



**EUROMED PARTNERSHIP:  
STRENGTHENING THE ROLE OF WOMEN IN SOCIETY  
Multi-Annual Report 2006-2009**



**European Commission**

**Ministerial Conclusions on Strengthening the Role of Women in Society**

**Implementation Review**

**Multi-Annual Report 2006-2009**

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

## LIST OF ACRONYMS<sup>1</sup>

BPfA	Beijing Platform for Action
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
DDR	Demobilisation, Disarmament and Reintegration
EC	European Commission
ENP	European Neighbourhood Policy
ERF	European Refugee Fund
ESF	European Social Fund
EU	European Union
EESC	European Economic and Social Committee
ESF	European Social Fund
EU LFS	European Labour Force Survey
EUROMECo	European Mediterranean Partnership
EU SILC	European Survey on Income and Living Conditions
EUROSTAT	Statistical Office of the European Communities
FEMISE	Euro Mediterranean Network of Economics Institutes
FMG	Female Genital Mutilation
ICT	Information and Communication Technologies
IDP	Internally Displaced Person
IOM	International Organization for Migration
LLL	Life Long Learning
MEDA	EU support programme for southern Mediterranean countries
NGO	Non-Governmental Organisation
OECD	Organization for Economic Co-Operation and Development
OIWAS	European Network of Asylum Reception Organisations
OPT	Occupied Palestinian Territory
OSCE	Organization for Security and Co-operation in Europe
PHARE	Poland Hungary Assistance to Economic Reconstruction
SCR	Security Council Resolution
SME	Small and Medium Size Enterprises
TOT	Training of Trainers
TVWF	Television without Frontiers
UN(O)	United Nations (Organisation)
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Programme
UNESCO	United Nations Education, Science and Culture Organisation
UNFPA	United Nations Population Fund
UNHCR	United Nations High Commissioner for Refugees
UNIFEM	United Nations Development Fund for Women
UNSCR	United Nations Security Council Resolution
USAID	United States Agency for International Development

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

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## I. FOREWORD

This Multi-Annual Report on Strengthening the role of women in society in the Euro-Mediterranean region is the result of a collective effort led by the European Commission aiming at enhancing respect of women's rights and achieving progress as regards their role in the social, economic and cultural sphere.

The European Union has a long standing commitment to equality between women and men which is anchored in the different Treaties of the Community and the European Union. The promotion of gender equality outside the European Union is one of six core objectives of the Commission's *Roadmap for Gender Equality*

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

A year later the first EuroMed Ministerial conference on "Strengthening the role of women in society" took place in Istanbul in November 2006, launching what has become known as the "Istanbul process".

The conference adopted a common Framework of Action for five years, indicating a true commitment to work for universal human rights and specifically the equal access of men and women to full economic, social, cultural, civil and political rights.

This marked a new departure for the Euro-Mediterranean Partnership, creating for the first time a regional intergovernmental consultation and dialogue process on women's issues, to which other main stakeholders and in particular civil society organisations have been associated. This process was also supported by political dialogue and consultations on women's rights between the EU and Mediterranean partner countries as well as by accompanying measures financed by the European Commission.

As foreseen by the Ministers in Istanbul, on 10-12 November 2009 we were again gathered in a follow-up Ministerial conference in Marrakesh to "discuss issues related to the full enjoyment of all human rights by women and the progress made in the implementation of the Istanbul Conclusions".

During these three years, the European Commission has elaborated yearly reports reviewing the implementation of the Istanbul Conclusions in the region. The reports were based on questionnaires sent to all partners and answered on a voluntary basis by the countries. They are factual documents which allow all actors involved to have a clearer idea of the state of play.

This exercise with a very high rate of responses, has allowed us to compile a considerable amount of information which should be a useful tool for all partners for information sharing, exchange of good practices and why not, inspiration for policy-making in this field.

The priorities underlined by partner countries in their inputs for these reports have shown that some challenges are shared on both shores of the Mediterranean and therefore that the Istanbul Framework of Action reveals itself as a relevant regional instrument.

The three areas that emerge as main priorities for the Euromed region are:

- Violence against women.
- Institutional strategies for enhancing gender equality and women's rights.
- Women's access to employment, economic rights and family friendly policies.

The tendency is clear: though partner countries are actively working to improve the situation of women and girls in their countries and progress has been achieved to promote the role of girls and women in society at all levels, we all still have much to do.

We hope this document will be interesting for you all.

European Commission  
Brussels, 10 March 2010

## II. EXECUTIVE SUMMARY

### Introduction, Context and Method

In November 2006 at the Euro-Mediterranean Ministerial Conference in Istanbul the 37 partners agreed to strengthen the role of women in society by establishing a framework of action referring to all international conventions as normative guidelines for any regional cooperation. The Istanbul Conference issued Ministerial Conclusions which aim at enhancing:

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

In order to help preparing the EuroMed Ad Hoc expert meetings foreseen in the Istanbul Declaration, the European Commission proposed an annual questionnaire which was sent to all Euro-Mediterranean partner countries at the same time and for the same periods of 2006-2007, 2007-2008 and 2008-2009<sup>2</sup>. The questionnaire for 2007-2008 and 2008-2009 was sent to the new partners that have joined the Euromed partnership through the Union for the Mediterranean. From the responses to each of these three questionnaires, three annual reports have been edited. This Multi Annual Report 2006-2009 is gathering data and information from over 90 questionnaires, from the signature of the Ministerial Conclusions to nowadays, giving therefore more accuracy to the main findings.

The content of the report is directly and exclusively taken from the three annual reports. It enables all of us to point at the principal trends that can be drawn from the many policies, programmes, measures and actions to strengthen the role of women in society reported by the Euro Mediterranean partner countries and from the priorities that each country identified for future action in this area. As for the annual reports, the method developed to review on the implementation of the Ministerial Conclusions is committed to fact-based reporting, standardised and equal treatment of respondents and an exclusive focus on the Ministerial Conclusions. The structure and the clustering which form the framework of analysis for the report are directly based on the Istanbul Ministerial Conclusions and on the questionnaires.

Part A reports on measures and actions undertaken by partner countries over the three years period to strengthen the role of women in society and Part B addresses the priorities for the future identified by countries themselves in their responses.

### **Part A: Actions undertaken to strengthen the role of women in society**

#### ***Crosscutting principles and actions***

The combating and reduction of **gender stereotypes** in relation to the roles of women and men in society has been the subject of specific campaigns. It is acknowledged that changes in attitudes are long term processes.

The strategies and dynamics employed to advance the status of women have several common features. Amongst these, the use of a planned and strategic approach to change in women's role in society is visible in the many **national Action Plans** and Strategic Plans.

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<sup>2</sup> The first two years, that is the annual report 2007 which covers the reporting period 2006-2007 and the annual report 2008 which covers the reporting period 2007-2008, the questionnaire was sent to the 37 countries of the Euromed partnership. In 2009 (annual report covering the period 2008-2009), the questionnaire was sent to the 43 countries of the Union for the Mediterranean.

These have been developed as overarching co-ordinations for the national gender equality and/or women's rights policy in a vast majority of countries and as drivers for change in particular spheres such as violence against women, employment, anti-trafficking plans or Security Council Resolution 1325 on women, peace and security, in several countries. A second feature is the multiplication of new institutional arrangements. These involve the formation of agencies, equality bodies, focal points, discrimination complaints, advocacy systems, or multi/inter ministerial co-ordinations, protocols and memorandums. This new architecture of gender equality gives legitimacy to campaigns and awareness-raising on women's rights.

**Mainstream strategies** for gender are increasingly incorporating women's role and women's rights into new areas of public life, although specific actions are still proving necessary. Raising the equality agenda at senior decision-making level, in the privatised economy and at local development level are proving challenging.

Civil society organisations have played an important role in awareness-raising of women's rights, human rights and the need for equality and equity in public life. Most partner countries and the European Commission regard capacity-building among women's NGOs and civil society organisations promoting the rights of women as one of the supports to enhancing women's rights in society.

Building a new knowledge base on gender and the role of women in society is involving both longer term research studies and ongoing data gathering on a sex disaggregated basis across all spheres of economy and society. Gender budgeting is showing signs of being a useful mainstreaming tool.

### ***Women's political and civil rights***

Actions to promote the political and civil rights of women identified **CEDAW** as reference point for promoting the rights of women in a range of public and private spheres. A significant number of initiatives in the field of law reform have been undertaken, including scrutiny of existing laws, codes and regulations, drafting of laws and their enactment in Parliaments. These reforms include in different countries:

- Bringing formerly private matters such as divorce and child custody into the public domain.
- Amending personal status of women and reforming of family Codes.

The lifting of reservations to parts of CEDAW in relation to personal and family codes are among the thematic of women's human rights. The announcement by the King Mohammed VI in December 2008 that Morocco has retracted its reservations on CEDAW (reflected in Morocco's participation in the UN Universal Periodic Review) illustrates an important step of such dynamics. In addition, the Optional Protocol of CEDAW was adopted per Decree on July 2008 by Tunisia.

Bringing the attention of a wider public to the content of CEDAW through publications and seminars with professional groups reveals the efforts, made by several countries, to provide both women and men with information about rights.

**Violence against women** in the domestic environment or in the more public milieu is an area where substantial investment has been made over the past three years. It is also one of the priority areas for the future that emerges from an overwhelming majority of partner countries. Many countries have adopted new legislation or National Action Plans to fight against violence. Following the adoption of EU Guidelines on violence and discriminations against women, the EU has systematically included women's rights in dialogues and consultations with partner countries. Moreover, the Commission is working closely with its Delegations and Member States missions on the development of priorities for EU action at local level. Public campaigns to reduce tolerance of domestic violence, awareness-raising to break the taboos on disclosure and exploration of tighter legal enforcement or sanctions against violence are



among the many areas of action identified. Particular types of violence in the form of forced marriage, Female Genital Mutilation, honour violence or deaf women, and the problem of the sex industry are areas of attention in a number of countries. Increasing legal sanctions for heinous forms of violence such as the rape of a pregnant woman or assault of a child are mentioned as forms of deterrence. Trafficking in women and children is a growing area of concern in European partner countries.

Promoting women's increased **political representation** in local, regional and national parliaments, assemblies, municipalities and other local authorities reveals considerable efforts across a variety of strategies and methods (mainly quotas, awareness-raising measures and trainings for women candidates). However, results are mixed; in countries like Sweden, women represent a critical mass of Parliament members, while in a number of countries, both European and Mediterranean, women's parliamentary representation is ten per cent more or less. An emerging trend appears to be the nomination of women to public posts in executive decision-making, to Cabinets or as Ambassadors.

Some 15 countries have identified **Security Council Resolution 1325** on women, conflict and security as an area of action to promote the rights of women. Eight other countries mentioned conflict and/or peace building action under similar headings. Countries with immediate experience of conflict have developed actions focussing on conflict prevention and highlighting the impact of conflict on women and women heads-of-households. Countries at some remove from conflict have focussed on the value of conflict-related actions for women in their overseas development aid programmes.

### ***Women's social and economic rights***

The rights of women to equal treatment in **social protection systems** such as social security and pensions are receiving attention in new measures and actions. This applies especially to countries which have more recently acceded to the EU and where adaptation of social security systems to EU Directives is a complex process. Addressing women's poverty and the need for expansion in social services, or the reduction of social exclusion area the subject of measures in Mediterranean partner countries. The field of health – particularly maternal health and the reduction of maternal mortality is an ongoing preoccupation of countries in the Mediterranean region.

Special programmes and measures destined for equality of opportunity for schoolchildren are consistent in goal but varied in method. Raising **school enrolment** levels for girls, encouraging parents to send their children to school and promotion of girls' education are among the themes in Mediterranean partner countries. Campaigns to reduce illiteracy among women who did not have the advantage of education earlier in their lives is one of the common approaches to improving women's social rights. Life-long learning is not an area which attracted much attention in policy terms.

Reform of the **labour market and employment** is a central concern of a large proportion of partner countries and is one of the main priorities for the future in many instances. Inequalities in wages and access to jobs are just some of the barriers identified in employment. The European Social Fund is identified as an important source of supports through specific programmes or in funding of labour market reforms. Some of the ongoing studies in macroeconomic policy and women's role are innovative: the study of the care economy, work or studies of the informal economy.

**Family friendly policies** or policies to promote reconciliation of work and family life are extremely popular across most countries. Developments for the most part involve extending leave arrangements to new categories of employees: paternity leave, adoptive leave, incentivised parental leave for fathers or expanding leave duration staying at work, but availing of childcare facilities, increases parental choice.

Promoting **women's entrepreneurship** and capacity to establish enterprises figure strongly in most European partner countries and in Turkey. Developing microcredit programmes, artisanal or home-based production and self-employment are the trend for Mediterranean partner countries.

In the area of female **migration**, building a knowledge base to inform policy-making appears to be a prerequisite for action. The very different status of groups of migrant women is increasingly recognised as requiring special attention. This is the case for pregnant women asylum seekers, mother or lone mother asylum seekers and migrant domestic workers.

### ***Women's rights in the cultural sphere, role of communication and mass media***

Relative to women's political, civil, social and economic rights, the cultural sphere, ICT technology, communication and mass media have attracted less effort and mobilisation of resources. Nonetheless, cultural attitudes are one of the mainstays of differences in societal roles of women and men.

Programmes of career change and practical interventions to stimulate older girls to orient themselves to scientific careers, is one of several measures to change attitudes towards non-traditional study and employment for women. Promoting digital literacy and combating the growth of a digital divide as well as measures to ensure gender balance on scientific boards, institutions and cultural or artistic bodies are among the actions of countries seeking to have a better representation of women. In the traditional mass media: print, radio and television encouragement of women journalists and broadcasters is happening, but the outcomes are as yet unknown. The regulation of sex biased advertising and the broadcasting of pornographic media remain minority concerns.

### **Part B: Priorities for the future**

Priorities defined by Euro-Mediterranean partner countries remained stable since the Istanbul Conclusions. When weighting the priorities according to their level of importance, the findings remain similar. They point towards a consensus among Euro-Mediterranean partner countries in defining an agenda for future action and collaboration.

The three areas that emerge as main priorities for the Euromed region are:

- Violence against women
- Institutional strategies for enhancing gender equality and women's rights
- Women's access to employment, economic rights and family friendly policies

Combating all forms of **violence against women** is the most frequently selected priority among partner countries. The types of violence cited vary across countries. Some focus on conjugal violence, or trafficking, others on honour-based violence or in same-sex relationships. The strategies and measures foreseen by countries are plural. They include: national action plans, new institutional mechanisms, support to victims, improving the efficiency of the judicial system, awareness-raising and preventive measures, capacity-building and training of service providers, enhancing knowledge through research.

While **strategies and dynamics for gender equality** are not an explicit theme in the Istanbul Ministerial Conclusions, they are explicitly expressed as priorities by the different countries and are therefore treated as such in this report. The design, implementation, monitoring and assessment of national strategies and mechanisms is the second most frequently cited priority. It includes gender mainstreaming and gender budgeting.

Women's access to the **labour market, economic rights and family friendly policies** emerge as the third most frequently selected priority. What is understood by this varies

according to sub regional specificities and socio-economic realities. For the European partner countries it refers to access and equal participation in the labour market and reconciliation of work and private life. For Mediterranean partner countries, the strategies to address women's economic rights establish clearer linkages with empowerment, poverty reduction strategies and pay more attention to economic role of poor and rural women.

## **Conclusions**

The Annual Reports for the follow up of the Istanbul Ministerial Conclusions provide an important systematic account of the series of human and financial investments made with the aim of strengthening the role of women in society and bringing about change in the Euro-Mediterranean region. From the observation of trends since November 2006, some central conclusions emerge.

### ***Conclusions related to the reporting process***

- The development of ownership over the Istanbul process:

Although not binding like CEDAW, the Istanbul reporting system based on annual questionnaires has proven quite successful. The response rate is quite high overall, even if lower in 2009 due to the lower response rate among Mediterranean partner countries and involvement of new countries of the Union of the Mediterranean. Only three countries never replied to the questionnaire.

- The production of a regional basis of information on women's rights and gender equality:

The reporting process has brought together a significant and unique collection of information and policies on women's rights and gender equality across the Euro-Mediterranean Region in this first decade of the 21st Century with a total of 215 priorities formulated. This emergent data resource is a material contribution to the knowledge base in the region and a very important support for decision making, policy design and advocacy. It is a knowledge-based instrument that provides information on several countries together that normally do not report jointly in other reporting mechanisms, such as CEDAW or Beijing Platform for Action.

- The added value of the Multi Annual Report in assessing trends and identifying a common regional agenda:

The Multi Annual Report gathers data and information over a longer period of time which allows the identification and assessment of trends since the Ministerial Conclusions. It brings out sustained priorities and gives voice to a wider array of countries than the annual reports. The representativity, accuracy and legitimacy of findings are strengthened.

### ***Conclusions related to the actions undertaken and the priorities for the future***

The identification of country priorities and the reporting on measures and actions undertaken since the Istanbul Conclusions allow for an overarching view of regional priorities. There is a strong consensus on the three main priorities for the future as identified by countries themselves. These highlight a shared Euro-Mediterranean agenda for future actions around:

- Actions and policies to combat violence against women as the main priority and the most frequently identified issue across countries in the Euro-Mediterranean region;
- Women's access to employment, their economic rights and the reconciliation of work and private life as a central concern for strengthening the role of women in society;

- The importance of institutional strategies and mechanisms for enhancing gender equality and women's rights as acknowledged by the vast majority of Euromed partner countries as a priority.

## **Recommendations**

The recommendations derive directly from trends observed in actions and measures in the Euro-Mediterranean partner countries as well as from the main priorities identified by the partner countries. They are restricted to those areas where there is evidence of a common vision and shared agenda among countries.

### ***Recommendations related to the Istanbul reporting process***

- Strengthen ownership over and visibility of the Istanbul Ministerial Conclusions and of the follow up process in the Euro-Mediterranean region.

To sustain and broaden the development of Euro-Mediterranean partner countries' ownership over the Istanbul process, concrete measures should address the added value of the Istanbul Process and increase visibility as well as intensify dissemination of the Istanbul Ministerial Conclusions and follow up instruments in the region as a whole. Specific efforts should be dedicated to strengthening ownership and participation of the Mediterranean partner countries and the new countries of the Union for the Mediterranean in this process.

### ***Recommendations related to priorities for the future***

- Address the issue of **violence against women** at the Euromed level.

