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Key trends on gender equality across the ECE region**Regional review of progress: achievements and challenges in promoting gender equality in the ECE region by country****Note by the secretariat^{1,2}***Summary*

The Economic and Social Council in its resolution 2018/8 called upon States to undertake comprehensive national-level reviews of the achievements made and challenges affecting the implementation of the Beijing Declaration and Platform for Action, as well as the full realization of the 2030 Agenda for Sustainable Development from a gender perspective. It further noted the relevance of the regional reviews and the outcomes of the regional level intergovernmental processes in the preparation of the “Beijing+25” global review which will take place at the sixty-fourth session of the Commission on the Status of Women.

This document highlights, by country, selected achievements and challenges in terms of gender equality since the last regional review in 2014 as outlined in the national responses to a United Nations questionnaire. It complements document ECE/AC.28/2019/3, which summarizes regional trends and policy developments in advancing the agenda for gender equality and the empowerment of women.

¹ This note has been prepared by the United Nations Economic Commission for Europe (ECE) in cooperation with the United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) Regional Office for Europe and Central Asia.

² This document was scheduled for publication after the standard publication date owing to circumstances beyond the submitter's control.



Introduction

1. This document presents an overview of ECE member States' achievements and challenges in the implementation of the Beijing Platform for Action and the 2030 Agenda for Sustainable Development from a gender perspective by country. It complements the Regional synthesis report (ECE/AC.28/2019/3).

2. This report is based on the responses of ECE member States to the United Nations questionnaire included in the Guidance Note³ for the preparation of the national-level reviews. It includes the issues prioritized in the national responses, without fully reflecting the richness of the country reports which are posted on the ECE website.⁴

3. The achievements and challenges by country are presented in the Table below, following the structure of the United Nations questionnaire in six overarching dimensions: Dimension 1 - Inclusive development, shared prosperity and decent work; Dimension 2 - Poverty eradication, social protection and social services; Dimension 3 - Freedom from violence, stigma and stereotypes; Dimension 4 - Participation, accountability and gender-responsive institutions; Dimension 5 - Peaceful and inclusive societies; and, Dimension 6 - Environmental conservation, protection and rehabilitation.

³ The Guidance Note can be found at:
www.unece.org/fileadmin/DAM/Gender/documents/Beijing_25/18-359nve_Annex_1_-_Guidance_note_English_ANNEX.pdf.

⁴ Available at: www.unece.org/gender.

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Albania		
Dimension 1		
<i>Property rights</i>	2018 Law on Notary established presumption of spousal co-legal ownership; Law on Cadastre provides for joint spousal property registration	8% of women own land
<i>Gender pay gap</i>		Pay gap increased from 6.3 to 10.5%
Dimension 2		
<i>Health care</i>	2015: clinical guidelines on safe abortion and breast cancer screenings issued	
<i>Social protection</i>		Women's retirement age set to equal men's by 2056.
Dimension 3		
<i>Law and policy</i>	2018 amendments extend emergency protection orders to victims of intimate partner violence National strategy for the control of small arms and light weapons addresses the use of firearms in domestic violence situations 2015 amendments to Labour Code require employer mechanisms on sexual harassment	
<i>Protection and multi-sectoral services</i>	First 24/7 sexual violence crisis center established Registry established for protection orders	
<i>Harmful practices</i>		Femicide, honour crimes, early and forced marriage and forced sex-selective abortions persist
<i>De facto situation</i>		2018: 33.7% of ever-partnered women experienced domestic violence in last 12 months; for women 18-24: 55.8%
Dimension 4		
<i>Gender equality policy</i>	National Strategy on Gender Equality and Action Plan 2016-2020 Gender Equality Local Action Plans 2018-2020	
<i>Political participation</i>	Women comprise historic 29.3% of Parliamentary deputies and 8 out of 14 ministers Quota requires 50% women in municipal election party lists	Women comprise 9 out of 61 mayors
<i>Gender-responsive budgeting</i>	Gender responsive budgeting incorporated into national and local finance strategies	
Dimension 5		
<i>Women, peace and security</i>	2018 National Action Plan on UNSCR Resolution 1325 First time integration of women into UN and NATO military missions	Women 13% of military personnel

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Andorra		
Dimension 1		
<i>Labour participation</i>	2019: Anti-discrimination law covering gender discrimination in employment	
<i>Gender pay gap</i>		Pay gap: 21%
Dimension 2		
<i>Healthcare</i>		Abortion criminalized except to save the life of the mother
Dimension 3		
<i>Law and policy</i>	2015 Law combating gender-based and domestic violence 2016: National Commission on the Prevention of Gender-based and Domestic Violence 2017 Anti-human trafficking law	
Dimension 4		
<i>Gender equality policy and machinery</i>		No national gender equality policy No national gender machinery in place
Dimension 5		
<i>Women, peace and security</i>	2018 law provides temporary international protection on gendered-based grounds	
Armenia		
Dimension 1		
<i>Labour participation</i>	2019 programme provides stipend and job training for young mothers without higher education	
<i>Work/family</i>	2018 "Babysitter" programme formalizes domestic care workers and support for working mothers	
Dimension 2		
<i>Education</i>	Gender equality, sexuality and elimination of violence incorporated into curricula Gender-sensitivity trainings for teachers and administrators	
Dimension 3		
<i>Law and policy</i>	2017 Law on prevention of violence within the family 2014 Law on Identification and Assistance to Victims of Human Trafficking and Exploitation	
<i>Harmful practices</i>	Sex-selective abortions made an administrative offence	Newborn sex ratio: 110 boys/100 girls

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
<i>Protection and multi-sectoral services</i>	Protocols established on protection and services for victims of human trafficking and domestic violence	
Dimension 4		
<i>Gender equality policy</i>	2015 Annual Action Plan on the implementation of the “Law on Guaranteeing Equal Rights and Opportunities for Women and Men”	
<i>Political participation</i>	Increase in Electoral Code quotas by 10%	
Dimension 5		
	National Action Plan for the implementation of UNSCR 1325, 2019-2021	
Dimension 6		
	Women comprise 60% of the staff of the Ministry of Ecology and 1/3 of management positions	
Austria		
Dimension 1		
<i>Labour participation</i>	Special programme for integrating migrant women into labour market Three-year project to reintegrate violence-affected women into the labour market using first social impact bond	
<i>Gender pay gap</i>		2017 pay gap: 19.9%
<i>Parental leave</i>	Tax incentives and allowances foster childcare sharing; reduce burden for low-income and single parents 2017 Act on Childcare provides partnership bonus for parents taking equal amounts of leave Adoptive and same-sex fathers have four-week unpaid parental leave 2016 Maternity Protection Act amendment provides leave for freelance workers	
Dimension 2		
<i>Healthcare</i>	2017 Action Plan on Women's Health	
<i>Education</i>	Diversity-focused gender competence required for teachers	
<i>Social Protection</i>	2017 Social Security Act amendment created higher pension equalization supplement	Women's pension 40-50% below men's
Dimension 3		
<i>Law and policy</i>	Criminalization of: violations of the right to sexual self-determination, cyber-bullying and forced marriage National Strategy for Violence Prevention in Schools 2014-2016, targeting sexual violence and cyber-bullying	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
<i>Protection and multi-sectoral services</i>	Specialized counselling for gender-based violence victims with disabilities	
Dimension 4		
<i>Political participation</i>		2018 percentage of women mayors: 8.3%
<i>Private sector</i>	2017 Act: 30% quota for women on boards of publicly traded companies and companies with 1000+ employees	2019 percentage of women on supervisory boards of top 200 companies: 18.5% on executive boards/management of top 200 companies: 8.4%
Dimension 5		
	National Action Plan for the Implementation of UNSCR 1325	
Azerbaijan		
Dimension 1		
<i>Entrepreneurship</i>	Ministry of Economy established three women's business incubators, one on ICT	Incubators supported traditionally gendered occupations
Dimension 2		
<i>Healthcare</i>	Seven peri-natal centres established	
<i>Education</i>	Women and girls almost achieved parity in the educational system	
Dimension 3		
<i>Law and policy</i>	2016: Long-term protection orders introduced into the Civil Procedure Code	No national policy document on violence against women
Dimension 5		
<i>Women, peace and security</i>	National Action Plan for the Implementation of UNSCR 1325 2016-2017	
Belarus		
Dimension 1		
<i>Labour participation</i>	2016 Employment Act provides free vocational training and grants for mothers with children under the age of three	Women comprise 17% of highly qualified specialists in science and research
<i>Gender pay gap</i>		Pay gap: 27.3%
<i>Work/family</i>		Women spend almost twice as much time on household tasks as men
Dimension 2		
<i>Social protection</i>	No gender pension gap Reduced contributory period for socially vulnerable women who provide long-term care	Different retirement ages for women and men
Dimension 3		
<i>Law and policy</i>		No law on combating domestic violence; no data collected on violence against women

