



6th European Ministerial Conference on Equality between Women and Men

Stockholm, 8 and 9 June 2006



Strasbourg, 6 April 2006

MEG-6 (2006) 2 prov 6

Human rights and economic challenges in Europe - gender equality

Draft Resolution

**Achieving gender equality: a challenge for human
rights and a prerequisite for economic
development**

Draft Resolution

Achieving gender equality: a challenge for human rights and a prerequisite for economic development

1. **The Ministers of the States participating in the 6th European Ministerial Conference on Equality between Women and Men (Stockholm, 8-9 June 2006):**
2. *recalling* that the core objective of the Council of Europe is preserving and promoting human rights, democracy and the rule of law and that all its activities must contribute to this fundamental objective;
3. *recalling* that the *Declaration on Equality of Women and Men* of the Committee of Ministers of the Council of Europe of 16 November 1988 affirmed that equality between women and men is an integral part of human rights and that sex-related discrimination is an impediment to the enjoyment and exercise of human rights and fundamental freedoms and an obstacle to their recognition;
4. *recalling* the commitments undertaken by the member states of the Council of Europe in the framework of the *European Convention on Human Rights* (1950);
5. *welcoming* the adoption of the *Council of Europe Convention on Action against Trafficking in Human Beings* and its opening for signature on the occasion of the 3rd Summit of the Heads of State and Government of Council of Europe Member States in Warsaw on 16 May 2005;
6. *recalling* the *European Social Charter*, adopted in 1961 and revised in 1996, which guarantees social and economic human rights as well as their enjoyment without discrimination on the grounds of sex;
7. *reaffirming* the principles and standards laid down in the following recommendations adopted by the Committee of Ministers: *Recommendation No. R (90) 4 on the elimination of sexism from language; Recommendation No. R (96) 5 on reconciling work and family life; Recommendation No. R (98) 14 on Gender mainstreaming; Recommendation No. R (2000) 11 on action against trafficking in human beings for the purpose of sexual exploitation; Recommendation Rec(2002)5 on the protection of women against violence; Recommendation Rec(2003)3 on balanced participation of women and men in political and public decision making;*
8. *reaffirming* the commitments undertaken during the five previous European Ministerial Conferences on Equality between Women and Men;
9. *welcoming* the *Declaration and Action Plan* adopted during the 3rd Summit of the Council of Europe (Warsaw, 16-17 May 2005) where Heads of State and Government of the Council of Europe Member States:
 - stressed that equal participation of both women and men is a crucial element of democracy and confirmed their commitment to achieving real equality between women and men in all spheres of society;
 - confirmed their commitment to strengthening gender mainstreaming in national policies;
 - reaffirmed their commitment to eradicating violence against women, including domestic violence;
 - firmly condemned trafficking in human beings;

10. *recalling* the *United Nations Convention on the Elimination of All Forms of Discrimination Against Women* (CEDAW) and its Optional Protocol of 10 December 1999, *reaffirming* the *Beijing Declaration and Platform for Action* adopted at the United Nations 4th World Conference on Women (September 1995) as well as the "*Beijing +5*" *Political Declaration and Outcome Document* adopted at the Special Session of the United Nations General Assembly (June 2000) and the Declaration issued by the Commission on the Status of Women in its 49th session on the occasion of the tenth anniversary of the 4th World Conference on Women ("*Beijing +10*"), (March 2005) and *recalling* the internationally agreed development goals including those contained in the United Nations Millennium Declaration;
11. *recalling* the instruments of the European Union concerning gender equality;
12. *noting* that despite positive and significant achievements in Council of Europe member states in the field of equality between women and men, in both legislation and policy making, *de facto* gender equality remains an on-going challenge;
13. *concerned* by the persistent lack of an effective integration of a gender perspective in national and international policies in many fields and by the fact that gender equality continues to be an isolated issue, unconnected to other policies and fields of activities;
14. *recognising* that the lack of a gender perspective in policies and measures hinders reaching gender equality in terms of results;
15. *recalling* that women's educational results and other qualifications and training are not always reflected in their position in the labour market, that their unemployment rate is often higher than men's and their old age pensions often lower and that this contributes to the feminisation of poverty and to their social exclusion;
16. *noting* that the unpaid work in the private and social spheres is mostly carried out by women, often to the detriment of their professional and personal development as well as their participation in political and public life and in decision-making;
17. *noting*, with grave concern, that women and girls are often exposed to serious forms of violence such as domestic violence, sexual harassment, rape, forced marriage, killings in the name of honour, genital mutilation and trafficking in human beings;
18. *noting* that violence against women, over and above the personal and social consequences, has a high economic cost;
19. *noting* that, in accordance with *United Nations Resolution 1325 (2000) on Women, Peace and Security*, there is also a need to address the fact that violence against women and sexual abuse are used systematically as a weapon by parties in conflict;
20. *noting* that while women are often key actors and contributors in conflict and post-conflict communities, they are too often excluded from the formal processes of peace building, peace keeping and decision making;
21. *convinced* that lasting and sustainable peace and growth can not be achieved when half of the population is not included in the rebuilding of conflict-torn societies and in decision-making processes;

