

European Commission

Ministerial conclusions on strengthening the role of women in society

Implementation review

Final report 2006 – 2007

This report has been elaborated by the European Commission on the basis of the contributions of Euro-Med partners

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Foreword

The latter half of the 20th century witnessed a significant improvement in the social and economic status of women and in gender equality in many parts of the world with respect to education, health status, labour force participation and wages. However, in spite of considerable advances, gender discrimination still remains, as inequalities in rights, resources and political voice persist in all countries.

At the 2005 Barcelona Summit, the 10th anniversary of the Euro-Mediterranean Partnership, it was agreed that equality between men and women would be one of the challenges on which we would focus our attention and strive towards reaching a better understanding between partners.

The Euro-Med conference in Rabat, organised in June 2006, which gathered representatives of governments, civil society and parliaments, identified strong recommendations about objectives to be achieved. The European Commission also published a brochure about the support for and initiatives in the area of gender equality in the region. During the Finnish EU Presidency, the Euro-Med Ministerial Conference on ‘Strengthening the role of women in society’, the very first ministerial meeting addressing this issue, took place in Istanbul on 14–15 November 2006.

At the conference, the 35 Euro-Med partner countries agreed to work within a common framework of action. The conference conclusions indicate a true commitment to work towards the realisation of universal human rights, which 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 agreed to embrace this holistic approach.

We are delighted to invite you to read the first concrete results of this conference: the implementation review report, covering the period December 2006 to May 2007.

The European Commission decided to elaborate this report on the basis of questionnaires sent to all partner countries, including some Euro-Med civil society organisations. This report presents a snapshot of the situation women are facing in the Euro-Med area — as reported by the countries themselves. It should not be viewed as comprehensive research or a scientific analysis of the situation. It is more a factual, neutral document which allows all those involved in this issue to have a clearer idea of the situation of women. This and future reports will, therefore, enable us to see the advances which we hope will be significant for all of us.

Great efforts have been made in the Euro-Mediterranean area to promote the role of girls and women in society at all levels. However, we all still have much to do. By

working together, based on mutual respect and partnership, we can support women's full participation in all spheres of life.

We are fully committed to work on the implementation of the Istanbul conclusions. The foreseen actions will help all citizens to live in a better world where women can participate fully in the economic, social, political and cultural life of their country. This, in turn, will bring us closer to the Euro-Mediterranean Partnership's main objective of establishing a region of peace, security, prosperity and opportunity, based on democracy and human rights.

We therefore invite you to read this document in the knowledge that it is the result of a combined effort which underlines the Euro-Med partners' joint commitment to continue working towards women's empowerment. The message is clear: unless, and until, we do so, societies will never reach their full development potential.



Stefan Wallin
Minister for Culture and Sport, responsible for gender equality
Finland



Nimet Çubukçu
State Minister responsible for gender and children
Turkey



Benita Ferrero Waldner
Commissioner responsible for external relations and neighbourhood policy
European Commission

Executive summary

These ministerial conclusions on strengthening the role of women in society are based upon the questionnaire responses of 33 Euro-Mediterranean partners covering the period December 2006 to May 2007.

Many countries report on their action in applying **UN conventions**, related to the human rights of women, through their legislative and policy reforms. Estonia, Jordan and Syria have worked with the **CEDAW** (Convention on the Elimination of All Forms of Discrimination Against Women) process, and a large number of other countries, for example Lebanon and Tunisia, have amended their national legal frameworks further to comply with UN conventions, or have enacted completely new laws, for example Belgium, Bulgaria and Spain.

The implementation of the **legal frameworks** and policies concerning women's rights and equality between women and men is taking place, most notably through multiannual comprehensive national action plans. These are evident, for instance, in Belgium (the Flemish Administration), Finland, Luxembourg, Romania and Spain. Some countries have formulated several parallel action plans for addressing specific dimensions of gender equality and women's rights, such as combating violence against women, trafficking in human beings and migration.

Many countries have either recently established or further developed their institutional mechanisms relating to gender-based discrimination. These include Belgium, Jordan, Morocco, Portugal, Slovenia, Sweden and Turkey.

Combating violence against women has received considerable attention from the Euro-Med partner countries through the preparation and implementation of special action plans, annual reports and evaluations. Work on the subject appears to be relatively central both in the European and in the Mediterranean countries. Reporting is available, for instance, from Belgium, Bulgaria, Denmark, Jordan, Lebanon, Morocco, Slovenia, Syria, Sweden, Tunisia and the United Kingdom.

Regarding the **promotion of access to justice**, many European countries report that decisive measures had been undertaken to achieve equal access to justice for men and women before the reporting period. However, the UK has conducted a review of women with particular vulnerabilities in the criminal justice system, and Finland has considerably widened its criteria for persons entitled to public legal aid. Morocco has improved access to justice by instituting family tribunals, organising training for judges and commissioning follow-up studies on the application of the family code.

The reporting reveals that **conflict prevention, crisis management and peace-building** have multiple dimensions. Some countries, such as Denmark, Germany, Sweden, and the UK, are actively working on United Nations Security Council Resolution (SCR) 1325 (2000) on women, peace and security, while Lithuania will include this focus in its forthcoming gender equality programme. Some partner countries have paid attention to the peacekeeping forces, in this context, by increasing female peacekeepers. Countries themselves experiencing

conflict address the plight of their female citizens, and donor partner countries have included the subject in their bilateral programmes.

Women's political empowerment and their increased role in public administration is being pursued by many Euro-Med partners, for instance Belgium, Portugal, Slovenia, Syria and the UK, through legislation, studies, creating an observatory, training, round tables, developing childcare services, and through projects related to these initiatives. Some countries simultaneously further women's participation in decision-making, both in public life as well as in the business world.

The responses reveal an abundance of mechanisms, tools and actions for the **capacity-building of women's human rights, gender and civic responsibilities**. It is apparent that governments are financing many of the activities, often supplemented with EU Structural Funds in Europe. The Mediterranean partners are recipients of donor funding, although some, such as Morocco, also finance activities from their own budgets. Capacity-building, in its many forms, often accompanies comprehensive national level action plans and programmes. Educational and training institutions, including basic and secondary education, often have integrated gender equality, women's rights and civic responsibilities in their regular curricula. Civil society organisations have clearly been co-opted to work in tandem with governments in these areas. Important findings are that networking initiatives play an increasing role in building up the capacities of a variety of actors while joint strategic planning provides practical hands-on learning situations.

Women's economic rights are promoted through macroeconomic policies, gender-responsive budgeting, labour market mechanisms, entrepreneurship policies and programmes, training, and promoting women's position in economic decision-making. One of the most commonly reported basic strategies for women to achieve economic rights is a wide range of measures for their increased employment within the formal labour market. These include improved childcare facilities, maternal and paternal leave arrangements, and continued education and training, often with government financing. Many countries specifically target families and women living in poverty, including immigrants and minorities.

Several European partner countries are at different stages in their planning and implementation of **gender-responsive budgets**, based on analyses of sex-disaggregated resource allocations and proactively appropriating government funds for the benefit of women through programmes. Syria and Jordan have already introduced this budgetary concept through training.

Women's entrepreneurship is promoted in almost all Euro-Mediterranean countries through awareness-raising, training, measures to increase access to micro-credit and soft loans, creating an enabling business environment, establishing business incubators, associations, counselling and other advice mechanisms, as well as by the collection and sharing of best practices. Several countries, notably Denmark, Finland, Germany, Sweden and the UK, are systematically pursuing the objective of greater gender equality in top management positions both in the public and private business sectors by means of innovative concepts and approaches. Countries responding have clearly realised that women's entrepreneurship

has been a relatively untapped source for women's economic empowerment as well as for economic growth.

The social and human services lay the foundation for women and men being productive individuals in their societies. The European partner countries report advanced social security and protection mechanisms, increasingly and in greater detail taking into account the equality between women and men and guaranteed by laws. Some countries are developing social policies where the family is conceptually perceived as a comprehensive unit but, at the same time, sex disaggregation is applied. Women, men and children living in poverty are particularly targeted with a range of programmes.

European partners report that all citizens, without discrimination, have equal access to **healthcare including reproductive health**. However, some countries have found it necessary to examine whether there might exist possible differences between women and men in using these services.

Migration, as part of the social and human services, was the subject of extensive attention by the questionnaire respondents. Many European partners are allocating considerable resources for the integration of immigrants — both women and men — into accessing education, training and social services. Migrant women are a particular focus due to their disadvantaged position.

Over several years, many partners have provided **sex-disaggregated data** in their national statistical institutions. Some countries have specialised units in these institutions to ensure the availability of sex-disaggregated data and their analyses throughout, wherever appropriate. Many governmental institutions and authorities are increasingly obliged by law to produce sex-disaggregated data, including those at local government, city and municipality levels.

The **media** plays an important role in portraying a balanced image of women and men in society, and in challenging existing gender stereotypes. Some countries, such as Cyprus and Denmark, explicitly forbid in their legal framework any stereotyped portrayal of women and men in programmes and advertisements. Training media staff regarding gender and women's rights is a widespread activity, at times undertaken by non-governmental organisations (NGOs). Systematic monitoring and study of the media is carried out in many countries, so as to stay informed about the situation. Syria, Germany and Cyprus report on there being a notable number of women in leading positions in the media.

In the field of **art and culture** some countries, for instance Portugal and Spain, report not only a variety of innovative support initiatives, including the financial, to ensure equality in artistic and intellectual creation and production with special emphasis on women, but have also enacted laws which explicitly enhance the position of female artists and emphasise equal opportunities.

To summarise, this implementation review — based upon information provided by the partner countries themselves — indicates that women's rights and gender equality have entered the developmental mainstream of Euro-Mediterranean societies.

Preface

The partners at the Euro-Mediterranean Ministerial Conference on ‘Strengthening the role of women in society’, held on 14–15 November 2006 in Istanbul, based on their shared international, regional and national commitments ⁽¹⁾, agreed to work within a common framework of action. The conference issued conclusions to strengthen: women’s political and civil rights; women’s social and economic rights and sustainable development; and women’s rights in the cultural sphere and the role of communications and the mass media.

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 in 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’.

Euro-Mediterranean ministers stressed that equal participation of women and men in all spheres of life is a crucial element of democracy and confirmed that only by the inclusion of all people and determined action will the region’s women be able to fulfil their ambitions and aspirations and, by extension, contribute towards the realisation 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’s full entitlement of rights.

The Euro-Mediterranean partners committed themselves to work towards the mutually agreed objectives over the next five years. In terms of the follow-up and review mechanism, it is stated in the conclusions that the Euro-Med Committee is to convene, at least once a year, a Euro-Med ad hoc meeting at expert senior officials’ level to review the implementation of the conference conclusions and to inform the annual Euro-Med Foreign Affairs Ministers’ conference. A follow-up Euro-Med 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.

(1) These include inter alia:

- the Treaty establishing the European Economic Community (1957);
- the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (1979);
- the programme of action of the United Nations International Conference on Population and Development in Cairo (1994);
- the Beijing Declaration and Platform for Action (1995);
- the Cairo Declaration issued by the First Arab Women’s Summit (2000);
- the Millennium Declaration and the millennium development goals (2000);
- UN SCR 1325 (2000) on women, peace and security;
- the Arab Women Organisation plan of action (2001);
- the Tunis Declaration adopted at the 2004 Summit of the Arab League;
- the Alger Declaration adopted at the 2005 Summit of the Arab League;
- the outcome of the 23rd special session of the United Nations General Assembly and the Declaration of the Commission on the Status of Women at its 49th session (March 2005, Beijing +10);
- the Khartoum Declaration adopted at the 2006 Summit of the Arab League;
- the European consensus on development (2006);
- the national constitutions of the partner countries which recognise the principle of non-discrimination against women.

In order to comply with the annual review obligation, the European Commission introduced a questionnaire (see Annex 1) for the Euro-Mediterranean partners to respond to. The questionnaire covers the three major areas of the conclusions:

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

It forms the first follow-up measure, a pilot measure in nature, to track progress in the implementation of the conclusions.

The response from the Euro-Mediterranean partners to the questionnaire was excellent in terms of the number of countries responding and the abundance of information about the multitude of recently implemented actions, including those presently under implementation as well as those planned. Altogether **33 partner countries replied** (Algeria, Austria, Belgium, Bulgaria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Israel, Italy, Jordan, Latvia, Lebanon, Lithuania, Luxembourg, Malta, Morocco, Poland, Portugal, Romania, Slovakia, Slovenia, Spain, Sweden, Syria, Tunisia, Turkey and the United Kingdom) as well as the European Commission.

From the Euro-Mediterranean networks, the Anna Lindh Foundation provided a contribution as well as Euromesco and Femise. The Euro-Mediterranean Parliamentary Assembly transmitted a 'Report on women's rights in the Euro-Mediterranean countries' as well as a report on the activities of the ad hoc Committee on Women's Rights of the Assembly. The European Economic and Social Committee (EESC) transmitted the opinion recently adopted (July 2007) on the 'Promotion of women's entrepreneurship in the Euro-Med region'. These last contributions have been considered, but are not part of the current synthesis report.

The present implementation review is the synthesis report compiled from the questionnaire responses covering the period December 2006 to May 2007. The current report is based solely upon the questionnaire responses and without consulting complementary sources of information. The current review is therefore not considered to be a research study (which it never intended to be) but rather a snapshot of the situation in the partner countries as reported by them.

Due to the comprehensive nature of the questionnaire, embracing practically all interdependent aspects stated in the conclusions, a number of challenges were faced in compiling the bi annual report.

Several questions contain more than one aspect to be responded to. In addition, it was frequently difficult to judge when a given action had been implemented.

Due to the overwhelming amount of information, it has only been possible to include a limited number of actions, largely for illustrative purposes, in order to keep the scope of the review on a manageable level.

The questionnaire responses vary greatly in terms of clarity, focus and length, some countries opting for very concise responses while others elaborated extensively. These aspects are bound to be reflected in this review as, in that and other respects, it strives to present an accurate indication of the nature and content of the information received.

Part A

1. Women's political and civil rights

Overview

In response to the questionnaire, many Euro-Mediterranean partner countries reported on actions taken in incorporating UN conventions, related to the human rights of women, into their legislative and policy reforms. Estonia, Jordan and Syria have worked with the CEDAW (Convention on the Elimination of All Forms of Discrimination Against Women) process, and a large number of other countries, for example Tunisia and Lebanon, have amended their national legal frameworks to comply further with UN conventions, or have enacted completely new laws. The implementation of the laws and policies is taking place, most notably through related comprehensive multiannual national action plans.

A large number of countries have either established or further developed their institutional mechanisms relating to gender-based discrimination. Combating violence against women has received considerable attention by the partner countries, who have prepared and implemented special action plans, annual reports and evaluations. Work on the subject appears to be relatively central both in the European as well as in the Mediterranean countries. Reporting is available, for instance, from Belgium, Bulgaria, Denmark, Jordan, Lebanon, Morocco, Slovenia, Syria, Sweden, Tunisia and the United Kingdom.

Regarding the promotion of access to justice, many European countries (and also Israel) report that decisive measures had been undertaken to achieve equal access for men and women before the reporting period. However, the UK has conducted a review of women with particular vulnerabilities in the criminal justice system, and Finland has considerably widened its criteria for persons entitled to public legal aid. Morocco has improved access to justice by instituting family tribunals, organising training for judges and commissioning follow-up studies on the application of the family code.

The reporting reveals that conflict prevention, crisis management and peace-building have multiple dimensions. Some countries are actively working on United Nations Security Council Resolution (SCR) 1325 (2000) on women, peace and security, such as Denmark, Germany, Sweden, Israel and the UK, while Lithuania will include this in its forthcoming gender equality programme. Some countries have paid attention to peacekeeping forces, by increasing female peacekeepers. Countries experiencing conflict themselves address the plight of their female citizens while donor partner countries have included the subject in their bilateral programmes.

Women's political empowerment and their increased role in public administration is being pursued by many Euro-Med partners, through legislation, studies, creating an observatory, training, round tables, developing childcare services, and projects related to these initiatives. Some countries simultaneously further women's increased participation in decision-making, both in public life and in the business world.

The responses reveal an abundance of mechanisms, tools and actions for capacity-building in relation to women's human rights, gender and civic responsibilities. It is apparent that governments are financing many of the activities, often supplemented with EU Structural Funds in Europe. The Mediterranean partners are recipients of donor funding, although they seem to finance activities from their own budgets as well: Morocco is an example of this. Capacity-building, in its many forms, often accompanies comprehensive national level action plans and programmes. Educational and training institutions, including basic and secondary education, often have integrated gender equality, women's rights and civic responsibilities in their regular curricula. Civil society organisations have clearly been co-opted to work in tandem with governments. Important findings are that networking initiatives play an increasing role in building up the capacities of a variety of actors, while joint strategic planning provides practical hands-on learning situations.

The Commission reports that implementation of the European neighbourhood policy action plans with some southern Mediterranean partner countries — also containing references to the issue of promotion of women's rights — is jointly monitored through subcommittees, including for some partner countries dedicated subcommittees on human rights and democracy.

1.1. Women's human rights according to UN conventions

1.1.1. Legal and policy reforms

This section reports on laws on gender equality that have been elaborated or enacted during the period monitored.

Many countries, for example, Belgium, Bulgaria, Cyprus, Estonia, Germany, Jordan, Malta, Poland, Spain, Syria, Tunisia and Turkey, have reported on new legal initiatives in the area of gender equality.

A major initiative was taken by **Jordan** in July 2007 when it endorsed the CEDAW and its publication in the Official Gazette. Jordan had signed the convention in July 1992, but had not published it officially, depriving Jordanian citizens of a strong legal base to call on the government to work on amending the laws discriminating against women. In addition, since March 2007 there exists a draft law on political parties which stipulates, among other matters, increasing funds particularly for political parties with female candidates. **Estonia** reports that it is starting preparations for the ratification of the CEDAW Optional Protocol.

In 2006, the **Syrian** Commission for Family Affairs (SCFA) prepared three studies comparing the CEDAW articles (Articles 2, 9, 15, 16) and national legislation (personal status law, criminal code and nationality code). In May 2006, it wrote a memorandum submitting it to the Cabinet with a request to remove all reservations on the CEDAW. In April 2007, the SCFA developed a draft for a presidential decree forwarding it to the Cabinet in order to be transferred officially to the legislative authority (the parliament). The proposal recommends the removal of reservations on Article 16, paragraph 1d, concerning equal rights and responsibilities in marriage and divorce, and paragraph 2 related to the betrothal and the marriage of a child. The government accepts the removal of these reservations and the issuance of the decree to this effect pending routine procedures.

Other countries have passed new anti-discrimination laws or have replaced their former legislation by more comprehensive ones. **Spain**, for example, adopted a comprehensive law in March 2007 aiming at:

- (a) removing obstacles that prevent equal access to public employment and career development in civil service;
- (b) facilitating the reconciliation of personal, family and working life, without jeopardising career promotion;

- (c) improving training opportunities for women and men for accessing public employment and improving lifelong training;
- (d) fostering the balanced presence of women and men in selection and evaluation bodies;
- (e) establishing effective protection measures against sexual harassment;
- (f) establishing effective measures to eliminate direct or indirect gender wage discrimination;
- (g) periodically evaluating the effectiveness of the principle of equality.

In **Malta**, during 2007, further legislative measures were undertaken to strengthen equality legislation. These included the introduction of the equal treatment of persons order and amendments to the equal treatment in employment regulations. In May 2007, **Belgium** adopted, within an anti-discrimination legislative package, a new federal law against discrimination between men and women. **Poland** has drafted an equality law transposing Directives 2000/43/EC, 2000/78/EC, 2004/113/EC and 56/EC into national legislation (the law is currently undergoing ministerial consultations).

Bulgaria is in the process of adopting a bill regulating measures ensuring equal opportunities for women and men and defining the institutions and mechanisms to implement the state policy on equal opportunities: it is expected that this bill will be adopted by the end of 2007. The UN human rights conventions have been incorporated into **Czech** legislation.

At the **European level**, the principle of equal treatment of men and women has been enshrined in the Community Treaties since the establishment of the European Economic Community in 1957. It has been implemented in a number of fields by EU legislation over the past 30 years, and developed in extensive case-law by the Court of Justice of the European Communities. The Commission monitors the application of this legislation and, where appropriate, proposes new legislation — this work is ongoing.

In **Belgium**, as far as the transposition of EU directives is concerned, a Flemish parliament act on equal treatment is under preparation. This will fill the gaps that currently exist after the transposition of three European directives (Directives 2000/43/EC, 2000/78/EC and 2004/113/EC) into Flemish competences. A legal basis will be created for a Flemish plan on equal treatment, which will outline the policy measures planned by the Flemish government in the short and long term, as well as the terms for the evaluation of the pursued policy.

Some countries have taken measures eliminating discriminatory legal provisions.

The **Tunisian** president announced in August 2006 the modification of the legal age of marriage for both sexes to 18. This was promulgated into a law in May 2007.

In **Lebanon** the draft of the proposed penal code amendment (related to honour crimes, adultery, rape, etc.) is under recognition of the Parliamentary Committee of Justice and Administration.

In **Turkey** the government is focusing on drafting the law for the protection of family and related regulations. Some regulations were enacted in May 2007. Very recent measures related to gender equality include a circular from the Prime Minister's office on 'Measures to be taken to eliminate violence against children and women and honour killings' in 2006, and a circular from the Ministry of Interior for 'Coordination of measures for elimination of honour killings' in 2007. The preparation of the regulation related to the implementation of the law on the protection of the family is expected to be completed by the end of 2007.

Finally, in March 2007 **Germany** signed the Convention on the Rights of Persons with Disabilities, which specifically draws attention to the situation of women with disabilities who suffer from multiple discrimination.

1.1.2. Implementation

Implementation is, first of all, to be seen in relation with the monitoring of the CEDAW.

Germany's sixth national CEDAW report has been discussed by the country's parliament and will be submitted in autumn 2007 to the CEDAW Committee. **Lithuania** expects to submit the fourth periodic report on the CEDAW in November 2007 (while the third report from 2004 has not yet been considered by the CEDAW Committee). **Malta** also submitted the fourth periodic CEDAW report in 2007. **Portugal** submitted its sixth report on the CEDAW in 2006 and the seventh is currently being prepared with a completion date in November 2007. In December 2006, **Slovakia** submitted its second and third periodic report on the CEDAW and this will be presented to the CEDAW Committee in July 2008. In May 2007, **the UK** submitted its sixth CEDAW report. In May 2007, the SCFA presented the **Syrian** reports about CEDAW implementation to the UN General Assembly, reiterating its efforts to remove its remaining reserves to the convention. In addition, in February 2007, the country updated its report on Beijing +10, and prepared the Beijing +12 report.

At the European level, the **European Commission** publishes an annual report on equality between women and men, which is also submitted to the spring summit of Heads of State or Government. The report contains monitored information on developments moving towards gender equality in the EU and identifies the priority fields for political action.

A certain number of countries among the Euro-Mediterranean partners are currently implementing comprehensive national action plans promoting gender equality (Belgium, Finland, France, Luxembourg and Romania) or are in the process of approving such plans (Estonia).

'Government priorities and procedures for the enforcement of the equality of men and women' — a national action plan (drafted in compliance with the Beijing conclusions) to

create equal opportunities for women and men was adopted by the **Czech** government in 1998 and is updated each year.

Luxembourg is implementing its national action plan (2005–08) for equality between women and men. **Romania** is in the full process of implementing the national strategy for equal opportunities between women and men for the period 2006–09.

Finland will report to the country's parliament at the end of 2009 on the implementation of the act on equality between women and men, last amended in 2005 to incorporate EU directives into the legislation. In **France**, the sixth implementation report on gender equality is scheduled for publication in January 2008. In **Belgium**, a law entitled the 'gender mainstreaming law' was passed in January 2007 and it invites the government to indicate, at the beginning of each legislation period, the strategic objectives aiming at the promotion of gender equality in all of the federal policies. The Flemish Minister for Equal Opportunities is also implementing a mainstreaming strategy targeting 13 policy areas.

Based on the act of March 2007, the **Spanish** central government will approve a strategic plan for equal opportunities periodically covering all its areas of competence, which include measures to attain the objective of equality between women and men and to eliminate discrimination on the grounds of sex.

In **Morocco**, an action plan has been elaborated to implement the national strategy on equity and equality between men and women (2007–09) and a pool of experts has been nominated to accompany the elaboration of sectoral plans on equity and equality between men and women in the public sector.

