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Equality between Women and Men in the Council of Europe

10th Report by Secretary General – 2008, progress and achievements

INTRODUCTION

Equality between women and men is an integral part of human rights. It is also a prerequisite for democracy and social justice. In protecting and promoting human rights, the Council of Europe tries to identify and deal with any interference with women's dignity, to eliminate discrimination based on gender, to promote a balanced participation of women and men in political and public life and to encourage the inclusion of a gender perspective in all our programmes and policies.

Whether I speak as the elected Secretary General of a political organisation entrusted with the extension of democracy and human rights or as a chief executive responsible for some 2000 members of staff at the Council of Europe, my position is the same: gender equality is both a human right and an economic asset. The implementation of policies designed to promote gender equality may incur some costs, but these costs are insignificant compared with the social and economic benefits generated by gender equality.

As a manager, I am committed to practising what I preach. In spite of its vocation, the Council of Europe is not immune to institutional inequality and bias against female members of staff. In recent years, there has been a sustained effort to change this situation and to shatter "the glass ceiling" of gender inequality.

This tenth report on equality between women and men in the Council of Europe shows how far we have come. My successor will find a situation which is fairer than it was five years ago, but not yet fair enough. I trust that the work to extend gender equality will remain one of the key priorities of the campaign for human rights in Europe, and this includes gender equality within the Council of Europe as well.

Right Hon Terry Davis
Secretary General

SUMMARY

1. This tenth report by the Secretary General on equality between women and men in the Council of Europe has been prepared following the request made by the Ministers' Deputies at their 1040th meeting (November 2008) for the Secretary General to resume the practice of preparing an annual report on the implementation of the gender equality policy in the Council of Europe including within Council of Europe bodies, entities and committees.

2. It describes developments regarding gender equality, both in the Council's activities (Part I) and in its Secretariat (Part II).

Activities of the Organisation:

3. This section of the report reviews the progress of gender mainstreaming in the intergovernmental field and in the activities of the statutory and convention-based bodies, following the five chapters of the Programme of Activities: human rights, rule of law, democracy and governance, social cohesion, culture and intercultural dialogue.

4. The contributions report on the work which was specifically undertaken with a gender perspective in 2008. It should be noted that, even if no specific work was undertaken by some sectors in 2008, the gender perspective was usually taken into account in the activities for which they were responsible.

5. The Parliamentary Assembly Committee on Equal Opportunities for Women and Men is continuing its role as a driving force for the promotion of gender equality in the member states.

6. The sections on the European Court of Human Rights and on the European Social Charter provide an interesting insight into the most recent case-law on equality issues.

7. The 2008 statistics regarding participation by women and men in the steering committees and other bodies (presented in three tables: by Committee/ by member state/ by chapters of the Programme of Activities) show progress in women's participation. For example, in 22 Committees or other bodies, women represented at least 40% of the participants.

Secretariat of the Organisation:

8. This section of the report explains the existing policies and mechanisms on equal opportunities and gender mainstreaming in the Council of Europe Secretariat and provides statistical information on the number and percentages of women and men among the Organisation's staff.

9. It concludes its overview with a review of efforts in the areas of recruitment and promotions to ensure its policies are implemented and lists new measures that were introduced to improve the balancing of work and private life as well as awareness-raising activities on different aspects of equal opportunities.

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INTRODUCTION

This report on the implementation of the gender equality policy within the Council of Europe was prepared in accordance with the decision taken by the Minister Deputies during their 1040th meeting (5 November 2008) on which they underlined the importance of achieving *de facto* gender equality as well as a higher visibility of the Council of Europe's action in this field¹(Appendix 1).

On this occasion, the Minister's Deputies, *inter alia*:

- invited all committees and bodies established by the Committee of Ministers to include a gender perspective in their terms of reference;
- agreed to bear in mind the need to include a gender perspective in draft legal texts and declarations of the Council of Europe and invited their competent rapporteur groups to take account thereof when examining such matters;
- invited their Thematic Co-ordinator on Equality between Women and Men (TC-EG) to report regularly on main developments and activities in his/her field of competence and to hold meetings as appropriate;
- encouraged member states to strive for greater balance in lists of candidates during the selection processes of candidates for different bodies, entities and committees of the Council of Europe;
- asked the Secretary General to prepare an annual report on the follow-up given to the above decisions as well as on the implementation of the gender equality policy in the Council of Europe, including within Council of Europe bodies, entities and committees.

This decision by the Committee of Ministers was in line with previous messages such as the Declaration on Equality of Women and Men (1988) in which the Committee of Ministers affirmed that equality between women and men is an integral part of human rights and a fundamental criterion of democracy. This was taken forward during the 2nd Summit of the Heads of State and Government of the Council of Europe (1997) which stressed "the importance of a more balanced representation of men and women in all sectors of society, including political life," and called for "continued progress with a view to achieving effective equality of opportunities between women and men".

These principles were reaffirmed in 1998 in the first Council of Europe report, adopted by the Steering Committee for Equality between Women and Men (CDEG), on *Gender mainstreaming: Conceptual framework, methodology, and presentation of good practices (EG-S-MS(98)2rev)* defining this concept as:

Gender mainstreaming is the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by the actors normally involved in policy-making.

The Committee of Ministers adopted *Recommendation No. R (98) 14 of the Committee of Ministers to member states on gender mainstreaming* inviting member states to implement this strategy at national level.

In a subsequent *Message to steering committees of the Council of Europe on gender mainstreaming*, the Committee of Ministers invited them to draw inspiration from the CDEG's report and to implement the strategy in their programmes of activities. This implied that, when preparing their activities, Committees should take care to think about the relevance and the interest of the activity for both women and men and consider whether there are differences between women and men in the field concerned by the activity with regard to rights, resources, positions, representation, values and norms.

¹ Appendix I : Committee of Ministers decision of 5 November 2008

Concerning balanced participation of women and men, the Committee of Ministers had already (1981) adopted a Recommendation inviting member states to respect gender equality in committees and other bodies set up in the Council of Europe. To this end, a specific paragraph is systematically included in all letters of invitation to meetings of intergovernmental experts:

"Governments are invited to appoint their experts bearing in mind *Recommendation R(81)6 of the Committee of Ministers of the Council of Europe on the participation of women and men in an equitable proportion in committees and other bodies set up in the Council of Europe*. It is recalled in this connection that governments have the option of sending, at their own expense, one or more additional experts to sit on Council of Europe committees". To strengthen a well-balanced participation between men and women in these bodies, a specific note provides information on the exact number of women/men having participated at the preceding meeting of the committee concerned.

In September 1990, the Ministers Deputies asked to be kept regularly informed about measures adopted and progress achieved towards equality between women and men. Since then, the Secretary General has issued nine such reports. The 9th report of the Secretary General on equality between women and men in the Council of Europe was published in 2001. In the introduction, the Secretary General stated that he would be paying particular attention to equality issues in the adoption of a new staff policy, including steps to encourage more women to apply for managerial posts and supporting managers who promote a work culture which reconciles professional and private life. The *Report on equal opportunities and gender mainstreaming in the Council of Europe Secretariat* presenting the work undertaken in the framework of this new staff policy was published in 2004. It presented the Council of Europe activities relating to gender equality and gender mainstreaming, the fight against racism, the integration of persons of immigrant origins and the integration of persons with disabilities as well as ageing and the elderly. With this new staff policy, the Council of Europe wished to strengthen and further develop the work already undertaken in gender equality and gender mainstreaming while broadening the scope of its equal opportunities approach.

At the same time, it was decided that the statistics on the composition of committees and other bodies of the Council of Europe would be published only every two or three years. Statistics thus demonstrated slower progress in the composition of committees which did not request a yearly collection of data. The fact that this data collection has not been regular is due to staff changes and to the priority given by the new staff policy to equal opportunities in a wider context than gender equality. The priority given to the collection of statistics on the implementation of the recommendation on balanced participation of women and men to political and public decision making was also a factor which gave another picture of women's and men's participation. The collection of statistics within steering committees and other bodies of the Council of Europe often facilitates the corroboration of statistics collected at national level. Taken together, data provides a convincing argument in favour of the improvement of women's participation and representation in political and public life.

This report is divided into two sections. The first part describes the Council of Europe's gender equality activities along the lines of the structure of the Programme of Activities for 2009, followed by the Parliamentary Assembly and the Congress of Local and Regional Authorities' activities.

The second part deals with the situation within the Secretariat.

Wherever appropriate, the analyses are supplemented with statistics and explanatory appendices.

PART I – THE ORGANISATION’S ACTIVITIES

A. THE INTERGOVERNMENTAL PROGRAMME OF ACTIVITIES

Under the Intergovernmental Programme of Activities, the steering and expert committees, established by and placed under the authority of the Committee of Ministers are responsible for ensuring the implementation of the various activities having regard to the political guidelines and priorities decided by the Committee of Ministers. Equality between women and men is one of the principles which underpin action by the Council of Europe and to which the committees are required to conform in their activities. This report describes, when appropriate, the initiatives taken by the different committees before 2008 to implement the principle of equality². For each committee, the number of female and male members of the national delegations is indicated as it appears in the last meeting report of 2008. As some member states are often represented by more than one delegate, the number of participants can differ from one committee to another and may exceed the number of member states.

CHAPTER I – HUMAN RIGHTS

INDEPENDENT HUMAN RIGHTS MECHANISMS

1. EUROPEAN COURT OF HUMAN RIGHTS

Judges in the European Court of Human Rights³

In the criteria for examining candidatures for election to the European Court of Human Rights, the Parliamentary Assembly has emphasised the need for candidates to meet the requirements of Article 21 of the European Convention on Human Rights as well as the need for gender balance. Over the years, the consistent efforts of the Assembly to promote a gender balance in the Court have contributed to a significant increase in the number of women judges in the Court. The percentage of women judges has now almost reached the threshold level of 40 % as fixed by Recommendation Rec(2003)3 of the Committee of Ministers on balanced participation of women and men in political and public decision making.

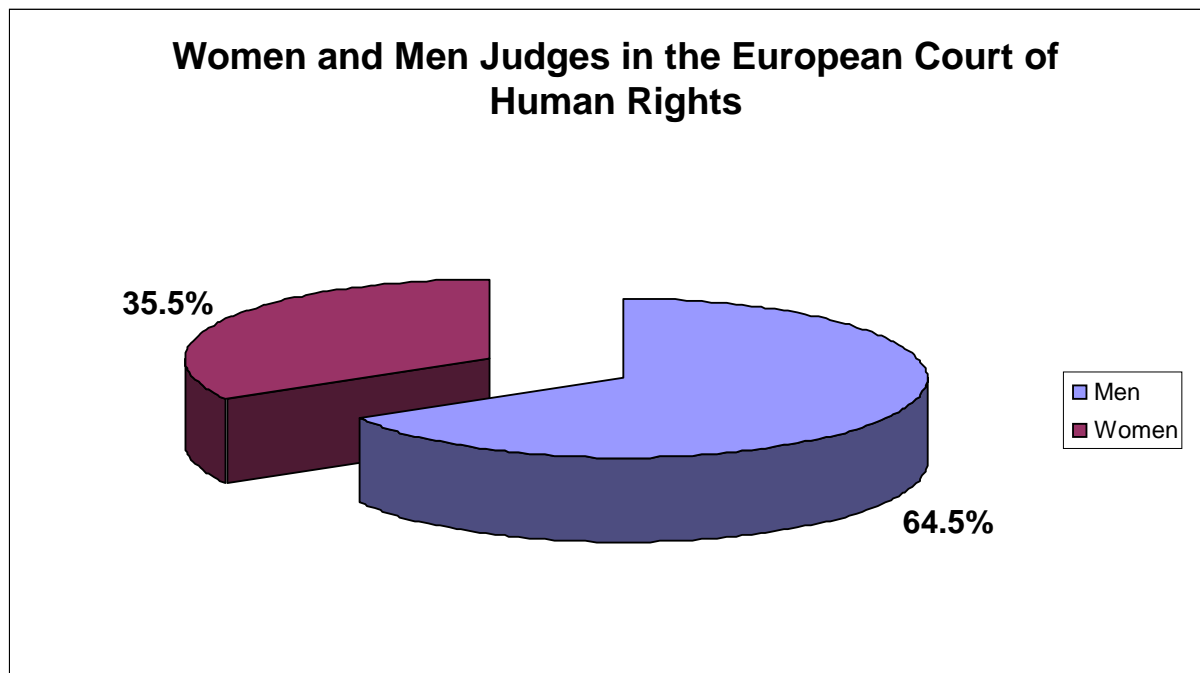
Women and Men Judges in the European Court of Human Rights (October 2008)				
Women	Men	Total	% Women	% Men
16	29	45*	35.5%	64.5%

* The seats of judges elected in respect of San Marino and Ukraine are currently vacant.

² Taking into account the timetable for meetings of Steering Committees and other committees, some aspects of the Committee of Ministers decision have not been fully implemented, because the terms of reference and activities for 2009 were prepared before November 2008.

³ Cf.: *Sex-disaggregated statistics on the participation of women and men in political and public decision-making in Council of Europe member states (CDEG(2009)1)*

Judges in the European Court of Human Rights



Composition of the European Court of Human Rights

Composition of the European Court of Human Rights (October 2008)				
	Women	Men	% Women	% Men
President of the ECHR	0	1	0.0%	100.0%
Vice-Presidents	0	2	0.0%	100.0%
Section Presidents	1	4	20.0%	80.0%
Section Vice-Presidents	2	3	40.0%	60.0%

Composition of the Committee of Minister's Deputies

Composition of the Committee of Ministers' Deputies (Article 46, ECHR) (15 May 2009)				
Women	Men	Total	% Women	% Men
13	34	47	27.7%	72.3%

The European Court of Human Rights is composed of 47 judges, including 16 women, one of them acting as President of a section.

An essential guarantee for the principle of equality between women and men is the prohibition of discrimination based on gender contained in Article 14 of the *European Convention on Human Rights* and its *Protocol No. 12*, which entered into force in April 2005. Protocol No.12 contains a general prohibition of discrimination by any public authority and includes discrimination on the grounds of gender and also guarantees the enjoyment of any right set forth by law outside the scope of the ECHR. Thus, it enables each and every woman and man in Europe to complain to the European Court of Human Rights about any discrimination based on gender by any public authority.

However, only 17 member states have ratified the Protocol to date.

Furthermore, Article 5 of Protocol No. 7 guarantees equality of rights and responsibilities of a private law character between spouses, and several important cases have shown the importance of other Convention rights for gender equality (such as the right to respect for private life).

Since 2002, the European Court of Human Rights has dealt with a range of cases touching upon important aspects of gender equality. The cases deal with several discriminatory practices based on gender which have led to significant differences in the treatment of women and men in sensitive areas such as homosexual practices, applications for a widow's allowance and jury service. Most applicants were men who complained of discrimination on the basis of gender because the law only criminalised homosexual acts between adults and consenting adolescents if they were male. Another set of cases which ended in friendly settlements instead of final judgements concerned the limitation of a widow's benefits to women without a similar scheme for widowed men. In *Zarb Adami v. Malta*, a violation of Article 14 in conjunction with Article 4 of the Convention was found as a result of a well-established practice barring women from jury service.

Several cases deal with questions of reproductive rights and paternity. In *Y.F. v. Turkey*, the Court found a violation of the right to respect for private life (Article 8) as a result of a forced gynaecological examination of a female detainee. In *Mizzi v. Malta*, a law which put a six-month time-limit on legal action to challenge paternity was also found to be in violation of the right to respect for private life in conjunction with Article 14 (prohibition of discrimination). No violation, however, was found in *Evans v. the United Kingdom*. This case established that a law requiring the consent of the father for the continued storage and implantation of fertilised oocytes neither breached the right to life (Article 2) nor the right to respect for private life (Article 8).

In recent years, several cases of violence against women have come before the Court. In *M.C. v. Bulgaria*, the Court ruled that the protection of women from violence required effective criminal legislation which considered all non-consensual sexual acts as rape - not only those carried out with the use of force. It held that the prohibition of inhuman treatment (Article 3) and the right to respect for private life (Article 8) contained a positive obligation to establish and apply effectively a criminal law system which punishes all forms of rape and sexual abuse. Similarly, in two cases of domestic violence (*Kontrova v. Slovakia* and *Branko Tomašić and Others v. Croatia*), the Court held that the positive obligation to protect life under Article 2 of the Convention included effective protection from a real and imminent risk to the life of an identified individual from the criminal acts of a third party who is known to the authorities.

2. EUROPEAN SOCIAL CHARTER

The European Social Charter supplements the European Convention on Human Rights in the field of economic and social rights. It lays down various fundamental rights and freedoms, and it establishes a supervisory mechanism – based on a system of collective complaints and national reports - guaranteeing their respect by State Parties.

This supervision is carried out by the European Committee of Social Rights (ECSR) which has indicated how rights related to equality between women and men set forth in the Charter should be implemented.

The provisions of the Charter guaranteeing equality between women and men mainly concern the field of employment (Articles 1§2 and 4§3, as well as Article 1 of the Additional Protocol which has become Article 20 in the Revised Social Charter).

Pursuant to Article E of the Revised Charter, the enjoyment of all rights set forth in the treaty shall be secured without discrimination based on gender.

The Charter requires a precise body of law prohibiting discrimination as well as the adoption of concrete measures in order to realise equality in law and in practice.

a) Case law of the ECSR concerning Article 20 “The right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex”

The principle of equal treatment of women and men is understood to mean the absence of any discrimination on the grounds of sex. It precludes any discrimination (direct or indirect).

