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Geneva, 2-3 November 2009
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REGIONAL REVIEW OF PROGRESS

Achievements and challenges in promoting gender equality in the ECE region by country

Note by the secretariat

Summary

The Commission on the Status of Women in its Resolution 53/1 noted the relevance of the regional reviews and outcomes of the regional level intergovernmental processes in preparation for the “Beijing +15” global review which will take place at its annual session in March 2010.

The regional review in the Economic Commission for Europe (ECE) region, supported by the Executive Committee of ECE, will be based in particular on the national responses to the United Nations questionnaire on the Implementation of the 1995 Beijing Declaration and Platform for Action and of the Outcome of the Twenty-third Special Session of the General Assembly in 2000. This document highlights, by country, selected achievements and challenges in terms of gender equality as outlined in the national responses received from ECE member States. It complements the Regional synthesis (ECE/AC.28/2009/3) which summarizes trends and policy developments which occurred since the last ECE regional review (2004) in the twelve areas of concern covered by the Beijing Platform for Action.

COUNTRIES	ACHIEVEMENTS	CHALLENGES
ALBANIA		
Equality legislation	<p>Engaged in a National Strategy (NSGEADV) in 2006/2007 and drafting of the Action Plan on Gender Equity and Domestic Violence for the period of 2007/2010</p> <p>Approval of “Gender Equity in the society” law in 2008 which protects citizens from any type of discrimination. It requires a gender representation of 30% of any gender in politics, education and employment fields.</p>	
Work and family	<p>New Labour Code (in the “Gender Equity in the society” law) opens spaces for employees to combine family obligations and professional responsibilities.</p>	
Decision-making	<p>Increasing trends of women managing civil society associations (18.24% of all organizations) demonstrates women’s increased role of responsibility in democratic developments.</p>	
Gender budgeting		<p>Drafting of budget does not take into consideration a gender perspective. However, some first efforts are being supported by the United Nations Development Fund for Women (UNIFEM).</p>
Women and economy		<p>Involvement of women in private businesses is at a low level (women managers of private businesses were at a rate of 21 % in 1994, 16.8 % in 1996, 18 % in 1998 and 17 % in 2005).</p>
AUSTRIA		
Gender budgeting	<p>Gender budgeting enshrined in the Federal Constitution in 2009. It was implemented in two phases where the second phase will take effect in 2013.</p>	
Equality legislation	<p>Amendment to the Equal Treatment Act, Federal Act on the Equal Treatment Commission and Ombud for Equal Treatment, implementing the principle of equal treatment between men and</p>	

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Pensions</p> <p>Gender pay gap</p> <p>Violence</p>	<p>women in the access and supply of goods and services</p> <p>Introduction of a voluntary “pension-splitting” system in 2005: the parent who spends less time on the upbringing of children and is employed can have up to 50% of his/her pension claims acquired through gainful employment transferred to the pension account of the parent mainly devoted to childcare. For each child, a period of four years is now counted towards pension entitlements.</p>	<p>Reducing further the gender pay gap (22% in 2007)</p> <p>Improving the 2006 Federal Act on the Protection against Violence within the Family through protection against persistent harassment (the Anti-Stalking Act)</p>
AZERBAIJAN		
<p>Equality legislation</p> <p>Violence</p> <p>Gender budgeting</p> <p>Work and family</p>	<p>In 2006, enacted Law on Guarantees of gender equality which is extended to sexual harassment.</p> <p>Complex Programme of the Republic on combating daily violence in democratic society” approved by the Cabinet in 2007.</p> <p>Introduced gender dimension into the national budget through the book “Gender Review of the Budget of Azerbaijan” which highlights budget and statistical data.</p> <p>Allocation of \$120,000 in 2008 and \$600,000 in 2009 aiming to promote gender equality and women’s empowerment. This priority was determined through a Gender Responsive Budgeting exercise.</p> <p>National Action Plan on Family and Women’s Issues for the period of 2008-2012 has been prepared with the purpose of strengthening and developing family and inter-family relations on the basis of gender equality.</p>	<p>Increasing prevention of domestic violence by drafting a law “On prevention of domestic violence”</p> <p>Increasing activities to support Family and Women’s issues by enacting a National Plan from 2008 to 2012. One main area of focus is on family issues.</p>

COUNTRIES	ACHIEVEMENTS	CHALLENGES
Decision-making		National Plan from 2008 to 2012 focuses on increasing women's participation in decision-making process, political, economic and social life.
BELARUS		
Equality legislation	Secured gender equality through the Constitution, laws and regulations of the country in compliance with international norms	Further increase the incorporation of women's non-governmental organizations (NGOs) into the national mechanism
Institutional development	Establishment of the National Council on Gender Policy under the umbrella of the Council of Ministers in 2000 Approval of the National Plan of Action on Gender Equality for the period of 2008-2010	
Decision-making	Surpassed goal to achieve an increase of women's representation in power and decision-making bodies up to 30%. In 2008, the proportion of women in the National Assembly was 32.1%, in the Council – 32.8% and in the House of Representatives – 31.8%.	
Women and economy		To increase women's competitiveness and employability in the labour market
Poverty		Evaluate and incorporate women's domestic workload into labour and social security legislation in order to reduce the risk of poverty
Violence		Further identify and alleviate the causes of domestic violence Further perfection of anti-violence legislation, a mechanism and organizational structure to prevent violence
BELGIUM		
Gender mainstreaming	Adoption of a law aiming at the incorporation of gender	Incorporating gender mainstreaming in all policies

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Violence</p> <p>Armed conflict</p> <p>Gender mainstreaming</p> <p>Work and family</p> <p>Women's rights</p> <p>Education</p> <p>Statistics</p> <p>Decision-making</p> <p>Women and economy</p> <p>Equality legislation</p> <p>Migrant women</p>	<p>mainstreaming in all federal public policies in 2007</p> <p>National Action Plans on violence against women between partners in 2004-2007/2008-2009. The Action Plan focused on 6 axis to increase the power of the programmes: sensitization, formation, prevention, welcoming and protection, monitoring and evaluation.</p> <p>National Action Plan for implementing 1325 resolution entitled "Women, peace and security" in 2009</p> <p>Gender equality in the heart of cooperation policy (40% of total expenses in 2007)</p> <p>Improvement of maternity protection and paternity leave. Each worker can take up to 3 months with a small stipend, or take part-time work for the first 6 months or work one day a week for the first 15 months.</p> <p>Act cancelling and condemning forced marriages adopted in 2007</p> <p>Introduction of gender mainstreaming training in teacher education/ Allowances for schools getting manuals exempt from sexist stereotypes, since 2006</p>	<p>Developing gender disaggregated data</p> <p>Increasing number of women in executive position and political field</p> <p>Improving women's situation in labour market and eliminating gender pay gap</p> <p>Changing legislation on surname inheritance from paternal to gender neutral</p> <p>Improving women's asylum seeker situation</p>