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
<i>Protection and multi-sectoral services</i>	Domestic violence victims have access to temporary shelter; perpetrator programmes piloted in 2015 National referral mechanism for trafficking victims launched in 2015 provides free assistance	
Dimension 4		
<i>Gender equality policy</i>	National Action Plan for Gender Equality 2020	
<i>Political participation</i>	Women comprise 32.5% of Parliament and 48.2% of local councils	
Belgium		
Dimension 1		
<i>Labour participation</i>		40.5% of employed women work part-time (9.4% for men)
<i>Parental leave</i>	2018: 1/10 time reduction for parental leave adopted	
Dimension 2		
<i>Healthcare</i>	2018: Abortion decriminalized Specialized healthcare for female asylum seekers	
<i>Social protection</i>	2014: Domestic workers accorded social security	
Dimension 3		
<i>Law and policy</i>	2016: Istanbul Convention ratified National Action Plan on Combating Gender-based Violence 2015-2019 2014: Criminalization of sexist harassment in public 2018: Medical confidentiality lifted in cases of honour-related and customary forms of violence	
<i>Protection and multi-sectoral services</i>	Three sexual violence crisis centres	
Dimension 4		
<i>Gender mainstreaming</i>	Adoption of federal and entity gender mainstreaming legislation	
<i>Political participation</i>	Women comprise 42% of federal legislature	
Dimension 5		
<i>Women, peace and security</i>	Contribution to overseas assistance on women, peace and security	
<i>Inclusion</i>	Married mothers automatically recognized as parents without adoption proceedings in 2016 Transgender persons can modify civil status without medical procedures in 2018	
Dimension 6		
	Gender is integrated into overseas assistance on risk reduction	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Bosnia and Herzegovina		
Dimension 1		
<i>Rural development</i>		Low levels of women's land-ownership
<i>Parental leave</i>	Paternity rights established in both Entities	
Dimension 2		
<i>Healthcare</i>		Lack of access to quality healthcare in rural areas
<i>Education</i>		Gendered stereotypes in school texts
Dimension 3		
<i>Law and policy</i>	Framework Strategy for the Implementation of the Istanbul Convention 2015-2018	Implementation of domestic violence laws and bylaws a challenge
<i>Media</i>	Code of Audio-visual and Radio Media Services prohibits discriminatory or prejudicial content based on gender	
Dimension 4		
<i>Gender equality policies and mechanisms</i>	Gender Action Plans 2013-2017 and 2018-2022	
<i>Gender responsive budgeting</i>	Gender tracked in budgeting processes	Bosnia and Herzegovina (BiH): 0.05%; Federation of Bosnia and Herzegovina (FBiH): 0.05%; Republika Srpska (RS): 0.04% Women:
<i>Political participation</i>		- BiH Parliament 16.6% - FBiH Parliament 25.5% - RS National Assembly 16.8% Violence against women in politics widespread
Dimension 5		
<i>Law and policy</i>	Action Plan for the Implementation of UNSCR 1325 2018-2022	Women comprise 8% of police structures; 1.3% of the highest managerial positions
	2015: Criminal Code amendment removed use of force from definition of rape as a crime against humanity	
<i>Access to justice</i>	Entity legal amendments regulate the rights of victims of conflicted-related of sexual violence	
Bulgaria		
Dimension 1		
<i>Labour participation</i>	Employment Promotion Act subsidized employers hiring single mothers and mothers with small children	
<i>Parental leave</i>	In 2017 fathers and adoptive fathers granted 15 days paternity leave at 90%	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
<i>Work/family</i>	"Babysitter" programme provides 18 months of childcare while formalizing employment for carers	
Dimension 2		
<i>Social protection</i>		Retirement ages will equalize in 2037
Dimension 3		
<i>Law and policy</i>	2019 National Domestic Violence Prevention and Protection Programme	
Dimension 4		
<i>Gender equality policy and machinery</i>	Gender Equality Act 2016; National Gender Equality Strategy 2016–2020	
<i>Political participation</i>		2018: women <ul style="list-style-type: none"> - 27.1% of Parliament, - 23.8% of the Council of Ministers - 12.8% of the municipal mayors
Dimension 6		
	Women comprise half of management in the Ministry for Environment and Water	
Canada		
Dimension 1		
<i>Gender pay gap</i>	2018 pay equity act covers public and federally regulated private sector employers with 10+ employees; establishes a Pay Equity Commissioner	
<i>Parental leave</i>	2019: five additional weeks provided to partners sharing parental leave	
Dimension 3		
	2017 National Strategy to Prevent and Address Gender-based Violence	
	2016: National Inquiry into Missing and Murdered Indigenous Women and Girls launched	
Dimension 4		
<i>Gender equality machinery</i>	Department for Women and Gender Equality established 2018	
<i>Gender responsive budgeting</i>	2018 Gender Budgeting Act requires gender budgeting in federal processes	
Dimension 5		
	National Action Plan on Women, Peace and Security 2017-2022	
	2018 National Strategy on Countering Radicalization to Violence of the Centre for Community Engagement and Prevention of Violence	
	Feminist International Assistance Policy	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Dimension 6		
	2017 adoption of UNFCCC Gender Action Plan 2018 Gender Equality in Forestry National Action Plan	Extraction industry negatively impacts indigenous women
Croatia		
Dimension 1		
<i>Labour participation</i>		2017 women's employment rate: 58.3%
<i>Parental leave</i>	2017: Parental leave extended to four months	Social environment unsupportive of fathers taking leave
Dimension 2		
<i>Healthcare</i>	Breastfeeding Protection and Promotion Programme	Limited access to healthcare in rural areas, impeding access to abortion
<i>Education</i>		Gender stereotypes in textbooks Women represent 19% of computer science and 25.7% of engineering graduates
<i>Social protection</i>	2019 pension legislation adds working years for mothers for each child	Risk of poverty for single mothers: 47.6%; for elderly women: 34.2%
Dimension 3		
<i>Law and policy</i>	2018: Istanbul Convention ratified National Strategy for Protection against Domestic Violence 2017-2022 2015: Domestic violence criminalized	
<i>Media</i>		High levels of sensationalism, secondary victimization and victim-blaming in the media
Dimension 4		
<i>Gender equality machinery</i>	Robust gender equality machinery	
<i>Political participation</i>	Gender Equality Act sets 40% quota for women on party lists	Women comprise 21% of Parliament
Dimension 5		
<i>Women, peace and security</i>	Same-sex interpreters and gynaecological care at reception centres for asylum seekers	Women comprise 5.11% of peacekeeping operations and missions
<i>Access to justice</i>	2015 Act regulates the rights of victims of conflict-related sexual violence to indemnification and services	
Cyprus		
Dimension 1		
<i>Parental leave</i>	2017 law establishes two weeks of paternity leave	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Dimension 2		
<i>Healthcare</i>	2017 Strategic Plan on Sexual and Reproductive Health, providing free HPV vaccine 2018: Preventing a mother from nursing criminalized 2018: Abortion decriminalized	
<i>Education</i>	2018: National Action Plan on Gender Equality in Education High concentration of women in natural sciences, mathematics and statistics	
Dimension 3		
<i>Law and policy</i>	2017: Istanbul Convention ratified National Action Plan on Prevention and Combating Domestic Violence 2017 Combating Trafficking and Exploitation of Persons and Protecting Victims 2014	
<i>Media</i>		Sexist portrayals of women permeate mass media
Dimension 4		
<i>Gender equality policy and machinery</i>	2014: National Action Plan on Gender Equality 2019-2022 Commissioner for Gender Equality	
<i>Political participation</i>		Women comprise: - 17.86% of the House of Representatives; - 10.26% of mayors - 4.56% of municipal councils. No women elected to the EU Parliament
Dimension 5		
<i>Women, peace and security</i>	First National Action Plan on Implementing UNSCR 1325 2019-2022	
<i>Inclusion</i>	2015: Civil partnership established for same sex couples	
Czech Republic		
Dimension 1		
<i>Gender pay gap</i>		2017 pay gap: 21.1%
<i>Work/Family</i>	Paternity leave entitlement introduced in 2018 for 7 days at 70 %	In 2016, 4.7% of children under 3 in formal childcare
Dimension 2		
<i>Healthcare</i>	Continuous promoting of childbirth-related care options; expansion of midwifery units	Hospitals not following recommended breastfeeding and newborn contact standards