In **Turkey**, which will prepare the CEDAW sixth regular report and submit it to the committee in 2007, preparatory works on the gender equality national action plan under the 'Promoting gender equality twinning' project have been conducted.

1.1.3. Institutional mechanisms against gender-based discrimination

A large number of the countries have either put in place or developed their institutional mechanisms relating to gender-based discrimination. These mechanisms are often linked to the translation into national law of European directives. These institutional mechanisms are general anti-discrimination bodies which entail in their mandate fighting against gender-based discrimination and the promotion of gender equality. They usually deliver legal advice, counselling services and support to persons feeling discriminated against. This section concentrates on the most recent measures taken in this field.

The **German** Federal Antidiscrimination Authority (FADA), established in August 2006, provides independent advice to residents who feel discriminated against. FADA's fight against discrimination includes related research, sensitisation and publicity. A networking conference in these areas was organised in November 2007.

Consistent with the equality for men and women act, the National Commission for the Promotion of Equality (NCPE) in **Malta** seeks to ensure that Maltese society is free from any form of discrimination based on sex and/or family responsibilities. The NCPE seeks to promote gender equality in all aspects of social life through various initiatives and projects and also advises the government on policy direction, etc. Within the remit of the NCPE is also the investigation of formal complaints based on gender discrimination. In addition in every ministry equality committees have been set up whose responsibilities include the promotion of gender equality in the public sector, training officers, setting up initiatives, receiving complaints, and liaising with the NCPE. Furthermore, in 2007 the NCPE's remit has been extended to cover racial discrimination and ethnic origin.

Bulgaria's new bill defines the institutions and mechanisms to implement the state policy on equal opportunities. A Commission for Protection against Discrimination will be an independent specialised state authority for the prevention of and protection from discrimination, endorsed with the authority to issue legally binding decisions regarding signals and complaints of acts of discrimination. In **Latvia**, the State Human Rights Office established in July 1995 was reformed into the State Ombuds Bureau in January 2007 with a broader mandate.

In **Belgium**, the Flemish Ministerial Committee for Equal Opportunities (established in March 2006) created a new Equal Opportunities Commission. The commission's meetings are an opportunity to exchange good practices, to acquire further expertise on the target groups and issues that are of central importance in the coordination process, and to prepare and crystallise the next phases of the process, including the reporting phase and the preparation of new objectives and/or action plans.

In the European Year of Equal Opportunities of 2007, a launching conference with 200 participants from NGOs and women's organisations was held by the **Estonian** Gender Equality Commissioner in March, with a focus on the role of equality bodies in European societies and their main challenges today.

The mandate of the Gender Equality Council of **Hungary** is to enforce gender equality mainstreaming in decision-making and in elaborating gender equality related action plans. The council has representation from ministries, 10 members from civil society, and seven gender equality experts. The Ministry of Social Affairs and Labour cooperates with NGOs in several ways.

In **Luxembourg**, the law on equal treatment from November 2006 defines the role of the Centre for Equal Treatment which is charged with the promotion, analysis and monitoring of equality of treatment between men and women.

In May 2007, **Portugal** created the Commission for Citizenship and Gender Equality (CIG), replacing the previous national mechanism for equality. Its mandate includes receiving complaints on gender-based discrimination or cases of violence and, where appropriate, presenting them to the competent authorities or to those involved by issuing opinions and recommendations.

In **Slovenia** amendments to the act regulating the implementation of the equal treatment principle were adopted by the National Assembly in June 2007. The concerned institution, the Advocate of Equal Opportunities for Women and Men and the Principle of Equal Treatment, one of the specialised bodies for the promotion of equal treatment designated under the EU directives, has gained greater independence.

In **Sweden** a parliamentary committee has submitted a report on coherent discrimination legislation, which is now under consideration by the government offices. The government intends to propose that the different anti-discrimination laws be combined into one piece of general anti-discrimination legislation, and that the different ombudsman offices, including the Office of the Equal Opportunities Ombudsman, be merged into the one government agency. The government will also look into how compensation regulations for degrading treatment should be formulated.

In **Greece**, Law 3491/2006 established, for the first time, a National Committee for Equality between Women and Men as a permanent tribune for social dialogue. Its first session took place in March 2007. The National Committee consists of representatives of the public administration at a high level, together with representatives of local governments, of the Economic and Social Committee, of social partners, and of NGOs active in the gender equality field, as well as private individuals. The committee's work is to contribute to planning a national strategy for equality between women and men, to form the necessary policies and measures, and to monitor their implementation, as well as to assess their results at national and regional level.

The **Czech** Ministry of Labour and Social Affairs regularly conducts an evaluation of compliance with the ‘Government priorities and procedures for the enforcement of the equality of men and women’ and submits this to the government for debate, together with proposals for additional measures. The evaluation is sent to non-governmental not-for-profit organisations which may, if they wish, make any comments or suggestions and proposals. Once approved by the government, the evaluation is made available to the general public on the website of the Ministry of Labour and Social Affairs as the summary report on compliance with the ‘Government priorities and procedures for the enforcement of the equality of men and women’. The Czech Republic has also prepared a draft act on equal treatment and on the legal remedies (anti-discrimination act); among other areas, the draft also regulates legal remedies to protect against discrimination (due to come into force on 1 January 2008).

The **European Commission** reports that, following the roadmap for equality between women and men (2006–10), the Commission has set up a network of gender equality bodies to have an exchange of views and experiences on ways of fighting sex discrimination and promoting gender equality. The first meeting of the network took place in December 2006. Two meetings per year are foreseen on specific thematic areas. Furthermore, the Commission funds projects promoting gender equality through its financial programmes — including through the European Instrument for Democracy and Human Rights and the thematic programme ‘Investing in people’ — whereas improving gender balance is a cross-cutting objective in all the country strategy papers, the framework for programming financial assistance under the European Neighbourhood and Partnership Instrument (ENPI) for the period 2007–13. The Commission’s communication ‘Gender equality and women’s empowerment in development cooperation’ of 8 March 2007 aims at providing guidance on the ways to promote gender equality through the new aid modalities, namely budget support.

In **Algeria**, the National Council for Family and Women was created in November 2006. The council is a consultative body endowed with the tasks of formulating opinions, and ensuring coordination, dialogue and evaluations of actions and activities related to family and women.

In **Jordan**, a draft law on the ombudsman institution was prepared in 2006.

In its questionnaire, **Morocco** refers more particularly to a specific mediation mechanism put in place within the Ministry of Justice. The objective of the programme is to help reinforce the capacities of the newly created family tribunals and to allow the Ministry of Justice and Family Tribunals to improve the quality of the response to those on trial and to assure an improved law application. The programme applies the five following principles:

- establishment of a mechanism for mediation and reconciliation;
- establishment of a social aid fund for children of divorced women including a study on the scope of assistance and identification of potential beneficiaries;
- revision of determining rules for pension eligibility;
- establishment of a computerised administrative database system in family tribunals;

- establishment of a training unit specialised in continued training for ministerial officers and family tribunals.

In **Israel**, since 1998 the Authority for the Advancement of the Status of Women has been established by law. This body coordinates and promotes cooperation between all the existing sectoral bodies such as the special unit in the Ministry of Labour and Industry, the special department for advancement of women in the civil service, and gender advisors in local councils and governmental offices.

1.2. Violence against women

Many partner countries (Algeria, Belgium, Bulgaria, Denmark, Estonia, Finland, Germany, Poland, Syria, Tunisia and Turkey) report having national action plans for combating violence against women or that these are under development. Work on the subject appears to be relatively central both in the European and the Mediterranean countries.

Algeria is currently working on the elaboration of a national strategy aiming at combating violence against women. The ministry in charge is working together with the United Nations Development Fund for Women (Unifem), Unicef and the United Nations Population Fund (UNFPA) to develop methodologies and tools as well as coordination with civil society organisations in order to provide better services to women and children victims of violence. In addition, the Ministry of Justice has recently proposed a comprehensive plan of action (2007–11) in this area. Psychological support to victims as well as the training of health staff has been developed. In addition, a centre aiming at providing support and counselling to women victims of harassment has been put in place under the aegis of the General Union of Algerian Workers.

In **Jordan**, the government and two NGOs are involved in the work against gender-based violence. Basic laws on the subject are in place. However, two draft by-laws, one concerning domestic violence and the other one on shelter management, will be tabled to the parliament in 2007. Actions since mid-2007 include the opening of a governmental shelter based on the experiences of the two NGOs. Additional shelters, both by NGOs and the government, are in the pipeline. In 2007, campaigns for combating honour crimes are going on. The Ministry of Education and the Ministry of Health, with the help of the Jordanian National Commission for Women, have issued a related manual. Jordan reports that limitations in operational effectiveness are evident due to inadequate coordination and harmonisation of existing measures and mechanisms.

Lebanese activities on gender-based violence include: preparation of a draft law on violence against children (2007); training for social workers (2006–08); awareness-raising (2007–08); networking with relevant institutions (2007–08); study of gender-based violence (2008–10); and establishment of a national committee (2009/10) to formulate the relevant law. Partnership arrangements regarding shelters have been created between the Ministry

of Social Affairs, providing economic support, and NGOs (2007–08). The amendment of the penal code is envisaged in 2008–10.

During 2002–07, **Morocco** elaborated a national strategy to fight violence against women by: establishing the related national observatory; endorsing additional centres for victims; instituting an information system; and establishing a related telephone line. The related law is under adoption. Special hospital wards for female victims have been created and hospitals have a coordination mechanism nationwide. At the public court level, at the police brigade level and in gendarmeries, protection cells for victims have been established. There are accommodation facilities available to victims. Since 2004 an annual national campaign has been organised, each year with a specific theme such as conjugal violence, and sexual harassment. The theme for 2007 was ‘to mobilise youth against gender-oriented violence’.

Syrian laws endorse special articles punishing all types of violence against women, to act as a deterrent with a final goal of preventing it. The government approaches fighting violence from a preventive perspective rather than providing only remedial measures; therefore, the state 10th five-year plan (2006–10) addresses the subject. Starting from 2006 the national plan to protect women against violence is under preparation. The government has been preparing, since December 2006, a human trafficking law. During 2006–07 activities included creating awareness of violence against women, for example during the International Day of Combating Violence against Women. In November 2006, TV and radio spots were prepared by the Syrian Commission regarding violence against women.

In **Tunisia** a national action plan against gender-based violence was initiated in 2006.

In **Turkey**, under the ‘Promoting gender equality’ project, a Steering Committee has been established. In addition, within the scope of the United Nations Population Fund Fourth Country Programme, and with the protocol signed between the General Directorate on the Status of Women and the General Directorate of Security Affairs, it was decided to provide in-service training to the police on violence against women and domestic violence; within this framework, in-service training for the police has commenced. Work has started on providing in-service training to health personnel on violence against women with a similar protocol between the General Directorate on the Status of Women and the Ministry of Health.

In **Austria**, a protection against domestic violence act was introduced in 1997. Since then, the legislation has been continuously improved and foresees eviction of perpetrators from the home while the victim and the family can remain and obtain support from specialised protection agencies. Since 2006, victims of physical or sexual violence have a right to free psycho-social support and court accompaniment.

In **Belgium**, based on the evaluation of earlier actions, a new plan of action against conjugal violence for the period 2004–07 was drawn up and is currently ongoing. Its scope was extended to the communities and regions and entails six strategic objectives: sensitisation; education and training; prevention; reception and protection of victims; repression; and preparing statistics. The country prepares annual reports and an evaluation on the subject.

In 2007, the first action plan on protection against domestic violence was adopted in **Bulgaria** by the Council of Ministers, unifying the actions of the relevant institutions and civil society. An interinstitutional working group had been established in late 2007 to develop and implement national actions in the framework of the Council of Europe initiative for combating all forms of violence against women.

Cyprus reports that the country's work against violence is ongoing. **Denmark** is implementing an extensive action plan on combating men's violence against women and children in the family. This action plan encompasses special initiatives aimed at: combating sexual violence and rape; forced marriages, semi-forced marriages and arranged marriages; violence against children.

In the **Czech Republic**, Act No 135/2006 amends certain acts in the area of protection from domestic violence and introduces a new restraining order to prevent violent individuals from entering the home. One of the basic preconditions for the effective fight against domestic violence was the creation of intervention centres, which provide assistance to individuals at risk of domestic violence within 48 hours of receipt of a copy of the restraining order by the centre. In addition, several actions have been or are currently implemented in this area. Furthermore, a national strategy on action against trafficking in human beings has been set up. The Ministry of Labour and Social Affairs provides training for the staff of socio-legal child protection agencies regarding domestic violence in all the regions of the Czech Republic.

Estonia is developing a national action plan on domestic violence, to start in 2008, addressing prevention, data gathering, legislation, services for victims and perpetrators, and cooperation between different institutions. One of the aims of the plan is to improve the response of the justice system towards the cases of domestic violence. The anti-violence act came into force in Poland a year ago, followed by the national action plan to combat violence.

In **Finland**, an action plan to prevent intimate partner and domestic violence (2004–07) is ongoing. It has been implemented by developing services at the municipal level for the victims and perpetrators. A model for inter-agency operations at local level is being created, and the expertise of the sector professionals is also being enhanced. A government inter-agency internal security programme focuses on decreasing partner and intimate violence, especially against women, and on improving the security of the victims. An awareness-raising campaign will be implemented in 2008 with the aim of impacting on people's attitudes, and underlining that violence against women is a serious crime and a breach of human rights.

In **France**, a three-year action plan on violence against women was adopted in 2005. It was strengthened in 2006 in four directions: towards victims, perpetrators, the professionals and the public. Access to housing has been facilitated for victims, coordination between health services has been improved, and a phone line was established in March 2007. For perpetrators, punishments have been made more severe and preventive measures undertaken to avoid second offences. Sensitisation and training for magistrates, police and all concerned professionals have been reinforced. An extensive national awareness campaign on violence among couples was undertaken in November 2006 and in March

2007. Also in 2007, a victimisation survey was launched by the national Observatory on Delinquency, notably on domestic violence.

The **German** federal government decreed its second action plan to combat violence against women in September 2007. To improve criminal law protection against continued persecution, harassment and threats, the criminal code (March 2007) contains the new criminal offence of stalking. Several new legislative measures and infrastructural improvements are anticipated. Examples of these are to: focus on the family courts; prevent forced marriages and examine all suitable — including legal — instruments for this purpose; and carry out further examinations to improve the protection of girls and women against violence and exploitation. Germany has a wide range of support services for female refugees such as sheltered accommodation, emergency hotlines and advisory services. The federal government is examining the setting-up of a national helpline. Since March 2007, the National Association of Women's Advisory Centres has been running a national campaign entitled 'No violence against women'.

In **Greece**, Law 3500/2006 regarding combating domestic violence aims at the protection of the fundamental rights of women and children. In addition, the new municipal and community code of 2006 stipulates the incorporation of services for counselling and support to victims of domestic violence. In the context of a forthcoming code for prefectural administration, it is proposed to create shelters for the reception and temporary accommodation of victims of violence.

Since March 2006 in **Italy** a call centre on violence against women has been operational giving psychological, social and juridical assistance. A national observatory on sexual and gender violence will be created. The related draft law of December 2006 contains provisions for measures of awareness-raising, prevention and repression of crimes against persons and in family contexts for sexual orientation, gender identity and any other causes of discrimination.

In **Hungary**, rape and many other forms of sexual violence are criminal offences. Both **Poland** and Hungary took part in the European Council campaign (November 2006–07): 'Stop violence against women, including domestic violence'.

In **Latvia**, the protection of women against all forms of violence is guaranteed by the criminal law and other laws regulating criminal proceedings. These have been amended to deal with trafficking in human beings, from prosecution of perpetrators to rehabilitation of victims. A strategy is being devised to combat domestic violence by establishing a holistic and multi-sectoral approach for decision-making by the Cabinet of Ministers in February 2008.

The **Lithuanian** national strategy on combating violence against women, including related actions, is being implemented during 2006–15. The strategy contains further development of existing legislation, prevention measures, awareness-raising, training, support and protection of victims, and work with perpetrators including alternative sanctions.

The Ministry of Equal Opportunities of **Luxembourg** annually concludes agreements with governmental institutions for service provision, such as taking into custody girls, women,

and women with children in distress, experiencing violence and needing socio educational assistance. Lodging facilities are to be further increased in 2007 and 2008.

The third **Portuguese** national plan against domestic violence and the first national plan against human trafficking were published in June 2007. This was followed by implementation up to and including 2010 with a focus on: information dissemination; awareness creation and education; protection of victims and prevention of re-victimisation; empowering and reintegrating victims; capacity-building of relevant professionals; and increasing overall awareness about domestic violence.

In **Romania** several laws govern violence issues. The National Agency for Fighting against Trafficking in Persons has developed a national strategy for the period 2006–10 to combat and prevent trafficking. To combat violence against women and domestic violence, Romania developed a specific law and established the National Agency for Family Protection, which developed a national strategy for the period 2005–07.

In **Slovakia**, the national strategy for the prevention and elimination of violence against women and in families (2004) has enhanced the preparation of the national action plan (2005–08) for the prevention and elimination of violence against women. The plan includes the training of social workers on relevant criminal and civil law, provision of assistance to victims of past or present violence, prevention and research, as well as a related national campaign during 2007–08.

The actions by **Slovenia** during 2007–09 focus on: a round table in order to unify the strategy of related institutions from implementation towards special legislation; publishing a newspaper supplement on violence; adoption of an act in late 2007 on the prevention of domestic violence; and research on violence and sexual harassment and harassment in the workplace.

The new gender equality legislation of **Spain** from March 2007 includes eradication of gender-based violence, family violence and all forms of sexual harassment and harassment on the grounds of sex. The act provides for adoption of positive actions by the public authorities in favour of the difficulties encountered by specific groups of women, particularly in vulnerable communities such as minority women, immigrant groups, girls, women with disabilities and elderly women, widows and victims of gender violence.

In the enhancement of gender equality, **Sweden** has placed gender-based violence as the first priority for 2008. The government plans to implement a national action plan, from 2008 onwards, to combat men's violence against women, including honour-related violence and oppression and violence in relations between same-sex couples.

The **UK** government is committed to addressing violence against women, in all its forms. The Women and Equality Unit is working with the government to ensure that work on violence against women is addressed strategically. In 2006, the Inter-Departmental Ministerial Group on Sexual Offending (IDMGSO) agreed to develop a sexual violence and abuse action plan, which materialised in April 2007. An action plan on human trafficking (March 2007) is also in place and ensures that key stakeholders are fully involved.

Israel has vast legislation to combat all forms of violence against women including centres for the treatment of violent and abusive men shelters for women and victims of trafficking and, in 2007–08, a special budget has been given to the Prime Minister’s office for two major programmes concerning assault victims and victims of prostitution.

In 2007, the **European Commission** contributed towards raising awareness on the issue of violence against women and girls and the need to combat it effectively during the European Year of Equal Opportunities for All.

1.3. Justice and law enforcement

1.3.1. Promotion of access to justice

Most European countries and Israel report that decisive measures have been undertaken to promote equal access to justice for men and women before the reporting period.

In **Malta**, by virtue of the European convention act and the Maltese constitution, an aggrieved individual can have recourse to the courts. Also, under the equality for men and women act, the NCPE is the equality body which monitors and enforces the said act, including investigating complaints regarding sexual harassment. Under the employment and industrial relations act, the Industrial Tribunal can be resorted to in cases of discrimination in employment.

In **Finland**, in the framework of the mainstreaming undertaken by the present government, the scope of persons entitled to public legal aid has been substantially expanded.

In December 2006, **Italy** prepared a draft law on measures of awareness-raising, prevention and repression of crimes against persons and in family contexts for sexual orientation, gender identity and any other reason of discrimination. The draft law foresees an immediate judgment for sexual violence crimes, sexual acts with minors and group sexual violence, while there will be stronger punishments for discrimination based on sexual orientation and gender identity, giving wider protection to women victims of violence.

Spain reports on the new act of March 2007 for the effective equality between women and men so that any person may call upon the court to protect the right to equality between women and men, even after termination of the relationship in which discrimination allegedly took place.

In the **UK**, 'A review of women with particular vulnerabilities in the criminal justice system' was published in March 2007. The recommendations in the document are wide-ranging and propose action by a number of different government departments and other organisations to address together the complex and multiple needs of women both in the criminal justice system and at risk of offending. These recommendations will be carefully explored with all the departments and agencies concerned and the government will develop a detailed response and set out an agreed way forward.

During 2004–07, **Morocco** undertook several actions to improve access to justice. It instituted the new family code and family tribunals, organised training sessions to help judges, and organised follow-up studies of the application of the family code.

1.3.2. Discrimination against women by law enforcement authorities

Several partner countries report on measures in view of discrimination against women by law enforcement authorities. New legislation, capacity-building of the related officials, sharing of information among the concerned authorities and analytical work are all in the forefront of the activities.

The Commission for Protection against Discrimination in **Bulgaria** issued its first annual report for 2006 and a similar one is to be published at the end of 2007. **Syria** has prepared a capacity-building project for December 2007 to 2008 involving legal workers, lawyers, judges, policemen and NGOs working on gender, to promote the CEDAW and force legal workers to use the international legal tools in their daily work. The training will include sharing information amongst legal workers and legal authorities working on gender and women issues. Furthermore, from May 2006 through 2008, a draft law is being prepared aiming at replacing the personal status law with family law.

Algeria encourages the recruitment of women in the police so as to increase the number of activities close to women and spaces where women in danger can freely express themselves. The Ministry of Women, Family, Children and the Elderly (ministère des affaires de la femme, de la famille, de l'enfance et des personnes âgées – Maffepa), of **Tunisia**, being a transversal ministry, exchanges points of view on gender-based violence between the Ministries of Education, Justice and Health as well as with civil society.

Cyprus is organising special training courses for both men and women police officers regarding the handling of cases of domestic violence and gender, as an ongoing activity. Further plans concerning the sensitisation of the criminal justice system are being prepared.

The National Judicial Council of **Hungary** has organised regular training for labour law and civil law judges as well as supported publications on application and enforcement of legislation regarding discrimination.

Annually, in **Luxembourg**, the committee for cooperation between representatives of the government, judiciary authorities, police and NGOs examines possible problems in the practical application of measures related to the struggle against violence through analyses and statistical studies. The third **Portuguese** national plan for citizenship and gender equality anticipates, during 2007–10, the training of public prosecutors and trainee lawyers on gender equality. The third national plan against domestic violence envisages several actions towards removing discrimination against women by law enforcement authorities. These include partnerships between NGOs, the Portuguese Bar (Ordem dos Advogados), social security authorities and the Ministry of Justice, taking into account the legal access and legal advice system, links between criminal and civil courts in domestic violence cases, the promotion of judicial practices that avoid secondary victimisation in cases of divorce or

in the exercise of parental authority, and ongoing training aimed at public prosecutors and lawyers in the area of domestic violence.

In **Malta**, the NCPE is collaborating with the armed forces in order to introduce more gender equality measures within the armed forces. As a result of this collaboration a sexual harassment policy is already in place. The NCPE has also provided training to new police recruits to ensure that the issue of race is well understood.

In **Slovakia**, the training of judges was organised by the Slovak National Centre for Human Rights during May–June 2007. The act of March 2007 of **Spain** includes a provision for equality training. The judiciary's lifelong training programme will include judge training on the principle of equality between women and men, and other gender issues. The Judiciary School will deliver annual training courses on judicial protection of the principle of equality between women and men.

The **UK** government has been at the forefront of tackling trafficking in human beings, working closely with law enforcement authorities. It is committed to tackling trafficking, domestically and internationally, and determined that the measures taken bring the criminals responsible for it to justice, while protecting the victims of trafficking, but without undermining the country's ability to control its borders. The government has a comprehensive, multi-faceted approach to human trafficking. It encompasses legislation, enforcement, international cooperation and support for victims. The UK established an Inter-Departmental Ministerial Group to coordinate work across government. This group provides strategic leadership and monitors progress. Ministers for Women are active members. A UK trafficking action plan was published in March 2007 to improve prevention, investigation and prosecution of traffickers, as well as protection and support for victims.

Israel has extensive legislation in the area of advancement of women and several enforcement authorities such as a special unit in the Ministry of Labour and Industry and a special department for the advancement of women in the civil service. In 2008, a commission for equal opportunities in labour will be created.

