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**ECONOMIC COMMISSION FOR EUROPE**

ECE Regional Preparatory Meeting for the 10-year Review  
of Implementation of the Beijing Platform for Action

(Geneva, 14-15 December 2004)  
Item 4 of the provisional agenda

**REGIONAL OVERVIEW OF PROGRESS**

Review of the Implementation of the Beijing Platform for Action and its regional outcomes

*Achievements and challenges in promoting gender equality  
in the UNECE region by country*

Addendum 1

<i>Priority fields</i>	<i>Major achievements</i>	<i>Major Challenges</i>
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<b>Armenia</b>		
<ul style="list-style-type: none"> <li>-Violence against women.</li> <li>-Women in decision making process.</li> <li>-Raising awareness among women.</li> </ul>	<ul style="list-style-type: none"> <li>-Creating mechanisms to implement National Action Plan in Improving the Status of Women and Enhancing their role in society.</li> <li>-Improving gender mechanisms (12% of all NGOs deal with women's and children's issues, 60 women's organisations promote women's political, social and cultural rights).</li> <li>-Improving status of women through elaboration and implementation of State policy on family, enhancing women's role in society.</li> <li>-The National Assembly conducted hearings toward ratification of the UN Convention on Political Participation of Women;</li> <li>-Supported micro-credit programmes in urban and rural areas to support women entrepreneurs, promoted the activities of women in business.</li> <li>-Important goal of the Ministry of Labour and Social Issues is to remove the discrimination against women through the reduction poverty.</li> <li>-Many projects were introduced directly targeting women.</li> </ul>	<ul style="list-style-type: none"> <li>-Improving health care system and introducing a broad range of free medical services for infants.</li> <li>-Improving situation on the birth rate, natural population growth and maternal health.</li> <li>-Formulating and implementing the national policy on HIV/AIDS prevention and treatment, HIV/AIDS prevention among injecting drug users, safe sexual behaviour, donating blood safety, HIV/AIDS and STL prevention among minors and youth, caring for people living with HIV/AIDS.</li> <li>-Combating poverty (55% of population live in poverty).</li> <li>-Environmental problems, water and air pollution. Lack of appropriate security in infant food and water (as a result uncontrolled use of chemicals, greater availability and use of unsafe food has become a problem for the health care of the population).</li> <li>-Creating an environment where women can exercise their rights to be elected to the National Assembly, self-government bodies.</li> </ul>
<b>Austria</b>		
<ul style="list-style-type: none"> <li>-Legislative area.</li> <li>-Combating violence against women.</li> <li>-Women in business.</li> <li>-Equal Opportunities in Education.</li> </ul>	<ul style="list-style-type: none"> <li>-Improving legislation through introduction of new amendments and measures. These included: Amendment to the Equal Opportunities Act of 2000; Amendment to the Federal Equal Opportunities Act; Re-enactment or extensive amendment of the Equal Opportunities Act; Criminal Law Amendment Act 2001 and 2004 (reforms law on sexual offences; new regulation on trafficking in human beings; adoption by the Council of Ministers of a government bill on the right to part-time work for parent.</li> <li>-Established intervention centre to protect women from violence (3,076 barring orders were issued in 1999 and 4,180 in 2003. Twenty-seven emergency shelters established).</li> <li>-Introduced obligation for physicians to report serious bodily injury of a person to the police immediately.</li> <li>-Raising awareness and training: the Federal Ministry of Health and Women's Issues financially supported 27 seminars for those working in institutions concerned with women's affairs as well as interdisciplinary seminars to enhance cooperation between all professions involved in cases of violence against women.</li> <li>-Providing gender information to women, including through publication of <i>Women's Rights</i> brochure and <i>Domestic Violence</i> report</li> <li>-Established 24-hour help lines.</li> <li>-Between 1971 and 2001 the number of gainfully employed women, increased by almost exactly a third, since 1991 by 10%; increasing number of women working part-time (an increase of 62% since 1991)</li> <li>- According to Eurostat figures, Austria has already met the Lisbon objectives to increase the number of women in employment to 60% by 2010.</li> <li>-Fulfilling legal prerequisites for equal opportunities for women and men regarding career counselling, school admission, acquisition of diplomas and school benefits.</li> </ul>	<ul style="list-style-type: none"> <li>-Continued inequality of income opportunities between women and men, with the objective of "equal wage for equal work" still to be achieved.</li> <li>-Maintaining and improving existing structural provisions, raising public awareness, broadening the range of career prospects for girls and women and combating segregation in the labour market, in education and further training, especially during and after maternity leave. One significant step towards this objective is to provide (part-time) jobs of high quality;</li> <li>-Minimizing risk of poverty.</li> <li>-Improve and secure social security and old-age pensions for women, especially for those facing no, or very small, pensions.</li> </ul>
<b>Azerbaijan</b>		
<ul style="list-style-type: none"> <li>-Legislative area.</li> <li>-Economic area.</li> <li>-Women and poverty reduction.</li> <li>-Women in armed conflicts</li> <li>-Health and women.</li> </ul>	<ul style="list-style-type: none"> <li>-Improving legislation on gender issues. Among new laws introduced were: "Equal rights and opportunities for women and men," edict on "Strengthening women's role in Azerbaijan" and on "Implementation of National Women's policy in Azerbaijan. Convention on "Transnational Organized Crime" was ratified. Introduction of "Short-time working days and flexible hours for pregnant women and women with children under 1,5 years old" and "Equal rights for women and men in chosen a profession.</li> <li>-Economic reforms, under which 500,000 women became landowners.</li> <li>-Setting up Regional programme " Life without violence."</li> </ul>	<p>Women, Poverty and Economy:</p> <ul style="list-style-type: none"> <li>-Integrating gender issues in national budget.</li> <li>-Developing women's entrepreneurship by introducing favourable credits, improving network of women in business.</li> <li>-Reducing wage gap, improving labour market situation.</li> <li>- Increasing awareness of women's status and increasing women's participation in decision-making process.</li> </ul> <p>Women and Education:</p>

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	<ul style="list-style-type: none"> <li>-Creating a working group on programme against Crime and Trafficking in women.</li> <li>-Increased numbers of women in public office, with women representing 10.4% of Parliament and 14% of judges).</li> <li>-Began government programmes on reducing female poverty.</li> <li>-Started programmes to improve situation with refugees and emigration.</li> <li>-Improved women's access to better quality medical service and introduced national programmes on women's health and reproductive systems.</li> <li>-Greater attention to role of women in armed conflicts.</li> </ul>	<ul style="list-style-type: none"> <li>-Promoting gender related subjects and introducing it as a compulsory subject.</li> <li>-Reducing female student dropout rate due to early marriage.</li> <li>-Creating conditions for women to do technical degrees and improving access to information and communication technologies.</li> <li>-Violence against women:</li> <li>-Improving legislation on violence against women and implementing these laws.</li> <li>-Stepping up activities to prevent violence against women and trafficking of women.</li> <li>-Women and Health:</li> <li>-Improving reproductive health policies, preventing HIV/AIDS.</li> <li>-Decreasing death in childbirth and infant mortality.</li> <li>-Women in armed conflicts:</li> <li>- Include gender perspectives in the policy on refugees and migrants</li> <li>-Involving women in realisation of UN Resolution 1325.</li> <li>-Women and decision making:</li> <li>-Introducing laws, improving national mechanisms for balanced participation of women and men in decision making process and introducing gender mainstreaming at parliamentary level.</li> </ul>
<b>Belgium</b>		
<ul style="list-style-type: none"> <li>- Gender equality in employment;</li> <li>- Balanced participation in decision-making</li> <li>- Combat violence against women</li> <li>- Gender budgeting</li> <li>- Legislation Improvement</li> </ul>	<p>Creation of Institute for Equality of Women and Men (2002); distribution of gender-oriented responsibilities within ministries; strategic ministerial objective to promote equality between women and men; project on women's situation improvement with political, financial outcomes and publications; article in legislation which guarantees the principle of equality of men and women; laws on parity and protection against violence and moral or sexual harassment in the workplace etc; Flemish minister for equality (1995) and her "Equality of opportunity in Flandres"; creation of "velvet triangle", linking policy makers, researchers and women's organizations in close cooperation; creation of Centre for Research on Equal Opportunity; increased budget of Equal Opportunity Directorate; decree on poverty elimination, focused on women; publication on "the choice of studies from the gender equality perspective"; sponsorship of projects for girls in "boys" sectors; chance to get diplomas for disadvantaged women, native-born and immigrant alike; campaigns to reduce disparities between sexes; research project on forced marriages (2004); information brochure on problem of female genital mutilation; support to the IOM for a project to compile and disseminate information on the return and social reintegration of trafficking victims; gender dimension integration into all activities of conflict prevention; UNIFEM and Belgium Government roundtable for Afghan women financing in revitalization of Afghanistan; Electronical project to promote the employment of women in the ICT sector; neutralization of classification systems; web site on pay equity; Copernic Reform on representation of women in the public sector; implementation of gender mainstreaming in the human resources management of universities with seminars, trainings and meetings; improvement of legislation on sexual harassment; campaign "Paternity leave: choose to be there"; amendment of Belgium constitution to guarantee the right of men and women to equality, gender parity in electoral lists; Evaluation of Media Impact on Empowerment and its gender neutrality part is in the process of implementation; combat sexist advertising over TV and radio; gender dimension integrated into environmental policy at the local level</p>	<ul style="list-style-type: none"> <li>- Institutionalizing of developed strategies;</li> <li>- combat sexist advertising;</li> <li>- combat all forms of discrimination;</li> <li>- establishment of a full legal service within the Institute for Equality of Women and Men; distribution of information on the new legal possibilities;</li> <li>- introducing gender mainstreaming and gender budgeting strategies;</li> <li>- integration of gender into methodologies and new tools for management-by-results;</li> <li>- work on status of immigrant women; new plan for combating violence against women;</li> <li>- increase in women's participation in policy-making; implementation of better-coordinated policy for gender equality at the political and administrative level;</li> <li>- development of "velvet triangle"; establishing links between various statistics;</li> <li>- official regulation to define "equal opportunity";</li> <li>- integration of gender perspective into policies.</li> </ul>
<b>Bulgaria</b>		
<ul style="list-style-type: none"> <li>-Legislative area.</li> <li>-Participation in labour market.</li> <li>-Violence against women.</li> </ul>	<ul style="list-style-type: none"> <li>-Created institutional mechanisms with cooperation of NGOs.</li> <li>-Introduced legal changes for equal rights in labour, education, health care, housing and social protection. These include: Law on Protection against Discrimination, Special Protection of Pregnant Women and Mothers of Children, Ombudsman Act and National Plan on Employment.</li> <li>-The National Assembly adopted the Law on Trafficking in Human Beings (which complies with UN Convention) and Protection Against Domestic Violence;</li> <li>-Training on gender awareness took place across all levels and areas.</li> <li>-The Council of Ministers adopted National Plan for Combating Poverty and Social Exclusion. The Employment Strategy envisages measures to establish legislative, institutional and resource conditions guaranteeing equal opportunities for men and women.</li> <li>-Several legal documents adopted in health care area, such as Public Health Act, National</li> </ul>	<ul style="list-style-type: none"> <li>-Developing policies to overcome inequality between women and men in the labor market, especially in terms of remuneration.</li> <li>-Creating conditions that facilitate combining of employment and family obligations.</li> <li>-Establishing a legal framework with appropriate mechanisms on providing equal opportunities to women and men.</li> <li>-Ensuring the participation of women in management.</li> <li>-The health care sector will focus on the following key issues:</li> <li>-Speeding up the adoption of the Public Health Act by the National Assembly, which reflects contemporary views on reproductive health issues.</li> <li>-Training programmes for women, children and pregnant women designed to improve health of mothers and children.</li> </ul>