Article 20 establishes the right to equal treatment in all stages of working life: access to employment, remuneration and other working conditions including dismissal or other forms of detriment, vocational training, and guidance and promotion.

It also guarantees equal treatment with regard to social security in the scope of schemes, the conditions of access to schemes, the calculation of benefits and the length of entitlement to benefits.

The Charter obliges the States to enact legislation explicitly and precisely to guarantee equal treatment in all aspects.

Furthermore, national legislation must provide for appropriate and effective remedies in the event of alleged discrimination. Employees who consider that they have suffered employment discrimination must be able to take their case to an independent body. Anyone who suffers discrimination on the grounds of sex must be entitled to adequate compensation, and employees who try to enforce their right to equality must be legally protected against any form of reprisals by their employers.

Specific measures for protecting women

Provisions concerning the protection of women, especially relating to pregnancy, childbirth and the post-natal period, shall not be deemed to be discrimination. Furthermore, some occupational activities which can only be entrusted to persons of one sex, by their nature or the context in which they are carried out, may be excluded from the scope of Article 20 (see Appendix to the Revised Social Charter).

The Charter also guarantees equality between women and men within the family, in personal and property matters and regarding children (Article 16).

For more information on the case law of ECSR, see “Digest of the case law” on the website: www.coe.int/socialcharter

b) Examples of national situations concerning equality between women and men

States Parties to the Charter have taken measures to promote equal opportunities and equal treatment. For example,

- in Portugal, action plans for employment (2005-2008) and equal treatment (2003-2006) contain a number of measures to promote equal opportunities for men and women in the labour market, and to increase the participation of women in active life;
- in Romania, the National Agency for Equal Opportunities between men and women is responsible for implementing the National Strategy for Equal Opportunities between women and men 2006-2009, with the main objectives of supporting equal access of women and men to the labour market and reconciling family life with professional life.

Many States Parties have adopted new laws or amended the existing legislation in order to improve the situation. This is the case, for instance:

- in France, the Act of 23 March 2006 on pay equality for men and women obliges companies with more than 50 employees to conduct sectoral negotiations every year with a view to defining and adopting measures for the abolition of the gender pay gap before 31 December 2010. A number of sanctions are foreseen in the 2006 Act for failure to carry out negotiations. Another objective of this law is to ensure that women on maternity or adoption leave are not penalised in terms of their progress through the pay scales;

- in Finland, the amendments to the Act on Equality between Men and Women (amendment 232/2005) *inter alia* removed the limits on compensation payable in the event of sex discrimination;
- in Greece, a new law adopted in 2006 (No. 3488/2006) on the implementation of the principle of equal treatment for men and women has a very wide scope and covers all workers in the private and public sector as well as self-employed persons and, in certain circumstances, trainees. The law prohibits all forms of discrimination on the grounds of sex or family status with regard to access to employment, vocational training, conditions of employment and trade union membership.

In 2008, the ECSR found that some State Parties were not in conformity with the Charter. For example:

- in Slovenia where women are prohibited from working in underground mines and in principle are prohibited from night work in industry and in the construction sector;
- in Cyprus and in Portugal where it is not possible to make a comparison of jobs outside the company in unequal pay claims.

For more information on the national situations, see Conclusions on the website: www.coe.int/socialcharter.

The next State reports on provisions of the Charter relating to equality between women and men are due to be submitted in 2011, and the ECSR will adopt its relevant conclusions in 2012.

It should be noted that the monitoring mechanism of the Social Charter is composed of 2 bodies:

The European Committee of Social Rights (ECSR)

The Governmental Committee of the European Social Charter (ESC)

The European Committee of Social Rights is composed of 7 men and 7 women and it is chaired by a woman.

The Governmental Committee of the European Social Charter is composed of 20 men and 27 women.

3. EUROPEAN CONVENTION FOR THE PREVENTION OF TORTURE AND INHUMAN OR DEGRADING TREATMENT OR PUNISHMENT

The European Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment (CPT) is a non-judicial preventive mechanism (established in 1989) aimed at strengthening the protection of persons deprived of their liberty from torture and other inhuman or degrading treatment or punishment. This monitoring mechanism is based on a system of visits⁴ undertaken by the CPT to establishments where persons may be deprived of their liberty by a public authority. Such visits are regularly made, *inter alia*, to prisons, police stations, juvenile detention centres, psychiatric hospitals and holding centres for immigration detainees in order to examine how persons deprived of their liberty are being treated and, if necessary, to recommend improvements. After each visit, the CPT adopts a report which is sent to the country concerned. This report is the starting point for an ongoing dialogue with the relevant authorities.

Under the European Convention for the Prevention of Torture, CPT delegations have unlimited access to places of detention and the right to move inside such places without restriction. They interview persons deprived of their liberty in private and communicate freely with anyone who can provide information. The members of the CPT are independent and impartial experts from a variety of backgrounds (for example, lawyers, medical doctors, specialists in prison or police matters) who are elected by the Committee of Ministers of the Council of Europe. One member is elected in respect of each State Party to the Convention.

⁴ The CPT started its visits in 1990 and has carried out 268 such visits to date (May 2009).

To highlight the importance which it attaches to the prevention of ill-treatment of women deprived of their liberty, the CPT dedicated a full chapter of its 10th General Report to describing some of the specific issues which it pursues in this area⁵. In this way, the Committee gave a clear indication to national authorities of its views regarding the manner in which women deprived of their liberty should be treated. In particular, the CPT addressed issues such as mixed-gender staffing in places of detention, separate accommodation for women deprived of their liberty, equality of access to activities, ante-natal and post-natal care, hygiene and health-related issues.

The specific issues mentioned above as well as many others are examined during visits and are reflected, where appropriate, in the visit reports.

At present, the European Committee for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment is composed of 27 men and 18 women - one of whom is the First Vice-President of the Committee.

4. EUROPEAN COMMISSION AGAINST RACISM AND INTOLERANCE (ECRI)

ECRI is the Council of Europe's independent human rights monitoring body specialised in combating racism, racial discrimination, xenophobia, anti-Semitism and intolerance. ECRI covers all measures needed to combat violence, discrimination and prejudice against persons or groups of persons on the grounds of their race, colour, language, religion, nationality or national or ethnic origin. Where appropriate and as provided in its Statute, ECRI introduces a gender perspective into its work on general themes and into its country-by-country approach.

- **ECRI's Statute:**

Extract from the Resolution Res(2002)8 on the statute of the European Commission against Racism and Intolerance, (Adopted by the Committee of Ministers on 13 June 2002 at the 799th meeting of the Ministers' Deputies)

Article 10

1. ECRI shall adopt its programme, which shall include, *inter alia*, three aspects:

- country-by-country approach
- work on general themes
- relations with civil society

2. ECRI shall, as appropriate, integrate a gender perspective into its programme.

3. ECRI may, as necessary and within the limits of its terms of reference, introduce modifications or additions to its programme.

- **ECRI's General Policy Recommendations**

- In its General Policy Recommendation N°3 on Combating racism and intolerance against **Roma/Gypsies** (Strasbourg, 6 March 1998) ECRI recommends that Governments of member states "pay particular attention to the situation of Roma/Gypsy women, who are often the subject of double discrimination, as women and as Roma/Gypsies."
- In its General Policy Recommendation N°5 on Combating intolerance and discrimination against **Muslims** (Strasbourg, 27 April 2000) ECRI recommends that Governments of member states "pay particular attention to the situation of Muslim women, who may suffer both from discrimination against women in general and from discrimination against Muslims".

- **In ECRI's country-by-country monitoring reports**

An overview of ECRI's third round of country reports shows that ECRI has, where appropriate, adopted a gender perspective in its analyses and recommendations to member states.

⁵ See document CPT/Inf (2000) 13 on the CPT's website (www.cpt.coe.int).

ECRI systematically recommends that the national authorities collect relevant information including **statistical data** according to categories such as ethnic origin, language, religion and nationality in different areas of policy in order to assess the situation of the various minority groups living in the country and to determine the extent of racism and racial discrimination. They should ensure that this is done in all cases with due respect for the principles of confidentiality, informed consent and the voluntary self-identification of persons as belonging to a particular group. ECRI also stresses that these systems should take the **gender dimension** into consideration, particularly from the point of view of possible double or multiple discrimination.

In some countries, ECRI deals with the difficulties encountered by **migrant women** concerning issues such as access to work or vocational training and asks governments to take measures which are tailored to their specific needs. Where appropriate, ECRI also stresses the need to ensure that foreign women who are victims of domestic violence are not forced to stay in violent relationships to avoid deportation, and this includes any necessary changes to the legislation.

Concerning **Roma women**, ECRI draws attention to their vulnerability in some cases and to the need for adequate measures (for example to facilitate their access to work). A specific issue covered by ECRI and concerning Roma women is discrimination in access to health. In particular, ECRI dealt at length in one country with allegations of cases of sterilisation of Roma women without their full and informed consent and made recommendations concerning the need for prevention and reparation in this field.

In some countries, ECRI also deals with the problem of **trafficking of human being** when there are discriminatory aspects based on one of the grounds covered by ECRI (for example when it appears that women from a given ethnic minority group are particularly vulnerable to such trafficking).

In some reports, ECRI also recommends that governments take measures against discriminatory behaviour such as the refusal to hire a woman or to rent her a flat on the grounds that she wears a **Muslim headscarf**.

The list of examples which follows is not exhaustive. It is possible to consult all ECRI country-by-country reports on its website: www.coe.int/ecri.

The European Commission against Racism and Intolerance is composed of 36 men and 9 women.

5. ADVISORY COMMITTEE ON THE FRAMEWORK CONVENTION FOR THE PROTECTION OF NATIONAL MINORITIES (FCNM)

The Advisory Committee on the FCNM has now built up solid case-law regarding the participation of national minorities, including minority women, in policy making. In particular, the Advisory Committee has insisted on the need to involve Roma women in the development of a National Strategy on Roma and other measures targeting this community.

This position was further elaborated in a Thematic Commentary on participation of national minorities in cultural, social and economic life and in public affairs where it is emphasised that:

“It is also important that appropriate legal remedies are available in cases of discrimination, and that particular attention is paid to multiple discrimination against women belonging to national minorities.

Persons belonging to national minorities can be involved in public affairs through a number of arrangements, such as representation in elected bodies and public administration at all levels, consultative mechanisms or cultural autonomy arrangements. Particular attention should be paid to the balanced representation of women and men belonging to national minorities.”

The Advisory Committee of the Framework Convention for the Protection of National Minorities is composed of 9 men and 8 women (one seat is currently vacant).

The Committee of Experts on Issues relating to the Protection of National Minorities (DH-MIN) is composed of 27 men and 26 women.

6. GROUP OF EXPERTS ON ACTION AGAINST TRAFFICKING IN HUMAN BEINGS (GRETA)

The **Council of Europe Convention on Action against Trafficking in Human Beings** was adopted on 3 May 2005 and entered into force on 1 February 2008.

This Convention is mainly focused on the protection of victims of trafficking and the safeguard of their rights. It also aims to prevent trafficking and to prosecute traffickers. The Convention provides for an effective and independent monitoring mechanism capable of controlling the implementation of the obligations contained in the Convention.

The Group of Experts on Action against Trafficking in Human Beings (GRETA), composed of 4 men and 9 women, is chaired by a woman.

INTERGOVERNMENTAL COMMITTEES AND OTHER BODIES

7. STEERING COMMITTEE FOR HUMAN RIGHTS (CDDH)

The Steering Committee for Human Rights is composed of 29 men and 27 women.

8. STEERING COMMITTEE FOR EQUALITY BETWEEN WOMEN AND MEN (CDEG)

The consideration of equality between women and men, seen as a fundamental human right, is the responsibility of the Steering Committee for Equality between Women and Men (CDEG). The CDEG is entrusted with the task of stimulating action at national level as well as within the Council of Europe in order to achieve effective equality between women and men. To this end, the CDEG carries out analyses, studies and evaluations, defines strategies and political measures, and drafts appropriate legal instruments.

Gender equality standards and mechanisms

The most recent text prepared by the Steering Committee on Equality between Women and Men (CDEG) is a recommendation on gender equality standards and mechanisms, adopted by the Committee of Ministers on 21 November 2007.

This recommendation is a comprehensive text containing:

- general standards on gender equality;
- standards on specific issues (private and family life, education, economic life, political and public life, reconciliation of private and professional life, social protection, health, media, violence against women, trafficking of women, conflict and post-conflict situations, women exposed to multiple discrimination);
- strategies, mechanisms and tools to achieve gender equality.

Its aim is to ensure that the obligations which the Council of Europe member states have accepted in the field of gender equality are effectively implemented.

Balanced participation of women and men in political and public decision making

The CDEG also prepared a **Recommendation Rec(2003)3 on balanced participation of women and men in political and public decision-making** adopted by the Committee of Ministers on 12 March 2003. The Recommendation set a "parity threshold" of at least 40% of each sex in the composition of elected assemblies, consultative organs of states, political parties, trade unions and decision-making bodies in the media sector established by public authorities. The text contains a number of guidelines to assist member states in promoting an increased participation of women in decision-making.

To monitor and evaluate progress and report regularly to the Committee of Ministers, the CDEG prepared a *Questionnaire on sex-disaggregated data*. Data have been collected in 2005 and 2008 in order to monitor the implementation of the 2003 Recommendation of the Committee of Ministers. The recent report "Sex-disaggregated statistics on the participation of women and men in political and public decision-making in the Council of Europe member states" (2008) shows some progress, but the figures are still far from the 40% minimum recommended.

In 2005, a ***Study on Parental Leave in Council of Europe member states*** was published which focused on parental leave in the 45 member states. It set out the background of legislation and identifies gaps which need to be filled in terms of national legislation as well as statistics showing patterns and trends in the take-up of parental leave.

As a follow up to the 5th Ministerial Conference on Equality between Women and Men, a ***Report on the role of women and men in intercultural and interreligious dialogue*** was prepared by the CDEG in 2005 and a ***draft Recommendation on the role of women and men in conflict prevention and resolution and in peace building*** has been prepared..

Gender mainstreaming

In 2001, the CDEG launched the **Informal Network on Gender Mainstreaming** in order to create a forum where gender-mainstreaming specialists meet once a year with experts from other disciplines to discuss ways of promoting this strategy in their activities.

The meetings were devoted to:

- 2001: the promotion of gender mainstreaming and obstacles to its implementation as well as the priorities for the future;
- 2002: the promotion of gender mainstreaming in social policies;
- 2003: the promotion of gender mainstreaming at local and regional levels;
- 2004: the promotion of gender mainstreaming in education;
- 2005: the promotion of gender mainstreaming in the budgetary process ("*gender budgeting*");
- 2006: the promotion of gender mainstreaming in health;
- 2007: *Effective tools for the implementation of the strategy of gender mainstreaming: good practices and obstacles*;
- 2008: the media.

In 2009, the issue of women's social protection will be examined. Gender equality is regarded as highly relevant to the social cohesion strategy. As a follow-up to the report of the High Level Task Force, the CDEG will examine the gender implications of social policy interventions and how to integrate a gender-mainstreaming perspective can be integrated into the activities in this field.

Gender budgeting

In its report on Gender Budgeting (2004), the CDEG defined this concept as follows:

"Gender budgeting is an application of gender mainstreaming in the budgetary process. It means a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality".

This concept is based on the idea that budgets are not neutral and that they should take into account the social reality that society is composed of women and men and that their needs are not always the same.

It is a specific implementation of the more general strategy of gender mainstreaming which allows a more efficient use of public money.

Through gender budgeting, public money is better targeted and spent more effectively, thus improving policy outcomes. By strengthening the collection and analysis of gender-disaggregated data and improving the possibilities for determining the actual amounts of resources allocated to women and men, gender budget initiatives can give a better understanding of how resources are spent and therefore increase the effectiveness of measures taken.

During the United Nations Fourth World Conference on Women in Beijing in 1995, the Platform for Action recommended that governments should systematically review public sector expenditure and adjust budgets to ensure gender equality concerning access to expenditure, and that gender budgeting should become an internationally recognised strategy for enhancing gender equality.

The **Parliamentary Assembly** of the Council of Europe adopted **Recommendation 1739 (2006) – “Gender budgeting”**. It invited, in particular, the Committee of Ministers to draw up a recommendation to member states on gender budgeting, with the aim of encouraging the examination of budget processes and objectives by all players at all levels in the budgeting processes of the Council of Europe member states (at national, regional and local level) to ensure that women’s and men’s needs and priorities are considered equally. It also prepared a gender analysis of the Council of Europe’s budget and ensured that the needs of women and men (and girls and boys) are targeted equally by the Organisation’s activities.

The CDEG has prepared a **Handbook on the practical implementation of gender budgeting** which has been presented during a Council of Europe Conference on gender budgeting organised in co-operation with the Greek authorities in Athens in May 2009. The Conference aimed at presenting the Handbook and also to raising political awareness of the need to use this specific tool to achieve *de facto* gender equality.

Preventing and combating violence against women

The **Recommendation Rec(2002)5 on the protection of women against violence** adopted by the Committee of Ministers in April 2002 was the first international legal instrument to propose a global strategy to prevent violence against women, to protect the victims and to prosecute the authors of such violence.