It will require dedicated efforts and investment because of the complexity of the factor involved: health, education, justice, finance etc. Any action can rely on shared learning from the strategies and action plans already in place and being rolled out at the levels of prevention, legal measures and support to victims by Euromed partner countries.

- The role on the **labour market**, promoting women's economic rights and the reconciliation of private and working life.

The high priority given to the realm of the economy indicates the merit of a follow-up on the economic terrain. This is particularly important in the light of the global economic crisis.

- Increase efforts and exchanges around **institutional strategies** and dynamics to promote women's rights and gender equality.

The emphasis given by countries to national strategies, action plans and institutional mechanisms justifies more systematic investments, capacity building and exchanges of experiences between Euro-Mediterranean partner countries in this area, based on the lessons learned, good practices and priorities that emerge from the Istanbul questionnaires. Among the tools and instruments raised by partner countries, the design of national action plans for women's rights and gender equality, gender mainstreaming and gender sensitive budgeting emerge as primary areas of concern.

This demand confirms the pertinence of the two implementation tools of the EC for the Istanbul Process: the Programme "Enhancing Equality between Men and Women in the Euro-Mediterranean area" (EGEP) and the programme "Investing in People – Euromed Gender Equality". The sustainability of institutional strategies and frameworks should be reinforced by further investment in institutional building and in gender sensitive budgeting of donors and beneficiaries.

### III. INTRODUCTION AND CONTEXT

The European Union has a long standing commitment to equality between women and men. Equality between men and women is anchored in the different Treaties of the Community and the European Union. Article 2 of the Treaty of Amsterdam insists on the role of the Community to promote among others equality between men and women.<sup>3</sup> The Commission Communication on the 'Roadmap for Equality between Women and Men (2006-2010)' identifies the "promotion of gender equality outside the European Union" as one of six priorities and identifies its key action commitments for the promotion of gender equality.<sup>4</sup>

The Barcelona Declaration (1995) which established the Euro-Mediterranean Partnership translates the EU's global policy commitments on equality between men and women to the Mediterranean by recognising the key role of women in development and their active participation in economic and social life and in the creation of employment.<sup>5</sup>

The year 2005 was a landmark year. It marked the 10<sup>th</sup> anniversary of the United Nations Beijing Declaration and Platform for Action and the 10<sup>th</sup> Anniversary of the Euro-Mediterranean Summit and Barcelona Declaration. It was timely, therefore, that the Euromed Women's Conference of 2005 issued Conclusions integrated into a Five Year Work Programme inviting Euro-Mediterranean Partners to take measures to "achieve gender equality, preventing all forms of discrimination, and ensuring the protection of the rights of women"<sup>6</sup>. An outcome of the Conference was a Euromed Ministerial Conference convened in Istanbul, Turkey in November 2006 entitled: 'Strengthening the Role of Women in Society.' The Istanbul Ministerial Conclusions and a Framework for Action agreed by 37 Euromed partner countries within a common framework, is a significant example of an international pledge for co-operation to promote equality between women and men.

At the **Euro-Mediterranean Ministerial Conference** the partners agreed to work within a common framework of action by referring to all international conventions as normative guidelines for any regional cooperation<sup>7</sup>. Among the important shared commitments among the partner countries is that of the 1979 United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Optional Protocol to CEDAW of 1999. This comprehensive Convention provides for ratifying States to regularly report on progress achieved under the many areas of women's rights embraced by the Convention, to present these to the CEDAW Committee, to engage in discussion with the Committee and to receive recommendations. The Optional Protocol provides for the CEDAW Committee to receive complaints of breaches of rights from individuals and groups. This is all the more important when it is observed that the partner countries to the Istanbul Ministerial Conclusions make up 39% of the signatories to CEDAW.<sup>8</sup>

The Istanbul Conference adopted **Conclusions** aimed at strengthening:

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<sup>3</sup> <http://www.eurotreaties.com/amsterdamtreaty.pdf>

<sup>4</sup> COM (2008) 760 final of 26.11.2008, page 6.

<sup>5</sup> [http://ec.europa.eu/external\\_relations/euromed/docs/bd\\_en.pdf](http://ec.europa.eu/external_relations/euromed/docs/bd_en.pdf)

<sup>6</sup> [http://ec.europa.eu/external\\_relations/euromed/summit1105/five\\_years\\_en.pdf](http://ec.europa.eu/external_relations/euromed/summit1105/five_years_en.pdf)

<sup>7</sup> Those include inter alia:

The Treaty establishing the European Community (1957);

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

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

The Beijing Declaration and Platform for Action (1995);

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

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

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

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

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

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

The outcome of the twenty-third special session of the United Nations General Assembly and the Declaration of the Commission on the Status of Women at its 49<sup>th</sup> 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.

<sup>8</sup> At 3<sup>rd</sup> September 2009-09-04

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

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

- The Euro-Mediterranean partners committed themselves to working towards the mutually agreed objectives over the five years following the conference.
- A Euromed Committee is invited to convene, at least once a year, a Euromed Ad Hoc meeting at expert senior official level to review the implementation of the measures contained in the Conclusions and to inform the annual Euromed Foreign Affairs Ministers Conference.
- A second Euromed Ministerial Conference to discuss issues related to the full enjoyment of all human rights by women and the progress made in implementing of these measures to take place in 2009.
- Later on, the European Commission proposed an additional follow up instrument in the form of a questionnaire sent to all Euro-Mediterranean partners during the last 3 years (2007, 2008 and 2009).

The Conclusions of the Istanbul conference also call upon the partner countries "to mobilise financial resources to support the implementation of this Framework of Action" in addition to the European Union resources for its implementation at national and regional levels.

Very soon after, the European Commission proposed two complementary tools for the implementation of the Istanbul Framework of Action:

- The **Investing in People (IIP)** Programme aimed at strengthening the capacity of civil society organisations active in the field of promoting women's rights and equality between women and men through the allocation of grants for regional projects;
- The "**Enhancing Equality between men and women in the Euromed region**" Programme (hereafter: EGEP) aimed at supporting and accompanying the intergovernmental process as described below. The Terms of Reference of this programme was composed of two phases: a first phase covering the 2007-2010 period. A second phase covering the period 2011-2013 which will draw lessons from the results obtained during the first phase.

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

The Istanbul Process has set up follow up mechanisms. Four **Ad Hoc Meetings** of high level officials from the Euromed partner countries were convened in Brussels during 2007, 2008 and 2009<sup>9</sup>. Among these, the meeting of 12 June 2008 addressed the theme of "Women in Political Life in the Euro-Mediterranean Area" and the meeting of 7 October 2009 addressed the preparation of the second Ministerial Conference in Marrakesh (November 2009). These meetings were also an opportunity to discuss, among others, the outcomes of a second important follow-up tool proposed to the partners by the European Commission, namely the Istanbul Questionnaire. In 2007, 2008 the Ad Hoc Committee considered the Istanbul

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<sup>9</sup> Meeting of 22 October 2007 reviewed the First Implementation Report. An informal Ad Hoc meeting also took place on October 13 2008.

Implementation Review Report drafted on the basis of the questionnaires answered by the Euromed partners.

After three periods of reporting, **the added value of the Istanbul Implementation Review Reporting mechanism** can be summarised as follows:

- Reporting on the advancement of equality under the provisions of the Istanbul Conclusions in all 43 partner countries;
- Conducting a review of the measures undertaken at the same time and with the same method in all countries;
- Producing a knowledge-based instrument (the Istanbul regional report) that informs on several countries together that normally do not report jointly;
- Because of the above, it constitutes an added value to other international reporting (CEDAW, Beijing +) that do not compare between national reports nor among Mediterranean countries or among EU and Mediterranean countries;
- Launching of a cross-regional peer learning process and sharing of best practices as well as joint work around common obstacles and interests;
- Identify priorities that nourish the strategic thinking and planning of decision makers (national and regional).

The present Multi Annual Report covers the three year period from 2006-2007 to 2008-2009 of the Istanbul Implementation Review Reporting and includes an outlook for 2010. The reporting system of which it is a part complements a set of actions undertaken as part of the follow up process of the Ministerial Conclusions<sup>10</sup>. However, material contained in this Multi Annual Report is based exclusively on questionnaire responses from partner countries.

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<sup>10</sup> These include activities under the Programme to enhance Equality between men and women in the Euromed region/EGEP (introductory visits, situation analyses).

#### IV. METHODOLOGY

The method developed to review the commitments and actions of the Euro-Mediterranean partner countries 2006-2009 is based on international reporting principles and standards. This implies a commitment to fact-based reporting, standardised and equal treatment of respondents, and an exclusive focus on the 'Ministerial Conclusions on Strengthening the Role of Women in Society'. The report has been compiled to provide the maximum opportunity to partner countries to draw their own interpretations from the conclusions generated by the trends in laws, actions, policies and programmes over the reporting period.

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

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

Questionnaires were forwarded to the Euro-Mediterranean partner countries for completion during the three reporting periods: 2006-2007, 2007-2008, and 2008-2009. The responses were compiled into three annual synthesis reports broadly reviewing the priorities in the implementation of the Ministerial Conclusions. This process permitted advances in the role of women to be highlighted. Country priorities were identified which were illuminating in pointing towards progress and future action. The preparation of the Multi-Annual Report is a synthesis report which relies on the three implementation reports which have been completed to date. As such, it is not a research report; rather it is intended to be a neutral document which gives primacy to the partner countries.

The response rate to the review process was satisfactory with returns of 33 questionnaires from Euro-Mediterranean Partner countries in 2006-2007, 31 questionnaires in 2007-2008 and 30 in 2008-2009. It is important to note, however, that while the questionnaire was sent to 43 countries in 2008-2009, only 30 countries replied. The European Commission completed a questionnaire and this brought the total to 95 questionnaires which were considered in the compilation of the Multi Annual Report. A number of updates were supplied by countries during the reporting period, so that their replies to the questionnaire contained the most recent accounts of their actions and plans.

In addition to questionnaires, a number of bodies such as the Anna Lindh Foundation for Dialogue between Countries, FEMISE, the European Economic and Social Committee (EESC) and the Euro-Mediterranean Parliamentary Assembly forwarded documents related to the Istanbul Process. These, along with supplementary reports from some countries, were examined but are not incorporated into the Multi Annual Report. For reasons of brevity, it has not been possible to report on the many comprehensive actions and interventions undertaken by partner countries.

The following five-stage method has been used to identify actions and interventions:

(1) The Annual implementation reports for each of the three reporting periods were reviewed in detail. The types of actions, plans, strategies, laws, campaigns, programmes and investments were noted in relation to the Istanbul Ministerial Guidelines.

(2) The various plans, laws, policies, programmes and other measures were then arranged into three broad clusters which correspond to the Istanbul pillars and the country questionnaires. These are outlined below. An additional and fourth cluster of cross-cutting actions was delineated to bring together measures which were inter-ministerial, cross-sectoral and wider ranging in terms of the strategies and dynamics promoting gender equality. Each cluster was subdivided into sub-clusters which provided more specific information on actions and particular measures.



(3) The information from the three Annual Reports was converted into a Multi Annual data table of interventions in order to achieve a comprehensive and comparative overview of actions and measures and to note progress and developments. These were arranged according to year, country and cluster/sub cluster. The Multi Annual table of interventions provided the source of the body of text in the Multi-Annual Report.

(4) Based on this overview, trends and areas of progress were identified. The findings in the Multi-Annual Report are illustrated with a range of actions from partner countries.

(5) Particular and detailed attention was given to the gender priorities in the Multi Annual Report. Part B of the Report looks to the future. Identifying and comparing priorities for gender-based action 2008-2010 was undertaken by a systematic examination of the priority themes identified by countries themselves over the reporting period.

The table "Priorities of Euro-Mediterranean partner countries since the Istanbul Conclusions" provides a comprehensive overview of the three main priorities for the future selected by Euromed countries since 2006. These are presented by country for each of the three reporting periods. The priorities were further examined according to the rank of importance attached to them, for example priority one, priority two or priority three. The ranking process provides signposting for future action. The result of the aggregated regional analysis can be found in the table "Summary of priorities for the Euromed region".

Part A of the Multi Annual Report which focuses on actions and Part B which examines identifiable and rank-oriented priorities for gender change, are fused together to generate conclusions. The conclusions take account of the expectations and orientations of the Istanbul Conclusions as interpreted by the partner countries on the one hand, and their priorities on the other hand. Within this process, it was possible to identify a number of spheres of action in the Ministerial Conclusions which attracted significant attention and advances. The same process indicated a number of areas which received little or less recognition on the part of partner countries.

The recommendations of this Multi Annual Report derive from the conclusions. The conclusions stand adjacent to the European Commission's commitment to the *Roadmap for Equality between Women and Men (2006-2010)*. The Roadmap affirms the principles of gender equality inside and outside of the European Union and specifically in the Mediterranean region and inside the framework of the Euro-Mediterranean Partnership.

## **V. PART A: ACTIONS UNDERTAKEN AND RESULTS ACHIEVED**

### **1. Crosscutting Principles and Actions**

#### **Overview**

*More strategic thinking about equality in the form of time-limited action plans, targets and priorities is adding a much needed dynamic to gender equality. Awareness-raising and the combating of gender stereotypes combined into campaigns are being undertaken.*

*The introduction of gender-responsive budgeting, as an element of mainstreaming, can be a complex process. Sex-disaggregated data is a prerequisite to test policy effectiveness. However, the construction of social indicators in relation to gender is moving forward, albeit at a slow pace.*

*Equality themes which cross over a number of ministries and involve the mobilisation of new human potential have attracted considerable investment in Euromed partner countries. The dynamic is reflected in the design of the 'new architecture' of gender and equality institutions which are emerging for the first time or are being restructured. These developments have yet to be tested over time, in many instances.*

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#### **1.1 Combat gender stereotypes**

Stereotypes are in everyday relationships and are actively transmitted in so many gestures, acts and behaviour. Combating gender stereotypes involves intervening in the apparent normality of day to day experiences. This is one of the reasons that stereotyping is so difficult to address – they cannot be declared or proclaimed out of existence.

Measures to combat gender stereotypes can be found in high level strategies as well as in very practical actions. Combating stereotyping is to be found in European Social Fund actions promoting gender equality, in a reflection or working group on the European Commission's Roadmap for Gender Equality, and in National Action Plans as part of a gender equality strategy (Estonia, Hungary, and Sweden).

Specific campaigns on 'breaking stereotyping' of gender equity, have been developed by public authorities and by or in civil society organisations (Italy, Jordan, OPT). Within overarching frameworks, particular actions are useful for a focus on common stereotypes such as in sport education and jobs. A shift towards actions directed at men and boys, the role of fathers in society or 'new paths for boys' with resource kits for teachers, reveal that gender change is viewed as a two way system.

#### **1.2 Strategies and dynamics to promote gender equality**

The drafting of national action plans and the establishment or restructuring of equality bodies have attracted substantial investment from the mid-nineties onwards. This is consistent with the Istanbul Ministerial Conclusions, The Roadmap for Gender Equality, The UN Beijing Platform for Action and the implementation of CEDAW. The action plans are generally forward-looking; extending to 2011, 2013 and 2018 (Denmark, Spain, Slovakia, Turkey). Some countries have taken the Beijing Platform for Action, as an inspiration for their plan (Czech Republic, Turkey). Others strategies have new perspectives in gender equality including the use of a "life cycle" approach to implementing equality for women (Germany),

adapting a citizen-oriented perspective (Portugal), or supporting gender equality in a new societal cohesion framework (Denmark). Morocco's action plan is based on 'equity and equality' (2007-2009). In some instances legislative changes have been necessary to bring new gender institutions into existence. The social 'architecture' of the new bodies is based on the principle of more effective enforcement or a widening of the gender/equality mission to include new spheres of activity. The new structures include a Directorate for Gender Equality, a Gender Equality and Equal Treatment Commissioner, a Gender Equality Agency, a Commission for Citizenship and Gender Equality or a Commission for Equal Opportunities (Albania, Estonia, Greece, Israel, and Portugal).

The establishment of new bodies or the merger of equality bodies has required the mobilisation of additional resources such as gender advisors, a pool of experts to develop sectoral plans or greater involvement of civil society organisations.

As part of a mainstreaming strategy, gender equality units/strategic gender focal points have been planned or established in key ministries and administrative departments responsible for Structural Funds, Public Bodies or the Civil Service (Israel, Jordan, Portugal, Spain,).

The relative autonomy of gender equality bodies or gender complaints systems vis-à-vis other organs of the state can be an illustration of an achievement of gender equality strategies. The relative independence of such institutions in receiving complaints is a sign of the legitimacy and impartiality attained by such bodies (Jordan, Sweden).

It is now almost fifteen years since the concept of mainstreaming began to inform plans and programmes of national and international bodies concerned with equality for women. At this stage, the incorporation of a gender dimension into programmes, policies and plans is well established in most EU countries. Complimenting gender mainstreaming with specific actions remains a necessity, and is a legitimate form of action to attain the goal of equality of all.

Extending the mainstreaming principle to as yet, "ungendered" zones, prompted measures to promote equality in the private business sector, such as monitoring the presence of women on the boards of private companies, promoting participation in local development level, or among higher and senior decision-making positions (Denmark, Germany, Lebanon, Slovakia).

Capacity building has formed an integral part of strategies to improve the status of women's rights using, in some instances legislative frameworks (Belgium), and in others through seminars and training (Algeria) through the establishment of equality units in Ministries (Spain) or through partnerships with NGOs (Lebanon, Mauritania).

A number of new areas of gender mainstreaming have been implemented in development co-operation and involving European and Mediterranean partner countries, including Morocco and Mauritania. There are some signs that the practice of inserting women's issues as an afterthought into some development programmes, has moved on to a more systematic inclusion of gender in development programmes. An innovatory finding of the Rural Basic Electrification II in Morocco showed a significant increase in school enrolment rates and longer school continuance for girls from households with solar systems, most notably in relation to poor income classes in rural areas.

The majority of countries have engaged with gender-responsive budgeting. This engagement has involved feasibility studies, pilot projects, budgetary impact assessments and the prioritisation of certain budget areas. In some instances UNIFEM has provided training or technical assistance (Jordan, Morocco, Syria), with National Women's Machineries. Training or seminars in gender-responsive budgeting has been a core action and a book is planned on the topic (Turkey). Support to the World Bank and OECD, as well as national guidelines (Austria), has been provided by Sweden to strengthen their work in this field. The examination of resource allocation and the undertaking of gender audits and impact assessments are illustrative of this growing area of expertise and interest.