COUNTRIES	ACHIEVEMENTS	CHALLENGES
BULGARIA		
Gender mainstreaming	Implementation of the gender equality principle in legislative frameworks, teachers and pupils training in gender equality and reproductive health, prevention of sexually transmitted infections	
Trafficking	National Programme for combating trafficking in human beings. It defines and administers the implementation of the national policy and strategy for a partnership between state and municipal authorities as well as NGOs.	
Violence	Programme for Prevention and Protection from Domestic Violence from 2007 to 2008. Programme envisages the establishment of administrative structures at national and local level to increase the awareness of trafficking.	
Work and family	Amendments to the Labour Code that allow and encourage fathers to have equal share in childcare and housekeeping and protect mother's rights (adopter or father) to return to work in the same position or equivalent one. Maternal (Adoption) leave has raised from 315 to 410 days.	
Girl child	National Child Strategy from 2008 to 2018 emphasizing the special vulnerability of the girl child.	
Poverty		Reversing the unfavourable tendency of growing gender gap in the at-risk-of-poverty rates. In 2006 the share of women living in poverty was 3.9 percentage points higher than those of men. In 2007 this difference increased to 5.3%.
Gender pay gap		Reducing further the gender pay gap (16% in 2007)
Statistics		Strengthening gender disaggregated data
Decision-making		Improving the sharing of power and decision-making at all levels

COUNTRIES	ACHIEVEMENTS	CHALLENGES
CANADA		
Decision-making	Gradual increase of women's representation in the House of Commons. Among the current 307 members, 69 are women, the highest proportion of seats to date (2009). Of the current 103 members of the Senate of Canada, 35 are women; two seats are vacant. Among Cabinet Ministers, 11 of the 38 are women, the highest percentage ever.	
Women and economy	Achieved highest employment and participation rates (of 63%) for women (ages 15 to 64) among G7 countries and sixth highest among countries of the Organisation for Economic Co-operation and Development.	
Gender pay gap	Continuing to close the gender gap in earnings. In 2007, women earned 84 cents per hour for every one dollar earned by men.	Further reduction in gender pay gap Women are still significantly over-represented in low-paid and non-standard jobs and the gap between wages for men and women, across all age and occupation groups, persists: based on hourly wages, women earned on average 84% of men's earnings in 2007. The largest male-female wage gap was in blue-collar occupations.
CROATIA		
Equality legislation	Adopted new Gender Equality Act by Parliament in 2008, which has been aligned with the provisions of valid international standards, and with EU directives dealing with gender equality.	Increased devoted attention to monitoring the implementation and efficiency of the Gender Equality Act, the Anti-discrimination Act.
Gender budgeting	Translating, publishing and disseminating the study of the European Women's Lobby "Gender budgeting" in 2006, the Government Office for Gender Equality introduced the subject of gender budgeting.	
Education	Recorded a continuous and growing trend of women in education. In 2006, 59.3% were women while 40.7% were men.	

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p data-bbox="323 363 464 391">Partnerships</p> <p data-bbox="277 537 510 565">Women and economy</p>	<p data-bbox="562 363 1230 505">Adopted the Free Legal Aid Act in 2008, giving the opportunity to NGOs to become actively engaged in representing citizens before courts in civil and administrative disputes, and in counselling and raising women’s awareness of legal protection mechanisms in the case of discrimination.</p>	<p data-bbox="1262 537 1871 651">62% of the unemployed are women. Achieving equal opportunities in the labour market is one of the seven critical areas of the National Policy for the Promotion of Gender Equality (2006-2010).</p> <p data-bbox="1262 667 1871 695">Supporting “Women in the Labour Market” with investment.</p>
CYPRUS		
<p data-bbox="285 790 501 818">National action plan</p>	<p data-bbox="562 790 1188 842">Development of first National Action Plan on Gender Equality from 2007 to 2013</p>	
<p data-bbox="331 878 455 906">Trafficking</p>	<p data-bbox="562 878 1224 930">National Action Plan on Combating Trafficking in Human Beings and Sexual Exploitation of Children in 2005</p>	
<p data-bbox="348 967 438 995">Violence</p>	<p data-bbox="562 967 1157 1019">Preparation of first National Action Plan on Prevention and Handling of Family Violence from 2008 to 2013</p>	
<p data-bbox="302 1057 485 1084">Work and family</p>	<p data-bbox="562 1057 1209 1138">Implementation of Project “Expansion and Improvement of care services for children, the elderly, disabled persons and other dependants” from 2005 to 2008</p> <p data-bbox="562 1154 1209 1182">Extension of maternity leave from 16 weeks to 18 weeks in 2007</p>	<p data-bbox="1262 1057 1881 1109">Promoting work and family reconciliation through improving child care facilities and parental leave legislation</p>
<p data-bbox="306 1219 480 1247">Decision-making</p>	<p data-bbox="562 1219 1224 1271">Increase in number of women judges from 26% in 2003 to 38% in 2006</p>	<p data-bbox="1262 1219 1913 1271">Increasing women’s representation in decision-making: only two women out of 33 mayors elected in 2006</p>
<p data-bbox="258 1300 533 1328">Institutional development</p>	<p data-bbox="562 1300 1199 1352">University of Nicosia established the Mediterranean Institute of Gender Studies (MIGS) in 2004.</p>	

COUNTRIES	ACHIEVEMENTS	CHALLENGES
Gender pay gap		Reducing further the gender pay gap (26%)
CZECH REPUBLIC		
Equality legislation	Ministry of Human Rights and Authority	
Violence	<p>Creation of two committees in 2008 under the Council for Equal Opportunities for Women and Men: Committee for Equal Opportunities for Women and Men in Family and Working Life, and Committee for Prevention of Domestic Violence</p> <p>Set of legislative amendments on domestic violence: the Penal Code acquired in 2004 a new criminal offence defined as “torture of persons sharing one household,” which is aimed directly against the offenders committing domestic violence. Legislation instituted in 2007 resulted in sending the violent person away from the shared household instead of the survivor.</p>	Combating violence against women and human trafficking
Gender pay gap		Implementing equal pay for equal work. Currently gender pay gap is 80%. These differences are caused by vertical and horizontal discrimination.
Women and economy		Strengthening women’s economic independence
Decision-making		Increasing women’s participation in politics
Gender budgeting		Promoting gender budgeting
Work and family		Developing childcare service
DENMARK		
Gender mainstreaming	Action plans for interministerial gender mainstreaming project 2007-2011/2002-2006	

