing capacity of the gender units, in **Occupied Palestinian Territory**, MoWA's training activities targeted also the legal advisors in line ministries as well as NGOs.

In the reporting period **Portugal** continued the restructuring process of the Commission for Citizenship and Gender Equality (CIG) and the new Advisory Council of CIG was set up. It now comprises a Non-Governmental Organization Section, with 40 NGOs; an Inter-Ministerial Section, and a Technical and Scientific Group that gathers 10 renowned experts in Gender Equality and Citizenship and related thematic areas. In 2008 priority has been given to the activities under the National Strategic Reference Network and the three new National Action Plans that had been adopted in June 2007 namely, the III National Plan for Equality – Citizenship and Gender Equality; the III National Plan Against Domestic Violence; and the I National Plan Against Trafficking in Human Beings. An autonomous area of the Structural Funds was specially created to finance the promotion of Gender Equality under the Operational Programme for the promotion of the Human Potential, The Commission for Citizenship and Gender Equality is in charge of its management. This budget is intended: a) to provide technical and financial support to NGOs and other civil society organizations operating in the field of gender equality, in order to develop their skills and organization capacity; b) to provide technical and financial support to training addressed to strategic actors and stakeholders in the fields of gender equality and prevention of gender- based violence, including TOT, and of qualified agents who operate in the area of gender based violence; c) to support the promotion and follow-up of the creation and development of Ministerial Plans for Gender Equality and of Municipal Plans for Gender Equality; d) to provide technical and financial support for the promotion and implementation of Gender Equality Plans in public and private enterprises in order to ensure the equal access of women and men to jobs, equal pay, equal access to training, to career progression and the reconciliation of family and private life; e) to support to women's entrepreneurship, association and the creation of entrepreneurial networks of economic activities managed by women. Deriving from that, a series of open calls were published that will lead, in a first phase, to the selection of 227 projects starting in 2008.

In January 2008 the Government of the **Slovak Republic** approved the establishment of the Council of Government for Gender Equality to advise and coordinate government initiatives on issues of gender equality. The Minister of Labour, Social Affairs and the Family chairs the Council and is responsible for the issue of gender equality within the Government of the Slovak Republic. Representatives of the government, of higher administration units, scientific institutions are core members of the Council. Experts from the NGOs are also members.

According to its Line 12, *the Strategic Plan for Equal Opportunities 2008-2011* in **Spain** aims to promote specialization in equality matters by the social partners and women's organizations whose primary purpose is equality between women and men (Objective 4) and reinforce the action of public agencies with competence in the matter for the defence of the right to equal treatment and opportunities between women and men (Objective 5).

In June 4, 2008, the Parliament in **Sweden** adopted a new Anti-discrimination Act Which provides protection against discrimination on the following grounds – sex, sexual orientation, ethnic affiliation, religion or religious belief and disability, age and gender identity. A new agency, the Office of the Ombudsman against Discrimination, will be formed, which will be responsible for compliance with the new act.

In **Tunisia**, the NGO representatives are systematically involved in training, project development and implementation as well as researches undertaken by the CREDIF. There are twenty women NGOs working in political, economic, social, cultural and scientific areas at national level and in rural areas. Women are well- represented amongst the 9,063 Tunisian NGOs (1/3 of the association's members).

The "Strengthening Institutional Capacity Project" is a component of "Promoting Gender Equality Project" being implemented in **Turkey** until November 2008, to strengthen the capacity of the National Women's Machinery - the General Directorate on the Status of Women- and other stakeholders such as central and local authorities and NGOs, in order to mainstream gender issues into all public policies and promote the implementation of gender equality legislation with the participation of all stakeholders.

The **European Commission** supports the capacity-building of national public institutions and civil society organizations, including women's organizations, in its current gender equality programmes in the region such as the "Role of Women in Economic Life (RWEL)" which conducted a study on "Assessment of National Women's Machineries in 10 Mediterranean partner countries". The regional programme "Enhancing Equality between Men and Women" (3.5 Mio €) will aim at enhancing the capacity of public institutions to support and reinforce current dynamics that favour both de jure and de facto gender equality and that contribute to the promotion of women's human rights in the region, improve understanding and knowledge of the various forms of violence against women and ensure that the Istanbul ministerial conclusions on "Strengthening the Role of Women in Society" are being followed up at national level. A Call for Proposal of € 8 Mio was launched under the thematic programme "Investing in People" aimed at supporting civil society organizations in the Mediterranean countries around similar priorities as the one supported under the ENPI regional programme "Enhancing Equality between Men and Women". Calls for proposals are also launched at national and regional level under the European Instrument for Democracy and Human Rights (EIDHR) and entail priorities aiming at specifically supporting the capacity of human rights organizations campaigning and lobbying for women's human rights. The Commission continues to financially support NGOs working for the promotion and defence of women's rights in EU.

1.4. Promoting awareness-raising campaigns and training on the full and equal treatment of rights by women

Countries reported on national level activities under the umbrella of the Council of Europe's Campaign Against Domestic Violence & under the European Year of Equal Opportunity for All/EYEO (e.g. Belgium and Italy). Some national campaigns had a specific focus such as raising awareness about the meaning of sexual harassment, and others addressed multiple issues of discrimination including gender pay gaps, violence against women and women's participation (e.g. Denmark, European Commission and Jordan). National Strategies, training courses, seminars and workshops on gender equality and women's rights were numerous, and many focused on service delivery groups such as health personnel and the police force (e.g. Algeria, Austria, Cyprus, Czech Republic, Finland, Hungary, Lebanon, Morocco, OPT, Slovakia, Spain, Sweden, Syria and Turkey)

Algeria organized a series of campaigns of public awareness related to the principles of equality and equity in the context of the reforms of the Family Law and Nationality Code.

In the context of the European Year of the Equal Opportunities for All (EYEOA) **Belgium** organized a campaign against discrimination providing support to NGO projects and a cycle of seminars to disseminate among the key actors the new federal anti-discrimination legislation.

The **Cyprus** Academy of Public Administration offered 3-day seminars on Gender Equality each month for public officers and NGOs. NGOs published guidebooks for the prevention of sexual harassment in the work place, leaflets for equal pay, and organized seminars in all regions of Cyprus for the laws on equality in the workplace.

Since 2007, the Interior Ministry in the **Czech Republic** has cooperated with the non-profit organisation Gender Studies for the organisation of a competition Office of the Year – “Half and Half” which awards respect for equal opportunities amongst self-governing bodies.

During 2008, campaigns on the human rights of women were implemented targeting women with other ethnic backgrounds than **Danish**. A national campaign on violence against women was also launched in 2008.

In **Finland**, mainstreaming of gender equality as well as issues related to multiple discrimination have been included in National Awareness-raising Campaign run by national authorities and umbrella NGOs representing different groups exposed to discrimination since 2001.

The implementation of the National Campaign to Combat Violence against Women, including Domestic Violence carried out within the framework of the Council of Europe Campaign was completed in **Hungary** in May 2008. There was also a short campaign in the field of the reconciliation of work, private and family life organized by the working group of the Ministry of Social Affairs and Labour and implemented together with a women’s NGO.

Italy under the 2007 European Year of Equal Opportunities for All – held a three-day Fair of Equal Opportunities entitled ‘Melting box’ involving government, journalists, local authority representatives, youth and victims of discrimination; such as gay, lesbian and disabled persons.

In **Jordan**, media and awareness campaigns and training workshops are taking place at national level in support of a wide participation in the process. The Ministry of Planning and International Cooperation has secured funding for an "Emergency Action Plan to Support Women Participation in Jordanian Municipal Elections 2007" to be implemented by the Jordanian National Commission for Women (JNCW). In addition to that, 131 employees at MOPIC have been trained on gender concepts & women's rights, those trainings were implemented by MOPIC & UNIFEM. It is also important to mention the Gender Equity Campaign which started on July 2008 as part of a home grown initiative by a group of young Jordanians who are committed to the idea of justice and equality for the Jordanian women and men. The main purpose of this campaign is to educate the public in Jordan about women’s rights and to mobilize the community to take action to address this human rights issue in Jordan.

In **Lebanon** national campaigns were organized by Lebanese Women NGOs to denounce gender-based-violence and discrimination, and to advocate for equality and reform of laws on inheritance, nationality and custody with respect to women’s rights in these areas.

Morocco cited two campaigns one related to the prevention of gender-based-violence and the other on women’s participation to the 2009 local elections.

In addition to other capacity building interventions as the development of the «Palestinian Women Bill of Rights/WBR”, in **OPT**, MoWA conducted four (4) awareness raising’ workshops on women's

human rights targeting governmental and non- governmental partners. The WBR is an adaptation of the CEDAW to the Palestinian society.

In October 2007 the **Slovak** National Centre for Human Rights organized a seminar on human rights in the Slovak Republic which included solving actual cases of harassment in labour relations and similar legal relations. A number of audits were conducted by the Labour Inspectorates to monitor the observance of laws and regulations relating to working conditions of women and men. The aim was to uncover potential infringement of the right to equal treatment of women and men in such areas as, access to employment, remuneration at work, professional training, working conditions, and career advancement. Audits detected only a few violations of this right.

The *Strategic Plan for Equal Opportunities 2008-2011* in **Spain** is fostering the inclusion of specific content and activities relating to the significance and scope of equality between women and men, adapted to each educational level (Line 4, Obj7).

The government of **Sweden** adopted a National Action Plan for Human Rights in 2006 to ensure full respect for human rights at a national level. A midterm review was conducted in February 2008 and presented to the civil society. The review showed that all but two of the planned measures are being implemented. A Delegation for Human Rights was set up to ensure the implementation of the action plan. A main task for the delegation is to disseminate information and knowledge of human rights to groups among the general public. Information on the action plan and the delegation is available on the Government's website⁹ on human rights which is visited by 50 000 persons per month.

In **Syria**, the Syrian Commission for Family Affairs (SCFA) organized as a continuation of its 2006-2009 programme a series of awareness-raising and capacity- building activities related to CEDAW in the 14 governorates of the country in cooperation with the lawyers syndicate, the Ministry of Religious Affairs and Information as well as parliamentarians. In 2008-2009 the SCFA will build capacity of judges and lawyers on CEDAW.

In **Turkey**, within the protocol signed between the General Directorate of Security Affairs and the General Directorate on the Status of Women in May 2007, 40.000 police officers were trained on gender equality and the necessary procedures for dealing with women victims of violence. Within the framework of "Combating Domestic Violence Against Women Project" workshops were arranged (October 2007) for concerned institutions in order to develop service and management models for the shelters. In the same context, the "National Action Plan for Combating Domestic Violence Against Women" was prepared and came into force (2007-2010).

The **European Commission** is working on a communication and information campaign on gender pay gaps.

1.5. Pursuing the establishment of gender responsive budgets

An impressive number of activities relative to gender budgeting have taken place during the reporting period. Gender budgeting has taken place at national and sectoral ministry level, as well as the level of the municipality (e.g. Austria, Belgium, France, Finland, Italy, Morocco, Portugal, Spain and Sweden). A number of feasibility studies, training courses and workshops have also been held (e.g. Algeria, Czech Republic, European Commission, France, Hungary, Jordan, Malta, Mauritania, OPT, Syria, Tunisia and Turkey)

Algeria launched a number of activities related to gender mainstreaming and budgeting in national and sectoral plans. All high and medium levels of staff in charge of planning and budgeting are trained or being trained.

⁹ www.humanright.gov.se .

In **Austria** an amendment to the Federal Constitution obliges the Government, the Provinces and the local authorities to aim at gender equality in the context of budgetary management. A recent decision of the Council of Ministers of March 5th, 2008 establishes guidelines for gender budgeting.

Belgium implemented the related law of January 12, 2007 and a seminar was organised in 2008 with specific brochure on gender budgeting.

In November 2007, an international conference “Budgeting in practice from the viewpoint of the equality of women and men“ was organised by the **Czech** Ministry of Labour and Social Affairs, the West Bohemian University in Pilsen and the National Educational Fund to present the results of the project on gender budgeting. This project carried out by the Czech Republic, Italy, Bulgaria, Hungary and Austria. was adopted by the European Commission in July 2006 and a grant agreement between the European Commission and the Ministry of Labour and Social Affairs was concluded in September 2006.

In reference to this topic, no new projects are quoted by **Denmark** however the gender mainstreaming Steering Committee includes the Ministry for Finances.

The Government of **Finland** is ensuring that the gender perspective is mainstreamed across all law drafting, budget procedures and other major projects. Mainstreaming of gender equality is part of the standard budget procedure and the civil servants in charge of budget formulation in different ministries take part in this work. The Gender Equality Unit at the Ministry of Social Affairs and Health supports the ministries in gender budgeting by training and giving commentaries on the budgets of different ministries during the preparation process. The latest training seminar for ministries on gender budgeting was organized in February 2008

Since 2000, **France** is publishing yearly a document called “Budgetary Yellow” which redraws the credits allowed by the State to the policies devoted to equality between men and women. Gender Budgeting is also benefiting from a new impetus thanks to the enforcement in 2006 of the organic law related the finance laws.

In **Hungary** there is a city-level gender budgeting pilot project at the city of Pécs. The research is supported by the Ministry of Social Affairs and Labour and the results will be available later this year.

In 2008, **Italy** undertook its first experience of gender budgeting at national level. This experience, which will last two years, has prioritized policies concerning health, labour and social security, education, university and research.

In **Jordan**, an initiative is being taken to implement a Gender Responsive Budget during 2009 with UNIFEM support and cooperation of the MPOIC.

Malta is pursuing this concept through the Project “Living Equality” (EU co-funded). The National Statistics Office (NSO) will liaise other government entities when there is need for data on salient indicators, such as gender budgeting, within the public sector and encouraging gender budgeting through exchange of best practices.

In **Mauritania**, the national group for Gender Monitoring organized a training workshop on gender mainstreaming in the budgeting process.

For the Budgetary year of 2008, the Ministry of Economy and Finance in **Morocco** published its Gender Report and draft Finance Law. Henceforth, Gender Budgeting will be carried out by 17 ministries/departments and indicators and objectives with gender dimension have been introduced.

OPT reports that a study on "Improving the gender sensitivity of the Palestinian national budget" has been conducted. The study recommendations were used by the Ministry to check the budget of some selected ministries.

In **Portugal**, the budget for the promotion of gender equality policies has been considerably reinforced. An autonomous area of the Structural Funds was specially created to finance the promotion of gender equality.

Spain designed a Strategy for the Establishment of Gender Responsive Budgets in Public Administration

In January 2008 the Government of **Sweden** decided an Action Plan for Gender Mainstreaming which advances gender mainstreaming in the budgetary- and legislative process. The Swedish gender budgeting work focuses on three different areas: performance and financial management of government agencies, the decision-making processes on which economic policy is based, and statistics disaggregated by sex.

In 2007, Directors and Technicians of the Ministry of Finances in **Syria** were trained on gender budgeting by the SCFA with UNIFEM support.

In **Tunisia**, a number of training sessions related to gender budgeting were conducted under the umbrella of the Ministry of Women, Family, Children and Elderly Affairs. In the context of its cooperation with the UN system (2007-2011), technical and institutional capacity will be build to ensure gender mainstreaming and budgeting at national, regional and sectoral levels.

In order to inform the public administrators and public officers about gender budgeting a meeting is going to be held in Ankara, **Turkey** in October 2008.

To strengthen the integration of gender equality in budgets, the **European Commission** has conducted a feasibility study, examining the experiences of Member States in integrating equality between women and men in the budgetary process at EU level.

1.6. Promoting and strengthening national capacities to regularly collect and analyze gender disaggregated data.

A sine qua non of gender mainstreaming and gender budgeting is the identification of gender gaps and inequalities through the availability of statistical and other data. Many countries reported on on-going activities to strengthen national capacity to collect and analyze gender-disaggregated data (e.g. Algeria, Denmark, Finland, Germany, Greece, Italy, Israel, Jordan, Lebanon, Morocco and Portugal). A number of reports and publications have been produced as a result of data-gathering efforts (e.g. Austria, Belgium, Czech Republic, Cyprus, France, Hungary, and Poland). Countries also report on time-use surveys which help to identify/quantify gender gaps and take into account just for instance women's non-remunerated activities in the informal and domestic spheres, women's and men's enterprise and/or impact of conflict on women (e.g. Finland, Italy, Lebanon and Sweden)

In **Algeria**, all professionals in charge of data collection in national institutions are trained in computerizing sex-disaggregated data. A diagnosis of the Information Systems has been done and statistical software acquired. Sex-disaggregated data and engendering data were identified as priority for next year.

Austria has produced a statistical report "Women and Men in Austria" on the situation of women and men concerning education, income and employment, (2007). A time use survey of women's work at home was initiated and will be published in 2009

In **Belgium** the second annual report on the gender pay gap was published and a brochure of statistics on “Life of Women and Men in Belgium” up-dating 2006 statistics.

The Statistics Services of **Cyprus** produced a booklet on the Cypriot Woman in 2008.

The **Czech** Statistical Office, in cooperation with the Office of the Government and other ministries, regularly puts out a publication ‘Women and Men in Data’. Apart from the usual distribution free distribution of this publication is arranged to households visited by enumerators from the Czech Statistical Office during various national surveys.

In **Denmark**, most national statistics are disaggregated by sex and gender analyzed. The national database on violence against women has been updated. Also a database on violence against men has been launched.

Most of the data developed by the Statistics **Finland** and by the different ministries is disaggregated by sex according to the principles of the gender mainstreaming. Statistics Finland develops the national statistical service in co-operation with other Government officials. Training on gender mainstreaming in the production of statistics is offered for ministries. Statistics Finland has also a unit for gender equality statistics and an intersectoral working group for developing sex disaggregated statistics¹⁰.

France has published “Key figures of Equality 2007”.

In **Germany**, statistics are always compiled, analyzed and presented according to gender; The GenderCompetenceCenter/GCC consults and supports organizations/ administrations in collecting and evaluating sex-segregated data which increases the quality of their work. The Federal Statistical Office carries out a two-part project “Unequal pay between women and men” that aims at improving the data record in relation to the topic equal pay in a sustainable manner. Moreover, the Hans-Böckler-Stiftung which provides a data basis (180 professions) for the research is elaborating a project “Earning Comparison – differences in earning at the beginning of the career”. The database on earnings enables the differential analysis of so-called female and male professions.

In **Greece**, the GSGE Library operations were enhanced through a number of actions and activities that will reinforce its capacities in terms of collecting and analyzing gender related data through the expansion of the library with appropriate facilities to accommodate its Historical Archive in this area. The Historical Archive was officially inaugurated by the Minister of the Interior and presented to women’s associations (8/5/2007). The Library automation system ABEKT was upgraded to its most recent version and Database bibliography was enriched to also make possible a search based on key words entered by readers and remote users. In addition to that, a new database was established within the Library’s website for Historical Archive documents and 130 entries were introduced. The Library’s name changed from “Library for Women’s Issues” to “Library for Equality and Gender Issues”.

The Ministry of Social Affairs and Labour in cooperation with the Central Statistic Office annually publishes the “Women and Man in **Hungary**” a statistical pocket book (in Hungarian and English language). Starting from the year 2008 new chapters will be introduced in the pocket book on women’s entrepreneurship using indicators developed by the European Commission in cooperation with Member States and Eurostat for the follow-up of the 12 critical areas of concern of the Beijing Platform for Action.

Israel has strengthened legislation in 2008 to ensure that the National Bureau of Statistics and other national institutions collect sex disaggregated data on a routine basis

¹⁰ MINNA- a gender equality and women’s studies internet portal and expert database is available for the public at www.minna.fr

In **Italy** an agreement has been concluded between the National Statistics Institute (ISTAT) and the Department for Rights and Equal Opportunities in order to collect and publish periodically gender-disaggregated data.

In **Jordan**, a mapping of women's empowerment at the governorates level was conducted. The Gender Division at Division of Statistics/DOS which is very active has conducted a survey on the women's participation in the informal sector. .

All indicators provided by the Central Administration for Statistics in **Lebanon** are available by sex and gender is taken into account for collecting and analyzing data and compiling indicators in social surveys. A post war survey related to living conditions was completed in 2007 and a Population and Development data bank including also gender related information for Lebanon is being launched end of 2000 by the Ministry of Social Affairs with UNFPA support. In 2008-2009, the National Committee for Lebanese Women/NCLW will set up the Gender Equality Monitor with support of UNIFEM.

The set up of the data base related to the situation of women in **Morocco** is planned.

The Polish National Statistic office edited a comprehensive book called “Women 2007” with all relevant data on situation of women in **Poland**.

In **Portugal** a new Protocol agreement was signed in April (2008) between the Commission for Citizenship and Gender Equality and the National Institute for Statistics (INE) aimed at the maintenance and development of the Gender Database to be placed in INE website and available to the public . “Gender Equality in Portugal” is published every two years. It contains statistical data disaggregated by sex and legislation for each policy area. 5000 copies of this publication were issued in 2007. The creation of a Gender Observatory by the national mechanism for Gender Equality is being prepared in order to improve the efficiency of the system of governance in the implementation of gender equality policies.

In **Sweden**, the Action Plan for implementing Gender Mainstreaming in the Government Offices 2008-2009 has a specific goal on statistics disaggregated by sex in all Government Bills. The Swedish government commissioned Statistics Sweden to build up a database with information about entrepreneurs and companies from a gender perspective in order to make it possible to analyze women’s and men’s enterprise from several angles.