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
<i>Social protection</i>	2018 amendment to Pension Insurance Act raise base assessments Long-term care entitlement introduced of 90 days leave to care for family members	18% pension gap; women's average pension below poverty threshold
Dimension 3		
<i>Law and policy</i>	Action Plan for the Prevention of Domestic and Gender-based Violence 2019-2022, addresses cyber violence	Istanbul Convention not ratified
Dimension 4		
<i>Political participation</i>	Action Plan for Balanced Representation of Women and Men in Decision-making positions 2016-2018	
<i>Gender equality policies and machinery</i>	Government Strategy for Equality of Women and Men 2014-2020	Department of Gender Equality relocated three times to different ministries
Dimension 5		
	Action Plan on the Implementation of UNSCR 1325 2017-2020	
Denmark		
Dimension 1		
<i>Parental leave</i>		Fathers take 1/10 of total leave.
Dimension 2		
<i>Healthcare</i>	2018: initiative on individually tailored birthplans with outreach to vulnerable pregnant women	
<i>Education</i>	2017: introductory period for upper secondary students launched to open up their mindsets regarding their initial subject preferences	
Dimension 3		
<i>Law and policy</i>	National Action Plan to combat psychological and physical violence in close relationships (2019-2022) covers dating and intimate partner violence, stalking and digital harassment Temporary restraining orders for stalking and specialized counselling for stalking victims National Action Plan for the prevention of honour-related conflicts and social control 2017-2020 Marriage of minors abolished	
Dimension 4		
<i>Gender equality laws and policies</i>	2019 Action Plan on Gender Equality	
Dimension 5		
<i>Women, peace and security</i>	National Action Plan on UNSCR 1325 (2019-2021) Support to efforts to combat SGBV in conflict-affected areas	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Estonia		
Dimension 1		
<i>Gender pay gap</i>		2017 pay gap: 25.6%
<i>Parental leave</i>	2017: Paternity leave extended from 10 to 30 days	
Dimension 3		
<i>Law and policy</i>	2017: Istanbul Convention ratified Strategy for Preventing Violence 2015-2020 2017: Stalking, FGM and forced marriage criminalized	
Dimension 4		
<i>Political participation</i>	2016: First female President	Women comprise 29% of Parliament; 3 of 15 Members of Government; 1 of 15 mayors
<i>Private sector</i>	Gender quotas for management boards of banking, investment and securities institutions	
Dimension 5		
	National Action Plan on Women, Peace and Security 2015-2019	
Finland		
Dimension 1		
<i>Gender pay gap</i>	The Equal Pay Programme 2016-2019	
<i>Parental leave</i>	Flexible parental care allowance enables either parent to work part-time	Parental leave reform efforts interrupted
Dimension 2		
<i>Healthcare</i>	National Programme for Promoting Breastfeeding 2018-2022 Programme for promotion of sexual and reproductive health and rights encompasses care at birth, sexuality education, free contraception for youth	
<i>Education</i>	2015 Guide for Gender Equality in Primary Education	
Dimension 3		
<i>Law and policy</i>	Istanbul Convention Action Plan 2018-2021 2019 Child Custody Act amendment considers domestic violence in custody and right of access decisions 2019 law abolished marriage of minors dispensations 2016 Act on Victim Surcharge channels charges from offenders to victim support organizations	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Dimension 4		
<i>Gender equality policy and machinery</i>	Gender Equality Plan requires employers' internal gender equality plans and pay surveys	
<i>Political participation</i>	Women comprise historic 46% of Parliament; 39% in municipal councils	Executive power in municipalities remains largely male
Dimension 5		
	2017: Overseas development assistance focused on gender equality 61%	
Dimension 6		
	Ministry of the Environment adopted Equality Plan 2018-2021 mainstreamed with the SDGs 2017 Midterm Climate Policy Plan: organized equality impact assessment trainings	75% of energy workforce is male
France		
Dimension 1		
<i>Labour participation</i>	Gender Equality Index requires pay transparency for companies with 250+ employees, with sanctions	
<i>Entrepreneurship</i>	Framework agreement between state and savings banks 2018-2020 to support women entrepreneurs	
<i>Gender wage gap</i>		Wage gap: 24%
<i>Work/family</i>	2019: Paid maternity leave extended for freelance and agricultural workers	
Dimension 2		
<i>Healthcare</i>	National Strategy on Sexual Health 2017-2020 Impeding access to abortion criminalized in 2017 and abolition of reflection period	
Dimension 3		
<i>Law and policy</i>	5th Action Plan on Combating Violence against Women 2017-2019 Criminalization in 2016 of transmission of sexual images without consent 2018: Sexual harassment criminalized	
<i>Protection and multi-sectoral services</i>	24/7 hotline for violence and harassment in public transport	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Dimension 4		
<i>Political participation</i>	2017: Women comprised 38.65% of the legislature; 8 of 16 ministries; 10 of 20 secretaries of state 2014 Law on Real Equality between Women and Men established 40 % quota for state nominations	
<i>Media</i>		Women make up 27% of experts
Dimension 5		
	Feminist diplomacy 2016 asylum law amendments provide temporary stay for women victims of family violence and recognizes gender-based grounds for asylum	
Dimension 6		
	Gender, climate and biodiversity focal point appointed to Ministry of Ecological Transition and Solidarity	
Georgia		
Dimension 1		
<i>Labour participation</i>	2019 amendment to Labour Code defines sexual harassment as unlawful discrimination	2017: 58% of women economically active; 75% of men
<i>Gender pay gap</i>	Methodology adopted for calculating gender pay gap	Women constitute 9% of city council employees; 29% of civil service employees Monthly salary: women 770 GEL; men 1197 GEL
<i>Parental leave</i>		In the private sector, maternity leave is provided at employers' discretion
Dimension 2		
<i>Health</i>	Maternal and New-born Health Strategy 2017-2030	Family planning centres need clinical guidelines
<i>Social protection</i>		Different retirement ages
Dimension 3		
<i>Law and policy</i>	National Action Plan on gender-based violence 2018-2020 FGM, stalking, forced sterilization and forced marriage criminalized Inter-Agency Commission established	Forced and early marriage remain common
<i>Protection and multi-sectoral services</i>	Victims receive free multi-sectoral assistance	
Dimension 4		
<i>Gender equality machinery</i>	Robust institutional mechanisms to advance gender equality at national and local levels	
<i>Sex-disaggregated statistics</i>	2018: Online gender data portal set up	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
<i>Political participation</i>		Women comprise: <ul style="list-style-type: none"> - 15% of Parliament - 13.2 % of city councilors No women governors
Dimension 5		
<i>Women, peace and security</i>	National Action Plan on Women, Peace and Security 2018-2020 focuses on localization	
<i>Inclusion</i>	2014: Comprehensive anti-discrimination law adopted	
Germany		
Dimension 1		
<i>Labour participation</i>	Integration programme supports qualification recognition, language training and coaching for women refugees	
<i>Gender pay gap</i>	2017 Transparency in Wage Structures Act	21% pay gap
<i>Work/family</i>	Act on Better Reconciliation of Family, Care and Work provides for extended short-term absence from work and family caregiver leave Kindergarten placements doubled	
<i>Parental leave</i>	2015: Flexible care allowance established with four additional partnership months	
Dimension 2		
<i>Education</i>	National project promotes study choices free of gender stereotypes	
<i>Social protection</i>	State support for single parents receiving no maintenance from other parent	53% pension gap
Dimension 3		
<i>Law and policy</i>	Criminal Code defines rape based on consent 2017 Prostitution Protection Act ensures protection, sexual self-determination and improved working conditions for sex workers	
<i>Protection and multi-sectoral services</i>	24/7 hotline established in 18 different languages	
Dimension 4		
<i>Gender equality policies and mechanisms</i>		No cross-sectoral policy on gender equality
<i>Political participation</i>		Women's political representation dropped from 37% to 31%
<i>Public sector decision-making</i>	50% quota for women on supervisory boards	
<i>Private sector</i>	Mandatory 30% quota for women on the boards of publicly listed companies	81% of companies fail to present targeted quotas Women comprise 6.1% of private company boards