1.4. Conflict prevention, crisis management and peace-building

Countries report on conflict prevention, crisis management and peace-building largely within the framework of UN Security Council Resolution (SCR) 1325 (2000) on women, peace and security, although countries experiencing or having experienced conflict also report on internal matters. Women's role as actors in peace-building – as well as victims – is highlighted.

Algeria is involved in the promotion of women's rights at regional level and in particular in the follow-up to the protocol of the African Charter on Human and Peoples' Rights, related to women's rights in Africa, in which the right of women to promote and maintain peace is recognised.

Lebanon has undertaken a multitude of actions during the reporting period with plans covering 2008. These include women's participation in peace-building and in decisions during conflict, studies in a variety of related challenges, gender-based violence and reproductive health during and after displacement, identification of organisations providing services to women and enhancement of their cooperation, psycho-social support mechanisms, emergency protocol, social and economic support services to women, and production of information materials. For the past 30 years, **Jordan** has been actively involved in conflict prevention, crisis management and peace-building in collaboration with international organisations, and international and national NGOs. Governmental institutions have been providing basic services and assistance to refugee groups (Iraqis and Palestinians), particularly targeting women and children.

From 2005 to the present, the **Syrian** Commission of Family Affairs has undertaken several activities related to conflict prevention, crisis management and peace-building, including training, 'The leadership empowerment of women' and the Women's March for Peace, together with a conference on the 'The impact of wars and armed conflicts on the Arabic family' with the cooperation of The Arab League.

Israel is also implementing UN Security Council Resolution (SCR) 1325 (2000), updating the law on equal rights for women to include equal participation in conflict prevention, including affirmative action in this field and all others. More emphasis needs to be given to women as victims, but also as equal partners in civilian activities during times of war (i.e. participation in town councils and civil organisations).

In **Cyprus** there is an ongoing process in conflict prevention, crisis management and peace-building where NGOs are active. The National Machinery for Women's Rights (NMWR) supports and funds relevant programmes. All Cypriot women are trained for civil protection

by the Ministry of the Interior. A multicultural women's centre is being established under the auspices of the NMWR promoting peace, equality and understanding among women. **Slovakia** reports that 3.55 % of the Slovak peacekeeping force consists of women.

During 2008, **Denmark** will publish the revision of its action plan from 2005 for implementing SCR 1325. In cooperation with the Danish armed forces, the national police and civil society actors, the Ministry of Foreign Affairs is developing new strategies and identifying specific interventions, based upon experiences and with reference to the changing global environment. A policy for the SCR 1325 perspective in the international operations of the armed forces and the national police is being developed. Furthermore, the police will focus on recruiting more women for international operations. Already in 2004, the Ministry of Defence had developed a code of conduct for personnel in international operations.

The revised plan will have increased emphasis on women as a resource in peace-building and reconstruction processes and extended involvement of civil society actors in implementation of the SCR resolution. Along with the United Nations, the Organisation for Security and Cooperation in Europe (OSCE), NATO and the EU, Denmark trains peacekeepers on gender and seeks to reduce the sexual abuse of women by military and civilians. Denmark supports the UN's Department for Peacekeeping Operations (DPKO) for the development of gender mainstreaming material for training of senior peacekeeping personnel in order to increase awareness and a sense of responsibility aiming to prevent sexual misconduct. Denmark's 'Africa programme for peace' (2004–09) supports interventions targeted at increasing the capacity of the African Union and subregional organisations (IGAD, Ecomog, SADC) prioritising gender-sensitive conflict prevention in the implementation of conflict prevention funds.

A number of bilateral programmes in, for example, Burundi, Rwanda, Democratic Republic of the Congo, Sierra Leone and Liberia support women's participation in reconstruction efforts, in raising awareness of women's rights and in ensuring implementation of legal rights. As an ongoing activity, Denmark supports UN/UNMAS in preparing new guidelines, including the identification of gender-sensitive indicators for use in new programmes. The country provides support to research studies on women in conflict and post-conflict situations, their need for protection and their potential roles in conflict solutions. Another initiative is the support given to the UNHCR strategy with age, gender and diversity as a focus, including internally displaced persons (IDPs). Denmark is the lead donor in negotiations with UNWRA on gender. The SCR 1325 perspective is included in the training of deployed as well as local staff and the active promotion of women's participation in peace negotiations and reconstruction. Actions also include support to women-specific projects in crisis and post-conflict (fragile) states. Research results so far have proved that women's active participation in conflict solution and reconstruction is a vital factor for achieving sustainable peace. Women's active involvement in conflict resolution is a way of ensuring women's equal rights.

In **Finland** a working group is preparing the Finnish government's action plan for the national implementation of SCR 1325 to be finalised by the end of 2007.

The **French** ministry in charge of gender equality participated in the financing of an international symposium of mothers for peace, which was organised within Unesco in March

2007 by the Global Movement of Mothers. The ministry supports the association Memory of the Future, which organises women's workshops in Bethlehem, Haifa and Tel Aviv, as well as in Stuttgart, with local artists conducting them in relation to identities, memories, cultures and women's rights. The aim is to facilitate communication, dialogue and intellectual self-discovery among women from different traditions and cultures, often victims of political and religious conflicts. A French subsidy to this initiative was granted in 2006. In the course of its EU Presidency, during the second half of 2008, France will elaborate and present the Council with a report, political recommendations and indicators on women and armed conflicts for the follow-up to the Beijing Platform for Action.

Germany has been a member of the 'Friends of the United Nations Security Council Resolution 1325 on Women, Peace and Security' since July 2003. The country supports and campaigns for the implementation of the resolution and the consideration of this topic in the UN context as well as in other bodies. The federal government cooperates with German NGOs for the implementation of the resolution as well as other aspects of the participation of women in crisis and conflict prevention. The second report by the federal government on the implementation of the above resolution is currently being prepared. The pilot project during 2007, 'Mobile Peace Academy Omnibus, line 1325', supported by the federal government, contributes to an essentially gender-sensitive approach for NGO activities in conflict prevention, conflict work and peace consolidation for implementation in the relevant countries.

Lithuania reports that it does not yet have separate measures or programmes in the area of conflict prevention, crisis management and peace-building but foresees that these will be integrated into a new gender equality programme in 2009. While a few awareness-raising actions are contained in the national programme on equal opportunities for women and men, further developments are under consideration by relevant institutions. More than 50 % of the country's diplomats are women, some of them involved in conflict prevention and peacekeeping activities.

Luxembourg has undertaken, during 2006–08, systematic support initiatives aiming to integrate the gender dimension in the work of international and regional organisations, and in the mandates of some organisations being established, such as the Commission of Peace Consolidation of the UN. Gender is taken into account in the country's choice of human rights and democratisation projects. The gender aspect is observed in agreements signed with international and regional organisations (ONU, OSCE, Council of Europe and the EU). Luxembourg gives improved support to the gender aspect in conflict and post-conflict situations.

According to the act of March 2007 in **Spain**, the central government and its associated or subordinate public bodies will designate their representatives on professional bodies and national or international expert or advisory boards according to the principle of the balanced presence of women and men. The **UK** government is working to ensure that the needs of women and girls are adequately addressed in conflict and post-conflict situations, and that women are given the opportunity to play a central role in peace-building and reconstruction. The country has reportedly been one of the main supporters of SCR 1325 and in March 2006 published the related national action plan.

Sweden's national action plan (2006–08) on SCR 1325 focuses on implementation at the national, EU and UN levels. Measures are also being undertaken in other regional organisations, such as Nordic cooperation and the OSCE. The plan contains actions in both main areas of the resolution, namely strengthening women as actors and protecting them as victims, during and after armed conflict. Special importance is attached to women as actors and as active forces with experience, knowledge and interests.

The government of **Austria** adopted a national action plan for the implementation of SCR 1325 in August 2007. All relevant actors were included in the development of the plan: the Ministries of Defence, Interior, Justice, Women's Affairs, and Youth, the Agency for Development Cooperation as well as civil society. It foresees actions to be taken at national, regional and international levels. The Austrian action plan is designed as a living document and will be reviewed annually.

The government of **Malta** thus fully supports the principles and provision of SCR 1325 calling for more effective programmes to decrease the negative impact of armed conflict while highlighting the importance of the contribution of women and girls in all stages of conflict resolution, peace-making, peacekeeping, peace-building and the reconstruction process.

The **European Commission** is fully involved in the implementation of SCR 1325 both at the policy level and by making use of its financial instruments. In particular, in this respect, the Commission/Council 'Joint concept for support to disarmament, demobilisation and reintegration' (DDR) contains very strong commitments to women's empowerment.

1.5. Women in decision-making positions

While reporting on women in decision-making positions focuses here on their political participation and role in public service, their role in economic decision-making is presented later in the report (Section 2.1.3).

In 2006, the **Syrian** Commission for Family Affairs in cooperation with Unifem prepared a study entitled 'Towards political empowerment of the Syrian woman'. In November 2006 the organisation produced a short film about women and decision-making positions in Syria. In July 2007, it organised, in cooperation with the Arab Women Organisation, a round table on 'Women and public life' as part of the political empowerment of women. The state 10th five-year plan (2006–10) considers as central women's empowerment and increasing their participation in the decision-making process. In 2006, the topic of the annual project competition in **Estonia** for NGOs was 'More women into politics', with financing for nine projects implemented in 2006 and in the beginning of 2007.

Credif of **Tunisia** has organised related training sessions for women working in public administration, as well as augmenting the number of women in decision-making positions. The National Machinery for Women's Rights (NMWR) of **Cyprus** carries out campaigns for the enhancement of women's participation in political life, i.e. local and parliamentary elections in 2006, through media announcements, dissemination of brochures and organisation of seminars. Actions include training of women and encouragement of political leaders to promote women candidates. NGOs are also active in this field, organising seminars and sensitisation campaigns and carrying out research.

'Women for a civil society — new women' is a project financed by the European Social Fund (ESF) and the **Czech Republic**, which focused on women in the central Bohemian region and consists in the setting-up of a website and practical seminars for working women. One of the project's key goals is to support acquisition of skills needed for involvement in the not-for-profit sector or local politics by women.

Bulgaria reports that the act on the protection against discrimination, amended in 2006, ensures a balanced participation of the two sexes in decision-making processes. By the end of 2007 there will be a proposal in **Slovenia** for the act on regional elections incorporating equal participation of both sexes in regional councils. When drafting a list of candidates for the election, every political party or other eligible organisation has to have at least 40 % of each sex represented on the list. There is a requirement that the first half of the list be composed of alternating female and male candidates.

The act of March 2007 in **Spain** stipulates that public authorities will attempt to abide by the principle of balanced presence of women and men in their appointments and designations for positions of responsibility. This applies where the central government makes appointments for members of management bodies, selection bodies and evaluation committees, and

their representatives on professional bodies and national or international expert or advisory boards. The balanced membership is understood to mean the presence of women and men and that neither sex accounts for more than 60 % nor less than 40 % of the total.

In **Algeria**, three women participated in the government nominated in 2004 and the number of women present in the judicial system at all levels is not negligible. However, the number of elected women still needs to be increased. **Jordan** reports that, over 2004–06, the number of female ministers has varied between one and four and that there are very few female judges. **Belgium** is reinforcing the participation of women in political decision-making, for example through the installation of equality in electoral (ballots) lists. Following the latest elections (June 2007), the percentage of elected women rose to 36.7 % and to 30 % in the Senate. At the federal level, the constitution directly guarantees the presence of members of different sexes at the heart of government. During the last legislation/government (2003–07), there were 5 women among the 21 members in the federal government, constituting almost 24 % of the total. Three women occupied ministerial posts and two the posts of secretary of state. The **French** government of June 2007 includes female ministers, many being in key positions traditionally assigned to men such as the Ministers for Interior, Justice, Economy, Finance and Employment.

Sweden presents statistics on the women's decision-making situation in the country: parliament: 43 % women and 57 % men (2006); government: 41 % women and 59 % men (2006); municipal assemblies: 42 % women and 58 % men (2002); general courts: 28 % women and 72 % men (2005); the Labour Court: 48 % women and 52 % men (2004). In **Finland**, according to the act on equality between women and men, the proportion of both women and men in government committees, advisory boards, other corresponding public bodies including in municipalities, but excluding municipal councils, must be at least 40 %, unless there are special reasons to the contrary. The Finnish election act has no statements or quotas regarding the sex of candidates. The 2007 election results show that women's proportion of Members of Parliament is 42 %, and 12 out of 20 ministers are women (60 %). The first female President of the country, Tarja Halonen, was elected in 2000 and re-elected in 2006.

Women in decision-making positions is a priority goal of the **Lithuanian** national programme on equal opportunities. Relevant measures have been carried out since 2003 supported by the ESF. Female managers exceed 40 %, and the proportion of women in parliament exceeds 20 %. Women's proportion in the diplomatic corps reaches 50 %, although this is not the case regarding ambassadors. More than 50 % of judges are women, and their proportion is higher in other judicial areas, although much less in leading positions in the courts.

The Ministry of Equal Opportunities in **Luxembourg** and the National Council of Women of Luxembourg (NCWoL) lead promotional campaigns to improve women's participation in political and economic decision-making and this has resulted in an increased share of women elected at the communal level. The number of women in the executive is rising (30 %), and it has reached 51 % within the judiciary department.

Latvia's laws clearly prohibit gender discrimination in the selection of personnel for executive and legal positions. One of the main obstacles to women's representation at top

decision-making positions is the difficulty of reconciling work and family life. Therefore the state actively tries to develop and test innovative childcare services and facilitate men's involvement in childcare to balance women's workload. In addition, all except birth-related leave and benefits are available for parents of both sexes and men are entitled to paternity leave. The main instruments for these tasks are EU Structural Funds and legislative measures. The Ministry of Welfare and several civil society organisations have had special projects to promote women's active participation in political decision-making positions.

Portugal's third national plan for citizenship and gender equality (2007–10) anticipates several improvements in women's decision-making, such as guidance about balanced representation in appointing individuals in the central public administration at all levels, monitoring the effects of the implementation of the parity law, training for women, enabling them to participate in public and political life, and promoting comparative research on the conditions and impact of political decision-making roles performed by men and women.

In **Romania** there are no legally binding provisions to ensure a balanced participation in the political decision-making process but some political parties have introduced quotas or other provisions in their statutes. The NAEO stated in its strategy an objective for a balanced participation of women and men in the decision-making process which, the country reports, can only be achieved by modifying electoral laws. **Hungary** has established a working group promoting women's active participation in political decision-making positions in the spirit of the roadmap for equality of women and men (2006–10).

The **UK** government is committed to equal representation of women and men in political life and wants to see more women in key decision-making positions: 'This is crucial if we are to ensure we have policies that deliver for women' ^(?). The number of women MPs continues to increase, currently making up nearly 20 % of the House of Commons compared with 9 % before 1997. Much of that change has come about because of legislation that government has introduced to allow political parties to use positive measures towards women's increased participation. Women are better represented in the Devolved Assembly/parliament — 46.7 % of Welsh MPs are women as are 33.3 % of Scottish MPs. The 'Listening to Muslim women' event held listening events for Muslim women in five different areas of the UK (between November 2005 and March 2006) and produced a report on the main issues raised. A programme of work is due to commence in autumn 2007 aimed at increasing the civic participation of women from under-represented groups. As part of this initiative, the 'Women take part' project will look at the learning models and good practice that currently exist and that support under-represented groups to be active in governance roles, and seek stakeholder input to determine the most effective models. In order to strengthen the evidence base, research has been commissioned from the Fawcett Society on ethnic minority women's routes into, through, up and out of decision-making positions; a report on the findings is due in autumn 2007.

Lebanon's document on the programmes and activities implemented by the public administration contains information on creating an observatory concerning gender policies in public administration. Awareness creation for the public administration on gender is envisaged for 2010.

^(?) The UK questionnaire response.

The **European Commission** maintains an online database on women and men in decision-making since 2004, and collects data on women and men in decision-making positions, inter alia across the juridical domain, including juridical institutions at the European and national levels.

Laws and government decisions on affirmative action in decision-making positions at executive political levels (directorates) were enacted by Israel and the proposal of a bill for more representation of women in political parties is ongoing.

In **Turkey**, following the general elections in July 2007, the number of female parliamentarians increased to 50, more than double the 24 seats occupied by women in the previous legislative period.

1.6. Capacity-building on women's human rights, gender and civic responsibilities

Capacity-building on women's human rights, gender and civic responsibilities is one of the areas which received extensive responses. Countries report on multiple mechanisms and tools to disseminate information on women's human rights, gender and civic responsibilities through campaigns, the work of NGOs, handbooks, conferences, round tables and parliamentary debates, in addition to conventional training. One of the most notable observations is the fact that, in many countries, networking, coordination and joint actions involving several actors are increasingly gaining ground for increased synergies.

From March 2007 to November 2008 the 'Promoting gender equality' project of **Turkey** contains training on 'Strengthening institutional capacity and combating domestic violence against women' for public sector officials but also for NGOs, local administrations and universities. Under the 'Strengthening the institutional capacity' component of the 'Promoting gender equality' project the training of trainers on gender equality for approximately 100 people from public agencies, NGOs and universities has been completed. In addition, training on gender equality has been provided to policy experts, high-level directors and mayors. Within the framework of the same component, the work to strengthen the documentation centre and develop the national action plan, a communication strategy and the draft model for an equality organ have been continued.

Belgium gives financial support to organisations active in the field of gender equality from the Institute of Gender Equality (Amazon, in the francophone area, is a resource centre with many services). In 2006 and 2007, training was organised for juridical actors, social partners and counsellors in prevention on the application of legislation regarding the fight against gender-based discrimination.

Malta took a number of initiatives by implementing projects led by the NCPE or in which the NCPE was a partner. 'Taking gender equality to local communities' is a current project funded by the Community framework strategy on gender equality (2001–05), which started at the beginning of 2007 and is still ongoing. The aim of the project is to promote and integrate gender equality and gender mainstreaming in local development through educational and publicity campaigns carried out at local council level.

Tunisia has organised training for parliamentarians on the CEDAW. Credif organised training sessions on gender in civil society for women working in public administration. The responsible minister provides institutional support to NGOs working on the promotion and protection of women's rights. With the collaboration of the Ministry of Education, MAFFEPA has a programme to disseminate information on human rights through educational institutions.

Debate and cultural clubs have been created to disseminate the ideas of human rights and those of women in particular.

The SCFA of **Syria**, in cooperation with the Ministry of Education, prepared the ‘Rights’ tree’ related to women’s and child-girl rights, aiming at composing teaching books based on the CEDAW since 2006, in both basic and secondary education. The work is continuing. Since 2006 a number of NGOs websites contribute to raising awareness among people regarding the full enjoyment of human rights by women. The SCFA annually, starting in 2006, prepares an event on the occasion of the International Day of Combating Violence against Women. In 2006 the event was held under the title of ‘Girls’ in cooperation with the Ministry of Education. For 2007–08, a plan was set to produce an annual information programme, in order to promote women’s civil and political rights through communication and media tools with the participation of clergy and specialists. In 2006 the SCFA held, in cooperation with the Ministry of Information, a national seminar entitled ‘The role of information in dealing with family and population affairs’. The participants reviewed the work obstacles, and their conclusions are being translated into joint programmes conducted in cooperation with the Commission and the Ministry of Information, as a national programme to promote women’s rights and concepts of population (reproductive health) in all the provinces.

The **Czech Republic** reports on ongoing educational and media activities such as round table events, exhibitions, campaigns (‘Stop stereotypes’) and courses designed for civil servants.

Cyprus has ongoing processes where there is a close cooperation of state, NGOs and local authorities. The National Machinery for Women’s Rights (NMWR) subsidises NGOs and other groups to undertake programmes for the promotion of women’s rights. Training courses on gender mainstreaming have been carried out by the Cyprus Academy for Public Administration for Public Servants. Public education is performed by various actors such as the Law Commissioner, the Ombudswoman, NGOs, and the NMWR. Awareness campaigns are organised, for example, by NGOs, the NMWR and governmental bodies.

In **Denmark**, the National Women’s Council (an NGO) is funded by the state but is completely independent. Regular networking meetings are organised by the Ministry of Gender Equality for all NGOs working in the field of gender equality. Additional specialised networks also meet regularly, for example in the areas of violence and trafficking. In principle, the mainstreaming strategy implies that there are now 20 Ministers for Gender Equality — each within their field of competence responsible for integrating the gender and equality perspective in all policies and activities. According to the law, local and regional authorities are obliged to promote gender equality, for which they report to the government and from which the Ministry of Gender Equality prepares a publicly available status overview. The Ministry of Gender Equality is compelled to present a report on the status of the promotion of gender equality as well as an action plan (the present one covers 2007–11) on the future priorities for the parliament, and these plans are debated annually. According to the current action plan, all ministries are obliged to ensure capacity-building on gender mainstreaming. They are also obliged to set up targets on how they will achieve this.

Estonia organises regular meetings with the central women organisations. Training seminars for local governments and a round table are held within the framework of the Gender Equality Commissioner's current participation in the EU-funded project 'Equality for local development: gender mainstreaming in municipalities'. In addition, capacity-building for the staff of the public administration takes place through the electronically available Gender Mainstreaming Strategy Handbook by the Ministry of Social Affairs. The European Year of Equal Opportunities 2007 receives attention, for example, through a series of lectures, a media campaign and a conference for disabled women. Further activities include a national forum among women's organisations and other NGOs in October to promote further cooperation on the themes of unequal treatment and multiple discrimination. The forum concentrates on decision-making processes and the representation of women with different backgrounds and in different fields of life in Estonia, including public administration, the labour market and the media.

Finland's women's associations are well organised and influence the national gender equality policy dialogue through their membership in the Council for Gender Equality between Women and Men, which is a permanent parliamentary advisory body monitoring the development of gender equality, taking initiatives and promoting dialogue.

Morocco has instituted a support base to women's associations by providing them with institutional and financial state support for projects. Financial support and capacity reinforcement is given to support centres, juridical and psychological counselling for female victims of violence, and hosting centres. The state promotes networking among these institutions. Equality education is headed by women, as are other associations promoting universal values and equality. Some organisations have concluded partnerships with the Ministry of National Education for the diffusion of equality and the fight against violence directed at women. These organisations have equality education as a central activity. The Ministry of Education has launched a 'National programme to promote human rights' culture in schools'.

In **France**, NGOs, particularly those with the aim of promoting women's rights, are privileged partners of the minister charged with gender equality; they are regularly consulted on policy implementation and some of them welcome women in difficulties and deliver information and advice to facilitate access to their rights. Parliamentary delegations on women's rights and equal opportunity between men and women have been established within the Senate and National Assembly by law on 12 July 1999. They are tasked with informing the assembly on the policy followed by the government with regard to its consequences on gender equality. Each delegation is composed of 36 members, appointed by the Senate and National Assembly. The partnerships are tied with local and regional authorities, in particular via the regional and local network of women's rights and gender equality office. The NGOs are supported in many ways, including financially, by the public authorities, in particular by the minister charged with gender equality.

During 2007–09, **Lebanon** is implementing a wide range of capacity-building measures, for example through partnership contracts between the Ministry of Social Affairs and NGOs which receive financial support from the Ministry for Training, Awareness and Vocational Training Activities. The website of the Ministry of Social Affairs and Labour of **Hungary** gives information about NGOs active in gender equality and in the protection and promotion of

women's full enjoyment of human rights (and on other matters). Furthermore, the education system provides for learning on human rights and civic responsibilities starting from secondary education.

Jordan is very active in the area of capacity-building. In 2007, two training activities are foreseen for the coming election: (a) for women to apply for election, and (b) for women, once elected, to become active counsellors. Although positive discrimination has been put in place, insufficient information has been shared with voters. The protection and promotion of the full enjoyment of human rights by women is the only issue around which NGOs seem interested in combining efforts and creating networks. Many campaigns and training are initiated and conducted by NGOs. The country notes that the limited effect of such initiatives is due to the fact that most of the awareness campaigns and training are conducted either at the local level, in some specific regions, or just at the national level, very seldom combining the two levels and often making use of a limited number of available broadcasting media, press and electronic media facilities.

In **Germany**, there will be a conference in September 2008 on 'Support of the Federal Working Group of Municipal Women's and Gender Equality Agencies or Commissioners by the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth'. For more than 50 years, women's organisations have been highly regarded partners of the German government and parliament: in 2006, they were sponsored by the German government with EUR 2 million. Support of the Gender Competence Centre by the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth is extended until late 2009. The centre is an application-oriented research institution at the Humboldt University of Berlin for supporting public administrative institutions in implementing the gender mainstreaming strategy. It works with key actors from the fields of politics, public administration, industry, associations, science and academia, and with consultants.