The **European Commission** regularly supports gender data collection, and the production and use of sex -disaggregated data. The Commission supports particularly the data collection related to time use of women and men. EC work in this area was mainly focusing on improvement of quality and comparability of communities’ data as regard to the pay gap between men and women. In the future, the Commission is also working on collecting data related to reconciling work and family life and on resource allocation within households (modules 2010 of EU-LFS and EU-SILC surveys). In 2008, the Commission supported the publication by the European statistics "The lives of women and men in Europe - A statistical portrayal ", which provides a statistical description of men and women at different times of their lives in addition to other various publications on gender inequality¹¹.

¹¹http://epp.eurostat.ec.europa.eu/portal/page?_pageid=1073_46587259&_dad=portal&_schema=PORTAL&p_product_code=KS-80-07-135

2. PILLAR ONE: WOMEN'S POLITICAL & CIVIL RIGHTS

2.1 Implementing and/or translating into legislative & policy reforms UN Conventions related to the human rights of women

Respondents reported a large number of activities under this pillar though in some cases referencing the presentation already made under cross-cutting issues. Countries reported on a series of actions (reporting, signing, ratification) related to the major international conventions such as the CEDAW, the Convention on the Rights of Persons with Disabilities, and the Convention on the Rights of Immigrant Workers and their Families as well as the UN resolutions as the 1325 (e.g. Belgium, Cyprus, Finland, France, Germany, Jordan, Mauritania, Portugal, Slovakia, Spain, Sweden, Syria and Tunisia). With respect to the CEDAW several countries reported on efforts to share the CEDAW text, the reporting on CEDAW & and the comments from the UN/CEDAW Committee with the general public (e.g. Austria, Hungary and Morocco). A number of countries reported on establishment of new programmes and legislation or revision of existing legislation to establish appropriate protection of victims of sexual harassment and violence, as well as to ensure appropriate penal sanctions for offenders (e.g. Algeria, Czech Republic, Lebanon, OPT, Tunisia, Turkey and the European Commission)

Algeria is revising legal texts such as the Penal Code and the Code of Procedures in order for example to reflect the change that the rape of pregnant women is given a more severe sentence than the same offence against a non-pregnant woman Sexual harassment is regarded as an offence under the revised Penal Code.

Austria reports a number of activities designed to take the CEDAW to a wider public including the publication of a booklet on CEDAW and an information session in November 2007 to mark the 25th Anniversary of the ratification of CEDAW

In 2006 and 2007, **Belgium** prepared its fifth and sixth CEDAW national reports and responses to the additional questions to be presented to the Committee of Experts in 2008.

In **Cyprus** the NMWR has published the CEDAW and the 3rd, 4th, 5th Periodic Report of Cyprus on the implementation of CEDAW for dissemination to the general public and all competent authorities.

The government of the **Czech Republic** reports that the draft law on equal treatment and on anti-discrimination legal measures, providing for a comprehensive legislation in the area of equal treatment and protection from discrimination, is being discussed by the Parliament.

Finland submitted its 6th Periodic Report on the implementation of the CEDAW in November 2007 and the report, together with the 5th periodic report, was considered by the CEDAW Committee in July 2008.

France reports its submission of the sixth national report on CEDAW implementation. The CEDAW Committee encouraged France to pursue its efforts to combat violence against women, and to work on the special needs of migrant women.

In **Hungary**, recommendations of the CEDAW Committee have been made available to the general public and their implementation is under progress. The Ministry of Social Affairs and Labour is arranging for a new publication of the CEDAW Convention and the general recommendations in 2008.

Jordan published CEDAW in the Official Gazette and a national campaign to remove the Jordanian reservations on CEDAW was implemented. Training was conducted covering CEDAW implementation in different aspects of life.

In **Lebanon** government efforts include a National Action Plan for Human Rights, establishing a quota for women's representation in the new Electoral Law and an amendment in the Personal Status Code for some confessions. The government has also adopted a Social Action Plan which provides services for marginalized groups disabled, women, and female heads of households. The special needs of migrant domestic workers, largely female, are the subject of a study.

Mauritania ratified CEDAW during the reporting period.

Monaco participates in the UN Commission on the Status of Women and is active on the steering committee for gender equality in the Council of Europe.

Morocco organized a number of meetings to present and discuss the third and fourth periodic reports for the follow up of CEDAW implementation to parliamentarian, NGOs and Medias.

Being still an observer of the UN, the **OPT** did not ratify yet the CEDAW or any another UN convention however the "Palestinian Women Bill of Rights/WBR" has been issued reflecting the adaptation of CEDAW to the Palestinian context. It is also considered as passage thereof; and, as a framework for the development of future legislation. Noting that the Legislative council is currently frozen due to the OPT context, the approval of the WBR by the president is expected shortly.

The scrutinizing and revision of some laws were also done by the legal unit of the MOWA from a gender perspective to propose some needed amendments.

The seventh periodic CEDAW Report from **Portugal** was forwarded to the CEDAW Committee and will be discussed during the last semester of 2008.

In 2008 **Slovakia** presented the combined second, third and fourth periodic reports to the UN/CEDAW Committee.

A constructive dialogue between the CEDAW Committee and representatives from the **Swedish** Government took place in January 2008. The CEDAW committee has requested Sweden to submit a combined eighth and ninth report on measures to implement the Convention on the Elimination of All Forms of Discrimination against Women by September 2014.

For the reporting period, the Government of **Spain** developed an Action Plan for the Application of UN Security Council Resolution 1325 (2000) on Women, Peace and Security and presented the Spain's Sixth periodic report of States parties CEDAW/C/ESP/6. A number of national laws, programmes and strategies are also reported assessing the consistency with UN resolutions as follows: a) In implementation of UN Resolution A/RES/60/138/Law 45/2007 for rural sustainable development; a Plan to support equality between men and women in rural areas was developed, - Spanish Strategy for Sustainable Development. Actions to implement of UN Resolution A/RES/61/143 and UN Resolution 62/133/ Signature of Council of Europe Convention on Action against Trafficking in Human Beings; Ratification of the Council of Europe Protocol No. 12 to the Convention for the Protection of Human Rights were undertaken, and also c) implementation of UN Resolution A/RES/62/137/ R.D. 432/2008 12 April, -R.D. 1135/2008, 4 July was initiated.

During the reporting period **Syria** ratified many international treaties and agreements such as the Charter for Human Rights, the CEDAW, the CRC, and the International Convention on Protecting the Rights of Immigrant workers and their families. The Syrian constitution protects the freedom of citizens regardless of their sex, religion or ethnic group and safeguards their dignity and security.

Tunisia finalised its fifth and sixth CEDAW periodic reports and ratified the CEDAW Optional Protocol. At the end of 2007 a national strategy on « Violence in Family and Society: gender-based-violence against women throughout the life cycle » involving all concerned ministries, governmental institutions and NGOs was developed and validated. This Strategy will be operationalized with

UNFPA support and another component of this five-year joint project with UNDP contribution will cover gender equality and fighting various forms of discrimination.

In **Turkey**, the regulation related to the Law of Protection of Family Law was enacted in order to provide the full implementation of the Law.

The **European Commission** reports that during this period Human Rights Subcommittees have so far been established and sessions held with Jordan (3rd session on 25 June 2008), Morocco (2nd session on 27 November 2007), Tunisia (1st session on 12 November 2007). The informal working group on human rights with Israel held its third session on 30 April 2008. With Egypt, commitments in the field of human rights under the ENP Action Plan were discussed on 2 and 3 June 2008 within the subcommittee on political matters, human rights and democracy, international and regional issues. These meetings took stock of the progress made in the field of women's and children's rights and highlighted the importance of full compliance with relevant international conventions. Equality between men and women was also discussed in the framework of working groups or subcommittees on social affairs (Working group on social affairs with Algeria, 15 January 2008; Subcommittee on social affairs with Israel, 11 March 2008; Social affairs working party with Jordan, 21 May 2008; and 2nd meeting of the Working group on migration, social and consular affairs with Egypt, 11 June 2008). The ENPI South regional programme "Enhancing Equality between Men and Women" includes a component supporting the full implementation of CEDAW and related instruments in the region.

2.2 Promoting equal access to justice at all levels including fighting against discrimination

Most countries responded to this question in terms of the guarantees to equality before the law to all citizens under their respective constitutions (e.g. Algeria, Denmark, Finland, Germany, Hungary, Lebanon, Syria and Tunisia). Some respondents mentioned measures taken to further guarantee implementation of those rights (e.g. Belgium). Also are quoted special initiatives and activities to raise awareness and increase legal knowledge of women and public at large (e.g. Austria, Cyprus, Finland and Jordan).

In **Algeria**, access to justice is based on the principles of Equity and Equality for All. The judiciary system allows all citizens equal and equitable access to justice which is also guaranteed by the Constitution.

Austria reports that a publication described as a judicial ABC, whose objective is to provide women with basic legal knowledge about marriage, separation and divorce is planned.

In **Belgium**, assistance is provided to the victims of discrimination thanks to the specialised public organisations noted under the section on cross-cutting activities.

In **Cyprus** the NMWR will launch a sensitization campaign in 2008-2009 for the participation of women in decision-making, which will include mass media programming, consultations with political parties and the publication of a booklet for wide dissemination.

Danish legislation is based on the principle of equal access to justice for women and men at all levels. Hence, no further actions are foreseen or undertaken in this respect.

In **Finland**, Women and men are equal before the law under Finnish legislation. The scope of persons entitled to public legal aid has been expanded to a very widest extent.

In **Hungary**, the Hungarian Constitution prohibits the discrimination between women and men.

In **Germany**, women and men have equal access to justice at all levels.

Jordan institutionalized a 20% quota for women in the municipal elections, which have been taking place in the end of July 2007. The current number of women on municipal boards, is 218. In addition to that, a complaints office was established at JNCW in an effort to help women to have equal access to justice.

In **Lebanon**, law guarantees the equality of citizens before the judiciary without discrimination between men and women. Women like men become fully legally competent upon reaching 18 years of age.

Many visits to the governorates have been conducted in **OPT** with the objective of meeting the women related initiatives and grassroots organizations.

According to its Line 9 related to Diversity and Social Inclusion, the **Spain's** Strategic Plan 2008-2011 for Equal Opportunities includes the gender perspective and diversity management in the delivery services, care and tracking provided by public health, education, employment, justice, law and order and housing institutions (Obj 1).

In **Syria** emphasizes that "Rule of law is considered a basic principle of the state and the society-all citizens are equal before the law in rights and duties-The state insures the principle of equal opportunities for citizens".

Equality and Equity between women and men is clearly stated in constitution and legislative texts in **Tunisia**. The article 6 of the Constitution stipulates that « all citizens enjoy equal rights and are equal face to the Law ». This principle is evident in all domains notably in terms of judicial capacity.

2.3 Promoting women's active participation in political decision-making positions in public life

Many countries covered this item in the first section related to the crosscutting principles and actions (Algeria, France, Finland, Hungary, Lebanon, OPT, Tunisia and others) Several mentioned the establishment of quotas and other measures of affirmative action to increase the representation of women in political parties, in parliament, in the executive, in management, and at municipal and local levels (e.g. Belgium, Israel, Jordan France, Hungary, Morocco, Sweden and Turkey). Leadership training for women and girls and awareness campaigns to increase women's participation and gender equality are also reported from several countries (e.g. Austria, Finland, Germany, Italy, Jordan, Lebanon, and Sweden) are also reported from several countries.

In **Algeria**, political parties are encouraged to increase the numbers of women in decision making positions.

Austria reports the continuation of training courses for girls 16 and above entitled 'Powerful Girls Go Politics'.

Belgium has adopted a series of specific and targeted measures to increase women's participation in various public domains (e.g. political, administrative, social and associative actions, consultative bodies and cultural and sports). The French Community evaluated the application of the decree of July 17, 2002 relating to the balanced participation of women and men in decision making and a modification of the decree is being assessed by the government. Other subsidized projects aims to achieve a balanced participation at local level.

2008 marks for **Denmark** the 100th year since women gained the right to vote in local government elections. The Minister for Gender Equality will celebrate the occasion with an awareness-raising campaign. All political party branches throughout the country have received a leaflet in May 2008 containing good advice on how to get more women to put their names forward for nomination lists. The leaflet contains statistics in an easily accessible form, as well as personal stories and advice to women who are interested in local politics. This year will see a number of events that will be

implemented together with local government cooperation partners. The next local government elections are scheduled for 2009. The objective of the awareness raising campaign is to place focus on the low number of women in local politics and to provide advice on what can be done to change the situation.

Israel reports on the existence of Laws and Government decisions on Affirmative Action towards increasing numbers of women in decision - making positions in politics and in the executive. A bill proposing greater representation of women in political parties has been tabled. Some political parties have already adopted quotas to increase women's decision-making capacity.

The Council for Gender Equality in **Finland** together with NGOs launches a web site in August 2008 to promote women's participation and gender equality in the municipal elections in October 2008.

In **France**, the Law n° 2008-175 of February 26, 2008 facilitates the equal access of women and men to the position of town councillor¹² contributing to the completion of the legal system which aims to ensure parity between men and women in politics.

Germany quotes a number of initiatives related to this topic, for example: a) the Project "FRAUEN-MACHT – KOMMUNE" furthering women's role in local politics; b) the Scientific research into the women's role in political representation and c) A brochure entitled "Female everyday heroes and local experts – portraits of local women politicians"(Von Alltagsheldinnen und Lokalexpertinnen-Kommunalpolitikerinnen im Porträt) featuring best- practice examples in local politics.

Presently, in **Hungary**, there is only one Hungarian political party where there is a quota system. It is the Hungarian Socialist Party where the quota is 20 % for women on the national election list of the party.

In **Italy** during the academic year 2007-2008 training courses – theoretical and practical -entitled "Women, Politics and Institutions" have been organized in many Italian Universities to promote gender equality and equal opportunities and the active participation of women in the political and social life.

Jordan initiated activities towards Engendering the Public Sphere in the context of a project between MOPIC and the Danish co-operation which aims to help in creating a public sphere that opens to women's increased economic participation in different organizational level. As already quoted in part A, women also were trained to strengthen their role at the municipal councils.

In **Lebanon**, initiatives have been taken to include the quota system in the new election law.

In **Mauritania**, women are enjoying equal political rights but their actual presence is still weak in the public sphere.

In addition to the establishment of a High Authority for Women, the national strategic plan of the Ministry of Social Development, Family and Solidarity in **Morocco** with five main lines, of which the second is devoted to the promotion of women's rights, gender equality and equal opportunities

In addition to its Strategic plan and establishment of the Gender units headed by women at high level positions, the MoWA in **OPT** developed its own capacity and of the Gender Units to monitor/oversee work across governmental lines including in relation with women's active participation in political decision-making positions and in public life

¹² Conseiller/e général/e

As already mentioned in Part A, the **Spanish** Strategic Plan 2008-2011 for Equal Opportunities is aiming in its Line 1 through 8 objectives to increase of political and social participation of women.

In **Sweden**, promoting women's active participation in political decision-making is mainly the responsibility of political parties. The government takes the responsibility for the Ministries and the national public authorities and can thereby act as a role model. Reports on the current situation are attached to the annual budget. In 2008 the distribution of women and men are 48% women and 52% men. Women's participation in political and public life is also emphasized in Sweden's country strategies for development cooperation.

Despite the progress made in **Syria** in this domain, the state is working on improving further the political participation of women through increasing the number of women parliamentarians, and in other decision-making positions.

In **Turkey**, the two action plans within the framework of "Promoting Gender Equality Project", are providing necessary support to increase the number of women managers and their participation in decision making processes.

2.4 Combating (laws & actions) all forms of violence against women

Several countries reported the establishment and implementation of comprehensive national plans to address gender-based violence. Strategies adopted include legislative reform, capacity-building for health providers, police and judiciary, data-collection, establishment of counseling, hotlines, help desks and ombudsmen, shelters for victims and survivors, and widespread campaigns of public education (e.g. Algeria, Belgium, Czech Republic, Cyprus, Estonia, European Commission, Finland, France, Germany, Greece, Hungary, Israel, Italy, Jordan, Latvia, Lebanon, Malta, Mauritania, Morocco, Poland, Portugal, Slovakia, Spain, Sweden, Tunisia and Turkey). Most countries report extensive collaboration between government and NGOs in addressing the problem of gender-based-violence (e.g. Algeria, Austria, Czech Republic, OPT and Jordan). Several countries report preventive activities in terms of educating younger age groups such as school children and teenagers. Cross border collaboration to prevent trafficking of women for sexual exploitation (e.g. Czech Republic, Greece and Portugal) or preventing forced marriage (e.g. Belgium and Denmark) are also noted. Countries have also recognized the need to address the root causes of gender-based-violence by developing programmes for perpetrators as well as for victims.

Algeria is implementing a comprehensive National Strategy to Combat Gender-based Violence (GBV) through development of Plans of Action by sector (Health, Justice, Interior/Police, Solidarity and Civil Society organisations and media). A national course covering gender mainstreaming in health and reproductive health, screening and care of GBV survivors has been institutionalised for the Health Service providers (physicians and midwives) working in Family Planning Centres. The country also reports on the establishment of a network of practitioners trained in forensics and legal assistance to ensure the care and follow up of women survivors of violence.

Austria reported a number of activities designed to create awareness of the issue and ways to address it. An awareness program entitled "In love, engaged, beaten up" the focus of which is the promotion of the "helpline for women against male violence" continued through 2007 & 2008. On the joint initiative of the Minister for Education, the Minister for Women and the Minister for Social Affairs Gender Days 2007 were held to raise awareness about sexual stereotyping and violence prevention. In 2008 the Gender Days have as their theme "Migration and Gender" and focus on the particular theme of violence against migrant women. The recommendations of the Council of Europe relating to Domestic Violence were translated into German and distributed to interested persons free of charge. An international expert's conference "10 Years of Austrian laws against domestic violence in the international context" took place in November 2007 in order to review the evolution of the Austrian legislation and its implementation. A knowledge base is being developed on the basis of this conference.

Belgium conducted an evaluation of its National Plan of Action related to violence between partners (2004-2007) and prepared a new plan designed to cover many forms of violence against women. The law of April 25, 2007 which expands the ways to prevent forced marriage has been in force since June 25, 2007. In addition, a penal sanction is also instituted for any person who attempts to or forces someone to get married. The French Community conducted in 2007 a wide quantitative and qualitative study survey on violence in the love relationships of young people followed in 2008 a huge sensitisation campaign (posters, brochures, press, TV and radio, internet, postal card, competitions, etc.) Also in the French Community, financial support is provided to NGOs which implement programmes to prevent on violence in the love relationships of young people.

In **Cyprus** in the National Action Plan for Equality (NAPE) 2007-2013, and an Action Plan on Domestic Violence has been drafted by the Advisory Committee and submitted to the Minister of Labour and Social Insurance, who will forward it to the Council of Ministers for approval. A campaign on violence against women within the frame of the campaign of the Council of Europe has been organized and concluded. NGOs are also active in this field and receive State support. A Multicultural Women's Center has been set-up with the full support of the NMWR. It aims at promoting peace, equality and understanding among women of different nationalities.

The **Czech Republic** reports international co-operation in combating forced prostitution, in January 2008, when a meeting took place between the delegation of the Bavarian Ministry of Justice, and the representatives of Czech judiciary. Cooperation between the Czech and Bavarian judiciaries in combating forced prostitution, particularly along the border, was one of the key topics on the agenda. A new law effective January 1, 2007, (Act No. 135/2006 Coll.) has contributed to the detection of domestic violence and its treatment in the Czech Republic. The law gives the victims of domestic violence a better possibility to defend themselves and at the same time strengthens the rights and powers of the police and the courts. Several non-governmental organisations are providing legal and material assistance to victims of domestic violence. A campaign against domestic violence joining the campaign of the Council of Europe was undertaken in the first half of 2008.

The government of **Denmark** is currently implementing an action plan on men's violence against women. On May 2, 2008, a new provision in the Danish Penal Code came into effect. The provision provides a statutory basis for increased sentences (up to four years of imprisonment) in cases where force has been used in order to get somebody to contract a marriage.

Estonia reports that it is developing a National Action Plan on domestic violence the overall aim of which is to ensure and develop the services for victims and perpetrators of domestic violence. During the Council of Europe Campaign to Combat Violence against Women, including Domestic Violence (2006-2008), the Gender Equality Department in the Ministry of Social Affairs published a series of articles on the issue of domestic violence in an Estonian daily newspaper Estonian National TV as part of their campaign aired a TV spot made by the Council of Europe to combat violence against women, translated into Estonian.

Finland implemented its Action Plan to Prevent Intimate Partner and Domestic Violence (2004-2007) by developing municipal level services for the victims and perpetrators of violence and setting up a national network of experts working on the prevention of violence. One of the six priority areas in the new Government Action Plan for Gender Equality (2008-2011), adopted in July 2007, is the elimination of the violence against women. A national awareness raising campaign was organized in the framework of the Council of Europe campaign "Stop domestic violence against women" and another to strengthen zero tolerance to violence against women (March-December 2008).

In addition to implementing related legislation and programmes (2006-2007), **France**, undertook a second three-year comprehensive plan (2008-2010) entitled "12 objectives to combat violence against women" The Plan covers four main topics: 1) Measures to break the taboo on talking about domestic

violence: 2) Prevention of violence. 3) Coordination between key actors and continuity of action. 4) Protection for women and their children throughout the country.

In **Germany**, the Federal Government published its Action Plan II to Combat Violence Against Women which is a continuation of the previous Plan. It outlines a comprehensive general concept on combating all forms of violence against women.