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	Programmes on various health care priorities and Programme for Millennium Development Goals.	<ul style="list-style-type: none"> <li>-Training, aimed at upgrading the qualification of doctors in primary health network, obstetricians and pediatricians.</li> <li>-Improving the quality of medical services in medical institutions to reduce maternal and infant mortality rates.</li> <li>-The Ministry of Youth and Sports will launch a wide-scale project under the European Voluntary Service of Sports Directorate and EU Integration and International Cooperation Directorate.</li> <li>-The above will be implemented through incentive measures and affirmative action.</li> </ul>
<b>Canada</b>		
<ul style="list-style-type: none"> <li>-Legislative area.</li> <li>-Child benefits for low-income families.</li> <li>-Education system.</li> <li>-Public health care system.</li> </ul>	<ul style="list-style-type: none"> <li>-Extending parental leave and benefits, introducing Child Tax Benefits and providing additional monthly benefits to low-income families with children.</li> <li>-Introducing Child Support Guidelines to ensure that children receive the financial support they need from both parents in case of divorce.</li> <li>-Adopting, a low-cost day care service network and increasing available spaces.</li> <li>- Introduced amendments making it easier for parents to return to the workforce after an extended absence caring for children.</li> <li>-Introducing active reemployment programs to help unemployed parents obtain work experience, improve skills, or start new businesses.</li> <li>-Conducting a national Women's Economic Forum, developing and planning of an Aboriginal Women's Business Planning Guide and introducing a new Canadian Women's Innovation Award;</li> <li>-Adopted pay equity laws (Pay Equality Act);</li> <li>-Different pension programmes were developed to improve the financial security of women by assisting those with little or no other retirement income/</li> <li>-Introducing education and training programmes for immigrants and refugees.</li> <li>-Established The Women's Health Contribution Programme to inform the policy process and narrow the knowledge gap concerning women, gender and health determinants.</li> <li>-Developing programmes to prevent and stop spread of HIV/AIDS, especially among Aboriginal women;</li> <li>-Declining violence against women and increasing availability of shelters.</li> <li>-The Urgent Protection Programme enables Canada to respond to requests from the United Nations High Commission on Refugees.</li> <li>-Ratified several conventions, such as CEDAW, Convention against Transnational Organized Crime and the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children and the Protocol against Smuggling of Migrants by Land, Sea and Air.</li> </ul>	<ul style="list-style-type: none"> <li>-To continue to learn from our experience and that of others in areas where progress has been demonstrated, such as in education for women or income security for seniors, and where we can build onto or improve what is already in place.</li> <li>-To accelerate GBA and gender mainstreaming activities to ensure that as wide a range of policies and programmes as possible are designed to support gender equality along with other objectives and to ensure that we can demonstrate results.</li> <li>-To identify better and address specific areas where there are gaps reflecting the most serious disadvantage for some women such as those who are Aboriginal, long-standing problems such as high vulnerability to poverty or emerging patterns such as a rise in precarious work that may exacerbate existing inequalities.</li> <li>-To examine potential improvements to accountability mechanisms.</li> </ul>
<b>Croatia</b>		
<ul style="list-style-type: none"> <li>- Legislative area.</li> <li>- Political area.</li> <li>- Anti discrimination area.</li> <li>- Statistical Data collection.</li> </ul>	<ul style="list-style-type: none"> <li>- At the proposal of the Government Commission for Gender Equality, the Republic of Croatia signed and ratified the Optional Protocol of the Convention on the Elimination of All Forms of Discrimination against Women.</li> <li>- In 2003, the Parliament issued a special law the "Gender Equality Act" and two other specific anti-discrimination acts were adopted: the Law on Protection from Family Violence and the Law on Same-Sex Marriage.</li> <li>- The number of female parliamentarians increased from 5.7% in 1995 to 21.8% in 2000.</li> <li>- All ministries appointed a gender equality coordinator and began the process of concrete cooperation with the Office of Gender Equality.</li> <li>- Incorporating the gender Equality Act into different segment of national policy.</li> <li>- At the National conference "Women in Croatia 2001-2005," representatives of the Croatian Parliament, nongovernmental women's organizations, political parties, labour unions and scientific institutions agreed on goals for further actions, basic guidelines of the new national policy and institutional mechanisms for its implementation</li> </ul>	<ul style="list-style-type: none"> <li>- Introduction of gender-sensitive education in school curricula.</li> <li>- Increase in participation of women in the political decision-making.</li> <li>- Economic empowerment of women.</li> <li>- Repression of all forms of violence against women.</li> <li>- Improving statistical data gathering and analysis.</li> <li>- Strengthening media support for gender equality.</li> <li>- Helping people combine private and professional roles.</li> <li>- The Office will consolidate municipal committees for gender equality in all the Croatian regions.</li> <li>- In 2005 the Office will begin drafting a new, third national policy for the promotion of gender equality.</li> <li>- Ensure a more efficient cooperation with NGOs, providing partial support for nongovernmental projects and programmes.</li> </ul>
<b>Cyprus</b>		
-Legislative area.	-Reinforcing the National Machinery for Women's Rights in terms of budgeting, human resources and	- To promote legal reform.

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<ul style="list-style-type: none"> <li>-Raising awareness of gender issues.</li> <li>-Economic area.</li> <li>-Trafficking in women.</li> </ul>	<p>status within the Government.</p> <ul style="list-style-type: none"> <li>-Studying the possibility of creating an Equal Opportunity Commission to take on board cases of discrimination against women.</li> <li>-Encouraging and promoting full and active participation of women at all levels of the political and decision-making processes.</li> <li>-Cooperating closely with the European Union on Women's issues, as part of the process of EU accession.</li> </ul>	<ul style="list-style-type: none"> <li>- To increase public awareness on women's issues.</li> <li>- To increase women's participation in public and political life.</li> <li>- To strengthen the National Machinery for Women's Rights.</li> <li>- To prevent and combat the problem of domestic violence.</li> <li>- To promote harmonization with the <i>acquis communautaire</i> of the European Union on gender equality issues.</li> </ul>
<b>Czech Republic</b>		
<ul style="list-style-type: none"> <li>-Legislative Area.</li> <li>-Economic area.</li> <li>-Employment.</li> <li>-Labour and Wages.</li> </ul>	<ul style="list-style-type: none"> <li>- "Government priorities and procedures for the enforcement of the equality of men and women" were adopted in May 2004.</li> <li>- Legislative changes and amendments in the areas of employment, remuneration, labour code, wages.</li> <li>- An amendment to the Civil Procedure Code took effect on January 1, 2003.</li> <li>- The Act on Civil Servants of Self-Governing Local Authorities entered into force as of 1 January 2003.</li> <li>- The Ministry of Labour and Social Affairs, Employment Services Administration issued: Methodical Instruction No. 9/2002 on Administrative Supervision of Adherence to Labour Regulations on Equal Opportunities.</li> <li>- <i>Millennium Development Goals</i> were integrated into relevant sectoral programme documents.</li> <li>- The Czech Republic entered into the European Community Programme "Framework Strategy on Gender Equality (2001 – 2005)" in December 2002.</li> <li>- The European Community Initiative EQUAL started in November 2002.</li> <li>- Major public discussions on gender perspectives and women's issues relating to state grant policy, methodology of gender budgeting, reform of the election system, gender statistics, domestic violence.</li> <li>- Training project "Improvement of the Public Institutional Mechanism for Applying, Enforcing and Monitoring Equal Treatment for Men and Women" focused on creating company plans to promote gender equality</li> </ul>	<ul style="list-style-type: none"> <li>- To integrate measures for the promotion of gender equality into media policy.</li> <li>- To adopt concrete measures aimed at achieving a balanced representation of men and women in managerial positions.</li> <li>- To expand cooperation with NGOs involved in equal opportunities.</li> <li>- To participate in activities and programme of international organisations that promote gender equality.</li> <li>- To train career advisors and employment officers in gender equality.</li> <li>- Drafting of legal regulations to eliminate any discrimination in the representation of men and women in decision-making.</li> <li>- To continue a public debate on equal opportunity.</li> <li>- The creation of variable work regimes that allow employees to reconcile work and family obligations.</li> </ul>
<b>Denmark</b>		
<ul style="list-style-type: none"> <li>-Legislative area.</li> <li>-Women in power and decision-making.</li> <li>-Combating violence against women.</li> <li>-Economic area.</li> <li>-Trafficking in women.</li> </ul>	<ul style="list-style-type: none"> <li>-Improved legislative area, including through adoption of Act on Equal Treatment of Women and Men, which established a departmental unit and complaints board regarding gender discrimination, the Gender Equality Board. The Minister for Gender Equality also issued an order on initiatives promoting gender equality.</li> <li>-Improving national mechanisms, with the Minister for Gender Equality setting up an inter-ministerial steering group.</li> <li>-Reducing poverty through action for single parents, such as higher education benefits, initiatives to avoid negative intergenerational transmission and a strategy called "a good start for all children."</li> <li>-In education and training, the Ministry of Education focused on gender mainstreaming in the following education areas: guidance about youth, upper secondary, labour markets, health care and agriculture.</li> <li>-The Government published public health programme "Healthy throughout Life", for the period 2002-2010. The programme involves co-operation between 11 ministries and focuses on reducing major preventable diseases and disorders.</li> <li>-The Minister for Gender Equality commissioned a report on "Gender differences in diseases and health."</li> <li>-The government presented a national action plan aimed at combating violence against women. It contains initiatives covering four aspects: victims (women and children) must have access to the necessary support; professionals must become better at helping the violent family; violence must be prevented, for instance by offering treatment to violent men; knowledge on character and scope of violence against women must be improved and the silence must be broken. Several national campaigns to prevent and stop violence against women took place.</li> <li>- Legislative amendments on trafficking in people were established.</li> <li>-Improving opportunities for women in power and decision making, with increase in women's</li> </ul>	<ul style="list-style-type: none"> <li>-Gender equality in management, politics and science.</li> <li>-Targeted integration seen in a gender perspective.</li> <li>-Violence against women.</li> <li>-Trafficking in women.</li> <li>-Young people and modern gender roles.</li> <li>-Labour market and reconciliation of working and family life.</li> <li>-Gender mainstreaming.</li> <li>-Men and gender equality.</li> <li>-An active and gender equal old age.</li> <li>-In 2005 the minister will present the results of "an analysis of the significance of women leaders with regards to the companies' performance in Denmark."</li> <li>-In 2005 focus will be on women and men's share in boards in the private sector. An information campaign will be launched with the aim of improving the number of women in private boards.</li> <li>-In 2004 the Minister for Gender Equality and the Minister for Science, Technology and Innovation established a think tank. They will produce ideas and suggestions on what Universities and government research institutes can do to improve the share of women in the top positions in research.</li> <li>- The Minister for Gender Equality has a clear goal of increasing the share of women in local politics (local councils) from the current level of 27 per cent. During 2004 the Minister for Gender Equality will launch a campaign targeted at women, the political parties and the local councils.</li> </ul>