In 2007, **Slovenia** carried out several workshops, in different municipalities and for ministerial and local coordinators, as part of the project 'Gender equality in local development' (organised by Luxembourg, together with Denmark and Slovenia). Co-financed by the European Commission, it aimed at including the gender perspective in all policies at local level and for the preparation of the strategy for gender mainstreaming at local level.

Poland has a large number of women's organisations, each with several ongoing programmes. The Centre for Women's Rights, for example, carries out the 'Job and worthy life for women victims of violence' (July 2005 to March 2008), part of the EQUAL programme sponsored by the European Union fighting discrimination on the labour market and enabling women's employment. Another programme by the centre, 'What every policeman, teacher and social worker should know about family violence', was carried out from July 2006 to December 2007.

The government of **Sweden** has adopted a plan for implementing gender mainstreaming in government offices (2004–09). In 2005, the Swedish government appointed a committee — Jäm Stöd/equal support — with the task of supporting the gender mainstreaming work in government offices as well as state agencies. The committee has operated for two years

and has developed a number of methods and tools for gender mainstreaming and has provided training and support to government agencies. A final report, including proposals on further support and training in gender mainstreaming for public agencies, was presented to the Ministry of Gender Equality in April 2007. The proposals will be considered during 2008 and there will be an annual follow-up and an evaluation every second year.

The **European Commission** provides financial support to NGOs promoting gender equality and women's rights at the European level. The promotion of gender equality and women's rights is part of the structured dialogue between the European Commission and the European Parliament. These activities have involved national, regional and local authorities. The Commission intends to organise, in 2008, regular high-level training for legal practitioners in Member States on the Community's legislation on equality between men and women. The strand on gender equality under the Community programme 'Progress' co-finances activities implemented by Member States to mainstream gender equality in their national policies as an ongoing activity. The 2007 European Year of Equal Opportunities for All contributes to raise awareness on the issue of women's rights.

2. Women's economic and social rights and sustainable development

Overview

In this chapter, both the economic and social aspects affecting equality between women and men, and particularly the rights of women, are presented. As the conference conclusions recommend, the partner countries should embrace a holistic approach with interdependent and interlinked priorities. This is the case particularly in the social and economic dimensions.

In the economic sector, women's rights are massively promoted through macroeconomic policies, gender-responsive budgeting, labour market mechanisms, entrepreneurship policies and programmes, training and promoting women's position in economic decision-making. Especially wide attention by respondents was given to labour market-related issues, women's entrepreneurship, lifelong learning and women's advancement to top management positions.

The European partner countries report advanced social security and protection mechanisms, increasingly and in detail taking into account the equality between women and men and guaranteed by laws. Poor women, men and children are particularly targeted with a range of programmes. While migration-related aspects have been elaborated extensively in responses, health, education, and higher education received much less attention.

Advancement in sex-disaggregated statistical systems was reported by many countries.

2.1. Economy

2.1.1. Macroeconomic policies

Advancing the position of women and gender equality through macroeconomic policies by the partner countries consists of a variety of explicit actions but also comprehensive sets of measures. Some selected examples are presented here. The significant initiatives in gender-responsive budgeting, labour markets and entrepreneurship, directly part of macroeconomic policies, are presented separately further below.

'Family duties are still basically a woman's responsibility', reports **Lebanon**, and these take precedence over women's role as productive actors in the economy. This is perceived as the basic obstacle for women to become active participants in the national economy. A significant proportion of economic activity takes place in the informal sector, featuring, for example, services, light industrial production and food processing where women predominate. Women in the informal sector do not enjoy the legal benefits which are accorded to the workers in the formal economic sector. The production of the informal sector is not accounted for in the gross national product.

Sweden has had in place mechanisms for monitoring aspects of gender equality in the macroeconomy for nearly 20 years. The government budget includes an analysis of the distribution of economic resources between women and men. Gender analyses are further presented in the national budget regarding salaries, income, capital, taxation, pensions and social security. The budget reveals how gender inequalities between women and men are expressed in economic terms, but also how welfare systems help close the gender gap. In analysing the economic situations of women and men respectively, it examines the distribution of household work, gainful employment and capital, and of social insurance benefits.

Based on earlier work, a new action plan, 'The **Danish** inter-ministerial gender mainstreaming project — Action plan 2007–11' has been launched, in which gender equality evaluation of resource allocation is an integrated part.

Germany has, along with others such as Denmark, Norway and the UK, taken a lead in advancing the issue of women's economic empowerment. This was also taken up at a high-level conference on 'Women's economic empowerment as smart economics'. This conference brought together decision-makers from different institutions and countries to discuss ways through which the economic empowerment of women can be realised in fields such as access to economic resources, private sector development and finances.

The ongoing implementation of the national programme on equal opportunities for women and men of **Lithuania** includes a comprehensive set of actions promoting women's employment after childcare leave and for elderly and vulnerable women, promoting women's businesses, opportunities to reconcile work and family life, combating gender stereotypes, promotion of equal pay and enhancing social dialogue. The ESF contributes towards the

financing the activities. In addition, the country reports that gender equality is mainstreamed in the national programme on the implementation of the Lisbon strategy but not adequately in macroeconomic policies.

Morocco reports for the period 2005–07 that gender equality is guaranteed in the labour law, in operating a business and generally in participating in the economy. The legal framework forbids all discrimination based on, among other things, sex or marital status with regard to employment, the practising of a profession, notably concerning hiring, conduct and allocation of employment, professional training, salaries, promotion, granting of social benefits, disciplinary measures and licensing. In the new labour code, discriminatory clauses have been removed.

The third national plan for citizenship and gender equality (2007–10) of **Portugal** contains a comprehensive set of measures to develop female entrepreneurship, promote the integration of women and men in new professional fields, and enhance equal treatment and opportunities in the labour market. Gender-oriented impact studies will be conducted on ministerial policies and actions for informing decision-making.

The 2007 plan for innovation and full employment on social protection and inclusion promotes male–female equality in **Luxembourg** as an integrated approach.

The SCFA of **Syria** presented, in March 2007, a study on ‘Women and economy’ concerning women’s position on the labour market. The state 10th five-year plan (2006–10) pays attention to women’s empowerment for setting up practical policies for the transitional period towards the social market economy witnessed in Syria. In 2007, the SCFA is preparing a research study entitled ‘The impact of the current economic transformations in Syria on women and family’, and, in April 2007, a research paper, in cooperation with the Ministry of Social Affairs and Labour, entitled ‘Women’s beliefs about the life situation of family’. Since 2006, **Jordan** has several research studies ongoing in collaboration with some ministries concerning women in a number of economic sectors.

The Ministry of Labour and Social Insurance of **Cyprus** completed a comprehensive study on the gender pay gap in August 2007, which is to be followed by the dissemination of findings, conclusions and suggestions to public authorities, enterprises and social partners.

Belgium has recently worked on the salary gap in various ways. The EVA project proved an efficient tool for analysing salary inequalities and raising awareness among social partners. The results of the related study were published in April 2007. The gender equality institute issued, in March 2007, the first annual report on the salary gap in Belgium providing inputs into formulating objectives and required measures for curbing the inequalities. There exists a 15 % difference in the remuneration between men and women. The causes of this salary gap are manifold, for example stereotypes in the choice of studies, obstacles encountered in the career path, and imbalances in the division of labour, which prevent a true reconciliation of private and professional life. Furthermore, the country has developed guidance material to employers to prevent gender-based salary imbalances.

In 2006, **Denmark** passed a law obliging large companies to prepare gender-linked salary statistics starting from 1 January 2007 onwards. An instruction on equal wages is part of the material provided to the companies. Assistance is available on a newly created homepage concerning equal pay, on which information on equal wages is also made available.

The **Gender Equality Management Handbook** was published by **Estonia** in November 2006, and preparatory work is going on for the twinning project ‘Equality between men and women — The principle and aim for efficient and sustainable companies’. During October 2006–December 2007 the project ‘Women in development’ by the Department for Rights and Equal Opportunities of **Italy** promotes women’s participation in local development policies and processes.

In order to reach the objectives defined under the European employment strategy, **Turkey** has prepared a joint assessment paper (JAP) on the employment opportunities in Turkey, and the necessary priorities to increase the employment of women have been set out in this paper. Besides that, the issue of women and economy will be included in the gender national action plan in a separate section and political suggestions will be developed.

2.1.2. Labour market

Many European partners clearly regard regulating the labour market through legal and policy means as one of the most efficient ways of promoting gender equality in general and women’s access to paid work in particular. A multiplicity of advanced mechanisms are involved, including the development of the employability of women, the fight against discrimination at the workplace, the creation of flexible forms of employment reconciling family and professional life, and the role of the European Social Fund in European countries in relation to the implementation of the Lisbon strategy.

In **Malta**, the government is working on increasing female participation through more provision of childcare services at the workplace. The aim is to increase the supply of good quality, accessible and affordable childcare service facilities at the place of work.

Article 14 of the constitution of Malta affirms that ‘the government binds itself to ensure that women workers have equal rights and the same wages for the same work as their male counterparts’. Also, in the equal treatment in employment regulations of 2007, the protection of pregnant women at the workplace is assured.

In **Spain** programmes for enhancing women’s employability were adopted in March 2007 with a priority to increase women’s participation in the labour market, and towards progress in effective gender equality. Active employability programmes will cover the needs of women of all educational backgrounds and ages. These include vocational training, workshop schools and trade apprenticeship centres. The new equality act of March 2007 contains provisions for corporate equality plans, which will stipulate the specific equality objectives, the strategies and practices and the establishment of monitoring as well as assessment systems.

The **UK** introduced, during 2006–07, a considerable number of initiatives to facilitate women's employment, for example the 'Extended flexible working, the gender duty, and the quality part-time' initiative. The government is increasingly helping (around GBP 3 million a day) working families with their childcare costs through tax credits and arranging for an element of tax-free employer supported childcare. Further actions in 2007 include a pilot programme with the private sector to identify where employers could improve their practices in relation to gender equality. The country has set itself the ambitious target of increasing the employment rate of lone parents to 70 % by 2010 because 9 out of 10 lone parents want to work. The 'New deal for lone parents' initiative is a long-term investment to make a real difference to the lives of lone parents in order to help lift them and their children out of poverty. The perceived lack of suitable childcare can be one of the most important barriers to work among non-working parents, particularly lone parents. By 2010, there will be a childcare place for all children aged 3 to 14 from 8 am to 6 pm each weekday with the aim of providing 2 million sustainable childcare places for children up to age 14.

The third national plan for citizenship and gender equality of **Portugal** (2007–10) includes measures to decrease horizontal segregation in the labour market, helping employers to promote the active creation of jobs for the under-represented sex and increasing awareness of promoting non-discriminatory professional choices. The Council of Ministers' resolution, of March 2007, introduces the principles of good governance to state-owned enterprises creating incentives to adopt equality plans. These social responsibility practices serve as models for all other sectors of the labour market.

In **Greece**, Law 3488/2006 on 'Implementation of the principle of equal treatment between men and women as regards the access to employment, vocational training and promotion, the terms and conditions of work' specifies, for the first time, sexual harassment, which it defines as gender-based discrimination at the workplace. Moreover, it abolishes any discrimination between men and women in the private and public sectors, in relation to the access to employment, establishment, promotion and termination of the work contract. The Ombudsman is appointed as the body that supervises the implementation of the principle of equal treatment between men and women, and, as regards the private sector, it will cooperate with the Labour Inspectorate (SEPE) of the Ministry of Employment and Social Protection.

The Office of Equal Opportunities and the Employment Service of **Slovenia** promoted a campaign during November 2006 to May 2007 entitled 'You do not have to tell your employer — you can tell us!'. The activities foreseen include, for example, collecting information on breaches of the provision that forbids employers investigating an employee's personal life such as pregnancy, marital status and family details. The June 2007 round table on 'Women in the labour market — Statistics and facts' focused the discussion on women's unemployment rates.

Denmark reports that women's participation in the labour market (69.3 %) is almost as high as that of men. The government has focused on dismantling the gender-linked labour market because it is the most important single cause of wage differentials. Recent measures to this effect include studies, proposals for initiatives, a guide for companies about the gender-divided labour market, and related guidance to career counsellors and parents with

sons or daughters in school grades 8 and 9. Information about the related website was distributed to schools, parent representatives and career counsellors in March 2007.

From 2007 on, the State Employment Agency (SEA) of **Latvia** implements professional orientation programmes for primary and secondary school graduates with gender sensitivity and awareness of the existing labour force segregation. The country is currently preparing plans for the next programming period of 2007–13 for the European Social Fund (ESF), for example to promote desegregation of the labour market, and attainment of needed labour skills by women.

In the framework of the planned contracts for 2007–13 between the state and the regions of **France**, the selection criteria for employment and professional training projects should include gender equality. The employment offices, as well as structures specially dedicated to women, contribute to facilitating professional integration for women. The state is committed to developing a common action with professionals and institutions, notably through network agreements, in order to facilitate access to and promotion of women in the labour market.

Cyprus reports several ongoing arrangements and activities devoted to women and the labour market. During 2006–08, the ESF is co-financing expansion and improvement of childcare services, and support for the elderly, the disabled and other dependants enabling more women to become employed. Based on earlier experience, a new scheme has been developed for 2007–13 to promote flexible forms of employment among groups of the population with low employment participation, with ESF co-financing. The law of 2007 on 'Protection of maternity' amended a previous law.

Estonia is implementing, from August 2007 to August 2008, ESF projects facilitating access and return to the labour market for those women and men with difficulties in being integrated or reintegrated into a labour market. Some projects aim at reconciling family and professional life. Additional measures are encouraging flexible forms of work, for which purpose the labour relations legislation is being analysed and altered where necessary. Welfare and other public services will be developed, supporting diversity in employment and improved availability of childcare services facilitating employment.

The new labour code in the **Czech Republic** makes provision for the needs of employees by allowing more flexibility in negotiations on working hours for employees caring for children and the family.

Jordan has an ongoing project helping women to return to the labour market.

The annually published labour market report of the Superior Council of Employment of **Belgium** devotes space to the equality of opportunity in discussing women's position within the country's labour market. **Bulgaria** has undertaken projects for many years (since 2002) targeting the employment of women after their maternity leave, for example by providing the opportunity to enrol in vocational training courses of up to two years after the return to work. The Italian 'National action plan of the European Year of Equal Opportunities for All, 2007'

aims to identify and promote appropriate actions for the phenomenon of ‘invisible work’, reportedly widespread among migrant women.

In **Finland**, a labour market related initiative aims to reduce unjustified fixed-term employment contracts and to promote full-time jobs for those wanting them, because approximately two thirds of both part-time and fixed-term workers are women. The government itself will promote the creation of permanent employment contracts in the public sector.

The draft family act of **Poland**, to be presented to the parliament in autumn 2007, is expected to improve women’s situation in the labour market as well as taking into account family-friendly policies.

During 2007–08, researchers are evaluating the extensive labour market reforms of **Germany** including the gender dimension of labour policy. In 2007, the ‘Overall evaluation report on the first to third laws for modern services on the labour market’ will reveal initial conclusions. It is anticipated that information will become available on the extent to which the reforms have promoted the equal participation of women and men in working life. Initial results of the evaluation of the fourth law for modern services, which replaced the former system of unemployment and social assistance, and introduced basic support for job-seekers, will be available in 2007. An independent research project will evaluate the implementation of this law with regard to gender equality.

The European Commission reports on the persistence of gender inequalities in the labour market, which has been tackled by the European employment strategy aimed at boosting women’s employment by promoting the dual approach of gender mainstreaming and specific actions in the employment policy priorities of the Member States. Gender equality is thus part of the Lisbon strategy for growth and jobs, and a target of 60 % for the women’s employment rate by 2010 has been set. The new ESF programming period (2007–13) has just started and activities are implemented in a decentralised way by Member States, which is part of the European employment strategy. The ESF are also used by Member States to help women return to the labour market after an absence.

The Commission also reports that creating equal opportunities and removing obstacles for women to work, or to be recruited/employed, or to stay employed, are the major aims of the presently ongoing Euro-Mediterranean regional programme on the role of women in economic life.

2.1.3. Economic decision-making

Several countries are pursuing, with innovative concepts, the objective of greater gender equality in top-management positions both in the public and private business sectors. Several examples are presented below.

The **Swedish** state is the biggest enterprise owner in the country. Companies worth about SEK 500 billion, employing about 200 000 people, are managed by way of the government offices. Altogether, about 400 people occupy the boards of these companies. In May 2006 the proportion of women in the boards of the enterprises wholly owned by the state was 47 %. This result has been achieved through goal-oriented and active corporate governance. An inquiry into the distribution of women and men in decision-making positions in different sectors of Swedish society is expected in 2007. **Germany's** third assessment of the agreement reached with the private sector regarding equal opportunities will be completed by spring 2008.

The **UK** government implements an extensive range of actions to advance women in decision-making positions. An example is the target to have by 2008 a clear majority of government departments with over 40 % of women in public appointments for which they are responsible ⁽³⁾. The country introduced the gender equality duty in April 2007, which puts a statutory duty on all public authorities to promote and ensure equality of opportunity between men and women. This aims to improve opportunities for women in the workplace and in the delivery of public services. Another example is the government commissioning of the Higgs and Tyson Report, which looked at boardroom diversity. From the recommendations made in the report, the 'Building better boards' guide was published with the aim of encouraging more diverse and effective boardrooms.

Portugal's comprehensive third national plan for citizenship and gender equality (2007–10) anticipates publishing diagnostic studies about the trends of women occupying management positions and directorships of large and medium-sized companies. The Ministry of Gender Equality of **Denmark** is engaged in attaining a more proportionate distribution of women and men in top management with a set of strategic initiatives to be realised in 2007. In **Malta**, representation of women in decision-making positions and in high ranked posts, albeit on the increase, is still low. However, a 'corps of ambassadors' will be formed, each of whom will work towards getting more women into boardrooms, and a charter will be drawn up in collaboration with private and public companies to ensure higher representation of women in top management. **Finland's** latest EU Presidency featured the promotion of women to managerial positions, in both the public and private sectors, and has resulted in several forums and campaigns that are under preparation during 2007.

Israel's affirmative action requires that 50 % of the members of the boards of state-owned/governmental public companies are women.

In **Algeria**, observatories of female employment have been created in the energy and mines sectors. These observatories have the specific aim of improving women's recruitment,

⁽³⁾ Under a subtarget of the Gender Equality Public Service Agreement.

access to decision-making positions and training. Simultaneously, these observatories will inform women about national and international trends with regard to female employment. In Jordan a lobby is promoting female nominations to high decision-making positions, one to become the Member of the Commission for Stock Exchange and another the Member for the National Chamber of Commerce. Tunisia reports that 20 % of the members of the economic and social council are women, one a vice-president and another who presides over a commission. Austria has two initiatives on women's representation and participation in economic decision-making positions, namely the project 'Cross-mentoring' for the private sector, started in 2006 and ending in May 2007, and 'Frauen.kompetenz.netz – Impulscafe': networking for women from public administration and the private sector, starting in October 2007.

Hungary has established a special working group to analyse the reasons for women's low representation in key economic decision-making positions, and to develop guidelines. Best practices will be widely publicised.

For November 2007 to May 2008 the **European Commission** reports on the Euro-Mediterranean Charter for Enterprise and strong business associations. Special attention is being paid to monitoring and evaluating women's role in these associations.

The Commission reports also that a network of women in decision-making is to be established in 2008. Presently, the Commission is financing and maintaining a database on women and men in decision-making, which provides information on political, public, juridical and socioeconomic decision-making in the EU, its Member States, the European Economic Area (EEA) and some candidate countries (Croatia, Turkey). Finally, the roadmap for equality between women and men (1996–2010) foresees the continuation of collection, analysis and dissemination of data on this issue. A review of the indicators on women and decision-making is foreseen during the first semester of 2008, under the Slovenian Presidency. In the framework of the follow-up to the Beijing Platform for Action (BPfA), indicators on women in economic and political decision-making have been developed by the Member States in cooperation with the Commission.

2.1.4. Entrepreneurship

Women's entrepreneurship is widely promoted in almost all Euro-Mediterranean partner countries, often through similar measures such as access to micro-credit, establishment of business advisory mechanisms and training. Selected examples of related actions are presented here and include, in particular, putting in place subsidised interest rates for women launching a business, establishing training and counselling centres, the development of skills, and networking between women entrepreneurs.

During 2007–08, **Lebanon** is creating awareness about female entrepreneurship, complementing it with relevant training especially on ICT, and vocational and management training by social development service centres affiliated to the Ministry of Social Affairs. Plans for 2009–10 feature training for social workers of the social development service centres, women in local communities, and networking with micro-finance institutions.

In **Algeria**, the Ministry of Small and Medium Enterprise has initiated a series of training with the aim of promoting women's entrepreneurship (economic and leadership management, promotion of craftsmanship, funding for craftswomen, etc.). Simultaneously, subsidised interest rates were created which are reimbursable and guaranteed for unemployed people keen to create their own businesses. In 2005, almost 65 % of the subscribers to this grant were women. Local initiatives for access to the labour market were developed primarily in remote and disadvantaged areas (ESIL): in 2005, the participation of women in this programme reached 48.9 %.

The **Danish** government has presented a joint strategy of 'Progress, innovation and cohesion' for the country to become one of the leading societies in knowledge and entrepreneurship before 2015. It contains 350 concrete initiatives on how to reach this goal, among them launching 31 new initiatives for improving the working conditions of entrepreneurs with a particular focus on female entrepreneurs. Under the rural development plan (2007–13) of **Estonia**, those projects which will support women's entrepreneurship will receive additional credit in the selection process. The Ministry of Trade and Industry of **Finland** supports annually the Women's Enterprise Agency with funding from the ESF. To enhance women's entrepreneurship through many projects also helps to integrate migrants into Finnish society.

In the **Czech Republic**, projects and training courses are being run, focusing on providing skills for self-employment and encouraging women to return to the labour market.

In **Malta**, the Foundation for Women Entrepreneurs is working to make entrepreneurship an acceptable and positive way of earning a living. Some of the main aims of this foundation include: establishing entrepreneurship as a culture and way of life for women; promoting initiatives that foster the creation of women's entrepreneurial networks; creating awareness of the impact that women entrepreneurs can have on the national and regional economy; creating research and training infrastructure in various areas; and assessing, evaluating and auditing female-targeted initiatives and their effectiveness.

Jordan has many instruments to widely promote women's entrepreneurship, for example a bank for micro-credit especially for women entrepreneurs, the Injazz project promoting women's entrepreneurship through training and other services, a network on women and the economy, several projects hosting incubators for women's enterprises, and an institution currently working on small and medium-sized enterprises (SMEs) for women.

To define policies with the aim of strengthening the potential of women entrepreneurs in **Turkey**, the Women Entrepreneurship Board has been established by the Turkish Union of Chambers and Exchange Commodities, and the first meeting was held in October 2007. The board has been continuing the work to promote women entrepreneurs by opening women entrepreneurs' training and counselling centres. Besides this, micro-credit support has been delivered in order to promote women's entrepreneurship in Turkey. In accordance with the related provision of the provincial special administration law dated April 2007, micro-credit implementations have been started in Van and Mersin in order to reduce the poverty of women. With a mechanism established within the framework of the 'Reducing poverty' project conducted by a non-governmental organisation, micro-credits have been provided to poor women in Istanbul and Kocaeli. The number of active members in this mechanism is 712. As a result of cooperation between another non-governmental organisation and the government, a micro-credit project has been conducted in Diyarbakır with the financial support of a bank centred in another country: more than 6 000 people could be reached within the scope of the project.

The framework of the organic law on financing in **France** has an objective of increasing female entrepreneurs by 10 % between 2004 and 2007, with a target of 32.8 % in 2007, by facilitating access to bank credit with concessive terms of collateral.

Italy has taken action to promote women's entrepreneurship in January 2007 by making funds available for industrial innovation and through the renewal and empowerment of the national committee for female entrepreneurship. Since women form around a third of all entrepreneurs in **Latvia**, the state is facilitating their involvement, with the most important instrument being the ESF. **Portugal's** third national plan for citizenship and gender equality (2007–10) specifically includes the promotion of women's self-employment, the encouragement of innovative solutions, incentives and financial assistance for female entrepreneurs, awareness regarding micro-credit, promotion of women's business associations for the development of product and service networks, and promotion of the use of new technologies for national and international partnerships. In 2007, cooperation through the **Slovak** Agency for Small and Middle Entrepreneurship offered a special support to women entrepreneurs, for example through ESF projects focusing on training in management and communication skills.