The CDEG has since developed a monitoring framework to assess the measures taken by the member states and evaluate progress in the implementation of the Recommendation. Each monitoring round lasts two years. The first replies from 2005-2006 were assessed in the publication **Combating Violence against women – Stocktaking study on the measures and actions taken in Council of Europe member states**, complemented by the publication **Protecting women against Violence - Analytical Study on the effective implementation of Recommendation Rec(2002)5 on the protection of women against violence**. The results of the second monitoring cycle 2007-2008 are analysed in **Protecting women against violence – Analytical Study of the Results of the Second Round of Monitoring the Implementation of Recommendation Rec(2002)5**.

A **Study on forced marriages**, focusing on the legislation and policies implemented in Council of Europe member states to fight this phenomenon, was published in 2005.

A **Seminar on violence within the family: the place and role of men** was organised in December 2005, aimed at identifying possible roles of men in the context of family violence. The role of men as agents of change was explored during the **Regional Seminar on Men’s Active Participation in combating Domestic Violence** in May 2007 in Zagreb.

Campaign to Combat Violence against Women, including Domestic Violence

On the basis of the work achieved in the field of violence against women by the CDEG and to raise awareness of violence against women among the public, the Council of Europe launched a Campaign to Combat Violence against Women, including Domestic Violence in November 2006. During the next two years, member states of the Council of Europe carried out a range of activities at all levels: governmental, parliamentary, and local and regional.

To monitor the implementation of the Campaign a *Task Force to Combat Violence against Women, including Domestic Violence* was established. It prepared the ***Blueprint of the Council of Europe Campaign to Combat Violence against Women, including Domestic Violence (2006-2008)***.

The Task Force's **Final Activity Report**, adopted in 2008, contains:

- an evaluation of the existing measures for preventing and combating violence against women at national and international level;
- an assessment of the *Council of Europe Campaign to Combat Violence against Women, including Domestic Violence*;
- proposals for future action by the Council of Europe and its member states to prevent and combat violence against women. Among these proposals, the Task Force recommended setting up a femicide watch. It also recommended Council of Europe to lead the process in the preparation of the first European human rights treaty to prevent and combat violence against women.

Ad Hoc Committee on Preventing and Combating Violence against Women and Domestic Violence
On 10 December 2008 the Ministers' Deputies adopted the terms of reference for the *Ad Hoc Committee on Preventing and Combating Violence against Women and Domestic Violence (CAHVIO)* to prepare one or more legally binding instrument[s] "to prevent and combat domestic violence including specific forms of violence against women, other forms of violence against women, and to protect and support the victims of such violence as well as prosecute the perpetrators".

The *Ad Hoc Committee* has recently started its work. The first two meetings took place in Strasbourg on 6-8 April and 25-27 May 2009. The Committee consists of one or more national experts for each member state as well as representatives of observer states, NGOs and international intergovernmental organisations. PACE also participates in the Committee's work. It is expected to present an interim report about its position on the subjects and contents of the proposed instrument[s], its working methods and the time table for its work to the Committee of Ministers. On 1 July, the Committee of Ministers took note of the report and invited the CAHVIO to work in accordance with the work programme and timetable set out in the report and, in particular, to prepare the instruments proposed in the report.

Other activities

Following the proposal made in the Resolution adopted at the 6th European Ministerial Conference on Equality between Women and Men (Stockholm, June 2006), a new ***Committee of Ministers' Declaration Making gender equality a reality*** has been adopted by the Committee of Ministers at their 119th session on 12 May in Madrid. This Declaration will give a new impetus to gender equality activities.

The ***7th Council of Europe Conference of Ministers responsible for equality between women and men*** which will take place in Azerbaijan in 2010 will be devoted to the theme *Gender equality: bridging the gap between de jure and de facto equality*. The two sub-themes to be examined during this Ministerial Conference are: 1: *Positive action and gender mainstreaming for achieving de facto gender equality*; 2: *Combating stereotypes: the role of education and media*.

The Steering Committee for Equality between Women and Men is composed of 5 men and 53 women.

9. STEERING COMMITTEE ON BIOETHICS (CDBI)

The Steering Committee on Bioethics (CDBI) is also attentive to questions relating to equality between women and men in its activities. In the Convention for the protection of human rights and dignity of the human being with regard to the application of biology and medicine (Convention on Human Rights and Biomedicine), a specific article provides for the non-selection of sex (Article 14 "The use of techniques of medically assisted procreation shall not be allowed for the purpose of choosing a future child's sex, except where serious hereditary sex-related disease is to be avoided").

The Steering Committee on Bioethics is composed of 41 men and 31 women.

10. STEERING COMMITTEE ON THE MEDIA AND NEW COMMUNICATION SERVICES (CDMC)

The CDMC explores gender and LGBT issues when drafting standard-setting texts. In the immediate future, this work concerns a draft recommendation being finalised on measures to protect children against harmful content and behaviour and to promote their active participation in the new information and communications environment with texts being prepared for adoption at the next specialised Ministerial Conference.

The Steering Committee on the Media and New Communication Services is composed of 34 men and 23 women.

CHAPTER II - RULE OF LAW

MONITORING MECHANISMS

1. COMMITTEE OF EXPERTS ON THE EVALUATION OF ANTI-MONEY LAUNDERING MEASURES AND THE FINANCING OF TERRORISM (MONEYVAL)

MONEYVAL was established in 1997. This evaluation and peer pressure mechanism reviews both anti-money laundering measures and the measures to counter the financing of terrorism in Council of Europe member states (and Council of Europe applicants which apply to join the terms of reference) which are not members of the Financial Action Task Force (FATF).

The Committee of Experts on the Evaluation of anti-money laundering measures and the financing of terrorism is composed of 88 men and 61 women.

2. GROUP OF STATES AGAINST CORRUPTION (GRECO)

The Group of States against Corruption (GRECO) was established in 1999 by the Council of Europe to improve the capacity of its members to fight corruption by monitoring their compliance with Council of Europe anti-corruption standards through mutual evaluation and peer pressure. It helps to identify deficiencies in national anti-corruption policies, prompting the necessary legislative, institutional and practical reforms. GRECO also provides a platform for sharing best practice in the prevention and detection of corruption.

The Group of States against Corruption is composed of 58 men and 31 women

3. EUROPEAN COMMISSION FOR THE EFFICIENCY OF JUSTICE (CEPEJ)

The European Commission for the Efficiency of Justice is composed of 32 men and 26 women.

INTERGOVERNMENTAL COMMITTEES AND OTHER BODIES

4. EUROPEAN COMMITTEE ON LEGAL CO-OPERATION (CDCJ)

The CDCJ and its subordinate bodies encourage a balanced participation of men and women in their selection processes. They took note of the Decision of the Committee of Ministers CM/Inf (2008) 41 and have started to include a gender perspective in their terms of reference.

The reports and legal instruments prepared under the authority of the CDCJ take a gender equality perspective into account.

A study is currently being undertaken on the various forms of marital and non-marital partnerships and cohabitation with a view to identifying possible measures to avoid discrimination on grounds of sexual orientation or gender identity.

The European Committee on Legal Co-operation is composed of 23 men and 20 women.

5. COMMITTEE OF LEGAL ADVISERS ON PUBLIC INTERNATIONAL LAW (CAHDI)

The Committee of Legal Advisers on Public International Law is composed of 40 men and 23 women.

6. COMMITTEE OF EXPERTS ON TERRORISM (CODEXTER)

The Committee of Experts on Terrorism is composed of 37 men and 19 women.

7. EUROPEAN COMMITTEE ON CRIME PROBLEMS (CDPC)

The CDPC was involved in the preparation of the 29th Conference of the Ministries of Justice which took place at Tromsø (Norway) on 18-19 June 2009 in connection with a future Council of Europe convention against violence against women, including domestic violence. The theme of the Conference was "Breaking the silence: united against domestic violence", and the Conference focused on violence against women or between partners and on the situation of children living in an environment of domestic violence. Appropriate protective measures for victims were examined as well as the situation of victims in relation to criminal procedures against the perpetrators.

The European Committee on Crime Problems is composed of 36 men and 29 women.

CHAPTER III - DEMOCRACY AND GOOD GOVERNANCE

1. EUROPEAN COMMITTEE ON LOCAL AND REGIONAL DEMOCRACY (CDLR)

A report on the participation of citizens in local public life was published in 2000. It analysed, *inter alia*, the participation of women in public life at local level and their representation level within local bodies. The Recommendation of the Committee of Ministers to member states on the participation of citizens in local public life Rec(2001)19 suggests specific measures which should be taken, in order to stimulate the participation (and representation) of women in the local political process and recognises the importance of a fair representation of women in local politics in paragraph 10.

The European Committee on Local and Regional Democracy is composed of 40 men and 25 women.

2. AD HOC COMMITTEE ON E-DEMOCRACY (CAHDE)

The CAHDE prepared a Recommendation on e-democracy which was adopted by the Committee of Ministers on 18 February 2009.

The Recommendation underlines that:

"If e-democracy is to be properly designed, it has to be based on the following concepts:

...

- inclusion – that is, the political and technological empowerment of citizens irrespective of age, gender, education, socio-economic situation, language, special needs and place of residence; such inclusion requires an ability to use electronic tools (knowledge, e-skills, e-readiness), available and accessible e-tools and a combination of electronic and non-electronic approaches;"

The Ad hoc Committee on e-democracy is composed of 46 men and 24 women.

3. VENICE COMMISSION

The European Commission for Democracy through Law, better known as the Venice Commission, is the Council of Europe's advisory body on constitutional matters. Established in 1990, the commission has played a leading role in the adoption of constitutions which conform to the standards of Europe's constitutional heritage. It contributes to the dissemination of this heritage, based on Europe's fundamental legal values while continuing to provide "constitutional first-aid" to individual states.

At the request of the Parliamentary Assembly's Committee on Equal Opportunities for Women and Men, the Venice Commission has drafted a *Declaration on Women's participation in elections* which was examined and amended by the CDEG in 2004.

In 2009, the Venice Commission has prepared a report on 'The impact of electoral systems on women's representation in politics' which the CDEG also had the opportunity to examine and amend. The Venice Commission adopted the report at its June 2009 session after its consideration by the Council for Democratic Elections.

The Venice Commission is composed of 38 men and 8 women.

CHAPTER IV – SOCIAL COHESION

1. EUROPEAN CO-ORDINATION FORUM FOR THE COUNCIL OF EUROPE DISABILITY ACTION PLAN (CAHPAH)

The Council of Europe Disability Action Plan 2006-2015 (Recommendation Rec(2006)5 of the Committee of Ministers to member states) includes an explicit reference to gender mainstreaming in one of its so-called "cross-cutting aspects":

"4.2 Women and girls with disabilities

Women and girls with disabilities can and often do face multiple obstacles to participation in society due to two-fold discrimination, namely on grounds of both gender and disability. Although the general situation of people with disabilities has significantly improved, the benefits of such changes in society are not always equally distributed between women with disabilities and men with disabilities.

The development and implementation of relevant policies and implementation measures should be designed so as to ensure a balance of opportunities between disabled men and women. The specific situation of women and girls with disabilities needs to be taken into account in the development of both disability and gender mainstreaming policies and programmes at all levels, namely international, national, regional and local.

Action is required to remove obstacles which prevent women with disabilities from enjoying their rights on the same basis as men and other women. This action extends across a broad range of areas including relationships, parenthood, family life, sexuality and protection from violence and abuse. It also includes measures to ensure equal opportunities to participate in political and public life, education, training, employment and social and cultural life. Many of these policy areas are covered by action lines in this Action Plan but must be considered in terms of how factors affecting the participation of women and girls with disabilities can be addressed by member states. "

The promotion, implementation and follow-up of the Council of Europe Disability Action Plan is overseen by the European Co-ordination Forum for the Council of Europe Disability Action Plan 2006-2015 (CAHPAH). The CAHPAH terms of reference list the Steering Committee for Equality between Women and Men (CDEG) under "Participant". Consequently, the CDEG is entitled to be represented at CAHPAH meetings and to participate in its deliberations.

The report "Discrimination against women with disabilities" was published in 2003 under the responsibility of CAHPAH's predecessor, the Committee on the Rehabilitation and Integration of People with disabilities (Partial Agreement)(CD-P-RR).

The European Conference "Protecting and promoting the rights of persons with disabilities in Europe: towards full participation, inclusion and empowerment" took place in Strasbourg on 29-30 October 2008. It was organised by the Directorate General of Social Cohesion in co-operation with the Nordic Cooperation on Disability under the aegis of the Swedish Chairmanship of the Committee of Ministers of the Council of Europe and Presidency of the Nordic Council of Ministers. The Conference aimed to promote the recognition and application of the UN Convention on the Rights of Persons with Disabilities and the implementation of the Council of Europe Disability Action Plan 2006 – 2015. A conference workshop was devoted to the topic "women with disabilities".

A High Level European Conference on "Women with disabilities: access to training and employment" took place in León (Spain) on 12-13 February 2009 under the aegis of the Spanish Chairmanship of the Committee of Ministers.

The European Co-ordination Forum for the Council of Europe Disability Action Plan is composed of 25 men and 27 women.

3. COMMITTEE OF EXPERTS ON SOCIAL SECURITY (CS-SS)

In the field of Social Security, a report on "Leave and benefits associated with the birth of a child in Europe" has recently been finalised. The report deals with the impact of paternity and parental leave on the promotion of the gender equality.

Gender equality will also be addressed when the Committee of Experts on Social Security (CS-SS) takes up the issue of "Benefits in respect of children".

The Committee of Experts on Social Security, composed of 28 men and 23 women, is chaired by a woman.

4. EUROPEAN COMMITTEE ON SOCIAL COHESION (CDCS)

The Revised strategy for social cohesion (elaborated by the CDCS in 2004) makes clear that equality between women and men is a fundamental and highly relevant commitment. It urges a gender mainstreaming perspective in the area of social cohesion.

Paragraph 14 of the Strategy reads as follows:

"Equality between women and men is also a fundamental Council of Europe commitment that is highly relevant to the social cohesion strategy. Continuing efforts will be made to keep alert to the gender implications of all social policy interventions and to integrate a gender mainstreaming perspective into the activities in this field."

The most recent activities undertaken by the CDCS take the gender equality issues into consideration. The report on *Improving the situation of low-income workers (2008)* and the respective draft Recommendation underlines:

- "1. Aim to prevent low-income employment by:
- a. Introducing policies to combat discrimination and to reduce the gender pay gap in line with the European Social Charter's right of male and female workers to equal pay for work of equal value;
 - b. Considering the provision of early childhood care and education services and community and residential care for older people and persons with disabilities to facilitate greater female participation in the labour force, taking into account the needs of carers, family members looking after relatives and the cared for (i.e. geographical access and spread of services; time, equity etc.); "

The new project "Social mobility as a factor of social cohesion" will be undertaken in 2009-2010 and led by a Committee of Experts on Fostering Social Mobility (CS-SM). It will serve to ensure the implementation of the concept of equal and fair access to social and employment opportunities as a major component of social mobility. Among the issues likely to be examined are obstacles facing women in the labour market. Women returning to work, in particular, experience significant difficulty in taking up previous employment positions and earnings levels, often resulting in them taking part-time work in lower status jobs. Moreover, many young women seeking entry into the labour market still routinely face the realities of 'gendered' employment, problems with childcare and occupational segregation, which restrict their ability to progress in their careers and achieve parity with men in terms of occupational mobility. CDEG will be invited to send a representative to each meeting of the CS-SM.

The European Committee on Social Cohesion, composed of 27 men and 33 women, is chaired by a woman.

5. EUROPEAN COMMITTEE ON MIGRATION (CDMG)

CDMG and its subsidiary organs pay special attention to the situation of immigrant women who suffer double discrimination, and they are currently working on a report on the wellbeing of migrant women and their protection against abuse. CDEG was invited to explore the possible activities to be undertaken jointly with CDMG on this issue.

The European Committee on Migration is composed of 26 men and 16 women.

6. COMMITTEE OF EXPERTS ON SOCIAL POLICY FOR FAMILIES AND CHILDREN (CS-SPFC)

The Committee of Experts on Families and Children (CS-SFPC) has gathered comprehensive information on national family policies. This information includes gender-related topics such as policies to reconcile work and family life and the legal framework for marriage, divorce and parenthood. Two draft reports analysing the data were produced, and final versions were presented at the Council of Europe Conference of Ministers responsible for Family Affairs in Vienna on 16 and 17 June 2009.

The Committee of Experts on Social Policy for Families and Children is composed of 9 men and 27 women.

7. EUROPEAN HEALTH COMMITTEE (CDSP)

The CDSP has prepared jointly with CDEG a *Recommendation CM/Rec(2008)1 on the inclusion of gender differences in health policy* and put the question of gender mainstreaming as an "awareness raising" action on its 2009 agenda. The CM/Rec(2008)1 aims to propose to the member states a set of practical and applicable gender-mainstreamed health policy guidelines. The added value of gender mainstreaming public health policies is important from two perspectives: a human rights perspective to promote gender equality and prevent gender discrimination, and an economic perspective of improving the effectiveness of health policies in order to ensure a more targeted use of resources and cost reduction.

The European Health Committee is composed of 25 men and 23 women.

8. POMPIDOU GROUP

The Pompidou Group is composed of 26 men and 16 women.

CHAPTER V - CULTURE AND INTERCULTURAL DIALOGUE

MONITORING MECHANISMS

1. COMMITTEE OF INDEPENDENT EXPERTS OF THE EUROPEAN CHARTER FOR REGIONAL OR MINORITY LANGUAGES (ECRML)

The Committee of Independent Experts of the European Charter for Regional or Minority Languages is composed of 16 men and 5 women.