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Dimension 5		
<i>Women, peace and security</i>	Significant resources dedicated to seven-fold increase in asylum applications and migrant integration	
Hungary		
Dimension 1		
<i>Labour force participation</i>	Job Protection Action Plan 2013-2020 provides employer subsidies to hire women with young children	
	Public sector employment of women increased to 56%	
<i>Work/family</i>	Childcare Fee Extra programme enables women returning to work to receive child home care allowance	
Dimension 3		
<i>Protection and multi-sectoral services</i>	7 shelters, 19 halfway houses, 5 crisis centers established	
Dimension 4		
<i>Gender equality policies and machinery</i>	National Strategy for the Promotion of Gender Equality 2010-2021	
Ireland		
Dimension 1		
<i>Labour participation</i>	2014 Civil Service Renewal Plan to improve gender balance	Women's workforce participation rate: 56.1%
<i>Paternity leave</i>	2016: two-weeks paid paternity leave	
<i>Work/family</i>	First two years of pre-school free	
Dimension 2		
<i>Healthcare</i>	National Sexual Health Strategy 2015-2020	
<i>Education</i>	National Plan for Equity of Access to Higher Education 2018-2020	2017: Women comprised 23% of university professors
<i>Social protection</i>	Participants in self-employment activities of spouse/partner can access social insurance benefits	2016: pension gap: 26.1%
Dimension 3		
<i>Law and policy</i>	2019: Istanbul Convention ratified	
	Second National Strategy on Domestic, Sexual and Gender-based Violence 2016-2021	
	Domestic Violence Act 2018, abolishing dispensation for child marriage	
	2017 Criminal Justice (Sexual Offences) Act	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Dimension 4		
<i>Gender equality policy and machinery</i>	Constitutional amendments by referendum on marriage equality, access to abortion and divorce National Strategy for Women and Girls 2017-2020	
<i>Political participation</i>		Women comprise 22% of lower house and 30 % of upper house of Parliament
	2018: 40 % quota for women on State boards achieved	
Dimension 5		
<i>Women, peace and security</i>	2019: Third National Action Plan on Women, Peace and Security	2019: Women comprise 6.6 % of Permanent Defence Forces
<i>Access to justice</i>	Formal Government apology to residents of Magdalena Laundries; 2015: Commission of Investigation into Mother and Baby Homes established	
<i>Inclusion</i>	2015 Marriage Act and Children and Family Relationships Act recognize same-sex marriage and family relations	
Israel		
Dimension 1		
<i>Labour participation</i>		2017: Employment rate of Arab women 26.4 %; 63.2 % for Jewish women
<i>Parental leave</i>	Fathers permitted one week of paid paternity leave immediately following birth and one additional week during period of maternity leave	
Dimension 2		
<i>Education</i>	Women comprise 59% of students enrolled in higher education	
<i>Social protection</i>		Raising women's retirement age from 62 to 64 deferred
Dimension 3		
<i>Law and policy</i>	2019 Guideline for ministries precludes preventing women's participation in public forums	Segregation of women in public places, and "modesty rules" enforced by public authorities
Dimension 4		
<i>Political participation</i>	Women comprise historic 27.5% of Parliament 2018: First campaign to foster women's political participation	Women comprise 16 % of ministers
Dimension 5		
<i>Women, peace and security</i>	2014 amendment to the Defense Service Law precludes exclusion of women from the Israeli Defense Force due to integration of ultra-orthodox men	
<i>Inclusion</i>		Ethnic minority women face barriers in accessing courts

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Italy		
Dimension 1		
<i>Labour participation</i>	Flex-time provisions created for public administration employees in 2015	
<i>Entrepreneurship</i>	Public guarantees for financing for SMEs for women entrepreneurs	
<i>Parental leave</i>	Mandatory paternity leave extended to five days in 2018; 1-day voluntary paternity leave	
Dimension 2		
<i>Social protection</i>	Three months leave available for domestic violence victims	Pension gap: 37%
Dimension 3		
<i>Law and policy</i>	National Strategic Plan on Male Violence against Women 2017-2020 2017: Sexual harassment defined as discrimination 2016 National Action Plan against Human Trafficking	
Dimension 4		
<i>Gender-responsive budgeting</i>	2017: Gender responsive budgeting methodology agreed upon	
<i>Political participation</i>	2018: Women comprised historic 34% of Parliament	
<i>Private sector</i>	2018: Women hold 33% of top-level positions for listed companies	
Dimension 5		
<i>Women, peace and security</i>	National Action Plan 2016-2019 Gender equality a principle or significant objective in 57% of ODA	
Kazakhstan		
Dimension 1		
<i>Entrepreneurship</i>	Women constitute 43.2% of active entrepreneurs in SMEs	Women comprise 52.6 % of individual entrepreneurs in low value-added industries
<i>Labour participation</i>	Reduction of 96 posts prohibited for women	
<i>Gender pay gap</i>		Pay gap: 35 %
<i>Work/family</i>		Elder care assistance provided only for persons without working-age adult children