In **Tunisia**, an annual fair for female artisans presents a forum for them to market and promote their products while at the same time offering training opportunities on product quality, production techniques and management of micro-enterprises. Women and development NGOs support women's micro-projects. The Institute for Women in **Spain**, in collaboration with other actors (for example, several Spanish chambers of commerce), currently develops initiatives such as the 'Programme on business support for women', the 'Programme on business training and consolidation' and 'Training in business management', to support and promote women's self-employment and entrepreneurship. The government of **Sweden**

has allocated SEK 100 million to promote women's entrepreneurship during a three-year programme (2007–09). An interim evaluation is foreseen in 2008.

The **UK** has for some time been working on women's entrepreneurship through a task force for improving the environment for women-owned businesses, through pilots to test innovative new ways ensuring learning and best practice, by sharing the information and taking advantage of it in future delivery plans, and by establishing a network of women entrepreneur ambassadors by Enterprise Insight to inspire other women in starting their own businesses. The government continues funding enterprise education in secondary schools, with GBP 60 million per year in 2007, and generally encourages educational institutes to embed enterprise across the curriculum and to work closer with business with the support and coordination of the national education business partnership network, and through the newly emerging 'Young chambers of commerce'.

The human resources development programme of **Hungary**, ending in March 2008, supports the return of women into the labour market as entrepreneurs through the provision of multiple services such as training, information services, supporting networks and credit.

In **Greece**, the entrepreneurship of mothers with underage children, and of women taking care of disabled persons, is especially facilitated by enabling them to state their house as their enterprise's seat, and to justify relevant expenditure (such as one third of operational expenses, kindergarten costs). The same project also includes, for the first time, women who have been characterised as victims of trafficking in the category of beneficiary unemployed women.

The project 'Positive actions in favour of women in small/medium-sized and large enterprises' is implemented in **Greece** for the first time, and aims at helping women employed in small, medium-sized and large enterprises to obtain additional qualifications, so as to be able to justify their promotion in the enterprise on stronger bases. In this framework, enterprises are provided with economic motives for providing continuous education and training to women, payment of kindergarten costs, reinforcing telework, information and sensitisation of all their employees, disseminating quality certification systems (ISO).

In the 2007–08 work programme on Euro-Mediterranean industrial cooperation of the **European Commission**, the proposal was made to explore the readiness of women investors in the EU to invest in enterprises run by women in Mediterranean partner countries. Under the Euro-Mediterranean Charter for Enterprise, two areas for action relate to education and training for entrepreneurship and skill development during November 2007 through May 2008. Special attention will be paid to future women entrepreneurs in monitoring, evaluating and setting targets. In the framework of EC development cooperation, a call for proposals has been launched for a regional project on investment. This call insists on high involvement and participation of women entrepreneurs within this programme whose activities are planned from the beginning of 2008. Also, the EC co-financed the EU presidency conference on 'Employability and entrepreneurship – Gender stereotypes' from 4 to 5 October 2007 in Lisbon.

2.1.5. Gender-responsive budgets

Several Euro-Mediterranean partner countries are at different stages of planning and implementing gender-responsive budgets.

Bulgaria increased the awareness of the relevant institutions on gender budgeting through a gender budgeting project co-financed by the EC, with the results being publicised at the end of 2007. Training on gender-oriented budgets was conducted in **Jordan** in 2007 but actions towards their implementation are yet to be developed. **Syria** conducted a workshop in cooperation with the Ministry of Finance on gender-sensitive budgeting in March 2007. **Germany** has published its feasibility study on gender budgeting. **Lithuania** reports that pilot gender budgeting initiatives at local level are not yet advanced but the topic will be included in the gender equality programme of 2009–10. **Morocco** has established a partnership between the Ministry of Finance and Unifem and, in 2006, produced a gender report on the finance law with the main goal of making budget practices more transparent and reducing poverty and gender inequalities.

The project 'Gender budgeting in practice' has been implemented by the **Czech Republic**. It is based on the EU programme for gender equality and focuses on training and educational activities. **Slovakia's** first initiative on gender budgeting is, in 2007, in the framework of a twinning project, to be followed in 2008 by the preparation of a new project on gender budgeting in cooperation with the Slovak National Centre for Human Rights. **Austria** is finalising the guideline for gender budgeting by the end of 2007. **Hungary's** pilot project on gender-responsive budgeting yielded evidence of its efficiency and usefulness but it is not yet widely applied.

The **Belgian** law of January 2007 stipulates that the government oversees the integration of gender equality into budget preparation in order to correct inequalities. The Ministry of Finance of **Finland** has, since the preparation of the state budget for 2007, required that there be a gender perspective in the budgetary proposals made by the ministries. For 2008, follow-up work and new directions are envisaged. From the year 2008, the state budget will include 'gender budgeting' praxis where every main government division is obliged to clarify the impact of the budgetary appropriation on gender equality. In **Italy**, the 'Provinces and municipalities network for the dissemination of gender budgeting and good practices' has, among other roles, the task of spreading gender budgeting adoption with the result that, for example at the end of 2006, 12 provinces were benefiting from this work.

The third national plan for citizenship and gender equality (2007–10) of **Portugal** provides for gender budgeting in the state budget as well as in the budgets of each ministry. The act of **Spain** from March 2007, containing the principle of equal treatment and opportunities for women and men in a holistic manner, will, by cross-section, inform the central, regional and local governments actively to mainstream that principle in budgeting in all areas of public policy and performance. In **Sweden**, gender budgeting is part of the ongoing work to implement the plan for gender mainstreaming in the government offices during 2004–09 with annual follow-up and an evaluation every second year. **Poland** reports having many initiatives going on in the sphere of gender budgeting at regional, local and national levels.

The **European Commission** reports that, in the roadmap on equality between women and men (2006–10), it has committed itself to support gender budgeting. Furthermore, the Commission co-financed the European symposium ‘Let’s share the benefit — with gender budgeting towards social justice and equal opportunities’ in June 2007. An external study has been launched by the Commission to analyse the experiences in the Member States and in international organisations and to examine the feasibility of applying gender budgeting in sections of the EC budget. The results are expected during the first half of 2008.

2.1.6. Training and lifelong learning

The reporting on aspects of training and lifelong learning reveals that: several countries are specifically formulating lifelong learning strategies where gender equality has been mainstreamed; training and educational curricula increasingly feature gender equality as a subject; and efforts are being made towards a balance between women and men among educators/trainers and in the management of training and educational institutions.

Denmark reports that, in 2005, there were 48 284 teachers in the Folkeskole (comprehensive schools), of whom 64 % were women. At teacher training colleges one third of the students are men, and two thirds are women. In **Finland**, 53.8 % of all university students are women and 54.3 % of all polytechnic (engineering at university level) students are women. The elaboration of guidelines to promote gender equality principles and women’s participation in training and educational courses in **Italy** is being implemented through the ESF initiative.

The Ministry of Social Affairs and Labour of **Syria**, in collaboration with the Ministry of Telecommunication, concluded an agreement to establish information society centres through local communities and within the rural information network project during 2006–08. The establishment of Al-Furat University in 2006 with open learning and a virtual university in the north-eastern area reportedly enables a fresh opportunity for female students who had earlier abandoned their studies.

In the **Czech Republic**, the project ‘Evyna’ (effective return of university-educated women to the labour market after parental leave) aims at eliminating — thanks to a system of learning modules — barriers for women who are returning to the labour market after maternity or parental leave.

Spain’s new gender equality act of March 2007 integrates the principle of equality in education policy by, for instance, including the study and application of that principle in courses and programmes for initial and lifelong teacher training, furthering balance between women and men in school management and supervisory bodies. Portugal’s third national plan for citizenship and gender equality (2007–10) includes promoting gender mainstreaming into the definition of competence profiles and the training profiles of educators.

Slovakia reports training of trainers’ courses in the twinning project ‘Strengthening administrative capacities in the field of gender mainstreaming’ taking place in October 2007. As an outcome from this project, a Commission of Gender Focal Points has already been created with the participation of several ministries potentially being able to support female

trainers in different disciplines during 2007–08. Education after maternity leave forms part of many projects, supported by the ESF during 2007–08.

Ensuring greater access to lifelong learning in **Germany** will be part of a federal qualification programme now under preparation. The participation of the population in lifelong learning in **Bulgaria** is reportedly significantly lower than the EU average. There are no major differences in female and male participation in lifelong learning but, in general, women are more active while the location of residence influences the participation level rather than the gender of the participants. A national strategy on lifelong learning had been elaborated under a Phare project to be approved by the Council of Ministers in September 2007. **Finland** participates in the European Union's lifelong learning programme. The 'State concept paper on lifelong learning 2007–13' of Latvia foresees equal access of all people to lifelong learning with specific activities to close the discrepancy between men and women in certain fields. **Portugal's** third national plan for citizenship and gender equality (2007–10) envisages an increase in lifelong learning, particularly in ICTs, empowering women for the labour market. In Slovakia, where support to women is provided by EQUAL projects during 2005–08, women are more interested in training and lifelong learning than men.

Specific measures of **Austria** to widen access to higher education have been undertaken, with female participation reaching 54.6 %. This will be continued under the new Objective 2 programme during 2007–13. The EQUAL partnership 'Learn forever 2005–07' aims at developing new ways of learning for women in rural areas, as well as women with low qualifications. Self-directed learning, key competences and the development of learners' potential are basic elements of the programme. The **UK** has a large number of initiatives occurring within the education, training and lifelong learning sphere during 2006–20. For example, over 200 new specialist citizenship teachers will be trained every year, and a handbook for citizenship education entitled 'Making sense of citizenship' has been published for widespread dissemination including distribution to schools.

Its questionnaire response reports that 'Lifelong learning is a relatively new approach in **Hungary**' where the government intends to create awareness and also encourages employers to invest in human resources, emphasising the importance of equal and greater access.

The General Secretariat for Gender Equality in **Greece** implements the project 'Integrated interventions in favour of women' in the framework of the business plan 'Employment and vocational training 2000–06' of the third Community support framework. This project benefits a total of 9 018 women, mainly unemployed women of any age, and in every region of the country.

In the ongoing Euro-Mediterranean regional 'Role of women in economic life' programme of the **European Commission**, several modules of training have been developed by the seven targeted consortia of NGOs, women's cooperatives and women entrepreneurs. The training covers topics such as leadership, awareness-raising on women's economic and legal rights, and training of trainers on business, marketing, and financial management skills.

2.2. Social and human services

2.2.1. Social security and protection

The European partners report highly advanced social security and protection mechanisms, increasingly and in detail taking into account the equality between women and men guaranteed by laws. Some countries are developing social policies where families are conceptually perceived in a holistic manner while at the same time taking into account sex disaggregation among family members. The policies cover providing children with working parents the care that they require, subsidised by governments. Poor women, men and children are particularly targeted with a range of programmes. Some examples, with considerable changes compared with the previous mechanisms, are elaborated because of their very recent nature and potential interest among other Euro-Mediterranean partners.

In **Israel**, national health law ensures health insurance based on progressive payments to all Israeli citizens. Coverage is comprehensive and inclusive. A national Council for Women's Health was established in 2000.

Cyprus is in the process of amending the 'Equal treatment for men and women in occupational social insurance scheme law' (No133(I)/2002) in order to change the definition of the terms 'direct discrimination' and 'indirect discrimination' with enactment expected by the end of June 2008. The Ministry of Social Development of **Jordan** has created a department on women protection and empowerment. In 2007, a movement in the country initiated advocacy for the application of equal rights concerning maternity/paternity leave.

Throughout 2007, Malta will work to transpose the provisions found in Directive 2004/113/EC, implementing the principle of equal treatment between men and women in the access to and supply of goods and services.

In 2007 **Slovakia** is organising the seventh competition to identify the 'Family-friendly employer'. The government of **Sweden** introduced in July 2007 tax reductions on purchases of domestic services by private individuals, which is expected to alleviate some of the burden of domestic work on families, especially on women who still do most of the unpaid work in the household. It will also turn unpaid work into paid work, and at the same time promote employment.

From October 2005 to December 2006, **Italy** implemented the project 'PARI — Fathers more involved in family responsibilities', promoted by the Department for Rights and Equal Opportunities, in order to involve fathers in the reconciliation between working and private life. In January 2007, the country established the national fund for social and family policies, enhancing a network of services such as childcare financed by the national plan for nursery schools. In **Turkey**, a draft law on parental leave has been conceived recently.

Since 1999 **Hungary** has had in place the annual Family-friendly Workplace Award to deserving employers. It has integrated a similar scheme into the human resources development operational programme, enhancing family-friendly working practices.

As of 1 January 2007 the former system of child-raising allowances has been replaced in **Germany** by a parental allowance linked to income. It is intended to compensate for at least 67 % of the net sum of earned income lost by the parent who cares for the child during its first year. For people with low incomes, monthly net earnings of less than EUR 1 000 before the birth of the child, the substitution rate is raised incrementally to a level of 100 %, and all parents who are entitled to parental allowances will receive a minimum of EUR 300. This parental allowance can be claimed for the first 14 months of the child's life. If two parents are available to care for the child, neither of them is allowed to receive a parental allowance for longer than 12 months; hence the entitlement to at least two months' parental allowance is reserved for the other partner, provided that she or he reduces the amount of time spent working. The Federal Ministry of Family Affairs is flanking the phase in which the parental allowance is being introduced by mounting a campaign focusing on a more active role for fathers.

In **Greece**, the new civil servants' code (Law 3528/2007) provides a series of measures to support women attempting to reconcile family with professional activity. Of special concern are unmarried women as well as mothers of more than three children. This law also grants parental leave to fathers. Facilitating measures are also provided for adoption.

In the **Czech Republic**, a legal regulation was adopted, based on the principle of equal treatment for women and men, in the area of sickness insurance and on a ban on discrimination. Policyholders of both sexes are subject to the same conditions of participation in the sickness insurance scheme, as well as the same conditions governing their right to sickness insurance benefits, their provision, amount and payment. Benefit amounts are determined in the same manner for both women and men (adopted in 2006 and will come into force from 2009). In addition, a 2006–07 project run by the Ministry of Labour and Social Affairs of the Czech Republic aimed to acquire an understanding of the legislation regulating the pension schemes of the EU Member States as concerns the first pillar of the pension system under the EU classification system, in terms of enforcing the principles of equal treatment of men and women, their comparison and analyses, and an evaluation of the current state of the legislation in the Czech Republic in terms of enforcing the principles of equal treatment of men and women.

The **UK's** pensions act of 2007 makes changes to the rules for building up a state pension, which will reduce the gender pensions' gap and significantly improve state pension outcomes for women. Measures in the act will provide a more generous and simple state pension within which working and caring are rewarded equally. For the first time, credited and paid contributions will be recognised equally for the purposes of the basic state pension and state second pension. These changes will be introduced from April 2010 onwards. The changes made will enable more women to build up a state pension in their own right and will mean that fewer women will need to rely on a partner's contributions. As a result of these changes, around three quarters of women reaching state pension age in 2010 will be entitled to a full basic state pension, compared with around 35 % now and around 50 % of women

in 2010, had the changes not been made. Equality will be achieved in 2025 with over 90 % of women and men reaching state pension age being entitled to a full basic state pension.

Finland enacted a law to strengthen the legislation on parental leave, effective from the beginning of 2007. This includes the entitlement to more flexible use of the month of paternity leave, as well as adjustments to the maternity and parental allowances. Since 2007, there is an ongoing awareness-raising campaign on encouraging more men to take paternity and parental leaves. The underlying premise of the family leave system is to give both parents equal opportunities to participate in childcare. On the basis of pregnancy, childbirth and childcare, the mother and father can take maternity leave, paternity leave or parental leave, receiving maternity allowance, paternity allowance or parental allowance, respectively.

The maternity allowance and parental allowance are paid for a total of 263 working days. The father is further eligible for paternity allowance. After the maternity leave, either parent may take parental leave. The father may take 18 weekdays (six days per week) paternity leave at the birth of the child while the mother is on maternity leave. The father may also take an additional 1 to 12 weekdays of paternity leave, if he uses at least the final 12 days of the parental leave. Most of the fathers use some part of the paternity leave, but only a small amount of fathers take parental leave. After the parental leave period, families have three publicly subsidised options for providing childcare before school starts, usually at the age of seven: municipal day care; private care on the private childcare allowance; or home care of the child using care leave and the child home care allowance. The government will promote a system of flexible working hours to advance employment, facilitate work, make it easier to reconcile work with family life, and give due consideration to the needs of the employers and employees.

The **European Commission** reports that the socioeconomic impact of pension systems on women will be further explored in order to assess the extent to which social protection, as provided by pensions, can promote equality between women and men, with results expected in 2009. The promotion of reconciliation between work, private and family life is one of the objectives of the roadmap on equality between women and men (2006–10). Among the initiatives, a consultation of social partners on this issue was carried out followed by an analysis, the results of which will inform on whether the current legislation is adequate to deal with the new problems and challenges or whether some modifications are required. The promotion of reconciliation is also pursued through the promotion of childcare facilities, including the use of Structural Funds. This is undertaken in order to achieve the 'Barcelona targets' on childcare set by the EU Heads of State or Government in 2002. The report on the Barcelona targets is due for 2008.

2.2.2. Poverty reduction strategies

The reporting from the partner countries indicates that poverty reduction initiatives are often part of comprehensive employment and social protection policies and programmes rather than solely meant as poverty reduction strategies. In principle, the approach appears to have three main dimensions:

- countries aim to create labour market environments, where being employed is an attractive option instead of reliance on social benefits only;
- the provision of support services to women and men who are unemployable due to disabilities; and
- having special programmes targeting the employment of women who face difficulties in being integrated into the labour market due to a variety of reasons; several examples are presented here.

The 2006–08 national plan for combating poverty and promotion of social inclusion of **Romania** provides for equal access of women and men to the labour market through new programmes for professional training, promoting women’s access to jobs that have traditionally been associated with men, and facilitating the integration of women experiencing social exclusion situations or at risk. During the 2008 autumn session, the government of **Finland** will present to parliament a reform on social protection where more incentives for becoming employed will be offered to alleviate poverty and provide an adequate level of social protection. In **Belgium**, by the middle of 2008 the Flemish equal opportunities policy seeks to gain an insight into the needs of women of Turkish or Moroccan origin who are in a state of poverty, often as a result of divorce.

The **Czech Republic** launched literacy campaigns of ‘support for the Roma in Prague’, especially targeting rural and poor women in providing more incentives to encourage women to demand literacy. The 2005–08 project’s main objective is to create a functional innovative model, which will result in an improved social status and position in the labour market for Roma. The project also includes courses for Roma women entitled ‘Women know it’.

Lebanon anticipates the adoption of the national social action plan (2008–09), which provides services for poor households, marginalised groups such as the disabled, women, female-headed households and the elderly. The **Hungarian** comprehensive strategy ‘Let it be better for children’ aims to eliminate the deepest child poverty in 25 years, simultaneously preventing it from reoccurring.

Malta published its first national action plan against poverty and social exclusion (2004–06) in 2004. The main priorities were to increase the female employment rate and to develop policies to make work pay, as well as to promote more and better jobs for inactive men and women and recipients of social benefits. Another national action plan for the years 2006–08 was also published by government.

The **Estonian** national report on strategies for social protection and social inclusion (2006–08) has two priorities: the prevention and reduction of long-term unemployment and exclusion from the labour market; and the prevention and alleviation of poverty and social exclusion of families with children. The national action plan for social inclusion of **Latvia** establishes a policy framework specifically addressing groups under the largest risk of social exclusion and poverty. In **Lithuania**, the social inclusion programme is gender-equality mainstreamed. The UK welfare reform Green Paper sets out proposals for more regular work-focused interviews, and the piloting of the work-related activity premium will give those women with older children a real incentive to prepare for a return to work.

Turkey, on its way to being included in the European Union social inclusion strategy, has prepared a joint inclusion memorandum (JIM). In this document, which is a governmental paper within the context of combating poverty and social exclusion, special emphasis has been given to women: their problems have been identified, current policies have been analysed, and policy suggestions have been developed.

2.2.3. Health

Most European countries report health services being available equally to women and men and only a limited number of actions were reported for the concerned period.

Women's sexual and reproductive rights are fully acknowledged in **Denmark** and all women have equal access to healthcare and services concerning all aspects of these rights. Civil society in Jordan would like to develop a gender-friendly patients' charter. The country's Ministries of Health and of Justice are planning to prepare actions in 2007 in relation to the treatment of women exposed to violence, although this was not yet approved by the time of reporting. A medical examination is now compulsory in Jordan before weddings. In February 2007, **Syria** prepared a study of health empowerment of women, in cooperation with the University of Damascus, the Ministry of Health and the UNFPA.

The **Turkish** reproductive health programme (2003–07) aims at making reproductive health services available on a wider scale. It has also produced a sexual and reproductive health national strategy and action plan (2005–15) in order to decrease maternal mortality and the regional differences which exist. In **Romania**, one of the main objectives of the 2008–10 strategic plan of the Ministry of Public Health is to ensure effective equal access to basic healthcare. The government of **Malta** supplies medicines free of charge to all in-patients in governmental hospitals as well as to persons who have a low total household income. **Sweden** has allocated about EUR 8.5 million to a three-year research programme (2008–10) on women's health with the aim of improving knowledge on the differences between women and men with regard to symptoms, medical and other treatment.

Italy's recent law against female genital mutilation has the objective of preventing, combating and repressing these practices whose victims are young girls and adolescents and which violate the basic rights of an individual, above all her physical integrity. The government of the **UK** will launch a new 'health in pregnancy' grant in April 2009 to help mothers-to-be

afford a healthy diet. It will be a one-off payment available to every mother-to-be from the 29th week of their pregnancy, worth around EUR 275. Some 8 % of babies born in the UK have a low birth weight, which means that they are significantly more likely to die before their first birthday or to experience developmental problems such as low IQ and learning disabilities. A poor diet during pregnancy contributes to the risk of giving birth to a low birth weight baby.

2.2.4. Education

Many European partners report basic education being free and compulsory, both girls and boys attending and completing school equally. The countries apply a set of mechanisms to achieve high-level enrolment and attendance, one of them being compulsory education by law so that neglecting children's education is a criminal offence. Only a few actions were reported as having taken place during the reporting period.

Algeria puts an important emphasis on an increased access to schools for disadvantaged groups in remote areas through the award of specific allocations, the increase of canteens, the provision of boarding schools (completely free at primary level) and school buses. These measures should, in particular, benefit girl children. The fight against illiteracy is also an important objective: five literacy and training centres for young girls and women should be opened soon.

In **Turkey**, the 'Girls, let's go to school' campaign continues to promote girls' enrolment. Poor families sending children to school are entitled to non-repayable aid. Girl children in particular are paid more as an element of affirmative action, which includes a conditional cash transfer. 'Father, send me to school' and the 'Campaign to support national education' are some of the other campaigns conducted especially to increase girls' enrolment in schools.

In **Hungary** some segregation is evident but more along ethnic lines than between girls and boys.

In the **UK** all three- and four-year-olds are now guaranteed a free, part-time (2½ hours) early education place for up to two years before reaching compulsory school age (the term following their fifth birthday). The child element of child tax credit increased to GBP 1 845 from April 2007. The childcare element of working tax credit provides up to 80 % of the cost of eligible childcare up to maximum costs of EUR 240 per week for one child and EUR 450 per week for two or more children. The latest figures show that 413 700 families are currently benefiting from the childcare element of working tax credit, with average weekly help towards childcare costs of around EUR 90 per family, showing the amount currently spent on the childcare element is around EUR 1.9 billion per year, compared with EUR 44 million spent on the childcare element within family credit in 1997–98. Any family with children with an income of less than about EUR 85 000 will be eligible for some tax credit support.

UNIV (2005–07) — a project run by the **Czech** Ministry of Schools, Youth and Sports — is a pilot project to verify the possibility of creating a network of secondary and tertiary vocational schools that would act as centres for lifelong learning. A system to certify and recognise skills for job-seekers who are seeking official confirmation that they are competent in a certain area, although they have no formal training in it, is being created here.

In **Malta**, kindergarten is free of charge for children from three years of age and constitutes part of the formal educational structure. Throughout 2007, government continues to implement more initiatives for the provision of childcare facilities. These were strengthened through the measures announced in the 2008 budget speech.