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	<p>political activity and participation.</p> <p>-The Social Research Institute presented a report on pay differentials on behalf of the Employment Ministry, leading to launch of two projects. One deals with job evaluation systems in an equal pay perspective and the other concerns gender pay gaps between the private sector and the county/municipal sector.</p>	
<b>Finland</b>		
<p>-Promoting gender equality.</p> <p>-Combining work and family life.</p> <p>-Elimination of violence against women.</p> <p>-Job segregation.</p> <p>-Equal pay and responsibility of officials and employers to draw up an annual plan for the promotion of equality in organizations.</p>	<p>-Improving legislative area, including by amending Equality Act of 1987, which prohibits gender-based discrimination and establishes the post of an Equality Ombudsman to supervise compliance with the Act. The 1995 amendment to the Act stipulates a 40 per cent gender quota in municipal select boards, municipal administration and government committees. The reform of the Equality Act calls for facilitated access to pay data and new tools to eliminate pay differentials, such as a pay survey.</p> <p>-The preparation of an equality plan will become obligatory for workplaces with more than 30 employees.</p> <p>-Implementing the principle of equal pay.</p> <p>-Implementing gender mainstreaming in Government administrations.</p> <p>-Removing obstacles to women's entrepreneurship and providing entrepreneur loans for women.</p> <p>-Securing public social services.</p>	<p>-Assess equality issues from men's point of view as well.</p> <p>-Encourage men to take family leave.</p> <p>-Share the costs incurred by employers from family leaves more equitably, which can help women enter and stay in labour market.</p> <p>-Enhance conditions for female employment and entrepreneurship, for example through loans to women entrepreneurs.</p> <p>-Work with social partners to draft a programme on equal pay and equality in working life aimed at eliminating unfounded differences in salary.</p> <p>-Discourage prostitution and allocate more resources for services to help prostitutes and victims of violence.</p> <p>-Protect victims of trafficking in women. Legal penalties will be tightened and investigation methods improved.</p> <p>-Consider criminalizing purchase of sexual services.</p> <p>-Decreasing fixed-term employment relationships.</p> <p>-Increasing the share of women in decision-making and economy.</p> <p>-Increasing women's entrepreneurship.</p>
<b>France</b>		
<ul style="list-style-type: none"> <li>- Gender equality in decision making</li> <li>- Gender equality at work</li> <li>- Time use</li> <li>- Equal rights</li> </ul>	<ul style="list-style-type: none"> <li>- Interministerial initiatives aimed at promoting mutual respect between boys and girls, improving equally their school and professional orientation, and developing women's access to scientific sectors of activities;</li> <li>- Strengthening of sexual education to prevent early and non-desired pregnancies; draft law on public health with a gender sensitive approach to prevention and treatment of diseases.</li> <li>- New laws and measures for assisting women victims of violence, supporting their social reintegration and penalising the perpetrators;</li> <li>- Policies and measures combating women's discrimination on the labour market, promoting their access to durable and high-quality jobs, increasing vocational mobility, decreasing pay gaps, instoring a "gender equality label" for companies and supporting women's entrepreneurship.</li> <li>- Reform of electoral modalities instoring parity of men and women candidates for voting using the system of proportional representation;</li> <li>- Pluri annual plan for improving women's access to senior positions in the public service;</li> <li>- Development of network of 120 "Women's Rights Information Centres";</li> <li>- Measures for sensitizing on and preventing from genital mutilations.</li> </ul>	<ul style="list-style-type: none"> <li>- Address specific needs of excluded women, homeless women and single-parent (mother) families;</li> <li>- Diversify range of careers for women;</li> <li>- Reorganise health professions and perinatal services;</li> <li>- Reduce persistent inequities in employment practices and job security;</li> <li>- Reduce unskilled jobs for women and wage differences based on gender;</li> <li>- Increase women's access to positions of responsibility;</li> <li>- Address the needs of older women;</li> <li>- Combating discrimination against immigrant and refugee women, and female members of minority groups.</li> </ul>
<b>Georgia</b>		
<ul style="list-style-type: none"> <li>- Institutional Development.</li> <li>- Economic Empowerment and Poverty Reduction</li> </ul>	<ul style="list-style-type: none"> <li>- Creation of Ad Hoc Working Group on setting up the State Commission on gender equality at the State Minister's office (August 2004).</li> <li>- Broader participation of Civil Society actors in planning and implementing state gender equality policy.</li> <li>- Gender component is widely included in the strategy.</li> <li>- Clear indicators for evaluation of implementation are developed.</li> <li>- Program envisages gender parameters.</li> <li>- Program development process includes wide participation of all stakeholders.</li> <li>- Complete implementation of Gender components of MDG</li> <li>- Economic Development and Poverty Reduction Program (EDPRP)</li> </ul>	<ul style="list-style-type: none"> <li>- To ensure fulfillment of recommendations and direct instructions of the Commission by the Governmental bodies at all levels.</li> <li>- To obtain financial support from the State Budget</li> <li>- To improve generation of gender-disaggregated data.</li> <li>- Inclusion of gender approach in evaluation process.</li> </ul>
<b>Germany</b>		

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<ul style="list-style-type: none"> <li>-Legislative changes.</li> <li>-Women in the Economy.</li> <li>-Balancing family and work.</li> <li>-Healthcare area.</li> </ul>	<ul style="list-style-type: none"> <li>-Improving legislative system, including through Federal Equal Opportunities Act, Act to Protect against Violence and Act on Appointment to Bodies.</li> <li>-Created structures to implement gender mainstreaming, such as: the high-level “Inter-Ministerial Working Group” with a preparatory working group at the working level and sub-groups on particular issues and the GenderCompetenceCentre to give technical and strategic advice to the Federal Ministries. Technical aids and other tools of support are also available.</li> <li>-Political empowerment of women. The proportion of women in the German National Parliament has risen continually over the past few years. Parties took measures to increase the proportion of women and promote equality in their organisations.</li> <li>-Women in the economy: Continued increase in the employment rate of women, which is 58.8 %, and decreased unemployment rate of women. Continuing improvement in the basic conditions for the employment of women. The Federal Government published a compendium on implementing the principle of equal pay for equivalent work performed by men and women. The Federal Government and German business umbrella organisations signed an agreement on the promotion of equal opportunities for men and women in the private sector.</li> <li>-Improving the range of child-care facilities.</li> <li>- The Health Modernisation Act strengthens gender-sensitive orientation in healthcare. Scientific reports, studies and statements have to take consideration of issues related to age, gender, and life-situation.</li> </ul>	<ul style="list-style-type: none"> <li>-Finish the report on the equal opportunities for men and women in coordination with the ministries.</li> <li>- Implement gender mainstreaming in everyday work covered by ministries. This requires targeted further education, personnel development, raising the level of acceptance, the optimisation of working aids.</li> <li>-Women and Health care: the Prevention Act is the first step in expanding prevention and promoting health. One important goal is aligning preventive services to particular target groups and embedding the gender mainstreaming approach.</li> <li>-Regarding trafficking in people, it is important to provide training for police and the judiciary in the course of the coordination of the definition of crimes with the UN Optional Protocol.</li> <li>-Continue to provide measure to counter violence against disable women.</li> <li>-Continue using information and action guidelines through network of companies and institutions to promote work-life balance concepts.</li> <li>-Increase child-care facilities for all children.</li> <li>-To raise the overall employment rate of women, increase their proportion in future-orientated jobs and managerial positions and narrow income gaps between men and women.</li> <li>-Implementation of the EU Anti-Discrimination Directives.</li> <li>-To have a more targeted development of the career and business potential of women within the framework of SME policies.</li> <li>-Women and the environment.</li> </ul>
<b>Greece</b>		
<ul style="list-style-type: none"> <li>- Legislative area.</li> <li>- Pension security.</li> <li>- Violence against women.</li> <li>- Social protection.</li> <li>- Health care.</li> <li>- Training and sensitisation on gender equality.</li> <li>- Elimination of trafficking in people.</li> <li>-</li> </ul>	<ul style="list-style-type: none"> <li>- In 2001 the Constitution’s article 116, par. 2 was revised as to implement the principle of gender equality in all fields.</li> <li>- Recognition of major international Convention and Laws on gender issues (ratified and enforcing CEDAW).</li> <li>- Adopted several Presidential Decrees and national laws to harmonize national legislation with EC Directives on: social security, health care, participation of women in decision making, social security, violence against women, trafficking, among others.</li> <li>- Creation of 41 Centres of family Planning and one National Centre of Immediate Social Assistance.</li> <li>- Leaflet about fertility, abortion, and family planning.</li> <li>- “Health-Social Security 2000-2006” trained on breast examination, osteoporosis, maternal breast - feeding as well as ill treatment of women.</li> <li>- Programme to promote health and social integration of Greek Roma people.</li> <li>- Within 3<sup>rd</sup> Community Support Framework (financed by the European Social Funds) there were measures and interventions to ensure equal participation of sexes in economic growth, eliminate obstacles for women’s access to the labour market and improve women’s entrepreneurship.</li> <li>- Training and education processes on gender equality in schools and university.</li> </ul>	<p>For 2004 –2008 the General Secretariat for Gender Equality plans an integrated strategic intervention aiming at presenting significant political, social, economic and development dimension of issues of equality between men and women, through:</p> <ul style="list-style-type: none"> <li>- The integration of equal opportunities between men and women in all instruments, policies and Government actions (gender mainstreaming).</li> <li>- Carrying out specific actions in priority sectors (combating lack of equality in job market and work relations, preventing and combating domestic violence and trafficking in women and fighting sexual stereotypes in education).</li> <li>- The reinforcement of social dialogue with social partners as well as dialogue with civil society (NGOs).</li> <li>- The creation of a policy to motivate enterprises in promoting equality between men and women in job practices.</li> </ul>
<b>Iceland</b>		
<ul style="list-style-type: none"> <li>-Changes in legislative system.</li> <li>-Combating violence against women.</li> <li>-Education area.</li> <li>-Women in Business.</li> <li>-Childcare system.</li> </ul>	<ul style="list-style-type: none"> <li>-Made legislative changes concerning economic, social and cultural rights in the Constitution and some new rights were added (Gender Equality Act of 2000).</li> <li>-Adopted new school policy concerning gender issues for primary and lower secondary level as well as upper secondary level.</li> <li>-Taking preventive measures against gender-based violence, especially against trafficking and prostitution. First action was to amend the Foreign Nationals’ Right to Work Act.</li> <li>- The Ministry of Justice and the Ministry of Social Affairs joined together in participating in the Nordic-Baltic campaign against trafficking in women.</li> <li>-Parliament passed three four-year action plans to implement gender equality.</li> <li>-The proportion of women in the police force and among prison warders rose.</li> <li>-The Ministry published a brochure, “Responsibility - Freedom - Equal rights – Choice”, which contains guidelines and information concerning alternatives and options that are available after completion of compulsory school.</li> <li>-Introducing education programmes to balance number of boys and girls studying technical subjects in secondary school.</li> </ul>	<ul style="list-style-type: none"> <li>-Prevent gender-related wage discrimination.</li> <li>-Increase publicity and awareness of gender equality issues.</li> <li>-Increase women’s involvement in policy making and decisions making process.</li> <li>-Make explicit provisions on follow-up measures connected with the action programme.</li> <li>-Evaluate each project and the results it has produced in terms of gender equality approach.</li> </ul>