Since 2006 **Greece** processed a law (3500/2006) for combating domestic violence which is still considered as the referral framework for the protection of the fundamental rights of women and children. The GSGE participated in the Council of Europe campaign for combating domestic violence. Representatives have been appointed for this purpose (High Level Official and Focal Point) and an action plan is being implemented. The GSGE also participates in the Special Inter-ministerial Committee of Secretaries-General, established by the Ministry of Justice, aiming at the coordination of the measures to deal with the phenomenon of human trafficking. Also, the GSGE participates in the Task Group of the Hellenic Police Headquarters, to implement the Plan of Cross-border and Inter-regional Cooperation and Operational Action of the Police Services in South Eastern European countries under the code name "ILAEIRA". In the framework of implementing the Integrated National Action Plan against trafficking in persons, the GSGE has ensured: a) The provision of assistance to victims of trafficking, which ensures social, psychological and legal support; b) the possibility of including women victims of trafficking in a Program implemented by the GSGE aiming at ensuring their employment prospects and c) Information and sensitization of the public opinion, through broadcasting a social advertisements and through an information leaflet in five languages (Greek, English, Albanian and Russian). Programs of developmental assistance and cooperation are implemented in the countries of origin of victims of trafficking in persons, financed by the General Directorate of International Development Cooperation (Y.D.A.S.) of the Ministry of Foreign Affairs.

In **Hungary** the Penal Code contains approximately 30 provisions concerning acts of violence committed against a family member. Hungarian criminal law does not differentiate between the assaults committed against women or men. The victims of violence can find shelter (if necessary with their children) in special houses/homes run by the Government or local NGOs. A 12-year long National Strategy Plan for Gender Equality (2009-2020) is presently under preparation.

In **Israel** a special budget was given by the Prime Minister's Office for programmes related to treatment of victims of sexual assault and removing women from prostitution.

Italy approved two draft bills entitled "Measures against the Stalking" which for the first time classified "stalking" as a crime and "Measures against Sexual Violence" which recognizes new aggravating circumstances relative to the crime e.g. the use of drugs that reduce the mental capacity of the victim; the family relationship between perpetrator and victim; the psychological dependence of the victim; the pregnancy of the victim.

The Family Protection Law was approved by the **Jordanian** Parliament. During the 16 day campaign on violence against women an awareness-raising campaign was conducted. In this context a number of activities were implemented including workshops in different regions of the country as well as parliamentary public hearing which recommended the establishment of a network to combat violence against women.

In **Latvia** Protection of women against all forms of violence is currently guaranteed in general by the Criminal Law and other laws regulating criminal proceedings. More specifically, this and other laws have been amended to deal with issues of trafficking in human beings. The Ministry of Child and Family Affairs has developed the Programme for Combating Domestic Violence, and it has been accepted by the Cabinet of Ministers in June, 2008.

A number of initiatives and achievements are quoted by **Lebanon** related to prevention of and addressing GBV/VAW: e.g. a needs assessment on GBV in affected areas and mapping for specialized

institutions; technical and institutional capacity-building: training for social workers in the social development services centers on the prevention from domestic violence; awareness-raising campaigns.

During the reporting period **Malta** has continued to combat all forms of violence against women through awareness raising campaigns for the general public conducted by the Commission on Domestic Violence.

In **Mauritania** the Penal Code contains measures related to protection of women against rape, prostitution and procuring. Sexual violence and rape of children under the age of 18 are referred to in the articles 26 and 27 of the Code related to penal protection of children with appropriate penalties and sentences.

Monaco reports that in April 2008 a proposal for a law on domestic violence has been adopted through public hearing by the National Council and is now under review by government services with respect to its entering into law.

A series of initiatives, events and achievements are reported by **Morocco**: drafting a law to fight gender-based-violence; launching a national survey on GBV prevalence organizing a fifth campaign on fighting gender-based-violence with a caravan which crisscrossed 9 cities; coordinating and launching the multisectoral GBV programme through empowerment of women and girls; launching of the information system which aims the centralization of GBV related institutional data; establishing Regional Coordination Committees to fight GBV and last but not least creation of 16 regional referral centres integrating services for women victims of GBV.

On the occasion of 16 days campaign in 2007 to combat VAW, many activities were implemented in **OPT** by MoWA including a media campaign consisted of : TV spots, TV show, and individual interviews. Also, a VAW project is under process of donor revision and being revamped accordingly. Headed by the Ministry of women's affairs and with membership of different institutions Ministry of labour, ministry of social affairs, ministry of information etc., a national Committee to combat VAW was established and held its first meeting on 18 November, 2008 bringing governmental and non – governmental actors together.

In **Poland** the amendment of the Act of 29 July 2005 on counteracting family violence with regard to the compulsory isolation of perpetrators from their victims is planned for 2008. In addition, the Ministry of Labour and Social Policy is working on the Act on sign language, which will provide for the training in the sign language for the employees of each public institution so as to enable deaf persons to obtain assistance at the Police station or other referral points. On 25 September 2007 the Ministry of Labour and Social Policy signed an agreement for the implementation of the national campaign on counteracting family violence.

Portugal has undertaken a number of actions against trafficking of women and violence directed towards women. An Observatory on Trafficking in Human Beings is in the last phase of consolidation. A study regarding trafficking of women for the purpose of sexual exploitation is going to be published in 2008. Regarding bilateral cooperation against trafficking in human beings, training was undertaken in Luanda for officials from Ministries of Angola. The final results of the National Inquiry on Gender Based Violence were presented in June 2008. The evaluation of the II National Plan against Domestic Violence has been concluded. A National Plan against Female Genital Mutilation is being drafted and negotiated.

In the Republic of **Slovakia** in November 2007 the first National Campaign STOP DOMESTIC VIOLENCE AGAINST WOMEN was launched. The Ministry of Labour, Social Affairs and Family collaborated with the non-governmental organizations associated under the initiative with the title The Fifth Woman which became celebrated for organizing the first media campaigns designed to lift the taboo on the topic of domestic violence in Slovakia. The Ministries of Education, Health and Interior as well as church representatives participated in National Campaign activities. The main outcomes of

this National Campaign were discussions with experts about domestic violence, the active participation of experts at conferences and seminars with the topic of the elimination of domestic violence against women; designing a new information internet page www.zastavmenasilie.sk, which, besides useful information, also provides available contacts for organizations and institutions providing assistance to victims of such violence.

The **Spain's** Strategic Plan 2008-2011 for Equal Opportunities and its Line 10 related to Violence with 7 objectives covering promotion of knowledge and awareness for preventing and combating Gender-Based Violence (obj1, 2 also covered by obj 4 of L4 related to Education), improvement of care and specialized services, protection and security (obj 3, 4, 5) in addition to promoting intra- and inter-institutional coordination (obj 6) as well as evaluation (obj 7). Also reported are a number of programmes and initiatives as a) the RELACIONA Programme developed and implemented by the Institute for Women, in collaboration with other entities to prevent and combat Gender-Based Violence at all levels of education; Launching of a the Information and Legal Advising Telephone Service on Gender Violence (Line 016); c) the assessment report on the Organic Law of Integral Measures Against Gender Violence (Organic Law, 2/2004) and finally d) the Media Campaign against Gender Violence "Ante el maltratador, tolerancia cero"

In **Sweden**, a National Action Plan to combat men's violence against women, violence in the name of honor and violence in same-sex relationships was adopted in November 2007. The action plan includes 56 measures grouped in six key areas: 1) protection and support to victims of violence, 2) preventive work, 3) the judicial system, 4) work with violent offenders, 5) cooperation and coordination and 6) knowledge and competence. A national action plan to combat prostitution and trafficking for purposes of sexual exploitation was adopted in June 2008. Combating all forms of gender-based violence is a priority issue in Sweden's international development cooperation. The Swedish Agency for International Development Cooperation has formulated an action plan for combating such violence in partner countries that was submitted to and approved by the government in October 2007.

In addition to implementing UN conventions related to the human rights of women, **Tunisia** completed the process of validation of its Gender-Based Violence strategy and will start with development of sectoral plans and conducting a national survey with support of UNFPA and Spanish Cooperation.

Turkey cited the Prime Ministry Circular on "The Measures to Be Taken on Prevention of Violence against Women and Children and Honour Motivated Crimes" which includes measures that aim to modify traditional stereotypes. In accordance with this circular, the "Combating Domestic Violence Against Women National Action Plan" has been rendered effective with the participation of all relevant stakeholders. In order to combat domestic violence against women, trainings are conducted for police and health services officers. In addition, the programme "Stop Violence Against Women campaign" in cooperation with UNFPA is still running.

The **European Commission** reports that the new regional programme Enhancing Equality between Men and Women in the EuroMed region (2008-2011) includes a component designed to increase knowledge of and actions against gender-based violence in all its forms. Activities include development of methodological protocols and tools for measuring the incidence of gender-based violence, pilot surveys in 3 countries, and a regional analytical report summarizing the state of play in addressing gender-based violence in EuroMed countries. This report will provide the basis of National Plans of Action to address the issue through a number of coordinated actions in legislative reform, capacity building data-gathering, advocacy and awareness-raising etc.

2.5 Enhancing women's rights as well as their full and equal participation in conflict prevention, crisis management & peace-building.

A relatively small number of countries report actions related to the implementation of UN Security Council Resolution 1325 either at home in their own country (national plans and programmes) or through programmes of development cooperation with appropriate mechanisms of reporting and monitoring (e.g. Belgium, Denmark, Finland, France, European Commission, Germany, Jordan, Lebanon, OPT, Poland, Portugal, Spain and Sweden). Measures relate to recognizing special vulnerability of women in situations of war; the equal participation of women in prevention, management and resolution of conflict as well as awareness campaigns (e.g. Cyprus, Hungary, Israel, Lebanon and Syria).

Austria prepared the report on the implementation of the National Action Plan, concerning the implementation of SC Res. 1325, which will be assessed by the Parliament in October 2008.

In 2008, **Belgium** is preparing a national plan which aims to coordinate efforts and actions to operationalize the UN SCR 1325.

In **Cyprus** a Multicultural Women's Center has been set-up with the full support of the NMWR. It aims at promoting peace, equality and understanding among women of different nationalities.

The three objectives of the **Denmark's** National Action Plan (NAP) for Implementation of UN Security Council Resolution 1325 on Women, Peace and Security aim together at improving both domestic and international capabilities in regard to women, peace and security namely: a) Achieving greater, active participation of women in peace building at international and local levels; b) enhancing recognition of the special needs and rights of women and girls before, during and after armed conflict and c) providing protection for girls and women against violence, including Gender-Based-Violence, such as rape and sexual abuse, and ending impunity for gender-related crimes. The NAP underlines that leadership by women alongside men is needed to achieve sustainable peace. The NAP includes indicators and a monitoring mechanism for result-based reporting on implementation. The strategy "Gender Equality in Danish Development Cooperation" also has a focus on activities to meet the challenge of stability and security.

In **Finland**, a working group has finalized in May 2008 the Finnish Government's Action Plan for the national implementation of the UN Security Council Resolution 1325 (2000) on Women, Peace and Security. The working group consisted of representatives of ministries, NGOs and researchers. The plan will be published in September 2008.

In the context of its Presidency of the European Union, (1st of July-31 December), **France** is working on selecting monitoring indicators related to the commitments made in Beijing for the protection of basic rights of women and their full and equal participation to prevention, management and resolution of conflicts.

Germany is reporting under this item on the "Mobile Peace Academy Omnibus 1325": A course offered to qualify for an international and intercultural team of experts in the field of gender and civil conflict resolution and peace work. The project is carried out by OWEN (Mobile Academy for Gender Democracy and Peace Development) and is supported by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. The courses aim at the integration of gender perspectives into conflict analysis and into non-violent conflict resolution, peace work and peace education through sensitization and consciousness rising.

In **Hungary**, the Committee of Woman Soldiers of the Ministry of Defence, established in 2003, is monitoring the position of women in the defence system of Hungary and publishes annual reports of the experiences.

Israel reports the updating of the Equal Rights for Women legislation to include equal participation in conflict prevention etc, including proper representation in this field and all other fields.

Jordan established national key stakeholders committee in reference to Security Council Resolution 1325 (2000) to follow up on the implementation of the resolution and enhance the equal access and full participation of women in power structures and their full involvement in all efforts for the prevention and resolution of conflicts as essential for the maintenance and promotion of peace and security.

Lebanon is implementing projects related to the operationalisation of the UN SCR 1325 covering the regions affected by the war and at the national level. Supported by UNFPA, Norway and Italian cooperation, the activities include among others: awareness on gender equality, reproductive health, domestic violence; a qualitative study of the status of the female head of households and their needs in the most affected areas of Lebanon during and after July war 2006; an emergency protocol (in order to protect women during conflict); social safety nets, and economic empowerment for female head of households affected by the war.

In addition to the above quoted “Women Bill of Rights” which took into account these aspects, the UN Security Council Resolution 1325 is also promoted and operationalised in **OPT** related programmes.

In **Poland** the Ministry of Defence is working on implementation UN Security Council Resolution 1325 this year.

In **Portugal**, a working group for the design of a National Action Plan for the implementation of Security Council Resolution 1325 was created in July 2008. A previous public consultation with civil society, NGO’s, research centers and other relevant stakeholders was launched and the drafting group, including representatives from several line Ministries, have started working on a draft National Action Plan taking into account the input received.

Spain reported on the Government’s Action Plan for the Application of UN Security Council Resolution 1325 (2000) on Women, Peace and Security.

Sweden’s international development cooperation includes a particular focus on conflict and post-conflict countries. Gender equality and women’s perspectives are explicitly incorporated in the development cooperation strategies for these as well as other partner countries. Long-term support to women and peace building processes is given e.g. inter alia to the Women’s Coalition for Peace in Northern Uganda and to women’s participation in political and constitutional processes in Iraq

In **Syria**, women are very active in crisis management through their role in some leading organizations such as General Women’s Union and the Red Crescent. They have provided dynamic support to the hundred of thousands of Iraqi refugees.

In the context of the EU monitoring of the Beijing Platform for Action, the **European Commission** supports the work of the French Presidency for the development of indicators in the priority area related to "Women and Armed Conflict". Conclusions of the European Council with a proposal of indicators should be adopted in December 2008. A report on the situation in the EU will also be part of this work

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

3.1 Ensuring equal access, equal treatment and promoting women's rights in social security systems, access to health care services and care facilities as well as family friendly policies.

Countries reported a variety of measures which aim to provide better work life balance for both men and women and recognize in particular working women's need for special pregnancy, maternity and child care, as well as for measures which ensure that they are not penalized for time out of work for child-bearing, and that they can easily re-integrate back into the labour force as well as legislative reform (e.g. Austria, Belgium, Cyprus, Estonia, Finland, European Commission, Germany, Greece, Hungary, Israel, Jordan, Malta, Monaco, Slovakia, Spain and Tunisia). Child-care services at the place of work, pension security, family allowances, maternity and parental leave and flexible working arrangements are amongst the measures undertaken (e.g. Czech Republic, Finland, Germany, Greece, Jordan, Portugal, Spain, Sweden and Turkey). Some countries reported a special focus on sexual and reproductive health for girls and women, which included HIV/AIDS awareness (e.g. Algeria, Belgium, France, Lebanon, Sweden, Syria, and Tunisia). Countries also recognized the additional needs for support in this field of vulnerable women as women leaving with handicap, single mothers, etc. (e.g. Austria, Cyprus and Finland). Several countries have established awards for employers and enterprises that show special merit and distinction in this field (e.g. Hungary)

In **Algeria**, equality is guaranteed by law and policy and to men and women. This includes the equal right to health and reproductive health as well as equal access to related social security systems and services.

The efforts of **Austria** in this field have focused on pension security reform, strengthening child care facilities and access and the special needs of women with disabilities entering the market. Strategies are being developed to assist women on re-entering the work force. An additional 15 million Euros will be available from the Federal Budget for the Provinces to increase Kindergarten places, up to 8000 annually. In the framework of the pension security reform in 2003 the first 24 months after childbirth have been considered as contribution periods creating entitlements to pension payments. The 2008 reform of childcare benefit introduced three different variants of benefits and eligibility periods. In this way both parents have more options. Finally, in the framework of the project "Prima Donna" young women with disabilities get special support and training for entering the labour market.

In **Belgium**, coverage by social security of the contraceptive costs for young women of less than 21 years old has been established. Sensitization campaigns on HIV/AIDS are implemented and condoms distributed. In July 2008, the French Community launched an appeal through the Family Planning Centres to promote information for and sensitisation of adolescents as regard to sexual, and emotional relationships from gender perspective and in the context of education for citizenship.

Cyprus reports the amendment of the Protection of Maternity Law in 2007 and 2008, from 16 to 18 weeks for natural mothers and from 14 to 16 weeks for adoptive mothers, and an increase of the break period for mothers every day for caring of the child from 6 to 9 months. The Ministry of Finance – Department of Public Administration and Personnel, has amended the Public Service Regulations regarding Parental Leave, so that parental leave also now counts towards promotions, pay rises and pensions. Through the EU Structural Funds (Community Initiative EQUAL), several programs have been carried out for the pilot implementation of family friendly policies in enterprises. A special Subcommittee of the NMWR has been set up to study the problems of women belonging to vulnerable groups (handicapped, single mothers, etc.)

In the **Czech Republic** during the reporting period a draft law on equal treatment and on anti-discrimination legal measures was under discussion by the Chamber of Deputies of the Parliament. The purpose of the draft law is to ensure comprehensive regulation in the field of equal treatment and protection against discrimination including social security. The draft proposal transposes, among other things, the Council Directive 79/7/EEC of December 19, 1978, on the progressive implementation of

the principle of equal treatment for men and women in matters of social security, the Council Directive 86/378/EEC on the implementation of the principle of equal treatment for men and women in occupational social security schemes and the Council Directive 96/97/EC of December 20, 1996 amending the Directive 86/378/EEC on the implementation of the principle of equal treatment for men and women in occupational social security schemes..

There is no gender-bias in **Danish** legislation regarding social security.

In **Estonia** in 2008 the Holidays Act came into force increasing the sum paid to fathers for 10-days paternity leave during mother's pregnancy and maternity leave, or within 2 months after the birth of the child

Finland committed to extend the paternal leave period by two weeks The reconciliation of work and family life is one of the priority areas in the Government's Action Plan for Gender Equality (2008–2011). The child allowance for single parents was increased in the beginning of 2008 (the majority of single parents are women). Every child under school-age (7 years) is entitled to municipal day care service, or state subsidized private services.

A three-year (2007–2009) national family planning campaign was launched in **France** under the theme "the best contraception is the one we choose" to be implemented by the National Institute for Prevention and Education to Health (INPES) The second step of this campaign started on April 29, 2008 with broadcasting of three TV Commercial/ Spots and in the radio on May 4, 2008. The humorous content was built on the basis of adolescent's daily experiences. Concerning the Voluntary Termination of Pregnancy, the 2008 Finance Law facilitates easier access to the Voluntary Termination of Pregnancy using drugs. In this context, Planning and Education Family as well as Health Centres are now authorised to use them which was until that date authorised only in physicians in hospitals or to some other physicians in the city subject to specific agreements.

Germany reports a number of initiatives which aims to ensure equal access and equal treatment for the rights covered by this topic. The first one, the "Local Alliances for the Family" initiative launched by the Federal Ministry for Family Affairs is co-funded by the ESF and aims to improve the work/family life balance, the local alliances' potentials are to be used to expand child care, especially for the children under three years with creation as of July 2008 of 505 local alliances and involvement of nearly 4.000 companies. The second initiative is an innovation in German social history and will ensure as from 1 January 2009 all German citizens will be under the obligation to take out health insurance if they do not have other sufficient cover. The third one is related to the new Act on Health Care Development which introduces leave entitlement for female and male employees for reasons of caring for elderly and/ or other dependants. In the case of the domestic environment the entitlement consists of an unpaid leave of up to six months with the option to return to the work place. It is worth noting also that special measures have been introduced so that close relatives are now allowed to take a ten-day leave without compensation of pay as the need for health care can arise at short notice. Finally, gender-specific differences are factored into the determination of needs for health care with the obligation for the health care insurance to consider them in the future. The requests of persons in need for health care to be cared for by a person of the same sex shall be satisfied if possible. Moreover the new approach also intends to make allowances for culturally-sensitive health care.

A series of measures are taken under the new **Greek** Code on Civil Servants (Law 3528/2007) in order to support women in their efforts to combine work and family. Special measures are taken for unmarried women and for women with more than three children, as well as for cases of child adoption and surrogate motherhood. Furthermore, for the first time fathers employed in the civil sector are eligible for parental leave. By decision of the Minister of the Interior (DIDAD/F.53/1222/oik.20561/9-8-2007- Government Gazette 1613 B'/17-08-2007), the leave granted to parents for monitoring their children's schooling was increased to five days per year (from four) if there are two children and over and to six days per year if the children are in different educational grades. The KETHI implements the program: "Equal Partners: Reconsidering the Role of Men in Work and Private Life", which is co-

funded by the European Commission (80%) and the General Secretariat for Gender Equality (20%). Areas of implementation are Greece, Portugal, Poland and Cyprus. Beneficiaries are the greater public, pre-school children and teenagers, men, fathers, women and mothers. The project goal is to inform and sensitize public opinion, primarily men and fathers, for the need to reconcile their work obligations with their family life, through redefining stereotypical preconceptions regarding the role of the father.