-
22. *convinced* that gender equality can only be achieved by women and men working together, sharing equally family responsibilities and participating equally in political, public and professional life;
23. *convinced* that although men have been progressively more involved in promoting gender equality over the past years, their participation is still far from being sufficient;
24. *convinced* on the need to fully use women's competences and skills and that to neglect them is a waste of resources and minimises social and economic development;
25. *bearing in mind the Programme of Action of the International Conference on Population and Development* (Cairo, September 1994) and *convinced* that the current challenges (social inclusion, ageing population, migratory flows and those related to globalisation) that Europe is facing today cannot be properly addressed without integrating a gender perspective in all policies and measures adopted;
26. *considering* that *de facto* gender equality can only be achieved through the economic empowerment of women and that the adoption of specific gender equality policies and measures and an efficient use of gender mainstreaming, including gender budgeting and of tools like gender analysis and sex-disaggregated data could lead to a fairer distribution of resources between women and men;
27. *convinced* that neglecting women's competences and contributions has a high economic cost;
28. *considering* that one of the main goals of any democratic society must be to achieve a *de facto* gender equality which is an integral part of human rights, a fundamental criterion of democracy and a prerequisite for economic development;
29. *bearing in mind* that there can be no sustainable economic development without the full participation of women, which is a factor of economic development and progress, and therefore
30. **Recommend the Committee of Ministers of the Council of Europe** to take all the necessary measures for the achievement of the objectives set out in this Resolution, and in particular:
- a. *to undertake* actions to assess the cost of the lack of gender equality in different fields;
 - b. *to encourage* the full use of gender analysis and sex-disaggregated data to implement the gender mainstreaming strategy, including gender budgeting, in order to achieve *de facto* gender equality;
 - c. *to continue* its action for the progressive implementation of gender mainstreaming in all programmes and activities within the Council of Europe, in co-operation with other bodies and steering committees;
 - d. *to encourage* member states to take the necessary measures for a full involvement of men in the achievement of equality between women and men and to pursue the Council of Europe's activities in this field;
 - e. *to adopt* a new Declaration on Equality between Women and Men related to achieving *de facto* gender equality;

-
- f. *to encourage* member states to sign and ratify the *Council of Europe Convention on Action against Trafficking in Human Beings* for its rapid entry into force, and encourage them to participate actively in the Council of Europe *Campaign to Combat Trafficking in Human Beings*;
 - g. *to adopt* the *Recommendation on Gender Equality Standards and Mechanisms*, the *Recommendation on the Role of Women and Men in Conflict Prevention and Resolution and in Peace Building* and the *Recommendation on Gender Mainstreaming in Education*;
 - h. *to start preparing* a recommendation on gender budgeting;
 - i. *to continue monitoring* implementation of *Recommendation Rec(2002)5 on the protection of women against violence* and *Recommendation Rec(2003)3 on balanced participation of women and men in political and public decision making*;
 - j. *to support and participate* in the work of the *Task Force to Combat Violence against Women, including Domestic Violence* and encourage member states to participate actively in the Council of Europe's *Campaign to Combat Violence against Women, including Domestic Violence* ;
 - k. *to enhance* co-operation with other international intergovernmental organisations for achieving gender equality;
 - l. *to encourage* co-operation with non-governmental organisations, social partners and other representatives of civil society with a view to establishing a strategic partnership aimed at achieving *de facto* gender equality.
31. **Agree on the strategies for achieving gender equality** set out in the Appendix to this Resolution and encourage governments and all institutions and groups concerned to implement these strategies.