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	<ul style="list-style-type: none"> <li>-Women's participation in the labour market as employees and entrepreneurs rose, due partly to effectiveness of Women's Education Centres and programmes on stating your own business and financial support.</li> <li>-Improving childcare system, introducing different policies and programmes.</li> <li>-Contributing to international peacekeeping missions (a total of 81 persons in 2002-2003, of whom 20 were women).</li> <li>-The Minister of Health and Social Security appointed a project committee concerning women's health issues.</li> <li>-Improving Institutional Development Mechanisms.</li> </ul>	
<b>Ireland</b>		
<ul style="list-style-type: none"> <li>-Legislative area.</li> <li>-Women in power and decision-making.</li> <li>-Economic area.</li> <li>-Child-care area.</li> <li>-National mechanisms.</li> </ul>	<ul style="list-style-type: none"> <li>-An increase in women's labor force participation to 55% (for those aged 15-64).</li> <li>-A narrowing of the gender pay gap from 18% to 15% during 1994-2000.</li> <li>-Women's representation at management levels improved, with women now constituting 30% of state board representatives and 36% of Government nominees to these bodies.</li> <li>-To ensure effective implementation of the anti-discrimination legal framework legislation two new bodies were established: the Equality Authority (formerly the Employment Equality Agency) and the ODEI- the Equality Tribunal.</li> <li>-Gender Equality Unit, was established in the Department of Justice, Equality and Law Reform.</li> <li>-Introduction of a new budget line of €35 million under the National Development Plan to fund the Equality for Women Measure.</li> <li>-Improvements in family-friendly working arrangements including legislative provisions, childcare supports and funding for development of family -friendly working. The Irish Civil Service introduced a comprehensive range of family - friendly working arrangements.</li> <li>-Improved performance rates of girls in second level State examinations.</li> <li>-Development of a women's health strategy in 1997.</li> <li>-Publication in 2000 of a report on women's issues in agriculture and in rural communities.</li> <li>-Improved structures for combating violence against women.</li> <li>-Adoption of gender goals for certain senior positions in the Civil Service.</li> <li>-The ratification by Ireland of the Optional Protocol to CEDAW in 2000.</li> <li>-The election/appointment of women to key public positions. At 31 March 2004 women hold the positions of President, Tánaiste (Deputy Prime Minister), Supreme Court Judge (2), Permanent Representative of Ireland to the European Communities, Irish Member of the European Court of Auditors, Irish Member of the European Court of Justice, Ombudsman, Leader of the Senate, Government Chief Whip and Government Press Secretary.</li> </ul>	<ul style="list-style-type: none"> <li>-To publish regular reviews of the operation of equality legislation and ensure that the enforcement authorities are in a position to effectively carry out their duties.</li> <li>-To ensure that each public sector entity implements a structured programme to address imbalances in gender representation in management positions.</li> <li>-To ensure that life-long learning policies are responsive to the needs of women and, in particular, ensure that qualifications authorities fulfil their mandates to develop appropriate mechanisms for recognising alternative modes of progression</li> <li>-To ensure that a minimum of 40% of State board nominations are from each gender.</li> <li>-Development of a five-year National Women's Strategy.</li> <li>-Development of a code of practice on access to part-time work.</li> <li>-Support for work on the gender pay gap.</li> <li>-Improvements to maternity, adoptive and parental leave.</li> <li>-Development of work/life balance and equal opportunities policies at enterprise level.</li> <li>-Establishment of a sub-committee to examine childcare arrangements for working parents.</li> <li>-Continue combating poverty among women.</li> <li>-Targeting a reduction in smoking in young women.</li> <li>-Extending the programmes of screening for breast and cervical cancer and cardio-vascular disease and crisis pregnancies.</li> <li>-Continue to support female victims of domestic violence.</li> </ul>
<b>Italy</b>		
<ul style="list-style-type: none"> <li>-Legislative measures.</li> <li>-Access to labour market.</li> <li>-Family friendly policies.</li> <li>- Women in power and Decision making.</li> </ul>	<ul style="list-style-type: none"> <li>-Improving legislation through introduction of several laws and amendments, which include "Equality between Women and Men," "Promoting equal access to elective offices," and "Provisions on Parental and Training Leaves and the Provisions for supporting motherhood and fatherhood."</li> <li>-An increase in women's labour force participation to 66%.</li> <li>-Women's employment rate – calculated for the age group of 15 to 64 – reached an average of 41.1% in 2001.</li> <li>-Conducting a study monitoring: access to the labour market; obtaining different types of flexible contracts; vocational training and retraining, specialisation, and remuneration; the adequacy of the existing instruments to defend women in case of sexual harassment in the work place, with a view to elaborating new proposals in line with European measures; problems related to running the household; measures allowing women to reconcile their work schedule with family life.</li> <li>-Promotion of women in decision-making processes and representation of women at all electoral levels.</li> <li>-Coordination and reform of institutional action and equal opportunities bodies.</li> <li>-Elimination of discrimination (introducing article 16 of Community Bill).</li> <li>-Introducing programmes on equal training and education.</li> </ul>	<ul style="list-style-type: none"> <li>-Improve the situation of women in power and decision-making.</li> <li>-The Ministry for Equal Opportunities is committed to identifying the regulatory and administrative instruments that enable women to play a primary role in politics.</li> <li>-Prepare a national compilation of disaggregated data on the careers and the situation of women civil servants in regional and local administrations.</li> <li>-Eradicate prostitution: a governmental bill was presented to Parliament to fight prostitution;</li> <li>-Fighting trafficking in people: new measures and international cooperation tools were adopted to prosecute traffickers; some of the relevant national criminal law provisions were amended.</li> <li>-Continue to oppose Female Genital Mutilation as a complex and painful issue encompassing many aspects: gender relations, sexuality, health care, education, human rights, women's and children rights and the right to development.</li> </ul>



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	<ul style="list-style-type: none"> <li>-Promotion of female entrepreneurship and employment.</li> <li>-Introducing gender policies on time-use, work organization and working-time.</li> <li>-Developing the National Plan for kindergartens.</li> <li>-Continuing fight against paedophilia.</li> <li>-Continued combating violence against women, children and measures against trafficking in human beings;</li> <li>-Readjusting education sector. Due to the large number of immigrant families, the school system contributed substantially to integration and equal opportunities</li> </ul>	
<b>Israel</b>		
<ul style="list-style-type: none"> <li>- Legislation area</li> <li>- Violence against women, trafficking</li> <li>- Education and training</li> </ul>	<ul style="list-style-type: none"> <li>- Establishment of the Authority for the advancement of women</li> <li>- Prevention of sexual harassment Law; The Stalking Law.</li> <li>- New laws for prohibiting and preventing trafficking for prostitution, protection of victims; appointment of a special inquiry committee on trafficking</li> <li>- New website (established by the Ministry of Education) to promote gender equality and women's empowerment; it provides guidelines for teachers and all school officials.</li> <li>- Numerous 'InService Training programs' for teachers to increase their awareness and skills to promote gender equality (<i>Teenage Girls Go For Change</i>).</li> <li>- Promotion an increasing awareness of women's health needs and establishment of health centres.</li> <li>- Courses and community schools provide women with the information they need to be proactive citizen and to participate in the political process.</li> <li>- In 2002 Knesset passed a legislation mandating equal opportunity and responsibility for men and women within Israel Defence Forces. New mechanisms to reporting and dealing with violence against women within the armed forces.</li> <li>- In late 2002 the State of Israel established the Council for the Advancement of Women in Science and Technology.</li> <li>- Universities and collages have established committees to monitor women's progress and have established an Advisor to the University President on Advancing the Status of Women</li> </ul>	<ul style="list-style-type: none"> <li>- More researches and studies about live of women in the country.</li> <li>- Produce, process and disseminate gender disaggregated data and information; examining more complex parameters, such as women participation in public life.</li> <li>- A Government bill on trafficking, that would include a prohibition on enslavement, will soon be finalised.</li> <li>- Budget cuts in welfare and health, new legislation about adoption, discussion of retirement age.</li> </ul>
<b>Kazakhstan</b>		
<ul style="list-style-type: none"> <li>- Gender equality</li> <li>- Economic area</li> <li>- Violence against women</li> <li>- Legislative area</li> <li>- Gender education</li> <li>- Gender indicators</li> </ul>	<ul style="list-style-type: none"> <li>- Realization of 80% of National Plan of Actions on women status' improvement</li> <li>- Ratification of Convention on liquidation of all forms of women discrimination</li> <li>- First time in history: Gender indexes in the Perspective Governmental Plan on 2005-2015 and Strategic Plan of Kazakhstan Development</li> <li>- Increase of women percentage in politics and governmental bodies</li> <li>- Women economic promotion: 2/3 of all micro credits were given to countryside women</li> <li>- Improvement of legislation base for women rights and reproduction protection</li> <li>- Special disputative group "Otbas" (Family) and its activities on women problems on regional and national levels in Parliament</li> <li>- 150 women-oriented nongovernmental organizations (NGOs): coalition of Kazakhstan women's NGOs</li> <li>- Training methodological set for students "Introduction to the Theory of Gender"; gender disciplines in universities and schools. Ratification of major gender-oriented Conventions; creation of women-professionals reserve for executive actions; decrease of mother and babies' mortality; project on improvement of nutrition for lower-income mothers and children; increase of crisis centres, public organs and hot lines for women.</li> </ul>	<p>Enactment of Government resolution on "Concept of Gender Policy in Kazakhstan Republic". More progress in fighting: white slavery; high level of unemployment; mother and babies' mortality; women unemployment.</p> <p>Increase/imrpove: number of women on the executive positions in public and private sectors; international norms and standards on gender issues in national legislation; legislation on violence against women; medical services for women; trainings/preventive measures on violence against women and children; gender-oriented information/news; women medical education/knowledge; women's participation at political and socio-economic processes in the country; gender awareness in social practice; women entrepreneurial and self-employment activities; women competitiveness on labour market; family-oriented institutions; women rights and their realization.</p>
<b>Kyrgyzstan</b>		
<ul style="list-style-type: none"> <li>-Legislative area.</li> <li>-Improving national mechanisms.</li> <li>-Economic area.</li> <li>-Political and social areas.</li> <li>-Education.</li> <li>-Health area.</li> </ul>	<ul style="list-style-type: none"> <li>-Improving legislation, including through introduction of a New Constitution with new rights for women, the law on "Equal rights for women and men", law "Against domestic violence" and law on "Refugees."</li> <li>-Ratified Convention against Crime and Trafficking in women, CEDAW Convention.</li> <li>-Improved institutional mechanisms on gender issues.</li> <li>-Taking gender aspects into account at all levels in decision-making process.</li> <li>-Gender awareness in labour market, in employment policy, in social security system.</li> <li>-In health sector there was restructuring of system, introducing national policy on pharmaceutical</li> </ul>	<ul style="list-style-type: none"> <li>-Increase women's participation in decision-making process.</li> <li>-Raise awareness on gender issues and change stereotype of women in a society.</li> <li>-Reduce the gap between urban and rural education systems on gender issues.</li> <li>-Reduce rate of tubercular infection, AIDS/HIV and sexual transmitted diseases.</li> <li>-Reduce wage gap and unequal situation on labour market.</li> <li>-Lack of disaggregated analyses on external and internal migration of labour. This creates difficulties in access to finance and property.</li> <li>-There is still high level of domestic violence and low efficiency with regard to prevention of</li> </ul>