Hungary reports supporting family friendly arrangements in workplaces under the framework of the 1999 “*Family Friendly Workplace Award*” has been renewed in the first half of 2008 to mainstream gender equality. The ultimate goal of this programme is to achieve work-life balance. In May 2008 the EU co-financed project called “*Family Friendly Workplaces and Settlements*” came to an end. In the course of this project many manuals were published and a website (www.csaladbarat.eu) was developed. For the clients there was a kind of family friendly audit.

2008 saw the establishment in **Israel** of a new committee to instil family friendly policies in the civil service. Members are the Committee for Equal Opportunities in Labour, the Ministry of Industry, Trade and Labour, the Authority for the Advancement of the Status of Women, the Department for the Advancement of Women in the Civil Service, the Ministry of Finance, Academia and Women's Organizations.

In **Jordan**, the Social Security Draft Law is an outcome of an 18-month national dialogue, and provides the right for new group to be covered by the social security, namely the employers, self-employed persons, and stay-at-home women; it applies health insurance to pensioners and to women on maternity leave; insurance for the unemployed and indexes pensions to the annual inflation rate. One of the main changes that are being considered now is the Implementation of Maternity Cash Benefits Scheme which implies that all employees and employers contribute to a maternity fund regardless of the presence of women in the institution and therefore ensuring enough funding to cover a 120-days maternity leave for women in the private and public sector. Consequently, the institutions recruitment decision would not be based on the cost of either the maternity leave or the contribution to the maternity fund, as they would have to contribute to the fund regardless of the sex of the employee.

Lebanon quoted a number of new interventions such as the WEPASS project which covers access to health and reproductive health at local level.

Since January 2008 **Malta** has implemented through the Gender Unit of the Employment and Training Corporation (ETC) the project “Tajjeb” the aim of which is to create innovative working arrangements through the support of the Public Employment Service Organization for a better work-life reconciliation. The project aims to develop innovative services to employers in relation to work-life reconciliation measures. In June 2008 the Public Sector Management Code (PSMC) has been updated and the ninth edition has now been launched. An innovation in the PSMC is the direct link to the family friendly measures manual, and also an indication that the family friendly measures apply to both the public service and the public sector.

Monaco reports progressive strengthening of the legislation relative to the establishment of paternity leave on the occasion of the birth or adoption of a child.

Through strengthening the capacity of four Tawasol centers (Women’s resource centers were initiated by the ministry in 2005), **OPT** is reporting on a data base which has been built covering information related to women status, needs, available resources and programs and its content will be disseminated to/from women, (grassroots), organisations, (local, national or international) especially in these areas of interest.

In **Portugal** during the reporting period the family allowance for children of single parent families increased 20% in order to reinforce the public support to the incomes of these families most vulnerable to poverty. The creation of a social maternity allowance aimed at ensuring the protection of mothers

with an insufficient or non-existent contributive career. This allowance is paid for the period corresponding to the normal maternity allowance (120 days). The Pre-birth maternity allowance is now paid after the 3rd month of the mother's pregnancy, corresponding to an additional payment of 6 months. The family allowance amount increased for families with two or more children whenever one of the children is less than 3 years of age the family allowance doubles or triples. Under the Program for the Enlargement of the Social Equipments Network – PARES (2005/2009) the expansion of the network of nurseries made 25 000 more places available.

Slovakia reports an important example of activities aimed at supporting the social responsibility of enterprises such as the annual “Family Friendly Employer of the Year”, organized every May by the Ministry of Labour, Social Affairs and Family”.

As previously noted **Spain's** Strategic Plan 2008-2011 for Equal Opportunities ensures inclusion of a gender perspective and diversity management in the offering for services, care and tracking provided by public health, education, employment, justice, law and order and housing institutions (Line 9 related to Diversity and Social Inclusion, Obj 1). In addition to that the Law 35/2007 establishes tax benefits and financial aid for birth and adoption.

The **Swedish** Social Insurance Agency has established a Plan of Action for human rights and gender equality within the social insurance system with 53 specific actions to be carried out during 2007-2009. The Swedish government has allocated about 8.5 million EUR to a research programme on women's health to improve knowledge on differences between women and men as regards to health and treatment. Parents who share parental leave equally by each taking an equal number of days of parental leave will receive the maximum bonus on condition that one works when the other parent takes parental leave. The government's international development policy includes a particular focus on women's health including sexual and reproductive health and rights, including combating HIV and Aids.

In **Syria** public health care including preventive and therapeutic healthcare is provided by the Ministry of Health to all citizens on non-discriminatory basis. These services are offered free of charge through the wide network of 1450 free medical centers spread all around Syria (urban and rural areas)

For **Tunisia**, more than 6% of its Gross Domestic Income is dedicated to the Health Sector to which women and men have equal access. Currently 90, 6 % of health centres are offering maternal and childhood health services. The National Commission on reconciling work life and family life, under the National Council of Women, Family and Elderly recently completed a report proposing measures which will allow parents to manage the two spheres better. The system for child protection is increasing with appropriate special measures such as a supplementary allowance for insured women workers to cover the fees related to kindergarten.

In **Turkey**, the new employment policy covers actions such as paying from the unemployment fund for 5 years the pension liability of newly employed women and young employees. Employers can outsource nursery and breast-feeding room services.

The **European Commission** considered the opportunity to modernize the community legislation related to several forms of leave (maternity leave, parental leave, etc.). European social partners were also consulted on the necessity to improve laws particularly with regard to parental leave. The Commission has also on 03/10/08 adopt a "reconciliation package" that includes a Communication on childcare which tracks indicators of Barcelona, and two legislative proposals to revise the legislation on maternity leave and on "the helping spouses". The Commission also launched a program to share good practices. The theme for 2009 was reconciling professional, private and family life with a seminar on child care and a seminar on parental leave. The aging of the population, which weighs particularly on the sustainability of social protection systems, requires a modernization that takes into account the situation of women and men. The Commission has therefore launched a study on the pension system and equality between women and men. The results should be available in 2009. The

Commission has also developed a manual to enhance the capacity of stakeholders in the open method of coordination for inclusion and social protection to promote gender equality in these policies

3.2 Ensuring equal access, equal treatment, fighting against discrimination & promoting women's rights in education, including primary secondary, high, technical and life-long learning

Responses under this topic related both to improving equal access to education for all and at all levels including university and expanding education research, integration in specialized curricula and training on the issue of gender equality both to specialized groups (judiciary, civil servants, and service-deliverers) and to the public at large (e.g. Algeria, Belgium, Czech Republic, Denmark, Estonia, Finland, Germany, Hungary, Lebanon, Malta, Morocco, OPT, Portugal, Spain and Sweden). Special measures have been taken in a number of countries to attract economically inactive women into the labour force. Several countries report measures to decrease gender-based occupational segregation which also includes attempts to increase the numbers of men in traditionally female dominated occupations such as teaching particularly at junior levels (e.g. Cyprus, Denmark Jordan and Finland).

Algeria launched a national literacy campaign in 2007 which aims to reduce the illiteracy rate by half by 2012 and eradicate it in 2015, and pursued its efforts to ensure universal schooling and consolidate the presence of girls in primary school noting that their number is much higher than of boys in secondary school.

In **Austria**, Käthe-Leichter Awards are being accorded annually for excellent achievements in women- and gender-related research in the fields of social-, human- and cultural sciences, as well as in women's movements and gender-equality.

In April 2008, **Belgium** launched a Call for Proposals to encourage Gender Research on inequalities among boys and girls in Education among the French Community in Belgium. Each year the French Community also finances an award "University Award of Women" which rewards advanced study on a theme related to women.

Cyprus reports that the NMWR organized a Seminar on Equality in the Labour Market in November 2007. Under the Community Initiative EQUAL, several programs have been carried out mainly by NGOs, for the vocational training of women and their return to the labour market. A labour legislation guide was published by the Ministry of Labour and was disseminated widely. The guide provides information about the Laws related to Protection of Maternity, the Equal Treatment of Men and Women in Employment and Vocational Training, the Parental Leave and Leave on Grounds of Force Majeure and Equal Pay Between Men and Women for the Same Work or Work to which Equal Value is Attributed.

In the **Czech Republic** in April 2008, the Ministry of Justice proposed to the Academy of Justice the inclusion of the topic of equal opportunities for women and men into the 2009 Education Plan for judges, state attorneys and other legal experts. A multi-annual project entitled "Adult Education in the Different Stages of Life: Priorities, Opportunities, Possibilities for Development" (provider: Ministry of Labour and Social Affairs) is being implemented December 2008. The project focuses on adult education within life-long learning.

In **Denmark**, there have been no governmental initiatives focusing on gender equality at university level, during the given timeframe. However, it is a stated objective for the Ministry of Science, Technology and Innovation that to endorse more women in academic careers and gender mainstreaming requires that gender equality perspectives be incorporated into public policies, planning and administration. Thus the aim to increase the number of women in academic careers has been entered in a number of the universities' performance contracts for the period 2008 - 2010. Examples of initiatives which the universities have initiated in order to ensure equal treatment are reported focusing on measures related to the recruitment with economic incentives and encouraging of both in

managerial positions, ensuring knowledge on gender representation, establishing of networks and reconciling family and work life to ensure that women can access and/or pursue their academic career. Finally, the Minister for Gender Equality re-launched an interactive website to promote girls and boys free and non-stereotypical choice of education.

The government of **Estonia** in February 2008 translated the Council of Europe Recommendation of the Committee of Ministers to Member States on Gender Mainstreaming in Education which was adopted by the Committee of Ministers on 10 October 2007.

In **Finland**, awareness-raising of gender equality issues in schools and the reduction of gender segregation both in education and on labour market are among six priority areas in the Government Action Plan for Gender Equality (2008–2011). In 2008, a three-year project to promote gender sensitive teacher education started with financing from the Ministry of Education finances

Germany quotes a number of events and measures to promote women in education and training namely: a) campaign “Women on Top”; b) the first projects on gender mainstreaming in research institutions which have started at the end of 2007 (approx. 30 projects that are partially still to be approved); c) the three year National Pact for Women which started on 17th June 2008 targeting professions involving mathematics, informatics, natural science and technical skills in the context of the Qualification Initiative which is a common action of politics, industry, research and media and d) the Programme for Female Professors designed to increase the proportion of women in universities . The five-year agreement signed between the Federation and Federal States was signed in Dec. 2007 and launched in spring 2008.

In the **Hungarian** education system, education on human rights and civic responsibilities is provided at the secondary and higher levels of education. Life-long learning is a relatively new approach now being promoted by the government. Hungary.

The **Jordan** Education Initiative (JEI) is supported by UNIFEM and USAID and has a gender component. It is a pioneering pilot project aiming to introduce ICT to education through a groundbreaking formula, expected to be emulated on a global level. The development objective is to contribute to a sustainable and engendered development of curricula in pilot schools by strengthening the role of teachers, administrators and students in developing an innovative set of gender curricula. Training on CEDAW was also provided to different parties including GFP's and employees of Amman greater municipality

Lebanon reports the adoption of 2 new packages produced by the Institute of Women's Studies in the Arab World (IWSAW) at the Lebanese American University of Beirut (LAU) “Basic living Skills Program (BLSP)”, and the “Empowerment of Arab women through literacy program”. Illiteracy classes for both sexes (10 years and above) are established in all districts. The Ministry of Social Affairs (MOSA) is also currently working on a pilot project “from illiteracy to computer literacy: teaching and learning using information technology” in cooperation with the American University in Beirut (AUB) and two studies on discrimination against women in textbooks (elementary and intermediate cycles) as well as awareness in school on CEDAW and women's right were also implemented.

Malta implemented the project “The Gender Gap in Science and Technology in Malta” which included information sessions with science teachers, guidance counsellors, secondary school students and parents. This project addresses a specific imbalance in the Maltese educational system where already women make up the majority of students at tertiary level.

Gender equality was mainstreamed in the Emergency Plan of the Ministry of Education in **Morocco**.

As already quoted in 1.1, Education sector is aiming, in **OPT**, at breaking cycles of discrimination targeting primary and secondary levels to introduce/develop sensitivity to and respect towards girls' and women's plights from one side and their human rights, from the other side.

Portugal reports that a manual/guideline on citizenship and gender equality for pre-school and for the 3rd cycle of the basic education will be launched by the Ministry of Education with the support of the Commission for Citizenship and Gender Equality in order to provide teachers with a pedagogic support for teaching and developing projects and other activities with students in these areas.

Spain reports on a number strategies and programmes which aim to promote Gender Equality. For example the *Strategic Plan 2008-2011 for Equal Opportunities* in its line 4 related to education with 7 objectives covering through "co-education" the prevention of gender violence and equal opportunities for men and women, honouring criteria of equality and non-discrimination and includes women's vision and contributions and stressing the significance and scope of equality between women and men, adapted to each educational level. Also, the Institute for Women, in collaboration with other entities, currently develops several programmes and projects as the *RELACIONA Programme* aiming to prevent and combat Gender-Based Violence at all levels of education in addition to the *Educational Material Project* to promote, elaborate and publish Gender Equality Teaching Aids at all levels of education; the *INTERCAMBIA Project* devoted to gender equality actions and good practices exchange among Spanish Regional Administrations and National Administration at all levels of education and finally the *SINDICADAS Project* targeting trade unions branches expected to promote gender equality at all levels of education.

In June 2008, the Government of **Sweden** allocated resources to enable the establishment of a Gender Equality Delegation, continued professional development for teachers, better health in schools and recruitment of more male teachers. The Government has given the Swedish National Agency for Higher Education the task of studying gender differences in study choices regarding various specializations in teacher education; drop outs from teacher education; the proportion of men going on to work as teachers and so forth.

There is no gender discrimination, in **Syria**, regarding the enrolment of students in schools at any level according to the Constitution.

Equal right and access to education is constitutional and legal in **Tunisia**. Education is compulsory and free, and secondary education has been restructured with the result that the principle of equality is realized for both girls and boys in order to ensure the best way for the social development.

3.3 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.

Countries report research on the incidence and underlying causes of gender pay gaps and gender-based occupational segregation (e.g. Algeria, Austria, Cyprus, Denmark, European Commission, Germany, Lebanon, Morocco and Spain). Evaluation of the gender impact of economic reforms has also been undertaken during the reporting period (e.g. Germany). Studies have also been conducted on women's participation in the care economy and on differential time use by men and by women (e.g. Cyprus, European Commission, Italy, Jordan, Morocco, Sweden, Syria and Tunisia)

In **Algeria**, a study on Women and the Economy, sponsored by the Arab Women's Organisation was completed and its findings disseminated by the Ministry of Family and Women's Status.

Austria has conducted a number of relevant studies, including a study designed to establish indicators relative to gender-based income differences (2007).

Cyprus reports that the promotion of research on gender issues a priority of the NMWR for funding. NGO's undertake research on gender issues, especially the Mediterranean Institute of Gender Studies. Research on the Gender Pay Gap has been concluded by the Ministry of Labour and Social Insurance. A study which was completed in November 2007 shows that wage differentials in Cyprus are due to over-representation of women in non-skilled occupations and low-wage sectors; undervaluation of women's professional experience; the shorter periods of accumulated professional experience of women, compared to those of men.

A number of initiatives in **Denmark** are aimed at strengthening knowledge of the impact of macro-economic policies on women, and thereby improve the role of women in the economy. Among these, all major enterprises are required, as of January 2007, to draw up gender-disaggregated pay statistics. Furthermore, the Danish government has decided to establish a wage-commission which, among other things, will look into gender differences in terms of wage levels. In addition, the Minister of Economic and Business Affairs established an independent Committee on Corporate Governance and appointed its members. The Committee which has played an active role in promoting good corporate governance since 2002 is asked to consider how to increase diversity, including gender diversity by increasing the number of women on the boards of Danish companies listed on an authorized market place and give its recommendations at the end of 2008.

In **Germany** Researchers currently evaluate the extensive labour market reforms. Among the essential considerations in this context are the gender-specific effects of important instruments and measures in labour policy, which were either introduced or changed within the framework of the reform. In a special study in the context of the evaluation an overall assessment from a gender equality perspective is carried out. Focus here is for example: tangible coverage, child care and integration into the labour market. Two more specific actions are in place: the Federal Statistical Office carries out a two-part project "Unequal pay between women and men" and The Hans-Böckler-Stiftung carries out a study "Earning Comparison – differences in earning at the beginning of the career"

In **Italy** under the National Action Plan of the European Year of Equal Opportunities for All a study has been undertaken which aims to identify and promote, approaches for the analysis of the phenomenon of hidden work in the care economy which is widespread and implemented mainly by women who are often migrants. The study has identified a) the best practices in the regularization of hidden work; b) the tools necessary to guarantee the quality of home care services; c) a list of the rights to be recognized to the care home operators and d) the intervention models aiming to qualify such services.

In **Jordan**, a pilot study on the Informal Female Participation in Economy in MENA region is being carried out by the Department of Statistics in collaboration with the World Bank with the Ministry of Planning and International Cooperation and the JNCW. This study aims to assess the contribution of women to the informal economy, and provides a positive outlook on the contribution of the informal economy in mitigating and combating poverty and providing economic empowerment to women in urban areas. The Department of Statistics is also conducting a mapping on women's empowerment levels and variations in such empowerment between the different governorates in Jordan as well as progress made from 2004-2007. The Department of Statistics uses the Regional Gender Equality Index as reference to measure levels of women's participation in all areas of life, as compared to men, and its development over the years using 17 categorized indicators that cover education, economic participation, public participation, gender balance, and average annual income. Reference also is made to the "Engendering the Public Sphere". (EPS) project which aims at capacity development and creation of a public sphere that is open to women's increased economic participation at different organizational levels.

Lebanon reported on the integration of gender and women issues in the database and the monthly magazine issued by the Ministry of Labour.

Two studies were conducted in **Morocco** during the reporting period, one related to assess the impact of the national campaigns on fighting violence against women and the second to evaluate the programme of integration of young people in the labour market through gender perspective.

OPT is reporting on a project «Credit loan program for women in rural and marginalized areas which was developed and how small grassroots NGOs will benefit from capacity building to be able to implement the credit loan programme in close coordination and cooperation with Tawasol resource centers.

The **Spain's** Strategic Plan 2008-2011 for Equal Opportunities in its Line 2 related to Economic Participation is planning to analyze and measure women's and men's economic participation, to work toward a feminine model of equality (Obj4).

In **Sweden's** international development work and policy for global development, addressing women's economic exclusion and promoting their participation in the labour market and private sector development comprises a priority area.

In **Syria**, the national strategy for women's empowerment, developed under the supervision of the Syrian Commission for Family Affairs and the General Women's Union included a chapter on economic empowerment of the Syrian women. The Syrian Commission for Family Affairs has implemented a survey on the living conditions of the Syrian Family (2007) with the purpose of defining the social impact on the Syrian family of macroeconomic policies.

Tunisia conducted a number of studies related to "Gender and Private Enterprise in Tunisia" and on "Time use among women and men". At the end of February 2008, a statistical guide on gender was published in cooperation with Swedish International Development Agency (SIDA).

The **European Commission** reports that the regional programme "Role of Women in Economic Life" produced a "Comparative Analysis of the Economic Situation of Women in Ten South Mediterranean countries". Two seminars (Cairo, May 08/Jordan July 08) discussed the findings of the studies, examined issues and elaborated strategic orientations. To enhance knowledge related to equality between women and men in employment policies and social inclusion, the European Commission is funding a network of experts in employment issues and gender equality, and a network of experts on issues of gender equality, social inclusion, health care and long-term care. The Commission has also launched a report on women's contribution to economic growth and equality between women and men as factor productivity. The results should be available in 2009

3.4 Ensuring equal access, equal treatment, fighting against discrimination and promoting women's rights in the labour market including return after long absence

Whilst equal rights are guaranteed by law countries report on special efforts to reach out to women who may have more difficulty in gaining access because of their location (rural areas, during prison sentences etc) or because of other disadvantages such as leaving with handicap.(e.g. Algeria and Spain). The measures taken include special apprenticeships for women, particularly in skills areas where they are currently under-represented; establishment of distance learning programmes, and life-time learning approaches to re-integrate women who have left the labour force for family or other reasons (e.g. Algeria, Austria, Czech Republic, Denmark, France, Germany, Greece, Israel, Jordan, Syria and Turkey). Additionally special family allowances and flexible working arrangements as well as child care facilities in the work place have been established to enable both men and women to enjoy a better work life balance (e.g. Austria). Efforts to reduce the gender pay gap are ongoing in many countries (e.g. Belgium, Denmark, Estonia, European Union, Finland, France, Germany, Greece, Hungary, Malta, Portugal, Sweden and Tunisia).

Algeria cites a new initiative related to the promotion of women's employment and empowerment, which is translated through various incomes- generating schemes. Equal access is guaranteed to women and men without any kind of discrimination. The teaching and training sector has established

measures to the benefit of young women in rural areas and some categories of disadvantaged women, such as the handicapped and the prison population, as well targeting women at home through distance-learning.

In this context, **Austria** reports the amendment of the Equal Treatment Act in Federal Service (B-GBG) and of the Equal Treatment Act (GIBG). As regard to resources distribution, at least 50% of the grant budget of the Public Employment Service must be used for gender equity. The implementation of a minimum wage of 1000€ in sector based collective contracts until 2009 is particularly to the benefit of women. The program FIT supports women in handicraft and technical jobs, provides programs for women who return to work after a break, and supports young women in apprenticeships in skills areas where women are under-represented.