2. MONITORING GROUP OF THE ANTI-DOPING CONVENTION (T-DO)

The Monitoring Group of the Anti-Doping Convention is composed of 71 men and 23 women.

COMMITTEES AND OTHER BODIES (INTERGOVERNMENTAL OR CONVENTION-BASED)

3. AD HOC EUROPEAN COMMITTEE FOR THE WORLD ANTI-DOPING AGENCY (CAHAMA)

The Ad hoc European Committee for the World Anti-Doping Agency is composed of 61 men and 15 women.

4. STANDING COMMITTEE OF THE SPECTATOR VIOLENCE CONVENTION (T-RV)

The Standing Committee of the Spectator Violence Convention is composed of 51 men and 6 women.

EDUCATION

5. STEERING COMMITTEE FOR EDUCATION (CDED)

The CDED works together with CDEG to introduce the gender mainstreaming strategy in its activities. The **Recommendation CM/Rec(2007)13 on gender mainstreaming in education** reflects this transversal approach. The Recommendation asks member states to promote and encourage measures aimed specifically at implementing gender mainstreaming at all levels of the education system and in teacher education with a view to achieving *de facto* gender equality and improving the quality of education.

The Steering Committee for Education is composed of 31 men and 36 women.

6. STEERING COMMITTEE FOR HIGHER EDUCATION AND RESEARCH (CDESR)

Equal opportunities, including gender equality, is an important aspect of work on higher education policies, overseen by the Steering Committee for Higher Education and Research (CDESR). Recommendation Rec(2007)6 from the Committee of Ministers to member states on the public responsibility for higher education and research, which was developed by the CDESR, underlines that public authorities have a leading responsibility for ensuring effective equal opportunities in higher education for all citizens. Convention ETS 165 on the recognition of qualifications concerning higher education in the European region underlines that "No discrimination shall be made in this respect on any ground such as the applicant's gender, race, colour, disability, language, religion, political or other opinion, national, ethnic or social origin, association with a national minority, property, birth or other status, or on the grounds of any other circumstance not related to the merits of the qualification for which recognition is sought."

Within the European Higher Education Area (Bologna Process), the Council of Europe works to combine an emphasis on structural reform (qualifications frameworks, recognition, quality assurance) with an increased concern for the fundamental values of the Council of Europe, including equal opportunities.

While these concerns include but do not exclusively focus on gender equality, the ongoing project on reform of higher education in Serbia in 2008 included a round table dedicated to gender issues. The main aim of the round table – raising awareness of gender equality as a cross-cutting issue in different areas and promoting it – was achieved. The round table had a multiplier effect thanks to the topics discussed and the lively discussion which forced participants to look into gender issues from a different and more specific perspective. The discussion showed that there is a need for similar events at other universities in Serbia with a view to linking all members of the academic community dealing with the issue or interested in it. Another round table on the links between gender equality and higher education is planned for the 2nd quarter of 2009 and will be held in Novi Sad. It is intended to include members from the Niš academic community and to link them with colleagues from other university centres.

The Steering Committee for Higher Education and Research is composed of 50 men and 26 women.

YOUTH

The Directorate of Youth has always encouraged international non-governmental youth organisations (INGYOs) to select an equal number of men and women in the context of programmes at the European Youth Centres (Strasbourg and Budapest) and in activities funded by the European Youth Fund.

7. EUROPEAN STEERING COMMITTEE FOR YOUTH (CDEJ)

In the activities of the CDEJ in 2008 no decisions or conclusions of committees or statutory bodies have specifically addressed the issue of “gender equality”. However, the “gender equality” aspect was incorporated into the Final Declaration of the 8th Conference of Ministers responsible for Youth Matters (Kyiv, 10-11 October) as well as in the CM Resolution adopted following this Conference (Res(2009)23).

The European Steering Committee for Youth is composed of 32 men and 29 women.

CULTURE

The White Paper on Intercultural Dialogue included several orientations for the promotion of mutual respect. Concerning gender equality, the text mentions that:

“Equality between women and men is a core issue in changing societies, as the 5th European Ministerial Conference on Equality between Women and Men (2003) emphasised. It is a crucial element of democracy. Gender equality is an integral part of human rights and sex-based discrimination is an impediment to the enjoyment of human rights and freedoms. Respect for women’s human rights is a non-negotiable foundation of any discussion of cultural diversity. The fight against gender inequality should not give rise to insidious stereotyping, however. It is important to stress the illegitimacy of coded equations between “minority communities” and “gender inequality”, as if all in the “host” community was perfect and as if everything related to minorities and adherents to particular religions was problematic. Common gender experiences can overlap communal divides precisely because no community has a monopoly of gender equality or inequality. Gender equality injects a positive dimension into intercultural dialogue. The complexity of individual identity allows solidarities inconceivable within a stereotyped, communalist perspective. The very fact that gender inequality is a cross-cutting issue means that intercultural projects engaging women from “minority” and “host” backgrounds may be able to build upon shared experiences. The Council of Europe’s Revised Strategy on Social Cohesion makes clear that equality between women and men is a fundamental and highly relevant commitment. It urges a “gender mainstreaming perspective” in the arena of social cohesion, and in intercultural dialogue this should equally be present throughout.”

8. STEERING COMMITTEE FOR CULTURE (CDCULT)

No explicit work was carried out in the field of gender equality. However, the Committee always “carries the gender perspective”.

The Steering Committee for Culture is composed of 23 men and 29 women.

9. STEERING COMMITTEE FOR CULTURAL HERITAGE AND LANDSCAPE (CDPATEP)

The Steering Committee for Cultural Heritage and Landscape is composed of 29 men and 32 women.

10. EUROPEAN CINEMA SUPPORT FUND (EURIMAGES)

The European Cinema Support Fund is composed of 44 men and 27 women.

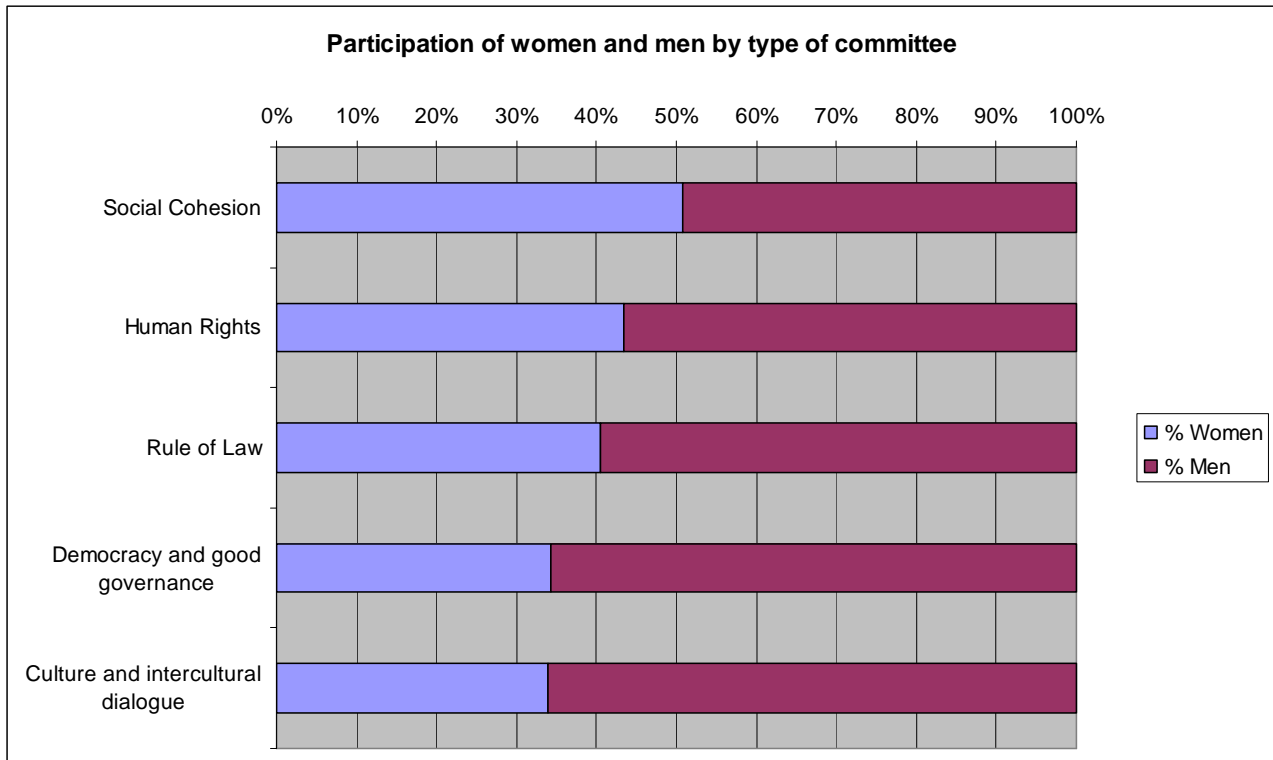
SPORT**11. ENLARGED PARTIAL AGREEMENT ON SPORT (EPAS)**

The Enlarged Partial Agreement on Sport is composed of 22 men and 13 women.

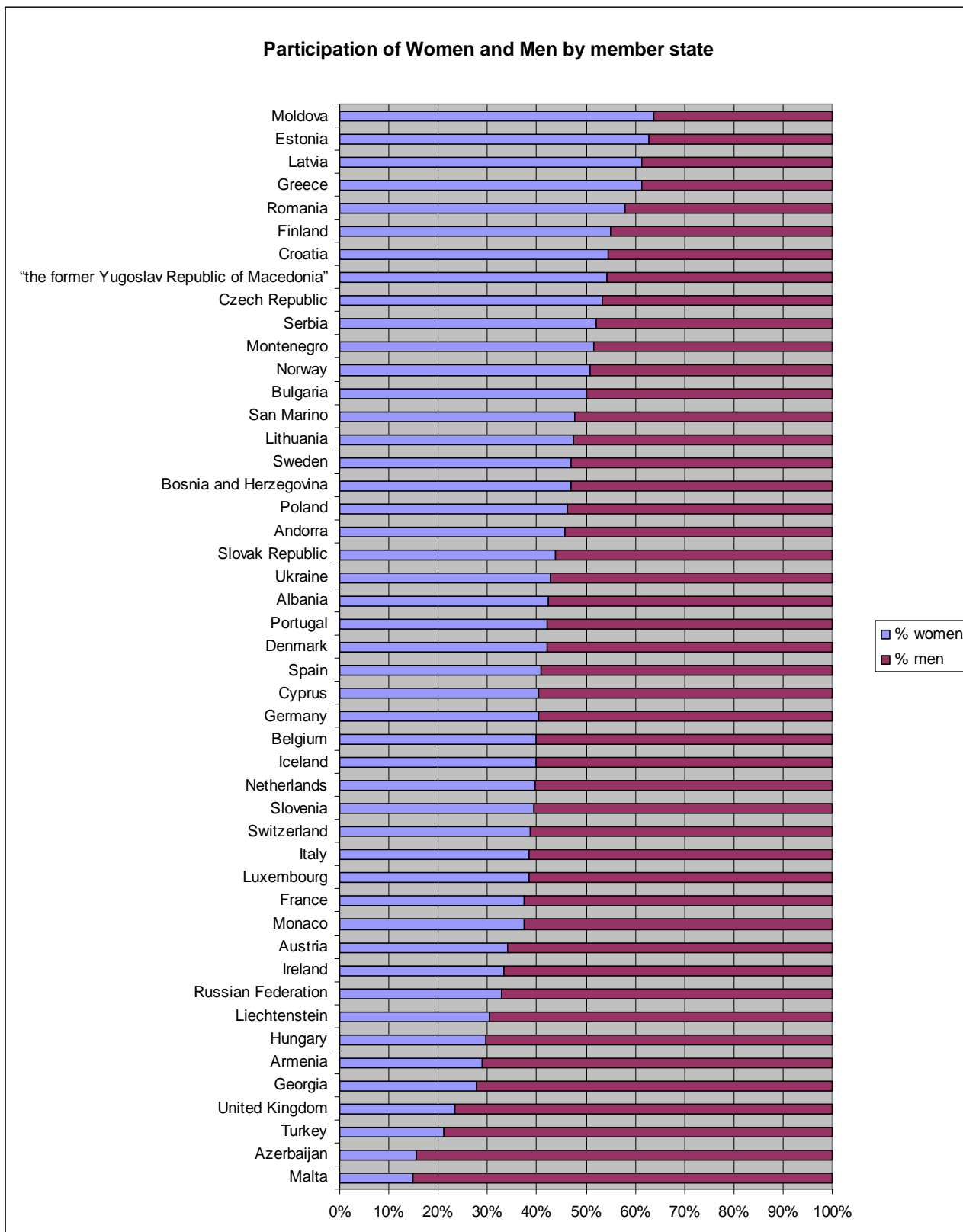
Table 1 –Percentage of women by Committee or other bodies

	Committees	1999 ⁶	2008
CPT	European Convention for the Prevention of Torture and Inhuman or degrading Treatment or Punishment	25.71%	40.00%
ECRI	European Commission against Racism and Intolerance	28.81%	20.00%
FCNM	Framework Convention for the Protection of National Minorities (Advisory Committee)		47.06%
GRETA	Council of Europe Convention on Action against Trafficking in Human Beings (Group of Experts)		69.23%
CDDH	Steering Committee for Human Rights	42.37%	48.21%
CDEG	Steering Committee for Equality between Women and Men	91.01%	91.23%
CDBI	Steering Committee on Bioethics	37.88%	43.06%
CDMC	Steering Committee on the Media and New Communication Services (former CDMM)	37.40%	40.35%
	Venice Commission		17.39%
GRECO	Group of States against corruption (former GMC)	26.60%	34.83%
CEPEJ	European Commission for the Efficiency of Justice		44.83%
CDCJ	European Committee on Legal Co-operation	21.50%	46.51%
CAHDI	Committee of Legal Advisers on Public International Law	24.74%	36.51%
CODEXTER	Committee of Experts on Terrorism		33.93%
CDPC	European Committee on Crime Problems	26.72%	44.62%
MONEYVAL	Committee of Experts on the Evaluation of anti-money laundering measures and the financing of terrorism		40.94%
CDLR	European Committee on Local and Regional Democracy	27.18%	38.46%
CAHDE	Ad hoc Committee on e-democracy		34.29%
ECSR	European Committee of Social Rights	22.86%	50.00%
ESC	Governmental Committee of the European Social Charter	42.36%	57.45%
CAHPAH	European Co-ordination Forum for the Council of Europe Disability Action Plan 2006-2015		51.92%
CS-SS	Committee of Experts on Social Security		45.10%
CDCS	European Committee for Social Cohesion	34.21%	55.00%
CDMG	European Committee on Migration	29.69%	38.10%
CS-SFPC	Committee of Experts on Families and Children		75.00%
CDSP	European Health Committee	52.33%	47.92%
	Pompidou Group		38.10%
CDED	Steering Committee for Education (former CC-ED)	45.22%	53.73%
CDESR	Steering Committee for Higher Education and Research (former CC-HER)	28.70%	34.21%
ECRML	Committee of Independent Experts of the European Charter for Regional or Minority Languages		23.81%
CDEJ	European Steering Committee for Youth	47.25%	47.54%
CDCULT	Steering Committee for Culture (former CC-CULT)	56.41%	55.77%
CDPATEP	Steering Committee for Cultural Heritage and Landscape (former CC-PAT)	33.33%	52.46%
Eurimages	European Cinema Support Fund		38.03%
EPAS	Enlarged Partial Agreement on Sport		37.14%
T-Do	Monitoring Group of the Anti-Doping Convention		24.47%
CAHAMA	Ad hoc European Committee for the World Anti-Doping Agency		19.74%
T-RV	Standing Committee of the Spectator Violence Convention		10.53%

⁶ Latest data available.

A. Percentage of women by activity sector (following the Programme of Activities)

B. Participation of women and men by country⁷



⁷ Disclaimer: this graph shows the percentage of women and men representing their country in Council of Europe committees. It shows committees where representatives are designated by their country and by any other method (for example, selected by the Parliamentary Assembly or the Committee of Ministers). The European Court of Human Rights, the Parliamentary Assembly, the Congress are not included here (see specific sections).

CHAPTER VI – THE COMMISSIONER FOR HUMAN RIGHTS

Through his country visits and reports the Commissioner for Human Rights assesses measures which states have taken to address discrimination based on gender, sex or gender identity. The Commissioner's findings and recommendations are published in his country reports. In particular, the Commissioner has highlighted issues related to the gender pay gap, participation of women and men in political life and decision-making, multiple discrimination of women as well as violence against women as an extreme manifestation of discrimination. A gender perspective is also mainstreamed into the Commissioner's monitoring activities more generally, for example, in the activities to support human rights defenders.

Among his awareness raising activities in 2008, the Commissioner published Viewpoints on the protection of women against violence (7 January) and the gender pay gap (3 March). He also supported the Council of Europe Campaign to Combat Violence against Women and addressed its closing conference in June. In December, the Commissioner's Office participated in an NGO forum organised by the French EU presidency which focused on legislative frameworks to combat gender discrimination, violence against women and girls and the situation of women human rights defenders.