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	supply and compulsory medical insurance. - Decrease death in childbirth and infant mortality. - Different programmes and laws were introduced on fighting violence against women and on women's role in arm conflict;	violence and rehabilitation of victims of violence. - Weakness of women's institutional NGO structures.
<b>Latvia</b>		
<ul style="list-style-type: none"> <li>- Legislative area</li> <li>- Training and raising awareness in public administration,</li> <li>- Creation of national machinery.</li> </ul>	<ul style="list-style-type: none"> <li>- Concept paper on Gender Equality Implementation, to serve as basis for developing further plans of action and setting quantitative and qualitative goals.</li> <li>- Improving legislative system: Labour Law and Law on Labour protection promoting gender equality, equal pay, equal access to employment, vocational training and promotion, and working conditions, parental leave, burden of proof in cases of discrimination based on sex, protection of pregnant workers and paid fatherhood benefit.</li> <li>- Creation of national machinery – Gender Equality Subcommittee of Human Rights and Public Affairs Committee and Women's Inter-Parliamentary Cooperation Group.</li> <li>- Improvement of administrative capacity to work with gender equality issues and improvement of the gender equality policy mechanism, prevention of violence.</li> <li>- The Programme for the Implementation of Gender Equality was adopted. Four main directions of action were identified: education at all levels and awareness raising in the society about gender equality issues; reconciliation of work and family life; improvement of the administrative capacity to work with gender equality issues and improvement of the gender equality policy mechanism; and prevention of violence.</li> </ul>	<ul style="list-style-type: none"> <li>- Awareness rising about gender equality in society and education of specialists and partners at all levels.</li> <li>- Implementation of gender mainstreaming in all policies.</li> <li>- Further development of the political will to include gender equality in the political agenda.</li> <li>- State Programme for Prevention of Trafficking in Human Beings 2004-2008 has been developed. This Programme envisages amendments in Latvian legislation so that it would correspond to international law.</li> <li>- Development of gender mainstreaming is also a challenge for the development of gender equality policy and gender equality implementation in all spheres of life.</li> <li>- For the successful implementation of all kind of gender equality measures, political will, understanding of the issue and lobbying needs to be improved.</li> </ul>
<b>Lithuania</b>		
<ul style="list-style-type: none"> <li>- Education area (equal opportunities for men and women in seeking education, in upgrading their qualifications, in employment, promotion, setting salaries)</li> <li>- Decision Making area (enable women to participate on equal conditions in all areas of political and public life).</li> <li>- Legislative area (further development of legislation and national machinery).</li> </ul>	<ul style="list-style-type: none"> <li>- Improving legislative system; Law of Equal Opportunity for Men and Women, Law on Education, New Civil Code, New Criminal Code (stricter punishment for trafficking in human beings, domestic violence and sexual harassment), New Labour Code (ensuring equal opportunities for women and men in employment, equal pay, reconciling work and family life, parental leave and protection of maternity), Law on the Security and Health of Workers, ratification of Protocol to Prevent, Suppress and Punish trafficking in persons, especially women and children, supplementing UN Convention on Trans-national Organised crime.</li> <li>- The National Programme on Equal Opportunities for Women and Men 2003-2004 was introduced to ensure gender equality in education, in upgrading qualifications, in employment, promotion, setting of salaries and other issues.</li> <li>- To enable women to participate on equal conditions in all areas of political and public life and high-prestige activities, to occupy leading positions in public administrative institutions.</li> <li>- Further development of national machinery.</li> <li>- Introducing measures on protection of equal rights, including women's human rights.</li> <li>- Combating violence against women and trafficking in women.</li> <li>- Developing tools and methods, improving statistics, measures for combating stereotypes, strengthening of institutional capacities and awareness raising.</li> </ul>	<ul style="list-style-type: none"> <li>- Implementation of the National Programme on Equal Opportunities for Women and Men is to be extended until 2006. Priorities include institutional development.</li> <li>- The Government plans to widen the municipal level and to establish a position of equal opportunities for women and men in the biggest municipalities.</li> <li>- The Government foresees measures to challenge stereotypes on the economic roles of men and women and to create conditions for people to better reconcile their work and family responsibilities.</li> <li>- Employment opportunities for women and men are still influenced by social stereotypes.</li> <li>- Girls outnumber boys in higher school, but specialties selected by girls are less promising in terms of career and earning.</li> <li>- There is still lack of programmes designed for improving lifelong learning for older women; Degree of women's participation decision-making remains low.</li> <li>- Despite the policy of public awareness, trafficking in women and girls continues to be major problem.</li> <li>- Statistical data about extent and tendencies of trafficking as well as victims of trafficking is not sufficient.</li> <li>- Sexual education is inadequate. There is a lack of information about family planning methods, contraceptives, and sexually transmitted diseases, especially within rural population.</li> </ul>
<b>Liechtenstein</b>		
<ul style="list-style-type: none"> <li>- Politics.</li> <li>- Employment.</li> <li>- Compatibility of family and employment.</li> <li>- Violence against women.</li> <li>- Education and continuing education of girls and women.</li> </ul>	<ul style="list-style-type: none"> <li>- The legal basis was provided for the Gender Equality Commission and the Office of Gender Equality through adoption of the Gender Equality Act.</li> <li>- Published brochure on sexual harassment at the workplace, which was sent to about 250 workplaces as part of the Campaign on the Gender Equality.</li> <li>- The revised law on separation and divorce was a significant in promoting gender equality. Legal rights to future pension payments were included for both parties.</li> <li>- The legal age of marriage was harmonized for women and men.</li> <li>- Adoption by Parliament of the law on sexual offenses and the law on protection from violence.</li> <li>- Introduced parental leave and special leave in the event of illness or accident of relatives.</li> <li>- Conducted several educational programmes and studies. "Career Impulse Year" underlined importance of continuing education to young women and of enlarging their career spectrum.</li> </ul>	<ul style="list-style-type: none"> <li>- Stronger representation of women in politics.</li> <li>- Introduced a project (Vorarlberg, St. Gallen, Liechtenstein) to support the implementation of the gender mainstreaming strategy.</li> <li>- Problem of violence against women in marriage and partnerships continues to be a priority. Introducing the Victims' Protection Act.</li> <li>- Promote the participation of men in the gender equality process.</li> <li>- Plan to introduce a gender equality audit in the National Administration.</li> <li>- Financial assistance granted under the Gender Equality Act supports counseling offices/NGO's in implementing larger projects, such as expanded legal counseling for women.</li> <li>- Further topic areas are: questioning traditional role images (school, businesses, etc); raising awareness of gender-appropriate use of language; measures to enhance the compatibility of</li> </ul>

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	<p>“Interregional study” analyzed career choices of girls. The empirical study “Optimal planning and execution of reentry into the workforce” led to publication of a Guideline for Businesses and a Checklist for Women Reentering the Workforce.</p> <p>-A variety of measures supported efforts to promote balanced representation of women in all political organs. A study on women in politics was conducted.</p> <p>-The Equal Opportunity Award was created and has been granted annually since 2000.</p> <p>-Establishing the networking of women’s organizations.</p>	family and employment; conveying equality-related topics in businesses; and promotion of part-time positions.
<b>Luxemburg</b>		
<ul style="list-style-type: none"> <li>- Legislative area.</li> <li>- Economic area.</li> <li>- Education and training.</li> <li>- Violence against women</li> </ul>	<ul style="list-style-type: none"> <li>- Pilot project “Parity in equality” developed on 1996 by the Ministry of Female promotion in the framework of the 4 Program of Action of European Community</li> <li>- The law of 8 September 2003 on domestic violence;</li> <li>- From the 1 December 2003 and anonymous telephone line was created by the Ministry of Female Promotion; it is also reserved for males, who want to leave the evil circle of violence. This project established by the European Association of Counseling on violence (EUGET), which is acting in the framework of European Program DAPHNE.</li> <li>- The law of 7 of July 1998 introduces the equality in enterprises of private sector and protection of women’s salaries (to avoid the difference between women and men’s salaries);</li> <li>- The law of 12 February 1999 concerns implementation of National Action Plan to produce specific measures and to support women’s abilities in professional and family lives.</li> <li>- In the areas of health care, maternity, pension assistance many laws and new rules have been approved.</li> </ul>	<p>Actions need to be taken to reduce the disparities between women and men:</p> <ul style="list-style-type: none"> <li>- Variations of wages,</li> <li>- Weak catch of the parental leave by the men,</li> <li>- Weak participation of the women in the political and economic decision-making.</li> </ul> <p>The unequal division of the private and public tasks and domestic violence were the subject of informational projects, of sensibilisation and if necessary of training and deep analysis to detect the causes of the inequality between the sexes.</p>
<b>Malta</b>		
<ul style="list-style-type: none"> <li>-Legislative area.</li> <li>-Equal opportunities and empowerment at workplace.</li> <li>-Education and training in promoting gender equality.</li> <li>-Improving protection for victims of domestic violence.</li> </ul>	<ul style="list-style-type: none"> <li>- The enactment of Act to Promote Equality for Men and Women (2002) provided the legal mechanism to ensure gender equality in all spheres; the amendments to Malta’s labour legislation (2003) through the Employment and Industrial Relations Act provide equality of treatment at the work place.</li> <li>-The introduction of a series of family -friendly working arrangements in public and private sector.</li> <li>-Introducing Gender Equality Action Plan to support participation in labour market from training needs to childcare facilities.</li> <li>-Education system is focusing more on preparing pupils for new market needs.</li> <li>-Developing strategies for the Promotion of Equality and Empowerment in the areas of: labour market, education, political sphere, media and health.</li> <li>-Government established gender equality as a horizontal priority across all sectors, to be included in all policies, projects and programmes.</li> <li>-All data collected by the National Statistics Authority in relation to the various sectors is gender-disaggregated, including the economic sector.</li> <li>-Expansion of national machinery – the Commission for the Advancement of Women and the Department for Women in Society – into a National Commission for the Promotion of Equality for Men and Women.</li> <li>-Government hold several discussions and conferences on issues such as Gender Management Systems, Childcare, protection of victims of Domestic Violence and coordinating the Equality of Treatment Directives.</li> <li>-Encouraging women to participate in local council election as part of an effort to increase women’s participation in political process</li> </ul>	<ul style="list-style-type: none"> <li>-Further implementation of gender equality and gender mainstreaming as a horizontal priority across all sectors;</li> <li>-The promotion of gender impact assessments of all policies and programmes at the decision-making, implementation and monitoring stages;</li> <li>-The need to address indirect discrimination to ensure the achievement of full <i>de facto</i> equality in all spheres of Maltese society.</li> <li>-Introduction of specific legislation to give stronger protection to victims of domestic violence.</li> <li>-The gradual change in Maltese culture to eliminate gender stereotypes that often put women and girls at a disadvantage and act as a barrier to advancement.</li> <li>-The commitment to increase women’s participation in the formal economy through employment, self-employment and entrepreneurship.</li> <li>-Increase women’s participation at higher levels of decision-making to provide a greater gender balance and a wider consideration of gender needs at such levels.</li> <li>-Increase women’s empowerment in the formal economy.</li> </ul>
<b>Netherlands</b>		
<ul style="list-style-type: none"> <li>-Human rights of women.</li> <li>-Women and economy.</li> <li>-Power and decision-making.</li> <li>-Education.</li> <li>-Media and image-making.</li> </ul>	<ul style="list-style-type: none"> <li>-Developing instruments such as the emancipation monitor, the gender impact assessment, the plan of action gender mainstreaming, the gender mainstreaming manual, emancipation-web, pilot interactive policy and the auditing committee.</li> <li>-Improving legislation on equal treatment and combating discrimination.</li> <li>-Enforcement of CEDAW Convention (introducing partner registration and same-sex marriage).</li> <li>-Preventing and Combating violence against women. Legal developments: introducing Multi-Year Plan on Emancipation Policy, national action plan on sexual abuse of children, child pornography, prostitution / lifting ban on brothels and adopting policy to combat female genital mutilation.</li> </ul>	<ul style="list-style-type: none"> <li>-Continue combating violence against women and strengthening women’s rights and security.</li> <li>-Increase the net participation of women in the labour market to 65% in 2010.</li> <li>-A proportion of economically independent women in excess of 60%.</li> <li>-The share of women in total income from employment in excess of 35%.</li> <li>-The contribution of men to care to reach at least 40%.</li> <li>-Increase women representation among boards of associations, neighbourhood councils and pressure groups, increase the participation of both native and ethnic minorities.</li> <li>-Put emancipation issues on the political agenda and develop policy initiatives and</li> </ul>