The Commission publishes an *Annual Report on Equality between Women and Men* containing monitored information on developments moving towards gender equality in the European Union's policies and identifies the priority fields for political action.

The extent of capacity-building on gender issues within women's bodies and agencies, confirms the many technical and otherwise difficult issues faced by bodies addressing gender plans and strategies, and monitoring outcomes. A number of highly specific areas such as a Ministry of Ecclesiastical Affairs, Family Law Tribunals, Human Resource Managers, training for parliamentary members on CEDAW, training of trainers, and local mayors, have been domains for capacity-building actions.

Women's non-governmental organisations are regarded as important partners to public bodies in delivering training or advice, or as participants at capacity-building events (Belgium, Germany, Finland, France, Portugal, Jordan, Lebanon, Tunisia). Some of the areas in which capacity-building measures are being implemented are child custody, inheritance and becoming a parliamentary election candidate.

The European Commission provides financial support to women's NGOs addressing information on women's rights at a European level. High level training of legal practitioners in Community legislation on equality between women and men is regularly provided. The Community Programme PROGRESS co-finances activities implemented by Member States to mainstream gender equality in their national policies. The EC supports capacity-building in national public institutions and civil society organisations, including women's organisations in its gender equality programmes in the region, such as *Investing in People – Euromed Gender Equality*.

By their nature, national awareness campaigns have a form and character specific to the country in question. A common feature of gender campaigns has been their hope to reach out to large swathes of the population. Whether campaigns are successful in reaching their target, and whether the message and its meaning are actually understood as intended, is not well known.

Some campaigns have focused on a narrowly defined theme such as a new anti-discriminatory law (Syria), or a campaign against violence against women (Hungary). Other awareness-raising actions have promoted the principles of equality and equity, the need for new forms of positive action, or reconciliation of work and private and family life (Algeria, Belgium). Several campaigning strategies include partnerships with TV and mass media in the production and dissemination of spots (Albania).

Campaigns on women's rights have provided helpful opportunities for Ministers and Women's Secretariats or Equality bodies to co-operate with women's NGOs (Cyprus), Women's Studies Associations, Trade Unions and Human Rights bodies (Jordan).

Campaigns with multiple stakeholder involvement have a chance of reaching out and bringing women's rights information to remote or invisible corners of society, such as to women needing refuge from domestic violence, or women needing an easy-to-read guide to a Gender Equality Act (Estonia, Jordan, and Turkey).

The European Year of Equal Opportunities for All (2007) provided a useful framework for training and learning events on women's right in the form of Conferences, booklets and media announcements. The use of intensive learning seminars for public officers and NGOs (Cyprus) resembles Jordan's undertaking of an emergency action plan to promote women's participation in local elections. These more in-depth experiences allow for a fuller exploration of what may be new gender concepts underpinning women's rights.

Considerable advances are being made in the field of gender disaggregated data. This is in many cases due to formal collaboration between women's national equality bodies and national statistical offices. Improvements can be seen in the scope of data broken down by

sex in areas such as Erasmus students, violence, private companies, the informal economy and entrepreneurs. A second area of advance is the increasing number of publications on gender from national statistical offices. The publications are in addition to web-based data services. A third area of advancement is the development and construction of gender indicators across a range of fields. This complex process is in some instances supported by international organisations such as UNIFEM (Lebanon), and in others by national resources (Greece).

Supplementary activities on data on women and men remain essential. A data base on violence against women, the enhancement of library and archival materials, mapping of women's political participation by region, economic equality between women and men, are some of the fields of data being explored. Knowledge-building calls for data, research, analysis and a public willingness to recognise the need for research.

Research and studies which are explicitly policy oriented are readily appreciated once undertaken. This is the case for studies on the gender pay gap, time use studies, or changes in the gender equality situation over time (Austria, Cyprus, Estonia). Launching studies of an exploratory nature such as gender role transmission in migrant communities, gender perspectives on environment and territory or impacts of economic transformation on women (Germany, Portugal, Syria), are themes which build up a knowledge base on gender which can be of value across borders.

The EC is working with the Member States to develop indicators for the follow-up of the *Beijing Platform for Action* each year. To strengthen the integration of gender equality in budgets, the EC conducted a feasibility study examining the experiences of Member States in integrating equality between women and men in the budgetary process at EU level. Data is being collected on the time use of women and men, the aging of the population and its impact on social protection.

## **2. Women's political and civil rights**

### **Overview**

*The convention on the Elimination of all Forms of Discrimination against Women is proving to be a useful reference point or guideline on implementing women's human rights.*

*Other UN or International Conventions on trafficking in human beings, migrant workers and persons with a disability are playing a role in standard setting. The implementation process at national level can be protracted and uneven.*

*There have been developments in reforming civil and criminal laws to better encompass women's rights and enforce non-discrimination on the grounds of sex. Apart from equal treatment, laws on family Codes and personal status are of special interest for women and girls who wish to contribute to public life with a self-determined status.*

*Violence against women is at the origin of a wide range of initiatives to combat and reduce it in all its forms. The attribution of violence to other defined acts (FMG, Forced Marriage) and groups (migrant women, same sex couples), is increasing. The development of public measures to combat violence in some countries breaks a long standing taboo in relation to the privacy of the family home and legitimately brings domestic based violence into the public sphere.*

*The right to vote and be an election candidate is a basic entitlement. Methods to redress the underrepresentation of women are being tested by campaigns, quotas and exhortations to political parties.*

*The Security Council Resolution 1325 conveniently provides an agenda for action which has been adopted by many countries to include an equality dimension into conflict prevention, crisis management, humanitarian relief, peace-building and conflict-driven population displacement.*

### **2.1 Conventions on women's human rights, law reform and access to justice**

All of the countries of the Euromed region are signatories to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Mauritania ratified the CEDAW in 2008. In the case of the Occupied Palestinian Territory, CEDAW has been symbolically ratified. Preparing and submitting national reports to the United Nations Committee monitoring CEDAW is an ongoing process among a large number of countries. Of the 23 countries concerned by CEDAW, 14 Euromed partner countries have been preparing, submitting or discussing CEDAW reports over the last three years. For some this was a relatively new process involving their 3<sup>rd</sup> or 4<sup>th</sup> Report (Lithuania, Malta, Slovakia, and Morocco). For other countries, they were preparing or had submitted their 6<sup>th</sup> or 7<sup>th</sup> Reports (Belgium, France, Italy, Tunisia, and Turkey). The lifting of reservations to CEDAW (Jordan, Mauritania, and Syria) or ratification of its Optional Protocol (Estonia) has given rise to discussions and campaigns. Among others, Monaco is active in the UN Commission on the Status of Women.

Opening up discussion on women's human rights and on CEDAW to a wider public has been addressed using country specific approaches. These include production of a booklet on CEDAW, bringing CEDAW reports before Parliament, publishing the recommendations of the CEDAW Committee, publishing CEDAW in the Official Gazette, or bringing CEDAW into schools or to police officers (Austria, Germany, Hungary, Luxemburg, Jordan, and Lebanon). It also encompasses translation of CEDAW in local languages (Albania). These developments can be described as the extension of legal literacy to new population groups.

Besides CEDAW, women's rights can be viewed and extended through the spectrum of other human rights instruments with positive implications for women. This was the case for the incorporation of the UN Convention on Human Rights into national law, ratification of the UN Convention on the Rights of Migrant Workers and their Families, The Council of Europe Convention on Human Rights (Czech Republic, Spain) the UN Convention on the Rights of Persons with Disabilities, the Council of Europe Convention on Action against Trafficking in Human Beings, as well as the Palermo Protocol to Prevent Suppress and Punish Trafficking as part of the United Nations Convention against Transnational Organised Crime.

Developing a closer relationship with, or human resource and financial investment into the machinery for the advancement of women at the United Nations was noted by some countries (Sweden). Commitments in the field of human rights have been discussed between the EU and the partner countries in the framework of the European Neighbourhood Partnership.

Law reform such as reviewing or discussing existing laws or Codes, the drafting of legal instruments, and consolidation of law took place across the Euro-Mediterranean partners and over the three years. Law reform was directed at a range of arenas of significance to women. These included the family code in relation to issues of betrothal and marriage of a child (Syria), raising the age of marriage (Tunisia), personal status (Mauritania, Morocco, Turkey, Malta) and amending the Personal Status Code for some denominations or replacing the Personal Status Law with Family Law (Syria).

At the most fundamental level, several countries reported that the principle of equality or equal treatment is already embodied in their constitutional or basic law (Finland, Germany, Italy, Syria, and Tunisia).

Studying the need for new legislation and the drafting of new Bills and their presentation to Parliaments reveals a substantial investment on the part of EU countries (Poland). Many legislative proposals concern bills or laws regarding equal treatment in receipt of goods, services or employment or aim to provide a legislative basis for mainstreaming (Belgium-Flanders). New legal developments in the field of non-discrimination and equal treatment are visible in the more recent accession countries as well countries of the Mediterranean such as Albania, Czech Republic, UK, and Occupied Palestine Territory, Syria.).

Consolidation of several legal instruments can increase clarity and transparency for lawmakers and public alike. Sweden consolidated several pieces of anti-discrimination law into a single legislative instrument: The Discrimination Act, 2008. Finland's new Act for Equality between women and men came into force, while Romania planned a consolidation process during 2007-2008.

Engagement with the institutions and professions involved in applying or enforcing new legislation was signalled in the number of awareness raising or training programmes on non-discrimination and equal treatment for police forces, judges, public prosecutors, trainee lawyers and Family Courts (Austria, Cyprus, Hungary, Portugal, and Morocco).

The development and application of human rights standards and the reform of laws can be distinguished from the process of increasing access to justice. This is a separate, but related field of guaranteeing that individuals have access to an impartial and independent court and the opportunity to receive a fair and just hearing. The opportunity to avail of the services of a competent lawyer is a major element of access to justice. This is a potentially wide field of action.

A trend can be observed here in the increase in actions to provide individuals with supports to use the existing legal system as well as by creating new fora designed to be more accessible for complainants. This suggests that the opportunities for women to vindicate their rights will increase. Widening the scope of legal aid for victims and recognising the special vulnerability of women (Belgium, UK) is one of the approaches to opening up access to

justice. Setting up units for mediation in family disputes or allowing existing employment and industrial Tribunals to hear discrimination cases are examples of increasing access (Malta, Mauritania). Existing laws to provide for gender equality received attention in terms of amendments to provide for complaints fora or greater independence for Advocates (Austria, Slovenia).

## **2.2 Violence against women**

Violence against women, or women and children, in all its forms has risen up the agenda of women's rights at a global level over the last 15 years. This is no less true of international organisations, governments in the Euro-Mediterranean partner countries and among women's NGOs. Violence against women was a subject addressed by 35 Euro Mediterranean partner countries in the 2006-2008 period. On the one hand are actions concerning violence in the private sphere, such as violence in the home and 'honour' killings. On the other hand, there are attempts to address violence in the public sphere such as trafficking of persons, including children, into the sex industry, prostitution, and actions which undermine the bodily integrity or dignity of the person.

It is noteworthy that 29 of the 35 countries which have taken actions against violence against women were doing so in a planned and strategic manner. This is illustrated by the number of formal strategies and short to medium-term action plans agreed, or in preparation, and involving multiple partners, authorities, Ministries or stakeholders. Many countries have undertaken extensive actions: legal actions, awareness-raising and campaign programmes, the majority of which had a national character and exhibited ambition to confront abuses of women's rights. The accounts of these efforts constitute a unique and collective repository of knowledge on this specific topic of women and girls rights in these early years of the 21<sup>st</sup> century.

Some of the Action Plans are of long-duration as in the case of Cyprus (2007-2013) Algeria (2007-2011) or medium term as in Denmark, Slovakia (2009-2012) Syria (2006-2010) and Turkey (2007-2010). These action plans represent in many instances a widening of the forces mobilised against violence against women. The institutional arrangements for the action plans and campaigns took diverse forms. Israel has a special budget for anti-violence actions at the Office of the Prime Minister. In the OPT the Ministry of Women's Affairs has taken the lead with other Ministries and a National Committee to Combat Violence against Women has been established. The trend is for the involvement or engagement of a wide range of institutions, forces and professions to ensure the effectiveness of measures in the fight against violence against women and girls.

The establishment of a sound legal basis for addressing violence against women is confirmed by many reports of the drafting and passage of new laws through national parliaments (Albania, Czech Republic, Italy, Monaco, Morocco, Poland, Spain,). These accounted for almost one third of all countries. The legal developments included amendments to or improvements in criminal codes to better provide for protection against domestic violence. Spain's Comprehensive Law against Gender Violence came into force in 2007. Amendments were sought or implemented to civil law and civil codes often at the same time. Amendments to by-laws on gender based violence were tabled in Parliament (Jordan).

The types of legal amendments involved the creation of new offences such as 'stalking' (Germany, Italy), increasing support to victims (Austria), penalising forced marriage (Denmark) and the creation of an offence of 'grooming' a minor for the purposes of their exploitation' (Sweden). Amendments were made to increase the criminal sanctions against perpetrators of violence by the introduction of 'barring' orders or electronic surveillance of offenders. Sanctions were increased for some acts of violence towards particular categories of persons such as minors or pregnant women, or for particular acts such as violence against a woman by a group, or in relation to Female Genital Mutilation. Protection against violence was extended to new categories of persons such as those in same-sex relationships, in



intimate partner relationships or in forced marriages. Luxemburg successfully prosecuted repeat offenders.

The right of victims to accompaniment to and during judicial proceedings exemplifies a public understanding of the fear engendered in victims. In some instances, amendments to regulations based on law may contribute to change, as in the case of how honour killings are to be treated in law (Lebanon, Turkey) and in society (Belgium, Sweden).

Knowledge about victims of domestic violence increased. Many actions are based on the assumption that the full extent of domestic violence has not been yet revealed and that many victims are not seeking help. Jordan has held regional workshops and a Parliamentary hearing to widen knowledge of domestic violence. The experience of domestic violence amongst higher income women was noted in Germany and among men in Denmark. Besides action plans, there is evidence of specific campaigns to sensitise populations to the theme of violence against women.

The development of anti-violence actions and awareness-raising to reach out to groups not previously presumed to be included in campaigns is a visible trend. This was the case in training employees in Sign Language so that Deaf women could successfully make complaints in relation to violence (Poland), outreach to immigrant women (Germany), appointing more women to the police force (Algeria) and by bringing the message of breaking the taboo on domestic violence to various locations using a 'caravan,' or into parliament (Jordan, Morocco). Support to Tunisia from Spain to develop a domestic violence strategy or the inclusion of anti-violence measures in development co-operation, signal a wider appreciation of mainstreaming in development co-operation in the field of violence against women.

Change or reform of how services are delivered to victims of domestic violence was noted in several areas such as the need or plans for more shelters for victims fleeing violent situations (Albania, Greece, Jordan, Morocco), temporary accommodation (Malta, Syria), and changes in social security to allow who resign from their jobs to claim social benefits (France). Specific outreach to immigrant women is taking place in Denmark, Germany, Greece and Portugal.

In addition to combating domestic violence, trafficking in human beings, especially women and children, and the related phenomena of the sex industry, was addressed by many countries. The deception and solicitation of young women to move across borders for the purposes of their eventual sexual or labour exploitation is now widely recognised as a breach of human rights. Some countries have already introduced Anti-Trafficking Laws or new laws in relation to prostitution (Cyprus, Estonia, and Sweden) or planned to do so. In the case of Portugal and the UK there are two action plans; one to combat domestic violence and one to combat trafficking in human beings or to operationalise counter trafficking actions. Morocco launched a study on trafficking. In Romania, a new agency has been brought into being: The National Agency for Fighting against Trafficking in Persons.

Programmes to reduce trafficking in women and children frequently involve cross national cooperation. Portugal is co-operating with Ministries in Angola to address some trafficking issues. Joint or cross border actions to reduce forced prostitution on the Czech-German border, and a multi agency programme to remove women from prostitution (Israel) are examples of efforts to systematically reduce violence against women.

As part of the Programme '*Enhancing Equality between Men and Women in the EuroMed Region 2008-2011*' the European Commission is developing a methodological protocol and tools for measuring the incidence of violence against women and girls, pilot surveys in three countries and a regional analytical report summarising the state of play in combating violence against women in Euro Mediterranean Partner countries.

## 2.3 Political participation

Women from all walks in life continue to be underrepresented in political decision-making in most of the Euro-Mediterranean partner countries. In national parliaments in the EU less than one in four members is a woman. The proportion of women in single or lower Houses of Parliament ranges from 48% in Sweden, 25% in Monaco, 22% in Tunisia, 9% in Malta and to less than 2% in Egypt.<sup>11</sup>

While sharing a common goal on increasing women's participation in political life, countries can find themselves diverging as to how to achieve that goal and whether the goal implies a form of parity, such as 50/50 political representation or involves a balance between women and men of, for example 60/40 in either direction.

The use of quotas reserved for women by political parties in elections is a method that has attracted important attention; however, it is often left to strong campaigning and encouragement to persuade political parties to adopt quotas of women candidates on their lists. This is being achieved through information and awareness campaigns at local, regional or national levels. Some political parties have adopted quotas into their statutes, while some have been incentivised by public funding to parties with women candidates, to do so (Jordan, Romania).

Legal instruments, such as a Decree or Law are being deployed to accelerate the increased representation of women in political life or executive decision-making (Albania, Belgium, France, Greece, Israel, Jordan, Portugal and Slovenia). Others have placed a legal obligation on political instances to promote equality for women at local and regional level elections and to report back on the outcomes or plan to do so by combining laws and affirmative action. In some cases, legal measures provide for sanctions to political parties that disregard gender equality quota. This is the case at the local level in Albania under Article 67 of the Electoral Code

As part of the strategy to increase women's political representation, a number of countries report on efforts to achieve greater representation at the higher levels of central government (Finland, Spain), Departmental Administration (France) or Parliament (Syria). Others have focussed their strategic efforts to getting women involved at grass roots level in local government, in localities or in rural areas (Algeria, Cyprus, Estonia, and Morocco). Encouragement to women from ethnic minorities to engage with the political system has been led by an NGO – the Fawcett Society – in the UK, while encouraging girls aged over 16 years to join political parties and go into politics (Austria) is an additional example of the experiments and innovations in the this area of women's rights.