B. PARLIAMENTARY ASSEMBLY

COMMITTEE ON EQUAL OPPORTUNITIES FOR WOMEN AND MEN

Parliamentary dimension of the Council of Europe Campaign to Combat Violence against Women, including Domestic Violence

The Assembly has run the parliamentary dimension of the Council of Europe Campaign to combat violence against women, including domestic violence. National parliaments have taken an active part in the campaign through a network of contact parliamentarians set up by the Assembly. Several national parliaments organised a Parliamentary Day of Action around the launch of the Campaign in the Spanish Senate on 27 November 2006.

Over 200 parliamentary activities were carried out from 2006 to 2008 by PACE and 40 national parliaments. Following the PACE final conference held in Vienna (30 April 2008), the Assembly adopted on 3 October 2008 a recommendation calling upon the Council of Europe to draft a framework convention to cover the most severe and widespread forms of violence against women. It also urged national parliaments to remain mobilised and continue to combat violence against women, including domestic violence, by renewing the network of contact parliamentarians across Europe.

Council of Europe convention on action against trafficking in human beings

The Committee on Equal Opportunities for Women and Men has actively promoted an early entry into force of the Council of Europe Convention on action against trafficking in human beings, by setting up a Sub-Committee on trafficking in women and organising an urgent debate entitled "Stop trafficking in women before the FIFA World Cup" followed by the adoption of Resolution 1494 (2006) on this issue in the April 2006 part-session.

The Committee organised five regional parliamentary seminars, two parliamentary round tables in Belgrade and Bratislava, launched two pan-European initiatives, brought together the contact parliamentarian network in June and went on to carry out an evaluation of the mid-term of the Campaign in October (cf Resolution 1582 and Recommendation 1817).

Hearings were organised on access to safe and legal abortion in Europe (February), feminicides (September), the role of women in modern society, including in intercultural and interreligious dialogue, and on domestic violence around the theme of "Changing mentalities: challenges and opportunities" (December).

The Committee reinforced its drive to promote the rapid entry into force of the Council of Europe Convention on action against trafficking in human beings (that took effect on 1 February 2008), notably with the launch of a handbook for parliamentarians.

Parliamentary Assembly "Gender Equality Prize"

On 2 October 2008, the Parliamentary Assembly officially launched the 2009 "Gender Equality Prize", which will reward political parties that strive to promote gender equality in politics. It will be awarded by the President of the Assembly at a ceremony to be held on the occasion of PACE's autumn session (28 September - 2

October 2009). A specific website was created to communicate on the "Equality Prize": <http://assembly.coe.int/equalityprize>.

Resolution on access to safe and legal abortion in Europe

On the basis of other reports presented by the Committee on Equal Opportunities for Women and Men, the Assembly adopted a number of texts, most notably a landmark Resolution on "Access to safe and legal abortion in Europe": Resolution 1607 (2008), the first time the Assembly has taken a stance on the matter. In the Resolution, the Assembly invites the member states of the Council of Europe to decriminalise abortion within reasonable limits, if they have not already done so and to guarantee women's effective exercise of their right of access to safe and legal abortion.

On the basis of other Committee reports, the Parliamentary Assembly adopted Recommendation 1777 on sexual assaults linked to "date-rape drugs", Recommendation 1785 on the spread of the HIV/Aids epidemic to women and girls in Europe, Resolution 1544 and Recommendation 1790 on the situation of women in the South Caucasus, Recommendation 1798 on respect for the principle of gender equality in civil law, Recommendation 1799 and Resolution 1557 on the image of women in advertising, Resolution 1558 and Recommendation 1800 on the feminisation of poverty, Recommendation 1815 and Resolution 1579 on "Prostitution – which stance to take?".

The **Rules of Procedure of the Parliamentary Assembly** of the Council of Europe were amended in order to require that national delegations include the under-represented sex at least in the same percentage as is present in their parliaments, and in any case one representative of each sex. When this amendment came into force in January 2004 the Parliamentary Assembly suspended the voting rights of members of two national delegations on the grounds that they did not include any women representatives.

The Parliamentary Assembly is composed of 466 men and 169 women.

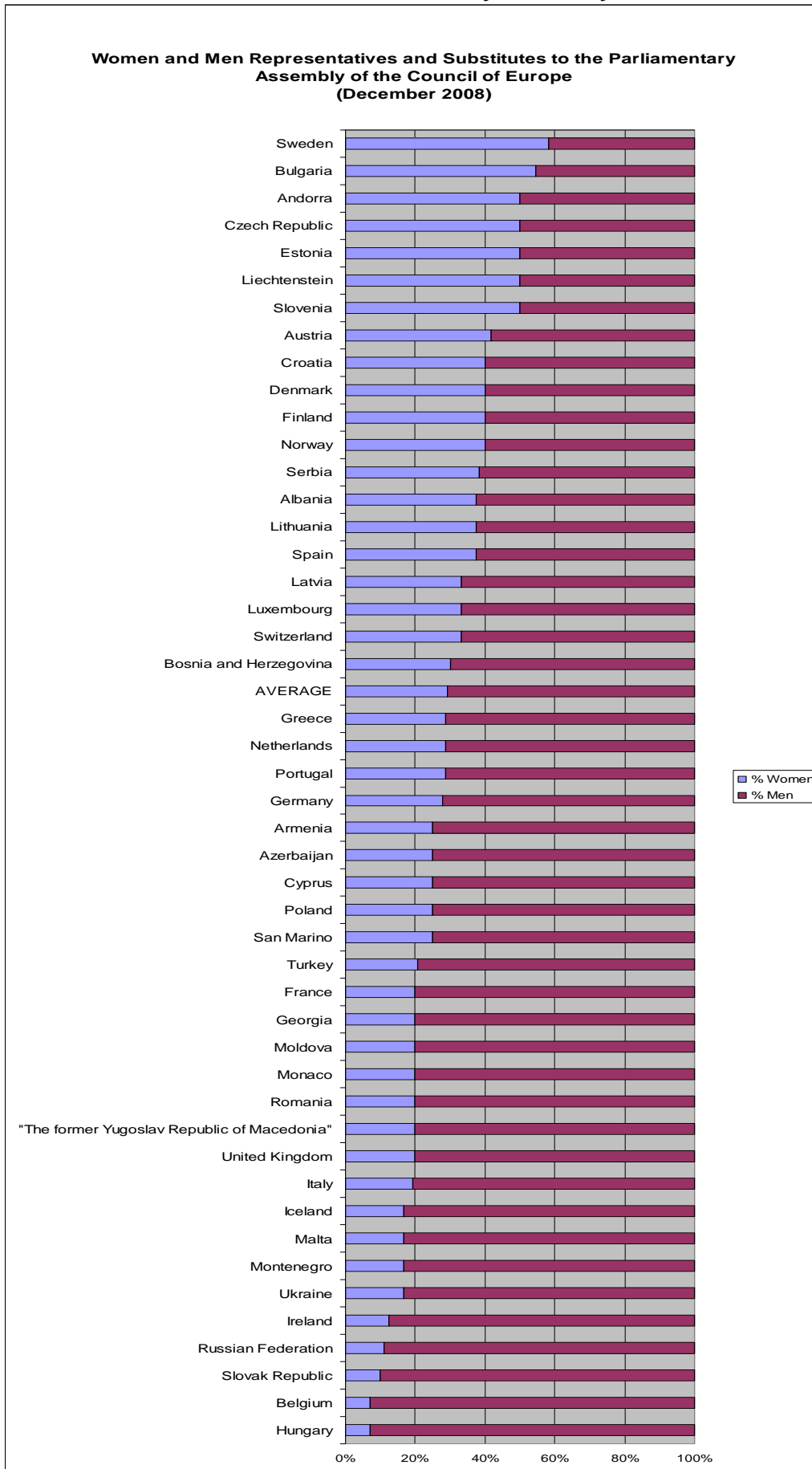
The Committee on Equal Opportunities for Women and Men is composed of 73 men and 49 women.

Delegations to the Parliamentary Assembly of the Council of Europe⁸

Representatives and substitutes to the Parliamentary Assembly of the Council of Europe (December 2008)					
Member state	Women	Men	Total	% Women	% Men
Albania	3	5	8	37.5%	62.5%
Andorra	2	2	4	50.0%	50.0%
Armenia	2	6	8	25.0%	75.0%
Austria	5	7	12	41.7%	58.3%
Azerbaijan	3	9	12	25.0%	75.0%
Belgium	1	13	14	7.1%	92.9%
Bosnia and Herzegovina	3	7	10	30.0%	70.0%
Bulgaria	6	5	11	54.5%	45.5%
Croatia	4	6	10	40.0%	60.0%
Cyprus	1	3	4	25.0%	75.0%
Czech Republic	7	7	14	50.0%	50.0%
Denmark	4	6	10	40.0%	60.0%
Estonia	3	3	6	50.0%	50.0%
Finland	4	6	10	40.0%	60.0%
France	7	28	35	20.0%	80.0%
Georgia	2	8	10	20.0%	80.0%
Germany	10	26	36	27.8%	72.2%
Greece	4	10	14	28.6%	71.4%
Hungary	1	13	14	7.1%	92.9%
Iceland	1	5	6	16.7%	83.3%
Ireland	1	7	8	12.5%	87.5%
Italy	7	29	36	19.4%	80.6%
Latvia	2	4	6	33.3%	66.7%
Liechtenstein	2	2	4	50.0%	50.0%
Lithuania	3	5	8	37.5%	62.5%
Luxembourg	2	4	6	33.3%	66.7%
Malta	1	5	6	16.7%	83.3%
Moldova	2	8	10	20.0%	80.0%
Monaco	2	8	10	20.0%	80.0%
Montenegro	1	5	6	16.7%	83.3%
Netherlands	4	10	14	28.6%	71.4%
Norway	4	6	10	40.0%	60.0%
Poland	6	18	24	25.0%	75.0%
Portugal	4	10	14	28.6%	71.4%
Romania	4	16	20	20.0%	80.0%
Russian Federation	4	32	36	11.1%	88.9%
San Marino	1	3	4	25.0%	75.0%
Serbia	5	8	13	38.5%	61.5%
Slovak Republic	1	9	10	10.0%	90.0%
Slovenia	3	3	6	50.0%	50.0%
Spain	9	15	24	37.5%	62.5%
Sweden	7	5	12	58.3%	41.7%
Switzerland	4	8	12	33.3%	66.7%
"The former Yugoslav Republic of Macedonia"	1	4	5	20.0%	80.0%
Turkey	5	19	24	20.8%	79.2%
Ukraine	4	20	24	16.7%	83.3%
United Kingdom	7	28	35	20.0%	80.0%
Total	169	466	635	29.3%	70.7%

⁸ Cf.: *Sex-disaggregated statistics on the participation of women and men in political and public decision-making in Council of Europe member states (CDEG(2009)1)*

Representatives and substitutes to the Parliamentary Assembly of the Council of Europe



- Twelve member states have more than 40% of women representatives and substitutes to the Parliamentary Assembly of the Council of Europe.
- In ten member states there are less than 20% women representatives and substitutes to the Parliamentary Assembly of the Council of Europe.

C. COUNCIL OF EUROPE CONGRESS OF LOCAL AND REGIONAL AUTHORITIES

The Congress of Local and Regional Authorities of the Council of Europe prepared jointly with the CDEG, ***Recommendation 148 (2004) and Resolution 176 (2004) on gender mainstreaming at local and regional level: a strategy to promote equality between women and men in cities and regions. These texts were adopted during the plenary session of the Congress in May 2004.***

New rules of procedure have been set up in the Congress requiring a 30% minimum representation for the under-represented sex, in most of the cases women, and every delegation succeeded, which is a first step to counter gender based discrimination and the unequal balance of power between women and men. This issue is very important for the Congress which has always insisted on the need for women's participation in political life and the importance of individual voting rights as a means of empowerment and an affirmation of their equal role in society.

The programme of activities for 2009-2010 of the Committee of Social Cohesion – Local Chamber will examine the follow-up to Recommendation (148) 2004 and Resolution (176) 2004 on Gender mainstreaming at local and regional level: a strategy to promote equality between women and men in cities and regions and the setting up of a new policy on gender mainstreaming at local and regional levels. These elements could be a contribution to the future CDEG activities on the effective implementation of gender mainstreaming ten years after the Report on Gender mainstreaming - conceptual framework, methodology and presentation of good practices. The Congress is preparing a report for 2010 with the working title: Gender Mainstreaming at local and regional level.

The Congress is also committed to combat violence against women and participated actively in *the Campaign to Combat Violence against Women, including Domestic Violence*. Many local and regional authorities launched initiatives such as targeted awareness-raising and implementing prevention and protection measures, often in close co-operation with NGOs. The Congress has created a special good practice exchange folder on its stop violence website to present all these initiatives.

The Committee of Social Cohesion of the Congress is preparing a report exploring the different opportunities available for local and regional authorities to combat violence against women, with special emphasis on protection and prevention. On the basis of this report, recommendations and resolutions could be prepared. The Committee on Social Cohesion decided to suggest to the Congress in March 2009 a recommendation and a resolution about Combating domestic violence against women.

The Congress is composed of 198 men and 110 women.

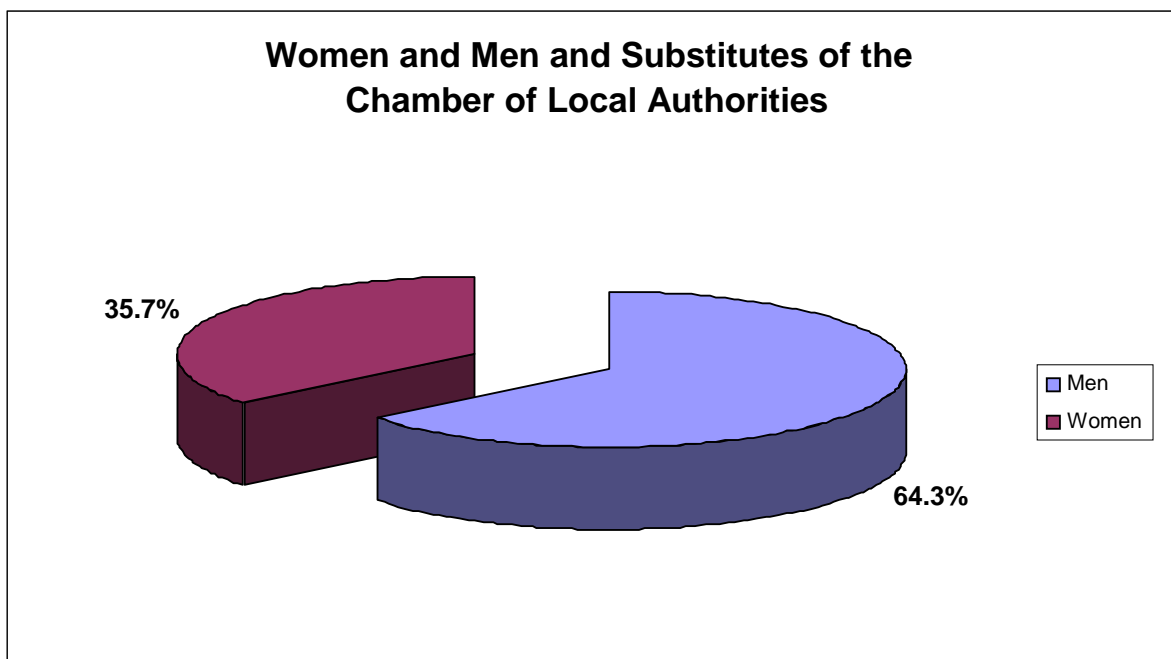
DELEGATIONS TO THE CONGRESS OF LOCAL AND REGIONAL AUTHORITIES OF THE COUNCIL OF EUROPE⁹

1. Chamber of Local Authorities

Members and substitutes of the Chamber of Local Authorities

Members and substitutes of the Chamber of Local Authorities					
	Women	Men	Total	% Women	% Men
Members	43	129	172	25.0%	75.0%
Substitutes	67	69	136	49.3%	50.7%
Total	110	198	308	35.7%	64.3%