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-Health area.	<ul style="list-style-type: none"> <li>-Reducing wage gap by investigating the pay policy of employers, providing information on equal pay to employers, employees and works councils and publishing manual on gender-neutral job evaluation.</li> <li>-Introducing Working Hours Adjustment Act to help people combine work and care and to increase women's participation on the labour market.</li> <li>-Additional allowance was introduced on top of the combination tax credit for the partner with the lower income.</li> <li>-Increase women's participation in power and decision making through improved terms of employment and new policies.</li> <li>-In education, the Proportional Representation of Women in Educational Management Posts Act was introduced, which encourages educational institutions to make a conscious effort to achieve proportional representation.</li> <li>-Decreasing the number of HIV/AIDS cases diagnosed.</li> <li>-Developing special information material on safe sexual behaviour for young people.</li> </ul>	<p>public/private co-operation to strengthen the international, European and national emancipation policy.</p> <ul style="list-style-type: none"> <li>-Support sectors, companies, provincial governments, municipalities and social organisations in conducting projects and experiments focussed on the intensification of the emancipation process within Dutch society.</li> <li>-Monitor progress toward embedding the emancipation perspective within the political decision-making process and policy-making and implementation at national, provincial and municipal levels.</li> </ul>
<b>Norway</b>		
<ul style="list-style-type: none"> <li>- Legislative area</li> <li>- Pension system</li> <li>- Parental leave</li> <li>- Violence against women</li> </ul>	<ul style="list-style-type: none"> <li>- A gender balance in elected political assemblies was achieved in the early 1980s. Since 1986, all government bodies have 40-44% female cabinet members.</li> <li>- During the 1970s and 1980s, women, including mothers of small children, entered the labour market at nearly the same rate as men.</li> <li>- Norway has developed an infrastructure of refuges for battered women and their children that covers all regions of the country.</li> <li>- In February 2004, the Norwegian government decided that the CEDAW Convention would be incorporated into national legislation.</li> <li>- A new legal provision criminalises trafficking in people. Action plans are being implemented to combat this trafficking, as well as violence against women, forced marriages, and female genital mutilation.</li> </ul> <p>In April 2003, the Cabinet presented a White Paper to Parliament: <i>The obligations of family life and parenthood</i>.</p>	<ul style="list-style-type: none"> <li>- Reduce the gender gap in paid and unpaid work and the gap in pensions between women and men.</li> <li>- Reduce discrimination against pregnant women in the labour market.</li> <li>- Improved services and targeted assistance for disabled women, women with a minority ethnic background and women trapped in prostitution or victims of trafficking across borders.</li> <li>- Spread more information and gather knowledge on gender-based violence.</li> <li>- Need to develop more knowledge and critical understanding of men and their lives as a gendered experience. Research will be of great importance in this matter.</li> <li>- Goal was set to increase the number of men working with children under age six to 20 percent by the year 2007.</li> <li>- Establish a joint mechanism for law enforcement and promotion of anti-discrimination and equality, disregarding of gender and ethnic origin.</li> </ul>
<b>Poland</b>		
<p>Legislative area. Economic area. Violence against women. Raising awareness of women's rights and equal opportunities for women and men.</p>	<ul style="list-style-type: none"> <li>- Legislative changes in the National Action Plan for Women (1997-2000, 2003-2005).</li> <li>- Labour Code - established equal treatment in employment and implemented measures improving health and labour conditions of employees who are pregnant or have given birth, including employee's parental rights, and Act on Equal treatment of Women and Men.</li> <li>- Ratified the Optional Protocol to the CEDAW Convention.</li> <li>- Legislative changes in main Documents and Laws on gender issues, areas of prostitution, crime and trafficking in people, violence against women, women's health, women in the labour market and gender budgeting.</li> </ul>	<ul style="list-style-type: none"> <li>- Women's health and reproductive rights:</li> <li>- Enforcing the Law on Family Planning, Protection of Human Foetus and Conditions under which Abortion is permitted.</li> <li>- The government decided to subsidize a wider range of drugs to fight infertility.</li> <li>- Participation of women in the decision-making process:</li> <li>- One of the tasks is to achieve a gender balance in appointments to decision-making positions in public administration, Government and the judicial system, for example through the elaboration of principles and criteria of appointment that respect equality of rights and opportunities of women. Promotion of a balanced participation of women and men in Government and local authorities.</li> <li>- Participation of Women in the labour market:</li> <li>- Introducing the Sartorial Operational Programme Human Resource Development, which aims to provide women with multidimensional assistance to improve their situation in the labour market. The goal is to increase women's employment level and improve their economic and social status.</li> <li>- Introducing the Community Initiative programme with goal of testing and promoting, through international cooperation, new ways of eliminating discrimination and inequality in the labour market.</li> <li>- Introducing programme on Equal Opportunity for women and men, which seeks to elaborate ways of enabling women and men to combine professional and family life. This includes the development of childcare and care institutions for dependant persons, fostering professional training and promotion of flexible forms of employment.</li> </ul>

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		Devising budgets that respect the gender perspective and analysing existing budgets from the gender perspective is a challenge. The lack of methodology is an obstacle.
<b>Portugal</b>		
<ul style="list-style-type: none"> <li>-Improvement in legislation.</li> <li>-Feminization of poverty.</li> <li>-Domestic violence.</li> </ul>	<ul style="list-style-type: none"> <li>-Improving legislative system through approval of: Global Plan for Equal Opportunities, Second National Plan for Equality; The First and the Second National Plans Against Domestic Violence and National Plan for Employment.</li> <li>-Introducing law on equal treatment between men and women in the professional systems of social security and establishing the first legislative framework aimed at guaranteeing the right to a minimum income.</li> <li>-Adopted National Plan for Social Inclusion to help reconcile professional and family life and provide equal opportunities for women and men.</li> <li>-Reducing illiteracy rate among older women.</li> <li>-Increasing women's vocational training.</li> <li>-Adopted law-strengthening guarantees of the right to reproductive health, defining conditions for promotion of sexual education and establishing access conditions for youngsters to health care regarding sexuality and family.</li> <li>-Plan on fighting HIV/AIDS was designed.</li> <li>-Approval of a Second Plan to combat Domestic Violence containing a number of measures to protect women victims of violence in general. These include information campaigns, publication of a handbook for victims, creation of a telephone hotline and the setting up of specialized units within police stations to receive women victims of violence.</li> <li>-Introducing Project to "Guarantee rights in salary equality."</li> <li>-Increasing the percentage of women in the Parliament and Government.</li> </ul>	<ul style="list-style-type: none"> <li>-Continue implementation of the II National Plan to Fight Domestic Violence and the Second National Plan for Equality.</li> <li>-Combat Violence against women.</li> <li>-Raise awareness of gender issues and continue to make priority of gender mainstreaming.</li> <li>-Improving social structures to help reconcile professional and private life.</li> <li>-Further increase women's participation in the labor market.</li> <li>-Reduce poverty among women and single parent families.</li> <li>-Facilitate access to public and political life for women.</li> <li>-Increase women's participation in decision-making process.</li> </ul>
<b>Russian Federation</b>		
<ul style="list-style-type: none"> <li>-Legislative area.</li> <li>-National mechanisms.</li> <li>-Economic area.</li> <li>-Political area.</li> <li>-Childcare and social area.</li> </ul>	<ul style="list-style-type: none"> <li>- Budget became more social oriented and gender sensitive.</li> <li>- Women's participation in political and decision-making process increased. Russian Parliament has 10% women. Women are present in all political parties.</li> <li>- Introducing law on "Government's guarantees of equal rights for women and men" and "Concepts on liberalising in labour market."</li> <li>- Women's unemployment level decreased. Increasing women's participation in the labour market, both as employees and as entrepreneur, reducing wage gap.</li> <li>- Decline in maternal, prenatal and infant mortality and decrease in absolute amount of abortions. Increasing quality and accessibility of childcare and social services, with 15% rise in number of childcare places.</li> <li>- Improvement of legislative system. Federal Law "On Political parties" was ratified, promoting equal participation in political sphere for men and women. Introducing Federal Law on "Government's guarantees of Equal Rights and Freedom for Men and Women"; National Action Plan for the period of 2001-2005; Introducing the Russian Federation Gender Strategy Document to satisfied Goal 3 of MDG."</li> <li>- Continuing development and strengthen of National Mechanisms.</li> <li>- Continuing the development of gender monitoring, developing new system of gender disaggregated indicators and statistics, especially in education.</li> </ul> <p>Introduced laws to protect victims and prevent violence against women</p>	<ul style="list-style-type: none"> <li>-There is still difficult situation among families with many children, families with handicapped children, single pension couples and women from rural areas.</li> <li>-There is wage gap remaining between different industries and mechanisms to reduce this gap have not been developed yet.</li> <li>-There is a big problem with unregistered unemployment and employment in rural areas, delays in social payments and wages.</li> <li>-Women's participation in decision-making process is still problematic, especially at regional and municipal levels.</li> <li>- "Violence against women" is area of critical concern. New legislative changes need.</li> <li>-Improving social-economic situation of women from rural areas is a government concern.</li> </ul>
<b>Slovenia</b>		
<ul style="list-style-type: none"> <li>- Legislative area</li> <li>- Gender mainstreaming</li> </ul>	<ul style="list-style-type: none"> <li>- The new <i>Parental Care and Family Benefits Act</i> (adopted in 2001) regulates rights of parents to all types of parental leave: maternity leave, paternal leave, leave for nursing and caring for a child and adoption leave. The most important is the introduction of individual and non-transferable father's right to paternal leave.</li> </ul> <p><i>Act on Equal Opportunities for Women and Men</i> was adopted in 2002. Its main elements are:</p> <ul style="list-style-type: none"> <li>- Introduction of legal basis for special temporary measures (positive measures).</li> <li>- Integration of gender perspective (gender mainstreaming) in policy development, implementation, monitoring and evaluation processes.</li> <li>- Strengthening gender equality institutions and structures with clear mandates, responsibilities and</li> </ul>	<ul style="list-style-type: none"> <li>- Making gender equality a natural part of central and local governments.</li> <li>- Entrusting responsibility for the promotion of gender equality to various actors at national and local levels.</li> <li>- Developing and strengthening national equality machinery.</li> <li>- Making the gender equality debate relevant for all women and men by ensuring it is anchored in people's actual gender equality problems, whether related to the family, the workplace or other parts of society.</li> </ul>