In March 2008, **Belgium** published the 2nd report on measures needed to fight the gender pay gap. In 2007, a check list on the “non sexism” for the classification of posts was designed and posted in the internet for all employers.

The **Czech Republic** reports that the Act on stabilization of public budgets, effective from 1st January 2008, allows parents to choose their own strategy in harmonizing the caring for a child with their occupation. The possibility to earn additional unlimited income at the time of the draw down remains unchanged and is quite unique.

The **Danish** Government regularly updates any pay inequalities between men and women in the labour market. This Fall, the third report on pay inequalities to be published will offer a comparative view on differences in pay from 1997 through 2006. Larger companies are expected to complete gender-segregated pay statistics, and discuss the statistics with employees with the aim to reduce possible inexpedient differences in pay. In its latest assessment, the Ministry for Employment deals with differences in pay between women with children and women without children. The Ministry for Employment hosts very well-attended seminars on equal pay three to four times a year, where actors in the employment market are introduced to important issues regarding equal pay. The Ministry for Employment is implementing a corporate guide to break down gender barriers in the employment market. The guide is a tool for the corporations, when they strive to reduce gender-segregated differences in pay. An equal-pay-homepage has been also established, where literature on equal pay can be downloaded together with recent equal pay decisions and information on equal pay seminars. Finally, the Ministry monitors the development in pay between the genders to prevent unexpected and inequitable differences in pay occurring.

In **Estonia** the EQUAL project “Choices & Balance” carried out by the Estonian Employer’s Confederation and its partners aimed at improving opportunities for reconciliation of family and professional life of parents of small children. From January 2008 a program has been established to promote gender equality financed from the ESF. The program aims to raise the awareness of employers and employees about gender equality, and about their respective rights and responsibilities.

In **Finland** the government is committed reducing the gender pay gap through a tripartite equal pay programme. The lowering of the gender pay gap is also one of the priority areas in the Government Action Plan for Gender Equality (2008–2011). The government will also support measures designed to diminish the gender-based segregation of the labour market.

In **France** the government has agreed that companies of more than 50 wage-earners will have to establish before December 31st, 2009, a plan to reduce the salary gaps between women and men. From 2010, any recalcitrant enterprise will face financial sanctions. Simultaneously, it was decided that special efforts will be made to reduce gender-based occupational segregation, to improve conditions for part-time work and to find ways to reconcile professional, family and personal life including through establishing parental leaves to facilitate mothers’ returning to work and fathers becoming more involved in parenting.

Germany quotes a number of programmes with several elements: a) The Programme “Perspective Re-Entry” which aims at promoting initiatives and measures which facilitate the re-entry of women into gainful employment as well as strengthening the awareness of employers. b) Based on the Act on the Promotion of Labour women are supposed to be promoted in accordance to their proportion of unemployment. This applies also to long-term unemployed women and unemployed women who do not receive any kind of benefits. The Federal Agency for Labour has allocated additional funds worth 175 million Euros for women who do not receive any kind of benefits. c) Equal Pay Day took place on 15th April 2008 organised by the Association Business and Professional Women and supported by the German Women’s Council and its member associations. On the occasion of the first “Equal Pay Day” the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth publicised a Sinus study on unequal pay.

The GSGE in **Greece**, is in charge of ensuring the enactment of the principles of equal access, equal treatment...since its establishment through a number of programmes and measures. The GSGE participated in the Law Drafting Committee of the Ministry of Employment and Social Welfare for the reconciliation of National Law with the provisions of the Directive 2006/54/EC for the “Application of the principle of equal treatment between men and women to employment access, professional education and development, to the terms and employment conditions”. For the first time the 3488/2006 Law defines sexual harassment, which is treated as gender discrimination in the workplace, creating a basis for victim compensation. In addition, any discrimination between men and women is removed in the private and public sectors, as pertains to access to employment, to the establishment, development and termination of the employment relationship. The employer cannot refuse the hiring of women because of pregnancy or recent delivery, while the female employee who has received maternity leave after this leave has been completed, must return to her job in an equivalent position under the same professional terms and conditions and benefit from any improvement in working conditions. This protection also applies to working parents who make use of parental leave.

In **Hungary**, the Equal Treatment Act was adopted in 2003. It defines the rights and obligations, as well as the essence of equal treatment and also provides effective remedy to the victims of discrimination. The Equal Treatment Act generally prohibits discrimination based on sex, marital status and maternity (pregnancy). The Act also establishes the principle of equal opportunities. 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.

In **Israel** a Commission established this year (2008) will give monetary incentives to employers for employing and promoting women.

In **Jordan**, the already quoted EPS project is contributing to building capacity of MOL employees and supporting the maternity cash benefits fund which was proposed by MOL.

During the reporting period **Malta** notes the implementation of the Project “Affirming Gender Mainstreaming at a National Level” (EU co-funded) to help increase the female employment rate.. It addresses direct and indirect discrimination and focuses its efforts at promoting equality in all spheres of activity for both women and men. The ETC Gender Unit initiated the Project “Increasing female participation through childcare services at the workplace.”

In **Monaco** the Civil Code (Article 301) recognizes that parental authority is exercised jointly and in condition of total equality by women and men.

In **Portugal**, under the Operational Programme for the Promotion of the Human Potential, one of the 3 Programmes developed under the National Strategic Reference Framework (NSRF), the Commission for Citizenship and Gender Equality is managing a technical and financial support for the promotion and implementation of Gender Equality Plans in public and private enterprises in order to ensure the equal access of women and men to jobs, equal pay, equal access to training, to career progression and the reconciliation of family and private life.

Spain plans to support equality between men and women in rural areas.

In **Sweden**, the basis for gender equality in the labour market is the Equal Opportunities Act which will be part of the new Antidiscrimination Act as of 1 January 2009.

In **Syria**, legislation protects the rights of working women during maternity: women workers are entitled to 120 days maternity leave for the first child, 90 days for the second and 75 days maternity leave for the third (Decree No 35 of 2002)

Diverse strategies adopted by **Tunisia** aim to increase employment without any distinction between the applicants on any basis including gender. Tunisian legislation offers also to women ways to reconcile Professional and Family life.

In **Turkey** a draft law on parental leave was submitted and through an amendment in Income Tax Law, the income earned from products made by women in the household and sold in festivals, charity bazaars and street fairs or in temporary markets that are assigned by the public institutions, is exempted from the income tax.

A community network composed of organizations working on equality between women and men has been established by the **European Commission** to ensure the harmonized application of EU law in the field of equality. A report prepared by the experts network analyses yearly the progress made in the area of community law. The Commission adopted in 2007 a Communication on the Gender Pay Gap

3.5 Promoting Women's Entrepreneurship

A number of countries report on new and continuing efforts to encourage women's entrepreneurship through special start-up grants, training coaching and mentoring, and the establishment of business hotlines and help-lines (e.g. Algeria, Cyprus, Czech Republic, European Commission, Finland, France, Germany, Hungary, Israel, Italy, Jordan; Latvia, Malta, Portugal, Spain, Sweden, Syria, Tunisia and Turkey). Studies are underway in a number of countries to better determine the conditions and needs of women entrepreneurs and to match those findings with market demand (e.g. Denmark, Germany, Italy, Portugal and Sweden). Cooperation between government, private sector, NGOs and other civil society groups is crucial to these efforts (e.g. Algeria, Jordan, Portugal and Syria).

Algeria organised an international conference on women's entrepreneurship and initiated a reflection on a national strategy for women's entrepreneurship. With contribution from enterprises and associations an award is given each year to the best women's enterprise.

In **Cyprus** the Ministry of Commerce, Industry and Tourism implements two relevant schemes: namely, the Scheme for the Encouragement, Strengthening and Reinforcement of Women's Entrepreneurship, and secondly the Scheme for the Encouragement, Strengthening and Reinforcement of Youth Entrepreneurship (applied to young females).

Within its EQUAL programme the Association of Women Entrepreneurs and Managers, the **Czech Republic** has submitted the project "European Businesswoman of the 21st Century". The goal of the project, financed by EU Structural Funds, is to support entrepreneurial activities of women coming from disadvantaged groups of citizens in regions with high unemployment. The project "Businesswoman – Comprehensive Education of Women and Businesswomen – Beginner's Toward a Successful Development of Own Business" aims to support women, particularly those starting businesses and women entering the working process. Thus the project contributes to removing barriers in the labour market and to preventing unemployment

Based on findings of a research project and the newest statistics, a publication about women's entrepreneurship was launched in **Denmark** on the 25th of August 2008. The results were also

presented at five meetings of women entrepreneurs in each of the five Danish regions from 25th to 29th of August of this year.

In **Finland**, the Ministry of Employment and the Economy supports financially the Women's Enterprise Agency. Apart from state budget funding, the Women's Enterprise Agency receives project financing. The Ministry of Employment and the Economy has set up a working group in June 2008 to develop concrete actions to promote women's entrepreneurship.

France initiated a number of actions to develop women's entrepreneurship focusing on 1) improvement of financing opportunities and access to credit 2) Promotion of actions aiming to accompany women who create enterprises and 3) strengthening communication related to women's entrepreneurship to develop partnership with development of frameworks of partnerships particularly with actors from Institutions and associations.

Germany has established a nation-wide skills and service agency for women entrepreneurs with a central hotline for initial help and orientation. The website offers special advisory, networking and coaching services for women entrepreneurs and business start-ups. The brochure entitled "Politics for Women in SMEs" was recently updated. The brochure entitled "politics for women in SME" was updated.

In **Hungary**, the Human Resources Development Operational Program (HRDOP) aims to support the return of women into the labour market as entrepreneurs through providing tailor-made services. Training is provided in special entrepreneurial skills, as well as in economics, trade and basic legal knowledge. The program also supports female entrepreneurs already in business through special information services supporting networks and credit facilities.

In **Israel** the Small and Medium Enterprises Authority provides scholarships and entrepreneurship courses for women in the non-Jewish sector

In **Italy** the Fund for Enterprises instituted under the Financial Act 2007 is used during the year 2008 both to finance the creation of new female enterprise and for the empowerment of existing enterprises in the disadvantaged area of the Southern Italy. It is important to underline the Acton N 5 of the Italian EYEO 2007 entitled "La difficile transizione verso la parità: superare i differenziali salariali di genere e la precarizzazione del lavoro femminile" which aimed to identify the pay gaps in the different countries of the Union, comparing the main case studies and analysing the gender pay gap and discrimination between the sexes in the field of labour market.

Jordan signed an Agreement between the International Finance Corporation (IFC), the private sector arm of the World Bank Group, and Société Générale de Banques Jordanie under the Patronage of the Ministry of Planning and International Cooperation, which stipulates that the IFC would provide its first partial credit guarantee in Jordan (second in MENA) loan from Société Générale de Banques Jordanie to the Microfund for Women, a leading microfinance institution in Jordan.

Since women form around a third of all entrepreneurs in **Latvia** the state is facilitating their involvement. The most important instruments are the structural funds, where and when possible and advantage is given to project applications facilitating women's involvement in entrepreneurship. The Ministry of Economy has signed the cooperation contract "On implementing certain tasks of the state administration in the sphere of developing mentoring" concerning the implementation of the Mentoring Programme in Latvia in 2007 and 2008.

In **Malta** the ETC Gender Unit initiated the Project "Promoting the Woman Entrepreneur Culture" which aimed to encourage women to consider the option of setting up their own business while creating more and better jobs for women in micro and small enterprises and in self-employment.

Portugal notes that the programme for the Promotion of the Human Potential (2008-2013) includes a typology aimed at supporting women's entrepreneurship, and the creation of entrepreneurial networks of economic activities managed by women. NGOs can apply for project funding directed to promoting entrepreneurship and employment for persons belonging to especially vulnerable social groups. A research on Portuguese Women and entrepreneurship, together with a research on the entrepreneurship of migrant women in Portugal will be initiated in 2008 leading to drafting of policies that will foster women's entrepreneurship. Also during the Portuguese Presidency of the European Union, Portugal promoted a Conference of Experts on Gender Equality – "Employability and Entrepreneurship: Gender Stereotypes" aiming, namely, at discussing how to facilitate the promotion of women's entrepreneurship.

Spain is promoting women's entrepreneurship and economic empowerment. The Institute for Women, currently develops different programmes¹³ to support and promote women's self employment and entrepreneurship. The main components of these programmes are: business information, advice in the elaboration of business plans, on-line advice services (e-empresarias.net), development of an awareness-raising strategy and support to the creation and consolidation of European and international networks; technical advice and access to financing for the setting-up, promotion and financial support of women's business projects through the concession of microcredits and training in Business Management, in agreement with the Industrial Organization School Foundation for providing specific training and coaching for women entrepreneurs.

In 2007, the government of **Sweden** announced an initiative lasting from 2007 to 2009 to promote women's enterprise and increase knowledge about and research on women's enterprise. Measures include business advice, training, network promotion, information, statistics development, promotion of research etc. For the same year, the government also increased the maximum level for micro-loans, which is managed by ALMI Business Partner AB, from 50 000 to 100 000 SEK.

In **Syria**, women workers whether married or single, benefit from governmental support and allowances on equal terms with men. Moreover, in the last years there was a trend towards enhancing this support through the creation of civil society organizations specialized in providing loans and credit facilities especially for entrepreneurs and rural women such as Fardous and Mawred.

In **Tunisia**, the mechanism to support the economic initiatives of women implemented the following main activities: 1) field visits to 10 projects realized in collaboration with 10 Development NGOs in favor of women micro-entrepreneurs in the context of recycling the Swedish debt; 2) training of the craftswomen in the context of the project "Sejnene, artisanale village"; 3) Training on Gender and Development provided to 10 NGOs. It is noteworthy that the number of women leading their enterprise increased from 10.000 in 1991 to 18.000 in 2007.

In **Turkey**, the Small and Medium Size Industry Development Organization and The Confederation of Turkish Tradesmen and Craftsmen carry out the "Supporting Women's Entrepreneurship Project". The Directorate General on the Status of Women carries on the activities for providing positive discrimination for women in micro -credit implementation that takes place in Private Province Administration's Law. In addition, the "Women Entrepreneurship Board" which has its local branches in all 81 provinces has been established with the Union of Chambers and Commodity Exchange.

The **European Commission** reports that in the framework of the MEDA regional "Role of Women in Economic Life" programme several training modules have been developed by the 7 consortia of NGO's, women's cooperatives and women entrepreneurs which form part of the programme. Topics covered in the module included leadership training, awareness -raising and training of trainers.

¹³ Programme on Business Support for Women [Programa de Apoyo Empresarial a las Mujeres(PAEM), Microcredits Programme, Programme on Companies Coaching [Programa de tutorización de empresas], Programme "Emprender en Femenino", Programme on Business Training and Consolidation for women entrepreneurs...

3.6 Increasing protection and integration of migrant women and ensuring the effective enjoyment of their human rights, including mainstreaming gender in migration studies & research.

A number of countries reports on special efforts to recognize the particular circumstances and needs of female migrants within the broader efforts of integration (e.g. Austria, Belgium, Czech Republic, Cyprus, Denmark, Finland, France, Germany, Italy, Portugal and Syria). Whilst much of the debate to date has represented female migrants only as problematic it is felt to be essential to shift the debate to seeing them as a valuable resource (e.g. Cyprus, Denmark, Finland and Germany). Efforts are reported in many countries to promote fundamental rights of migrant women, to amend legislation and to introduce special programmes to ensure the safety, security, and respectful treatment of women and their children at reception centres and this approach is continued in terms of their placement in appropriate housing and employment (e.g. Czech Republic, France, Cyprus, Finland, Germany, Greece, Israel, Italy, Lebanon, Malta, Slovakia, Spain, Syria and Tunisia).

Austria published a report on the situation of female migrants in 2007.

In April 2008, the Institute for Equality between Women and Men in **Belgium** instituted a civil action in a penal affair which is still in progress for the assassination of a Pakistani girl under the age of 18 by her brother for a so-called Honour Crime.

In **Cyprus**, an awareness- raising campaign on trafficking is programmed by the Ministry of Interior for September 2008. A conference on trafficking will be organized by the Ministry of Interior and the Ministry of Foreign Affairs in cooperation with OSCE. Women asylum seekers are given priority to reside at the Kofinou Reception Centre for Asylum Seekers, where they have the right of free residence and meals and are given a monthly allowance. They are also provided with social and psychological support and have a chance to participate in a number of activities especially designed for them. Women refugees have access to free health services and subsistence allowance (under conditions), other social welfare services and have the right to work. Within the framework of the European Refugee Fund Programmes, women who enjoy a form of international protection (recognized refugees or holders of subsidiary protection) are given the chance to participate in vocational training programmes, orientation programmes into the Cypriot society and also attend Greek language classes.

The **Czech Republic** reports projects on the integration of foreigners supported by the Ministry of the Interior of the Czech Republic. Organisations receiving support provide legal counselling free of charge to foreigners with a permanent residence permit and with a residence permit with the valid visa for the period longer than one year on the Czech territory. Information is provided on family law; legal aspects of housing and employment are explained. The employees assist in the orientation in other legal provisions that are not directly connected with foreigners' issues, but they are different in the country of origin (e.g. marriage or divorce, settling property conditions, banking services, establishing a business, getting a driver's licence, etc).

Danish integration policy includes a general integration programme for newly arrived immigrants - both men and women. Adults, who have been granted asylum, are offered a special introduction programme for 3 years supported by public funding. In addition to this Denmark has wide range of 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. For instance the initiative called "Neighbourhood Mothers implemented during the period September 2007 - July 2008. Under the Ministry for Refugee, Immigration and Integration Affairs there are several funds with the purpose of providing support to initiatives to increase the employment, the education and the participation of migrant women. Initiatives to combat various forms of violence against women including the so-called 'honour related violence' and forced marriage are also taken aiming at protection and security of women through life cycle. Denmark is also mainstreaming gender in migration studies and research in

the context of its Strategic Research Programme containing several projects on gender and migrant women of which some results will be published late 2008 or 2009. Some of them are financed by the Ministry of Integration Affairs e.g.: a) “Self-supporting immigrant women”, a research on the possibilities and barriers for self-supporting immigrant women to start working or studying (published in October 2008); “Immigrant women’s language” on how can immigrant women can improve their Danish language? (Published in June 2008); Islam and labour market integration in Denmark; Life below a ‘language threshold’? Stories of female Turkish marriage migrants, etc).

In the reception of refugees and immigrants, **Finland** gives a special attention to the special needs of women. This is guaranteed by the Act on the Integration of Immigrants and Reception of Asylum Seekers 493/1999. The Non-Discrimination Act 2004 prohibits discrimination on the basis of age, ethnic or national origin, nationality, language, religion, belief, opinion, health, disability and sexual orientation. The Ministry of Labour and the Ombudsman for Minorities have produced an information leaflet: Equality in Finland - Information for Immigrants. Research of women in migration is conducted in various Universities in Finland. The statistics related to migration reflect gender as a variable.

In **France**, the Ministry in Charge of Women’s rights, an active stakeholder in the reform of the integration policy, and is strongly mobilised to fight inequalities that could face migrant women focusing on three main objectives: 1) to facilitate access to information; 2) to facilitate access to employment and combat the phenomenon of double discrimination and 3) to fight against violence and promote fundamental rights.

For the reporting period, **Germany** quotes among others its National Integration Plan, aiming, among others, at the strengthening the role of women in society and family. An anthology containing facts, figures and background on forced marriages in Germany was published; as well as a major study on forced marriages ; an Experts’ report on legal questions of forced marriages with a particular view on problems concerning new identities and protection of victims ; On-line counselling for female migrants threatened by forced marriage and the Network 21 (living and working in a trans-cultural society) which consist in a mentoring programme for young female migrants at the point of entering the labour market.

In **Greece** a Memorandum of Understanding signed between the General Secretariat for Gender Equality (GSGE) and the Office of the UN High Commissioner on Refugees exists which aims to promote the rights of women and underage girls given asylum or seeking asylum in our country according to the Geneva Convention. The terms of this memorandum allowed both institutions to assess and address the problems faced by the foreign women in the areas of detention as for instance to be guarded by policewoman, a request that was immediately accepted.

Israel reports special Programs and extensive Activities for immigrants in all fields under the Ministry of Immigrant Absorption. Kav-Laoved (a worker's hotline) is a very active NGO committed to protect the rights of migrant workers

In **Italy** from February 2008 the Department for Equal Opportunities has also initiated projects aimed to welcome, and protect all the immigrants in order to offer them a good system of social and economic inclusion and integration, also through the organization of training courses at linguistic and professional level to give them fundamental means also to enter the labour market.

A study on migrant workers in **Lebanon** was presented to the parliamentary committee on Human Rights. A number of awareness-creation interventions were made such as spots on TV produced by NGO’s and the Ministry of Health and the design and distribution of a booklet (A practical handbook for domestic migrant workers and employers). An Inter-ministerial committee was also put in place with aims of 1) Studying the situation of domestic migrant workers; 2) improving their situations; 3) amending the code of labour to ensure their protection; 4) preparing a unified contract for domestic migrant workers.

Malta reports that as of July 2008, the population of open reception centres consists of 10.09% adult women (totalling 224 persons) and 3.38% minor females (totalling 75 persons). According to the Refugees Act (Cap. 420) protection is granted or refused, to males and females alike, by the Office of the Refugee Commissioner once the claim for asylum is assessed. Significant efforts are undertaken, and resources utilized, to ensure that female residents of open reception centres enjoy at least minimum standards of reception conditions. The residences for both adults and minor females are carefully chosen to ensure effective protection and safety.