2.2.5. Higher education

The **European Commission** states that, under the Erasmus Mundus action 2, a call for proposals has been launched by the Commission in 2007 to fund higher education student and teaching staff mobility activities between European universities and universities from targeted third countries, in particular the Mediterranean countries. This new action will provide funds for the organisation and implementation of student — from undergraduate to post-doctorate level — and academic staff mobility flows from and towards the third countries concerned. From the region, 42 students have benefited from mobility grants, out of whom 15 (about 44 %) are female students.

The Tempus programme funds cooperation projects in the areas of curriculum development and innovation, teacher training, university management and structural reforms in higher education. It puts special emphasis on the mobility of academic and administrative staff from higher education institutions, both from the EU and the partner countries. Information on women's participation in Tempus Meda individual mobility grants (IMGs) shows that, on average, 20 % have been female beneficiaries in 2006.

Finland is the only EU country to have reported on Erasmus scholarship allocations. The distribution is 70 % female and 30 % male while the distribution of all students that received a scholarship or internship abroad in 2006 is 65.4 % female and 34.6 % male.

2.2.6. Migration

Migration, as part of the social and human services, received extensive attention by the questionnaire respondents. Many European countries are allocating considerable resources to the integration of immigrants — both women and men — for their education, training and social services. Migrant women receive special attention due to their disadvantaged position.

The law on the combating of trafficking and exploitation of persons and the protection of victims of 2007 (No 83(I)/2007) of **Cyprus** covers all aspects of trafficking, such as the exploitation of prostitution or other forms of sexual exploitation, forced labour or services,

slavery or practices similar to slavery. It has specific provisions for the prevention of trafficking, for the identification and protection of the victims and for the prosecution of those involved in trafficking. The law fully harmonises the national legislation with the European *acquis*.

The Federal Chancellor of **Germany** presented the national integration plan to the public in July 2007. The plan contains concrete actions — also for migrant women — and voluntary undertakings on the part of all stakeholders, as well as criteria for evaluation and implementation. The Federal Ministry of Family Affairs, Senior Citizens, Women and Youth is also promoting a large number of projects aimed at strengthening the empowerment of female migrants and promoting their participation in society and equal rights. Support for these projects is in line with the conviction that the focus in the public debate on integration must be shifted from a deficit-orientated view of female migrants — which also typifies the debate on forced marriage — towards a resource-orientated view, in order to promote successful integration. The topic of forced marriage is being dealt with by the working party named 'Improving the situation of women and girls, realising equal rights'.

An analysis of male immigrants' and female immigrants' accession to the labour market and education in the **Czech Republic** was prepared for the Ministry of Labour and Social Affairs in order to improve the situation of non-EU foreigners living legally in the Czech Republic. The final results will be presented to the public during a conference taking place in September 2007. An integration course for foreigners is a project that significantly improves the potential of foreigners with long-term residence and who wish to establish themselves in the Czech Republic.

The plan for immigrant integration (Council of Ministers' Resolution 63-A/2007 of 3 May) (2007–09) of **Portugal** includes support to scientific studies, specifically through the Immigration Observatory, on issues of gender in immigration. These should pay particular attention to the obstacles faced by migrant women, the types of discrimination that target them, their vulnerabilities and specific needs. Furthermore, the Portuguese third national plan for citizenship and gender equality (2007–10):

- promotes information programmes and skills training in the Portuguese language, information and communication technologies, technical Portuguese and citizenship education;
- supports entrepreneurship of migrant and ethnic minority women;
- develops measures that prevent and call attention to traditional practices that constitute human rights' violations;
- encourages migrant women and female cultural and ethnic minorities to become involved in associations and decision-making and participate in political, economic and social life;
- increases participation in and access to sociocultural life for female and male migrants and cultural and ethnic minorities;
- encourages their active involvement, specifically through support for socio cultural migrant associations; and
- raises awareness and provides information about compliance with compulsory education and the continuation of education/training, namely with regard to the participation of girls and boys who are migrants or from ethnic and cultural minorities in the dual certification scheme.

In **Malta**, the Ministry of the Family and Social Solidarity responds immediately to the specific welfare needs of irregular immigrants. In order to maintain the professional and cohesive provision of services, a unit within the ministry was set up in April 2006 to serve as an umbrella organisation for open centres and residential units. At the beginning of 2007, the Organisation for the Integration and Welfare of Asylum Seekers (OIWAS) was inaugurated. The main aim is to promote coherence in reception and integration policies. Immigrant pregnant women who arrive in Malta are offered specific services, including a fast-track system out of the detention centres. They are also assessed summarily and are then taken to the open centre.

Research on women in migration has and continues to be carried out in various universities and state departments in **Finland**. The statistics related to migration have frequently used gender as a variable. The Ministry of Labour and the Ombudsman for Minorities have produced an information leaflet entitled Equality in Finland — Information for immigrants. Various private associations involved in migration and human rights' issues are implementing projects that aim towards a better integration of migrant women to Finnish society and culture. Upon immigrants' arrival, the municipalities and employment offices arrange language and other courses that raise migrants' awareness of their host country. Migrant women's participation in society is being supported with different projects.

During 2007–08, **Slovakia's** Migration Office is organising workshops and lectures for people from state and local governance to be more sensitive to the issue of immigration. A project for 2007–08 of the Association of Good Will People and the Slovak Humanitarian Council has organised lectures in schools with more than 18 000 students participating. A report on the situation of migrants in **Austria** is under preparation.

The strategic plan on citizenship and integration of **Spain** for 2007–10 incorporates the gender equality mainstreaming principle. One of the specific measures for migrant women is to mainstream gender equality in all aspects of migration policies, through research on migration, gender and inter culture, design and incorporation of a gender strategy in migration affairs, and spaces for the exchange of knowledge and good practices. Furthermore, the plan promotes a normalised access for migrant women to specific women's programmes and facilitates the social integration of migrant women in situations of special vulnerability, through the programme against gender violence, social and coaching measures for migrant women who practise prostitution, and for female victims of human trafficking.

The **European Commission** has financed a research study on migrant women with results being available by the end of 2007 and informs that in the Euro-Mediterranean regional programme Migration II (2007–10), the legal migration activities will aim, amongst others, to raise the awareness of migrant women on their rights and duties in the host country and to improve their role as actors of development in the host country and the country of origin.

2.3. Sex-disaggregated statistical systems

Over several years, many partners have engaged in compiling sex-disaggregated data in their national statistical offices, some having special units to ensure that accurate sex-disaggregated data are completed. Many governmental institutions and authorities are also now obliged by law to produce sex-disaggregated statistics. Here are a few examples, as reported.

The Department of State of **Jordan** has a unit dealing with sex-disaggregated data. **Lebanon** will publish a report on the situation of women in 11 socioeconomic areas in 2008–09 based on earlier surveys. **Morocco** has a project for integrating the gender approach in national statistics where the first phase focuses on developing gender indicators. Since 2006 the SCFA, in cooperation with the Ministry of Higher Education of Syria, has worked on setting up a unit for gender-sensitive statistics. Since the 1990s, the National Institute of Statistics in **Tunisia** has gradually introduced gender into the collection and compilation of census reports. Currently in **Israel**, data are gender analysed by the National Bureau of Statistics and action is being taken to widen this regulation.

Poland notes that sex-disaggregated statistics are an obligation of Directive 2004/113/EC, for which it expects future support from the EU Institute for Gender Equality.

The law of January 2007 in **Belgium** stipulates that all ministries are to oversee gender-disaggregated statistics being produced in their respective fields of expertise and, every other year, the Institute of Gender Equality produces a publication *Women and men in Belgium*, which contains statistics and indicators disaggregated by sex in a range of areas such as work, income, poverty, training, migration, population, research, decision-making processes and health. The National Statistics Institute of **Bulgaria** collects data on a regular basis, providing these to the Ministry of Labour and Social Policy for gender-based analysis. The next data collection is foreseen for the fourth quarter of 2007.

The Ministry of Gender Equality of **Denmark** collects data regularly in a wide range of spheres. This information including that from the regions and municipalities is available on the ministry's website and in hard copies. In **Estonia** the publications *Statistics Estonia*, *Women and men*, and *Social sector in figures 2006* from the Ministry of Social Affairs contain sex-disaggregated information. During the European Year of Equal Opportunities in 2007 three special actions were undertaken: a poll among the whole population on gender-related attitudes in society; a qualitative survey on sexual minorities; and research projects to cover minority groups, for example a qualitative study on the Roma community and women, and on non-Estonian-speaking women in the labour market.

Most of the relevant data developed by Statistics **Finland** ⁽⁴⁾ are disaggregated by sex, by its unit for gender equality statistics. Statistics produced by the ministries are disaggregated by

⁽⁴⁾ Central Statistical Office.

sex according to the gender mainstreaming principle. MINNA ⁽⁵⁾, a gender equality Internet portal, is available to the public. The National Institute for Statistics and Economic Studies (INSEE) of **France** and ministerial departments produce data on men's and women's respective situations in social, economic and political life. The Women's Rights and Equality Service publishes a document entitled Key figures — Equality between men and women. In Germany, there is continuous cooperation between the relevant governmental organisations and the Federal Statistics Bureau to develop gender-related statistics. The Czech Statistical Office, in collaboration with the Ministry of Labour and Social Affairs and other ministries, issues a regular publication entitled Women and men in figures.

Italy has an agreement between the National Institute of Statistics (ISTAT) and the Department for Rights and Equal Opportunities in order periodically to collect and publish sex-disaggregated data. The state statistical bureaus of **Latvia** and **Lithuania** increasingly collect sex-disaggregated data. In **Malta**, the National Statistics Office regularly collects sex-disaggregated data, on monthly, quarterly and annual bases. Sex-disaggregated data are to be found in demography, education, employment, employee earnings, population and living conditions, and cultural statistics.

The governmental declaration of August 2004 compels **Luxembourg** systematically to collate sex-disaggregated statistical data with the objective of analysing the situation of men and women. The third national plan for citizenship and gender equality (2007–10) of **Portugal** determines that all statistics produced by the public administration referring to people must include the variable of sex. The National Institute for Statistics of **Romania** regularly collects and analyses sex-disaggregated data since the 1990s.

In 2007, **Slovakia** commissioned through its statistical office the development of gender statistics, for instance regarding employment, violence against women, and the gender pay gap. In **Spain** the act of March 2007 on equality between women and men obliges the systematic inclusion of the sex variable in the production of any statistics, surveys or data gathering, and elaborates in detail the characteristics of related statistics. The UK Office of National Statistics collects and each month produces sex-disaggregated data on, for instance, employment activity and inactivity rates, working lives, work and family, education, health, personal finances, housing and population. Statistics and analysis on the gender pay gap are developed annually.

The **European Commission** is financing, through Eurostat, the development and collection of gender statistics and statistics disaggregated by sex comparable at EU level, and is working with the Member States to develop indicators for the follow-up to the 12 areas of the BPfA each year.

⁽⁵⁾ The name MINNA comes from the famous Finnish author Minna Canth (1844–97). She was a Finnish playwright and short-story writer who described women's position in society and advocated contemporary radical social ideas in magazine articles.

3. Women's rights in the cultural sphere, role of communication and mass media

Overview

Many Euro-Mediterranean partners have placed a strong emphasis on the promotion of gender equality in education, considering that it plays a key role in changing attitudes and reducing gender stereotyping. Measures taken differ in importance. It is noteworthy, for example, that three Mediterranean countries, Lebanon, Morocco and Syria, have undertaken an important revision of concepts, curricula and/or textbooks. Some European countries have launched wide-ranging reforms to train teachers on gender equality. In some cases, actions go beyond the scope of ministries of education and involve all ministries which implement training activities. Educational tools, communication and information, and specific courses have been created for the benefit of pupils. Access by women to scientific professions and ICT are also gaining importance and range from the organisation of specific training activities and events to more systemic actions.

Regarding women and the media, three issues are reported: stereotypes and discrimination in the treatment of women in the media; training and research on gender equality; and female representation and capacity-building.

In summary, the media sector includes in its functioning the principle of gender equality and its promotion either through laws, regulations and national plans or through codes of conduct approved on voluntary bases. Training on gender equality for the media sector is done through seminars, either in general or thematic courses managed by public or private bodies. Concerning the representation of women in the sector, there is a clear tendency of increasing not only the number of female professionals in the media, but also their representation at managerial level. Capacity-building is carried out through projects, seminars and conferences involving women's organisations, NGOs and media institutions.

Portugal and Spain report specific new measures to ensure equality in artistic and intellectual creation and production. However, the majority of the Euro-Mediterranean partners did not report new initiatives in the sphere of culture and most of their answers are very limited.

3.1. Promotion of gender equality in education and culture

3.1.1. Teacher training on values of gender equality and non-discrimination

Many Euro-Mediterranean partners are sensitive to the necessity of providing an education free of gender stereotypes that also promotes non-discrimination. Partners have referred under this heading to measures ranging from specific pieces of legislation to the delivery of training to teachers, or the undertaking of research, through to more wide-ranging and systemic educational measures.

(a) Legislation

In **Estonia**, the Education and Research Minister's regulation of March 2007 stipulates that texts and illustrations in the textbooks have to avoid stereotypes that emphasise gender or national, cultural or racial prejudices.

(b) Research

In **Belgium** (French Community), an analysis on school manuals in terms of their neutrality towards gender was carried out.

As part of the 2007 **Italian** national action plan of the European Year of Equal Opportunities for All, the University of Padua, in collaboration with the Interdepartmental Centre on Human Rights and the Rights of Peoples, created a teachers' handbook for all schools on human rights, and an educational toolkit for students and teachers on the trafficking of women and children.

In **Malta** during 2006, the NCPE conducted a study co-funded by the EU which specifically addressed the issue of gender stereotypes amongst school children. Research from the study, 'Facilitating equality through education', indicated that gender stereotypes are still a major feature in Maltese society.

(c) Specific training measures

In **Cyprus** training programmes were recently delivered in schools by NGOs specialising in the training of trainers in order to fight discrimination.

The recent **German** film *To Be Continued Shortly* offered pupils an entertaining overview of the history of gender equality and its current challenges, and thus has contributed to the discussion on gender equality. The pupils find out what contribution they can make in daily life towards a gender-equitable society. The film is supplemented by extensive information material.

In **Latvia**, a voluntary seminar programme for teachers has been developed and approved by the Ministry of Education. In **Malta**, the NCPE took the initiative to mainstream gender equality through education, where a number of educators at various educational levels were given gender-sensitising training sessions.

The **Czech Republic** runs a public information campaign ‘Game over’ on the unacceptability of domestic violence. The campaign was run in a non-traditional form using an educational computer game, in which young people learn to act and behave in partnership relations and to draw the line between ‘normal behaviour’ and domestic violence. The campaign has been run through the redistribution of newly printed documentation to secondary schools throughout the Czech Republic. The topic of gender equality was also recommended to secondary school teachers who can use the ‘Game over’ educational computer game as a means of providing their students with information on gender equality and the phenomenon of domestic violence. The computer game is still available on the Internet.

In **Morocco**, a national campaign on gender equality in education was launched by civil society organisations targeting both male and female students in secondary schools. Training of teachers on gender issues is currently conducted by the Ministry of Education in **Jordan**.

As part of the **Romanian** national strategy on equal opportunities, a high-school campaign on raising awareness among high-school students and their teachers on gender stereotypes is currently being organised throughout the country. The campaign was launched in 2007 and will go on until 2009.

(d) Sector or multi-sector measures

In **Denmark** the encouragement of citizenship education (comprising human rights and non-discrimination) is regarded as a policy goal. Religious studies/philosophy/citizenship is a general subject for qualification as a teacher. The objective is for students to obtain skills in, for example, preparing pupils to take part in a society with equality, intellectual liberty and representative government and teaching pupils to live together with respect for one another’s values and standards. In addition, students at teacher training colleges develop skills in educational, vocational and labour market orientation. The content is, for instance, equality and inequality on the labour market in relation to education, gender and cultural differences.

Finland will increase awareness of gender equality in comprehensive schools. Gender-consciousness courses will be included in the education of teachers and kindergarten teachers.

A new convention for equality between men and women in the educational system was signed in **France** in 2006 by the Ministries of Employment and Parity, of National Education and Research, of Agriculture, of Justice, of Equipment and of Culture. Inter-ministerial groups will be in charge of implementation at local level. This text constitutes a roadmap to be achieved by 2011, aimed at taking into account gender equality in the 70 000 teaching institutions involved in the country. The text will reinforce the work started in 2000 in three spheres: (a) improving educational and professional counselling of girls and boys for better access to the job market; (b) assuring a gender-equal education for young people by including the role of women and men in society as a teaching subject; and (c) integrating equality between the sexes in the practice of professionals in the educational system through the education of educators and integration of equality in the programmes of educational institutions.

In **Greece**, the General Secretariat for Gender Equality implements the project ‘Positive actions in favour of women in schools of initial vocational education and training (study — research — bibliography — reinforcing libraries)’. Its basic goal is to combat discrimination and professional segregation through gender mainstreaming in the field of technical education. The project reinforces and enriches the libraries of 764 public technical vocational schools (TEE) and institutes for vocational training (IEK) with books on gender equality issues. At the same time an online connection has been established with the library on women’s issues of the General Secretariat for Gender Equality so that pupils and teachers can have information and become sensitised to gender issues. In addition, an Observatory for Equality in Education is going to operate as a documentation centre for the effective and scientific collection, compilation and elaboration of data concerning the mentioned field. Moreover, the programme ‘Sensitisation of teachers and intervention programmes promoting gender equality’ is being implemented in order to sensitise teachers to gender equality issues.

In **Morocco**, a national programme for the promotion of a human rights’ culture in education has been jointly put in place by the Ministries of Human Rights and of National Education. In this framework, 120 textbooks were revised, gender stereotypes were eliminated and a cross-cutting curriculum integrating the concept of equality was developed.

In **Lithuania**, equal opportunities for women and men has been education and science has been one of the priority goals of the national programme on equal opportunities since 2003.

In **Lebanon**, one of the most significant and positive aspects in education is the curriculum review, which has been ongoing since 1997 as a result of the educational recovery plan, under which the educational system as a whole has been subject to review and restructuring and new curricula approved. Studies have shown that these curricula have had a positive impact upon school results. A major defect in the educational system is that it has been slow to incorporate the perspective of gender in textbooks. As for the training of teachers to gender sensitivity, it is still limited to initiatives by civil society organisations.

The University of **Luxembourg**, responsible for the training of teaching staff, has integrated gender equality in the training of teaching personnel since 2006–07.

The third national plan for citizenship and gender equality in **Portugal** covering the period 2007–10 includes the following measures:

- include gender in the quality criteria for producing written and multimedia teaching materials;
- promote educational and vocational guidance that is free of gender stereotypes;
- increase educational and vocational (re)qualification and certification targeting women and girls, especially in technological fields, and men and boys in the area of care and social support;
- integrate the subject of gender as a structural component of the school curriculum and incorporate it into the various aspects of lifelong education and training by implementing it through the final-year project and civic education;
- promote the integration of gender into the definition of competence profiles and the training profiles of educators, specifically teachers, male and female childcare workers, teaching assistants and the heads of educational and vocational guidance services.

Organic Act 3/2007 of 22 March for the effective equality between women and men, published in **Spain** in March 2007, includes the study and application of the principle of equality in courses and programmes for initial and lifelong teacher training. The central, regional and local governments will foster, in particular: inclusion in the curricula where applicable of education on equality between women and men; creation of specific post-graduate studies; and the conduct of specialised surveys and research in the field.

Training programmes for teachers in the human rights' area are organised through educational bodies of the Ministry of Education in **Slovakia** and in the framework of projects of the Slovak National Centre for Human Rights.

In **Sweden**, the education authorities guarantee equal rights to education for women and men through the active integration, in educational objectives and practice, of the principle of equal treatment, preventing the generation of inequalities between women and men due to sexist behaviour or its associated social stereotypes. As regards the period concerned, the government allocated in May 2007 resources to an investigation on teachers' knowledge on honour-related violence and oppression among the students. The investigation is limited to teachers in compulsory (grades 6–9) and upper-secondary schools. A final report should be presented by 31 March 2008.

The Ministry of Education in **Syria** is working to accomplish a qualitative development of school curricula from kindergarten to high school. The concepts of the CEDAW were considered in all criteria, educational outputs and learning units with the purpose of modernising the image of women in school textbooks and curricula. For example, in the Arabic language subject from grade one to high school, focus was laid on the following concepts: women's rights in education, amending the cultural and social patterns for men's and women's behaviour, women's participation in society, ending all stereotyped concepts of men and women, women's participation in the media, women's role in family, the rights of female children to care, concepts of expressing opinions and equal rights and duties in work and eradicating all discriminating roles between men and women, the right to healthcare and

enabling women to have freedom of thinking and expressing opinions. Currently, curricula of all branches of vocational and technical education for both males and females are being developed.

In **Tunisia**, the existing law eliminates all forms of discrimination in educational institutions and the educational programmes in place in the country have been modified to respect this provision. An inter-ministerial convention was signed between the Maffepa and the Ministry of Education and Training to disseminate the main principles of equality in clubs created at schools. These clubs are conducted by teachers who have received training of trainers on gender and women's rights and the family in Tunisia.

In the **UK**, from September 2007 teacher training will incorporate into its standards how to take practical account of diversity and promote equality and inclusion in teaching. As of 2008, avoiding stereotypes about gender will be mandatory for those teaching at nursery and reception stage in the United Kingdom to ensure that children are not restricted by outdated images of 'boys' jobs' and 'girls' jobs'.

The **Hungarian** education policy stipulates full respect for and the enforcement of gender equality and equal opportunities. The national core curriculum provides for the acquisition of this competence in all types of schools from the 5th up to the 12th grade.

In **Israel**, there is a special department to promote gender equality in the Ministry of Education. Special programmes and campaigns by the government, NGOs and women's organisations are organised, including accessibility to information and promotional and educational materials.

In **Turkey**, in order to exclude sexist items from the education materials, work to exclude all pictures, statements and similar items which include discrimination has been conducted by the Ministry of Education.

Parental involvement in gender-sensitive education

Euro-Med partners have referred to the involvement of parents in gender-sensitive education in only a limited way. Here are a few examples of initiatives taken.

In **Luxembourg**, l'Ecole des parents (parents' school), subsidised by the Ministry of Family and Integration, offers courses of education to parents. An element of these courses is the awareness-raising of parents in respect of the equality of boys and girls. In Portugal, the third national plan for citizenship and gender equality envisages making other participants in the educational process aware of the integration of gender equality into education, such as families, by means of parents' associations, and persons in charge of education.

3.1.2. Access to ICT

Access to ICT and to scientific careers is currently promoted in a number of countries. Measures range from specific initiatives taken by civil society organisations (Lebanon, Tunisia), the organisation of scientific fairs with a specific focus on girls or the award of prizes to girls (Germany, France, UK), cooperation between sector ministries, institutions and experts (Belgium, Luxembourg, Slovakia) on the occasion of particular meetings on this subject, the setting-up of resource centres for women in science and technology (UK) to the setting-up of more systemic measures (orientation of girls towards scientific professions, a better access of women in the public programmes to ICT and the development of information content by women in initial education and lifelong learning – France, Portugal, Spain).

In accordance with its strategic goal to extend computer literacy within four years, the **Czech** IT Ministry launched the national programme for computer literacy. The programme supports gender equality in the relevant training and practising of practical skills as well as improved chances for women in the labour market. The Czech Ministry of Labour and Social Affairs provides retraining courses focusing on the use of information and communications technology. In 2006, almost 20 000 people attended retraining courses in this area, with women making up around 71 % of that number.

Hungary reports that although 53 % of computer and Internet users are women, digital illiteracy is extremely high among both women and men. Men dominate in the ICT professions.

(a) Specific measures

In **Bulgaria**, projects of the Ministry of Labour and Social Policy, the Bulgarian Industrial Association and the Bulgarian Chamber of Commerce in ITC have been implemented at national and regional level, promoting the access of ITC among young girls.

In **Finland** the implementation of easy access to ICT by women is based on the mainstreaming principle. Specific actions are contained in the equality plan of the Academy of Finland.

A record number of girls took part in the Girl's Day on 26 April 2007 in **Germany**. The event is organised by the federal government and the private sector each year in April. Girls are given the opportunity to get to know technology-oriented jobs by visiting companies. A European creative technology competition for girls entitled 'Vision 2027: Invent your future' was also held during the European Year of Equal Opportunities.