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
<i>Dimension 2</i>		
<i>Healthcare</i>	2017-2021 National Framework Programme and Action Plan for Strengthening Family Planning Service 118 Youth Health Centers providing reproductive healthcare established State provides healthcare for unemployed pregnant women and free breast and cervical care screenings	53% of women use modern contraception; one in six pregnancies terminate in abortion 23% of women undergo free cancer screenings
<i>Social protection</i>		Retirement ages will equalize in 2027
<i>Dimension 3</i>		
<i>Law and policy</i>	2018-2020 Action Plan to Combat Trafficking in Persons	Battery and intentional infliction of minor bodily injury decriminalized
<i>Protection and multi-sectoral services</i>	2016: Standards for Special Social Services to Domestic Violence Victims adopted	
<i>Harmful practices</i>		Early and forced marriage continue, including bride kidnapping and religious marriages without legal effect
<i>Dimension 4</i>		
<i>Gender equality policy</i>	2030 Concept of Gender and Family Policy	
<i>Political participation</i>	2017: Near two-fold increase in women's representation in Parliament to 22 %	Women comprise 11.7 % of political civil servants in 2019
<i>Dimension 5</i>		
<i>Women, peace and security</i>		Women comprise 12 % of internal affairs posts
Kyrgyzstan		
<i>Dimension 1</i>		
<i>Labour participation</i>		45% of women economically active
<i>Rural development</i>		Rural women face discrimination in access to land, irrigated water, farming equipment and large loans
<i>Work/family</i>		23.5% of children enrolled in pre-school
<i>Gender pay gap</i>		2017 pay gap: 24.8%

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Dimension 2		
<i>Healthcare</i>		2/3 of women have access to contraception; risk of maternal mortality remains high Increase in number of HIV+ women, who comprise 60% of HIV+ persons Abuse against HIV+ women, sex workers and drug addicts impedes effective health-sector interventions
<i>Education</i>		Girls from ethnic and religious minorities face barriers in completion of primary and secondary education
Dimension 3		
<i>Law and policy</i>	2017: Law on Prevention and Protection against Domestic Violence 2016: Law on Prohibition of Religious Marriage Ceremonies with Minors	
<i>Protection and multi-sectoral services</i>	Four crisis centers established	No shelter for domestic violence victims
<i>Harmful practices</i>	Widespread campaign on early marriage	Increase in bride kidnappings
<i>Media</i>		2018 media study: women most often portrayed as wife, mothers or sex objects
Dimension 4		
<i>Gender equality policy</i>	National Strategy and Action Plan for Achieving Gender Equality 2018-2020	
<i>Political participation</i>		2018: women comprise 15.8% of Parliament; 11% of local legislative bodies
Dimension 5		
<i>Women, peace and security</i>	National Action Plan for the Implementation of UNSCR 1325 2018-2021	Increasing religious radicalization and attendant rise in traditional social norms; increased violent extremism
<i>Inclusion</i>		2014: Fatwa issued against the LGBTI community
Dimension 6		
		No women in national policy-making positions on environmental protection and climate change Women have low participation rates in natural resource management
Latvia		
Dimension 1		
<i>Labour participation</i>	Near parity in overall employment rate 2016 programme integrates refugees into the labour market	
<i>Parental leave</i>	Amendment allows partial benefit (30%) to a parent earning income during parental leave	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
<i>Gender pay gap</i>		Overall pay gap: 15.7%; 19.4 % in the public sector; 37.48% in the financial sector
Dimension 2		
<i>Healthcare</i>	State-funded contraception for vulnerable women Training on gender-based violence provided for stakeholders of the HIV Prevention Point network	
<i>Education</i>		Women under-represented in scientific and technical disciplines (31.76%); comprise 92 % of 2018 graduates in the fields of education, health and social welfare
<i>Social protection</i>	Maintenance guarantee for single parents not receiving child support 2015 amendment provides social services to refugees	
Dimension 3		
<i>Law and policy</i>	2016: Istanbul Convention signed Criminal Code amendments foresee <i>ex officio</i> prosecution of rape, sexual abuse and intentional bodily injury	
<i>Protection and multi-sectoral services</i>	2014: Protection order scheme adopted Social rehabilitation services established for victims and perpetrators	
Dimension 4		
<i>Gender equality policy and machinery</i>	Plan for the Promotion of Equal Rights and Opportunities for Women and Men 2018-2020 Gender Equality Committee established within the Ministry of Welfare	
<i>Gender disaggregated data</i>		No comprehensive data collected on gender-based violence
<i>Political participation</i>	2017: 31% of women in Parliament; 33.7% local elections	
<i>Private sector decision-making</i>		Women constitute 27.3% of top-level managers; men 72.7%.
Dimension 5		
<i>Women, peace and security</i>	No restrictions on women serving in the military	No national policy on women, peace and security
Dimension 6		
		Environmental Policy Guidelines 2014-2020 do not incorporate a gender perspective