Members and substitutes of the Chamber of Local Authorities

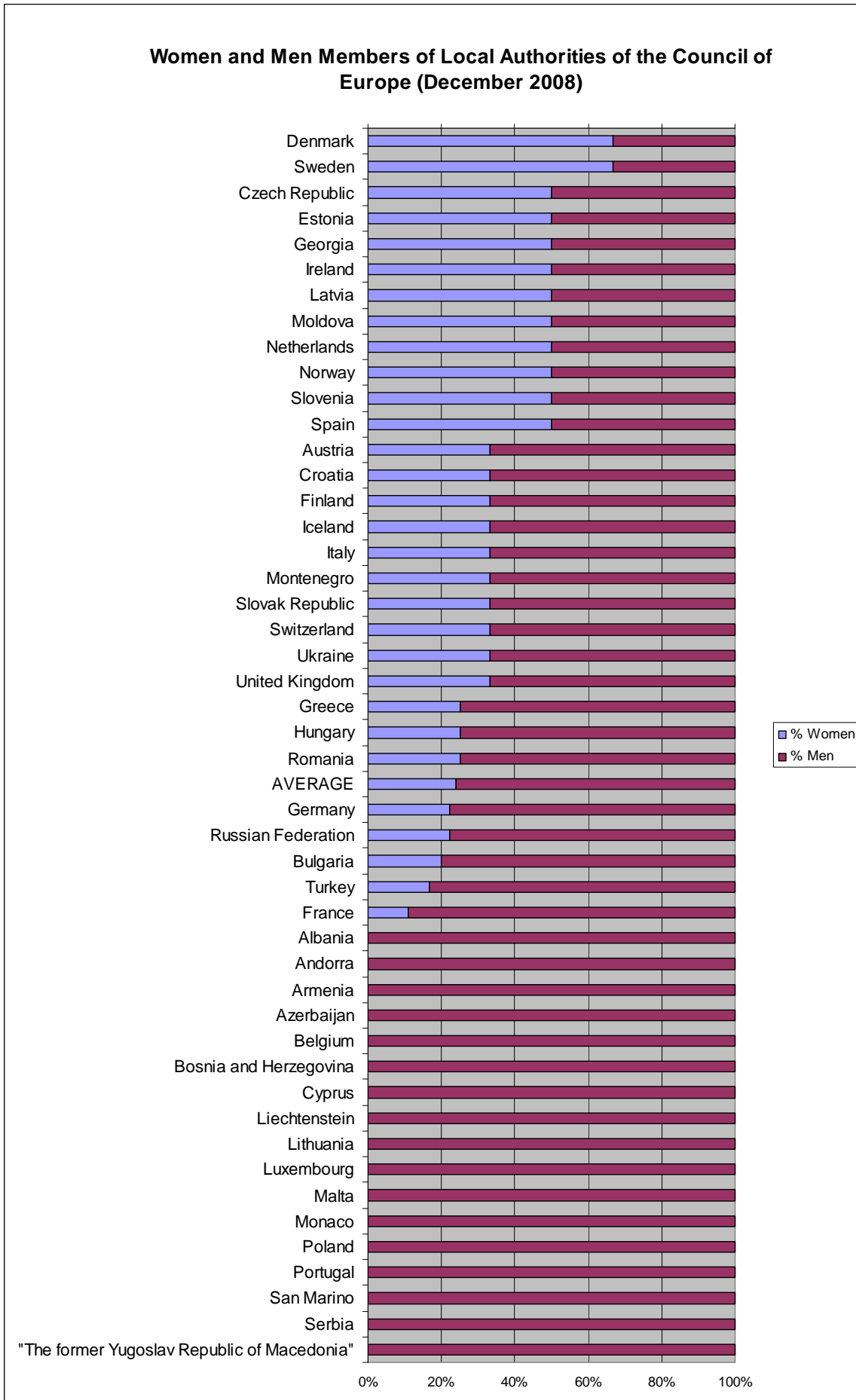


⁹ Cf.: *Sex-disaggregated statistics on the participation of women and men in political and public decision-making in Council of Europe member states (CDEG(2009)1)*

Members of the Chamber of Local Authorities

Women and men members of the Chamber of Local Authorities of the Council of Europe (December 2008)					
Member State	Women	Men	Total	% Women	% Men
Albania	0	2	2	0.0%	100.0%
Andorra	0	1	1	0.0%	100.0%
Armenia	0	2	2	0.0%	100.0%
Austria	1	2	3	33.3%	66.7%
Azerbaijan	0	3	3	0.0%	100.0%
Belgium	0	3	3	0.0%	100.0%
Bosnia and Herzegovina	0	2	2	0.0%	100.0%
Bulgaria	1	4	5	20.0%	80.0%
Croatia	1	2	3	33.3%	66.7%
Cyprus	0	2	2	0.0%	100.0%
Czech Republic	2	2	4	50.0%	50.0%
Denmark	2	1	3	66.7%	33.3%
Estonia	1	1	2	50.0%	50.0%
Finland	1	2	3	33.3%	66.7%
France	1	8	9	11.1%	88.9%
Georgia	1	1	2	50.0%	50.0%
Germany	2	7	9	22.2%	77.8%
Greece	1	3	4	25.0%	75.0%
Hungary	1	3	4	25.0%	75.0%
Iceland	1	2	3	33.3%	66.7%
Ireland	1	1	2	50.0%	50.0%
Italy	3	6	9	33.3%	66.7%
Latvia	1	1	2	50.0%	50.0%
Liechtenstein	0	2	2	0.0%	100.0%
Lithuania	0	2	2	0.0%	100.0%
Luxembourg	0	2	2	0.0%	100.0%
Malta	0	2	2	0.0%	100.0%
Moldova	1	1	2	50.0%	50.0%
Monaco	0	1	1	0.0%	100.0%
Montenegro	1	2	3	33.3%	66.7%
Netherlands	2	2	4	50.0%	50.0%
Norway	1	1	2	50.0%	50.0%
Poland	0	6	6	0.0%	100.0%
Portugal	0	4	4	0.0%	100.0%
Romania	1	3	4	25.0%	75.0%
Russian Federation	2	7	9	22.2%	77.8%
San Marino	0	2	2	0.0%	100.0%
Serbia	0	4	4	0.0%	100.0%
Slovak Republic	1	2	3	33.3%	66.7%
Slovenia	1	1	2	50.0%	50.0%
Spain	3	3	6	50.0%	50.0%
Sweden	2	1	3	66.7%	33.3%
Switzerland	1	2	3	33.3%	66.7%
"The former Yugoslav Republic of Macedonia"	0	3	3	0.0%	100.0%
Turkey	1	5	6	16.7%	83.3%
Ukraine	2	4	6	33.3%	66.7%
United Kingdom	3	6	9	33.3%	66.7%
Average				24.1%	75.9%

Women and men members of the Chamber of Local Authorities

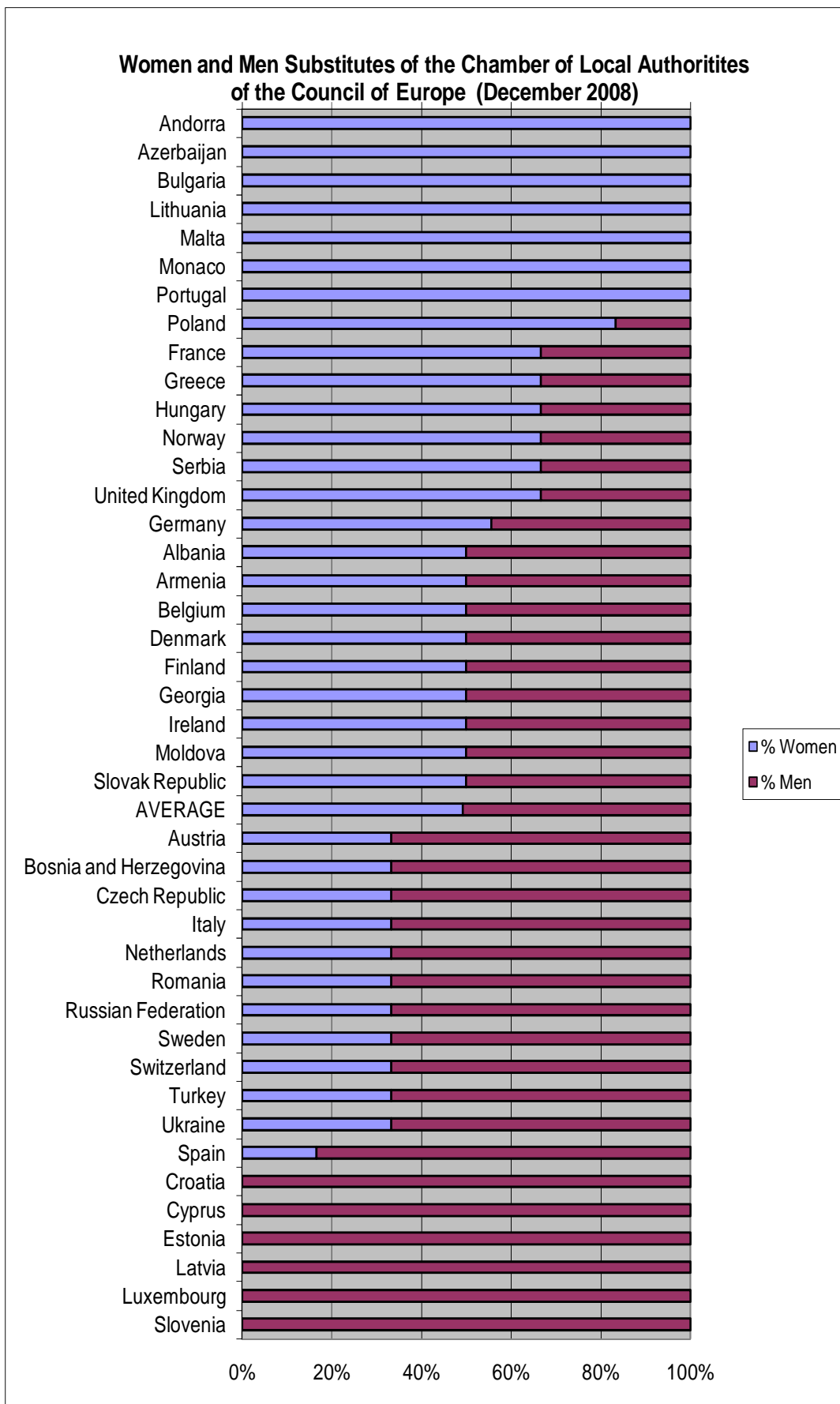


- Twelve member states have at least 40% of women members of the Chamber of Local Authorities of the Council of Europe. but more than a third of all member states (17 in total) no women members at all.

Substitutes of the Chamber of Local Authorities

Women and men substitutes of the Chamber of Local Authorities of the Council of Europe (December 2008)					
Member State	Women	Men	Total	% Women	% Men
Albania	1	1	2	50.0%	50.0%
Andorra	1	0	1	100.0%	0.0%
Armenia	1	1	2	50.0%	50.0%
Austria	1	2	3	33.3%	66.7%
Azerbaijan	3	0	3	100.0%	0.0%
Belgium	2	2	4	50.0%	50.0%
Bosnia and Herzegovina	1	2	3	33.3%	66.7%
Bulgaria	1	0	1	100.0%	0.0%
Croatia	0	2	2	0.0%	100.0%
Cyprus	0	1	1	0.0%	100.0%
Czech Republic	1	2	3	33.3%	66.7%
Denmark	1	1	2	50.0%	50.0%
Estonia	0	1	1	0.0%	100.0%
Finland	1	1	2	50.0%	50.0%
France	6	3	9	66.7%	33.3%
Georgia	1	1	2	50.0%	50.0%
Germany	5	4	9	55.6%	44.4%
Greece	2	1	3	66.7%	33.3%
Hungary	2	1	3	66.7%	33.3%
Ireland	1	1	2	50.0%	50.0%
Italy	2	4	6	33.3%	66.7%
Latvia	0	1	1	0.0%	100.0%
Lithuania	1	0	1	100.0%	0.0%
Luxembourg	0	1	1	0.0%	100.0%
Malta	1	0	1	100.0%	0.0%
Moldova	1	1	2	50.0%	50.0%
Monaco	1	0	1	100.0%	0.0%
Netherlands	1	2	3	33.3%	66.7%
Norway	2	1	3	66.7%	33.3%
Poland	5	1	6	83.3%	16.7%
Portugal	2	0	2	100.0%	0.0%
Romania	1	2	3	33.3%	66.7%
Russian Federation	3	6	9	33.3%	66.7%
Serbia	2	1	3	66.7%	33.3%
Slovak Republic	1	1	2	50.0%	50.0%
Slovenia	0	1	1	0.0%	100.0%
Spain	1	5	6	16.7%	83.3%
Sweden	1	2	3	33.3%	66.7%
Switzerland	1	2	3	33.3%	66.7%
Turkey	2	4	6	33.3%	66.7%
Ukraine	2	4	6	33.3%	66.7%
United Kingdom	6	3	9	66.7%	33.3%
Average				49.3%	50.7%

Substitutes of the Chamber of Local Authorities

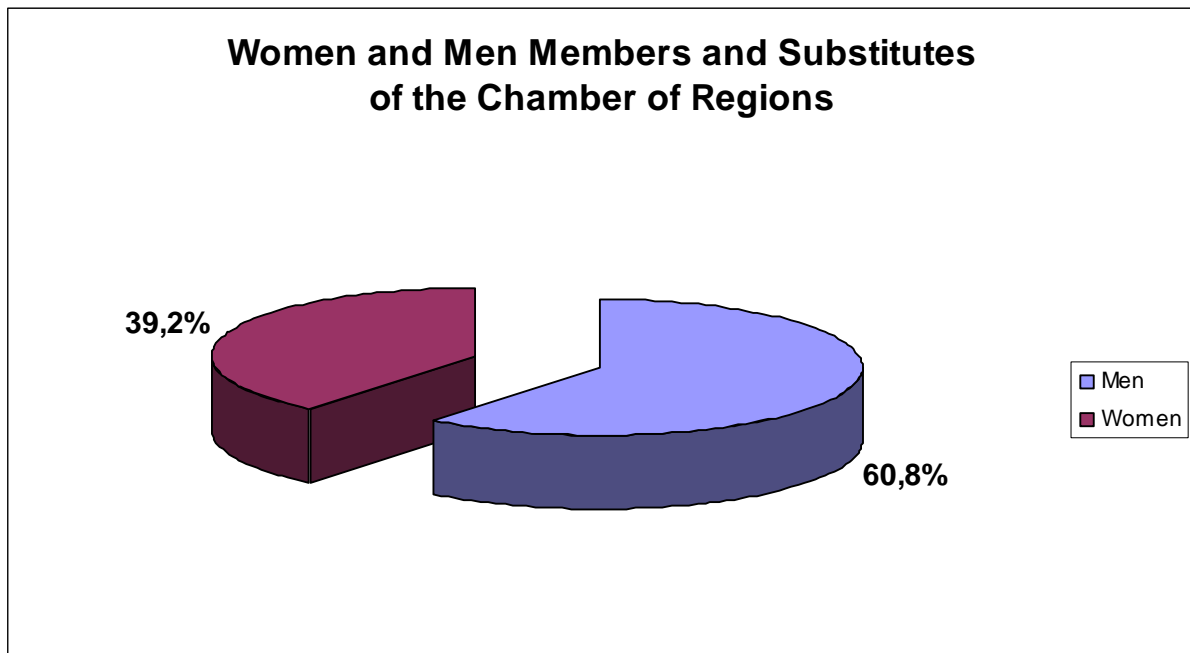


- Twelve member states have more than 40% of women substitutes of the Chamber of Local Authorities.
- Three member states have no women substitutes of the Chamber of Local Authorities at all.

Members and substitutes of the Chamber of Regions

Women and men members and substitutes of the Chamber of Regions (December 2008)					
Member State	Women	Men	Total	% Women	% Men
Members	41	98	139	29.5%	70.5%
Substitutes	79	88	167	47.3%	52.7%
Total	120	186	306	39.2%	60.8%

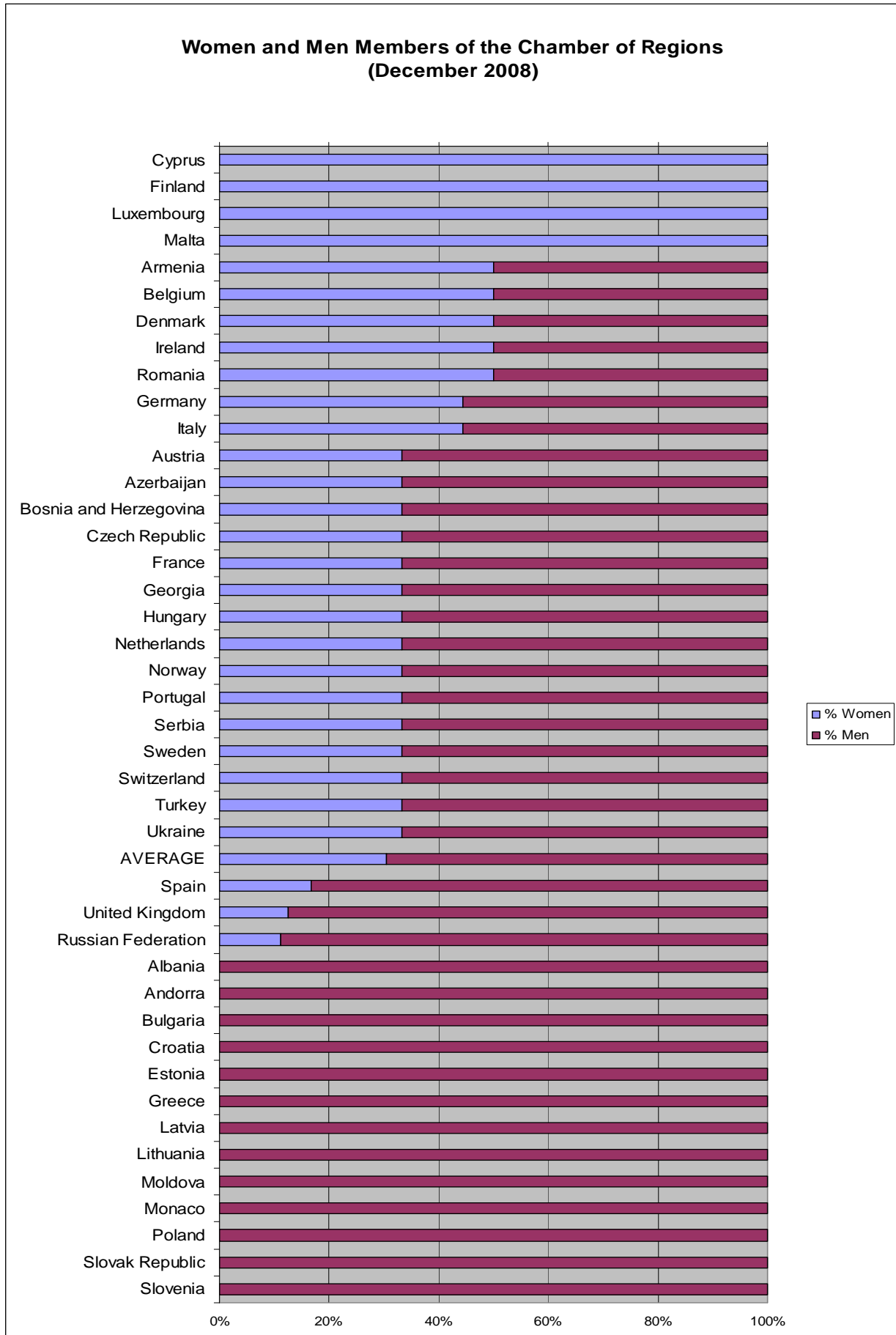
Members and substitutes of the Chamber of Regions