Increasing the representation of women in political decision-making has drawn on considerable investment of effort at local, national and international levels. Campaigns to increase the political representation of women have involved the acquisition of political skills supported by the European Social Fund (Czech Republic), or support from UNIFEM for a plan of action (OPT). As yet there are no signs as to which, if any, of the strategies employed is the most effective to increase women's representation in political or executive decision-making in the short or longer term. A doubling or tripling of women's representation in some parliaments would still amount to women remaining in a very minority position vis-à-vis their male counterparts. This may go some way to explain the emerging trend to increase the representation of women to nominated, as opposed to elected, senior positions, such as regional governing positions, ambassadors and advisors (France, Mauritania).

The European Commission maintains an online data base on women and men in decision-making since 2004, collects data on women and men in decision-making positions, including

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<sup>11</sup> Women and men in decision-making Database, European Commission (2009), Interparliamentary Union, Women in Parliaments (2009), UNDP (2008).

across the justice domain. The Commission has a network of experts monitoring decision-making in Member States.

## **2.4 Conflict prevention, crisis management and peace building**

Commitment or Action in relation to United Nations (UN) Security Council Resolution 1325 (SCR) on Women, Peace and Security is part of the agenda for women's rights in 15 of the Euromed partner countries (including Algeria, Cyprus, Jordan, Lebanon, Lithuania, Malta, OPT). Despite this high level of concern and interest in this area, SCR 1325 does not figure in the top priorities of countries for the future, as described in Part B of this Report.

The emphasis in actions (Cyprus, Israel, Jordan, Lebanon, and Syria) is on conflict prevention, recognising the risks to women and children during conflict and promoting women's role in service provision, programmes, and needs assessment, including their reproductive health, in conflict and post-conflict situations. The emphasis in European partner countries is somewhat more on peace building and supporting conflict prevention and women's empowerment through development co-operation and through membership of bodies such as the OSCE.

Besides SCR 1325 a number of countries cited international or continental organisations, bodies and charters with which they had engaged on the subject of women and conflict prevention and peace keeping (Lebanon). Among these were the Arab League (Syria) the Council of Europe (Luxemburg) the African Charter (Algeria) UNESCO (France) the United Nations Population Fund (UNFPA) as well as the Organisation for Security and Co-operation in Europe (OSCE) and the Beijing Declaration and Platform for Action. Membership of 'Friends of 1325' a voluntary ad-hoc group of UN Member Countries who identify as advocates for the implementation of SCR 1325 was reported as an example of action. A different view was that of incorporating a gender dimension on women's role in conflict and peace into action at the level of the UN, EU, OSCE and international development co-operation.

Translating commitment into action generated a variety of responses which to some extent depended on country configuration of their policies on external affairs and development co-operation in addition to a choice of field of action from the 18 point agenda of the Security Council Resolution. In this regard, the relative emphasis on preventive actions, conflict management or peace building reflects diversity. This is illustrated by a focus on developing multicultural understanding, on the formation of a key stakeholders committee, or by direct engagement and empowerment of women experiencing conflict or during conflict displacement.

SCR 1325 contains an 18 point agenda for action which covers a broad field of action into which a gender dimension should be incorporated. This is visible in the many Action Plans which have been designed, often with NGO inputs, or are being implemented (Austria, Belgium, Denmark, Finland, Germany, Italy, Israel, Lebanon, Lithuania, Portugal, Spain, Sweden, UK). Action Plans or co-ordinations include the goals of increased representation of women in decision-making in conflict resolution and peace processes through to gender-based violence in conflict situations. Actions specific to particular environments were highlighted, such as services provided to Iraqi and Palestinian refugees, addressing the needs of women heads-of-households during conflict and knowledge building on the impact of conflict on family life. In Lebanon the WE PASS project, involving Italian and other international supports developed a programme of actions to promote a culture of peace and the sensitisation of community leaders and stakeholders to UNSCR 1325.

Cross national support to projects in favour of expanding the role of women in conflict prevention, conflict management and peace building are described favourably. This is the case too, of increasing the capacity of the African Union and its sub regional organisations to prioritise women's rights and provide supports to assessing women's needs in theatres of conflict and post conflict.

The European Commission is fully involved in the implementation of SCR 1325. In this respect the *Commission/Council Joint Concept for a Support to Disarmament, Demobilisation and Reintegration* (DDR) contains very strong commitments to women's empowerment.<sup>12</sup> In the context of monitoring of the *Beijing Platform for Action*, the Commission supports work to develop indicators in the priority area of 'Women and Armed Conflict.'

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<sup>12</sup> Approved by Commission 14.12.06, approved by Council of the European Union 11.12.06

### **3. Women's social and economic rights and sustainable development**

#### **Overview**

*The social and economic rights of women can be strengthened when women are facilitated to avail of existing public and private markets and services. To achieve this, structures and labour markets usually need adjustment or restructuring in law or in practice. This is the case for access to social protection and the labour market. The extension of leave arrangements for working parents is intended to equalise the right of women (and men) to remain in employment despite family care commitments. The European Commission has been to the forefront in initiating proposals for equal treatment in social security and equality of access to labour markets and vocational training. The work of the EU statistical office, EUROSTAT has enabled regular and harmonised reviews to be undertaken as to the efficacy of various measures.*

*Studies in the field of macroeconomic policies are the principal manifestation of action in favour of women's rights. A wider dissemination of the results of the studies would add to their value.*

*Education from pre-school to third level is a sphere of which much is expected in terms of changes in women's and men's roles. The training of teachers, images in text books and opening up non-traditional career choices are just a few of the areas of focus in public and not-for-profit educational arenas.*

*Despite the multiple layers of legal norms and standards which underpin the status of women migrants, there is consensus as to their vulnerability to poverty and to abuse. The perception of migrant women as an economic or social resource in their host countries is an as yet, minority view.*

#### **3.1 Social security and health**

The provision for a secure income at times of contingency, such as during sickness or after working life is a social right which redistributes rights and resources through mutual solidarity and justice. This has required changes to legislation at national level and the preparation of specific equality Directives in the European Union, some dating back to the 1970s. Among developments in social security, are improvements in occupational social security (Cyprus), sickness insurance and addressing the lower pension coverage of women (Czech Republic, UK).

The development of social services, the needs assessment of women in poverty and planning to combat social exclusion, promoting social inclusion and preparing social action plans, were concerns of Mediterranean partner countries (Lebanon, OPT, Turkey).

New developments in reproductive rights are taking place in the field of maternal health and the availability of contraception and related services. The provision of improved pregnancy counselling, and improvements in maternity services figured among actions in favour of women's health (Belgium, France, Lebanon, Spain, Tunisia). An overall reduction in maternal mortality and addressing regional differences in maternal mortality was one of the goals of the Turkish Reproductive Health Programme 2003-2007.

#### **3.2 Education and life-long learning**

Education is widely regarded as a core factor in improving the status of women, increasing opportunities for income earning and increased labour market participation. It is not surprising therefore, to find a multiplicity of actions directed at schools, teacher training, curricula, career choice, girl enrolment, reforms of technical and vocational education and

apprenticeships. Common across these measures is the belief that stereotypes should be resisted, this is stereotypical messages as to what is a girl's or boy's subject, what is a girl's or boy's occupation or future career. Since public authorities are the principal providers of education and training, education institutions lend themselves to centralised or national initiatives on a relatively wide scale. This is the case in the countries of the Euro-Mediterranean partnership.

Learning initiatives for women who have lost out in education in the past are being rolled out, as are second chance initiatives for women who abandoned their studies (Syria). The establishment of literacy classes at district level and developing new ways of learning for women in rural areas (Lebanon) and a literacy campaign for poor and rural women, as well as Roma women (Czech Republic), offer hope to mothers whose daughters may face a better future. In this regard, the launch of a national literacy campaign (Algeria) with a view to obtaining universal schooling for all (Mauritania) is apt. Enrolling girls into school and maintaining their enrolment is a building block for future equality and a theme of special interest in Turkey.

At the level of schools and curriculum, there are interesting developments from the most general to the particular. At a general level, there is legislation to integrate gender into education policy, to include education in a national equal opportunities plan, or to establish inter-ministerial agreements on education reform. At a more specific level of curriculum, there have been actions to modernise the image of women in textbooks based on CEDAW concepts, or to develop more neutrality in text book images (Syria). Going a step further, a Regulation of a Ministry for Education stipulated that text books must avoid gender, national, cultural or racial stereotypes (Spain). Gender stereotyping in education was a co-funded project by the EU (Malta). Additional curriculum with equality teaching aids have been developed (Albania, Finland). In some instances, it is a case of the cultural ethos of the school and whether it is welcoming to equal treatment and respect for boys and girls alike (OPT).

Teachers, University lecturers, professors and researchers have a major role to play in combating educational discrimination (Denmark, Greece, Lithuania, Luxemburg, Malta, Slovenia, and UK).

Education initiatives in favour of enhancing the role of women in society have engaged with several EU structures (Community Support Framework) and programmes such as the European Year of Equal Opportunities for All, EQUAL, the European Social Fund and Life Long Learning Programme, as well as with international bodies: USAID, UNIFEM and UNDAF.

Non Governmental Organisations play a substantial role in promoting equality for women in education, learning and training and complement national initiatives. Implementing a national equality for women campaign in Morocco, the Institute of Women's Studies in the Arab World (Lebanon), or the *Sindicadas* project outreaching to women in trade union branches (Spain); each illustrates the validity of involving non-governmental organisations in extending equality goals to diverse sections of the population.

The EU programme *Erasmus Mundus Action 2* funds higher education student and staff mobility grants between European Universities and Universities in targeted third countries. From the region, 44 per cent of students benefiting from grants are women.

### **3.3 Labour market, women's economic rights and family friendly policies**

Taking up paid employment, availing of income generation schemes, starting up as self-employed or in a family-based enterprise, can be the first step to exit from poverty. This is recognised in both European and Mediterranean partner countries (Algeria, Czech Republic, Finland, Hungary, Lithuania, and Tunisia). The alleviation of poverty is being viewed as a

measure to increase women's economic empowerment. Efforts are being made to incorporate gender into national inclusion strategies and plans.

On the labour market, the persistence of a gender pay gap is a problem shared by many European partner countries, despite long standing Directives on equal pay dating back to the 1970s (Belgium, Cyprus, Denmark, Finland, France, Italy, Portugal, Slovakia). This shared concern has generated a number of different approaches which are based on the hypothesis that structural inequalities in women's segregated employment, or occupational status or in a gender divided labour market, are underlying factors in the persisting pay gap. Proposals to desegregate the labour market can necessitate stimulating girls to enter non-traditional jobs and careers. This has prompted the inclusion of a gender dimension in, for example, the recruitment and training of armed forces.

Interventions via collective bargaining, minimum wage, disclosure of wages paid broken down by sex, company action plans, intensive seminars and reviews of fixed duration contracts are just some of the measures which illustrate the efforts to reduce and close the pay gap. The success of these measures would be useful to examine.

Family friendly initiatives are a field of action exhibiting many measures aimed at improvements in supports for families where both parents have jobs. Strategies to reconcile work and family life were focussed in general on households with children or young children and less frequently on strategies to address the care of older school going children, elderly persons and dependent care. A considerable number of initiatives have been introduced to extend the length of maternity leave or extend it in the form of adoptive leave, to extend or introduce paternity leave, including incentives to fathers to avail of parental leave. Some reconciliation strategies are targeted at particular categories of parents such as mother-headed households, or families with three or more children (Greece) or fathers.

The multiplication of leave arrangements for men and women parents or carers in paid employment appears to be accompanied by the spread of measures to entice women back into the workforce after a period of leave (Bulgaria, Czech Republic). A large number of Euro Mediterranean partner countries -14 in all - have taken up the challenge of reforming leave arrangements for working parents. It remains unclear whether steps are being taken to evaluate the relative effectiveness of measures for temporary absence from the workforce in achieving the stated goal of reducing labour market inequalities between women and men.

Facilitating parents to stay in the workforce can be assisted by the provision of childcare (Finland, Latvia, and Malta). The extension of childcare services or child payments to households is interconnected with reconciliation of work and family life even where childcare programmes are delivered or supervised by Ministries of Social Affairs, Health or Education. Expansion of childcare for young children has been supported by the European Social Fund to increase the employment rate of women. There are plans in the UK to provide every young child with a place in early childhood services. The extension of payments to some families with young children is viewed as facilitating the take-up of employment by mothers in some countries and is an area under study elsewhere (Germany, Tunisia).

The incorporation of a gender dimension into macroeconomic policies is challenging for policy formation; it requires a reflection on how economies function, how markets operate, the place of human resources on labour markets and how gender equality acts or reacts within these factors. With this in mind, it is worth noting that a considerable number of studies, assessments and reviews have been commissioned on the topic of macroeconomic policy or on adjacent subjects. They fall into five areas of specialisation and the following are some of the study orientations:

- Women and the informal economy: Jordan and Lebanon
- Pay, earnings/ income: Cyprus, Germany, Austria
- Women's employment/participation/ company structures: Hungary, Spain, Turkey

- Monitoring the macro economy/gender in the economy / gender mainstreaming of trade and economy: Sweden, Algeria, Syria
- The care economy: Italy

The studies have been launched, commissioned or sponsored by a wide range of Ministries, women's bodies or international funders across countries. At an international level promoters include the European Year of Equal Opportunities for All, the Arab Women Organisation, The World Bank, and the UN (Algeria, Italy, Jordan, and Syria).

Women's economic empowerment through access to finance and resources, or the evaluation of resource allocation is regarded as a macroeconomic approach by some countries, as is the strategy of women's increased representation on the boards of stock exchange-listed private companies.

The European Commission's *Roadmap for Equality between Women and Men* identifies reconciliation between work, private and family life as an objective. The use of Structural Funds to support childcare facilities is being implemented in order to achieve the Barcelona Targets.<sup>13</sup>

### **3.4 Entrepreneurship and capital creation**

Women's entrepreneurship is a subject which attracts significant commentary among social and economic policy makers, independent of the level of development of economies. The concept of entrepreneurship embodies programmes of self-employment, micro enterprises and artisanal production on the one hand, and programmes to stimulate women to establish corporate enterprises on the other. It is useful to distinguish between the promotion of entrepreneurship which allows women to participate in the creation of corporate entities, enterprises and programmes, and micro enterprise/artisanal activities which, supported by microcredit, provide an opportunity for women to activate a new income stream for themselves and their families.

Is entrepreneurship a natural talent? The answer is no, judging by the number of measures to introduce women to an entrepreneurial culture. These take the form of promoting entrepreneurship (Poland) women entrepreneur networks (Denmark), entrepreneur mentoring and establishing special women entrepreneur bodies such as Women's Entrepreneurship Board (Turkey), Industrial Innovation Funds (Italy) Foundation for Women Entrepreneurs (Malta), National Agency for Women Start-ups Activities and Services (Germany) and Women's Enterprise Agency (Finland).

There are actions that involve increasing access to credit for women, start-up funds or industrial innovation funds. The great majority of initiatives are destined to start-up situations, leaving open the question of sustainability and the maintenance of enterprises, especially during periods of economic downturn. The rules for state aids in the European Union provide that women entrepreneurs may be supported by financial incentives due to the market failure encountered by potential women entrepreneurs in seeking finance.<sup>14</sup>

In the field of self employment and artisanal production, there are interesting developments. Micro credit has spread in cities and poorer areas of countries (OPT and Turkey), frequently drawing on the support of NGOs to implement the schemes. Jordan has signed an international financial agreement to provide a partial credit guarantee to its Micro Fund for women. Innovations in tax codes can also be observed in favour of small home based microenterprises (Greece) or on income earned from the sale of craft products in registered markets and bazaars (Turkey).

<sup>13</sup> Barcelona European Council, March 2002.

<sup>14</sup> Regulation (EC) No 800/2008, Article (44)



The realisation of women's economic rights will take place in boardrooms. The appointment of women to senior positions, to the balancing of management boards of public and private companies, Chambers of Commerce, business associations and Stock Exchanges will provide greater diversity and effectiveness.

Gender equality is part of the Lisbon strategy for growth and jobs in Europe.<sup>15</sup> The ESF programming period 2007-2013 is being implemented by Member States where it can assist women to return to the labour market.

Within the Mediterranean partner countries, the regional programme *Role of Women in Economic Life*, training modules have been developed by the seven consortia of NGOs, women's co-operatives and women entrepreneurs that form part of the programme. Under the *Euro-Mediterranean Charter for Enterprise*, actions relate to education and training for entrepreneurship and skill development.

### **3.5 Migration**

International Conventions and legal norms in relation to migration, asylum seeking, refugee status and trafficking in human beings, serve as reference points in the Euro-Mediterranean region. Asylum seeking, along with the movement of Internally Displaced Persons, is a form of forced migration.

Flows of migrants can be pushed and pulled by factors outside of the control of governments, making this sometimes a volatile policy arena. Studies of migration play an important role in policy formation and in discussion (Austria, Cyprus, Czech Republic, Finland, Germany and Lebanon). In this regard amendments to laws, for example, by creating an obligation to provide domestic workers with contracts (Lebanon) or Bilateral Conventions in relation to social security (Syria), contribute to providing some certainty and security to the lives of migrant women.

The establishment of minimum standards in reception centres for asylum seekers, including the protection of women, girls and pregnant women from abuse, is a concern of some public authorities. The fleeing of large numbers of Iraqi refugees to neighbouring countries – a great proportion of whom are women and children- confirms the necessity of a strong gender dimension in migration policy. The special vulnerability of single women, single mothers, children and women heading households among asylum seekers presents the need for safety policies to guarantee their protection. In this regard the availability of resources for training, and language classes from the European Refugee Fund, has been availed of by several countries. Stressing the special vulnerability of women and children need not entail a diminution of rights. It can confer obligations to ensure that women and girl asylum seekers, where detained, are guarded by police women.

The integration of migrant women into, for example, European partner countries, is a terrain of mixed perspectives with diverse strategies and frameworks contributing to variations in emphasis in relation to the rights of women and girls. Integration can be local measures to enable migrant women to increase their enjoyment of their human rights. It can equally be information on family law, marriage and divorce in their host country.

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<sup>15</sup> Named after the European Council Presidency meeting held in Lisbon 23-24 March 2000.