Draft Appendix to the Resolution

Strategies for Achieving Gender Equality

I. Gender equality as an integral part of human rights in a democratic society

A. Legal framework and gender equality policies

1. Governments are invited to:
 - a. ratify all relevant international legal instruments concerning gender equality;
 - b. review, where necessary, national legislation in order to include gender equality as an integral part of human rights;
 - c. adopt or review, wherever necessary, national legislation in order to eliminate any direct or indirect discrimination on the grounds of sex;
 - d. adopt national action plans on gender equality;
 - e. adopt and promote a twin-track strategy for implementing gender equality by applying both specific gender equality policies and measures, and gender mainstreaming in all policies and programmes.

B. Implementation and monitoring of legislation and gender equality policies

1. Governments are invited to:
 - a. fully implement at national level the standards contained in the relevant international instruments concerning gender equality;
 - b. fully implement national legislation on gender equality;
 - c. fully implement national action plans on gender equality;
 - d. monitor the implementation of gender equality legislation and action plans through monitoring bodies within the government structures or outside these structures at the highest level;
 - e. assess the gender impact of legislation;
 - f. support and provide resources to NGOs to facilitate their various activities aimed at achieving the goals set in gender equality legislation and policies;
 - g. ensure that private enterprises implement gender equality principles and standards;
 - h. ensure the participation of central, regional and local public administration, parliamentarians, social partners, researchers and NGOs in the discussion and monitoring of the effective implementation of gender equality legislation and policies;
 - i. promote and support training on gender equality and gender mainstreaming addressed to strategic target groups, in particular government officials, civil servants and other actors.
2. Non-Governmental Organisations (NGOs) are invited to:
 - a. inform and raise awareness on gender equality legislation in order to facilitate its effective implementation;

- b. inform and raise awareness on the measures and policies to achieve *de facto* gender equality
- c. undertake activities contributing to the effective implementation of the gender equality principle.

C. National institutional mechanisms

1. Governments are invited to:
 - a. set up national institutional mechanisms for gender equality at the highest political level: whether it be the national co-ordinating unit within the government or the units/focal points within ministries and other government departments as well as within regional and local structures;
 - b. ensure an effective functioning of institutional mechanisms for gender equality by providing them with a clear mandate, well-defined functions and responsibilities and the necessary human and financial resources to enable them to fulfil their mandate;
 - c. recognise and support the key role which the institutional mechanisms for gender equality play in the development of gender expertise, methods, tools and instruments for implementing and monitoring equality policies and gender mainstreaming;
 - d. facilitate the creation of sound partnerships between the institutional mechanisms for gender equality and civil society, in particular, women's and human rights NGOs, the media, the research community and other relevant social actors;
 - e. facilitate the creation of networks with similar institutions in other countries and international and regional organisations to exchange information, good practices and technical expertise.
2. Non-Governmental Organisations (NGOs) are invited to:
 - a. co-operate closely with institutional mechanisms for gender equality in the definition, implementation and monitoring of gender equality legislation and policies;
 - b. assist gender equality institutional mechanisms in campaigns to promote gender equality.