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Equality campaign</p> <p>Violence</p> <p>Gender pay gap</p> <p>Work and family</p> <p>Decision-making</p>	<p>“MDG3 Global Call to Action” aiming to ensure higher political priority of gender equality and women’s empowerment and increased financial allocations at international as well as country level in 2008</p> <p>Action Plan to Combat Men’s Domestic Violence against Women and Children from 2005 to 2008.</p> <p>Since 2007, all major enterprises are required to draw up gender-segregated pay statistics.</p>	<p>Reducing differences between women and men’s lifetime income. In 2007, the gender pay gap was 14.1% in private sector and 8.3 % in public sector).</p> <p>Encouraging fathers to take parental leave</p> <p>Increasing the number of women in decision-making (9.2% of women in local government elections in 2001, and the proportion of women in local politic has remained unchanged at 27% at the election in 2001-2005).</p>
ESTONIA		
<p>Equality legislation</p> <p>Gender stereotypes</p> <p>Gender and economy</p> <p>Trafficking</p>	<p>Enacted the Gender Equality Act (GEA) in 2004</p> <p>Involving men in promoting gender equality and targeting issues concerning men. For example conference organized in 2005. Topics discussed included the ideologies of constructing masculinities, men and power, masculinity and fatherhood.</p> <p>Closing the gap of gender employment gap, the employment rate in the age group of 25-64 was the highest for women and men with tertiary level education (respectively 82% and 92.5%, a gender gap of 10.5%).</p>	<p>Combating trafficking by developing a new plan by 2009 and implemented starting in 2010</p>

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p data-bbox="352 492 436 516">Poverty</p> <p data-bbox="352 594 443 618">Statistics</p>		<p data-bbox="1262 350 1906 459">Improve official statistics of violence against women; in 2008-2009 Statistics Estonia conducted a large scale population crime and victim survey, including a special module on intimate partnership violence</p> <p data-bbox="1262 496 1906 548">Reducing the at-risk-of-poverty rate for women, which is higher than for men – respectively 21.6% and 16.7% in 2006</p> <p data-bbox="1262 594 1696 618">Improve the lack of gender segregated data</p>
FINLAND		
<p data-bbox="285 719 501 743">National action plan</p> <p data-bbox="352 805 443 829">Violence</p> <p data-bbox="306 1024 485 1049">Decision-making</p> <p data-bbox="317 1110 474 1135">Armed conflict</p> <p data-bbox="342 1227 449 1252">Education</p> <p data-bbox="306 1313 485 1338">Work and family</p>	<p data-bbox="562 719 1142 771">National Action Programme to Implement Equality of the Government from 2004 to 2007.</p> <p data-bbox="562 805 1241 883">Goal and Action Programme of Social Affairs and Health care from 2004 to 2007 focused attention on the reduction of violence against women.</p> <p data-bbox="562 907 1220 985">As part of the Government Action Plan for Gender Equality from 2008 to 2011 each ministry has to establish a working group on gender equality.</p> <p data-bbox="562 1024 1213 1076">In 2007 for the first time there were 60% women ministers in the government.</p> <p data-bbox="562 1110 1213 1188">National Action Plan for the implementation of United Nations Security Council Resolution 1325 on women, peace and security from 2008 to 2011</p> <p data-bbox="562 1227 1150 1279">Obligation to conduct annual equality plans in educational institutions since 2005</p> <p data-bbox="562 1313 1234 1391">From 2004-2007, Gender Action plan granted extension of parents' right to partial home care leave (shorter working hours) lasting until the end of the child's second year at school.</p>	<p data-bbox="1262 805 1608 829">Reducing violence against women</p> <p data-bbox="1262 1227 1871 1279">Increasing gender awareness in schools and reducing gender segregation</p> <p data-bbox="1262 1313 1556 1338">Reconciling work-family life</p>

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Gender pay gap</p> <p>Women and economy</p>		<p>Further reducing gender pay differentials (have remained about the same in the 2000s : 20%)</p> <p>Promoting women's careers</p>
FRANCE		
<p>Decision-making</p> <p>Partnerships</p> <p>Decision-making</p> <p>Violence</p> <p>Health</p> <p>Women and economy</p> <p>Gender pay gap</p> <p>Work and family</p> <p>Environment</p>	<p>Women's share in politics has increased thanks to legislations: from 16.9 % in 2004 to 21.9 % in 2008 in the Senate, from 27.5 % in 1998 to 47.6% in 2004 in regional councils.</p> <p>Equality label created in 2004 which rewards firms encouraging equality between women and men.</p> <p>Charter of Equality between women and men adopted in 2004 in public offices.</p> <p>National action plans on violence against women (2005-2007/2008-2010) which focus on monitoring, prevention, coordinating and protection.</p> <p>Contraception programme from 2007 to 2009 ("the best contraceptive is the one you choose")</p>	<p>Increasing the number of women in politics (18.5% of the national assembly are women)</p> <p>Combating violence against women</p> <p>Allowing equal free and anonymous access to contraceptives. to under age girls</p> <p>Increasing and improving women's employment (30.2% of women have a part time job as against 5.7% of men).</p> <p>Further reducing the gender pay gap (19%)</p> <p>Enhancing family-friendly policies.</p> <p>Incorporating gender perspective in environment.</p>

COUNTRIES	ACHIEVEMENTS	CHALLENGES
GERMANY		
Work and family	Earnings-related Parental Allowance introduced in 2007 encouraging equal sharing. Increase of share of fathers among parents claiming parental pay from 3.5% in 2006 to 16% in 2009.	Increasing childcare provision for under threes (statutory right to public childcare planned for 2013) Reducing labour market segregation and gender pay gap which is still 23%. Increasing women's representation in local politics, where currently only 5% of mayors are women.
Monitoring	Expert commission set up in 2008 to compile first equality report of the Government to be issued in 2010	
Women and economy	New programme to facilitate reintegration of mothers into labour market after family break	
Gender pay gap	National alliance for equal pay to mobilize key actors to reduce the gender pay gap. Annual Equal Pay Day launched in 2008.	
Violence	Second Action Plan on Eliminating Violence against Women in 2007 contains more than 130 concrete measures.	
Decision-making	Six out of 14 Government ministries are led by women, as well as 32% of member of Parliament.	
GREECE		
Institutional development	For the first time a National Committee for Equality between Men and Women was instituted as a permanent mechanism for social dialogue in 2006.	Strengthening further the equality offices within ministries and their cooperation with the General Secretariat for Gender Equality
Decision-making	A quota in favour of female candidates at national elections was established in 2008: at least one third of all candidates on the electoral lists of political parties, coalitions of parties or independent candidates must be women; otherwise the specific lists are not valid and are banned from the national elections.	
Work and family	A series of measures have been taken in the new Code on Civil Servants in order to support women in their efforts to combine	