An e-village has been running for four years in **Jordan**. Unifem has an IT programme in each governorate for women with access to IT tools. In **Lebanon** several NGOs provide training course in information technology for women and girls.

In **Luxembourg**, the Ministries of Equal Opportunities, of Research, of Higher Education and Culture and of National Education and Professional Training lead initiatives (conferences, seminars, visits to research centres) to make girls aware of science and new technologies.

In **Slovenia** experts' meetings and consultations take place regularly, like the conference on 'Women in science and research', organised by the Office of Equal Opportunities. The aim of the meetings is to discuss difficulties that women may encounter in the field of science, research and technology and possible ways of overcoming them.

There is a project in **Syria** to introduce information technology to teaching and learning in cooperation with the Firdos Organisation and the World Links Organisation. This project aims at merging technology with teaching and learning through the Internet and electronic mail; 500 teachers were introduced initially and another 500 were added in the years 2005–06.

A **Tunisian** NGO has been created with the aim of facilitating women's access to ITC. It aims at promoting the role of Tunisian women in the ITC sector by helping Tunisian women to have a better role in the family and professional life and by helping them to have a wider knowledge of the world through the use of ITC.

The **UK** government is funding a UK Resource Centre for Women (UKRC) in Science, Engineering and Technology (SET). The centre will raise the profile of women in SET through a range of initiatives. These include a resource centre website and helpline providing a wealth of information and advice to girls and women considering SET careers. There is an award set up, the Women in Science, Engineering and Technology Employer of the Year. The UK funded the developmental stage of the 'Computer clubs for girls' (CC4G) initiative. CC4G is a network of 'after-school clubs' developed by e-skills UK (the Sector Skills Council for the IT, telecoms and contact centres sector) and it will motivate girls aged 10 to 13; traditionally this is the age group where girls become 'switched off' technology and careers in computing.

(b) Sector measures

Different actions have been taken with a view to promoting among young girls the professions linked to technology and science in **France**. The Ministry of Women's Rights organises a yearly prize in science and technology for women in the last year of their academic career. The convention for equality between women and men in the educational system: enhances measures and tools for communication targeted at girls, especially during the periodical Science Fair; reinforces information encouraging the orientation of girls towards certain scientific professions; puts in place traineeships, tutorials and open days, aiming at valorising the place and role of women in the scientific sector; promotes careers linked to information and communication technology industries; defines, in agreement with the regions, the objectives of advancement in the apprenticeships for young girls.

The third national plan for citizenship and gender equality in **Portugal** includes the increased implementation of lifelong training activities, particularly in ICTs for greater empowerment of women in the context of labour market conditions.

The **Spanish** Organic Act 3/2007 of 22 March for the achievement of equality between women and men contains provisions about the inclusion of the principle of effective equal opportunities for women and men in the design and implementation of all public programmes for development of the information society. This will be partly implemented through specific programmes, particularly regarding access to and training in information and communications technologies and the development by women of information society content. Provision will be made to ensure the absence of any sexist language or content in ICT projects that are wholly or partially financed with public funds.

3.2. Media

3.2.1. Gender equality in the media: regulation, research and promotion

The media section often includes in its policies the principle of human rights, gender equality and their promotion either through laws, regulations and national plans mainly for state-owned media institutions or codes of conduct approved on voluntary bases for private bodies. Research on gender equality is done mainly through co-financed projects with private bodies or universities. Publication of results is mostly compulsory for receiving financial support from national authorities. These laws, codes and national plans are ongoing initiatives, mostly dating from before the period covered in this report, but the results are still in progress.

In the European Union, Article 22a of the ‘television without frontiers’ (TVWF) directive states that Member States shall ensure that broadcasting does not contain any incitement to hatred on grounds of (amongst other issues) sex. The TVWF directive is in the process of being revised. The new ‘audiovisual media services without frontiers’ directive will extend this provision to other television-like services such as video-on-demand. Member States have included this principle in national legislation in different ways. For instance, the Cyprus Radio-Television Authority (CRTA) ensures the non-stereotyped portrayal of women and men on the radio and television through Law 7(I)98. The CRTA watches closely that the content of programmes does not include any resentment or incitement to hatred due to gender and imposes sanctions in cases of violation.

Laws prohibiting discriminatory commercials exist in **Latvia** and **Lithuania**. In both countries media regulatory bodies rely on the established legal framework to monitor gender issues. In Spain, Organic Act 3/2007 of 22 March for the effective equality between women and men treats all gender-related issues and, specifically, states that state-owned media will take care to portray an egalitarian, plural and non-stereotyped image of women and men in society, and will further the understanding of and propagate the principle of equality between women and men. The central, regional and local governments will further the adoption of self-regulated agreements by the media to contribute to compliance with the legislation on equality between women and men by the media themselves as well as by their advertisers.

In **Greece**, basic legislation exists according to which broadcast advertisements must not introduce discrimination based on gender. Similar provisions are included in the code of ethics for journalists and the code of ethics of news and other journalistic and political broadcast. Additionally, the Greek National Council of Radio and TV is preparing a code for advertisement, telesales programmes and sponsoring of broadcasts, which includes respect for the human body and no discrimination on the basis of sex.

In **Malta**, the Broadcasting Authority published a set of guidelines to determine how women and men are portrayed in publications and materials and which roles are being attributed to them. The Broadcasting Authority is responsible for monitoring the implementation of these guidelines. The Broadcasting Authority also observes, analyses and channels complaints with regards to image portrayal in the media.

Yleisradio Oy (the **Finnish** Broadcasting Company) is a limited company engaged in public service. In accordance with the act on Yleisradio Oy, the company shall support democracy and everyone's opportunity to participate by providing a wide variety of information, opinions and debates as well as opportunities to interact, taking educational and equality aspects into consideration in the programmes.

The same general principle is included in Government Bill 2005/06:112 in Sweden. In addition, in July 2006 the Swedish government set up an inquiry into sexual discrimination in advertising. A final report, including proposals on how to combat this type of advertisement, should be presented by 31 December 2007.

In **Denmark**, the **UK** and **France**, obligations concerning equality between men and women in the media are for the media organisations to fulfil according to the general legislation on equality. The Danish broadcasting act stipulates that programmes and broadcast advertising may not contain any incitement to hatred on grounds of sex. In the UK the press did choose to restrict itself by signing up to a code of practice, including a clause on discrimination of all types, overseen by the Press Complaints Commission. The broadcasting regulator, Ofcom, applying the communications act of 2003, drew up a code, including sanctions, for television and radio programmes. It prohibits discriminatory treatment or language and incitement to hatred on the grounds of sex. Ofcom provides formal guidance (effective from January 2007) for all qualifying broadcasters suggesting minimum standards that broadcasters must put in place to promote equal opportunities. In France, the BVP is a self-disciplined body regarding publicity managed by the media, publicity agencies and clients.

Other kinds of activities in European countries focusing mainly on removing stereotypes are listed below.

1. Gender media watch in Flanders (**Belgium**) in the field of commercial advertisements was carried out by an NGO, with the support of the Equal Opportunities Unit; organisation in 2007 of a public prize for gender-friendly advertisements.
2. The Commission for Protection against Discrimination of **Bulgaria** pursues media cases of sexist commercials.
3. Within the European project against trafficking (Tratta NO) implemented in **Italy**, the Department for Rights and Equal Opportunities has organised a national meeting underlining the role of journalists and mass media in spreading correct, balanced and non-gender-stereotyped information and increasing awareness on this issue in society. A charter will be produced addressed to journalists and mass media experts. Italy has elaborated guidelines for the treatment of information in the field of human beings' trafficking, with particular attention to the gender dimension.
4. The Ministry of Equal Opportunities in **Luxembourg** heads media-friendly campaigns to

promote equality with the objective of generating changes in mentality and increasing awareness of prejudices and stereotypes conveyed on the topic of the traditional roles of men and women.

5. **Malta** participated in an EU co-funded project together with Italy, Spain and France where, after analysing the gender portrayal in the respective countries, they published a set of guidelines on identifying stereotypes.
6. In **Portugal**, the third national plan for citizenship and gender equality (2007–10) includes measures promoting advertising campaigns and media reports that defend the respect for the human rights of women and men, specifically through the awarding of prizes, such as the Parity Prize: Women and Men in the Media, and developing activities that enable children and young people to critically analyse the media.
7. The national strategy for equal opportunities between women and men in **Romania** will develop a number of actions aimed at promoting the principle of equal opportunities in culture and media through: actions to underline female figures in Romanian history and culture; actions to promote non-sexist and non-discriminatory language in culture and media; collaborating with media partners in order to ensure respect for human dignity; and seminars dedicated to media representatives on equal opportunities. The National Council for Audiovisual (Media) monitors and sanctions all audiovisual contents including sexist discrimination.
8. **Finland** participated in the ‘Global media monitoring — Who makes the news?’ project. A summary of results of the project are available in a report published by the Ministry of Transport and Communications (www.mintc.fi): Finnish television programming 2005 (40/2006). The government of Finland is committed in its own programme to encourage equality aspects in its regulatory bodies.
9. In **Denmark**, the Ministry of Gender Equality has focused on negative gender stereotyping for several consecutive years. In 2006, the topic was pornographic images in mass media. Based on a Nordic research project and a conference with the participation of 120 boys and girls, a magazine and a teacher’s manual was written and distributed to all schools to create debate and encourage girls and boys to discuss gender roles; 2007 topics are gender roles in kindergarten, the choice of education and violence within partnerships between young people.
10. In **Portugal** the third national plan for citizenship and gender equality (2007–10) includes measures: promoting research on gender stereotypes and inequality in social representations of women and men in the media and advertising; and monitoring implementation of the advertising code which bans advertising using discriminatory images of women or men and also bans advertising aimed at minors that makes a reference to the sex of the intended user of the product in question without the product’s qualities justifying such references.
11. The MATRA project in **Bulgaria** was aimed at increasing gender sensitivity of mass media representatives. In addition, the Commission for Protection against Discrimination has reacted in cases of sexist commercials and has won a couple of law cases.
12. In **Slovakia**, cooperation between the National Gender Machinery and TV and radio councils has been initiated with the aim of reducing gender stereotypes and gender-based violence. The Centre for Equality between Women and Men organised a

competition for media professionals.

13. **Hungary** has recently made an award available to the media for presenting gender-based violence.
14. The project 'gitA — Gender information and press agency' is co-financed by the ESF and the **Czech** state budget. The aim is to point out stereotypes and to break down prejudices. The editorial team actively seeks out measures aimed at eliminating discrimination, changing ways of thinking and introducing the principle of equality of opportunity in order to inform the media and the general public in a comprehensible manner. In addition to the above, gitA also provides media coverage for women's not-for-profit organisations and marginalised or disadvantaged groups and individuals.
15. In September 2007, the **European Commission** decided upon the elaboration of a programme on information and society in the framework of the south regional programme of the European Neighbourhood Policy Instrument. One of its component's aims at promoting positive images on the role of women in society and enhancing the fight against violence exercised against women through media campaigns.

In the Mediterranean partner countries, public and private initiatives go hand in hand to increase conscience about equity and enhance women's image. A great number of initiatives have been taken or are successfully running, as described below.

1. During 2007, in **Jordan**, a campaign made of TV spots and radio messages on stereotypes was launched and gender equality has been included as a new criteria for awarding the HE Abdullah Awards of Excellence.
2. In **Lebanon** media productions are being developed that challenge traditional gender stereotypes. This is exemplified by the production of a number of advertisements depicting men as being concerned with family income and children, and of television programmes dealing with the issue of equality between spouses and with family issues, including gender-based violence. There are also an increasing number of investigations and publications in newspapers concerning the situation of women and showing concern with women's activities that are aimed at removing discrimination against women. The country's institutions are encouraging studies and research on the role and image of women in the media.
3. In **Morocco**, in order to consolidate efforts and improve women's image in the media, the Secretariat of State for Family, Childhood and the Handicapped has proceeded, in collaboration with other ministries and the Moroccan national media institutions, to elaborate a national charter for the improvement of women's image in the media. This charter aims to: spur the commitment to gender equality, respect for human dignity and women in particular, as well as combat all forms of discrimination or exclusion in the media; guarantee women the right to self-expression, defend their causes, and treat their problems with objectivity and professionalism; and develop and reinforce the communication and cooperation between different actors concerned by women's affairs. An inventory of the state of women's image in the media has been carried out and will provide recommendations to help in the elaboration of a multi-sector action plan for the valorisation of women's image throughout the different media. After the signature of the charter, the National Trade Union of Journalists will create a 'gender council' within its structure.

4. **Syria** is publishing all national reports about gender through vast information workshops held in cooperation with the Ministry of Information. Many drama series presenting non-traditional patterns for women and five TV spots dealing with women and development issues have been produced and five movies are being prepared, aiming at highlighting women's issues and the CEDAW. Specialised seminars have been held in order to improve information treatment of the current situation of women. The national strategy of women took into consideration women and the mass media, as did the five-year plan. In 2007 the Ministry of Information started preparing a Convention on Information Ethics. The aim is to cover all rights and obligations of communication professionals when they deal with women's issues in the media. The ministry is also preparing a law proposal for visible, audio, electronic and readable media.
5. In **Tunisia** stereotyped images are eliminated from television programmes, especially advertisements and TV series thanks to a change in mentality of professionals in the media sector by the bias of education sessions on gender, organised with this aim. The women's observatory within Credif oversees the follow-up of women's image and its evolution in the media with the same aim. A commission within the National Council of Women, the Family and the Elderly, with a mission to guarantee the follow-up of women's image in the media, also exists.
6. As part of the principles to observe in broadcasting, the law on the establishment and broadcasting of radio and television in **Turkey** has a provision that broadcasts shall not encourage violence and discrimination against women. Among the 'Ethical principles of broadcasting', which are accepted by private television organisations with the cooperation of the Radio and Television Supreme Council and the Association of Television Broadcasters, there are statements that broadcasts shall not give any place to prejudices, sexual discrimination or humiliation; broadcasts shall be sensitive about the problems of women and shall avoid the 'commoditisation' of women. In **Turkey**, in June 2007 a protocol was signed for the production of six films (25 minutes each) promoting gender equality. Filming has already started.

3.2.2. Media professionals: training and gender representation

In general, training on gender issues for the media sector is done through seminars either included in general training or in thematic courses managed by public or private bodies.

However, it is interesting to point out that, for instance, **Jordan's** education system includes a PhD course of studies on women in the media; and in **Latvia** human rights, including gender issues, are part of the curricula for media studies. In **Slovakia**, training of media professionals is part of the implementation of the national action plan against violence against women, where cooperation with NGOs is important.

Concerning the representation of women in the sector, even though equity is not reached, there is a general clear tendency of increasing not only the number of women working in the media but also their representation at managerial level. Some countries have quantified female presence in the sector: 30 % in **Jordan**; **Syria** talks about a 'feminised sector'; some woman occupy important positions: TV director, director of general programmes, central director in the ministry, director of private commercial broadcasts, and director of the Internet site in the ministry; in **Algeria**, the number of female journalists working for the national radio reached approximately 65 %. In **Tunisia** women represent 6.6 % of the members of the Supreme Council of Communication; they make up 25.5. % of the effective total of ERTT and 60 % of presenters and teachers. In **Lebanon**, 90 % of graduates in the media are women. A new image of Lebanese women reporters appeared during the July 2006 war and Nahr El Bard 2007; the attempted assassination of a journalist will without doubt fully lead to a change in the image of women in the media and support them to be decision-makers. In **Morocco**, the Centre for Information, Documentation and Studies on Women has implemented a training programme for all media professionals.

In **Turkey**, according to the results of research on written media, 27.7 % of people working within the media sector are women. An information programme was organised on sensitivity to gender and sexism in the media, for experts working within the Radio and Television Supreme Council.

However, only a few countries report that they implement positive discrimination mechanisms; for instance, in **Finland**, the Union of Journalists has a gender equality programme; therefore it has almost the same amount of members from both sexes and both sexes are represented on the board. In **Spain**, in the recent 2007 equality law, specific provisions are included concerning promotion of women to management positions and professional responsibility. In the **UK**, Ofcom sets licence conditions for all broadcasters who meet the thresholds to promote equal opportunities. Section 27 of the act also places a duty on Ofcom to promote training and equal opportunities in employment by television and radio broadcasters. Previously this was a licence requirement by terrestrial licences only, but it has been extended under Section 27 to cable and satellite and radio licences. The BBC

has also volunteered to report to Ofcom on equal opportunities in the same way as other broadcasters.

In terms of specific actions, it is worthwhile to mention that the **Algerian** Ciddef (Information and Documentation Centre on Women and Children) organises regular training for female journalists so as to improve their contribution to the promotion of women's status and participation.

Other risks have been pointed out by certain countries, such as **Bulgaria** where the main task is now to involve more men in training on gender sensitivity.

3.2.3. Capacity-building for women organisations engaging in the media

In general, capacity-building is done throughout projects, seminars or conferences involving women organisations, NGOs and media institutions (for instance, in Finland, Romania, Sweden, Morocco, Austria, Cyprus, Greece, Lebanon, Lithuania, Syria, the UK and Denmark).

In **Spain**, the recent 2007 gender law states that the Spanish corporation RTVE should encourage relations with women's associations and groups to identify their communication needs and interests.

Tunisia has a system of permanent cooperation between women institutions and the media since they are present in all commissions and associated to all activities in governmental and non-governmental women organisations.

In **Turkey** the directorate-general on the status of women regularly uses the media tracking service for monitoring media productions and the image of women. During 2007 an agenda will be published with an analysis on women in the press. A common strategy plan for gender equality will soon be conceived at state level. One of the parts of the gender equality national action plan is the topic of 'Woman and [the] media'. Violence research in the media has been conducted in order to detect if domestic violence is visible in the media; if yes, how much it is visible and how it is demonstrated will be studied.

3.3. Art and culture

This chapter covers three subjects: initiatives towards the removal of stereotypes; women's contribution to art and culture; cultural exchanges and intercultural dialogue. For the majority of the countries (more than 20 of those responding), there are no new initiatives which emerged regarding the cultural field and thus the answers are very limited. The few responses can be explained in the following way: it is obvious that the initiatives for fighting against stereotypes are not specific to culture but form part either of broader programmes like education or of targeted programmes on the media. For Bulgaria, Romania, Syria, Italy and Portugal, for example, the cultural angle is that of the media and this has been incorporated in the earlier chapter.

Two new initiatives are nevertheless raised in **Portugal** and in **Spain**.

In **Portugal**, the third national plan for citizenship and gender equality (2007–10) includes the following measures in the area of culture:

- integrate gender into the training of cultural workers;
- value written works and works of creative and cultural production that defend the respect for the human rights of women and men;
- ensure an equal distribution of scholarships and grants, increasing the under-represented sex;
- incorporate the equal representation of men and women into the award criteria for cultural prizes;
- promote the visibility of contributions made by women to the various spheres of life, namely culture, history, economics, sciences and politics;
- raise awareness about the importance of equal representation of women and men in public collections.

In **Spain**, Organic Act 3/2007 of 22 March for the effective equality between women and men, published on 23 March 2007, foresees several measures to ensure equality in artistic and intellectual creation and production. The various public bodies, agencies, entities and other structures directly or indirectly involved in cultural management will:

- adopt initiatives designed to specifically promote women in cultural expression and combat any structural and/or subtle discrimination;
- implement active policies to aid female artistic and intellectual creation and production, in the form of financial incentives, to generate the conditions required to ensure effective equal opportunities;
- further the balanced presence of women and men in government-sponsored artistic and cultural offerings;
- secure respect for and guarantee balanced representation on the different advisory, scientific and decision-making bodies on the artistic and cultural organisational chart;
- adopt positive action measures for women's artistic and intellectual creation and production, encouraging cultural, intellectual and artistic exchange both nationally and internationally, and concluding agreements with the competent bodies;

- in general undertake all the necessary positive action to correct situations of inequality in women's intellectual, artistic and cultural production and creation.

For the following countries the answers are more related to current orientations or programmes. In **Cyprus**, women are active in the art professions, they participate on the boards of cultural organisations and their role is being recognised. Stereotypical representation is combated with the relevant laws. In **Tunisia**, women working in the media sector and the culture sector receive awards and recognition during the annual day of culture. The state sponsors their productions, especially in the domains of films and theatre. At the initiative of Maffepa, a meeting was held in Malta to debate the problems linked to the condition of women in intercultural dialogue. The government also encourages them to disseminate their productions throughout the country and abroad.

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

Italy is an active partner of the Euro-Mediterranean Forum of Women Parliamentarians aiming to promote inter-cultural dialogue and practices, to create constant relationships among all the women belonging to the Mediterranean area and to monitor the implementation and the respect of gender equality principles.

According to the **United Kingdom**, Arts Council England's unstinting commitment to equal opportunities is a real success story. All organisations funded by Arts Council England, whether as a regularly funded organisation (RFO) or under the grants for the arts programme, are required, as part of the UK standard conditions, to have and to carry out an equal opportunities policy. Research shows that, not only are the customers satisfied with the commitment, but the gender balance among the regularly funded organisations, with women in the majority among permanent staff, is better than both the figure for the wider pool of cultural labour and that for the workforce as a whole.

Promotion of gender equality is also achieved through access to primary and secondary information and collections in museums, libraries and archives. Primary and positive material on women's history can be accessed in person or digitally at large national collections such as the National Archives and the British Library or through local institutions. Some examples are the Women's Library (a cultural centre housing the most extensive collection of women's history in the UK) and Women's Talk at the Museum of London (an online exhibition on the changing role of women in society).

At the **European Commission** level, the previous Community action programmes to promote gender equality co-financed transnational projects to map the participation of women in cultural industries, including their occupying decision-making positions. Finally, the Commission in its new 'Euro-Med Heritage IV' regional programme for the Mediterranean will promote a more proactive participation of women in its cultural heritage projects and the setting-up of more balanced teams in the management of projects.