D. Protection of women against violence

1. Governments are invited to:
 - a. adopt and implement all the measures contained in *Recommendation Rec(2002)5 of the Committee of Ministers to member states on the protection of women against violence*;
 - b. adopt or revise national legislation, wherever necessary, in order to criminalise the different forms of violence against women and establish adequate penalties and sanctions for these criminal offences;
 - c. adopt national action plans to combat violence against women and monitor their implementation;
 - d. adopt legislative, or other measures as may be necessary, to assist victims of all forms of violence against women in their physical, psychological and social recovery, in particular through providing them appropriate and secure accommodation, necessary medical treatment; counselling and information as regards their legal rights and the services available to them as well as assistance

-
- to enable their rights and interests to be presented and considered at appropriate stages of criminal proceedings against offenders;
- e. set up and support institutions or bodies working with victims or perpetrators and allocate them adequate resources;
 - f. provide the perpetrators with the necessary support for positive change (support groups, rehabilitation programmes, etc);
 - g. promote balanced participation of women and men in the judiciary, including public prosecution, as well as in law enforcement bodies, to facilitate a gender-sensitive approach to victims;
 - h. carry out research on the economic cost of violence against women in the health system (medical care, psychological treatment, etc) as well as for enterprises (absenteeism, less productivity at work, etc) and take it into account when allocating resources to combat violence against women;
 - i. organise systematic collection of standardised data on the different forms of violence against women. These data should be collected by the different professionals involved, in particular the police and healthcare services;
 - j. encourage men to participate actively in combating all forms of violence against women;
 - k. launch national campaigns to combat all forms of violence against women in order to raise awareness on the problem and its possible solutions;
 - l. organise specialised trainings for professionals in contact with victims of violence against women (eg police, medical professionals, judicial officials, etc);
 - m. co-operate with non-governmental organisations, other relevant organisations or other representatives of civil society engaged in protecting victims of violence against women.
2. Non-Governmental Organisations (NGOs) are invited to:
- a. raise awareness of the different forms of violence against women;
 - b. co-operate with institutional mechanisms for gender equality and other governmental and non-governmental bodies engaged in combating violence against women;
 - c. support and provide emergency assistance to victims of violence against women.
3. Media are invited to:
- a. draw up a code of conduct for media professional on the way news concerning violence against women is portrayed;
 - b. raise awareness of the different forms of violence against women and its serious consequences for the victims and society as a whole;
 - c. portray women and men in the media in a balanced and non-stereotyped way with full respect for their human dignity.

E. Action against trafficking in human beings: prevention, protection and prosecution

1. Governments are invited to
- a. adopt and implement all the measures contained in the *Council of Europe Convention on Action against Trafficking in Human Beings*;
 - b. adopt all necessary measures for preventing trafficking in human beings, protecting the human rights of the victims and prosecuting the traffickers;
 - c. adopt all necessary measures to assist victims of trafficking in human beings in their physical, psychological and social recovery;

- d. adopt or revise national legislation, wherever necessary, in order to criminalise trafficking in human beings as a specific criminal offence;
 - e. launch campaigns to raise awareness on trafficking in human beings and on measures to be adopted at national, regional and local levels;
 - f. co-operate with NGOs in establishing partnerships aimed at preventing trafficking in human beings and protecting its victims
 - g. co-operate on a regional basis to strengthen action against trafficking in human beings;
 - h. increase co-operation between countries of destination and countries of origin regarding safe return and reintegration of victims in society.
2. Non-Governmental Organisations (NGOs) are invited to:
 - a. raise awareness on trafficking in human beings and participate in national campaigns to combat trafficking in human beings;
 - b. develop projects, in co-operation with state authorities, public officials and other relevant organisations and members of civil society, to protect the rights of the victims of trafficking in human beings.
3. Media are invited to:
 - a. promote measures aimed to protect the private life and identity of the victims of trafficking in human beings through self-regulation or through regulatory or co-regulatory measures;
 - b. raise awareness of the problem of trafficking in human beings, in particular on the different ways of recruiting its victims and on its severe consequences for the victims and society as a whole;
 - c. portray women and men in the media in a balanced and non-stereotyped way with full respect for their human dignity.