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

### Overview

*New information and communications technology are expanding at a rapid rate. This speed of growth creates a certain urgency to avoid a sex-based digital divide in new electronic communications, which are the vehicle for delivery of significant parts of modern culture. The reorientation of girls and young women to more scientific careers is a well regarded approach to undermining future employment segregation between women and men.*

*With some notable exceptions, inter-cultural dialogue and the role of women does not carry the veneer of excitement which is to be found in new technologies.*

*Women's involvement in the media industry as decision-makers, journalists and broadcasters, is an area of substantial action and animation. The neglected role of the woman artist, film-maker and 'producer' of culture requires enhancement.*

### 4.1 Access to ICT science and technology

In a world of globalised communications, access to information and communication technologies, is an imperative for women's rights. This imperative is close to the thinking of Tunisia's Forum (2008), "Arab Women and the Globalised Space of Communication". Getting school girls to take mathematics and science subjects seriously, and to set their sights on opportunities in science-based careers is a medium term goal to address male dominance in ICT employment. Many initiatives in this arena are led by public-private partnerships to reduce what Spain describes as the "gender digital divide". With the Annual "Girls Day", organised by the Federal Government and the private sector in Germany, girls visit companies and see technology-oriented jobs with their own eyes. "Girl's Day" has now spread to Austria, Luxemburg, Poland, Netherlands and Kosovo. Surveys reveal that "Girl's Days" are effective.

Addressing 'digital illiteracy' or promoting 'digital citizenship' among women through training and ICT exposure opportunities is an approach adopted in many Euromed partner countries. In Portugal, 500,000 computers have been distributed to classes for school children aged six to eleven years old. Training in ICT for women has been supported by international organisations (Jordan - UNIFEM), or implemented by NGOs (Lebanon). Women are a majority in taking up new ICT training (Czech Republic). Algeria is continuing its plan to provide loans to low-income households to obtain computers.

The empowerment of women in ICT demands among others that women obtain third-level qualifications and are represented in senior management or in decision-making in the area. This has prompted many initiatives in EUROMED countries to encourage women into scientific careers, strengthen graduate women's career options, promote mentoring in telecom companies, and enhance women's skills in "E-quality". In addition, fixing standards for women's careers in the ICT sector and regulating or balancing the gender composition of scientific boards, academies and institutes of research have been put in train.

The European Commission has funded a range of initiatives to incorporate gender into scientific decision-making, in its conditions for funding under its Transnational Framework Research Programmes and by establishing gender as a key factor in its Science and Society Action Plan. The 2008 report of Women in Research Decision-making (WIRDEM), confirms the wide gap to be narrowed in relation to women and science with only 15% of senior grade posts in academic institutions in the EU held by women.<sup>16</sup>

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<sup>16</sup> WIRDEM (2008) Mapping the Maze: Getting More Women to the Top in Research, European Commission, European Research Area.

## **4.2 Cultural exchanges and inter-cultural dialogue**

Increasing women's representation on boards responsible for the arts and culture is one of the means by which gender and cultural exchanges can be expanded. Artistic and intellectual creation defines more precisely where a gender dimension might be achieved, including the valuing of written works and cultural production. This has prompted reconsideration of the role of boards which provide State grants to artistic/cultural events and organisations.

Despite efforts to promote dialogue between women from different cultures there are few examples that resemble each other across the region. The examples illustrating inter-cultural dialogue are at very different levels. Some are formal and regular exchanges at a high level such as exchanges with women representatives of various Muslim organisations in Germany. The Euro-Mediterranean Forum of Women Parliamentarians provides one of the intercultural dialogue forums for women representatives (Italy). At the initiative of the National Women's Machinery of Tunisia (MAFFEPA), a meeting was held in Malta in 2007 to debate problems linked to the place of women in intercultural dialogue. The role of NGOs in the formation of multicultural associations and interreligious learning is significant. Overall, this is a sphere that is relatively underdeveloped within the Istanbul reporting system.

## **4.3 Media**

The importance of mass media and its potential influence on stereotyping of men and women, and on the perceived roles of women and men in visual and print media, is emphasised across the board in Euro-Mediterranean countries. There is a definite variance in the selected level(s) or point(s) at which intervention in favour of gender balance is made in the industry of mass media. The majority of measures appear to be focussed on traditional print media and conventional television.

One of the more complex challenges to a gender dimension in mass media is intervening at the point of design, conception and treatment of programming, broadcasts and editorial planning. This may be why gendered interventions at the point of broadcast licensing systems or at the point of commissioning films and broadcasts, is an interesting approach. While the majority of measures to promote a balanced place for women and the image of women in media have adopted a mainstream perspective, in some instances specific women's broadcasts have been developed in Radio (Belgium). Jordan has used TV and Radio spots in combating stereotypes.

Roundtables to discuss women's place in broadcasting or media in general, gender guidelines for visual broadcasting and incentives in the form of annual awards for best parity or equality programme, all play a part in redressing the cultural balance of media in favour of women (Slovakia). An EU supported project brought together France, Italy, Malta, and Spain to identify traditional stereotypes and develop guidelines for broadcasters and publishers.

The role of journalists, women journalists in particular, have been a popular target as agents of change (Austria). A Gender Council among women journalists and regular awareness-raising among journalists in general are intended to heighten sensitivity to gender stereotyping (Czech Republic, Morocco). Inside media companies, the occupations of script writer, director and producer can be crucial in how the role of women and men are conveyed, according to Sweden.

The theme of discriminatory images in advertising is a problematic issue. Private advertising is an important investment source in media but also an area of regulation. Concerns about advertising content have been expressed in Belgium and Sweden, Greece has produced a Code of Practice, while Portugal has banned discriminatory advertising.

In terms of respect for the dignity of the human person, and women in particular, it is of note that in Denmark, the worrying pornographic images of women in the mass media was the focus of work in 2006.

In the European Union, the Television Without Frontiers Directives (TVWF) have been amended by a new Directive which is to be transposed into law by Member States in December 2009.<sup>17</sup> The new Directive will continue to require Member States to ensure that advertising does not include or promote any discrimination based on sex, racial or ethnic origin, nationality, religion or belief, disability, age or sexual orientation.

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<sup>17</sup> Directive 2007/65/EC

## VI. PART B: PRIORITIES FOR STRENGTHENING THE ROLE OF WOMEN IN SOCIETY

Part A of the Multi-Annual Report 2006-2009 has presented the main policies, programmes and actions designed to strengthen the role of women in society, based on the responses to questionnaires of Euromed partner countries. Part B, which follows, provides detailed information on the priorities for the future selected by individual countries for each of the three years, and for all countries for the whole period. The results are presented in the form of narrative text as well as in a series of tables. It shall be noted that some issues reported by countries in Part A are absent from the same country's reporting in Part B, and vice-versa. Rather than contradictory, the report apprehends the similarities and differences between the reporting on actions implemented (Part A) and priorities for the future (Part B) as complementary. Part B is a social planning tool which has been designed specifically to provide input for the next Euromed Ministerial Conference.

### 1. Preliminary Comments and Observations

The table *Priorities of Euromed partner Countries since the Istanbul Conclusions* gives a comprehensive overview of the three main priorities for strengthening the role of women in society selected by Euromed countries since the Istanbul Conclusions and for the future. These are presented by country for each of the three reporting years.

Based on these priorities, the table *Summary of Priorities for the Euromed Region* gives a summary overview of the main priorities for the region, by country, for 2008, 2009 and 2010 and beyond. The table builds on the clusters defined for the report analysis to assess actions undertaken and results achieved (Part A of the report), which are directly drawn from the Istanbul Ministerial Conclusions. In addition, these clusters allow encompassing all areas of interventions selected by Euromed countries to address both, reporting on implementation and future priorities.

The questionnaires and annual report 2006-2007 (abbreviated 2007) refers to priorities for 2008, the questionnaires and annual report 2007-2008 (abbreviated 2008) refers to priorities for 2009 and the questionnaires and annual report 2008-2009 (abbreviated 2009) refers to priorities for 2010. It shall be noted that most priorities cover a longer period of time and can be considered as priorities for 2008-2010 and beyond.

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

Representativity of the Analysis of Priorities:

<b>Representativity</b>	<b>2006-2007</b>	<b>2007-2008</b>	<b>2008-2009</b>
Countries represented <sup>18</sup>	89%	78%	70 %
Priorities <sup>19</sup>	76%	90%	80%

<sup>18</sup> Countries represented is the % of countries that replied to the Istanbul questionnaire out of the total number of countries that received the questionnaire for a given year

Some preliminary comments and observations can be made:

- Since the 2006 Ministerial Conclusions, the Istanbul questionnaires report on a total of **215 priorities** selected by Euromed countries.
- Three areas stand well above the others and are mentioned by a large majority of countries (both European and Mediterranean partner countries). These are: **combat violence against women**, women's access to the **labour market**, **economic rights and family-friendly policies**, and **national strategies and dynamics for gender equality**.
- The countries that responded at least in one year to the Istanbul questionnaire are included in the analysis. In 2007 and 2008, the questionnaire was sent to the 37 Euromed partner countries. In 2009, the questionnaire was sent to the 43 countries of the Union for the Mediterranean.
- In 2007, out of 37 countries, 33 replied to the questionnaire (89,1%). The regional distribution is: 25 European countries, 8 Mediterranean partner countries. Among the 33 countries that responded, 25 selected priorities (75,7%).
- In 2008, out of 37 countries, 29 replied to the questionnaire (78,3%). The regional representativity is: 20 European countries, 9 Mediterranean partner countries. Among the 29 countries that responded, 26 selected priorities (89,6%). In addition, Mauritania and Monaco replied on a voluntary basis to the questionnaire but did not include priorities.
- In 2009, out of 43 countries, 30 replied to the questionnaire (69,7%). The regional representativity is: 23 EU countries, 7 Mediterranean partner countries. Among the 30 countries that responded, 24 selected priorities (80%).
- Proportionally, the overall response rate is lower in 2009.
- The larger number of European countries and consequently responses gives a stronger weight to European countries partner priorities. Nonetheless, because of the relative similarity and consensus around main priority areas, this does not hamper the representativity and validity of the results.
- Three countries never replied to the questionnaire and are thus not included in the analysis of priorities, these are: Egypt, Ireland and the Netherlands. The following countries of the Union for the Mediterranean did not respond in 2009 and are thus not reflected in the analysis: Bosnia and Herzegovina, Croatia and Montenegro.
- Although they did respond to the questionnaire, two countries never included priorities. These are Belgium and Israel. In the case of the countries of the Union for the Mediterranean, it shall be noted that Mauritania and Monaco replied to the questionnaire on a voluntary basis in 2008 but did not include priorities for 2009. Both responded to the questionnaire in 2009 but only Mauritania included priorities.
- Belgium (2008), the Czech Republic (2008) and Luxemburg (2010) did not include priorities for the years mentioned but indicated that priorities would be defined at later stages, either after the forming of new governments when elections had taken place either after the approval of national action plans when these were still under review.
- The Czech Republic (2009 and 2010), Greece (2010), Hungary (2010), and Tunisia (2008) did not include three main priorities in the format of the Istanbul questionnaire for the given years and rather referred to national action plans and strategies for future priorities and/or included official documents and reports instead. When the country's responses allowed identifying one, two, three or more priorities, these have been included in the analysis.
- Denmark did not point out three single priorities because the government identifies several equally important priorities every year as presented in their action plans.
- Hungary (2010), Italy (2009), Jordan (2009), Malta (2010), Slovakia (2010) and Sweden (2009) selected only one or two priorities for the selected years.

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<sup>19</sup> Priorities is the % of countries that selected priorities for a given year out of the total of countries that replied to the Istanbul questionnaire for the given year

- Algeria (2010), Morocco (2009) and Tunisia (2009) selected more than three priorities for the given years.
- While certain priorities have a thematic focus, others relate to the different strategies and dynamics to strengthen women's role in society. Due to the important number of responses that refer to the design, adoption, implementation and/or monitoring of specific tools and instruments to promote gender equality and women's rights as priorities, these were given special attention and a separate cluster was added to those based on the Istanbul Conclusions and questionnaires for the purpose of the analysis of priorities in the report.
- Overall, country priorities remained stable over the years. This implies that when countries selected priorities in two or three of the reporting years, these tend to be the same priorities or priority areas. In some cases, the level of importance given to a specific priority (that is, first, second or third most important priority) did change but not the priority itself.
- In the cases of Lebanon, Malta, Morocco, Syria and Tunisia, priorities reflect a wider-range of priorities. These are less similar over the years.

## 2. Analysis of Trends and Main Priorities

Based on the priorities selected by the different countries in the Istanbul questionnaires, a series of priority areas for strengthening the role of women in society can be identified. The three areas that emerge as main priorities for the Euromed region are: **combating violence against women** (selected 60 times), **women's access to employment, economic rights and family-friendly policies** (selected 52 times) and **strategies and dynamics for enhancing gender equality and women's rights** (selected 54 times). These priority areas remain valid over the entire reviewed period and for all responding countries (European and Mediterranean partner countries). When weighting the priorities according to the questionnaire guidelines (i.e. ranking the priorities from 1 to 3 in order of importance), the findings remain similar, even if the ranking between priorities slightly shifts: women's access to employment, economic rights and family-friendly policies (23.1), combat violence against women (22.7) and strategies for enhancing gender equality and women's rights (21.6)<sup>20</sup>. From the analysis, it is unclear whether countries have applied the ranking of importance when selecting priorities. In this sense, the three main priorities are presented hereunder according to their absolute weight. Further priorities that emerge from a specific sub-region or group of countries as well as priorities mentioned with less frequency by Euromed partner countries are referred to in the section below. Among these, Mediterranean partner countries have put special emphasis on the importance to enhance **women's political participation**.

### 2.1 Combat violence against women

Combating all forms of violence against women is the most frequently selected priority by all countries since the Istanbul Conclusions of November 2006. It is cited as first, second and/or third most important priority by a majority of countries. Out of the total of 34 countries that selected priorities in one year or another, 26 (76,4%) referred to combating violence against women as one of their priorities (Albania, Algeria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Italy, Lebanon, Lithuania, Luxemburg, Morocco, OPT, Poland, Portugal, Slovakia, Spain, Sweden, Syria, Tunisia, Turkey and the UK)<sup>21</sup>. Several countries referred to it more than once as a priority area in a given year and from one year to another. Out of a total of 215 different priorities, combating VAW is the most frequently cited priority (60 times namely 27,9%). When ranking in order of importance, violence against women appears more often as second (25) or third priority (24) than as first priority (11).

<sup>20</sup> The method used for ranking the priorities by order of importance makes use of multipliers which are detailed in sub-section 3 below.

<sup>21</sup> These encompass the countries that did include priorities in the format of the Istanbul questionnaire and countries that referred to national strategies which contemplate combat violence against women as a priority

The types of violence that are acknowledged and addressed by the Euromed partner countries vary among countries.

- **Violence against women** (Algeria, Cyprus, Denmark, Greece, Germany, Italy, Lithuania, Luxemburg, Morocco, OPT, Portugal, Slovakia, UK )
- **Gender-based violence** (Lebanon, Syria)
- **Domestic violence** (Albania, Estonia, Greece, Hungary, Poland, Portugal, Turkey)
- **Conjugal violence** (France), **violence in close relationships** (Estonia)
- Violence in **same-sex relationships** (Sweden)
- **Specific types of behaviours**: stalking (Italy)
- Violence and oppression in the **name of honour** (Sweden, Denmark)
- **Trafficking** in human beings and trafficking of women and girls for the purpose of sexual exploitation (Denmark, Estonia, Greece, Lithuania, Portugal, Spain , Sweden)

The strategies and measures that are undertaken and/or foreseen by the Euromed partner countries to respond to this problem are plural. They include:

- Developing, implementing and/or monitoring of **national action plans**, policies and strategies to combat VAW (e.g. Algeria, Estonia, France, Germany, Hungary, Morocco, Poland, Sweden, Turkey)
- Create **new institutional mechanisms**, structures and units to combat violence against women (e.g. the family protection unit in Syria)
- Enhancing **inter-ministerial cooperation** on policies and strategies to combat VAW (e.g. France)
- Strengthening **support mechanisms** to women **victims** of violence, including setting up and/or increasing the number of shelters (e.g. Albania, Algeria, Estonia, Germany, Hungary, Morocco, Turkey)
- Improving efficiency of the **judicial system**, (e.g. training of family court judges in Turkey)
- **Prevention** through awareness-raising, sensitisation, national campaigns and other means (e.g. Albania, Algeria, France, Slovakia)
- **Capacity-building** and training of service providers, social workers, judicial personnel, medical and health personnel (e.g. Estonia, Slovakia, Syria)
- Better **cooperation** among services and service providers (e.g. Sweden) and coordination with local authorities (e.g. Albania)
- Enhance **knowledge** on VAW and/or trafficking through surveys and research (e.g. Syria, Sweden)

## 2.2 Women's access to the labour market, economic rights and family-friendly policies

Women's access to the labour market, economic rights and family-friendly policies is the second most frequently selected priority by Euromed partner countries since the Istanbul Conclusions. Out of the 34 countries that selected priorities in one year or another, 24 (70.5%) referred to one form or another of economic rights of women (Algeria, Austria, Cyprus, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Italy, Lebanon, Lithuania, Luxemburg, Malta, Occupied Palestine Territory, Poland, Portugal, Romania, Slovakia, Slovenia, Sweden and Tunisia )<sup>22</sup>. Several countries referred to it more than once as a priority area in a given year and from one year to another. Out of a total of 215 different priorities, issues related to women's access to the labour market, economic rights and family-friendly policies appear as the second most cited priority (52 times namely 24,1%). It appears more often as first (29) or second priority (17) than as third priority (6).

If women's access to the labour market, economic rights and family-friendly policies emerges as a central priority for all countries, what is understood and encompassed by it varies according to sub-regional specificities and socio-economic realities. In this sense, for

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<sup>22</sup> These encompass the countries that did include priorities in the format of the Istanbul questionnaire and countries that referred to women's access to the labour market, economic rights and family-friendly policies in the reporting on priorities in a different format



European partner countries, it refers rather to access and equal participation to the labour market and reconciliation of professional and private life. For Mediterranean partner countries, the strategies to address women's economic rights establish clearer linkages with empowerment, poverty reduction strategies and pay more attention to the economic role of poor and rural women. Furthermore, this priority is more frequently cited by European partner countries than by Mediterranean partner countries.