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Liechtenstein		
Dimension 2		
<i>Education</i>	Annual National Futures Day introduces 5th to 7th graders to jobs dominated by one gender to discourage gendered occupational segregation	Approximately 1/3 of university students are women
Dimension 3		
<i>Law and policy</i>	2016: Ratified Council of Europe Convention on Action against Trafficking in Human Beings	No legislation to combat violence against women Prostitution criminalized
<i>Awareness raising</i>	Violence Prevention Commission launched campaign against cyber-bullying "Respectfully Together"	
Dimension 4		
<i>Gender equality policy and machinery</i>	Equal Opportunities Unit	No national gender equality policy Equal Opportunities Unit changed from an independent office to a unit within the Office of Social Services
<i>Political participation</i>	2019 Percentage of women in municipal councils doubled to 39.1%	2017: Percentage of women Parliamentarians halved to 12%
Dimension 6		
	Women occupy high-level environmental policy positions	
Luxembourg		
Dimension 1		
<i>Labour participation</i>	2016 law prohibits employment discrimination based on sex and sex change	
<i>Gender pay gap</i>	2016 Law on Equal Wages	
<i>Parental leave</i>	10-day paternity leave established in 2017; 8 days paid by the state	
Dimension 2		
<i>Healthcare</i>	2019 Action Plan for Emotional and Sexual Health 2014: Abortion decriminalized	
<i>Social protection</i>	2018 amendment increases pension for carer spouse upon divorce by pension transfer of working spouse	
Dimension 3		
<i>Law and policy</i>	2018: Istanbul Convention ratified	
Dimension 4		
<i>Gender equality policy</i>	Plan on Equality between Women and Men 2015-2018	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
<i>Gender responsive budgeting</i>	Gender impact analysis conducted for proposed legislation	
<i>Political participation</i>	2016 amendments to political party financing law restricts funding to parties incompliant with 40% quota 40 % quota established for public sector boards	2018: Women comprise 25% of Parliament
Dimension 5		
<i>Women, peace and security</i>	National Action Plan on Women, Peace and Security 2018-2023	
<i>Inclusion</i>	2018 National LGBTI Action Plan	
Dimension 6		
	Gender considered in overseas assistance on environment and climate change	
Montenegro		
Dimension 1		
<i>Entrepreneurships</i>	Strategy for Development of Women's Entrepreneurship 2015-2020	Women 9.6% of businesses owners
Dimension 2		
<i>Healthcare</i>	Strategy for Preservation and Promotion of Reproductive and Sexual Health 2013-2020	
Dimension 3		
<i>Law and policy</i>	Strategy for Protection against Domestic Violence 2016 - 2020 2017: Stalking criminalized	
Dimension 4		
<i>Gender equality policy and machinery</i>	Action Plan for Achieving Gender Equality 2017 - 2021 National Council for Gender Equality established in 2016	
<i>Political participation</i>	2014 amendment to election law established 30% quota for electoral lists 2017: Women's Political Network established	Women comprise 23.46% of Parliament
Dimension 5		
		Women comprise 10.62% of military
Netherlands		
Dimension 1		
<i>Labour participation</i>	2018 Labour Market Discrimination Action Plan	
<i>Parental leave</i>	2018 increase of paternity leave to 5 days for mothers' partners	
<i>Work/family</i>	On-line Work-Care Calculator reveals financial impact of different work/care options between partners	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Dimension 2		
<i>Education</i>	2017 Initiative to appoint women professors	2017: Women comprised 20.9 % of professors
Dimension 3		
<i>Law and policy</i>	Self-determination Action Plan 2015-2017 covering harmful practices	
<i>Prevention</i>	Campaign for sexual violence victims: <i>If it happened to you</i> ; 2017 awareness campaign <i>Marrying against your will</i>	
Dimension 4		
<i>Gender equality policy</i>	Gender Equality Action Plan 2018-2021	
<i>Private sector</i>	Women hold 14.5% of executive board positions; 18.2 % of supervisory boards	
Dimension 5		
<i>Women, peace and security</i>	National Action Plan on UNSCR 1325 2016-2019 'Gender and SOGI' module developed for asylum applications	
Dimension 6		
	Gender incorporated into environmental, climate change and water projects overseas	
North Macedonia		
Dimension 1		
<i>Labour participation</i>	Women comprise 39.6 % of formal labour force	
Dimension 3		
<i>Laws and policies</i>	Law on Prevention, Combating and Protection against Domestic Violence adopted 2015 2017: Istanbul Convention ratified National Action Plan for its implementation 2018-2023	
Dimension 4		
<i>Gender equality policy</i>	Gender Equality Strategy 2013-2020 National Action Plan on Gender Equality 2018-2020 Strategy on Gender-responsive Budgeting 2012-2017	
Norway		
Dimension 1		
<i>Labour participation</i>	Near parity in labour force participation	
<i>Gender pay gap</i>	2019 law requires employers with 50+ employees to report on gender pay gap	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Dimension 2		
<i>Healthcare</i>	National antenatal guidelines ensure woman- and newborn-centred care Free contraception for persons up to age 21	
<i>Education</i>	Compulsory sex education addresses personal boundaries and sexuality	
Dimension 3		
<i>Law and policy</i>	2017: Istanbul Convention ratified Stalking and forced marriage criminalized in 2016	Lack of consent is not a constituent element of rape
<i>Harmful practices</i>	Absolute minimum age for marriage set at 18 in 2018 Four-year action plan to address negative social control (FGM and forced marriage)	
<i>Violence via technology</i>	Police awareness-raising programme <i>Shareable?</i> for ages 13-16 on sharing sexually explicit images and content	
Dimension 4		
<i>Political participation</i>	Women comprised more than 40% of Parliament in 2017; and 39% in local councils, an historic high	28% of mayors are women
Dimension 5		
<i>Women, peace and security</i>	Action Plan for Women, Peace and Security 2019–2022 Significant financial support to diverse organizations on gender in humanitarian crises	
Portugal		
Dimension 1		
<i>Labour participation</i>	2019: 40% quota established for civil servant positions 2015 decree provides financial support to companies that hiring unemployed of under-represented sex	
<i>Gender pay gap</i>	2018: Equal pay transparency law adopted	
<i>Parental leave</i>	2019 Labour Code amendment provides 20 compulsory days of paternity leave	
<i>Work/family life</i>	Work-life Balance Programme 2018-2019 Public support programmes for informal carers	
Dimension 2		
<i>Education</i>	National Strategy for Citizenship Education covers gender equality, gender-based violence and sexual education	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Dimension 3		
<i>Law and policy</i>	2016 strategy to localize domestic violence policies	
<i>Protection and multi-sectoral services</i>	Cooperative mechanisms established on domestic violence response Specialized services for LGBTI, disabled and sexual violence victims	
Dimension 4		
<i>Gender equality policy</i>	National Strategy for Equality and Non-discrimination 2018-2030	
<i>Gender-responsive budgeting</i>	2019 State budget requirement to conduct gender impact assessments	
<i>Political participation</i>	Quota raised in 2019 to 40% for women on electoral lists for national, European and municipal elections	
<i>Private sector</i>	2017 quotas established for women on boards of public companies (33%); publicly listed companies (20%)	
Dimension 5		
<i>Women, peace and security</i>	National Action Plan on UNSCR 1325 2019-2022	
<i>Inclusion</i>	Action Plan to Combat Discrimination on the basis of SOGI	
Republic of Moldova		
Dimension 1		
<i>Rural development</i>		Women lack access to land, housing, finance and agricultural extension on an equal basis
<i>Paternity leave</i>	2016: 14-day paid paternity leave introduced	
<i>Gender pay gap</i>		Average pay gap: 13.5%; 32.8 % in the arts; 41.4% in finance
Dimension 2		
<i>Healthcare</i>	Pregnancy-related health care provided free of charge Network of 41 Youth Friendly Centres offers free access to health care	Limited access to healthcare in rural areas
<i>Social protection</i>		Retirement ages will equalize in 2028
Dimension 3		
<i>Law and policy</i>	First National Strategy on Preventing and Combating Violence against Women and Domestic Violence 2018-2023	
Dimension 4		
<i>Gender equality policy and machinery</i>	National Gender Equality Strategy 2017-2021 Robust gender equality machinery	
<i>Political participation</i>	2019: women comprise historic 25% of Parliament	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Dimension 5		
	National Action Plan on Women, Peace and Security 2018-2022	
Romania		
Dimension 3		
<i>Law and policy</i>	2016: Istanbul Convention ratified 2018 legal amendments established interim protection orders, removed honour as a justification National Strategy on Promoting Gender Equality and Preventing and Combating Domestic Violence 2018-2021	
<i>Protection and multi-sectoral services</i>	Establishment of free 24/7 domestic violence hotline	
Dimension 4		
<i>Gender equality machinery</i>	2015: Re-establishment of the National Agency for Equal Opportunities between Women and Men	
Russian Federation		
Dimension 1		
<i>Gender pay gap</i>	Incremental increase of wages in public sectors, including education, science, health etc. where women dominate	
<i>Labour participation</i>	Widening women's competencies through training during maternity leave and/or child-rearing High number of qualified women specialists in science and technology	
<i>Entrepreneurship</i>	Trainings for women entrepreneurs: programme "Mom-entrepreneur" for women in maternity leave and/or child-rearing up to age 3	
<i>Work/family</i>	Full access to pre-school education for children aged 3-7	
Dimension 2		
<i>Healthcare</i>	2017: Reduction of maternal mortality rate by 27% Improvement of health care services during pregnancy, birth and post-natal period in accordance with Birth Certificate Programme and opening of new perinatal centres	
Dimension 3		
<i>Law and policy</i>	Maternity capital programme extended until 2021, allowing women/families to receive financial support for second or subsequent child	
<i>Media</i>	Gender parity in leading media positions	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Dimension 4		
<i>Gender equality policy</i>	National Action Strategy for Women 2017-2022 adopted and related implementation plans in education, health and social services	
<i>Political participation</i>		Women comprise: 16% of the Federation Council; 15% of the Duma
Dimension 5		
		No gender analysis of ODA
Serbia		
Dimension 1		
<i>Property rights</i>	Joint spousal ownership required for newly-acquired property	
Dimension 2		
<i>Healthcare</i>	2017: Adoption of first national programme on sexual and reproductive health	
<i>Education</i>	Ministry of Education issued manuals on gender-based and digital violence in schools	
Dimension 3		
<i>Law and policy</i>	2016: Law on the Prevention of Domestic Violence adopted 2016: criminalization of stalking, forced marriage, FGM and sexual harassment	
Dimension 4		
<i>Gender equality policy</i>	National Gender Equality Strategy 2016-2020	
<i>Gender-responsive budgeting</i>	Gender-responsive budgeting required by 2020	
<i>Political participation</i>	Women comprise 34% of National Assembly	
Dimension 5		
<i>Women, peace and security</i>	National Action Plan on UNSCR 1325 2017-2020	
Dimension 6		
	Gender mainstreamed into environmental policy Women comprise 68 % of environmental agency staff; 33% of decision-making positions Gender issues introduced into the disaster-risk management law	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Slovak Republic		
Dimension 1		
<i>Labour participation</i>		Women comprise 4/5 of the workforce in education, health and social services
<i>Parental leave</i>	2017: Maternity leave pay increased	Fathers can take parental leave 6 weeks after birth if mother is not on leave
<i>Gender pay gap</i>		Hourly wage gap: 18%
Dimension 3		
<i>Protection and multi-sectoral services</i>	2019: Domestic violence national coordination mechanism established 2015: 24/7 helpline launched	
<i>Prevention</i>	Awareness campaign targeting youth on sexual violence	
Dimension 4		
<i>Gender equality policy</i>	National Strategy and Action Plan for Gender Equality 2014-2019	
<i>Political participation</i>	2019: First woman President elected	
Slovenia		
Dimension 1		
<i>Entrepreneurship</i>	2016 programme provides business skills training and subsidies for women entrepreneurs with higher education	
<i>Parental leave</i>	Paid maternity leave (105 days); paid paternity leave (30 days, non-transferable) at 100%; 130 days shared parental leave	
<i>Work/family</i>	National campaigns encouraged men's participation in unpaid domestic work	
Dimension 2		
<i>Healthcare</i>	Free sexual and reproductive health for refugee women and girls	
<i>Education</i>	Sexuality and health education compulsory in primary and secondary schools	
Dimension 3		
<i>Law and policy</i>	2015: Istanbul Convention ratified 2015: Stalking and forced marriage criminalized	
Dimension 4		
<i>Gender equality policy</i>	National Programme for Equal Opportunities for Women and Men 2015-2020	
<i>Gender mainstreaming</i>	Guidelines for Gender Mainstreaming in the Work of Ministries 2016-2020	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
	2016: Protection against Discrimination Act adopted; Advocate of the Principle of Equality body established	
Dimension 5		
<i>Women, peace and security</i>	2018 National Action Plan on UNSCRs 1325 and 1820 Women hold senior decision-making and command positions in the armed forces	
Spain		
Dimension 1		
<i>Labour participation</i>	2019 law requires companies with 50+ employees to register salaries and create internal gender equality plans with a sexual harassment component Gender and immigrant perspective incorporated into labour inspection	2018 women's employment rate: 53 %
<i>Gender pay gap</i>	Self-diagnostic tool developed for gender pay gap	2016 hourly pay gap: 15%
<i>Parental leave</i>	2018: Paternity leave extended to five weeks	
Dimension 2		
<i>Healthcare</i>	Universal health care restored in 2018, ensuring access to irregular migrants Protocols developed in the health sector on FGM and victims of sexual exploitation	
Dimension 3		
<i>Law and policy</i>	2014: Istanbul Convention ratified National Strategy for Eradicating Violence against Women 2013-2016; State Pact against Gender-based Violence 2018-2022 2015: criminalization of stalking, "sexting," child marriage, FGM, and online child grooming, and added gender bias as a hate crime	
<i>Harmful practices</i>		2015: Legal age of marriage raised to 16
Dimension 4		
<i>Gender equality policy and machinery</i>	Action Plan on Equal Opportunities between Men and Women 2014-2017 Robust gender equality machinery	Formalized gender equality machinery not always highly functional
<i>Political participation</i>	Women represent 39.9% of Parliament; head 11 out of 17 ministries; political parity in autonomous governments	Women constitute 19% of mayors
<i>Private sector decision-making</i>	2018: Participation of women in publicly-listed companies rose to 23.2%	Women under-represented in mid- and high-level management private sector positions