F. *Balanced participation of women and men in decision making*

1. Governments are invited to:
 - a. adopt and implement all measures contained in *Recommendation Rec(2003)3 of the Committee of Ministers to members states on balanced participation of women and men in political and public decision making*;
 - b. adopt programmes to encourage women's participation in politics;
 - c. adopt legislative, or other measures as may be necessary, to ensure balanced participation of women and men among candidates and elected representatives in national, regional and local elections;
 - d. adopt programmes to encourage women and men to share equally the responsibilities and benefits of paid and unpaid work and in particular home and family responsibilities;
 - e. ensure the collection and dissemination of sex-disaggregated data for monitoring and evaluating balanced participation of women and men in decision-making.
2. Non-Governmental Organisations (NGOs) are invited to:
 - a. raise awareness of the need to promote balanced participation of women and men in decision making;
 - b. adopt measures for establishing balanced participation of women and men in their decision-making bodies.

3. Media are invited to:
 - a. adopt measures in order to combat the stereotypes of women leaders in the media, in particular in relation to women politicians, and treat women and men politicians in the same way;
 - b. encourage media professionals to ensure that women and men candidates and elected representatives receive equal visibility, especially during election periods;
 - c. promote balanced participation of women and men in decision-making positions in the media, in particular in management, programming and regulatory bodies;
 - d. support training and awareness-raising for students of journalism and media professionals on questions linked to gender equality and how to avoid sexist stereotypes and sexism.

II. Gender analysis and gender budgeting: tools for economic development

A. Sex-disaggregated statistics and gender research

1. Governments are invited to:
 - a. ensure the systematic collection and dissemination of sex-disaggregated data in all fields by the national statistics offices or bodies;
 - b. take into account these sex-disaggregated data when planning, developing and implementing national, regional and local policies in the different fields of action;
 - c. initiate and support gender research in different fields and support the dissemination of relevant information and knowledge-sharing to provide policy decision-makers with the necessary tools and indicators to introduce a gender perspective in the different policies;
 - d. encourage all actors in the labour market to use these sex-disaggregated data when making its strategy planning.

B. Gender analysis and gender budgeting

1. Governments are invited to:
 - a. use gender analysis in their planning and policies in order to improve the economic effectiveness of the measures adopted (better targeting of inputs) and the services for citizens (the customer/client focus is clearer);
 - b. make a gender analysis of the different policy measures in order to assess their impact on women and men and their contribution to the achievement of gender equality;
 - c. introduce a gender perspective in the budgetary process at national, regional and local levels;
 - d. adopt measures for encouraging ministries, in particular the ministry of finance, to include a gender perspective when planning and preparing the national budget;
 - e. set up inter-ministerial expert groups to facilitate the introduction of a gender perspective in the budget of the different sectors;
 - f. make a gender impact assessment of budgets;
 - g. disseminate information on gender budgeting among the different actors involved in the preparation, adoption and implementation of public budgets (eg widely distribute the Council of Europe's *Report on Gender Budgeting*);
 - h. provide training on gender mainstreaming and gender budgeting for public officials.

2. Non-Governmental Organisations (NGOs) are invited to:
 - a. raise awareness on the need to introduce a gender perspective in the budgetary process in order to increase the economic effectiveness of budgets and to reach a fair distribution of resources;
 - b. introduce a gender perspective in their own budgets.

C. Women and men in the economy

Governments are invited to adopt and implement all the measures contained in the *European Social Charter* (1961) and the *Revised European Social Charter* (1996) which guarantee, without discrimination on the grounds of sex, the enjoyment of the social and economic rights set forth in the Charter.

Women and men in the labour market

1. Governments are invited to:
 - a. adopt measures and develop programmes aimed at promoting the participation of women in the labour market;
 - b. adopt measures to ensure equal opportunities for women and men in the labour market;
 - c. give priority to the implementation of the principle of equal pay for equal work and work of equal value and develop policies and instruments to assist private and public enterprises in monitoring and reducing the pay gap;
 - d. promote and support women's self-employment and business creation;
 - e. promote the diversification of women's and men's professional choices by career guidance and training with a view to abolishing gender segregation in the labour market, and in particular to end the predominance of women in low-paid employment;
 - f. provide, where necessary, special training programmes for unemployed women and women entering or re-entering the labour market, in particular programmes on information and communication technologies;
 - g. combat multiple discrimination to which women fall victim in the labour market;
 - h. adopt measures to prevent and combat gender-based harassment at work and protect the victims of such harassment;
 - i. encourage equal participation of women and men in corporate decision-making processes and ensure equal promotion opportunities for women and men, including equal access to training designed to provide preparation for higher-level positions;
 - j. encourage enterprises and associations to ensure balanced participation of women and men in their decision-making bodies;
 - k. raise awareness and encourage social partners to implement policies and practices for gender equality in their respective organisations;
 - l. support programmes initiated by the social partners to promote balanced participation of women and men in positions of responsibility and decision-making, within their own ranks and in the context of collective bargaining.
2. Public and private enterprises are invited to:
 - a. promote a gender balance among their employees;
 - b. fully combat gender-based harassment at work;