Overall, in terms of priorities, countries have reported on the following sub-areas:

- Equal **access to employment** and equal participation in the labour market, including promotion schemes, women in higher decision-making positions and fighting the “glass ceiling” phenomenon (e.g. Denmark, Germany, Lithuania, Luxemburg, Malta, Poland, Slovakia)
- Equal opportunities for **vocational training** and building up qualifications and skills (e.g. Cyprus, OPT, Portugal, Slovenia)
- Equal pay and combating **income differences** (e.g. Austria, Cyprus, Finland, France, Germany, Malta)
- Combat **gender segregation and stereotypes** in the labour market (e.g. Estonia, Malta)
- **Reconciliation of work and family** responsibilities and the compatibility of work and private life (e.g. Austria, Cyprus, Hungary, Lithuania, Malta, Poland, Portugal, Romania, Sweden)
- Encourage **responsibility-sharing** between women and men through paternal leave (e.g. Denmark, Greece, Sweden)
- **Empowering poor and rural** women (e.g. Lebanon, Mauritania, OPT, Tunisia)

To address these priorities, Euromed partner countries have mentioned the following strategies.

- **Awareness-raising** on women's social and economic rights and/or on women's rights in the labour market (e.g. Algeria, Estonia, Malta, Romania) and national **media campaigns** on women's participation in the labour market (e.g. Poland)
- Support **vocational and technical training** for young women and female heads of households (e.g. Cyprus, OPT)
- **Empowering** women in poor villages (e.g. Lebanon)
- Implement a **national plan for rural women** (e.g. Mauritania, Tunisia)
- Implement gender equality **legislation** related to the labour market (e.g. Estonia, Poland)
- Collect **sex-disaggregated data** on women in the labour market (e.g. Algeria) and/or on women's entrepreneurship (e.g. Denmark)
- Conduct **studies**, for instance on the effects of equality planning (e.g. Finland)
- Establish special **support programmes** for **unemployed** women (e.g. Greece, Malta)
- Promote **re-entry of women** into gainful employment (e.g. Germany, Malta)
- Promote **positive action** in private sector **enterprises** (e.g. Luxemburg)
- Promote **family-friendly** working places (e.g. Lithuania)
- Provide **training** to employers, businesses and public entities on equality, diversity, gender stereotypes, sexual harassment, non-discrimination at the work place, among others (e.g. Malta) too long
- Reinforce the **network** of social care services and structures, including childcare (e.g. Greece, Sweden, UK)

The EC DG Employment, Social Affairs and Equal Opportunities acknowledges promoting women's access to the labour market as one of its main priorities through the integration of equality between women and men in the “Strategy for growth and employment” after 2010.

### 2.3 Strategies and dynamics for gender equality

The third area that emerges as a key concern of Euromed partner countries gathers a series of legal, institutional and policy instruments and strategies to promote gender equality at the country level. While it is not acknowledged as such by the Istanbul Conclusions and may be considered of a crosscutting nature, almost all the countries that reported on the follow up of the Conclusions have referred to the importance of developing, implementing and/or assessing strategies and, more specifically, national action plans for gender equality and/or women's rights. These are explicitly expressed as priorities by the different countries and are therefore treated as such in this report, even if this priority is of a slightly different nature than other thematic priorities. Out of the 34 countries that ever selected priorities, at least 28 countries (82.3%) referred to strategies and dynamics for gender equality as a key priority area (Albania, Algeria, Austria, Bulgaria, Czech Republic, Denmark, Estonia, Finland, France, Germany, Greece, Hungary, Italy, Jordan, Latvia, Lebanon, Luxemburg, Malta, Mauritania, Morocco, Portugal, Slovakia, Spain, Sweden, Syria, Tunisia, Turkey, the UK)<sup>23</sup>. From these, some relate to more generic national action plans on gender equality while others relate to more thematic or specific action plans. Out of a total of 215 priorities, priorities related to strategies and dynamics for gender equality account for 54 answers, namely 25,1%. As such, it emerges as the second most important priority area for the Euromed partner countries, cited more frequently and by a larger number of countries than women's economic rights. Strategies and dynamics for gender equality appear evenly as first (19), second (16) and third priority (19).

From the different strategies and dynamics reported by countries to promote gender equality and women's rights, the following sub-areas have been identified:

- National action plans and institutional mechanisms for women's rights and/or gender equality
- Gender mainstreaming and gender-responsive budgeting
- Capacity building of civil servants, networking and participation of civil society organisations in policy dialogue, design and implementation
- Awareness-raising, campaigns and trainings on women's rights
- Knowledge building, including gender-disaggregated data

According to the countries, these strategies are diverse, with an emphasis on one, several or all of the above-mentioned strategic elements. They are more or less comprehensive, more or less participatory, short or long term and include different stakeholders.

Some examples are:

- **National action plans/strategies and institutional mechanisms** (e.g. Albania, Algeria, Bulgaria, Germany, Hungary, Jordan, Latvia, Lebanon, Luxemburg, Malta, Mauritania, Morocco, Portugal, Slovakia, Syria, Tunisia, Turkey), which include:
  - Institutional strengthening (e.g. Albania, Algeria)
  - Coordination mechanisms for gender equality at the institutional level (e.g. Bulgaria, Latvia)
  - Monitoring and evaluation of programmes and strategies (e.g. Algeria, Jordan, Lebanon, Malta, Turkey)
  - Government reports on gender equality (e.g. Germany)
  - Creation of Gender Observatories (e.g. Portugal)
  - National action plans for specific categories of women (e.g. rural women: Mauritania, Tunisia)
- **Gender mainstreaming in state administration** (e.g. Algeria, Czech Republic, Estonia, Finland, Italy, Sweden, Tunisia) and **gender-responsive budgets** (e.g. Austria, France, Jordan, Malta), including:

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<sup>23</sup> These encompass the countries that did include priorities in the format of the Istanbul questionnaire and countries that referred to national strategies for gender equality and/or women's rights in the reporting on priorities in a different format

- Training and support of public institutions and authorities on gender mainstreaming (e.g. Finland, Sweden)
- Allocating increased financial resources for gender equality (e.g. Sweden)
- Monitoring performance and developing follow up indicators for gender mainstreaming into policies and administration (e.g. Finland)
- **Building the capacity and space for civil society organisations**, especially women's organisations, to engage in policy dialogue, which include:
  - Creation of women's councils to support dialogue between public administration and women's organisations (e.g. Spain)
  - Empowering women from minorities and discriminated communities (e.g. UK)
- **Awareness-raising, campaigning and training** on women's human rights and gender equality (e.g. Finland, Latvia, Malta, Tunisia, Turkey), including:
  - Awareness-raising in schools (e.g. Finland)
  - Awareness-raising and training for public officers (e.g. Turkey)
- Producing **knowledge and information**, which includes:
  - Conducting research, studies and surveys on gender equality
  - Collect gender-disaggregated data, either crosscutting, or on specific issues like migration, entrepreneurship and others, (e.g. Algeria, Denmark, Malta)
  - Creation of national centres for research, documentation and information on women and/or gender equality (e.g. Algeria)

The EC reported that the preparation and adoption of the new strategy for equality between women and men for 2011-2015 is its first priority and the operationalisation of the recently created Institute for equality between women and men, its third priority.

## **2.4. Other priorities**

### **2.4.1 Political participation**

Enhancing women's participation in political decision-making positions, at national and/or local levels, is cited by 10 countries as one of their three main priorities (Albania, Algeria, Cyprus, Czech Republic, Lebanon, Morocco, OPT, Slovenia, Tunisia and the UK). Although not in the format of the Istanbul questionnaire priorities, 4 other countries referred to enhancing women's political participation as a priority (Denmark, Greece, Hungary, and Spain). It is cited 12 times as a priority.

What emerges from the country reports is that this priority is particularly important for Mediterranean partner countries which refer to it more frequently. In some cases, such as the UK, the objective is to enhance participation of minority ethnic women.

The measures to address the priority include:

- Legal reform, including drafting laws that broaden women's participation in electoral councils
- Encourage political parties to place women on relevant positions on electoral lists
- Encourage political parties to promote women to high-level party instances

### **2.4.2 Combat gender stereotypes**

Combating gender stereotypes in the public and private sphere emerges as a priority for 8 partner countries (Cyprus, Denmark, Germany, Greece, Hungary, Lithuania, Romania, and Slovenia). In addition, other countries have referred to non-sexist education, education to equality and on women's human rights as priorities (e.g. Morocco). It has been selected 13 times as a priority area out of the total 212 priorities selected by Euromed partner countries.

According to the country, fighting gender stereotypes is envisioned in different areas. The main focus is on the labour market, the education sector and the media. It often intends to address gender stereotypes and segregation in professional life and parental responsibility sharing. Combating stereotypes is often considered a complementary strategy to address priorities such as equality in the labour market and/or in education (e.g. Estonia, Finland, Malta, and Poland).

The specific measures proposed in this area include:

- Fight gender stereotypes through the media and education
- Provide training to employers, businesses, public entities, teachers, students and other groups

### **2.4.3 Women's entrepreneurship and capital creation**

Since the adoption of the Istanbul Conclusions, 7 countries reported on the promotion of female entrepreneurship and entrepreneurial skills (Denmark, Greece, Italy, Poland, Portugal, Slovakia, and Tunisia) as a priority<sup>24</sup>. It is cited 6 times as a priority. Nonetheless, little information is provided by countries on strategies and measures to implement the priority. Denmark plans to hold a conference on women's entrepreneurship.

### **2.4.4 Conventions on women's human rights, legal reform and equal access to justice**

Since 2006, 5 countries have reported on measures related to international conventions and legal frameworks for women's rights, including through the promotion of equal access to justice (Bulgaria, Lebanon, Mauritania, Romania, Spain and Syria). These account for 8 of the 212 priorities selected. Among these:

- Two countries reported on CEDAW implementation as a key priority (Lebanon, Syria). The strategies to address the priority include the implementation of an action plan to implement the CEDAW Committee recommendations (Syria) and the use of CEDAW tools.
- One country reported on the revision of the reservation to CEDAW as a priority (Mauritania).
- Two countries reported on equal access to justice as a priority area (Bulgaria, Romania). The measures include the enactment of legislation on equal opportunities (Bulgaria) and the study of current legislation from a gender equality perspective (Romania).
- One country reported on new legislation on sexual and reproductive health and rights, namely voluntary interruption of pregnancy as a priority (Spain).

### **2.4.5 Social security and health**

Four countries have reported on issues related to improving gender equality in social security and health systems (Spain, Sweden, Tunisia, and United Kingdom).

To this end, the measures being planned and/or implemented by countries include:

- Develop a strategy on sexual and reproductive health within the national health system (Spain)
- Reform the family policy to support childcare and parental-responsibility sharing (Sweden)
- Enhance support services for psychological and social care of women with specific needs (Tunisia)
- Support child upbringing and care services to families (UK)

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<sup>24</sup> These include the countries that reported on priorities under the Istanbul questionnaire and countries that mentioned entrepreneurship as a priority area under national policies (Greece and Tunisia)

#### **2.4.6 Women in conflict: prevention, crisis management and peace building**

Three countries report on the rights of women in conflict as a key priority (Finland, Germany, and Lebanon). The measures to address the priority include the adoption of a National Action Plan on SC Resolution 1325 on Women, Peace and Security (Finland). In addition, a couple of countries report on gender mainstreaming into development cooperation policies at bi and multi-lateral levels (e.g. Sweden, UK).

#### **2.4.7 Single country priorities**

- **Migrant women:** One country reports on the rights of migrant women as a priority (Malta). The strategies envisioned include enhancing knowledge through integrating a gender approach in statistics related to migration.
- **Media:** One country reports explicitly on the development of a “Charter to improve the image of women in the media” as a priority (Morocco).

### 3. Summary of Priorities for the Euromed Region

Country	Year	Women's Political and Civil Rights				Women's Social and Economic Rights and Sustainable Development					Women's rights in the cultural sphere, role of communication and mass media			Crosscutting principles and actions					Comments	
		Conventions, legal frameworks & access to justice	Violence against women	Political Participation	Conflict prevention & peace building	Social security & health	Education & life-long learning	Labour market, economic rights & family-friendly policies	Entrepreneurship & Capital creation	Migration	Access to ICT	Cultural exchanges & inter-cultural dialogue	Media	Gender stereotypes	Strategies and dynamics for gender equality					
															Action plan & Institutional mechanisms	Mainstreaming & GRB	Capacity-building & policy dialogue	Awareness-raising		Knowledge building & data
Albania	2008																		no questionnaire	
	2009																		no questionnaire	
	2010		P3	P2										P1						
Algeria	2008																		none selected	
	2009		P3					P1							P2					
	2010		P3	P2a				P2b						P1					scenario (a)	
Austria	2008																		none selected	
	2009							P1/P2							P3					
	2010																		none selected	
Belgium	2008																		none selected	
	2009																		none selected	
	2010																		none selected	
Bulgaria	2008	P1												P2/P3						
	2009																		no questionnaire	
	2010																		no questionnaire	
Cyprus	2008		P3	P2				P1												
	2009		P2					P1					P3							
	2010		P2					P1					P3							
Czech Republic	2008																		none selected	
	2009																			
	2010			P1/P2											P3					
Denmark	2008		P3					P2					P1							
	2009																		none selected	
	2010																		one priority selected	
Estonia	2008		P2/P3												P1					
	2009		P2/P3					P1												
	2010		P2/P3					P1												
Finland	2008							P1							P2					
	2009				P3			P1							P2		P3			
	2010							P1							P2		P3			
France	2008		P2					P1							P3					
	2009		P1					P2/P3												
	2010		P3					P2						P1						
Germany	2008				P3			P1				P2								

Country	Year	Women's Political and Civil Rights				Women's Social and Economic Rights and Sustainable Development					Women's rights in the cultural sphere, role of communication and mass media			Crosscutting principles and actions						Comments	
		Conventions, legal frameworks & access to justice	Violence against women	Political Participation	Conflict prevention & peace building	Social security & health	Education & life-long learning	Labour market, economic rights & family-friendly policies	Entrepreneurship & Capital creation	Migration	Access to ICT	Cultural exchanges & inter-cultural dialogue	Media	Gender stereotypes	Strategies and dynamics for gender equality						
															Action plan & Institutional mechanisms	Mainstreaming & GRB	Capacity-building & policy dialogue	Awareness-raising	Knowledge building & data		
Greece	2009						P1/P3						P2								
	2010		P3				P2							P1							
	2008		P2				P1							P3							
Hungary	2009		P2				P1							P3							
	2010		P3				P1							P2							multiple priorities
	2008		P2				P1							P3							
Israel	2009		P2				P1							P3							
	2010		P2																		
	2008													P1							2 priorities selected none selected
Italy	2008		P3				P1	P2													
	2009		P1												P2						
	2010		P1/P3				P2														
Jordan	2008																				
	2009														P1	P2					none selected 2 priorities selected
	2010																				no questionnaire
Latvia	2008													P3			P2		P1		
	2009													P3			P2		P1		
	2010																				no questionnaire
Lebanon	2008		P1		P2																
	2009	P1					P2								P3						
	2010		P3	P2												P1					no questionnaire
Lithuania	2008		P3				P1						P2								
	2009		P3				P1/P2														
	2010		P3				P1/P2														
Luxemburg	2008		P2				P3								P1						
	2009																				no questionnaire
	2010																				none selected
Malta	2008								P3										P1/P2		
	2009						P1/P2									P3					
	2010						P1/P2														2 priorities selected
Mauritania	2008																				no questionnaire
	2009																				no questionnaire
	2010	P3													P1/P2						none selected
Monaco	2008																				no questionnaire
	2009																				no questionnaire
	2010																				no questionnaire

Country	Year	Women's Political and Civil Rights				Women's Social and Economic Rights and Sustainable Development					Women's rights in the cultural sphere, role of communication and mass media			Crosscutting principles and actions					Comments	
		Conventions, legal frameworks & access to justice	Violence against women	Political Participation	Conflict prevention & peace building	Social security & health	Education & life-long learning	Labour market, economic rights & family-friendly policies	Entrepreneurship & Capital creation	Migration	Access to ICT	Cultural exchanges & inter-cultural dialogue	Media	Gender stereotypes	Strategies and dynamics for gender equality					
															Action plan & Institutional mechanisms	Mainstreaming & GRB	Capacity-building & policy dialogue	Awareness-raising		Knowledge building & data
Morocco	2008		P2/P3											P1						
	2009		P2	P1								P3a					P3b			scenario (a)
	2010																			none selected
Occupied Palestine Territory	2008																			
	2009		P3	P1				P2												
	2010																			
Poland	2008							P1/P2	P3											
	2009		P3					P1/P2												
	2010		P3					P1/P2												
Portugal	2008		P1/P3					P2												
	2009		P2						P1					P3						
	2010		P2						P1					P3						
Romania	2008	P2						P3					P1							
	2009																			
	2010																			
Slovakia	2008		P1						P2					P3						
	2009		P2					P3						P1						
	2010		P2											P1						
Slovenia	2008			P3				P2					P1							
	2009																			
	2010																			
Spain	2008																			
	2009	P1	P2											P3						
	2010	P1				P3								P2						
	2010																			
Sweden	2008		P1/P2 b			P3									P2a					
	2009		P1b/P 2a					P1a						P2b						
	2010		P2					P1							P3					
Syria	2008	P2/P3												P1						
	2009		P1/P2 /P3																	
	2010																			
Tunisia	2008														P1					
	2009			P1a		P3									P1b		P2			
	2010			P2				P3							P1					
Turkey	2008																			

P1/P2



Country	Year	Women's Political and Civil Rights				Women's Social and Economic Rights and Sustainable Development					Women's rights in the cultural sphere, role of communication and mass media			Crosscutting principles and actions					Comments	
		Conventions, legal frameworks & access to justice	Violence against women	Political Participation	Conflict prevention & peace building	Social security & health	Education & life-long learning	Labour market, economic rights & family-friendly policies	Entrepreneurship & Capital creation	Migration	Access to ICT	Cultural exchanges & inter-cultural dialogue	Media	Gender stereotypes	Strategies and dynamics for gender equality					
															Action plan & Institutional mechanisms	Mainstreaming & GRB	Capacity-building & policy dialogue	Awareness-raising		Knowledge building & data
United Kingdom			/P3																	
	2009		P1											P2			P3			
	2010		P1											P2			P3			
	2008		P2			P1											P3			
	2010		P2	P3		P1														
<b>Regional aggregated Priorities</b>																				
Priority 1		4	11	4	2		29	3					3	12	4		3			
Priority 2		2	25	6	1		17	2					4	5	7	2	2			
Priority 3		2	24	2	2	3	6	1	1			1	6	9	5	3	2			
Subtotal clusters														25	16	4	7			
Absolute Total		8	60	12	3	5	52	6	1			1	13	54						
Subtotal														10.7	6.3	1.7	2.9			
TOTAL		3.4	22.7	5	1	1.9	23.1	2.6	0.3			0.3	4.9	21.6						
EC	2008													P1/P2/P3						
	2009																		none selected	
	2010							P2						P1/P3						

**Note:** Countries that did never respond to the Istanbul questionnaire have not been included

**Legend:** P1 = first priority, P2 = second priority, P3 = third priority, none selected = country either did not select priorities, either not in a manner that allows to identify one, two or three main priority areas

**Scenario (a)** = working scenario based on other information provided by the country when several priorities are selected

**did not reply to questionnaire** = country did not reply to the Istanbul questionnaire in year x, either because it did not receive the questionnaire (this is, in 2007 and 2008, for the new countries that joined the Union for the Mediterranean although some of those countries replied on a voluntary basis in 2007 and 2008; these are included into the table), either because the country did not respond to the questionnaire

**1 priority selected** = country selected only one priority, **2 priorities selected** = country selected only two priorities, **multiple priorities** = country selected more than 3 priorities but in a manner that allows identifying one, two or three main priority areas

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

**TOTAL** is the ranking of priority areas for the Euromed region. It represents the number of times that the priority is cited by Euromed countries as one of their 3 main priorities since the Istanbul Conclusions, weighted by the importance attributed to the priority. Weighting was conducted on the basis of the following multipliers: 0.5 for the first priority, 0.4 for the second priority and 0.3 for the third priority.