In **Portugal** CIG is working together with ACIDI – the High Commissariat for Migration and Intercultural Dialogue - in the implementation of some measures of the National Plan for the Integration of Immigrants especially those aimed at immigrant women. This Plan was adopted by the Council of Ministers Resolution 63-A/2007 of 3 May 2007.

Within the Action Plan for Prevention of all Forms of Discrimination, Racism, Xenophobia, Anti-Semitism and other demonstrations of intolerance for the period 2006-2008 the Migration Bureau in **Slovakia** implements a safety policy for the protection of vulnerable groups of asylum seekers (mostly single women and girls, single mothers with children) and tries to prevent their abuse. These activities are being realized by means of project entitled “Practices aimed at prevention of sexual and gender-based violence against asylum seekers, refugees and persons with given supplementary protection”.

Spain’s Strategic Plan 2008-2011 for Equal Opportunities in its Line 9 related to Diversity and Social Inclusion covers this topic throughout 5 objectives which try to meet needs and realize rights of at risk, excluded and marginalized women including migrant women by mainstreaming gender and diversity management in the national policies and strategies, offering for services, care and tracking provided by public health, education, employment, justice, law and order and housing institutions. The Institute for Women, in collaboration with other entities, currently develops programmes aimed at the protection and integration of migrant women such as SARA Programme, targeting specifically to migrant women and CLARA Programme which is directed to women in risk of social exclusion, including migrant women.

Syria hosted the biggest number of Iraqi refugees (more than one million) among the Arab and neighbourhood countries of Iraq. The refugees including a large percentage of women and children enjoyed full rights including the rights to free education and work for. Syria joined the United Nation’s convention for the abolition of slavery, slave trade and customs and practices similar to slavery (1985). It also joined the United Nation’s protocol for prohibiting, suppressing and punishment of people trafficking especially women and children. It also recently joined the convention on immigrant employees.

Tunisia has adopted a number of important measures to allow its own nationals who count an increasing number of women to enjoy the same social services as the citizens of the country of residence through the instrument of bilateral conventions. These conventions abandoned the principle of territoriality of services to the benefit of the Equality of Treatment. That means non discrimination against foreigners and the principle of equal treatment is concretised by the export of social services. The bilateral Conventions related to social security concluded by Tunisia reinforce the spirit of non discrimination against woman what ever is her nationality and allow her to benefit equally with man from all social services contained in these bilateral conventions.

4. PILLAR THREE: WOMEN'S RIGHTS IN THE CULTURAL SPHERE AND THE ROLE OF COMMUNICATIONS AND THE MASS MEDIA.

4.1 Supporting Women's Effective Access to ICT, Science & Technology

Whilst some countries report no gender gaps in access to ICT (e.g. Germany, Finland, Hungary, Syria and Tunisia) the majority reflect on special efforts to close the existing gap some of which are funded through EU support (e.g. Algeria, Cyprus, Denmark, Italy, Jordan, Lebanon, Mauritania, OPT, Poland, Spain and Sweden).

Algeria continues the implementation of its operation "Ousratic" launched in 2005 and which consists in providing annually one million families with laptops to ensure that each family will have at least one computer in 2010.

The Ministry of Education and Culture in **Cyprus** encourages the participation of girls in IT and science programs and fields of study, and promotes their enrolment in the newly established Cyprus Technological University.

Denmark quotes for the reporting period a number of activities contributing to this pillar such as organization of Training in basic ICT-skills for employees with direct citizen contact as part of a political agenda to improve ICT-skills of the population, including women with limited ICT-skills in addition to the implementation of mobile e-learning courses for women working in the health care area in municipalities with the aim of strengthening their skills within health care and in using mobile devices for learning purposes.

In **Germany** a record number of girls took part in the Girl's Day in April 2008. This is an annual event organised by the Federal Government and the private sector each year. Girls are given the opportunity to get to know technology-oriented jobs by visiting companies working in that field.

Finland operates the principle of gender equality in access to ICT as in other domains.

In **Hungary** the National Development Plan for 2007-2013 endeavours to increase the number of women enrolled in science, mathematics and engineering, and through diverse schemes supports increasing the number and percentage of women in Research and Development activities including top management positions. According to statistical data of 2006, there is no significant gender gap in the access to ICT tools and applications and professional posts. Concerning higher education in science and technology men are increasingly over-represented.

Italy reports that since March 2008 the project "Practicing Gender Equality in Science (PRAGES)" of 18 months duration, aims to compare the various strategies implemented for promoting the presence of women in decision-making positions relating to scientific research in public institutions.

In **Jordan** a pilot initiative "Achieving E-Quality in the ICT Sector" is working towards empowering women in the ICT sector through building their capacities and professional skills, ensuring equal opportunities with respect to the job market, raising awareness and securing a positive policy environment.

Lebanon organized training for women on ICT in Social Development Centres.

In **Malta** the Project "The Gender Gap in Science and Technology in Malta" (EU co-funded) raised awareness among the general public but especially among female students and their parents regarding the many career options that are available for women in the field of science and technology. The students also had the opportunity of learning from first hand experiences of women already working in the various scientific fields. Additionally, the "Smartwomen" programme was launched at the

beginning of 2008 by the Ministry for Infrastructure, Transport and Communications (MITC) to increase the participation of women in the labour market by offering a number of ICT certifications.

In **Mauritania** no specific legal measure related to women rights on culture and media could be quoted however there are many initiatives such as the website « Maurifemme » set up by the civil society as platform of information and dialogue. In February 2007, this site has been recognised as constituting a good practice for Gender Equality in the Arab Region and awarded by the Centre of Arab Women for Training and Research/CAWTAR. Many women are active in the mass media radio, TV, and press.

In **OPT**, the MoWA drafted a project called "falastiniyya"¹⁴ Development of the ICT sector by mobilizing women graduates with two main objectives: 1) creating more employment opportunities for qualified women in the ICT sector, particularly university graduates, to increase their contribution to the sector's development and consequently to the national economy; 2) encouraging women's participation in ICT-related economic activities through empowerment measures, diffusion of successful practices and changing existing images and procedures.

Poland reports a nation wide project "Girls for Polytechnics" which encourages girls to study at technical universities.

Spain's Strategic Plan 2008-2011 for Equal Opportunities devotes its line 5 to *Innovation* and 5 objectives will incorporate a cross-sectoral gender approach as the guiding principle in technological innovation and information society policies (Obj1); enlarge on the information presently available about female participation in science and technology and the gender digital divide to inform innovative strategies for the attainment of equality in these fields as well (Obj2); assume leadership, at the central, regional and local government, to give women a prominent role through actions that facilitate their participation in technological domains and acquisition of the necessary skills (technological fluency), while fostering the inclusion of vulnerable groups (Obj3); realize technological equity through integration women's vision in scientific design, production and management (Obj4) and finally will be favouring the growth of women's projects and becoming a tool to change stereotypes and gender relations by designing actions geared to making Internet a domain of freedom (Obj5).

The Royal Institute of Technology was in 2006 assigned by the Government in **Sweden** to compile an action plan with measures to promote equality between men and women within the ICT-sector focusing on three central target groups; 1) ICT sector, 2) actors within ICT-education at centre of learning and 3) the Government through the Ministries and Agencies with related recommendations for each target group, namely 1) to change the current view of the profession, make visible good role models and to create better career possibilities for women in the ICT-sector; 2) to better match the content and form of education to the current and future structure on the labour market; 3) to promote women entrepreneurs in the ICT-sector and through the media make women's contributions to the ICT development visible. The result was reported to the Government in October 2007 and is currently being analyzed within the Government Offices. The Swedish Post and Telecom Agency (PTS) were assigned by the Government to implement a mentoring programme with the objective of increasing the number of women executives in the telecom sector. 30 companies from the sector participated.

Women in **Syria** have full access to scientific and communication technology on the same level as men.

In **Tunisia**, a training programme was designed to strengthen capacity of women in ICT. The number of female presence in ICT discipline at the university is increasing from 28% of all registered students in ICT in 2000 to 40.7% for 2003/2004 and +50 in % 2007-2008. In March 25-26, 2008, a forum

¹⁴ Palestinian woman

entitled «Arab Women and the globalised space of communication » was organised in Tunis by the ministry of Women, Family, Childhood and Elderly /MAFFEPA in collaboration with the Organisation of Arab Women and the Arab Organisation of ICT (AICTO).

4.2 Enhancing women's participation in cultural exchanges and intercultural dialogue

Several countries cite activities carried out under the European Year of Intercultural Dialogues which have already mainstreamed gender and in which women figure prominently (e.g. Cyprus, Poland and Portugal). Countries also report on cross-cultural activities for women taking place within and between countries (e.g. Czech Republic, Finland, Germany, Spain, Sweden and Tunisia). Country participation in the Euro Mediterranean Forum presents an important opportunity to enhance women's participation in intercultural dialogue (e.g. Italy).

In **Cyprus** girls in schools and universities make up a large percentage of participants in exchange programs with other countries. During 2008 – the European Year for Intercultural Dialogue - many women's NGO's participated with their own programs and activities. The Multicultural Women's Centre will have a substantial contribution in this field.

In 2007, the Ministry of Culture in the **Czech Republic** supported the project 'Circles – Multicultural Women Groups'. The Centre for Migration is implementing the project. The NGO Berkat hosts regular meetings of women in the so-called women's groups, that are part of the Circle, i.e. multicultural groups in the Community Centre, and helps integrate foreign women. Multicultural women's groups seek the inclusion of women without any preferences. Women from all cultures are welcome – foreigners with all the types of residence permits (migrants, asylum seekers, and other.) as well as women from the Czech Republic.

In **Finland** the level of women's participation and representation is high in cultural exchanges and intercultural dialogue in Finland

Germany quotes a trans-cultural and inter-religious house of learning for women as a privileged place of exchange between women of different cultural, ethnic and religious backgrounds, enhancing their qualifications as mediators between cultures and religions

Italy is an active partner of the Euro Mediterranean Forum and Partnership of Women Parliamentarians which aims to promote inter-cultural dialogue and exchange, in order to create durable relationships amongst women belonging to the Mediterranean area and to monitor the implementation and the respect of gender equality principles.

Poland reports that gender equality is mainstreamed in all activities being carried out under the European Year for Intercultural Dialogue (2008) in EU and all the actions has cross cutting gender mainstreaming.

Spain refers essentially to the Niamey Declaration signed between Spanish and African women.

Since 2006, all authorities and institutions in the field of cultural policy in **Sweden** have been given a clearer gender equality objective, namely that a gender equality and diversity perspective is to be mainstreamed into the work of the entire institution and not a "sideline" to the regular operations. Within certain areas of cultural policy, there have been specific measures to promote gender equality. For example, steps have been taken to improve conditions for women film-makers. The film agreement that applies for 2006–2010 has the stated objective that support to Swedish 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 per cent in the categories scriptwriter, producer and director, counted as the number of projects receiving support. In 2007 the Government funded projects that in a long-term perspective will increase equality between women and men in the field of dramatic art.

In **Tunisia** women participate in related events at national, regional and international levels to share experiences and knowledge about the Tunisian experience in terms of women's rights and empowerment and participate in intercultural dialogue. Tunisian women are also known for their contribution to the arts and different domains of culture of which cinema can be taken as an example. Currently there are 11 world-famous cinema directors, 5 scriptwriters and 5 private producers. Some of them were internationally awarded.

4.3 Enhancing women's participation in media and training to media professionals on gender issues.

Several countries reported on the different aspects of gender in media. Some relate attempts to increase women's representation and capacity as media professionals, particularly at decision-making levels and not just in their traditional role as presenters of news and other programmes (e.g. Austria, Belgium, Cyprus, Finland, Germany, Israel, Malta, Portugal, Spain and Tunisia). Countries also reported on continuing efforts on building capacities of media professionals and journalists to ensure unbiased representation of women by different media, in order to combat negative gender stereotypes in recognition of the vital importance of the media as a channel of socialization (e.g. Belgium, Cyprus, Finland, Germany, Hungary, Italy, Jordan, Lebanon, Malta, Morocco, Syria, Tunisia and Turkey). Work is also ongoing in a number of countries to ensure serious and in-depth coverage of gender equality and women's issues both in terms of achievements and remaining challenges (e.g. Belgium, Cyprus and Italy)

In **Austria** the series of events "Who wears the trousers in journalism" taking place in 4 different locations in Styria, Carinthia, Salzburg and Vienna is being organized exclusively for female journalists, female journalism students, female press relations officers and other women employed in the media sector. The idea is to inform and to create networks among the female journalists and media employees and to discuss careers as well as to talk about possibilities to gain influence and to eliminate career obstacles.

Belgium organised, in 2007, a round table with 100 participants in Brussels to present and disseminate the final report of the study entitled «how young people integrate sexist messages and images conveyed by the radio and TV programmes». The notice N°05/2006 of the High Council of Audiovisual¹⁵ targets «women's presence and representation in broadcasting services» and covers three topics: a) presence of women in broadcasting services; b) image and representation of women in broadcasting services and c) how to present cases of violence against women in the media. An agreement with the Belgian Radio-Television of the French Community (RTFB) will result on a feasibility study related to a project on "Radio voice of women and Mediterranean" which aims to create a radio media, generalist and multilingual to carry the voice of women from the areas surrounding the Mediterranean.

The **Cyprus** Radio-Television Authority promotes through seminars and other means a balanced and non-stereotyped portrayal of men and women through the Media. Women are very active in the media and already have leading positions, for example as Directors of News Departments, Chief Editors, etc. The NMWR is launching a campaign for the further sensitization and information of people in the Media on gender related issues, as well as the role of women journalists.

Finland cited the Yleisradio Oy, operating the public service on television and radio which takes educational and equality aspects into consideration in its operation, and the gender equality program of the Union of Journalists. The Union has almost the same number of members from each sex. Both sexes are also represented in the Board of the Union.

¹⁵ Conseil supérieur de l'audiovisuel

Germany is implementing a project for mentoring journalists in order to further gender-sensitive reporting in cooperation with Journalistinnenbund [Federation of female journalists].

According to the Radio and Television Broadcasting Act in the Republic of **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 used for inciting hatred against individuals, sexes, peoples, nations, national, ethnic, linguistic and other minorities, and church or religious groups. Broadcasting may not, overtly or covertly, insult or exclude any minority or majority, or at present them in any discriminatory fashion.

Israel reports that the number of women in the media is increasing constantly.

In **Italy** the Department for Equal Opportunities has financed a project concerning an “On-line Magazine” with the aim of strengthening awareness about discrimination and equal opportunities issues. The magazine called “Women in the City” is also available online. <http://womeninthecity.articolo21.com>

Training was organized in **Jordan** for the media team at JNCW on different topics especially gender concepts. The Farah Radio station was established to promote women's human rights.

In **Lebanon**, media workshops focusing on gender equality and women’s empowerment in addition to other related issues such as reproductive health and rights, and violence against women were organized for media decision - and policy makers.

The ongoing work of the NCPE **Malta** within the media sector includes training to raise awareness about gender stereotypes and the role media can play in gender mainstreaming. The NCPE issued gender-sensitive guidelines for the media, which are now available on the NCPE’s website. In October 2007 a follow up training session was held under the ETC Gender Unit’s –“Gender News Good News” Project, which in collaboration with the NCPE aims to facilitate a cultural change with regard to gender stereotypes and gender-based occupational segregation by involving the “Communication networks” which influence cultural behavior and attitudes. Gender stereotypes are challenged, through this project, first amongst the mass media professionals themselves who in turn become the actors responsible for a process of cultural change.

Morocco cited a mid-term programme to institutionalize gender equality in Communication which includes capacity building of key actors in this sector.

In **OPT**, MoWA conducted gender training for Media professionals.

In **Portugal** an award “Parity-Women and Men in the Media” is granted yearly by the Commission for Citizenship and Gender Equality (CIG).

According to its Line 1 related to Political and social participation, objective 5, **Spain’s Strategic Plan 2008-2011 for Equal Opportunities** is aiming to increase women’s participation in executive and other positions of responsibility in the media.

In **Syria**, the SCFA is organizing on regular basis training and capacity -building workshops in cooperation with the Ministry of Information which has the mandate to advocate for Gender Equality and Women’s Empowerment.

As part of the promotion of women' right to participation in media, special efforts are made in **Tunisia** resulting in concrete progress as is evident by the presence of 42,8% of women journalists at the end of 2007. For the same year, the number of female students registered in the Institute of Press and Sciences of Information was 5114 among a total number of 7171 students i.e. 71 %. Through its monitoring mechanism on the image of women in media, the CREDIF continues reporting on the portrait of the Tunisian woman as depicted by media and its evolution. For the same topic, the

CREDIF built a data base related to media professionals and journalists. Based on that and in order to popularize the concept of gender, fight stereotypes and subjective images and disseminate women's human rights, the CREDIF decided to continue implementing training workshops on "gender and media" until 2009 at national and regional levels.

In **Turkey**, within the framework of Combating Domestic Violence against Women Project, "The role of local media employees in combating domestic violence against women and news writing workshops" was realized for local media employees. "Gender and Media" workshops were arranged for the Communication Faculty students in order to raise their awareness about gender equality and domestic violence against women

PART B, Priorities for the next period.

1. Overall analysis

The table 1 summarizes the priorities selected by the countries for the next reporting period (2008-2009) in addition to the comparison with those selected in the previous reporting period (2006-2007)

- Only 24¹⁶ countries among the 32 who reported selected priorities and those submitted are covered a period ranging from the year 2007 until 2016.
- Some countries such as Italy, Jordan, Portugal, Slovakia and Sweden selected only 2 priorities whilst others like Greece proposed 4 or Latvia, 6¹⁷. Several countries did not propose priority such as Belgium, Denmark, Mauritania, Turkey and Israel. The Czech Republic is investing all efforts on the “Priorities and Procedure of the Government in Promoting Equal Opportunities for Women and Men adopted through the Governmental resolution No. 540 of May 14, 2008¹⁸ and which covers a series of priorities.
- Some countries presented priorities without details such as Austria, Cyprus, France (priority1), Portugal, Spain, Syria and Tunisia. It is worth noting also that some priorities need to be detailed (content and/or indicators).
- A number of countries changed the hierarchy of the priorities or the priorities themselves from one year to another.
- Some proposed priorities are overlapping (e.g. Gender Equality, Access to labour /workplace and reconciliation of private and public life) even for the same country and in terms of content/items but also in terms of measures to be taken.

2. Classification and analysis of trends

A classification of country priorities, based on the frequency of responses related to different priorities and their respective level of importance, has been made in order to identify common concerns and priorities in the EuroMed Region (see attached table 2).

The results of this classification can be useful in contributing to the development of an overall Istanbul Plan of Action to implement the Ministerial Conclusions as well as a set of indicators and benchmarks for monitoring and evaluation going forward.

Such a Plan of Action would not only reflect individual country priorities but would also influence funding decisions of donors, governments and NGOs, and would identify possibilities for exchange of experiences and expertises between countries South-South, South-North and North-North.

- **Access to labour/workplace**
 - 9 countries among the 24, consider this issue as a first priority for 2009.
 - Vision or interest differ from one country to another covering just for instance women full participation in the labour market, reconciling family and work life, joblessness of women etc
 - References are made to integration in the labour market, equal pay/gap, discrimination in the work place and employment ...
 - Even if there is no a structured methodology to address this priority, some programmes and strategic interventions are also selected, for example:
 - Conducting a study related to gender pay gap and female unemployment (Estonia, Malta)
 - The establishment of strategies and programmes to provide a basis for equal work /equal pay (Sweden, Finland)
 - Establish family friendly enterprises and organisations

¹⁶ Taking into account that the Czech Republic put its own priorities plan as the referral framework for that part.

¹⁷ Only the three first were taken into consideration

¹⁸ <http://www.vlada.cz/scripts/detail.php?id=43728>.

- Follow up/assessment the programme for gender equality (Estonia, Germany)
 - Awareness for employers and employees about rights and duties on Gender equality (Estonia, Malta)
 - Skills training to enhance equal opportunities in employment and promote entrepreneurship (e.g. Greece)
 - Promoting the re-entry of women into gainful employment (Germany)
 - Promotion of family friendly enterprise (Lithuania)
 - Judicial measures (France) ...
 - Addressing poverty of young women and female heads of households through improving vocational and technical training opportunities and entry into formal workforce (OPT)
- **Gender-based-Violence**
 - This item is the most frequently quoted priority (16 countries among the 24 which selected priorities) as classified at the three levels.
 - In some cases the three priorities are reserved to gender based violence but counted only once (e.g. Syria).
 - A number of countries referred to violence against women in its broader sense and others are more specific. The forms identified as important to be addressed are domestic violence (Hungary, Poland), relationship violence (Estonia), trafficking in human beings (Estonia, Spain, Sweden, and Cyprus), prostitution (Sweden), sexual exploitation (Sweden), and violence against children (Syria)...
 - Programmes and interventions selected include:
 - Comprehensive and multisectoral approach on combating GBV (Algeria, Germany, Morocco)
 - Design/adoption of National Programme/Strategies/Action plan to fight GBV (Estonia, Hungary, Morocco, OPT, Slovakia, Turkey)
 - Assist and support Women's victims (improve services) (Algeria, Estonia, Italy, Morocco, Sweden)
 - Prevention: awareness-creation, training, information campaign (Algeria, Estonia, Sweden)
 - Capacity building for the social workers (Algeria, Morocco, Syria)
 - Data gathering (research, statistics, surveys (Estonia, Morocco, Syria)
 - Improving the judicial system (Estonia, Italy, Sweden, Morocco)
 - Co-operation between different institutions (Estonia, Sweden).
- **Gender equality**
 - In some cases the three priorities are reserved to gender equality (e.g. Latvia)
 - The content covers the following areas: educational and scientific sphere (Estonia); Gender equality in work (Algeria, Estonia, Poland);
 - Proposed programmes and strategic interventions are:
 - Reduce gender stereotypes (Estonia, Poland)
 - Awareness about gender equality, gender discrimination, rights... (Algeria, Estonia, Latvia)
 - Measuring the Impact of National Policies and Strategies on Gender Equality (Jordan)
 - Dissemination of the culture of the human rights of women (Tunisia)
 - Training civil servants, local authorities on gender budgeting, gender mainstreaming (Latvia, Poland)
 - reporting on implementation of the Beijing platform for action and CEDAW (Latvia)
 - Analyze the situation in various sectors of economy from a gender perspective (Latvia)
 - Analyze the application of gender equality law (Latvia)
 - Develop a national bill for human rights of women, through adaptation of the CEDAW to national context (OPT).