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Dimension 5		
<i>Women, peace and security</i>	National Action Plan on Women, Peace and Security 2017-2023 Gender Equality Observatory and Office established in the armed forces and police, respectively	
Dimension 6		
	Gender integrated into overseas assistance on environmental sustainability, water resource management and disaster risk mitigation	
Sweden		
Dimension 1		
<i>Labour participation</i>	2017: Near parity in workforce participation National Strategy for Business Promotion on Equal Terms 2015-2020 doubled grants for women	
<i>Work/family</i>	Local and regional campaigns to increase men's participation in unpaid household and care work	
<i>Gender pay gap</i>	Action Plan on the Gender Pay Gap 2017 amendment to anti-discrimination law requires all employers to conduct pay surveys	
<i>Parental leave</i>	Third reserved month of parental leave introduced to encourage men's participation A parent's cohabitating partner can receive parental benefits	
Dimension 2		
<i>Healthcare</i>	Contraceptives free of charge to persons under 21	
<i>Education</i>	Quotas implemented to ensure 50/50 recruitment of women professors Pre-primary to upper-secondary school curricula incorporate gendered social norms, honour-related violence, consent and pornography	
Dimension 3		
<i>Law and policy</i>	National Strategy to combat men's violence against women 2016-2026 New sexual offences Act redefines rape based on consent Legal amendments preclude recognition of foreign child marriages; dispensations for child marriage abolished Criminalization of revenge porn and dissemination of sensitive images	
<i>Media</i>	Gender and diversity perspective in programming required for the issuance of public broadcasting licenses	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Dimension 4		
	Feminist government since 2014	
<i>Gender equality machinery</i>	2018: Swedish Gender Equality Agency established	2019: Parliament abolished the Gender Equality Agency
<i>Gender mainstreaming</i>	Government Decision on gender mainstreaming 2016-2020	
<i>Gender-responsive budgeting</i>	Methodology developed to monitor the impact of gender-responsive budgeting	
<i>Political participation</i>		Women aged 30-49 tend to resign from public office
	Women achieved parity on government agency boards and heads of government agencies	
	Women comprise 49% of state-owned company boards	
<i>Private sector decision-making</i>	Women comprise 34% of boards of publicly listed companies	Women comprise 9% of chairs of private companies; 8.4% of managing directors
Peaceful and inclusive societies	Feminist foreign policy; Foreign Service mainstreamed gender perspective Swedish Network of Women Mediators offers technical assistance Women's asylum applications examined separately; payments to asylum seekers granted individually 70% of ODA is gender mainstreamed, 20% targets gender equality	
Dimension 6		
	Gender integrated into Action Plan on a toxic-free environment and in environmental assessments	
	Gender integrated into training on disaster management and civil defence	
Switzerland		
Dimension 1		
<i>Gender pay gap</i>		2016 pay gap: 19.6%
	Salary audit mandatory for public and private companies with 100+ employees	
<i>Parental leave</i>	Paternity leave extended from 5 to 10 days for public-sector employees	Unsuccessful 2017 initiative for four weeks of paternity leave
<i>Work/family</i>	2018 programme provides local subsidies for childcare for three years	
Dimension 2		
<i>Health</i>	Initiatives ensure access for migrant women to birthing courses, post-partum home visits	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
<i>Education</i>	Federal project assists children 9-13 to reflect on study and career choices beyond gender stereotypes	
<i>Social protection</i>		Men's pensions double women's
Dimension 3		
<i>Law and policy</i>	2018 amendments provide for the electronic surveillance of perpetrators, <i>ex officio</i> prosecutions	
Dimension 4		
<i>Gender equality policy</i>		No national policy on gender equality
<i>Political participation</i>		Women comprise under 30% of legislative and executive branches, communes and cantons
Dimension 5		
<i>Women, peace and security</i>	Fourth National Action Plan on UNSCR 1325 Gender and preventing violent extremism a focus of ODA	
Dimension 6		
	Swiss ODA on gender and the environment and disaster risk reduction	
Tajikistan		
Dimension 1		
<i>Labour participation</i>	2016: Anti-discrimination provisions added to Labour Code	Strategy for Labour Market Development perpetuates women's traditional roles
<i>Entrepreneurship</i>	Increase in number of women's micro, small and medium enterprises	Total of women-headed businesses dropped from 9.2 to 6.5%
<i>Gender pay gap</i>		Monthly wage gap: 40.1%
<i>Work/family</i>		Pre-school (ages 1-6) enrolment: 6.9%; 1.8% in rural areas
Dimension 2		
<i>Healthcare</i>	Action Plan on the Sexual and Reproductive Health of Mothers, Newborns, Children and Adolescents 2016-2020	
<i>Education</i>	Quotas established in higher education institutions for girls from rural areas	Girls drop out of school in 9th grade due to domestic work Girls comprise 22% of primary;33.5% of secondary vocational schools
Dimension 3		
<i>Law and policy</i>	State Program on the Prevention of Domestic Violence 2014-2023 and Action Plan Law on the Prevention of Violence in the Family	
<i>Harmful practices</i>		Child, polygamous and unregistered religious marriages and incitement to suicide persist