**Method:**

**Response rate:** the countries in the table are the countries that responded at least in one year to the Istanbul questionnaire.

In 2007 and 2008, the questionnaire was sent to the 37 countries of the Euromed partnership. In 2009, the questionnaire was sent to the 43 countries of the Union for the Mediterranean.

In 2007, out of 37 countries, 33 replied to the questionnaire. The regional representativity is: 25 EU countries, 8 Mediterranean countries. Among the 33 countries that responded, 25 selected priorities.

In 2008, out of 37 countries, 29 replied to the questionnaire. The regional representativity is: 20 EU countries, 9 Mediterranean countries. Among the 29 countries that responded, 26 selected priorities. In addition, Mauritania and Monaco replied on a voluntary basis to the questionnaire but did not include priorities.

In 2009, out of 43 countries, 30 replied to the questionnaire. The regional representativity is: 23 EU countries, 7 Mediterranean countries. Among the 30 countries that responded, 24 selected priorities.

**The validity and representativity of the priorities** for the Euromed region is linked to the response rate. The larger number of countries and consequently responses by European partner countries does not seem to alter the overall validity of the results/priorities.

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

#### 4. Priorities of Euromed Partner countries since the Istanbul Conclusions

Country		First Priority	Second Priority	Third Priority	Comments
Albania	2008				no questionnaire
	2009				no questionnaire
	2010	Legal and institutional mechanisms for gender equality and to combat domestic violence	Women's empowerment and political participation	Combat domestic violence	
Algeria	2008				no priorities selected
	2009	Gender equality and women empowerment	Set up and launching of the project "Institutional support" (mainstreaming and institutional strengthening)	Operationalisation of the "National strategy on fighting VAW"	
	2010	Follow up and evaluation of the implementation of plans and programmes to measure changes in the situation of women	Broaden women's participation in decision-making posts and in economic life	Continue the implementation of the "National strategy to combat violence against women"	
Austria	2008				none selected
	2009	Combating gender related income differences	Measures for improved compatibility of work and private life	Gender-responsive budgeting	
	2010				none selected
Belgium	2008				none selected; priorities to be defined by the new government
	2009				none selected
	2010				none selected
Bulgaria	2008	Enactment of law governing equal opportunities for women and men	"National strategy on gender equality"	National structure for gender equality and coordination mechanism	
	2009				no questionnaire
	2010				no questionnaire
Cyprus	2008	Reconciliation of family and work responsibilities	Enhancement of the role of women in social, economic and political life, and in decision – making positions	Combat violence against women	
	2009	Promote equality in the labour market and in vocational training	Combat all forms of VAW including trafficking	Promote a non-stereotyped portrayal of women, particularly through the mass media and through education	

Country		First Priority	Second Priority	Third Priority	Comments
	2010	Reconciliation of working and family life; Pay gap	Combating all forms of violence against women	Combating stereotypes through education and the media	
Czech Republic	2008				The "Government Priorities and Procedures for the Enforcement of the Equality of Men and Women" (2008) includes a set of priorities to be approved by government during the first half of 2008.
	2009				The government resolution adopted in 2008 includes: equal access to justice, violence against women, political participation, social and health services, family friendly policies, equality in employment, migration, education and training, national policies and monitoring, capacity building and policy dialogue, awareness-raising, gender budgets and gender-disaggregated data.
	2010	Enhance women's political participation	Equal opportunities for men and women at regional and local decision-making levels	Mainstreaming of equal opportunities between men and women	"Priorities and the Procedure of the Government in Promoting Equal Opportunities for Women and Men" adopted through governmental resolution No. 964 of July 20, 2009
Denmark	2008	Equal and free choice throughout life (combat gender stereotypes and parental responsibility-sharing)	Employment, participation and equal opportunities for all	Violence and trafficking in human beings	

Country		First Priority	Second Priority	Third Priority	Comments
	2009				The Minister for Gender Equality will, in cooperation with all other ministries as well as in dialogue with the Parliament, present a new action plan on March 1st 2009
	2010	Finalize and implement the "Action plan with initiatives to promote female entrepreneurs"			Denmark selected 1 priority in the format of Istanbul questionnaire but included a 15-goals list to be met before 2015 which include combating VAW, labour market and enhancing women's political participation
Estonia	2008	Promoting gender equality and coordinating gender mainstreaming	Fighting violence against women in close relationships	Fighting human trafficking	
	2009	Promoting gender equality in working life	Fighting violence in close relationships	Fighting trafficking in human beings	
	2010	Promoting gender equality in working life	Fighting violence against women	Fighting trafficking in human beings	
Finland	2008	Equal pay	Gender mainstreaming in the state administration	"National action plan on the Security Council decision 1325: Women, Peace and Security"	
	2009	Equal pay	Gender mainstreaming in the state administration	Gender equality in schools and reduction of gender segregation in education	
	2010	Equal pay	Gender mainstreaming in the state administration	Awareness-raising of gender equality issues in schools and reduction of gender segregation in education	
France	2008	Equal pay	Reinforcement of the prevention and the fight against conjugal violence	Elaboration of a crosscutting policy document, annexed to Finance Law	
	2009	The inter-ministerial "Action plan on prevention and fighting VAW"	Professional equality between men and women	Equal pay	

Country		First Priority	Second Priority	Third Priority	Comments
	2010	Reinforce the interministerial dimension of the national women's rights policy and mechanism	Professional equality between women and men	Prevent and combat violence against women	
Germany	2008	Equal participation of women in the working world	Overcoming role stereotypes (men as partners)	Reduction of gender-specific risks and support to women in gender-specific crisis situations	
	2009	Promoting the re-entry of women into gainful employment	Combating gender stereotypes	Eliminating the gender pay gap	
	2010	First "Equality report" of the federal government	Eliminating the gender pay gap	Protection and support for women who are victims of violence	
Greece	2008	Participation of women in the labour market	Social integration of vulnerable groups of women	Promotion of gender equality in the educational process and combating stereotypes	
	2009	Promotion of employment and entrepreneurial skills of women	Prevention and combating of domestic violence and trafficking against women	Combating gender stereotypes through education	
	2010	Equality in the labour market	Stereotypic perceptions and educational procedures	Preventing and combating VAW	4-year "Action plan on gender equality" also includes women's participation in decision-making
Hungary	2008	Work-life balance	Combating domestic violence	Combating gender-based stereotypes	
	2009	Work-life balance	Combating domestic violence	Combating stereotypes	
	2010	Adaptation and implementation of the "National strategic plan for the promotion of gender equality 2009–2020"	Combating domestic violence		The "National plan" encompasses: equality in the labour market, combating VAW, fighting stereotypes, gender mainstreaming and enhancing women's political participation
Israel	2008				none selected
	2009				none selected
	2010				none selected
Italy	2008	Fight against illegal work	Women's entrepreneurship	Fight violence against women	

Country		First Priority	Second Priority	Third Priority	Comments
	2009	Fighting VAW with particular attention to stalking phenomenon	Promoting the principles of gender mainstreaming in all the national activities		
	2010	Prevent and combat violence against women	Reconciliation between private and work life of women	Prevent and fight trafficking in human beings	
Jordan	2008				none selected
	2009	Measuring the impact of national policies and strategies on gender equality	Capacity building for gender-responsive budgeting		
	2010				no questionnaire
Latvia	2008	Awareness-raising on gender equality	Training of civil servants in gender equality	Improvement of gender equality policy implementation and policy coordination	
	2009	Raising society's awareness about gender equality	Training of civil servants about gender equality	Improvement of gender equality policy implementation and policy coordination	
	2010				no questionnaire
Lebanon	2008	Actions against gender-based violence	Peace action for security and stability	Implementation of "National social action plan"	
	2009	Follow up of the promotion and the application on international conventions on women including CEDAW	Empowering women especially in poor villages	Achieving the preliminary process aiming at monitoring the evolution of gender equality	
	2010	Gender mainstreaming in policies and programmes of the Ministry of Social Affairs	Women's political participation	National Plan of Action on Gender-based violence	
Lithuania	2008	Full participation of women in the labour market	Combating gender stereotypes in the framework of the national programme on "Equal opportunities for women and men"	Combating violence against women	
	2009	Full participation of women in the labour market	Combating gender stereotypes and segregation in the labour market	Combating VAW	
	2010	Non-discrimination on the grounds of sex in employment and the labour market	Opportunities to reconcile work and family responsibilities, including promotion of family friendly working places	Combating of all forms of violence against women and trafficking in women	

Country		First Priority	Second Priority	Third Priority	Comments
Luxemburg	2008	Execution of "National action plan for equality between men and women"	Fight against violence, chapter 4 of the "National plan of action for equality between men and women"	Programme of positive action in private sector enterprises	
	2009				no questionnaire
	2010				Priorities will be defined by the new government after the legislative elections of 17.06.2009
Malta	2008	Awareness-raising campaign	Gender building discussion with policy makers	Gender approach in statistics related to migration	
	2009	Improving the support structures particularly for the inactive labour market population	Tackling gender pay gap and occupational segregation	Gender mainstreaming through the project "Living equality" (policy monitoring, gender-responsive budget, training)	
	2010	Stepping up efforts to attract more women into the labour market	Promoting equal opportunities and challenging gender stereotypes in the labour market		
Mauritania	2008				no questionnaire
	2009				no priorities selected
	2010	National action plan for rural women	Implementation of the gender strategy	Revision of the reservation to CEDAW	
Monaco	2008				no questionnaire
	2009				none selected
	2010				none selected
Morocco	2008	Implementation of the "National strategy for equity and equality"	"National strategy for the fight against violence directed at women"	Development of support network for women in precarious situations and female victims of violence	
	2009	Operationalisation of an integrated programme to support women participation to local elections	Operationalisation of the multisectoral programme to fight gender-based violence	Development of the plan of action for the "Charter to improve the image of women in media"; Conduct a study on dissemination of the education to equality	
	2010				none selected
Occupied	2008				no questionnaire



Country		First Priority	Second Priority	Third Priority	Comments
<b>Palestine Territory</b>	2009	Empowering Palestinian women in policy and decision-making	Addressing poverty of young women and female heads of households through improving vocational and technical training opportunities and entry into formal workforce	Tackling VAW	
	2010				no questionnaire
<b>Poland</b>	2008	Promoting full participation of women on the labour market	Promoting work/life balance in reconciliation of family and professional life	Assisting women in establishing their own businesses	
	2009	Reconciliation between work and private (family) life of men and women	Women's economic empowerment in local, regional and national level	Continuation efforts on counteracting domestic violence and VAW	
	2010	Discrimination on the labour market (e.g. low employment rate among women, gender pay gap, glass ceiling)	Reconciliation of professional and family roles of men and women	Violence against women, domestic violence and violence within family	
<b>Portugal</b>	2008	Combat human trafficking and specifically the trafficking of women for the purpose of sexual exploitation	Promote employability and entrepreneurship of women and support reconciliation of work and family life	Combat violence against women, including domestic violence	
	2009	Promotion of women's entrepreneurship	Violence against women	Creation of a Gender Observatory	
	2010	Promotion of women's entrepreneurship	Fight against domestic violence and against trafficking in human beings	Creation of a Gender Observatory	
<b>Romania</b>	2008	Promoting equal participation of women and men jointly assume family responsibilities	Analysis of the current legislation in the field of gender equality	Raising awareness on measures that permit a flexible labour market	
	2009				no questionnaire
	2010				no questionnaire
<b>Slovakia</b>	2008	National "Campaign against violence against women"	Increase of participation of women in decision making positions and in entrepreneurship	Support of project aiming at implementation of gender equality	
	2009	Adoption of "National strategy for equality of women and men"	Violence against women	Preparation of a new questionnaire for the competition "Family-friendly employer" and his pilot approval in the praxes	

Country		First Priority	Second Priority	Third Priority	Comments
	2010	Elaboration and finalisation of "National action plan for gender equality" for the period 2010 – 2013	Elaboration, finalisation and publication of the document dealing with standards of activities for providing help for victims of violence against women		
Slovenia	2008	Elimination of gender stereotypes within the Slovenian EU Presidency	Participation and empowerment of girls and women in Slovenian EU presidency	Equal participation in decision-making	
	2009				no questionnaire
	2010				no questionnaire
Spain	2008				none selected
	2009	Launching of a new law on voluntary interruption of pregnancy	Launching of a new "Integral plan against trafficking in human beings for sexual exploitation"	Creation of the Women's Participation Council	
	2010	Launching of a new law on sexual and reproductive health and voluntary interruption of pregnancy	Creation of the Women's Participation Council	"Sexual and reproductive health strategy" of the national health system	
Sweden	2008	"National action plan to combat violence of men against women"	"National action plan to combat prostitution and trafficking in women"; Gender equality in development co-operation	Reform of family policy to support childcare and parental responsibility-sharing	
	2009	Development of a coherent strategy for gender equality in the labour market; Implementing the "National action plan against prostitution and trafficking for the purpose of sexual exploitation"	Implementing the "Action plan for gender mainstreaming"; Continue the implementation of the "National action plan to combat violence against women"		
	2010	Implementation of a coherent strategy for gender equality in the labour market	The "National action plan to combat violence against women"; The "National action plan to combat prostitution and trafficking for the purpose of sexual exploitation"	The "Action plan for gender mainstreaming"	
Syria	2008	"National strategy for women" being prepared	Use of CEDAW tools	Action plan to implement the CEDAW Committee recommendations	

Country		First Priority	Second Priority	Third Priority	Comments
	2009	The family protection unit will be established as a core unit to deal with all reports cases of GBV and violence against children	Capacity-building for the social workers in the mentioned unit to lead with GBV reported cases	Implementing a national survey on GBV	
	2010				no questionnaire
Tunisia	2008				The "Strategy for women in the 11th development plan (2007-2011)", the "National plan for rural women", improving women's economic participation and especially female entrepreneurs, the "National plan for the fight against violence", women in decision making positions and the "National gender strategy", including gender-responsive budgeting
	2009	Strengthening women participation in decision-making in public and political life; Gender mainstreaming in development at regional and local levels	Dissemination of the culture of the human rights of women	Reinforcement of prevention, sensitisation and psychological and social care of women with specific needs	
	2010	Integrate gender into sectoral plans and gender responsive budgets	Women's participation to public life and decision making	Equal opportunities and combat discrimination	
Turkey	2008	Gender equality and fight against violence against women	To enhance protection capacity and services, increase number of shelters for violence victims	Combat domestic violence against women	
	2009	Conducting awareness raising trainings for the public officers on gender equality and combating violence against women	Monitoring the implementations of the "Gender equality national action plan and "Combating domestic violence against women national action plan"	Conducting trainings for family courts' judges and prosecutors and health personnel in order to reinforce the implementation of the legislation on domestic violence against women	

Country		First Priority	Second Priority	Third Priority	Comments
	2010	Conducting awareness raising trainings for the public officers on gender equality and combating violence against women	Monitoring the implementations of the "Gender equality national action plan and "Combating domestic violence against women national action plan"	Conducting trainings for family courts' judges and prosecutors and health personnel in order to reinforce the implementation of the legislation on domestic violence against women	
United Kingdom	2008	Support to families, particularly for child upbringing and care	Tackling violence against women and improving the way to deal with women committing crimes	Empowering black and minority ethnic women to build cohesion within their communities and as a bridge between communities	
	2009				no questionnaire
	2010	Support to families (children and care for elderly and disabled relatives)	Tackle violence against women	Increase representation of Black, Asian and Minority Ethnic Women	
EC	2008	Implementation of the new regional programme on gender equality in the ENPI-south region	Calls for proposal at country and headquarters' level in the framework of the "European Instrument for Democracy and Human Rights" (EIDHR)	Call for proposal to be launched under the new thematic programme "Investing in People"	none selected
	2009				none selected
	2010	Preparation and adoption by the EC of a new "Strategy for equality between women and men for 2011-2015"	Integration of equality between women and men in the "Strategy for growth and employment" after 2010	Institute for Equality between Women and Men	

## VII. CONCLUSIONS

The Annual Reports for the follow up of the Istanbul Ministerial Conclusions provide an important systematic account of the series of human and financial investments made with the aim of strengthening the role of women in society and bringing about change in the Euromed region. From the observation of trends since November 2006, some central conclusions emerge.

### 1. Conclusions related to the Istanbul reporting process

- The development of **ownership** over the Istanbul process.

Although not binding like CEDAW, the Istanbul reporting system based on annual questionnaires has proven quite successful. The response rate for the two first years ranges between 89% (2007) and 78.3% (2008). In 2009, although slightly lower, it still reaches 69.7%. Only three countries never replied to the questionnaire.

The data points towards the commitment of partner countries towards the Istanbul process.

- The production of a **regional database of information** on women's rights and gender equality.

The reporting process has brought together a significant and unique collection of information and policies on women's rights and gender equality across the Euro-Mediterranean Region in this first decade of the 21<sup>st</sup> Century with an average of 35 countries responding and a total of 212 priorities formulated. This emergent data resource is a material contribution to the knowledge base in the region and a very important support for decision making, policy design and advocacy.

It is a knowledge-based instrument that provides information on several countries together that normally do not report jointly in other reporting mechanisms, such as CEDAW or Beijing Platform for Action.