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Women's rights</p> <p>Statistics</p>	<p>work and family. For example employed fathers are eligible for parental leave.</p> <p>For the first time a law defines sexual harassment</p>	<p>Increasing sex-disaggregated statistics</p>
HUNGARY		
<p>Trafficking</p> <p>Decision-making</p> <p>Violence</p> <p>Training</p> <p>National action plan</p> <p>Women and economy</p> <p>Work and family</p> <p>Decision-making</p> <p>Gender pay gap</p>	<p>National strategy against human trafficking for 2008–2012</p> <p>Ratio of women among the elected members of the Parliament increased from 9.1% in 2002 to 10.6% in 2006.</p> <p>Establishment in 2005 of a regional crisis service network for the temporary homes of families and children as a pilot Project</p> <p>Creation of a training DVD containing a short film focusing on gender roles together with a schoolbook. These materials will be subject to experimental education in 2009.</p>	<p>Taking measures to implement National Strategic Plan for the Promotion of Gender Equality in development plans</p> <p>Promoting economic independence of women and men</p> <p>Enhancing reconciling work, private and family life</p> <p>Promoting equal participation in political, economic and research decision-making</p> <p>Reversing the unfavourable tendency of the widening of the gap since 2004 between the employment rates of women and men which reached 13.1% in 2007.</p>

COUNTRIES	ACHIEVEMENTS	CHALLENGES
IRELAND		
National action plan	A new 10-year National Women’s Strategy from 2007 to 2016 to strengthen structures that have been put in place by the Department of Justice, Equality and Law reforms to address violence against women and human trafficking. .	Implementing fully the National Women’s Strategy from 2007 to 2016
Equality legislation	All documents, including legislative proposals, submitted to Government for approval must include a gender equality impact statement.	
Institutional development	Creation in 2007 of the National Office for the Prevention of Domestic, Sexual and Gender-based Violence	
Trafficking	Establishment of the Anti-Human Trafficking Unit in 2008 The Criminal Law (Human Trafficking) Act 2008 provides for penalties up to life imprisonment for persons who traffic other persons for the purposes of labour or sexual exploitation or for the removal of a person’s organs.	
Gender budgeting	A specific gender equality budget line has been in place since 2004 and increased from €75,000 in 2004 to €1,000,000 in 2008.	Further promoting gender budgeting and gender disaggregated data
Decision-making	In January 2005 the Government decided that all agencies nominating persons to State Boards and committees should provide both male and female nominations to the relevant Minister.	Establishing “Women and Business” and “Women in Politics and Decision-making” Sub-Committees has been proposed by the Irish Business and Employers Confederation
Work and family		Encouraging greater sharing of caring responsibilities in the domestic setting
ISRAEL		
Decision-making	A woman currently serves as Chief Justice of the Supreme Court, a woman served as the Speaker of the seventeenth Knesset (Israel's Parliament), a woman heads the largest political party after having	Continuing efforts to increase proportion of women in decision-making bodies. For women it is 35.5%, for men 64.5%

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Gender pay gap</p> <p>Work and family</p> <p>Education</p>	<p>served as Vice-Prime Minister and Minister of Foreign Affairs, and a woman is the current Permanent Representative of Israel to the United Nations. 51% of the judges in Israel's judicial system are women.</p> <p>Enacted in 2008, a law stipulates that incentives will be given to employers who advance women and who act to adapt the workplace for women.</p> <p>Promotion of "family friendly workplace" by the Authority for the Advancement of the Status of Women by adopting an approach in Civil Service that would serve as a model and lead to the adoption of these principles in additional places of work.</p> <p>15.1% of women have an academic degree compared to 12.3% of men.</p>	<p>Further reducing the gender pay gap</p>
ITALY		
<p>Women and economy</p> <p>Work and family</p>	<p>In 2008, the Financial Law created tax deductions for companies employing women and protection of female employment, progressively increasing from €1,264,000 for 2008, to €1,898,000 from 2012.</p> <p>The Department for Equal Opportunities has financed a research study on best practices carried out by local and regional authorities to make aspects of "hidden labour" more visible such as aspects of home care services. The "Donne Sommerso" ("Hidden women") national action has produced important legislative and political results consisting of funding pilot projects in legalizing hidden work of home care services. The department for Equal Opportunities has been allocated €5,000,000 to finance 30 projects.</p> <p>Constitution of a committee for female entrepreneurship in 2006</p> <p>Promoting the project Participation of fathers in family life and responsibilities</p>	<p>Increasing female employment rate (46.7% in 2007), especially in the southern regions</p> <p>Promoting more flexibility in labour market (part time, maternity leave, company kindergartens, child minding)</p>

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Health</p> <p>Decision-making</p> <p>Violence</p>	<p>Campaign of vaccination to prevent cervical cancer, protection of health of pregnant women and prevention of genital mutilation of women</p> <p>The number of women in politics is increasing (17.3% women in Italian Parliament in 2009)</p> <p>Stalking recognized as a crime and creation of a number of public utilities for women victims of violence</p>	<p>Further developing services to assist victims of sexual and domestic violence</p>
KAZAKHSTAN		
<p>Equality legislation</p> <p>Gender mainstreaming</p> <p>Decision-making</p> <p>Violence</p>	<p>Adopted a National Strategy for gender equality for the period 2006-2016</p> <p>Development of gender indicators for monitoring implementation of the Strategy. New annual publication “Women and men of Kazakhstan” was launched</p> <p>Adoption of National gender equality plan of action for 2009-2011. More than 68 million tenge allocated to finance its implementation. Significant resources (20 billion tenge) allocated to activities aiming to improve mother and child protection</p> <p>The proportion of women among the senior managers and leaders increased after the 2007 parliamentary election</p> <p>Leader among member countries of the Commonwealth of Independent States in setting up an organizational and social infrastructure aiming at eradication of violence against women and trafficking in people</p>	<p>Further development of institutional and enforcement mechanisms necessary for ensuring gender equality in practice</p> <p>Improving women’s representation in power and decision-making by achieving the target of 30% women’s share in power and decision-making bodies and organizations.</p> <p>A new law on domestic violence needs to be enacted</p>

COUNTRIES	ACHIEVEMENTS	CHALLENGES
KYRGYZSTAN		
National mechanism	<p>Adopted a National plan of action aiming at achieving gender equality for the period 2007-2010.</p> <p>In 2008 the new Law on Equal rights and equal opportunities for women and men came into force.</p>	Gender indicators in monitoring the implementation of national social and economic policy need to be used.
Decision-making	<p>Proportion of women in central and local governmental bodies grew by 14 percentage points and reached 52 per cent</p> <p>To improve women's chances of participating in power and decision-making, measures aiming to enhance women's leadership capabilities have been undertaken.</p>	Women's role in power and decision-making at the central and local levels has to be increased.
Women and economy	Measures taken to legalize informal economic activities, including Government decree on further development of textile (particularly, sewing) industry	Women's segregation in the labour market has to be eliminated
Equality legislations	Review of the Family Code to ensure protection of women's rights in property relations	
Violence		Violence against women has to be eradicated
LATVIA		
Work and family	<p>Creation in 2004 of the Administration of the Maintenance Guarantee Fund in order to ensure equal opportunities for all parents, who for some reason have to take care of a child alone, mainly women</p> <p>Creation of alternatives to preschool institutions in local municipalities from 2004 to 2008 increasing child care provision</p>	Increasing child care facilities and enhancing family friendly policies
Women and economy	Increase in economic activity level of women in the age group 15-74 from 56.8 % in 2005 to 60.4% in 2007	Pursuing active labour market gender policies and training