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Dimension 4		
<i>Gender equality policy and machinery</i>	Committee on Women and Family National Strategy on Enhancing the Role of Women 2011-2020 and Action Plan	Gender equality institutional mechanisms remain weak
<i>Political participation</i>		Women comprise 19% of Parliament; 15% of judges
Dimension 5		
	First National Action Plan on UNSCR 1325 2014-2018	
Dimension 6		
	Gender added to National Disaster Risk Reduction Strategy 2019-2030	
Turkey		
Dimension 1		
<i>Labour participation Work/family</i>	Project on Supporting Gender Sensitive Employment Policies 2019-2022 2018: Increase of pre-school enrolment rates to 50.4%	2018: Women's participation 34.2%
Dimension 2		
<i>Healthcare Education Social protection</i>	Establishment of Migrant Counselling Centres in Women's Health Units Domestic workers covered under social insurance	Women comprise 31.4% of university professors
Dimension 3		
<i>Law and policy</i>	National Action Plan on Combating Violence Against Women 2016-2020 Action Plan on Combating Early and Forced Marriages 2019-2023 Working group on femicide established	
Dimension 4		
<i>Gender equality policy Political participation</i>	Strategy Paper and Action Plan on Women's Empowerment 2018-2023	Women comprise 17.4 % of Parliament in 2018; 2 women Ministers (12.5 %); 40 out of 1.381 mayors
Dimension 5		
	Significant financial commitment to address the refugee crisis	Comprising 75% of Syrian refugees, women and girls face gendered barriers to access to livelihood and education
Turkmenistan		
Dimension 1		
<i>Labour participation</i>	2019: Some <i>de jure</i> restrictions on women's employment were lifted	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Dimension 2		
<i>Health</i>	Free counselling provided on sexual and reproductive health HPV vaccine provided free of charge for girls aged 9 and older	Low access to modern contraception
<i>Education</i>		2018: Women comprised 38.5% of high education
<i>Social protection</i>		Women (57) and men (62) retirement ages
Dimension 3		
<i>Law and policy</i>	Law on Combating Human Trafficking adopted in 2016; National Plan of Action to Combat Trafficking in Persons 2019-2022	No law on combating domestic violence
Dimension 4		
<i>Gender equality policies and machinery</i>	National Plan of Action on Gender Equality and 2015 equal opportunities law	No gender equality body or mechanism exists
<i>Political participation</i>		Women comprise 25.6% of Parliament; 20% of regional people's councils; 21.9% of local self-government
Ukraine		
Dimension 1		
<i>Labour participation</i>	2017: List of 450 prohibition positions for women abolished "Municipal Nanny" programme transitions domestic workers to formal employment and subsidizes childcare	
<i>Gender pay gap</i>		25% average pay gap
<i>Work/family</i>		Women engage in 27 hours/week of domestic work; men 12 hours/week
Dimension 2		
<i>Healthcare</i>	Network of family planning clinics established	Increase in HIV+ women
Dimension 3		
<i>Law and policy</i>	2017 Law on preventing and combating domestic violence Criminalization of domestic violence, forced marriage, illegal abortion and sterilization; rape defined in terms of consent	
<i>Protection and multi-sectoral services</i>	Domestic violence mobile brigades, national hotline and shelters established	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Dimension 4		
<i>Gender equality policy and machinery</i>	2018 State Programme for Equal Rights and Opportunities for Women and Men	
<i>Gender-responsive budgeting</i>	2019 Ministry of Finance Order approving methodology for gender-responsive budgeting	
<i>Political participation</i>	2015 Law on local elections established 30 % quota for party lists	2016: Decentralization drastically reduced women's local-level political participation
Dimension 5		
<i>Women, peace and security</i>	2016 National Action Plan to implement UNSCR 1325 2018 amendments increased women's equal opportunities in military service	Gender not integrated into the security sector Female voluntary combatants face barriers to access veterans' benefits Low level of women's engagement in high-level conflict negotiations
United Kingdom		
Dimension 1		
<i>Gender pay gap</i>	2017 regulations require all companies with 250+ employees to publish gender pay gap	
<i>Parental leave</i>	Shared parental leave enables working parents to share 50 weeks of leave and 37 weeks of pay in child's first year 2017: Child care entitlement doubled for working parents of 3-4-year olds to 30 hours/week	
<i>Work/family</i>	2018 Carers Action Plan	Women assume 60% of unpaid domestic work; 74% of unpaid childcare
Dimension 2		
<i>Healthcare</i>	Mental health policy covers pre- and post-partum depression National LGBT Health Adviser appointed	
<i>Education</i>	Compulsory age-appropriate health, relationship and sex education	
Dimension 3		
<i>Law and policy</i>	2017 Preventing and Combating Violence against Women and Domestic Violence (Ratification of Convention) Act 2015 criminalization of: controlling/coercive behaviour in intimate or family relationships; performing or arranging FGM overseas 2018: Statutory safeguarding guidance revised to include child-on-child sexual violence and harassment	Istanbul Convention not ratified
<i>Protection and multi-sectoral services</i>	Revenge Porn Helpline established in 2015 has received 15,000 calls Creation of FGM and forced marriage protection orders	

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Dimension 4		
<i>Political participation</i>	Second female Prime Minister 2017: Women comprise 32% of Parliament Women occupy 42.7% of senior civil service positions in 2018	18% council leaders are women
<i>Private sector</i>	Increase to 26.7% of women on FTSE 350 boards; 32% of women on FTSE 100 boards	
Dimension 5		
<i>Women, peace and security</i>	National Action Plan on Women Peace and Security 2018 All combat positions open to women in the military in 2018	
Uzbekistan		
Dimension 1		
<i>Labour participation</i>		Women's participation 48%; men's 76%
<i>Work/family</i>		Lack of pre-school facilities
Dimension 2		
<i>Healthcare</i>	Dramatic decrease in maternal and child mortality	
<i>Education</i>		Ratio of girls to boys in 10th grade: 30/70; women comprise 38.9% of students in higher education Women comprise 16% of higher academic positions Different retirement ages for women (55) and men (60)
<i>Social protection</i>		
Dimension 3		
<i>Law and policy</i>		Rape defined by use of force rather than consent
<i>Protection and multi-sectoral services</i>	Domestic violence hotline established in 2018 received 15,000 calls	Services provided to GBV victims by professionals on volunteer basis
Dimension 4		
<i>Gender equality machinery</i>	Women's Committee of Uzbekistan	
<i>Political participation</i>	30% quota for Parliamentary nominations	2017: Women comprised 16% of Parliament All local administrative governors are men