- The added value of the Multi Annual Report in **assessing trends and identifying a common regional agenda**.

Reporting is not limited to vertical national monographs but it goes further and compares the respective national situations with the aim to enable a cross-regional peer learning process and sharing of best practices as well as a joint work around common obstacles and interests.

The added value of the Multi Annual Report is that it gathers data and information over a longer period of time which allows the identification and assessment of trends since the Ministerial Conclusions. It brings out sustained priorities and gives voice to a wider array of countries than the annual reports. The representativity, accuracy and legitimacy of findings are strengthened.

### 2. Conclusions related to the actions undertaken and the priorities for the future

The identification of country priorities and the reporting on measures and actions undertaken since the Istanbul Conclusions allow for an overarching view of regional priorities. There is a strong consensus on the three main priorities for the future as identified by countries themselves. These highlight a shared regional agenda for future actions.

- Actions and policies to **combat violence against women** is the main priority and the most frequently identified issue across countries in the Euro-Mediterranean region.

Combating violence against women has been consistently identified as a major thematic being addressed by a large majority of partner countries, encompassing as it does, many diverse forms of violence, experienced in both the private and public domain, and being tackled through a wide range of strategies and measures.

- Women's access to **employment**, their **economic rights** and the **reconciliation of work and private life** appears a central concern for strengthening the role of women in society in the Euromed region.

Women's rights in the field of labour market, employment, economy and the reconciliation of work and family/private life was distinctly prioritised by countries in the region as an area for future action. While a consensus has emerged with regard to the broad subject, the content varies according to context. Poverty reduction and developing new income earning streams are necessities for poor and rural women. The enforcement of non-discrimination, equal treatment, representation in economic decision-making and desegregated labour markets is the major concerns for others. Promotion of women's entrepreneurship in micro-enterprises and corporate enterprises is a shared interest across the Euromed region.

- The importance of **institutional strategies and mechanisms for enhancing gender equality and women's rights** is acknowledged by the vast majority of Euromed partner countries as a priority.

The findings of the Multi-Annual Report add to the Istanbul process by revealing specific strands of the regional consensus on how women's rights can be strengthened within a shared framework. Although not referred to explicitly by the Istanbul Ministerial Conclusions, institutional strategies and mechanisms emerge as a main priority for partner countries. Euromed partners have designed, implemented and assessed national action plans, set up and upgraded institutional mechanisms, and adopted mainstreaming and gender-responsive budgeting approaches, among others, to promote women's rights. These highlight the increased legitimacy of the issue of women's rights as a policy area for European and Mediterranean partner countries. Policy efforts encompass capacity building of institutional actors and women's organisations, awareness-raising and training on women's human rights for a wide array of stakeholders and knowledge building through research and the collection of gender-disaggregated data.

## VIII. RECOMMENDATIONS

The conclusions of the Multi-Annual Report 2006-2009 generate a number of recommendations. These derive directly from trends observed in actions and measures in the Euro-Mediterranean partner countries as well as from the main priorities identified by the partner countries. The recommendations are restricted to those areas where there is evidence of a common vision and shared agenda among countries.

### 1. Recommendations related to the Istanbul reporting process

- Strengthen **ownership over and visibility** of the Istanbul Ministerial Conclusions and of the follow up process in the Euro-Mediterranean region.

To sustain and broaden the development of Euro-Mediterranean partner countries' ownership over the Istanbul process, concrete measures should address the visibility and dissemination of the Istanbul Ministerial Conclusions in the region as a whole. Specific efforts should be dedicated to strengthening ownership and participation of the Mediterranean partner countries and the new countries of the Union for the Mediterranean in this process.

### 2. Recommendations related to priorities for the future

- Address the issue of **violence against women** at the Euromed level.

A follow-up to the high priority given to the theme of violence against women offers an opportunity for the development of a thematic programme at the Euromed level. It will require dedicated efforts and investment because of the complexity of the factor involved: health, education, justice, finance etc. It can rely on shared learning from the strategies and action plans already in place and being rolled out at the levels of prevention, prosecution and support to victims by Euromed partner countries.

- Women's role on the **labour market**, promoting women's **economic rights** and the **reconciliation of private and working life**.

The high priority given to the realm of the economy indicates the merit of a follow-up on the economic terrain. This is particularly important in the light of the global economic crisis.

- Increase efforts and exchanges around **institutional strategies and dynamics to promote women's rights and gender equality**.

The scale of response to the questionnaires provides a unique body of knowledge on policies, measures, actions and plans across the region and offer substantial opportunity for the sharing of experiences between countries. The emphasis given by countries to national strategies, action plans and institutional mechanisms justifies more systematic investments and exchanges of experiences between Euro-Mediterranean partner countries in this area, based on the lessons learned, good practices and priorities that emerge from the Istanbul questionnaires. Among the tools and instruments raised by partner countries, the design of national action plans for women's rights and gender equality, gender mainstreaming and gender-responsive budgeting emerge as primary areas of concern. The sustainability of institutional strategies and frameworks would be reinforced by further investment in gender-responsive budgeting. This demand confirms the pertinence of the two implementation tools of the EC for the Istanbul Process: the Programme "Enhancing Equality between Men and Women in the Euro-Mediterranean area" (EGEP) and the programme "Investing in People – Euromed Gender Equality". The sustainability of institutional strategies and frameworks would be reinforced by further investment in institutional building and in gender-responsive budgeting of donors and beneficiaries.

## IX. ANNEXES

### Annex 1: Istanbul Ministerial Conclusions

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

1. The partners at the Euro-Mediterranean Ministerial Conference on “Strengthening the Role of Women in Society”, held on 14-15 November 2006 in Istanbul under the auspices of Finland’s EU Presidency, based on their shared international, regional and national commitments<sup>25</sup>, agreed to work within the following common Framework of Action to strengthen women’s role in political, civil, social, economic and cultural spheres, as well as to fight against discrimination.
2. The Conference was held in accordance with the Barcelona Declaration of 1995 and the Five Year Work Programme agreed upon during the 10th Anniversary Euro-Mediterranean Summit in Barcelona 2005. It was then stated that partners would adopt "measures to achieve gender equality, preventing all forms of discrimination and ensuring the protection of the rights of women", while taking stock of the Rabat Preparatory Conference that was held on 14-16 June 2006.
3. Euro-Mediterranean Ministers stress that equal participation of women and men in all spheres of life is a crucial element of democracy and confirm that only by the inclusion of all people and determined action will the region’s women be able to fulfil their ambitions and aspirations and, by extension, contribute towards the realization of the underlying objectives of the Barcelona Declaration: the attainment of a common area of peace, stability and shared prosperity in the Mediterranean region. This goal, based inter alia on democracy, respect for human rights and sustainable development, can only be achieved by guaranteeing all women full enjoyment of rights.
4. The Euro-Mediterranean partners will include women’s political, civil, social, economic and cultural rights in their dialogues including in the framework of the Association Agreements, the European Neighbourhood Policy action plans and in the EU programs and projects.
5. In this framework, the Ministers recognize that a strengthened dialogue and cooperation between governmental and non-governmental actors across the Euro-Mediterranean region is necessary. This will include the promotion of dialogue between parliamentarians within the Euro-Mediterranean Parliamentary Assembly, as well as with civil society organisations, women's associations, youth, trade unions, business and professional associations, in accordance with national legislation as appropriate and cooperation between national, regional and local administrations.
6. All Euro-Mediterranean partners commit themselves to mobilize financial resources to support the implementation of this Framework of Action. In addition to national funding, the European Union will provide adequate resources for its implementation at national and regional levels through technical and financial assistance provided through the European Neighbourhood Partnership Instrument (ENPI), bilateral contributions from EU Member States, FEMIP and other relevant financial instruments.
7. Recognizing that the International Covenants on Human Rights include the obligation to ensure the equal rights of men and women to enjoy all economic, social, cultural, civil and political rights,

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<sup>25</sup> Those include inter alia: The Treaty establishing the European Community (1957); The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), 1979; The Programme of Action of the United Nations International Conference on Population & Development in Cairo (1994) The Beijing Declaration and Platform for Action (1995); The Cairo Declaration issued by the First Arab Women’s Summit (2000); The Millennium Declaration and the Millennium Development Goals (2000); UNSCR 1325 (2000) on women, peace and security; The Arab Women’s Organization Plan of action (2001); The Tunis Declaration adopted at the 2004 Summit of the Arab League; The Alger Declaration adopted at the 2005 Summit of the Arab League; The outcome of the twenty-third special session of the United Nations General Assembly and the Declaration of the Commission on the Status of Women at its 49th session (March 2005, Beijing +10) The Khartoum Declaration adopted at the 2006 Summit of the Arab League; The European Consensus on Development (2006); The National Constitutions of the partner countries that recognize the principle of non-discrimination against women.



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 through mainstreaming of full enjoyment of human rights by women and needs into all plans, projects and other relevant activities of the Euro-Mediterranean Partnership and supporting specific measures in favour of women.

9. Euro-Mediterranean Ministers call on the Euro-Mediterranean Ministerial Conference in Tampere (Barcelona VIII) to welcome these commitments and to agree on 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 Program, the Euro-Mediterranean partners will work towards taking measures that:

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

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

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

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

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

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

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

h) Promote women's active participation in political decision-making positions in the executive and judicial powers at all levels, inter alia through enhancing women's full and equal participation in

elections (as candidates and voters), including through temporary special measures at both national and local levels. Contribute to the building up of gender capacity in public administration.

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

### **Women's Social and Economic Rights and Sustainable Development**

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

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

- With the objective of halving female illiteracy by 2010, launch literacy campaigns targeting especially rural and poor women and provide more incentives to encourage women to demand literacy;
- Put in place incentives for families, especially in rural and poor areas, for sending girls to school;
- Promote specific vocational and technical training courses for women in diversified job sectors;
- Ensure an increased number of women trainers (including at decision-making levels) and take into account the full enjoyment of all human rights by women in the training of trainers;
- Promote post-training support through appropriate linkages between relevant partners such as training institutions and governmental employment agencies and, in case of self employed women, micro finance institutions and business support services;
- Promote modules to improve economic and financial management skills for women entrepreneurs, women's cooperatives, grass-roots associations, etc.;
- Ensure women's participation in the newly established scholarships scheme for university students from Euro-Mediterranean partner countries and in the mobility grants for Higher Education staff;
- Ensure greater access to life-long learning to provide women with skills responsive to the rapidly changing labour market;
- Provide guiding programs to help women return to the labour market after an absence or to direct them to new sectors.

k) Develop a better knowledge and increase research of women in migration (causes, processes, enjoyment of their full human rights and impact on women in countries of origin and in the host countries) and mainstream a gender approach in studies and statistics related to migration. Increase protection and integration of migrant women and ensure the effective enjoyment of their human rights.

l) Raise awareness of migrant women on their rights and duties in the host country and improve their role as actors of development in the host country and the country of origin.

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

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

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

- f) Promote research on gender equality in mass media products and institutions to reduce negative gender stereotyping. Support media regulatory bodies to monitor gender issues as part of their mandates;
- g) Promote training of media professionals on the full enjoyment of all human rights by women and increase the number of women professional in the media sector. Support the promotion of women to leading positions in media. Develop the capacity of national women's institutions and NGOs on engaging with media;
- h) Combat stereotypical representation of women in artistic products, increase the number of women in art professions and ensure a greater recognition of their contribution to art and culture through history and in present times;
- i) Encourage civil society organisations, particularly women's organisations, in accordance with national legislation as appropriate, to advocate for and carry out programmes aiming to promote the full enjoyment of all human rights by women and gender equality.

### **Review mechanism**

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

## Annex 2: Istanbul Questionnaire



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

#### *Framework of Action 2009 Review Mechanism*

#### **A. Istanbul Questionnaire**

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

secondary, high, technical and life-long learning			
3. Strengthening knowledge of the impact of macro-economic policies on employment and developing research focused on gender to enable the elaboration of efficient strategies aiming at strengthening the role of women in the economy			
4. Ensuring equal access, equal treatment, fighting against discrimination and promoting women's rights in the labour market, including return after long absence			
5. Promoting women's entrepreneurship			
6. Increasing protection and integration of migrant women and ensuring the effective enjoyment of their human rights, including mainstreaming gender in migration studies and research			
<b>IV. Women's Rights in the Cultural Sphere and the Role of Communications and the Mass Media</b>			
1. Supporting women's effective access to ICT science and technology			
2. Enhancing women's participation in cultural exchanges and intercultural dialogue			
3. Enhancing women's participation in media and promoting training to media professionals on gender issues			

## **B. Proposals of Priorities for 2010**

Priority 1:            Description:            Calendar for implementation:

Priority 2:            Description:            Calendar for implementation:

Priority 3:            Description:            Calendar for implementation:

### Guidelines for filling in the 2009 questionnaire:

#### **A. Summary of 2008-2009 actions**

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

#### **B. Triennial summary (NEW!)**

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

#### **C. "Istanbul Questionnaire"**

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

"2008 Review":

Actions undertaken or foreseen / Results achieved:

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

Answers should be provided in a factual and concise way.

Calendar for Implementation:

It can be referred to:

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

“Observations”:

Include herein any other information or comments considered as relevant.

**D. Proposal of Priorities for 2010**

“Priority n.”:

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

“Description”:

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

“Calendar for Implementation”:

It can be referred to:

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

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

## Annex 3: Return rate to the Istanbul questionnaire since 2007

### Multi-Annual return table

Country	2006-2007		2007-2008		2008-2009	
	Annual report	Priorities	Annual report	Priorities	Annual report	Priorities
Albania	N/A		N/A		X	X
Algeria	X	none selected	X	X	X	X
Austria	X	none selected	X	X	X	none selected
Belgium	X	none selected	X	none selected	X	none selected
Bosnia-Herzegovina	N/A		N/A			
Bulgaria	X	X				
Croatia	N/A		N/A			
Cyprus	X	X	X	X	X	X
Czech Republic	X	none selected	X	X	X	X
Denmark	X	X	X	none selected	X	X
Egypt						
Estonia	X	X	X	X	X	X
Finland	X	X	X	X	X	X
France	X	X	X	X	X	X
Germany	X	X	X	X	X	X
Greece	X	X	X	X	X	X
Hungary	X	X	X	X	X	X
Ireland						
Israel	X	none selected	X	none selected	X	none selected
Italy	X	X	X	X	X	X
Jordan	X	none selected	X	X		
Latvia	X	X	X	X		
Lebanon	X	X	X	X	X	X
Lithuania	X	X	X	X	X	X
Luxemburg	X	X		X	X	none selected
Malta	X	X	X	X	X	X
Mauritania			X	none selected	X	X
Monaco			X	none selected	X	none selected
Montenegro	N/A		N/A			
Morocco	X	X	X	X	X	none selected
Netherlands						
OPT			X	X		
Poland	X	X	X	X	X	X
Portugal	X	X	X	X	X	X
Romania	X	X				
Slovakia	X	X	X	X	X	X
Slovenia	X	X				
Spain	X	none selected	X	X	X	X
Sweden	X	X	X	X	X	X
Syria	X	X	X	X		
Tunisia	X	X	X	X	X	X
Turkey	X	X	X	x	X	X
United Kingdom	X	X			X	X

#### Legend:

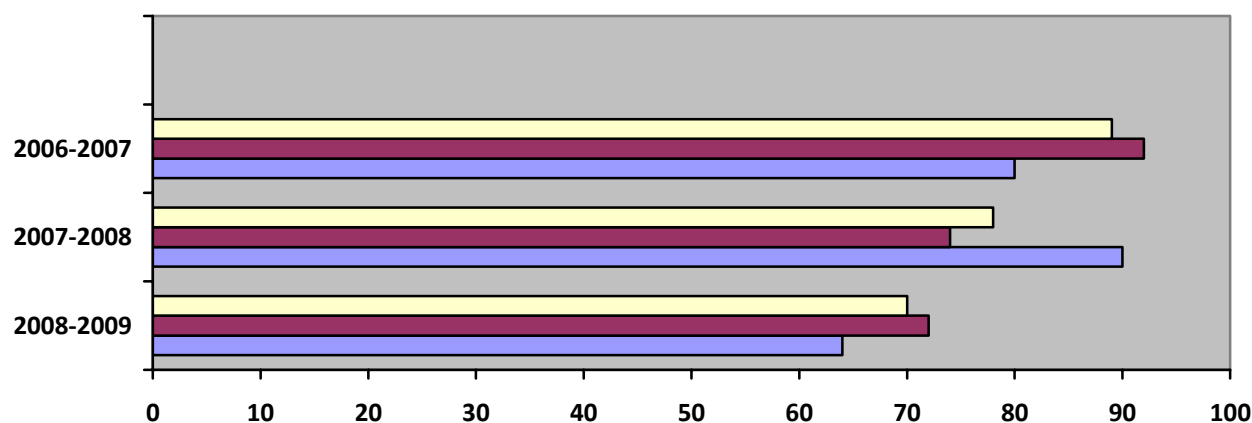
x: Countries that replied to the questionnaire and/or priorities

N/A: Countries that did not receive the questionnaire

none selected: Countries that replied to the questionnaire but did not select priorities



## Sub-regional participation graph 2006-2009 (in %)



### Legend:

Global participation
European partner countries participation
Mediterranean partner countries participation

**Note:** In 2007, out of 37 countries, 33 replied to the questionnaire. The regional representativity is: 25 European countries, 8 Mediterranean countries. Among the 33 countries that responded, 25 selected priorities. In 2008, out of 37 countries, 29 replied to the questionnaire. The regional representativity is: 20 European countries, 9 Mediterranean countries. Among the 29 countries that responded, 26 selected priorities. In addition, Mauritania and Monaco replied on a voluntary basis to the questionnaire but did not include priorities. In 2009, out of 43 countries, 30 replied to the questionnaire. The regional representativity is: 23 European countries, 7 Mediterranean countries.

### Methodology:

**Global participation** shows the general return rate. It is the ratio between countries that replied to the questionnaire and countries that received the questionnaire.

**European partner countries** illustrates the return rate within the European countries. It is the ratio between countries that replied to the questionnaire and countries that received the questionnaire. In 2009, this group also includes Albania, Bosnia Herzegovina, Croatia, Monaco and Montenegro.

**Mediterranean partner countries** illustrates the return rate within the Mediterranean countries. It is the ratio between countries that replied to the questionnaire among this group and countries that received the questionnaire among this group. In 2009, this group also includes Mauritania.