- **Reconciliation of Public/Private Life**
 - Even where reference is made to gender distribution of labour, the content or the causes/consequences are not well identified
 - Here again there is no a structured methodology to address this priority but interventions are also proposed as follows:
 - prepare a Roadmap for Equality for Women and Men (Hungary)
 - Prepare a national strategy plan for gender equality (Hungary)
 - Scientific research on division of labour at home and role of men and women in domestic environment (Poland)
 - Media campaign on encouraging fathers to take more care of their children (Poland)
 - Encourage employers to employ women in reproductive age (Poland)
 - Exchange best practices (Poland)
 - Launching of a new law on voluntary interruption of pregnancy (Spain)

- **Gender mainstreaming**
 - Few countries (6) proposed Gender mainstreaming and gender budgeting as a priority (2 and 3)
 - The content covers gender mainstreaming in all budget procedures, law drafting and other major projects from the very beginning and in a sustainable manner.
 - Proposed interventions are:
 - Gender mainstreaming in planning and budgeting processes (Finland)
 - Training courses on “the active role and participation of women in the involved national administrations” , “Women, Politics and institutions” (Italy)
 - Capacity Building for Gender- Sensitive Budgeting (Jordan)
 - Gender mainstreaming for political decision-making (Sweden)
 - Support gender mainstreaming at regional and local level (Sweden)

- **Eliminating gender stereotypes:**
 - None of the stereotypes is quoted however some of them could be identified thru the proposed interventions:
 - Fight gender stereotypes through the role of mass media and education (Cyprus, Germany, Greece, Morocco)
 - Fight gender stereotypes relating to segregation in labour market through awareness raising arrangements, training social partners, labour market authorities, and women aimed to raise their motivation to occupy leading positions (Lithuania).

- **Political participation**
 - Tunisia identified this issue as a priority focusing essentially on strengthening the capacities of women in decision-making and Morocco considers support to women participation in local elections as its first priority for 2009 when OPT considers empowering Palestinian women in policy and decision making in political sphere is its first area of concern.

**STRENGTHENING THE ROLE OF WOMEN IN SOCIETY”
ISTANBUL MINISTERIAL MEETING, 2006**

FRAMEWORK OF ACTION

2008 Review Mechanism

Table 1: Priorities for Action by Euro-Mediterranean Countries 2009 and beyond and comparison with 2008 activities

PRIORITY 1

Country	Priorities for 2009			Priorities for 2008		
	Priority	Details	Calendar for implementation	Priority	Details	Calendar for implementation
Algeria	Gender Equality and Women Empowerment	Implementation of a joint programme involving several ministries/sectors, NGO with support of 7 UN agencies (UNDP, UNICEF, UNFPA, UNAIDS, ILO, ONUDI and UNIFEM) to the government in operationalizing the national programme of structural reforms specifically efforts in realising gender equality and women empowerment: the focus being on improving access of women to employment. Three main strategic interdependent levels : a) strengthening capacity of various concerned sectors ; b) reinforcing the intervention processes and c) giving impetus to new crosscutting and complementary dynamics as: 1) Gender Equality mainstreamed in policies, programmes and legislations with focus on improving availability of sex disaggregated data and job market ; 2) Access of women to labour market improved thanks to the support to the existing mechanisms of job creation and projects; 3) capacity of civil society organisations and medias reinforced to contribute to awareness interventions on Gender Equality et social and economic rights of women	2008-2011	None selected/proposed	-	-
Austria	Combating gender related differences	Not specified	Not specified	None selected/proposed	-	-
Belgium	None selected/proposed			None selected/proposed		
Cyprus	Promote equality in the labour market and in vocational training	Not specified	2008-2009	Reconciliation of family and work Responsibilities.	Care programmes are a major source of support for families with dependants, since women tend to be the main caregivers in the family; it is mostly women. Who benefit from the development of such programmes?	Not specified

Czech Republic	Priorities¹⁹ and Procedure of the Government Promoting Equal Opportunities for Women and Men²⁰	Priorities and the calendar for the implementation are set in the updated measures on Priorities and the Procedure of the Government in Promoting Equal Opportunities for Women and Men adopted through the Governmental resolution No. 540 of May 14, 2008.		None selected/proposed	-	-
Denmark	In preparation.	The Minister for Gender Equality will, in cooperation with all other ministries as well as in dialogue with the Parliament, will present a new action plan on March 1 st 2009. The action plan is currently being developed and it is hence not possible to name 3 priorities for 2009. Further information will be forwarded to the secretariat when the priorities will be published.		Equal and free choice throughout life.	Action Plan for Gender 2007: - Environment in kindergarten, schools and educational institutions free of gender stereotypes; - Parental leave shared between fathers and mothers; - Choice of education free of gender bias; highlighting cultural and gender related barriers.	On-going up till 2009.
				Employment, participation and equal opportunities for all.	- Awareness of current legislation, policies and general knowledge regarding equal opportunities for all; on gender barriers for men-women of non Danish ethnic background; - Commitment and efforts in private and public enterprises to have more women on executive level; - Equal opportunities for men and women to be represented in decision making processes.	Action Plan to Combat Human Trafficking, 2007-2010
				Violence and trafficking in human beings.	Combating Human trafficking and provision of help to victims; awareness raising (particular attention to women in prostitution); - Combating domestic violence against women: victim support; curb violence, strengthening of cross disciplinary efforts within government agencies; increasingly accumulate knowledge on violence.	Action Plan to combat Domestic Violence, 2005-2008.
CE	None selected/proposed			None selected/proposed		
Estonia	Promoting gender equality in working life	Implementation of Estonian European Social Fund program to promote gender equality in 2008-2010 which aims to 1) support the implementation of gender equality legal acts; 2) raise the awareness of employers and employees about gender equality, about their rights and responsibilities; 3) to support the implementation of gender equality mainstreaming strategy on educational and labour market; and 4) reduce gender stereotypes. (a study on the gender pay gap, a follow-up to the gender equality monitory study, media and outdoor campaigns, conferences, seminars and trainings,	September 2008-December 2010	Promoting gender equality and coordinating gender Mainstreaming.	Research and information campaigns; Increasing institutional capacity to assess gender impact through training of officials at national and local level; Promoting reconciling work and family life.	2008 - 2013.

¹⁹ Provided in the annex of the report

²⁰ <http://www.vlada.cz/scripts/detail.php?id=43728>

		publishing of information materials and a commentary to the Gender Equality Act.				
Finland	Equal Pay	A study on the effects of equality planning will be conducted in 2008–2009. Two projects on the development of pay systems and the promotion of gender equality will be launched in the autumn 2008. Furthermore, a seminar on collective bargaining/agreements and gender equality for social partners and public authorities will be organized in the autumn 2008.	March 2011.	Equal Pay	The government's goal is to reduce the differences in pay between men and women during its term of office through the implementation of a tripartite Equal pay programme. The main objective of the programme is to decrease the pay-gap at least by 5% before 2015; a related package of measures will be implemented during the electoral period. A high-level working group has been set up with a mandate from March 2007-March 2011	March 2007-March 2011.
France	The interministerial Action plan on prevention and fighting violence against women		Not specified (continuous implementation)	Equal Pay	The law of March 2006 imposes an obligation on businesses and professional branches to define and promote measures to give equal pay to employees of both sexes before 31 December 2010 (a conference planned for autumn 2007 which will bring together officials, representatives of employers and employees. They will evaluate the situation, hold collective negotiations and examine ways and means to attain the ambitious objectives of the Law)	Before 31-12-2010
Germany	Promoting the re-entry of women into gainful employment	The programme "Perspective Re-entry" aims at promoting initiatives and measures which facilitate the re-entry of women into gainful employment. The projects intend to strengthen the awareness of employers that female work returnees constitute a group of able and hard-working employees with (work and) life experiences who - after starting a family and raising children - have another two decades of work life ahead of them, and who can compensate the skills shortage.	2008 – 2012	Equal participation of women in the working world.	Currently the Third Assessment of the Agreement reached with the private sector regarding equal opportunities in the private sector is being carried out and its conclusions will be presented in spring 2008.	Spring 2008.
Greece	Promotion of employment and entrepreneurial skills of women	The GSGE' project "Integrated Interventions in favor of women", which not only supports unemployed women in finding work, but also facilitates the reconciliation of family and working life (all the Regions of the country with initial budget of 59 million euros and benefits a total of 8,763 women, primarily unemployed women of all ages) The GSGE" program "Positive Actions for the equality of opportunities between men and women in middle-sized and large enterprises" targeting working women in middle-sized and large enterprises. Thousands of women will benefit from this program which has a total budget of 16,665,479.92 €. The first cycle of the program with a total budget of 2,396,439.76 € is		Participation of women in the labour market.	<ul style="list-style-type: none"> - Right to parental leave for the upbringing of children for both men and women. - Enactment of the Bill of Implementation of equal treatment for men and women. - Special programmes for unemployed women covering counseling, training courses, information actions, gaining of work experience (stages) and reinforcement of female entrepreneurship. - Memorandum of Cooperation between the General Secretariat for Gender Equality and the Associations of Employers and the Hellenic Network for Corporate Social Responsibility. - Reinforcement of social care structures and 	Started in 2004 and ongoing.

		already being implemented in nineteen companies, benefiting a total of 2189 women. Respective to the second cycle of the program, the approval process of the action plans/proposals has been completed for 145 companies, which are beginning its implementation, with a total budget of 14,243,167.23 €, benefiting a total of approximately 20,000 women.			services. - Positive actions in favour of women in small, medium and big enterprises, so that they gain additional qualifications for an advanced status in the enterprise.	
Hungary	Work-life balance	A special working group has been established with the specific aim of dealing with this issue based the Roadmap for equality for women and men (2006-2010). In Hungary the National Strategy Plan for Gender Equality (2009-2020) is under preparation. The priorities of this strategy are based on the Gender Equality Roadmap.	Continuous	Work-life balance.	Not specified	Not specified
Italy	Fighting violence against women with particular attention to stalking phenomenon.	Strengthening of the public utility number 1522 – a special service devoted to assist and support women victims of violence; Monitoring and developing the activities of the local, regional and national centers to fight violence against women; Fostering the implementation of the recent draft bill “Measures against the Stalking”	January 2009	Fight against illegal Work.	Promotion and protection of women’s rights in the labour market against Gender based discrimination. Elaboration of mechanisms for the promotion and protection of professional Skills such as caring for children or elderly; jobs traditionally held by foreign women.	January 2008.
Israel	None selected/proposed	-	-	None selected/proposed	-	-
Jordan	Measuring the Impact of National Policies and Strategies on Gender Equality	The overall development objective of this program is to strengthen and increase knowledge, accountability, and monitoring mechanisms within the government of Jordan to measure the influence of national policies, and initiatives on progress towards gender equality.	2008-2011	None selected/proposed		

Latvia	Raising society’s awareness about gender equality.	Event for society in general about gender equality. Mitigation of gender-discriminating information (images, advertisements, etc.) in public sphere. Information about instruments to defend one’s rights. Information about gender discrimination in the work place and its elimination	Not specified	Awareness raising on gender equality.	Societal events on gender equality; Mitigation of gender-discriminating information (images, advertisements, Etc.) in public sphere; Information on instruments how to defend one’s rights; Information on gender discrimination at the work place and the elimination thereof	Not specified
Lebanon	Follow up of the promotion and the application on international conventions on women including CEDAW	Particularly in the field of combating all forms of Violence Against women and promoting human rights of women in media	2008-2010	Actions Against Gender-Based-Violence	Social and development services centre linked to the Ministry of Social Affairs (MoSA); Networking with NGOs & specialized institutions (referral system); Publishing an analysis booklet on Gender Based Violence (GBV); Preparatory activities to establish a National Committee for the formulation of a law on domestic violence; Mapping of services and activities related to Gender Based Violence (GBV)	Not specified

					in the Southern Suburbs of Beirut, in coordination with Ross Program; Training on GBV; Training on psycho-social support for adolescents (girls/boys); Supporting NGOs that have shelters for women victims of violence.	
Lithuania	Full participation of women in the labour market.	Improvement and further development of opportunities to reconcile work and family life, ensuring women's full participation in the labour market following the European Gender Equality Pact; Promotion of family friendly enterprises and organizations; Gender equality mainstreaming in corporate social responsibility.	2008-2013	Full participation of women in the labour market.	Improvement and further development of opportunities to reconcile work and family life, ensuring women's full participation in the labour market following the European Gender Equality Pact; Promotion of family friendly enterprises and organizations; Gender equality mainstreaming in corporate social responsibility.	Not specified
Malta	Improving the support structures particularly for the inactive labour market population	The National Commission for the Promotion of Equality (NCPE) is currently awaiting approval for funds for the project Unlocking the Female Potential which aims to address the current low female employment rate thru a) Research studies to understand and quantify the reasons for high percentage of inactive female population in Malta and to identify possible solutions; b) Skills training to enhance employability chances of individuals, in collaboration with the Employment and Training Corporation; c) Active support to ensure adequate compliance from private entities with relevant legislation and through a one-stop shop information helpline for individuals entering the labour market; d) Awareness raising campaigns; e)A conference to present the research results to policymakers and key stakeholders.	Not specified	Awareness raising campaign	Not specified	Depending funds 2008
Morocco	Operationalisation of an integrated programme to support women participation to local elections	Development of propositions of measures and positive actions to introduce in the local council charter and electoral code to ensure better representation of women in the local councils and introduce gender dimension in local development plans Undertake Advocacy actions for political parties and departments in charge of elections Conduct sensitization and communications actions on the importance of women participation as a lever of development	Not specified (2009 elections)	Implementation of the national strategy for equity and equality.	Integration of the gender approach in politics and development programmes.	Not specified
Poland	Reconciliation between work and private (family) life of men and women	Scientific research on division of labour at home and role of men and women in domestic environment; Media campaign on encouraging fathers to take more care of their children and promotion of flexible forms of employment, project on encouraging employers to employ women in reproductive age, exchange international, national and local best practices in reconciliation of work and private (family) life	2009 – 2013	Promoting full participation of women on the labour market.	Not specified	Ongoing activity of Department for Women. Not specified

Occupied Palestinian Territory	Political sphere	Empowering Palestinian women in policy and decision making	2009- 2011		No report	
Portugal	Promotion of Women's entrepreneurship	Not specified	Not specified	Combat human trafficking and specifically of women for the purpose of sexual exploitation.	The First National Plan against Human Trafficking came into force June 2007 and will be in effect from 2007 until 2010.	2007-2010
Slovakia	Adoption of National Strategy for Equality of Women and Men by the Slovak Government	Strategic document on how to understand equality of women and men with an outcome of preparing Action plans by individual ministries on Equality of Women and Men	2009 - 2013	National Campaign on Violence Against Women.	3 months, starting on the 25th of November 2007 and ending with a closing conference in March 2008. The target groups are professionals, non-professionals, politicians, and representatives of national, regional and local government, NGOs, students, the general public, and current and potential victims of violence. Campaign activities: the installation of a national information and support telephone line; the design of a Website, leaflets, posters, post cards; an update of the booklet To act against violence against women; organization of regular press conferences, TV and radio spots, discussions, movie and theatre performances; 3 seminars and final conference for relevant target groups.	
Spain	Launching of a new law on voluntary interruption of pregnancy		End of 2009	None selected/ proposed		
Sweden²¹	A. Development of a coherent strategy for gender equality in the labour market	The government initiatives to stimulate employment for men and women as well as initiatives to stimulate fathers to utilize their right to parental leave to a greater extent and other initiatives to facilitate reconciliation of work, family and private life. These initiatives provide a basis for gender equality. A coherent strategy will be developed aiming to coordinate the initiatives, follow-up and evaluate the effects of these policies.	2008-2010	National Action Plan to Combat Violence of Men against Women.	The government plans to launch an action plan to combat violence of men against women, including honor related violence and oppression, and violence in relations between same sex couples.	From 2008 onwards.

²¹ Two priorities in ONE

	B. Implementing the national action plan against prostitution and trafficking for the purpose of sexual exploitation	The action plan was adopted by the government on 10 th July 2008. Initiatives will be taken in five defined areas: increased protection and support to the victims, emphasis on preventive work, higher standards and greater efficiency in the judicial system, better co-operation between authorities and organization and enhanced knowledge	2008-2010		
Syria	The family protection unit will be established as a core unit to deal with all reports cases of GBV and violence against children		Not specified	Not specified	The National Strategy for Women is being prepared by the SCFA and the GWU since 2006 till present; the preparation is supported by the UNIFEM.
Tunisia	Strengthening women participation in decision making in public and political life gender mainstreaming in Development at regional and local levels		2009		- follow-up of the strategy for women as in the 11 th development plan of Tunisia (2007-2011); Oversee the implementation of the national plan for rural women; Improve women's economic participation and especially that of female entrepreneurs; Ensure the implementation of the national plan for the fight against violence; Attain the goal of 30% women in decision making positions by 2009; Start of the last phase in the gender strategy concerning 'gender budgeting'.
Turkey	None selected/proposed			Gender equality and fight against violence against Women.	Training the public on gender equality and violence against women.

PRIORITY 2

Country	Priorities for 2009			Priorities for 2008		
	Priority	Details	Calendar for implementation	Priority	Details	Calendar for implementation
Algeria	Set up and launching of the project “institutional support”	Funded by the Belgian Technical Cooperation and leadership of the Ministry in charge of Family and Women Status, this project aims to reinforce the gains related to the promotion of women status and family as well as reduction of still existing gaps and shortcoming. The capacity of the ministry/women machinery will be built as recognised national institution for identifying, accompanying and evaluating dynamics related to women, family and childhood. Secondary stakeholders are other ministries, institutions and organisations including from civil society with 5 expected results :1) Internal technical and professional capacities of the MDCFCF reinforced; 2) Gender approach is institutionalised in coordination with all ministerial dynamics and participation of civil society; 3) multi-partnership is more operational at central and local levels; 4) the information related to “women, family and gender” is capitalised, organised and accessible; 5) communication related to the above priority themes is more performing/efficient.	2008-2011	None selected/ proposed		
Austria	Measures for improved compatibility of work and private life.	Not specified	Not specified	None selected/ proposed	-	-
Cyprus	Combat all forms of violence against women including trafficking	Not specified	2008-2009	Enhancement of the role of women in social, economic and political life, and in decision – making positions.	- Increase in the number of women engaging in socio-cultural activities; Advancement of women in their professional life; Election / appointment of more women to influential positions.	On-going. Not specified
Czech Republic	Priorities and Procedure of the Government in Promoting Equal Opportunities for Women and Men (provided in the annex of the report)	Priorities and the calendar for the implementation are set in the updated measures on Priorities and the Procedure of the Government in Promoting Equal Opportunities for Women and Men adopted through the Governmental resolution No. 540 of May 14, 2008.		None selected/ proposed		-

Denmark	None selected/ proposed	See justification in priority 1		None selected/ proposed	
EC	None selected/ proposed			None selected/ proposed	
Estonia	Fighting violence in close relationships.	To implement the national action plan for preventing and stopping violence in close relationships (domestic violence and violence among couples). The main fields of action can be divided into four areas – prevention (awareness raising, trainings for different target groups), data gathering (research, statistics), legislation, services (for different target groups), co-operation between different institutions.	August 2008 to 2011.	Fighting violence against women in close relationships.	Implement the national action plan for preventing and stopping violence in close relationships (domestic violence and violence among couples). The main fields of action in four areas: - Prevention (awareness raising, trainings for different target groups); - Data gathering (research, statistics); - Legislation, services (for different target groups); - Co-operation between different institutions.
Finland	Gender mainstreaming in the state administration	Gender mainstreaming is one of the key objectives in the Finnish Government Programme as well as the Government Action Programme for Gender Equality (2008–2011). The government takes steps to ensure that the gender perspective is mainstreamed across all budget procedures, law drafting and other major projects from the very beginning. In the next years mainstreaming activities are widened to projects and programmes as well as to performance agreements of different ministries (pilot projects with regard to projects and programmes start in the autumn 2008). Furthermore, the aim is to set up a gender mainstreaming coordination group in each ministry	2008–2011	Gender mainstreaming in the state administration	The government will take steps to ensure that the gender equality is mainstreamed across the processes of law drafting, budget procedures and other major projects and this right from the outset. Training will be provided in the various ministries to promote this development.
France	Professional Equality between men and women	Operationalisation of the decisions taken during the 2007 conference and to prevent and implement the three-year plan endorsed on November 21, 2007 related to prevention and fighting violence directed to women	Not specified	Reinforcement of the prevention and the fight against conjugal violence.	The establishment of a national “help line” and the testing of 8 local phone help lines. Working with two work groups; one for taking into custody of male perpetrators of violence, the other to advice professionals in situations where children are confronted with conjugal violence.
Germany	Combating gender stereotypes	Various measures, such as research, conferences, awareness raising, for example the interactive touring exhibition “Changing Role Images“	Ongoing	Overcoming role stereotypes –men as partners (also addressed by equality policy)	Parental Leave/Parental Allowances: The system of parental allowances/ partner months provides support to fathers, in particular, who wish to become more involved in family life. Through such changes in social realities and ascribed gender roles, an improvement in women’s career perspectives and a closing of the gap between female and male incomes can be anticipated at the mid-term. The ministry is flanking the introduction of the parental allowance with a campaign focussing on a more active role for fathers.
Greece	Prevention and Combating of Domestic Violence and	- Application of newly adopted legislative measures; - Information and sensitization campaigns and - Multi-dimensional support to the		Social integration of vulnerable groups of women.	A number of actions undertaken by the GSGE addressing: - Women and under-age girls who have been granted or are applying for asylum; -