Members of the Chamber of Regions

Women and men members of the Chamber of Regions (December 2008)					
Member State	Women	Men	Total	% Women	% Men
Albania	0	2	2	0.0%	100.0%
Andorra	0	1	1	0.0%	100.0%
Armenia	1	1	2	50.0%	50.0%
Austria	1	2	3	33.3%	66.7%
Azerbaijan	1	2	3	33.3%	66.7%
Belgium	2	2	4	50.0%	50.0%
Bosnia and Herzegovina	1	2	3	33.3%	66.7%
Bulgaria	0	1	1	0.0%	100.0%
Croatia	0	1	1	0.0%	100.0%
Cyprus	1	0	1	100.0%	0.0%
Czech Republic	1	2	3	33.3%	66.7%
Denmark	1	1	2	50.0%	50.0%
Estonia	0	1	1	0.0%	100.0%
Finland	2	0	2	100.0%	0.0%
France	3	6	9	33.3%	66.7%
Georgia	1	2	3	33.3%	66.7%
Germany	4	5	9	44.4%	55.6%
Greece	0	3	3	0.0%	100.0%
Hungary	1	2	3	33.3%	66.7%
Ireland	1	1	2	50.0%	50.0%
Italy	4	5	9	44.4%	55.6%
Latvia	0	1	1	0.0%	100.0%
Lithuania	0	2	2	0.0%	100.0%
Luxembourg	1	0	1	100.0%	0.0%
Malta	1	0	1	100.0%	0.0%
Moldova	0	2	2	0.0%	100.0%
Monaco	0	1	1	0.0%	100.0%
Netherlands	1	2	3	33.3%	66.7%
Norway	1	2	3	33.3%	66.7%
Poland	0	6	6	0.0%	100.0%
Portugal	1	2	3	33.3%	66.7%
Romania	1	1	2	50.0%	50.0%
Russian Federation	1	8	9	11.1%	88.9%
Serbia	1	2	3	33.3%	66.7%
Slovak Republic	0	2	2	0.0%	100.0%
Slovenia	0	1	1	0.0%	100.0%
Spain	1	5	6	16.7%	83.3%
Sweden	1	2	3	33.3%	66.7%
Switzerland	1	2	3	33.3%	66.7%
Turkey	2	4	6	33.3%	66.7%
Ukraine	2	4	6	33.3%	66.7%
United Kingdom	1	7	8	12.5%	87.5%
Average				30.5%	69.5%

Members of the Chamber of Regions

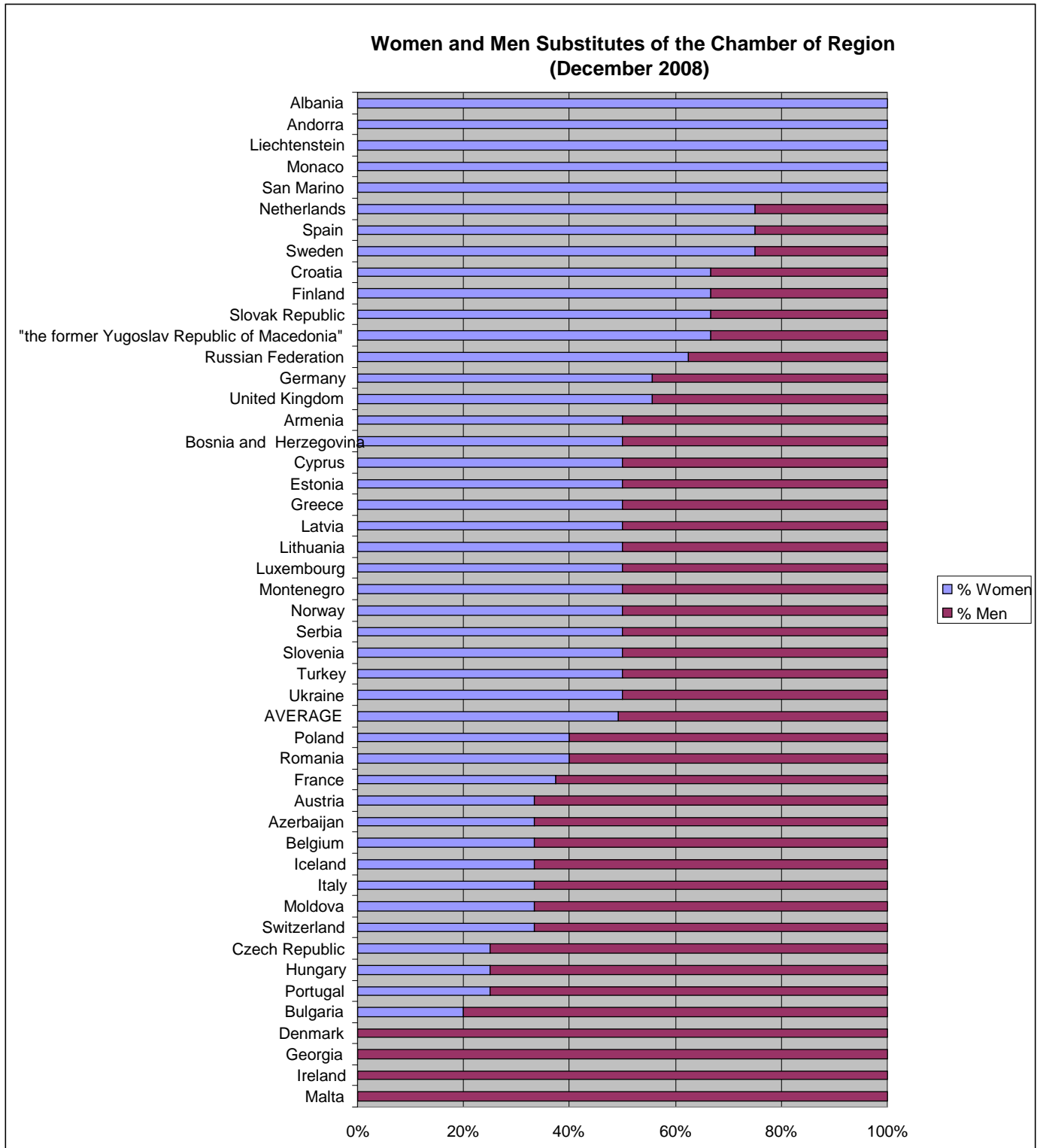


- Thirteen member states have no women members of the Chamber of Regions of the Council of Europe.
- The average representation of women is at 30%.

Substitutes of the Chamber of Regions

Women and men substitutes of the Chamber of Regions					
Member State	Women	Men	Total	% Women	% Men
Albania	2	0	2	100.0%	0.0%
Andorra	1	0	1	100.0%	0.0%
Armenia	1	1	2	50.0%	50.0%
Austria	1	2	3	33.3%	66.7%
Azerbaijan	1	2	3	33.3%	66.7%
Belgium	1	2	3	33.3%	66.7%
Bosnia and Herzegovina	1	1	2	50.0%	50.0%
Bulgaria	1	4	5	20.0%	80.0%
Croatia	2	1	3	66.7%	33.3%
Cyprus	1	1	2	50.0%	50.0%
Czech Republic	1	3	4	25.0%	75.0%
Denmark	0	3	3	0.0%	100.0%
Estonia	1	1	2	50.0%	50.0%
Finland	2	1	3	66.7%	33.3%
France	3	5	8	37.5%	62.5%
Georgia	0	1	1	0.0%	100.0%
Germany	5	4	9	55.6%	44.4%
Greece	2	2	4	50.0%	50.0%
Hungary	1	3	4	25.0%	75.0%
Ireland	0	2	2	0.0%	100.0%
Italy	3	6	9	33.3%	66.7%
Latvia	1	1	2	50.0%	50.0%
Liechtenstein	2	0	2	100.0%	0.0%
Lithuania	1	1	2	50.0%	50.0%
Luxembourg	1	1	2	50.0%	50.0%
Malta	0	2	2	0.0%	100.0%
Moldova	1	2	3	33.3%	66.7%
Monaco	1	0	1	100.0%	0.0%
Netherlands	3	1	4	75.0%	25.0%
Norway	1	1	2	50.0%	50.0%
Poland	2	3	5	40.0%	60.0%
Portugal	1	3	4	25.0%	75.0%
Romania	2	3	5	40.0%	60.0%
Russian Federation	5	3	8	62.5%	37.5%
San Marino	1	0	1	100.0%	0.0%
Serbia	2	2	4	50.0%	50.0%
Slovak Republic	2	1	3	66.7%	33.3%
Slovenia	1	1	2	50.0%	50.0%
Spain	3	1	4	75.0%	25.0%
Sweden	3	1	4	75.0%	25.0%
Switzerland	1	2	3	33.3%	66.7%
"The former Yugoslav Republic of Macedonia"	2	1	3	66.7%	33.3%
Turkey	3	3	6	50.0%	50.0%
Ukraine	3	3	6	50.0%	50.0%
United Kingdom	5	4	9	55.6%	44.4%
Average				51.9%	48.1%

Substitutes of the Chamber of Regions



- 31 member states have more than 40% of women substitutes of the Chamber of Regions of the Council of Europe.

- On average, 50% of substitutes of the Chamber of Regions are women.

D. CONCLUSIONS

As far as Council of Europe activities are concerned, three main trends can be seen.

Progress has occurred in many sectors which made visible efforts to improve the participation of women in the committees or the monitoring mechanisms of the Council of Europe. 38 committees or other bodies are mentioned in the report, 22 include a number of women equal to or greater than the 40% parity threshold compared to only seven such bodies in 1999. Most of them sectors undertook activities concerning equality issues, taking specific action and bringing added value to the implementation of gender mainstreaming.

Some differences appear between different sectors of activity. The statistics presented by chapter of activity show that the participation of women is generally higher in human rights, social cohesion, education and culture than in other areas. This situation broadly corresponds to a stereotypical distinction between traditional "male and "female" areas of work which can be observed at national level.

Shortcomings still exist. Certain committees are well below the 40% parity threshold and have not made any contribution to this report. In the sectors concerned, there is a general awareness of gender equality issues but no specific work in this area has been undertaken in recent years.

Rules and criteria can be very useful to raise awareness and contribute to a gender balance in committees and other bodies. For example, new rules of procedure have been established in **the Parliamentary Assembly** of the Council of Europe requiring that national delegations include the under-represented sex at least in the same percentage as is present in their parliaments, and in any case one representative of each sex.

The **Congress of Local and Regional Authorities** also requires a 30% minimum representation for the under-represented sex. Every delegation achieved this level as a first step to counter gender based discrimination and the unequal balance of power between women and men.

As regards the criteria for examining candidatures for the **European Court of Human Rights**, the Assembly emphasised the need for gender balance. Over the years, these efforts have been successful, and the number of women judges in the Court has significantly increased (from 27% in 2006 to 35% in 2008).

However, the representation of women in the Parliamentary Assembly has only increased from 26.2% in 2006 to 29.3% in 2008. In the Congress of Local and Regional Authorities, the proportion of women went up from 24.1% in 2006 to 27.8% in 2008. If one also considers the statistics presented country by country for the first time in this report, a parallel can be made with the results of the *Study on sex-disaggregated data on the participation of women and men in political and public decision-making* (September 2008) on the implementation of *Recommendation Rec(2003)3 on balanced participation of women and men in political and public decision making*. These results show that the average number of women ministers is 28.6%; the average representation of women in national parliaments is 21.7 % and the average representation of women in regional parliaments. is only 20.8%. For women judges in high/supreme courts, the percentage is 27.6 %.

Despite legislation and rules, progress remains modest in the Council of Europe. Until the parity threshold of 40% is reached, we will continue to be far from a balanced participation of women and men in all sectors of life.

In the spirit of the 5 November 2008 decision of the Committee of Ministers encouraging member states to strive for a greater balance in lists of candidates (see para.6 of Appendix I), the Secretary General hopes that the considerable differences between states will encourage some states to review their method for nominating their experts. This should also improve the gender balance in the Steering Committee for Equality between Women and Men (CDEG), which contains hardly any men at present.

As for the inclusion of a gender perspective in the terms of reference in all committees and bodies (see para. 1 of Appendix I), it would be worthwhile to develop a better understanding of gender mainstreaming issues because the idea of incorporating an equality dimension is still very abstract in fields which are apparently neutral from a gender perspective.

To achieve genuine gender mainstreaming in all sectors of the Council of Europe, it is not enough to improve the number of women in committees. A change in mentality is also required.

Increased awareness and training in gender mainstreaming (including gender budgeting) could help to combat stereotypes about the traditional roles of women and men and to identify activities which contribute to implementing gender equality. Appropriate training needs to be introduced, and all managers, committee secretaries and project leaders need to be encouraged to participate and implement gender mainstreaming (including gender budgeting) in their programmes and activities. As regards gender budgeting, I have recently taken the initiative to start this process. A meeting of the Executive Board was organised with the participation of Ms Onwen-Huma from the Gender Equality Unit of the Finnish Ministry of Social Affairs and Health. Ms Onwen-Huma made a presentation about Gender Based Budgeting to the Executive Board and subsequently met secretariat members from all administrative entities. As a result, specific proposals are being developed for the introduction of gender based budgeting at the Council of Europe.

Appendix I**Thematic exchange of views on Council of Europe action to foster gender equality***1040th meeting – 5 November 2008***Item 4.5****Thematic exchange of views on Council of Europe action to foster gender equality**

(CM/Inf(2008)41)

Decisions

The Deputies

Having taken note of the information document on Council of Europe action in the field of gender equality (document CM/Inf(2008)41), underlined the importance of achieving *de facto* gender equality as well as a higher visibility of the Council of Europe's action in this field and, in this perspective, agreed on the following measures in order to:

I. Improve gender mainstreaming

1. invited all committees and bodies set up by the Committee of Ministers, or with its authorisation, by virtue of Article 17 of the Council of Europe Statute, to include a gender perspective in their terms of reference in conformity with the Committee of Ministers' Message to Steering Committees of the Council of Europe encouraging them to use the gender mainstreaming strategy in their programmes of activities (628th meeting, 15-16 April 1998);
2. welcomed the studies carried out by the Steering Committee for Equality between Women and Men (CDEG) for monitoring recommendations of the Committee of Ministers in the field of gender equality and instructed the CDEG to continue work in this field;
3. at the same time, reminded member states of the Committee of Ministers' recommendations in the field of gender equality and called upon them to fully implement the principles and measures contained in these texts;

II. Strengthen the work on gender equality within the structures of the Committee of Ministers

4. agreed to bear in mind the need for including a gender perspective into draft legal texts and declarations of the Council of Europe and invited their competent rapporteur groups to take account thereof when examining such matters;
5. invited their Thematic Co-ordinator on Equality between Women and Men (TC-EG) to regularly report on main developments and activities in his/her field of competence and to hold meetings as appropriate;

III. Ensure balanced participation in selection processes for different bodies, entities and committees of the Council of Europe and within the member states

6. recalled the principles established in Recommendation No. R (81) 6 on the participation of women and men in an equitable proportion in committees and other bodies set up in the Council of Europe and Recommendation Rec(2003)3 on balanced participation of women and men in political and public decision making and encouraged member states to strive for greater balance in lists of candidates during the selection processes of candidates for different bodies, entities and committees of the Council of Europe;

* * *

7. required the Secretary General to prepare an annual report on the follow-up given to the above decisions as well as on the implementation of the gender equality policy in the Council of Europe, including within Council of Europe bodies, entities and committees to be presented to the Committee of Ministers;
8. instructed the Secretariat to communicate the above decisions to the different bodies, entities and committees of the Council of Europe so that they could take account of them.

Part II – The Secretariat

In March 2004, the Secretary General adopted the first official policy on equal opportunities and gender mainstreaming in the Council of Europe Secretariat. This policy defines the fundamental concepts of equal opportunities, gender mainstreaming, direct and indirect discrimination and measures to promote full and effective equal opportunities.

Rule No. 1093, adopted in March 2004, established the Equal Opportunities Board. The role of the Board is to advise on and monitor equal opportunities policy within the Secretariat. The Board prepares annual work plans for the implementation of the Equal Opportunities Policy and also publishes an annual report on equal opportunities in the Secretariat.

The Board is chaired by the Deputy Secretary General and comprises the Equal Opportunities Officer, three members nominated by the Secretary General and three members nominated by the Staff Committee. The members of the Board sit in an independent capacity. The Secretariat is provided by the Equal Opportunities Officer and Equal Opportunities Unit in Directorate of Human Resources’.