- c. integrate and promote gender equality as part of their corporate culture and as a crucial aspect of their social responsibilities;
 - d. promote the balanced participation of women and men in their decision-making bodies;
 - e. ensure effectively the implementation of the principle of equal treatment for women and men as regards access to employment, vocational training and promotion and in all working conditions, by setting up a monitoring framework.
3. Social Partners (trade unions and employers associations) are invited to:
- a. contribute to the implementation of gender equality legislation, in particular in the labour market;
 - b. identify and prevent direct and indirect discrimination on the grounds of sex in collective bargaining agreements;
 - c. support gender equality in employment and in enterprises and assist victims of discrimination in the labour market.
4. Media are invited to:
- a. contribute to giving a non-stereotyped image of women and men in the labour market and in private life;
 - b. raise awareness on the contribution of women to development and economic growth.

Reconciliation of professional and family life

1. Governments are invited to:
- a. implement all the measures contained in *Recommendation No. R (96) 5 of the Committee of Ministers to member states on reconciling work and family life*;
 - b. encourage the equal sharing of responsibilities between women and men in the private sphere;
 - c. adopt legislative and other measures to facilitate equal possibility for parents to obtain parental leave to take care of their child.
 - d. consider adopting legislative measures allowing fathers to take non-transferable paternity leave;
 - e. encourage public and private enterprises to promote the possibility for parents, in particular for fathers, to take parental leave;
 - f. support the creation of accessible, affordable and quality childcare services and care services for dependants;
 - g. take specific measures to give the necessary support to single-parent families and/or those in charge of dependants;
 - h. promote activities aimed at raising awareness and disseminate information on the reconciliation of professional and family life among the general public and employers.
2. Public and private enterprises are invited to:
- a. promote the possibility for parents, in particular for fathers, to take parental leave;
 - b. set up or subsidise childcare facilities for their employees;
 - c. promote types of work organisation which facilitate the reconciliation of professional and family life for both women and men.

3. Social partners (trade unions and employers organisations) are invited to:
 - a. introduce a gender perspective in collective bargaining, including tools and positive actions for the reconciliation of professional and family life.
- 4.. Media are invited to:
 - a. contribute to giving a non-stereotyped image of women and men in the labour market and in private life.

Consequences of inequalities in the labour market

1. Governments are invited to:
 - a. carry out research on the economic and social consequences of the gender inequalities in the labour market, in particular lower levels of social protection and lower pensions for women which lead to the feminisation of poverty and to the social exclusion of women;
 - b. adopt measures to combat the gender inequalities in the labour market such as horizontal and vertical gender segregation, gender pay gaps, discrimination of part-time workers, and their adverse consequences for women;
 - c. promote research and collect data on the unpaid work carried out by women and men in the private and social spheres and ensure social protection for these unpaid workers;
 - d. integrate include a gender perspective in the creation, follow-up and evaluation of policies and programmes aimed at fighting poverty and promoting social inclusion through work, in particular for migrant women, disabled women, women belonging to national minorities, women heads of single-parent families and elderly women.
2. Non-Governmental Organisations (NGOs) are invited to:
 - a. raise awareness of the economic and social consequences of the inequalities in the labour market, in particular lower levels of social protection and lower pensions for women which lead to the feminisation of poverty and to the social exclusion of women;
 - b. raise awareness on the need to make the most of women's competences and skills and that to neglect them is a waste of resources and minimises the social and economic development.