Part B

Priority 1

Proposal of priorities for 2008

	Country	Priority 1	Description	Calendar for implementation
1.	Austria	—	—	—
2.	Belgium	—	Will be defined after the new government is in place.	—
3.	Bulgaria	Enactment of law governing equal opportunities for women and men	In 2006 the Ministry of Labour and Social Policy drafted a new bill for the provision of equal opportunities for women and men and to improve the situation of women; this draft bill was passed by the Council of Ministers on 20 July 2006 and passed to the National Assembly, which has to adopt it by the end of 2007.	Entering into force in the beginning of 2008; full implementation from mid-2008 onwards
4.	Cyprus	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.	Ongoing
5.	Denmark	Equal and free choice throughout life Employment, participation and equal opportunities for all Violence and trafficking in human beings	Action plan for gender (2007): <ul style="list-style-type: none"> • 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; • awareness of current legislation, policies and general knowledge regarding equal opportunities for all; • increased awareness of gender barriers for men and women of non-Danish ethnic background; • commitment and efforts in private and public enterprises to have more women at executive level; • equal opportunities for men and women to be represented in decision-making processes; • 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. 	Ongoing up until 2009 Action plan on combat human trafficking (2007–10) Action plan on domestic violence (2005–08)
6.	Estonia	Promoting gender equality and coordinating gender mainstreaming	Activities include: <ul style="list-style-type: none"> • research and information campaigns; • increasing institutional capacity to assess gender impact by training officials at national and local level; • promoting the reconciliation of work and family life. 	ESF gender equality programme will start early 2008 and run through 2013

7.	Finland	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 by 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 to March 2011
8.	France	Equal pay	The law of March 2006 imposes an obligation on businesses and professional branches to define and programme measures to equalise pay between employees of both sexes before 31 December 2010. To this end a conference is being prepared 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 December 2010
9.	Germany	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
10.	Greece	Participation of women in the labour market	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 counselling, 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 services. Positive actions in favour of women in small, medium-sized and large enterprises, so that they gain additional qualifications for an advanced status in the enterprise.	Started in 2004 and ongoing
11.	Hungary	Work-life balance	—	—
12.	Italy	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 which will lead to legitimacy of jobs such as caring for children or the elderly; jobs traditionally held by foreign women.	January 2008

13.	Latvia	Awareness-raising on gender equality	Societal events on gender equality. Mitigation of gender-discriminating information (images, advertisements, etc.) in public sphere. Information on instruments on how to defend one's rights. Information on gender discrimination at the workplace and the elimination thereof.	State gender equality programme (2007–10)
14.	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 organisations. Gender equality mainstreaming in corporate social responsibility.	2008–13
15.	Luxembourg	Execution of national action plan for equality between men and women	The three-year action plan sets out to realise objectives within areas relevant to the CEDAW and the 12 themes of the Beijing Platform for Action. In fact the government is committed to achieving de jure and de facto equality between men and women through: <ul style="list-style-type: none"> • creation of gender departments within ministries; • a commitment to proceed to an evaluation according to a gender perspective in political actions; • systematic collection of sex-disaggregated statistical data; • integration of gender in political measures and gender-specific actions. The implementation of each measure included in the plan is accompanied by a situational analysis, definition of objectives, transposition of measures and evaluation, for which qualitative and quantitative indicators have been defined to enable monitoring and evaluating of progress during 2006–08.	February 2006–08
16.	Malta	Awareness-raising campaign	—	Depending on funds, 2008
17.	Poland	Promoting full participation of women in the labour market	—	Ongoing activity of Department for Women
18.	Portugal	Combating human trafficking and specifically the trafficking of women for the purpose of sexual exploitation	The first national plan against human trafficking came into force in June 2007 and will be in effect from 2007 until 2010.	2007–10

19.	Romania	Promoting equal participation of women and men to jointly assume family responsibilities	—	2008–09
20.	Slovakia	National campaign against violence against women	The main part of the campaign will last three months, starting on 25 November 2007 and ending with a closing conference in March 2008. The target groups are professionals, non-professionals, politicians, representatives of national, regional and local governments, NGOs, students, the general public, and current and potential victims of violence. Campaign activities in awareness-raising: the installation of a national information and support telephone line; the design of a website, leaflets, posters, postcards; an update of the booklet To act against violence against women; organisation of regular press conferences, TV and radio spots, discussions, movie and theatre performances; three seminars and final conference for relevant target groups.	November 2007–March 2008
21.	Slovenia	Elimination of gender stereotypes within the Slovenian EU Presidency	—	—
22.	Spain	—	—	—
23.	Sweden	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 honour-related violence and oppression, and violence in relations between same sex couples.	From 2008 onwards
24.	United Kingdom	Support to families	Measures to support families, particularly for child upbringing and care for older and disabled relatives, flexible working hours, childcare, financial and employment support, paid leave for family reasons, support to carers.	—
25.	Jordan	—	—	—

26.	Lebanon	Actions against gender-based violence	Social and development services centre linked to the Ministry of Social Affairs (MoSA). Networking with NGOs and specialised 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 GBV in the southern suburbs of Beirut, in coordination with the 'Ross programme'. Training on GBV. Training on psycho-social support for adolescents (girls/boys). Supporting NGOs that have shelters for women victims of violence. Integration of the gender approach in politics and development programmes.	—
27.	Morocco	Implementation of the national strategy for equity and equality		2007–09
28.	Syria	—	The national strategy for women has been prepared by the SCFA and the GWU since 2006 until the present; the preparation is supported by Unifem.	2007–2010
29.	Tunisia	—	Proposition of priorities for 2008: guarantee the follow-up of the strategy for women as in the 11th development plan of Tunisia (2007–11); 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 % of women in decision-making positions by 2009; start of the last phase in the gender strategy concerning 'gender-differentiated budgeting'. Training the public on gender equality and violence against women.	2008
30.	Turkey	Gender equality and fight against violence against women		2007–08

Priority 2

	Country	Priority 2	Description	Calendar for implementation
1.	Austria	—	—	—
2.	Belgium	—	Will be defined after the new government is in place.	—
3.	Bulgaria	National strategy on gender equality	National strategy on gender equality is to be developed by the end of 2008 and enforced thereafter.	Beginning of 2009
4.	Cyprus	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.	Ongoing
5.	Denmark	—	—	—
6.	Estonia	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 are: <ul style="list-style-type: none"> • prevention (awareness-raising, training for different target groups); • data-gathering (research, statistics); • legislation, services (for different target groups); • cooperation between different institutions. 	Starting January 2008
7.	Finland	Gender mainstreaming in the state administration	The government will take steps to ensure that 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.	—
8.	France	Reinforcement of prevention and the fight against conjugal violence	The establishment of a national helpline and the testing of eight local phone helplines. Working with two work groups: one tasked with taking into custody male perpetrators of violence, the other with advice and suggestions to professionals in situations where children are confronted with conjugal violence.	2007–08
9.	Germany	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 focusing on a more active role for fathers.	Ongoing

10.	Greece	Social integration of vulnerable groups of women	A number of actions undertaken by the General Secretariat for Gender Equality addressing: <ul style="list-style-type: none"> • women and under-age girls who have been granted or are applying for asylum; • integration of vulnerable groups in the labour market; • combating of domestic violence; • integration of citizens of third countries; • social integration of the Roma people. 	Ongoing
11.	Hungary	Combating domestic violence	—	—
12.	Italy	Women's entrepreneurship	Developing financial incentives for the establishment of new enterprises managed by young women.	January 2008
13.	Latvia	Training of civil servants in gender equality	Organising 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 programme (2007–10)
14.	Lithuania	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 include awareness-raising, training for social partners, labour market authorities, non-stereotypical consultations for job-seekers and school children, and training of women to raise their motivation to occupy leading positions.	2008–09; to be updated for another five years in 2010
15.	Luxembourg	Fight against violence (Chapter 4 of the national plan of action for equality between men and women)	Networking and collaboration between actors in governmental organisations and NGOs working on the theme of violence. Train stakeholders at all levels of intervention in order to increase knowledge on detection of domestic violence. Elaboration of tools for an optimal supervision of child victims and/or witnesses of domestic violence. Evaluation of the efficiency of services offered by hostels and consultations for women. Mapping of prostitution.	—

16.	Malta	Gender building discussion with policymakers	–	–	End 2008
17.	Poland	Promoting work-life balance in reconciliation of family and professional life	–	–	Ongoing
18.	Portugal	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.	–	2007–10
19.	Romania	Analysis of the current legislation in the field of gender equality	–	–	2008–09
20	Slovakia	Increasing participation of women in decision-making positions and in entrepreneurship	Creation of special commission supporting women entrepreneurship for cooperation with parliament and different bodies.	–	–
21.	Slovenia	Participation and empowerment of girls and women in Slovenian EU Presidency	–	–	–
22.	Spain	–	–	–	–
23.	Sweden	National action plan to combat prostitution and trafficking in women Gender equality in development cooperation	The government plans to launch an action plan to combat prostitution and trafficking in women and children for sexual purposes. Gender equality and women's empowerment is one of the three topmost priorities for Sweden's international development cooperation. Enhanced measures will be implemented in four areas: women's economic empowerment; sexual and reproductive health and rights; women's political participation; and women and security including combating gender-based violence.	–	Implementation planned from 2008 and onwards

24.	United Kingdom	Tackling violence against women and improving the way to deal with women committing crimes	—	—	—
25.	Jordan	—	—	—	—
26.	Lebanon	Peace action for security and stability	This project aims at strengthening women's capacities. Coordination between the NCLW and UNFPA and local municipalities in the framework of SCR 1325 on the affected areas of the July 2006 war (Bekaa, south, Beirut south suburb). Planned outputs: <ul style="list-style-type: none"> • sustainable women committees at local levels; • capacities of these committees to ensure ownership; • sensitised local community on issues related to SCR 1325: GBV, women's rights, participation in decision-making, reproductive health, and economic empowerment; • increased awareness of 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	
27.	Morocco	National strategy for the fight against violence directed at women	Development of coordination and follow-up mechanisms for the national strategy for the fight against violence against women at the national and regional level.	2007–09	
28.	Syria	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 and NGOs working on gender issues to enable the use of the CEDAW legal tools in defending women's rights in daily work.	2007–08	
29.	Tunisia	—	See priority 1.	—	
30.	Turkey	—	Enhance protection capacity and services, increase number of shelters for victims of violence.	2007–08	

Priority 3

	Country	Priority 3	Description	Calendar for implementation
1.	Austria	—	—	—
2.	Belgium	—	Will be defined after the new government is in place.	—
3.	Bulgaria	National strategy on gender equality	National strategy on gender equality is to be developed by the end of 2008 and enforced thereafter.	Beginning of 2009
4.	Cyprus	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.	Ongoing
5.	Denmark	—	—	—
6.	Estonia	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 are: prevention (awareness-raising, training for different target groups); data-gathering (research, statistics); legislation, services (for different target groups); cooperation between different institutions.	Starting January 2008
7.	Finland	Gender mainstreaming in the state administration	The government will take steps to ensure that 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.	—
8.	France	Reinforcement of the prevention and the fight against conjugal violence	The establishment of a national helpline and the testing of eight local phone helplines. Working with two work groups: one tasked with taking into custody male perpetrators of violence, the other with advice and suggestions to professionals in situations where children are confronted with conjugal violence.	2007–08
9.	Germany	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 focusing on a more active role for fathers.	Ongoing

10.	Greece	Social integration of vulnerable groups of women	A number of actions undertaken by the General Secretariat for Gender Equality addressing: women and under-age girls who have been granted or are applying for asylum; integration of vulnerable groups in the labour market; combating of domestic violence; integration of citizens of third countries; social integration of the Roma people.	Ongoing
11.	Hungary	Combating domestic violence	—	—
12.	Italy	Women's entrepreneurship	Developing financial incentives for the establishment of new enterprises managed by young women.	January 2008
13.	Latvia	Training of civil servants in gender equality	Organising 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 programme (2007–10)
14.	Lithuania	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 include awareness-raising, training for social partners, labour market authorities, non-stereotypical consultations for job-seekers and school children, and training of women to raise their motivation to occupy leading positions.	2008–09; to be updated for another five years in 2010
15.	Luxembourg	Fight against violence (Chapter 4 of the national plan of action for equality between men and women)	Networking and collaboration between actors in governmental organisations and NGOs working on the theme of violence. Train stakeholders at all levels of intervention in order to increase knowledge on detection of domestic violence. Elaboration of tools for an optimal supervision of child victims and/or witnesses of domestic violence. Evaluation of the efficiency of services offered by hostels and consultations for women. Mapping of prostitution.	—

16.	Malta	Gender building discussion with policymakers	—	—	End 2008
17.	Poland	Promoting work-life balance in reconciliation of family and professional life	—	—	Ongoing
18.	Portugal	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.	—	2007–10
19.	Romania	Analysis of the current legislation in the field of gender equality	—	—	2008–09
20	Slovakia	Increasing participation of women in decision-making positions and in entrepreneurship	Creation of special commission supporting women entrepreneurship for cooperation with parliament and different bodies.	—	—
21.	Slovenia	Participation and empowerment of girls and women in Slovenian EU Presidency	—	—	—
22.	Spain	—	—	—	—
23.	Sweden	National action plan to combat prostitution and trafficking in women Gender equality in development cooperation	The government will investigate the precise conditions for a reform of family policy during this electoral period. Several measures are planned: <ul style="list-style-type: none"> strengthening family policy through the introduction of a special childcare voucher system covering most pre-school care and childcare expenses; introducing a gender equality bonus to encourage a more equal division of parental leave; establishing a framework to enable municipalities to introduce a municipal child-raising allowance; including three-year-olds in public pre-schools; reducing the maximum charge at out-of-school centres. 	Implementation planned from 2008 onwards	

24.	United Kingdom	Tackling violence against women and improving the way to deal with women committing crimes	—	—
25.	Jordan	—	—	—
26.	Lebanon	Peace action for security and stability	This project aims at strengthening women's capacities. Coordination between the NCLW and UNFPA and local municipalities in the framework of SCR 1325 on the affected areas of the July 2006 war (Bekaa, south, Beirut south suburb). Planned outputs: sustainable women committees at local levels; capacities of these committees to ensure ownership; sensitised local community on issues related to SCR 1325: GBV, women's rights, participation in decision-making, reproductive health, and economic empowerment; increased awareness of 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
27.	Morocco	National strategy for the fight against violence directed at women	Development of coordination and follow-up mechanisms for the national strategy for the fight against violence against women at the national and regional level.	2007–09
28.	Syria	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, police and NGOs working on gender issues to enable the use of the CEDAW legal tools in defending women's rights in daily work.	2007–08
29.	Tunisia	—	See priority 1.	—
30.	Turkey	—	Enhance protection capacity and services, increase number of shelters for victims of violence.	2007–08

ANNEXES

Annex 1 — Istanbul questionnaire



'Strengthening the role of women in society'

Istanbul, 2006

Framework of action

Review mechanism

Istanbul questionnaire for Euro-Mediterranean countries

I. Istanbul questionnaire

<i>Istanbul conclusions</i>	<i>Review</i>		<i>Observations</i>
	<i>Actions undertaken/ results achieved</i>	<i>Calendar for implementation</i>	
Women's political and civil rights			
Implementing and/or translating into legislative and policy reforms, UN conventions related to the human rights of women			
Equal access to justice at all levels			
Combating all forms of violence against women			
Enhancing women's full and equal participation in conflict prevention, crisis management and peace-building			
Developing a better knowledge of women in conflict areas and increasing protection and awareness of women and their rights in any war, foreign occupation or violent conflict			
Promoting exchange of views and experiences on issues related to the fight against discrimination against women between law enforcement authorities			

Fostering the role of civil society organisations, particularly women's organisations, as well as parliaments and local authorities, in the defence and promotion of women's rights			
Strengthening the capacity of and networking among civil society organisations active in the protection and promotion of full enjoyment of human rights by women			
Promoting women's active participation in political decision-making positions in the executive and judicial powers at all levels			
Building-up of gender capacity in public administration			
Promoting public education on human rights and civic responsibilities			
Ensuring that adequate policies, legislation and infrastructure to combat all forms of violence against women are in place			
Pursuing the establishment of national ombudsman offices or other institutional mechanisms as a means to fight against discrimination			
Promoting awareness-raising campaigns and training on the full enjoyment of human rights by women			
Women's social and economic rights and sustainable development			
Creating equal opportunities and removing obstacles for women to work or to be recruited/employed or to stay employed			
Ensuring equal treatment and promoting the rights of women, in particular of vulnerable women, in social security systems			

Ensuring that women benefit equally from adequate health services			
Promoting family-friendly policies			
Promoting and strengthening national capacities to regularly collect and analyse gender-disaggregated data			
Strengthening knowledge of the impact of macroeconomic 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			
Pursuing the establishment of gender-responsive budget initiatives and ensuring more effective anti-poverty strategies at both national and local levels			
Promoting women's representation and participation in economic decision-making positions			
Promoting women's entrepreneurship			
Launching literacy campaigns targeting especially rural and poor women and providing more incentives to encourage women to demand literacy			
Putting in place incentives for families for sending girls to school			
Ensuring an increased number of women trainers and taking into account the full enjoyment of all human rights by women in the training of trainers			
Promoting post-training support through appropriate linkages between relevant partners			

Promoting modules to improve economic and financial management skills for women entrepreneurs, women's cooperatives, grass-roots associations, etc.			
Ensuring 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			
Ensuring greater access to lifelong learning			
Providing guiding programmes to help women return to the labour market after an absence or to direct them to new sectors			
Developing a better knowledge and increasing research of women in migration and mainstreaming a gender approach in studies and statistics related to migration			
Increasing protection and integration of migrant women and ensuring the effective enjoyment of their human rights			
Raising awareness of migrant women on their rights and duties in the host country and improving 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			
Promoting equality and fight against discrimination between girls and boys in education and culture			
Training teachers on equality values and non-discrimination and involving parents in activities applying gender-sensitive educational methods			

Supporting women's effective access to ICT, science and technology			
Promoting a balanced and non-stereotyped portrayal of women and men in the media			
Combating gender-based violence in all its manifestations			
Enhancing women's participation in cultural exchanges and intercultural dialogue			
Promoting research on gender equality in mass media products and institutions to reduce negative gender stereotyping			
Supporting media regulatory bodies to monitor gender issues as part of their mandates			
Promoting training of media professionals on the full enjoyment of human rights by women			
Increasing the number of women professionals in the media sector			
Supporting the promotion of women to leading positions in the media			
Developing the capacity of national women's institutions and NGOs on engaging with the media			
Combating stereotypical representation of women in artistic products, increasing the number of women in art professions, and ensuring a greater recognition of their contribution to art and culture			
Encouraging civil society organisations, particularly women's organisations, to advocate for and carry out programmes aiming to promote the full enjoyment of all human rights by women and gender equality			

II. Proposal of priorities for 2008

Priority 1:

Description:

Calendar for implementation:

Priority 2:

Description:

Calendar for implementation:

Priority 3:

Description:

Calendar for implementation:

Guidelines

I. 'Istanbul questionnaire'

1. 'Istanbul conclusions'

'Istanbul conclusions' are identified above as agreed during the Euro-Mediterranean Ministerial Conference on 'Strengthening the role of women in society', held in Istanbul, in November 2006.

Topics not applicable to the current context of each country shall not be fulfilled.

2. 'Review'

(a) Actions undertaken/results achieved

Mention the activities held or the results achieved in each country with reference to each of the 'Istanbul conclusions'. If they are to be undertaken after the presentation of the 'Istanbul questionnaire' please make reference to that fact and present them during the Euro-Med Ad Hoc Meeting on Gender Issues.

(b) 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.

3. 'Observations'

Include herein any other information or present comments considered as relevant by the Euro-Med countries.

II. Proposal of priorities for 2008

1. 'Priority n.'

Identify up to three priorities at national level for 2008, by order of importance.

2. '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.

3. '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.

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 commitments (¹), agreed to work within the following common framework of action to strengthen women’s role in political, civil, social, economic and cultural spheres, as well as to fight against discrimination.

2. The conference was held in accordance with the Barcelona Declaration of 1995 and the five-year work programme agreed upon during the 10th anniversary Euro-Mediterranean Summit in Barcelona 2005. It was then stated that partners would adopt ‘measures to achieve gender equality, preventing all forms of discrimination and ensuring the protection of the rights of women’, while taking stock of the Rabat Preparatory Conference that was held on 14–16 June 2006.

3. Euro-Mediterranean ministers stress that equal participation of women and men in all spheres of life is a crucial element of democracy and confirm that only by the inclusion of all people and determined action will the region’s women be able to fulfil their ambitions and aspirations and, by extension, contribute towards the realisation of the underlying objective 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, as well as in the framework of the association agreements, the European neighbourhood policy action plans and the EU programmes and projects.

(¹) These include inter alia:

- the Treaty establishing the European Economic Community (1957);
- the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) (1979);
- the programme of action of the United Nations International Conference on Population and Development in Cairo (1994);
- the Beijing Declaration and Platform for Action (1995);
- the Cairo Declaration issued by the First Arab Women’s Summit (2000);
- the Millennium Declaration and the millennium development goals (2000);
- UN SCR 1325 (2000) on women, peace and security;
- the Arab Women Organisation plan of action (2001);
- the Tunis Declaration adopted at the 2004 Summit of the Arab League;
- the Alger Declaration adopted at the 2005 Summit of the Arab League;
- the outcome of the 23rd special session of the United Nations General Assembly and the Declaration of the Commission on the Status of Women at its 49th session (March 2005, Beijing +10);
- the Khartoum Declaration adopted at the 2006 Summit of the Arab League;
- the European consensus on development (2006);
- the national constitutions of the partner countries which recognise the principle of non-discrimination against women.

5. In this framework, the ministers recognise that a strengthened dialogue and cooperation between governmental and non-governmental actors across the Euro-Mediterranean region is necessary. This will include the promotion of dialogue between parliamentarians within the Euro-Mediterranean Parliamentary Assembly, as well as with civil society organisations, women's associations, youth, trade unions, and 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 mobilise financial resources to support the implementation of this framework of action. In addition to national funding, the European Union will provide adequate resources for its implementation at national and regional levels through technical and financial assistance provided through the European Neighbourhood Partnership Instrument (ENPI), bilateral contributions from EU Member States, the Facility for Euro-Mediterranean Investment and Partnership (FEMIP) and other relevant financial instruments.

7. Recognising 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;
- 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 by mainstreaming the 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 a regular review of progress.

The Euro-Mediterranean ministers agreed upon the following framework of action.

Women's political and civil rights

10. In accordance with the spirit and the letter of the Barcelona Declaration and the five-year work programme, the Euro-Mediterranean partners will work towards taking measures that:

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

- (b) provide equal access for women and men to justice at all levels;
- (c) combat all forms of violence against women, guarantee women protection and redress in case of violation of their rights; protect the fundamental rights of women victims of all forms of violence, especially domestic violence, trafficking in human beings, harmful traditional practices and violence against migrant women;
- (d) enhance women's full and equal participation in conflict prevention, crisis management and peace-building, inter alia by implementing United Nations' resolutions including Security Council Resolution (SCR) 1325 (2000) on women, peace and security;
- (e) develop a better knowledge of women in conflict areas and increase protection and awareness of women and their rights in any war, foreign occupation or violent conflict; alleviate the negative effects of armed conflicts on the status of women in the region, promote their legal rights and prevent incitement and recruitment for terrorist acts;
- (f) ensure that law enforcement authorities are aware of and implement human rights of women; promote exchange of views and experiences on issues related to the fight against discrimination against women;
- (g) foster the role of civil society organisations, particularly women's organisations, in accordance with national legislation as appropriate, as well as parliaments and local authorities, in the defence and promotion of women's rights; contribute to strengthening the capacity of and networking among civil society organisations active in the protection and promotion of the 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 by 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 reconciling professional and family life, in particular affordable care services for children, the 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 analyse 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 macroeconomic 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' associations, 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 micro-credit;

(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 lifelong learning to provide women with skills responsive to the rapidly changing labour market;
- provide guiding programmes 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 professionals in the media sector; support the promotion of women to leading positions in the media; develop the capacity of national women's institutions and NGOs on engaging with the media;

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

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

Review mechanism

3. 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 Euro-Med Committee to convene, at least once a year, a Euro-Med ad hoc meeting at expert senior officials' level to review the implementation of the present measures contained in these conclusions and to inform the annual Euro-Med Foreign Affairs Ministers' conference. A follow-up Euro-Med 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.

Annex 3 – List of abbreviations and acronyms

BPfA	Beijing Platform for Action
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CIG	Commission for Citizenship and Gender Equality (Portugal)
Credif	Centre for Research, Study, Documentation and Information on Women (Tunisia)
CRTA	Cyprus Radio-Television Authority
DPKO	Department for Peacekeeping Operations (of the UN)
Ecowas	Economic Community of West African States
EESC	European Economic and Social Committee
ESF	European Social Fund
EU	European Union
EuroMeSCo	European Mediterranean Study Commission
FADA	Federal Antidiscrimination Authority (Germany)
Firdos	Fund for Integrated Rural Development of Syria
GBV	Gender-based violence
GWU	General Women's Union (Syria)
ICT	Information and communication technology
IDMGSO	Inter-Departmental Ministerial Group on Sexual Offending (UK)
IDP	Internally displaced person
IGAD	Intergovernmental Authority on Development (related to the Horn of Africa)

IMGs	Individual mobility grants (Tempus Meda)
INSEE	National Institute for Statistics and Economic Studies (France)
IQ	Intelligence quotient
ISTAT	National Institute of Statistics (Italy)
MAFFEPA	Ministry of Women, Family, Child and Elderly Affairs (Tunisia)
MoSA	Ministry of Social Affairs (Lebanon)
MP	Member of Parliament
NAEO	National Agency for Equal Opportunities between Women and Men (Romania)
NATO	North Atlantic Treaty Organisation
NCLW	National Commission for Lebanese Women
NCPE	National Commission for the Promotion of Equality (Malta)
NCWoL	National Council of Women of Luxembourg
NGO	Non-governmental organisation
NMWR	National Machinery for Women's Rights (Cyprus)
Ofcom	Federal Office of Communication (UK)
ONU	United Nations Organisation
OSCE	Organisation for Security and Cooperation in Europe
RFO	Regularly funded organisation (UK)
RTVE	Radio Television Spain
SADC	Southern African Development Community Trade Protocol
SCFA	Syrian Commission for Family Affairs

SCR	Security Council resolution
SDC	Social Development Centre (Lebanon)
SEA	State Employment Agency (Latvia)
SEK	Swedish krona
SET	Science, engineering and technology
SME	Small and medium-sized enterprise
TVWF	Television without frontiers
UK	United Kingdom
UKRC	United Kingdom Resource Centre for Women
UN	United Nations
Unesco	United Nations Educational, Scientific and Cultural Organisation
UN-ESCWA	United Nations Economic and Social Commission for Western Asia
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commission for Refugees
Unifem	United Nations Development Fund for Women
UNMAS	United Nations Mine Action Service
UNWRA	United Nations Relief and Works Agency for Palestine Refugees in the Near East