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	<p>powers.</p> <ul style="list-style-type: none"> <li>- Introduction of mandatory development and adoption of national programmes to promote gender equality and their periodical action plans (every two years) to promote gender equality.</li> <li>- Introduction of systematic reporting on the implementation of national programmes to promote gender equality.</li> <li>- Defining who is responsible for the implementation of the act.</li> </ul> <p>Introduction of new complaint procedures in cases of discrimination based on sex by appointing the <i>Advocate for equal opportunities for women and men</i> and of systematic reporting on investigation of cases to the Government.</p>	Making actions compulsory through gender equality legislation.
<b>Slovakia</b>		
<ul style="list-style-type: none"> <li>-Legislative area.</li> <li>-Environment area.</li> <li>-Health care area.</li> <li>-Violence against women.</li> <li>-Trafficking of people.</li> </ul>	<ul style="list-style-type: none"> <li>- National Action Plan and Concept of Equal Opportunities were adopted;</li> <li>- New Labour Code contains labour legislation on prohibition of discrimination by sex.</li> <li>- Changes were made in Criminal Code, with respect to gender awareness.</li> <li>- The Civil Code contains changes regarding violence against women.</li> <li>- Rising public awareness on the gender issues.</li> <li>- Cooperation with NGOs became more efficient.</li> <li>- There were improvements in the area of environment. The National Strategy for Sustainable Development was approved; and by 2002 84% of population supplied with water from public water mains.</li> <li>- Health care improved, with mortality rate declining from 12.9% to 9.5%. Maternal mortality rate decreased and the National Programme of HIV</li> <li>- Prevention and Program for Improving Nutrition of the Population were developed.</li> </ul>	<ul style="list-style-type: none"> <li>-Create effective institutional mechanisms for promoting gender equality, ending gender stereotypes and implementing the strategy of gender mainstreaming.</li> <li>-Support measures for the observance of equal opportunities in employment and for reconciling work and family life. Ensure equal opportunities in employment within company social policies and collective bargaining; ensure implementation and control of equal remuneration between women and men for work of equal value.</li> <li>-Support projects for advancement of rural and disadvantaged women.</li> <li>-Initiate changes in curricula and textbooks to raise sensitivity to gender equality.</li> <li>-Create conditions and extend possibilities for self-realisation of women in decision-making positions, promote modification of the Act on political parties and the Act on elections.</li> <li>-Draw up the Framework Strategy on Gender Equality and subsequently the strategies for individual areas of concern, with follow-up action plans, such as the National Strategy for the Prevention and Elimination of Violence Against Women.</li> <li>-Acquaint top managers of state and self-government officials with equal opportunity issues through instruction, training and seminars.</li> <li>-Introduce equal opportunities agenda in ministries and central bodies of state administration, regional and district offices, and self-government regional authorities.</li> <li>-Ensure systematic monitoring and research into the area of equal opportunities through research institutions.</li> <li>-Promote increased representation of women in policy-making positions in the media and support activities.</li> </ul>
<b>Spain</b>		
<p>Women and poverty Women and health Education and women's capacity building Violence against women Women and armed conflicts Women and the economy Women and decision making Women and the environment Women and media Children</p>	<ul style="list-style-type: none"> <li>-Women's participation in the different areas increased significantly.</li> <li>- Equal access to education (compulsory and University education) improved.</li> <li>- Increase in the employment rate of women</li> <li>- Advances in the sharing of the domestic work between men and women.</li> <li>- Presence of women increased in areas of the education system traditionally associated with men.</li> <li>- The rate of women having completed their University level studies rose.</li> <li>- Women university students now outnumber men.</li> <li>- Adaptation of the provisions of the penal code regarding VAW.</li> <li>- Increase in protection of victims of domestic violence.</li> <li>-Substantial growth in participation of women in overseas cooperation activities.</li> <li>- Increase in the number of companies created by, and/or hiring women.</li> <li>- Increase in the number of women affiliated to a political party.</li> </ul>	<ul style="list-style-type: none"> <li>- Gender equality and poverty/violence:</li> <li>- To improve the quality of life for women, especially for those who risk social exclusion</li> <li>- Violence against women remains a problem.</li> <li>- Gender equality and education:</li> <li>- The illiteracy rate for women is still twice that of men.</li> <li>- The presence of women in the technical professions.</li> <li>- The presence of women as professors at university level</li> <li>- Gender equality at work:</li> <li>- Women continue to be in part-time or low-qualification jobs in higher proportions than men.</li> <li>- Wage discrimination.</li> <li>- Professional segregation of women in the labour market.</li> <li>- Inclusion in the labour market of women in situation of social exclusion remains weak.</li> </ul>
<b>Sweden</b>		
Equal access to positions of power and	<ul style="list-style-type: none"> <li>- Women increased their representation in the political sphere as well as in other areas.</li> <li>- A growing number of parents are sharing responsibility for home and children.</li> </ul>	<ul style="list-style-type: none"> <li>- Continued measures to strengthen gender equality within the social services.</li> <li>-The Swedish National Agency for School Improvement is to draw up a summary of research</li> </ul>

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<p>influence.</p> <ul style="list-style-type: none"> <li>-Equal pay for equal work and work of equal value.</li> <li>-Violence committed by men against women.</li> <li>-Prostitution and trafficking in women for purposes of sexual exploitation.</li> <li>-Men and gender equality.</li> </ul>	<ul style="list-style-type: none"> <li>-The government's measures against violence committed by men against women, including so-called violence in the name of honour, were intensified.</li> <li>-The Act Prohibiting the Purchase of Sexual Services has meant a decrease in prostitution and serves as an obstacle to human trafficking for purposes of sexual exploitation.</li> <li>-Measures against gender discriminating pay differentials have been implemented.</li> <li>-A project was started on Men and gender equality work. In the government's national plan of action for gender equality work 2003-2006, men and gender equality is one of five identified areas of focus.</li> <li>-The government budget proposals for 2004 give special emphasis to sexual and reproductive health and rights.</li> </ul>	<p>on offensive behaviour and bullying in the education system.</p> <ul style="list-style-type: none"> <li>-Emphasis the importance of gender and gender equality knowledge in higher education courses.</li> <li>-Continuing to support research that generates gender specific knowledge of care needs, effects of various care measures and of the quality and effectiveness of the care organisation.</li> <li>-Strengthen the protection of women's sexual integrity and rights of self-determination, improve work on violence against women through research, additional finance and changes in legislation.</li> <li>-Examine current national and international work on women, peace and security.</li> <li>-Strengthen security of employment for workers on parental leave.</li> <li>-Prepare budget proposal to strengthen gender equality aspects.</li> <li>- The number of fixed term employment contracts is to be reduced and the possibility of permanent employment increased.</li> <li>- The government intends to propose a national plan of action to abolish gender discriminatory pay differentials. Legislation projects for further strengthening the protection of children are in progress.</li> </ul>
<b>Switzerland</b>		
<ul style="list-style-type: none"> <li>- Legislation area</li> <li>- Human rights</li> <li>- Development cooperation</li> <li>- Gender mainstreaming</li> </ul>	<ul style="list-style-type: none"> <li>- Since 1993 the Federal Statistic Office (OFS) has published three reports entitled "Towards Equality" and updates regularly its main gender equality indicators.</li> <li>- In 1997 the Swiss Conference of Delegates for Gender Equality launched the first national campaign to "Stop Spousal Violence" (www.16plus.ch)</li> <li>- With the exception of cantonal and communal domicile rights and the family name, legal discrimination has been progressively abolished.</li> <li>- Adoption of a law on employment equity (1996); ratification of CEDAW (1997): in January 2003, Switzerland submitted its first and second reports.</li> <li>- Adoption of a system of individual pensions and bonuses for child upbringing and care (1997).</li> <li>- Revisions to divorce law, introducing the sharing of old-age insurance rights (2000).</li> <li>- Introduction at the federal level of a "Gender Health" Unit (2001).</li> <li>- The decriminalization of abortion (2002)</li> <li>- Introduction of "Equal Opportunities" programmes in the universities and specialized professional schools (<i>Hautes Ecoles</i>)</li> <li>- Institutionalization of the campaign to combat violence against women, with establishment of the Federal Office on Violence (2003) and the Coordination Unit to combat human trafficking and the smuggling of migrants (2003).</li> <li>- In 2003 the DDC developed a manual for "promoting equality between men and women" and a policy seeks to integrate gender issues more thoroughly into all DDC activities.</li> <li>- In 2004, Switzerland withdrew its reservation to article 7b of the CEDAW. (That reservation referred to Swiss legislation that prohibits women from military involvement beyond self-defense.).</li> <li>- The Federal Council has undertaken the task of preparing a report examining the consequences that ratification of the 6 November 1999 optional protocol to the CEDAW would imply for our country.</li> </ul>	<p><u>At the national level:</u> Eliminate stereotyping in selection for training and employment. Adopt paid maternity leave at the federal level; achieve wage parity and combat poverty; introduce mechanisms to promote reconciliation of family and working life at all levels for men and women; increase the proportion of women in senior positions in the economy, in research, and in politics; combat the trafficking of women and girls more effectively; ensure that budget cuts are not made at the expense of women, particularly in employment and social insurance; sensitize men to the benefits of gender equality; increase the proportion of women in teaching, research and management functions.</p> <p><u>In development cooperation:</u> Increase the proportion of women in senior positions in Switzerland and in cooperation offices abroad; recognize the key role of women in food security and their important contribution to family incomes in the poorest countries, and work to make this contribution more visible; promote women's access to credit, and support female entrepreneurs; consider women's needs in infrastructure projects such as water supply and transportation; step up activities relating to FGM (female genital mutilation) and sex trafficking.; introduce "gender budgeting" in Switzerland and in the cooperation offices.</p> <p><u>Human rights:</u> involve women more closely in the civilian peace operations; increase the proportion of women in the diplomatic and consular services and in peacekeeping missions; step up efforts to combat human trafficking, particularly in terms of prevention, reintegration and training.</p>
<b>The former Yugoslav Republic of Macedonia</b>		
<ul style="list-style-type: none"> <li>-Legislative area.</li> <li>-Poverty and Women.</li> <li>-Unemployment.</li> <li>-Health care area.</li> <li>-Education.</li> </ul>	<ul style="list-style-type: none"> <li>- National action plan was adopted.</li> <li>- Improving Institutional Mechanisms:</li> <li>- Five Commissions on Gender Equality within the Local Municipal Councils were established.</li> <li>- The Unit for Promoting of Gender Equality was established within the Ministry of Labour and Social Policy.</li> <li>- The National Committee for Implementation of Beijing Platform for Action was reactivated.</li> <li>- The Women's Parliamentary Club as an inter-parliamentary lobby was established.</li> <li>- Changes were made in Criminal Code on the subject of family violence and anti-discrimination elements were introduced in the Law for working relations.</li> <li>- Increased women's participation in decision-making process and in politics. The first 3 women</li> </ul>	<ul style="list-style-type: none"> <li>-Strengthening the position of elected women emissaries through the forming of a Parliamentary Women's Club with its office for logistical support.</li> <li>-Political strengthening of women in the local government in elected and administrative posts. To achieve this, education for different target groups will be necessary, as well as changes in the Law for local elections, promoting a gender quota of 30%.</li> <li>-Economic strengthening of women by stimulating and supporting women's entrepreneurship, with a special accent on women from the crisis area.</li> <li>-Strengthening of institutional support for gender equality through staff and institutional support of the Unit for Promotion of Gender Equality as a part of the Ministry of Labour and Social Policy.</li> <li>-Alignment of the level of emancipation of women in different environments.</li> </ul>