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Education</p> <p>Violence</p> <p>Trafficking</p> <p>Gender pay gap</p>	<p>The female proportion of the total number of graduates or qualifications has been slightly growing, 69% in 2004, 72% in 2008.</p> <p>Project “Legal aid for women suffering from family violence” from 2006 to 2008</p> <p>Programme for Prevention of Human Trafficking from 2004 to 2008</p>	<p>Further reducing gender pay gap (17% in 2007)</p>
LITHUANIA		
<p>Equality legislation</p> <p>Violence</p> <p>Trafficking</p> <p>Work and family</p> <p>Education</p>	<p>National Programme for Equal Opportunities for Women and Men from 2005 to 2009</p> <p>In 2006 the Government approved a National Strategy for combating violence against women and a Plan of implementing measures for 2007-2009.</p> <p>Amendments to the Criminal Code in 2005 providing for separation of the perpetrator from the victim and then in 2008 the prohibition for the perpetrator to approach the victim</p> <p>Programme for the prevention and control of trafficking in human beings from 2005 to 2008</p> <p>In 2006 amendments to the Labour Code provided for the possibility for fathers to take paid paternity leave</p> <p>Establishment in Vilnius in 2007 of the first gender equality institution of the European Union – European Institute for Gender Equality</p>	

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Gender pay gap</p> <p>Work and family</p>	<p>Strategy for ensuring equal opportunities for women and men in science from 2008 to 2013. The main goal is to implement de jure and de facto gender mainstreaming at all levels to increase the number of women scientists in management positions.</p>	<p>Reversing the unfavourable trend of gender pay gap increase</p> <p>Reducing segregation in the labour market</p> <p>Promoting social dialogue, family friendly enterprises and developing opportunities to reconcile work and family responsibilities</p>
LUXEMBOURG		
<p>Equality legislation</p> <p>National action plan</p> <p>Gender pay gap</p> <p>Environment</p> <p>Training</p>	<p>Equality between women and men enshrined in constitution in 2009</p> <p>Adoption in 2005 of a law on surname inheritance allowing children to have their father's name, mother's name or both in the order wished</p> <p>National Action Plan for equality between women and men from 2006 to 2008 which distributes responsibilities and creates definite objectives around the 12 domains of the Beijing Platform.</p> <p>Adoption of a new labour code in September 2006 with two gender equality chapters "Equal Treatment between women and men" and "Equal treatment in employment and labour" /Creation of a "Centre for equal treatment"</p> <p>Integration of gender perspective in the National Plan for Sustainable Development</p> <p>Introduction by the Government in 2008 of compulsory gender training for all public servants</p>	<p>Combating vertical and horizontal professional segregation and gender pay gap</p> <p>Incorporating gender mainstreaming at all education and training levels</p>

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Women and economy</p> <p>Decision-making</p> <p>Information and communication technology</p> <p>Work and family</p>		<p>Increasing women's employment</p> <p>Strengthening women's involvement in economic and political decision-making</p> <p>Eliminating gender gap in ICT use</p> <p>Increasing and diversifying child care services</p>
MALTA		
<p>Violence</p> <p>Trafficking</p> <p>Work and family</p> <p>Media</p> <p>Education</p> <p>Decision-making</p>	<p>Creation of a Commission on domestic violence in 2006</p> <p>Amendment of the Criminal Law against trafficking of human beings and sexual exploitation in 2006 increasing penalties for traffickers of women for prostitution</p> <p>Introduction of teleworking in 2008 to facilitate work and family reconciliation in public sector</p> <p>Various training and awareness projects directed to mass media representatives in 2007</p> <p>Steady increase of female graduates in the fields of mathematics, science and technology over the last 10 years</p>	<p>Developing family friendly measures and child care services and promoting the importance of men's role in caring</p> <p>Strengthening women's participation in economic and political life (in 2008 the female employment rate was 31.5% compared to 61.7 % for men and female representation in parliament has not changed much over the last years: 1999 9.2%, in 2006 9.2% and in 2008, 8.7%)</p>

COUNTRIES	ACHIEVEMENTS	CHALLENGES
MONACO		
Violence	<p>Implementation in 2005 of services to help victims of family violence in the Direction of Health and Social Action and the Direction of Public Safety</p> <p>Adoption in 2006 of a solemn declaration condemning family violence</p>	<p>Pass the bill proposed by the women's right and family commission on family violence</p>
Health	<p>Appointment in 2006 of Princess Stephanie of Monaco, president of the association Fight Aids Monaco, as Special representative of UNAIDS programme. In 2007 the Government negotiated an agreement to contribute \$75,000 for two years</p> <p>Monaco elected as Coordination Committee of UNAIDS common programme for 2008</p>	
Equality legislation	<p>Introduction in the civil code of new divorce procedure by mutual agreement</p>	
Decision-making	<p>Five of the 10 members of the municipal council are women</p>	<p>Increasing women's representation in self-employed professions (only 25%) in enterprises executive positions (8.6%), in government (5 men and no women) and in parliament (6%)</p>
Women and economy		<p>Introducing teleworking centre</p> <p>Allowing women to be firefighters and carabinieri</p>
MONTENEGRO		
National action plan	<p>Action Plan for the Achievement of Gender Equality from 2008 to 2012 whose priority areas include European integration, education, health, violence against women, economy and sustainable development, politics and decision-making, media and institutional mechanisms.</p>	

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Equality legislation</p> <p>Institutional development</p> <p>Violence</p> <p>Entrepreneurship</p> <p>Health</p>	<p>Gender equality law adopted in July 2007 represents the first anti-discriminatory law. It establishes the Ministry for the Protection of Human and Minority Rights as the state administration body in charge of implementation of gender equality policy</p> <p>Appointment of coordinators for gender equality in all ministries and state administration</p> <p>Domestic violence is a criminal offence according to the amended Criminal Code in 2004.</p> <p>The amended Labour Law adopted in July 2008 contains for the first time a provision on harassment and sexual harassment.</p> <p>Chamber of Commerce in Montenegro established the Committee for Women's Entrepreneurship in 2006</p>	<p>Increasing financial and human resources for the functioning of gender equality mechanisms</p> <p>Encouraging the development of gender studies at university level</p> <p>Developing data dealing with violence against women</p> <p>Improving women's access to gynaecologists (43% of rural women and 28% of urban women have never seen a gynaecologist)</p>
NETHERLANDS		
<p>Equality legislation</p> <p>Decision-making</p>	<p>Ratification of the Equal Treatment Act has been providing explicit protection against sexual discrimination since 2007. Recent amendments include measures against discrimination on the basis of pregnancy, childbirth and motherhood. The equal treatment of men and women in pension schemes has been expanded.</p> <p>In 2008 over 50 organizations, in the public as well as private sector, voluntarily signed up to a Charter, called Talent to the Top, to promote women in decision-making positions.</p>	<p>Although the participation of women in the Dutch Parliament is quite satisfying (around 40% in the Lower House and 35% in the Upper House), in all other areas, public and private, participation is very low.</p>