Since 2004, the Equal Opportunities Board has published an annual report on equal opportunities and gender mainstreaming. These reports have been distributed to staff members and the Permanent Delegations of member states. The statistics here are taken from the Board’s 2008 report.

In 2008, for the fourth consecutive year, the Directorate General of Administration and Logistics (DGAL) conducted an opinion poll about staff satisfaction with all its services.

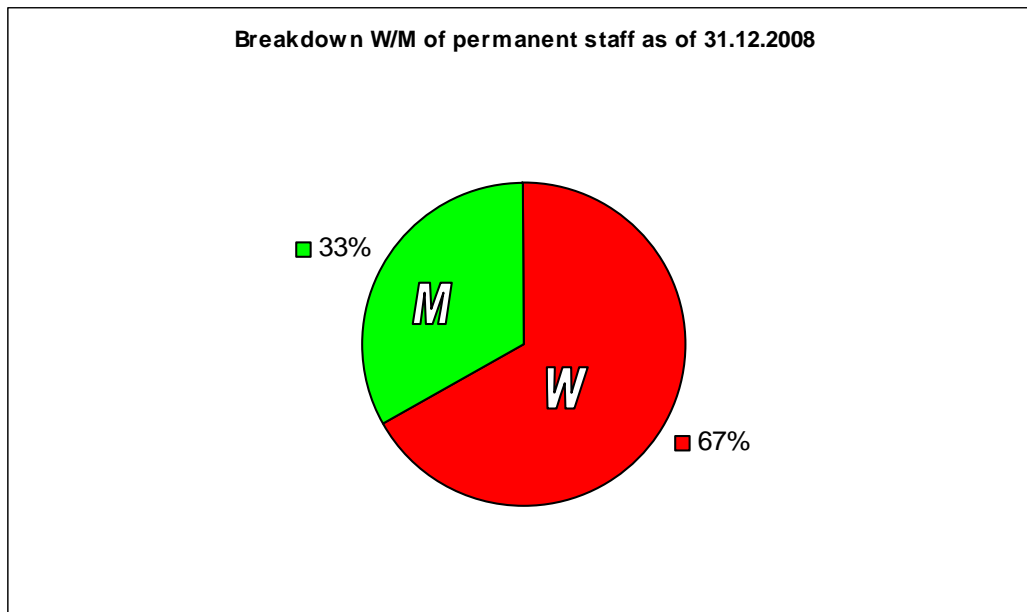
The same question about equal opportunities has been asked every year. The results show that staff members are increasingly satisfied with the equal opportunities policy.

Q.7. “Are you satisfied with the implementation of the equal opportunities policy adopted in 2004?”

Satisfaction rate	2005 (%)	Overall total 2005	2006 (%)	Overall total 2006	2007 (%)	Overall total 2007	2008 (%)	Overall total 2008
Not at all	25	67%	13	41%	12	39%	13	37%
Generally no	42		28		27		24	
Generally yes	30	33%	55	59%	54	61%	55	63%
Completely	3		4		7		8	

These results are encouraging. They show that the steps taken to implement the Equal Opportunities Policy adopted in 2004 (for example, staff awareness-raising and training, entry into force of new measures to balance work and private life, policy on integrating persons with disabilities) are bearing fruit and are gradually becoming part of the culture of the Council of Europe.

1. PROPORTIONS OF WOMEN AND MEN AMONG PERMANENT STAFF (INDEFINITE TERM AND FIXED TERM CONTRACTS)



Overall, the Council of Europe employs more women than men, and approximately three-quarters of the women are in category B (assistants and administrative assistants). The proportion of women has risen since 2007 (64% women, 35% men).

For several years, the Secretariat has pursued a policy of positive measures to promote gender equality, in accordance with Article 22 of Appendix II to the Staff Regulations.

Article 22 – Equality of opportunity

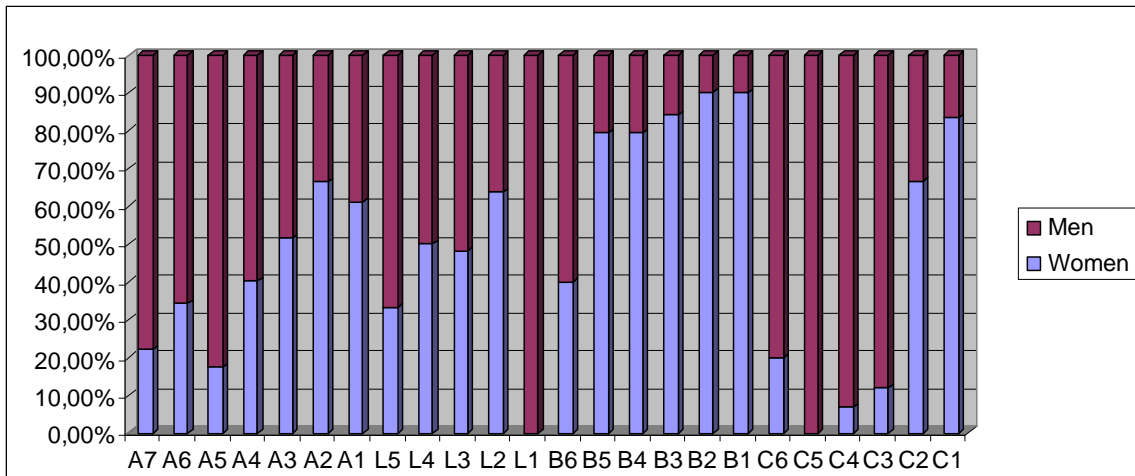
1. In the event of equal merit between a woman and a man both of whom are candidates in an external recruitment or internal competition procedure, preference shall be given, notwithstanding the provisions of Article 21 paragraph 2, to the candidate of the sex which is under-represented in the grade and category to which the vacancy belongs.
2. A sex is under-represented in relation to the other when the proportion of staff of that sex in the grade and category to which the vacancy belongs is below 40%.
3. The corrective measure set out above does not constitute discrimination contrary to Articles 3 and 13 of the Staff Regulations.

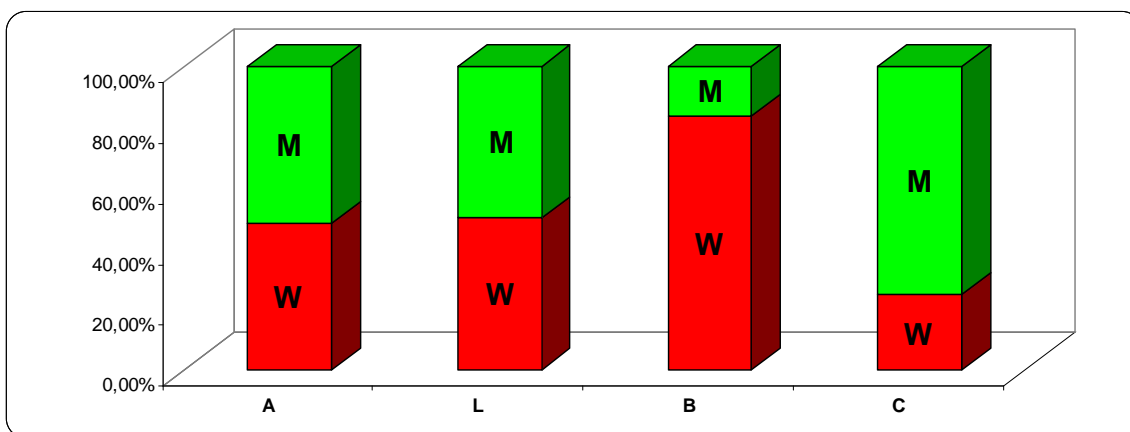
This policy is intended to achieve balance between the sexes in the different grades and access for women to the higher levels in each category. The 40% threshold is an indicator that one gender is underrepresented compared to the other, but the objective remains parity. Although the figures have improved, the situation is not yet satisfactory. The general findings emerge from the 2008 statistics:

- Women continue to be in a majority in the Secretariat (over 2/3 of all staff).
- The majority of B-grade staff are women because secretarial assistance still remains an exclusively female domain in the culture of most member states. (Note: two men were recruited to do this kind of work in 2008.)
- It is mainly men who are C-grade staff. Women represent only 32% of this category, and only one woman (grade C6) heads a team.
- In the A and L grades, the situation is less clear-cut. Women tend to be in the majority in the start-of-career grades. At middle management levels (A4, L4) their numbers reach or exceed the 40% threshold. In the higher grades, in contrast, parity has still not yet been achieved even though the current Secretary General has appointed six women to senior managerial posts (one A7 and five A6) during his term of office.

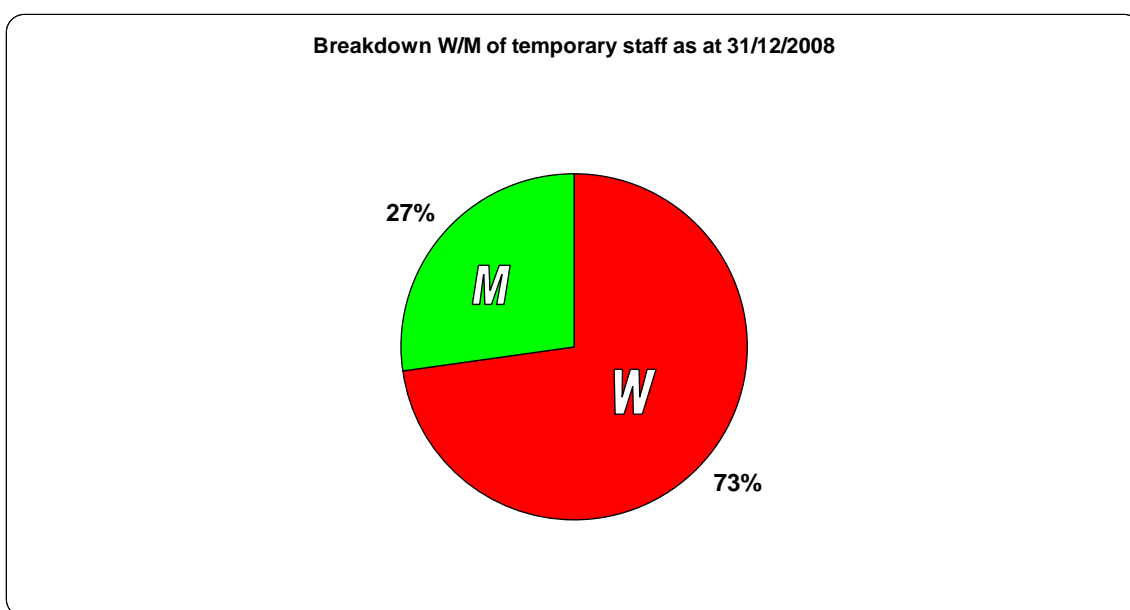
Breakdown of permanent staff by grade as at 31/12/2008

Grade	Women		Men		Total
	%	Number	%	Number	
A7	22%	2	78%	7	9
A6	34%	11	66%	21	32
A5	17%	11	83%	52	63
A4	40%	54	60%	80	134
A3	52%	131	48%	123	254
A2	66%	87	34%	44	131
A1	61%	30	39%	19	49
L5	33%	1	67%	2	3
L4	50%	8	50%	8	16
L3	48%	14	52%	15	29
L2	64%	7	36%	4	11
L1	0%	0	100%	1	1
B6	40%	8	60%	12	20
B5	79%	100	21%	26	126
B4	79%	174	21%	45	219
B3	84%	372	16%	70	442
B2	90%	275	10%	30	305
B1	90%	18	10%	2	20
C6	20%	1	80%	4	5
C5	0%	0	100%	18	18
C4	7%	2	93%	27	29
C3	12%	6	88%	44	50
C2	67%	20	33%	10	30
C1	83%	5	17%	1	6
Total	67%	1337	33%	665	2002





2. PROPORTIONS OF WOMEN AND MEN AMONG TEMPORARY STAFF (MONTHLY AND DAILY CONTRACTS)



As for permanent staff, women continue to be more numerous than men among temporary staff. The proportion of women nevertheless fell slightly as compared to 2007 (25% men/75% women). The total number of temporary staff also declined as compared to 2007 as a result of the new contractual policy.

3. RECRUITMENTS AND PROMOTIONS

Since the adoption of the Equal Opportunities Policy, a new paragraph has been included in all internal and external vacancy notices, specifically mentioning the Council of Europe’s commitment to equal opportunities.

The e-recruitment electronic form introduced in June 2006 for external selection encourages respect for equal opportunities and non-discrimination because photographs and information on marital status and state of health are no longer required.

In the internal selection procedure, applications submitted to the Appointments Board no longer include information on the age of a candidate, and the candidates are presented in alphabetical order rather than seniority. All vacancy notices now include a list of competences required for the post based on the Council of Europe’s Competency Inventory. and the interviews are geared to ascertaining whether the candidates have these competences. The new appraisal form introduced in January 2006 is also helping to harmonise the assessment of staff members on the basis of their competences and improve the comparison of candidates. The Equal Opportunities Adviser participates as an observer in the work of the Appointments Board.

4. BALANCING WORK AND PRIVATE LIFE

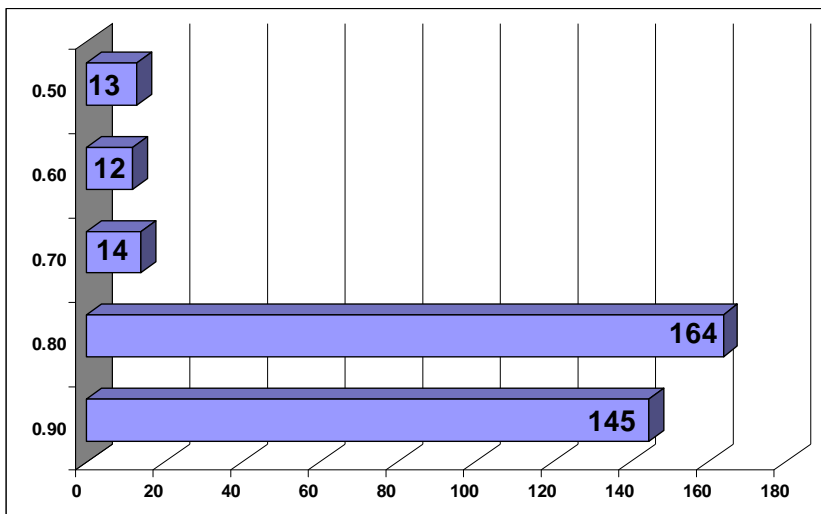
2008 was the fourth year of implementation of the measures to balance work and private life. These measures, which resulted from negotiations between representatives of the Secretary General and the Staff Committee, had been gradually adopted between 2004 and 2007.

The statistics presented here show the position in respect of part-time working arrangements, leave for personal reasons and leave to care for sick children. Although increasing numbers of men have applied for these arrangements, it is still mainly women who make use of them (91% women, 9% men). The Equal Opportunities Board has expressed a wish for the situation to change and is encouraging more men to take advantage of these opportunities.

Since it was made possible in 2005 to convert 80% and 90% part-time working into additional days of leave (21 and 42 days respectively, credited as annual leave), increasing numbers of men have been attracted to this formula, whether or not they have family responsibilities (29 men work 80% or 90% part-time). This formula is more flexible than conventional part-time working, and it allows greater flexibility in terms of the requirements of the service. It is also attracting increasing numbers of women who used to work on a conventional part-time basis.

The network of senior women managers, chaired by the Deputy Secretary General, met in January 2008 to discuss balancing work and private life and how this can affect senior women managers. They also discussed the problems experienced in replacing part-time staff. Finally, they noted that 80% or 90% part-time work was not necessarily offset by a reduction in the staff member's workload, and that it was very often left to the staff member or to his/her colleagues to find a way to ensure that the work was done.

Number of staff members working part-time in 2008:



5. AWARENESS-RAISING EVENTS

International Women's Day

International Women's Day is one of the main activities geared to heightening staff awareness. In 2008, International Women's Day was celebrated on 7 March. The Conference/debate on "The dilemma of European Muslim women" was chaired by the Secretary General and the Deputy Secretary General and led by Naema Tahir, who was born into a Pakistani immigrant family near London and grew up in the Netherlands. She was a former staff member. She has written several books about the status of Muslim women in Europe.

International Day against Homophobia

On 16 May 2008, the Equal Opportunities Unit and the Staff Association's LGBT Group organised a joint Conference on the theme "The rights of LGBT persons in Europe", chaired by the Deputy Secretary General. This Conference was attended by Ms Joke Swiebel, a former member of the European Parliament and Chair of the European Parliament's LGBT Group.

International Day of Disabled Persons

A Conference/debate on "Multiple sclerosis, an obstacle to an active life?" was held on 3 December. It was chaired by the Deputy Secretary General. Prof. Jérôme de Sèze (Professor of Neurology in a Strasbourg hospital), Ms Béatrice Jenny (a nurse working in the local network) and Dr Marianne Mengus (the Council of Europe medical officer) presented this disabling disease. The Conference was a great success with staff, highlighting a different facet of disability, namely the experience of a chronic disease and how to deal with it on a day-to-day basis in the working environment.

These three events were open to staff members, members of Permanent Delegations and Judges of the European Court of Human Rights. The Equal Opportunities Unit arranged for interpretation into French sign language, thanks to the co-operation of a local association. It helps to stress the Secretariat's commitment to respect for diversity and non-discrimination by opening events to staff members with hearing problems.