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	<p>mayors and 164 women Members of Municipal Council were elected in local elections in 2000 and the number of women parliamentarians rose from 6,6% to 18,3% in the 2002 Parliamentary election.</p> <ul style="list-style-type: none"> <li>- Women working on gender issues crossed party and ethnic lines.</li> <li>- Raising the public awareness on need for equal opportunities and raising awareness of political parties on necessity of respecting the women's voice.</li> <li>- Establishment of women's groups within the two biggest trade unions.</li> <li>- Creating gender statistics within the State Institute for Statistics.</li> </ul>	<ul style="list-style-type: none"> <li>-Work in the field of human rights, with legal solutions and their implementation for issues of family violence, trafficking in human beings.</li> <li>-Work with media for further sensitizing of the public, but also the media itself.</li> </ul>
<b>Turkey</b>		
<ul style="list-style-type: none"> <li>-Education field.</li> <li>-Women and health.</li> <li>-Women in economy.</li> <li>-Violence against women.</li> <li>-Women in power and decision-making.</li> <li>-Institutional Mechanisms for the Advancement of Women.</li> </ul>	<ul style="list-style-type: none"> <li>-Increasing Literacy: adoption of law setting eight years compulsory education and implementation of this law.</li> <li>-Withdrawal of the reservations on CEDAW.</li> <li>-Decrease in mother and child deaths. This, combined with enhanced inter-sectoral co-operation, relevant legislation for family planning and the importance placed on physical infrastructure and human resource training was a major step towards meeting the health related problems of women.</li> <li>-Women in media: media is continuing to create models for gender roles. The number of women working increased, particularly in the TV and movie industry. The annual ratio of women oriented programmers on TRT television channels is 6.9 %, and on the radio channels it is 15-17 %.</li> <li>-Improving Legislative area. Law on Protection of the Family and new Civil Code were adopted.</li> <li>-Combating violence against women through adoption of the Law for the Protection of the Family.</li> <li>-Criminal Code is being reviewed as a whole and a new draft is prepared where gender equality is considered.</li> </ul>	<ul style="list-style-type: none"> <li>-Gender equality in education has not been achieved and women, continue to lag behind men by almost all indicators. Especially when rural/urban, regional and age disparities are concerned, there are significant inequalities in women's literacy rates. Scarce economic resources have acted as barriers to women's education.</li> <li>-Women's employment is still a problematic area. Women generally work in labor-intensive sectors. Low status jobs bring together low wages, lack of social security and temporary work.</li> <li>-Women face gender discrimination both when applying for jobs and during work life.</li> <li>-Childcare services provided by public and private institutions are insufficient.</li> <li>-The mortality rate is still high and effective use of available services also requires improved levels of education. The level of abortion is very still high and adolescents and older women considerably neglect reproductive health services.</li> <li>-Develop measures, policies, and programme to prevent/combat violence against women.</li> <li>-Women are disadvantaged in participating in decision-making processes and power sharing. Traditional values discourage women to take interest in politics.</li> </ul>
<b>Ukraine</b>		
<ul style="list-style-type: none"> <li>-Legislative area.</li> <li>-Economic area.</li> <li>-Political area.</li> <li>-Childcare and social security.</li> <li>-National mechanism</li> <li>-Gender monitoring,</li> </ul>	<ul style="list-style-type: none"> <li>-Rising gender awareness in society.</li> <li>-Improving the legislative system: Law on "Prevention of Violence in Family" was ratified.</li> <li>-Establishing national machinery on gender issues at all levels.</li> <li>-National Action Plan was developed.</li> <li>-Introducing Strategy plan to combat the poverty.</li> <li>-Successful implementation of the program facilitating work for women with handicapped children and women with many children.</li> <li>-Creating business environment to promote women's entrepreneurship.</li> <li>-Twenty research centres on gender issues gender were opened.</li> <li>-Developing educational programme for school curriculum on gender subjects, introducing gender courses in universities.</li> <li>-Taking into consideration gender issues in policy-making process.</li> <li>-Banning discrimination on labour market, in promotion and hiring for jobs.</li> <li>-Developing programmes for women who are victims of economic reforms.</li> <li>-Encouraging women to participate in decision-making processes.</li> </ul>	<ul style="list-style-type: none"> <li>-Further Implementation of National Action Plan.</li> <li>-Adoption of law on "Providing Equal rights for women and men.</li> <li>-Develop a mechanism and work out strategies on mutual work with EU and ECE.</li> <li>-Conduct a gender audit in the legislative area and sociological studies on "Integration of gender approach in the government policy."</li> <li>-Integration of gender analyses in all-important programmes at national and regional levels.</li> <li>-Develop network of gender information-analytical centres.</li> <li>-Support programmes and project on gender issues.</li> <li>-Develop university courses in gender studies.</li> <li>-Organise competition among young people on the best projects on gender issues.</li> </ul>
<b>United Kingdom</b>		
<ul style="list-style-type: none"> <li>-Legislative area.</li> <li>-Women's economic participation.</li> <li>-Violence against women.</li> </ul>	<ul style="list-style-type: none"> <li>-Increasing women's participation in the labour market, both as employees and as entrepreneur.</li> <li>-Increasing quality and accessibility of childcare and introducing major programme to ensure that affordable, accessible, quality childcare is available in every neighbourhood.</li> <li>-Introducing new programme that helps domestic violence survivors to live more independent lives.</li> <li>-Improving legislative area. Introduction of a national minimum wage, Crime and Disorder Act, monitoring the level of domestic violence and the Crime and disorder Act on Sex Discrimination.</li> <li>-Increasing budgetary spending on programme on violence against women.</li> <li>-Introducing a range of family-friendly employment policies and significantly improved the provision of childcare places.</li> <li>-Changes in the tax and benefits framework that works to encourage women who wish to work when they have children, either on a part-time or a full-time basis.</li> </ul>	<ul style="list-style-type: none"> <li>-To reduce the gender pay gap, the Government will work towards ensuring that 35% of large organisations have done pay reviews by 2006.</li> <li>-By 2006 the government will work to increase the number of women entrepreneurs, by researching their needs and taking action to tackle any barriers identified.</li> <li>-By 2006, a minimum of 40 per cent of Business Link Officer customers will be women.</li> <li>-By 2005, the government aims to ensure that women make up 40 per cent of the representation on related boards and councils.</li> <li>-Create childcare places for 1.6m children by 2004. Settlement will establish a Children's Centre in all of the 20% most disadvantaged wards. Improving institutional mechanism.</li> <li>-Creating the new body, the Commission for Equality and Human Rights, providing greater support and more joined-up advice to businesses and communities.</li> </ul>



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		-To combat trafficking in women, the government is developing a cross-Departmental work programme to extend strategies in this area.
<b>United State of America</b>		
<ul style="list-style-type: none"> <li>– Combat poverty and economic empowerment</li> <li>– Access to education, training and health care</li> <li>– Violence against women, conflict situations</li> <li>– Power sharing and decision-making</li> </ul>	<p><u>Abroad:</u> Millennium challenge account (MCA); Microcredit programs; Property and inheritance rights for women; Middle east partnership initiative (MEPI); USAID Programs; State department programs; President Bush Africa Initiative; HIV/AIDS funds, Emergency Plan and research; Help to refugees and internally displaced persons.</p> <p><u>Domestically:</u> Supporting US women to leave public assistance; Child-care for low-income working mothers; Child-support enforcement; The HS/Administration for children and families; Domestic higher education assistance; Promoting science and engineering careers for school-age girls Early childhood education and Head start; Prescription drug benefits; Tax-free health savings accounts; Women health: heart disease program, increased screening for breast and cervical cancer, expanded pre-natal coverage, maternal mortality research and education, menopause research for ageing female population; Guides to parents and caregivers; Food and nutrition assistance Battle trafficking/protection of victims; Anti-female genital mutilation (FGM) activities; Family justice services/hotlines; Sexual assault forensic exams; Legislation support; Women's business centres and support, e-mentoring for girls (DOL, WIA), wage protections; League of women-voters; Women in Bush administration</p>	<ul style="list-style-type: none"> <li>- Differences in educational opportunities persist and are being addressed</li> <li>- HIV/AIDS</li> <li>- Maternal mortality</li> <li>- Unemployment</li> <li>- Health support for refugees/minorities</li> <li>- Trafficking</li> <li>- Violence against women</li> <li>- Women-participation in decision-making</li> </ul>
<b>Uzbekistan</b>		
<ul style="list-style-type: none"> <li>-Legislative area. Creating institutional mechanisms.</li> <li>-Introducing monitoring system.</li> <li>-Developing network of NGOs.</li> <li>-Raising gender awareness.</li> </ul>	<ul style="list-style-type: none"> <li>-Improving legislative area: new National Constitution contains principle of equal rights and opportunities for women and men. New laws were introduced to enforce these principles.</li> <li>-Recognition of major International Conventions and Laws: ratified and enforcing CEDAW, among others and creating national institutional structure for gender protection.</li> <li>-Conducting national information campaign on gender rights and freedom.</li> <li>-Launching different educational programmes on gender studies: Tashkent University opened Centre for training women in telecommunication, information technologies and other subjects.</li> <li>-Employment programmes focusing on training and employment of women. Today 44% of labour force are women and there is an increase of women entrepreneurs.</li> <li>-Health programmes with NGO participation (reproduction programme). Decrease in deaths of mothers during childbirth and in infant mortality. Educating women on their reproductive rights.</li> </ul>	<ul style="list-style-type: none"> <li>-Introduce Programme on eradication of poverty.</li> <li>-Ensure free and equal primary education.</li> <li>-Extension of women's rights.</li> <li>-Decrease of mother's death in childbirth and infant mortality.</li> <li>-Improve maternity services.</li> <li>-Develop programmes to fight HIV/AIDS.</li> <li>-Improving ecological situation.</li> <li>-Making National Budget gender sensitive.</li> <li>-Implementing regional programmes (till 2010) on financial support to unemployed women.</li> </ul>

Source: National responses to the UN/DAW questioner.