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p style="text-align: center;">Media</p> <p>Women and economy</p>	<p>Self-regulatory instruments regarding women and the media</p>	<p>Decrease the sexualization of society</p> <p>Create more opportunities for women in the employment market</p>
NORWAY		
Equality legislation		<p>Ensuring equal opportunities, rights and obligations in every sector of society</p>
National action plan	<p>Action Plan on Women's rights and gender equality in development cooperation from 2007 to 2009 which focuses on United Nations Security Council Resolution 1325 on women, peace and security.</p>	
Education	<p>In 2008, the Ministry of Education and Research laid out Action Plan for equality in early childhood education and primary education until 2010. The plan proposes suggestions to improve the gender balance, both in educational choices and among employees within the sector.</p>	
Health	<p>In 2006 a national Resource Centre for women's health was established at Rikshospitalet University Hospital.</p>	
Violence	<p>Action plan to combat violence in close relationships from 2008 to 2011</p>	<p>Freedom from sex-related violence</p>
Trafficking	<p>The Government's Action Plan to combat human trafficking from 2006-2009 sets out measures to empower women to reduce their vulnerability in the recruitment of slave-trade. The plan also contains a review of progress in combating genital mutilation and forced marriages.</p>	
Armed conflict	<p>Plan for the implementation of Resolution 1325</p>	
Decision-making	<p>In 2003 Parliament passed an amendment to the Public Limited Companies Act demanding a gender balance in companies' boards</p>	<p>Promoting equitable distribution of power, influence and care work In 2008 as many as 41.8 per cent of employed women</p>

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Work and family</p> <p>Gender pay gap</p>	<p>of approximately 40%. As of 2008, 39% of board representatives in public limited companies are women.</p>	<p>worked part-time, compared with 13.1 per cent of men</p> <p>Promoting equal responsibility for childcare and work in the home</p> <p>Further reducing the gender pay gap (15%)</p>
POLAND		
<p>Institutional development</p> <p>National Action Plan</p> <p>Violence</p> <p>Work and family</p> <p>Decision-making</p>	<p>Establishment of the Department for Women, Family and Counteracting Discrimination in the Ministry of Labour and Social Policy in 2006</p> <p>Road map for gender equality from 2006 to 2010 to work on discrimination of gender pay gap, low rates of participation in employment, violence against women and institutional mechanisms.</p> <p>Act and national programme on preventing family violence in 2005</p> <p>Two main labour Code amendments concerning firstly equal treatment in employment, and secondly reconciliation of professional and family life through the extension of maternity leave and the introduction of paternity leave</p> <p>Media campaigns, on-line publications, training and brochures on women and entrepreneurship, stereotypes and equal opportunities in rural societies, work-family reconciliation and gender mainstreaming</p>	<p>Carrying on work to eliminate violence against women</p> <p>Introducing mechanisms for work-life balance</p> <p>Increasing professional activity of women</p> <p>Adopting an act on equal treatment</p> <p>Increasing the share of women in the decision-making process and in political life</p>

COUNTRIES	ACHIEVEMENTS	CHALLENGES
PORTUGAL		
Decision-making	A law adopted in 2006 established that lists of candidates for local, national and European Parliament elections must ensure a minimum representation of 33% of each sex in eligible positions.	
Gender budgeting	Reinforced the budget for the promotion of gender equality policies from 2007 to 2013. €83 million have been distributed to seven different areas including entrepreneurship, association and business networks run by women, implementation of equality plans in local and central administration, evaluation of databases, diagnosis and good practice guides, campaigns to raise awareness and promote gender equality.	In 2007 the budget for promoting gender equality policies was considerably reinforced
Health	Abortion was legalized in 2007, permits the voluntary interruption of pregnancy during the first 10 weeks of pregnancy, free of charge, at a public hospital.	
Work and family	A new social subsidy for maternity, paternity and adoption was introduced complementing the already existing one and reinforcing social protection.	
Pensions		Data from 2004 to 2007 show that women represent a majority of all beneficiaries of the non-contributory social security schemes as well as people receiving Social Reinsertion Income, which highlights their vulnerability to poverty.
REPUBLIC OF MOLDOVA		
National mechanisms	National Plan on Promotion of gender equality in the society for 2006-2009 approved in 2006. Gender focal points were established. National Strategy on Gender Equality, the first umbrella strategy on gender, was developed and submitted to the Government for approval in 2008.	

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Gender budgeting</p> <p>Globalization</p> <p>Decision-making</p> <p>Media</p> <p>Work and family</p>	<p>Capacity building of academia and relevant government bodies initiated in 2007. Gender budgeting course approved for the masters level at the Academy of Economic Studies of Moldova from 2009.</p> <p>Women and men have greater access to information at central and local levels.</p> <p>Promotion and support to women who run for national and local elections by NGOs in the framework of “Women Can Do It” Project as well as other initiatives</p> <p>Renewed composition of the Government Commission for equality between men and women according to the principle of parity between the representatives of state institutions and civil society.</p> <p>Project “Say NO to discriminative representation of women in publicity” (organization of public opinion responsiveness campaign related to the image of women in media)</p> <p>Mainstreamed gender in the Ethic Code of the Independent Press Association</p> <p>Increased by 11 fold the benefits for mothers for the new born child</p>	<p>Women’s access to credit is limited which results in fewer women who can afford the risk of being an entrepreneur.</p> <p>The importance of maternity and paternity and equal sharing of tasks by men and women with regard to family responsibilities need to be underscored.</p>
ROMANIA		
<p>Equality legislation</p> <p>Education</p>	<p>Adoption of Law on equal opportunities between women and men in 2007</p> <p>In the last years female teaching staff registered a growth in tertiary education, ranging from 41.4% (2002/2003), to 42.8% (2005/2006) and almost 43.3% (2007/2008).</p>	