	Trafficking against Women	female victims of violence.			Integration of vulnerable groups in the labour market; - Combating domestic violence; - Integration of citizens of third countries and - Social integration of the Roma people.	
Hungary	Combating domestic violence	A special working group has been established with the specific aim of dealing with this issue. This group works in the spirit of the Roadmap for equality for women and men (2006-2010). In Hungary the National Strategy Plan for Gender Equality (2009-2020) is under preparation. The priorities of this strategy are based on the Gender Equality Roadmap.	Continuous	Combating domestic violence.	Not specified	Not specified
Italy	Promoting the principles of gender mainstreaming in all the national activities	fostering the continuation of training courses started with the project PERFORMAGE (see section III.2) on the principles of gender mainstreaming and all the activities of the equality committees with particular attention to the active role and participation of women in the involved national administrations; organization of a second cycle of training courses – both theoretical and practical – on “Women, Politics and institutions” addresses to all the students having a diploma in many Italian Universities specifically devoted to the promotion of the gender dimension and equal opportunities and the active participation of women in the political and social life (see section II.3).	May 2009 – September 2009 (Courses) 2008-2009 (Academic Year)	Women’s entrepreneurship.	Developing financial incentives for the establishment of new enterprises managed by young women.	January 2008
Israel	None selected/proposed	-	-	None selected/proposed	-	-
Jordan	Capacity Building for Gender-Sensitive Budgeting	Build national capacity to prepare and monitor national and local budgets from a gender perspective, carry out gender budget analysis, and formulate gender responsive macroeconomic policies	2009	None selected/proposed		
Latvia	Training of civil servants about gender equality.	-Holding seminars and training, in line ministries, Parliament, civil servants, labour unions family doctors about gender equality; gender mainstreaming and budgeting including in healthcare; Preparing recommendations to attain gender balance in educational and scientific sphere and its establishments and, Training persons involved in administration of EU structural funds on implement the “Equal Opportunities” horizontal priority	Not specified	Training of civil servants in gender equality.	Organizing gender mainstreaming seminars in ministries; training of civil servants in gender budgeting and the Scandinavian approach to implementing gender equality; training of persons involved in the administration of EU structural funds on implementation of the “Equal Opportunities” horizontal priority; - Informing specific target groups on gender equality such as the Parliament, labour unions, general practitioners; - Preparing recommendations to attain gender balance in education, specifically in science disciplines.	State Gender Equality Program 2007-2010.

Lebanon	Empowering women especially in poor villages	Not specified	2006-2009	Peace Action for security and Stability.	This project aims at strengthening women's capacities. Coordination between NCLW & UNFPA and local municipalities in the framework of the UN SCR 1325 on the affected areas on July war 2006 (Bekaa, South, Beirut South Suburb). Planned outputs: Sustainable women committees at local levels; - Capacities of these committees to ensure ownership; Sensitized local community on issues related to UN SCR 1325: GBV, women's rights, participation in decision making, reproductive health, and economic empowerment; Increased awareness on gender and reproductive health among the youth; Capacities of service providers built on reproductive health; Provision of micro credits in communities, coaching beneficiaries to implement successful and sustainable businesses; Coordination and networking on the level of women machineries, related ministries (mainly MoSA through SDCs), National NGOs, related projects	November 2006-February 2008.
Lithuania	Combating gender stereotypes and segregation in the labour market	In the Framework of the National Programme on Equal Opportunities for Women and Men it is proposed to combat gender stereotypes that cause horizontal and vertical segregation in the labour market, gender pay gap and results unequal economic situation of women and men. Measures: Awareness raising arrangements and trainings for social partners, labour market authorities, non-stereotypical consultations for the job-seekers and schoolchildren, trainings for women aimed to raise their motivation to occupy leading positions and number of other relevant measures. <i><u>Same as last year</u></i>	2008-2009. To be updated in 2010 for further 5 years.	Combating gender stereotypes in the framework of the National Programme on Equal opportunities for Women and Men.	Combating gender stereotypes causing horizontal and vertical segregation in the labour market, gender pay gap and resulting in gender-based economic inequalities. Measures through awareness raising, trainings for social partners, labour market authorities, non-stereotypical consultations for the job seekers, and school children, and training of women to raise their motivation to occupy leading positions.	2008-2009; to be up-dated for Another 5 years in 2010.
Malta	Tackling gender pay gap and occupational segregation	NCPE will continue to raise awareness, train and promote gender mainstreaming in all areas of social life to enable all individuals to develop their qualities and take up employment irrespective of gender stereotypes, and to be adequately remunerated for their work.	Not specified	Gender building discussion with policy makers	Not specified	End 2008
Morocco	Operationalization of the multisectoral programme to fight gender-based-violence	Drafting the law against GBV Launching of the national survey on GBV prevalence Creation of the counseling centers and shelters for women victims of GBV Establishment of the GBV National observatory on	Not specified	None selected/proposed		

		GBV				
Occupied Palestinian Territory	Economic sphere	Addressing poverty of young women and female heads of households through improving vocational and technical training opportunities and entry into formal workforce	2009 -2011		No report	
Poland	Women “empowerment» in local, regional and national level	Continuation of two projects: “It’s good being an enterprising woman!”-and “Stereotypes and equal opportunities of women and men in rural communities”, trainings for local authorities about gender mainstreaming and gender budgeting., scientific research on women in business, self-employed women and campaign on gender pay gap and creation of platform business to government. The professional tool for monitoring of labour market will be created and system of e-learning system for women.	Not specified	Promoting work–life balance in reconciliation of family and professional life.	Not specified	Ongoing. Not specified
Portugal	Violence Against women	Fight against domestic violence and trafficking in human beings	Not specified	Follow-up of the Lisbon Strategy.	Promote the employability and entrepreneurship of women, taking into account the need to develop support for reconciling work with the personal and family life of both men and women.	2007-2010
Slovakia	Violence Against women	Adoption of National Action Plan for Prevention and Elimination of Violence against women Document as a follow up to previous NAP for the years 2005 – 2008 will give inputs in the areas: legislation, education, help to victims, prevention, statistics and research	2009 - 2012	Increase of participation of women in decision making positions and in entrepreneurship.	Creation of special Commission supporting women entrepreneurship for cooperation with Parliament and different bodies.	Not specified
Spain	Launching of a new Integral Plan against Trafficking in Human Beings for Sexual Exploitation	Not specified	End of 2009	None selected/ proposed		
Sweden²²	A. Implementing the action plan for gender mainstreaming	Continue gender mainstreaming in the government offices in all policies and documents prepared for political decision-making. The government has allocated financial resources to support gender mainstreaming at regional and local level. Resources have also been allocated the University of Goteborg to create support to national public authorities for the implementation of gender mainstreaming	2008-2010	National action plan to combat prostitution and trafficking in women.	The government plans to launch an action plan to combat prostitution and trafficking in women and children for sexual purposes.	from 2008 and onwards.

²² Two priorities in ONE

	B. Continue the implementation of the national action plan to combat violence against women	The action plan was adopted on 15th November 2007. It includes actions to combat men's violence in same-sex relationships. The plan covers six action areas: increased protection and support for those exposed to violence, greater emphasis on preventive work, higher standards and greater efficiency in the judicial system, better measures on behalf of violent offenders, greater cooperation and enhanced knowledge	2008-2010	Gender Equality in development co-operation	Gender equality and women's empowerment is one of the three topmost priorities for Sweden's international development co-operation. Enhanced measures will be implemented in 4 areas: women's economic empowerment, sexual and reproductive health and rights, women's political participation and women and security including combating gender-based violence.	
Syria	Capacity building for the social workers in the mentioned unit to lead with GBV reported cases	Not specified	Not specified	Use of CEDAW tools.	A project by the SCFA accomplished in cooperation with the Syrian Bar Association. The aim is to empower legal persons, including lawyers, judges, Policemen, NGOs working on gender issues to enable the use of the CEDAW legal tools in defending women rights in daily work.	2007-2008
Tunisia	Dissemination of the culture of the human rights of women	Not specified		Not specified	See priority 1.	Not specified
Turkey	None selected/proposed			Violence Against women	To enhance protection capacity and services, increase number of shelters for violence victims.	2007-2008

PRIORITY 3

Country	Priorities for 2009			Priorities for 2008		
	Priority	Details	Calendar for implementation	Priority	Details	Calendar for implementation
Algeria	Operationalisation of the national strategy on fighting violence against women	Development of the five-year operational plan and launching of its implementation at national, regional and sectoral levels taking into account the following priority actions and objectives: 1) institutional and technical capacity strengthening of all concerned partners; 2) a more structured taken care of the GBV survivors/victims. This will include: 1) sectoral plans developed and consolidated at national level; 2) design and implementation of a national communication/advocacy and social mobilisation strategy to fight and prevent GBV/VAW; 3) design and implement a resources mobilisation strategy at national and international levels	2007-2011	None selected/proposed		-
Austria	Gender Budgeting	Not specified	Not specified	None selected/proposed	-	-
Cyprus	Promote a non-stereotyped portrayal of women, particularly through the Mass Media and through Education	Not specified	2008-2009	Combat violence against women.	Prevention and combat of all forms of violence against women: sensitization campaigns, empowerment of women, protection of victims, law reforms.	Ongoing.
Czech Republic	Priorities and Procedure of the Government in Promoting Equal Opportunities for Women and Men (provided in the annex of the report).	Priorities and the calendar for the implementation are set in the updated measures on Priorities and the Procedure of the Government in Promoting Equal Opportunities for Women and Men adopted through the Governmental resolution No. 540 of May 14, 2008.	Not specified	None selected/proposed		
Estonia	Fighting trafficking in human beings.	To implement the national action plan on trafficking in human beings. Activities include prevention activities such as trainings, information campaigns and – materials and victim support (hotline, services).	2006 to 2009.	Fighting human trafficking.	To implement the national action plan on human trafficking: prevention activities such as trainings, information campaigns and materials as well as victim support (hotline, services).	Action plan for 2006 - 2009.

Finland	Gender equality in schools and reduction of gender segregation in education	Awareness-raising on gender equality issues in schools and reduction of gender segregation in education are among six priority areas in the Government Action Plan for Gender Equality (2008–2011). 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.	2008 - 2011.	National Action Plan on the Security Council Decision 1325 Women, Peace and Security.	- To actively promote the implementation of 1325 and gender equality on all International forums. - To implement a gender perspective in all peace keeping and crisis management operations, including human rights and customized gender training of Finnish peacekeepers and crisis management personnel. - Support of research and publications on the effects of conflicts on women and girls, women's role in peace building and gender perspectives in peace processes and conflict solution. Continuous mainstreaming of gender equality in the Finnish development cooperation.	An action plan shall be finalized at the end of 2007.
France	Equal pay	Design of a draft of law related to women rights and equality between men and women including among others financial penalties arrangements against the companies which would have not defined clear plan of action to eliminate pay gaps before January 1 st , 2010 ²³	Not specified	Elaboration of a Crosscutting Policy Document, annexed to Finance Law.	This document will present the inter-ministerial dimension of gender equality policy and the budgetary translation by regrouping all gender equality actions and programmes as well as the common objectives of these actions envisaged by this crosscutting policy.....	2007-2009
Germany	Eliminating the gender pay gap	various projects: campaign, studies, conferences; cooperation with social partners, research institutes and NGOs	2008 – 2010	Reduction of gender-specific risks and support to women in gender-specific crisis situations.	The Federal Government is currently drawing up its Action Plan II (a continuation of Action Plan I) on Combating Violence Against Women. It outlines a comprehensive general concept on combating all forms of violence against women.	September 2007

²³ For the law or elimination of gaps?

Greece	Combating Stereotypes Education	Gender through	- Raising awareness of teachers and interventional programmes to promote gender equality; Positive actions in favour of women in initial vocational education and training schools (study/research/documentation/support of libraries); Establishment of a “Watch on Equality in Education” of a total budget of 951,000€.		Promotion of gender equality in the educational Process/combating stereotypes.	Sensitization of teachers and interventional programmes promoting gender equality; - Positive actions in favour of women in schools and initial vocational education and training (research, bibliography, reinforcing school libraries); On-line connection of school libraries with the Library of Women’s Issues of the General Secretariat for Gender Equality and, - Establishment of an Observatory monitoring and assessing the actions of educational policy on gender equality.	Ongoing.
Hungary	Combating stereotypes		A special working group has been established with the specific aim of dealing with this issue. This group works in the spirit of the Roadmap for equality for women and men (2006-2010). In Hungary the National Strategy Plan for Gender Equality (2009-2020) is under preparation. The priorities of this strategy are based on the Gender Equality Roadmap.	Continuous Not specified	Combating gender-based stereotypes.	Not specified	Not specified
Italy	None selected/proposed				Fight violence against women.	- Monitoring and developing the activities of the local, regional and national centres to fight violence against women. - Promoting the services provided by the free telephone number 1522 against violence on women which provides a call centre giving psychological, social and juridical assistance. - Collecting and publishing periodic data on violence against women. - Increase the number of shelters and centres of assistance for women victims of violence.	January 2008
Latvia	Improvement of gender		Gender impact assessment of state policies	Not specified	Improvement of gender	Gender impact assessments of state	State Gender

	equality policy implementation and policy coordination.	on situation in Latvia; Survey indicators for implementation of the Beijing Platform for Action (PfA) and the available information in Latvia; Prepare a report about Beijing PfA implementation in Latvia; Prepare a report about the implementation of CEDAW in Latvia; Analyze the situation in various sectors of economy from a gender perspective; Make public the information about legal cases of gender discrimination and the relevant court decisions; Strengthen capacity of the Ministry of Welfare as the responsible state institution for gender equality in Latvia; Analyze the application of gender equality law by labor unions in various sectors.		equality policy Implementation and policy coordination.	policies; analysis of various sectors in the economy from a gender perspective; analysis of the application of gender equality law by labour unions in various sectors; Survey indicators for implementation of the Beijing Platform for Action (BPfA) and the available information in Latvia; reporting on progress. Report on the implementation of CEDAW in Latvia. - Publish and disseminate information on legal cases of gender discrimination and the relevant court decisions. Strengthen capacity of the Ministry of Welfare as the responsible state institution for gender equality in Latvia.	Equality Program 2007-2010.
Lebanon	Achieving the preliminary process aiming at monitoring the evaluation of Gender Equality in Lebanon	Not specified	2008-2009	Implementation of National Social Action Plan	Publication of an index that will help researchers to measure the changes in the situation of women in 11 specific fields (using uniform criteria); a project managed by NCLW. Provision of cash assistance for FHH; Economic empowerment for women.	2008.
Lithuania	Combating violence against women:	Support and assistance to victims, prevention, prosecution of perpetrators	Until 2015.	Combating violence against women.	Support and assistance to victims, prevention, prosecution of perpetrators.	2015

Malta	Gender Mainstreaming through the project Living Equality	The project specifically seeks to: Sensitize public officers on the concept of Gender Equality; Provide further training on the use of gender mainstreaming tools for staff of ministries and departments responsible for policy and programmes; Set up structure for implementation and monitoring; Build a communication mechanism to share initiatives and ways to overcome stumbling blocks; Create debate and raise awareness; Build knowledge through research on Gender Responsive Budget.	Not specified	Gender approach in statistics related to migration	Not specified	Depending funds 2008
Morocco	Development of the Plan of Action for the Charter to improve the image of women in medias Conduct a study on dissemination of the education to equality	Not specified		National Strategy for the Fight against Violence directed at Women.	Development of coordination and follow-up mechanisms for the national strategy for the fight of violence against women at the national and regional level.	Not specified
Occupied Palestinian Territory	Tackling violence against women		2009- 2011		No report	
Poland	Continuation efforts on counteracting domestic violence and violence against women	Implementation of National Programme on Counteracting Family Violence	2006-2016.	Assisting women in establishing their own Businesses.	Not specified	Ongoing.
Portugal	Creation of a Gender Observatory	Not specified	Not specified	Combat violence against women, including domestic violence.	The Third National Plan against Domestic Violence June 2007-2010.	2007 until 2010.
Slovakia	Preparation of a new Questionnaire for the Competition Family Friendly Employer and his pilot approval in the praxes		Coming out May 2009	Support of project aiming at implementation of gender equality.	Gender national structures will provide counseling and professional support to organizations, who apply for projects.	
Spain	Creation of the Women's	New body to support the dialogue	First semester of 2009	None selected/proposed		

	Participation Council.	between public administration and women's organizations.				
Sweden²⁴	None selected/proposed			Reform of family policy.	The Government will investigate the precise conditions for a reform of family policy during this electoral period.	The reform is planned to be launched during 2008.
Syria	Implementing a national survey on GBV	Not specified	Not specified	Action Plan to Implement the CEDAW Committee Recommendations	The Action Plan will be prepared by the SCFA in cooperation with all concerned ministries and with the support of UN-ESCWA (United Nations Economic and Social Commission for Western Asia).	Not specified
Tunisia	Reinforcement of prevention, sensitization and psychological and social care of women with specific needs	Not specified	Not specified	See priority 1.		Not specified
Turkey	None selected/proposed			Combat domestic violence against women.	To strengthen the implementation of legislation on domestic violence against women.	2007-2008

²⁴ Proposed only priority 1 and 2 but actually 2 priorities in each one of them (2 in one)

Table 2: Priorities proposed by the 24 countries²⁵ for 2009 can be summarised as follows:

Area Country	Gender Equality and Women empowerment	Gender-based-Violence	Labour/workplace	Reconcile Public/Private Life	Political participation	Gender stereotypes	Gender Mainstreaming
1. Algeria	1	3					
2. Austria	1			2			3
3. Cyprus		2	1			3	
4. Estonia		2, 3	1				
5. Finland	3		1				2
6. France		1	2, 3				
7. Germany			1, 3			2	
8. Greece		2	1			3	
9. Hungary		2		1		3	
10. Italia		1					2
11. Jordan	1						2
12. Latvia	1, 2, 3						
13. Lebanon							
14. Lithuania		3	1			2	
15. Malta	2		1				3
16. Morocco		2			1	3	
17. OPT		3	2		1		
18. Poland	2	3		1			
19. Portugal		2	1				
20. Slovakia	1	2					
21. Spain	1	2			3		
22. Sweden		2	1				2
23. Syria		1, 2, 3					
24. Tunisia	2				1		

Priority 1: 1; Priority 2: 2; Priority 3: 3

²⁵ Which selected priorities, only 24 among the 32 country's responses in addition to the EC and NGOs questionnaires.

ANNEX 1



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

Framework of Action

2008 Review Mechanism

“Istanbul Questionnaire” for Euro-Mediterranean Countries

A. Istanbul Questionnaire

	2008 Review		Observations
	Actions Undertaken / Foreseen Results Achieved	Calendar for Implementation	
I. Cross-cutting 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 organizations, including women’s organizations			
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. Promoting women's active participation in political decision-making positions and in public life			
4. Combating (laws and actions) all forms of violence against women			
5. 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 2009

Priority 1: Description: Calendar for implementation:

Priority 2: Description: Calendar for implementation:

Priority 3: Description: Calendar for implementation:

Guidelines for filling in the 2008 questionnaire:

A. Summary of 2007-2008 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 2007-2008 and what are the main results achieved.

B. “Istanbul Questionnaire”:

“Istanbul Conclusions”:

Following the experience gained in 2007, the various items covered by “Istanbul Conclusions” have been summarized for the sake of simplification of this questionnaire. A first section on transversal issues has been created. The three pillars included in the “Istanbul Conclusions” have been kept but the issues related to each pillar have been simplified.

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 September 2007- July 2008 (N.B. Even if the action/measure is implemented beyond July 2008, it should have been initialled from September 2007 to July 2008) 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.

C. Proposal of Priorities for 2009

“Priority n.”:

Identify up to three priorities at national level for 2009 (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).

ANNEX 2

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 commitments²⁶, 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 fulfill 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 Neighborhood 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 organizations, 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 Neighborhood 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:

- Women’s political and civil rights;

²⁶ 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 Organization 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 recognize the principle of non discrimination against women.

- 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 Program, 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 organizations, particularly women's organizations, in accordance with national legislation as appropriate, as well as Parliaments and local authorities, in the defense and promotion of women's rights. Contribute to strengthening the capacity of and networking among civil society organizations 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 organizations, particularly women's organizations, 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.