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Women and economy</p> <p>Gender pay gap</p>	<p>Starting in 2008, women are allowed to enrol as professional soldiers.</p> <p>In 2007, the employment rate of women among the working age population was 58.5% which is 12.0 percentage points lower than men.</p>	<p>Facilitating access for women to economic sectors that were less accessible to them</p> <p>Reduction of the gender wage gap and the other differences between men and women</p>
RUSSIAN FEDERATION		
<p>Equality legislation</p> <p>Work and family</p> <p>Trafficking</p>	<p>Child benefits to working mothers were raised. In 2007 fixed child benefits were introduced for non-working mothers.</p> <p>“Mother’s (or family) capital” was introduced to raise the status and standard of living of women who give birth to (or adopt) a second, third child.</p> <p>Single fathers also have the right to “Family capital”</p> <p>The Russian Criminal Code was upgraded on trafficking. Since then more than 2000 individuals and tens of organized crime groups involved in trafficking and trade of people have been brought to justice.</p>	<p>Efforts to improve the legislative base of gender equality, including drafting and promotion of a new Law on equal rights and opportunity for women and men, have to be continued.</p> <p>Environment/conditions conducive to the full-fledged development of family and work of men and women have to be ensured</p>
SERBIA		
<p>National mechanisms</p>	<p>National Strategy for the Improvement of Women’s Position and Enhancement of Gender Equality from 2009 to 2015. The Strategy encompasses participation of women in policy and decision-making spheres, the economic area through the mechanisms of</p>	

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Decision-making</p> <p>Work and family</p> <p>Statistics</p>	<p>improvement of women's political position, education, health, violence against women as well as media.</p> <p>Family Law from 2005 improves the definition of marriage and partnership. This Law categorizes particular measures against family violence, enhances the procedures regarding divorce and adoption of children.</p> <p>The Government has issued a Development Strategy for Official Statistics for the period 2009–2012, allowing the Directorate for Gender Equality to underline, besides the gender-based budgeting as part of the development strategy, also the importance of gender-sensitive statistics in the following areas: demography, vital statistics, labour market, earnings, labour costs, education, culture, social protection, criminology and in particular victimology, as well as population standards in general.</p>	<p>The economic area through the mechanisms of improvement of women's political position</p> <p>Equal distribution of parental duties and generation of a new general social climate, as well as necessary infrastructure objects to help an employed woman in her role as a mother, are also mandatory in order to achieve full equality of roles between man and woman in the family</p>
SLOVAKIA		
<p>Gender budgeting</p> <p>Monitoring</p> <p>Violence</p>	<p>Approved the National Action Plan for Preventing and Eliminating Violence against Women for the period 2005-2008. It emphasizes prevention, education, research and the building of an institutional framework of coordinated assistance to women who face violence.</p> <p>Amendment to the Act on the Police Department in 2008 enables</p>	<p>Working on increasing capacity on gender responsive budgeting</p> <p>No targeted special activities were carried out in the monitored period in the interests of increasing the involvement of men in the solution of gender equality issues.</p>

COUNTRIES	ACHIEVEMENTS	CHALLENGES
Women and economy	<p>the police to banish an individual from common housing in the event of an attack on life, health, freedom or particularly serious attack on human dignity of the person of risk.</p> <p>Sharpening the conditions in the market puts women at the greatest risk, because due to their family obligations they are in fact that part of the labour force at greatest risk. As a result of the present world economic crisis, the Government has adopted measures of a general nature for increasing employment and women constitute an especially sensitive group.</p>	
SLOVENIA		
National Action Plan	National Programme for Equal Opportunities for Women and Men, from 2005 to 2013. This is a strategic document which defines actions and measures for critical aspects of the lives of women and men. It further identifies key policymakers responsible for the implementation of the measures referred to in the programme.	
Decision-making	<p>Constitutional Act encouraging equal opportunities of women and men in standing for election to state authorities and local community authorities in 2004</p> <p>Several acts and decree for the implementation of the balanced participation of women and men in the composition of working bodies established by the Government (2004 Decree), in municipal council elections (Local Elections Act) and on the candidate lists (National Assembly Elections Act 2005)</p>	
Violence	Adoption of the Domestic Violence Prevention Act in February 2008, the first to clearly define the different forms of domestic violence	Increasing awareness of violence against women
Equality legislation	Registration of a Same Sex Partnership Act adopted in 2005	
Education		Broadening girls' and boys' educational and professional choices

COUNTRIES	ACHIEVEMENTS	CHALLENGES
SPAIN		
Equality legislation	<p>Approval of the Law on Effective Equality between Men and Women (2007) to implement gender mainstreaming.</p> <p>Multi-dimensional nature of “Effective Equality” can be appreciated by the fact that it reforms 27 laws of all kinds (involving electoral law, judiciary, employment, workers' statutes, social security, health, education, asylum, armed forces, and police and security forces).</p>	
Decision-making	<p>The majority of ministers are women, including the First Vice-President of the Government</p> <p>Introduction of quota to increase women’s representation on corporate boards</p>	<p>Improvement in the number of women in government has been made but more can be done. In the case of the Lower House, the percentage of women is 36.29%, 3.71 percentage points below the minimum set out to achieve this balance. In the case of the Senate, the deficit is even greater: with 28.24% of women it falls short by 11.76 percentage points.</p>
Statistics	<p>Women in Figures database which features more than 500 indicators</p>	
Poverty		<p>Continuing work on reducing the gender gap in poverty rates as the rate for women is higher than that of men (32.6% for women and 28% for men)</p>
SWEDEN		
Gender Budget	<p>Tenfold increase in the gender equality budget from approximately €4 million to €40 million a year.</p>	
Violence	<p>Funding of about €4.5 million is given for research during the period of 2009–2010, on men’s violence against women, violence and oppression in the name of honour and violence in same-sex relationships.</p>	

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Monitoring</p> <p>Work and family</p> <p>Gender pay gap</p>	<p>Survey conducted on the prevalence of marriages arranged against a person's will</p> <p>A child-raising allowance has also recently been introduced.</p> <p>In this context, after a proposal from the Government, the Riksdag (Parliament) on July 2008 adopted a gender equality bonus in parental insurance. The aim was to improve the conditions for gender equality in both working and family life.</p>	<p>The gender pay gap persists in the labour market and women's salaries amount to about 84% of men's.</p>
SWITZERLAND		
<p>Equality legislation</p> <p>Violence</p> <p>Education</p> <p>Women and economy</p>	<p>Major achievements in the area of violence against women. New laws have been adopted at federal and cantonal level and new interventions have been created. The responsibilities for these actions have been placed in the Federal Ministry of Equality between Women and Men.</p> <p>Chance Equality Plans in universities and specialized professional schools (2004-2007/2008-2011)</p> <p>Increase in women's employment. Employment rate for women with children under 15 has gradually reached those of women without children (respectively 74% and 76% in 2007 as against 60% and 71% in 1991).</p> <p>The ban on women gaining employment with arms beyond the use of self-defence was lifted in 2004.</p>	<p>From an equality de jure to an equality de facto, particularly for the issues of work and family reconciliation, equality in labour market and violence against women</p> <p>Eliminating stereotyped choices in employment and education</p> <p>Achieving equal pay for equal value jobs and sensitizing men to equality gains</p>

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Work and family</p> <p>Decision-making</p>	<p>Protection against loss of earnings due to pregnancy: maternity leave is paid at 80% during 98 days.</p>	<p>Increasing the number of women in executive office, economy, research, politics, diplomacy</p>
THE FORMER YUGOSLAV REPUBLIC OF MACEDONIA		
<p>Equality legislation</p> <p>Decision-making</p> <p>Trafficking</p> <p>Health</p> <p>Statistics</p>	<p>In 2006, adopted Law on Equal Opportunities for Women and Men, amended in 2008 to comply with EU directives regarding the definitions of discrimination.</p> <p>The Election Code adopted in 2006 makes it mandatory that at least one third of parliamentary seats must be represented by women. In 2006 33 women were elected as MPs and the trend has risen to 37 in 2009.</p> <p>In 2008, the Ministry of Labour and Social Policy, Office of the National Referral Mechanism for the victims of trafficking in human beings, organized six regional tribunals to deepen cooperation and coordination in combating trafficking.</p> <p>Adoption of the Programme for protection of the population from AIDS and Programme for early detection and prevention of reproductive system diseases of women in 2005</p>	<p>Mainstreamed gender of the National machinery</p> <p>The need for gender segregated data was emphasized in the National Action Plan on Gender Equality in 2005, thus every year a special publication will be printed for women and men. There is now a special unit in the State Statistical Office responsible for gender statistics.</p>
TURKEY		
<p>Violence</p>	<p>Old fundamental law revised into The New Turkish Criminal Code</p>	

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Education</p> <p>Women and economy</p> <p>Taxes</p>	<p>in 2005. Offences against society but in which women are victimized have been incorporated into the scope of individual offences, and offences such as marital rape and sexual harassment at work places have been embodied. In addition, “custom killings” are categorized under the qualifications of voluntary manslaughter, and punishing the perpetrators with aggravated life imprisonment, the heaviest penalty in the law, has been made possible.</p> <p>Parliamentary Research Commission established in 2005 to “seek the reasons for honour and custom killings and violence against women and children, and identifying the necessary measures that have to be taken”.</p> <p>Aiming at increasing women literacy, the “Mother and Daughter in School” Campaign was launched by the Ministry of National Education in 2008 under the sponsorship of a public bank. This campaign will target 3 million illiterate women in 4 years.</p>	<p>The employment rate of women in 2006 was 22.3% compared with 64.5% for men. Women’s participation rate in the labour force is declining every year.</p> <p>The amendment made in the Income Tax Law in 2007 granted income tax exemption to those who sell certain products in non-store businesses. This is extremely useful for women’s predominant role in the unpaid economy.</p>
TURKMENISTAN		
<p>Equality legislation</p> <p>Work and family</p>	<p>Parliament approved new Law “Guarantees of the equality of women” in 2007.</p> <p>Gender equality is guaranteed by the Constitution, laws and regulations, including the Labour Code, Family Code and Criminal Code.</p> <p>There is a comprehensive mechanism in place allowing women to</p>	

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Gender mainstreaming</p> <p>Media</p> <p>Entrepreneurship</p> <p>Decision-making</p>	<p>defend their rights in cases where these are violated either in the family or at the work place.</p> <p>The labour code stipulates a special regulatory regime for working pregnant women and women with children. Women who are breastfeeding, for example, are entitled to several breaks during working hours without reduction of their wages.</p> <p>At present, the Union of the Women is working with the United Nations Development Programme (UNDP) on mainstreaming gender into the process of strategic decision-making. With UNDP assistance 30 gender information centres have been opened in the region.</p>	<p>Gender awareness among journalists has to be enhanced</p> <p>The access of women entrepreneurs to finance needs to be improved by creating specific credit programmes.</p> <p>Continual improvement of women's representation in power and decision-making</p>
UKRAINE		
<p>Equality legislation</p> <p>Women and economy</p> <p>Health</p>	<p>Legislative base for ensuring gender equality was created by enacting new laws and regulation.</p> <p>The Labour Code of Ukraine does not discriminate against women. On the contrary, it envisages additional guarantees to working mothers with young or disabled children. It also envisages a quota of secured jobs for such women. In some types of work the Labour Code forbids the use of female labour.</p> <p>Provision of maternity leave has been secured. Additional benefits like free-of-charge leave and/or financial aid, for example, are envisaged for working mothers.</p>	<p>Cases of discrimination against women need to be recorded and studied.</p>

COUNTRIES	ACHIEVEMENTS	CHALLENGES
<p>Work and family</p> <p>Statistics</p>		<p>Increasing availability of a flexible work environment</p> <p>Gender indicators in statistics have to be inserted in data on performance in each economic sector/branch</p>
UNITED KINGDOM OF GREAT BRITAIN AND NORTHERN IRELAND		
<p>Equality legislation</p>	<p>Introduction of equality legislation for gender mainstreaming throughout all levels of government, including the Equality Act (2006), Gender Equality Duty (2007) which obligates all public bodies to be proactive in eliminating discrimination and harassment. In 2009, the Equality Bill has been introduced to increase transparency about inequalities and to strengthen enforcement and the scope of action to assist under-represented groups.</p>	
<p>Decision-making</p>	<p>Using women-only shortlists has been the most effective mechanism in increasing representation of women in Parliament with women making up 20% of MPs (2009) compared to 9% in 1997.</p>	<p>Supporting women who are of visible minority to join parliament. They currently represent less than 1% of councillors. In 2008 the Government launched a cross party Taskforce to take political action to increase the number of minority women in local councils.</p>
<p>Work and family</p>	<p>Largest percentage of women in employment than ever due to family-friendly employment policies. Child benefits cover up to 80% of childcare costs for low to middle income families. Over 2.65 million carers have benefited.</p>	
<p>Violence</p>	<p>In 2003, only 46% of domestic violence cases charged and brought to court resulted in a conviction; now that figure stands at 72.5%.</p>	<p>The Government remains aware of the remaining challenges to address root causes of violence. Invested over £30 million a year for victim support and £60 million in new shelters.</p>
<p>Gender pay gap</p>		<p>Ensuring that women have greater access to economic resources. In 2004 a Women and Work Commission was established to carry out research on the gender pay gap and how to close it, and</p>

COUNTRIES	ACHIEVEMENTS	CHALLENGES
		in 2006 the Government published an Action Plan to take forward the Commission's recommendations.
UZBEKISTAN		
Equality legislation	National Law and regulations amended to incorporate international obligations under gender and women-related conventions. Today the Constitution and more than 80 Laws and other normative acts constitute the legislative base of gender equality.	Furthering the legislative base of gender equality is needed. A new law on equal rights and opportunities of women and men has to be drafted. Ratification is needed of the United Nations Optional Protocol to the Convention of Elimination of All Forms of Discrimination against Women.
Partnerships	Increasing the total number of NGOs and civil initiatives, including those addressing gender issues, from 2 in 1991 to 210 in 2008	
Women and economy	Achieved impressive results thanks to territorial employment programmes and innovative measures to support the economic activities of the home-based female worker	
Work and family		Centres need to be created to provide legal consultation to women in difficult family situations.
