



Union for the Mediterranean  
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الاتحاد من أجل المتوسط

# 2021 REGIONAL PROGRESS REPORT ON GENDER EQUALITY

## UfM Regional Dialogue on Women Empowerment in the Euro-Mediterranean region



Social and Civil  
Affairs



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# Table of Contents

<b>About the report .....</b>	<b>8</b>
<b>Methodological background .....</b>	<b>10</b>
<b>Executive Summary .....</b>	<b>11</b>
<b>Limitations .....</b>	<b>12</b>
<i>Key findings .....</i>	<i>12</i>
<i>Recommendations .....</i>	<i>15</i>
<b>Establishing and enforcing legal and policy framework... 17</b>	
<b>Indicator 1: Country commitments to gender equality .....</b>	<b>18</b>
<i>Countries' commitment to gender equality.....</i>	<i>18</i>
<i>Main gaps and challenges for implementation .....</i>	<i>21</i>
<i>Progress made.....</i>	<i>21</i>
<i>Policy Recommendations .....</i>	<i>26</i>
<b>To raise women's participation in economic life .....</b>	<b>27</b>
<b>Indicator 7: Women in the formal and informal work .....</b>	<b>28</b>
<i>Overview.....</i>	<i>28</i>
<i>Main gaps and challenges for implementation .....</i>	<i>29</i>
<i>Countries' responses to the Covid-19 crisis .....</i>	<i>31</i>
<i>Progress made.....</i>	<i>36</i>
<b>Indicator 8: Women entrepreneurs .....</b>	<b>39</b>
<i>Overview.....</i>	<i>39</i>
<i>Main gaps and challenges for implementation .....</i>	<i>40</i>
<i>Progress made.....</i>	<i>42</i>
<i>Policy recommendations.....</i>	<i>42</i>
<b>To improve women's access to leadership and decision-making positions .....</b>	<b>44</b>
<i>Importance of women's leadership .....</i>	<i>45</i>
<b>Indicator 4: Women's participation in government – Public life and decision-making .....</b>	<b>46</b>
<i>Overview.....</i>	<i>46</i>
<i>Main gaps and challenges.....</i>	<i>47</i>
<b>Indicator 5: Women's leadership in managerial positions in public and private sector .....</b>	<b>51</b>
<i>Main gaps and challenges for implementation .....</i>	<i>51</i>
<i>Progress made.....</i>	<i>51</i>
<i>Policy recommendations.....</i>	<i>53</i>
<b>To combat violence against women and gender-based violence .....</b>	<b>54</b>
<i>Overview .....</i>	<i>55</i>
<b>Indicator 11: Country commitments to combat and prevent violence against women and girls from their intimate partners .....</b>	<b>56</b>
<i>Main gaps and challenges for implementation .....</i>	<i>56</i>
<i>Progress made.....</i>	<i>60</i>
<i>Policy recommendations.....</i>	<i>63</i>
<b>Moving forward: Final recommendations and priorities for action .....</b>	<b>64</b>
<b>References.....</b>	<b>65</b>
<b>Annexes .....</b>	<b>71</b>

## About the report

The UfM Cairo Ministerial Declaration on Strengthening the role of women in Euro-Mediterranean society decided to “establish a regional and operational follow-up mechanism against agreed indicators, to monitor progress, to evaluate the gender gaps and to provide recommendations to policy makers and stakeholders, to improve the impact. This mechanism would be implemented in complementarity and co-ordination with the existing mechanisms in the region. The UfM Secretariat is mandated to develop the mechanism, in close coordination with countries and key stakeholders in the region and with the support of relevant experts. Ministers have tasked their ad-hoc senior officials/experts to review progress in translating the above commitments in laws and the implementation of measures contained in these conclusions, considering the outcome of the consultations with the civil society.”

In 2015, the UfM Regional Dialogue Process on Women’s Empowerment was launched, in conformity with the request made by the 2013 UfM Paris Ministerial declaration. The Regional Dialogue Process is a sustainable co-operation platform which gathers key public and private stakeholders including civil society and international organizations with the aim of monitoring the ministerial commitments and to facilitate exchange of information, best practices and opportunities of co-operation and partnership. The results of this work were presented in the first Progress Report published in 2016.

On the basis of the initial work, the UfM Member States confirmed their engagement in the 2017 Cairo Declaration. The Cairo Declaration constitutes an ambitious roadmap towards achieving gender equality and women’s empowerment in the UfM region.

The Declaration includes an Action Plan divided in the following five pillars:

- **“Raising women’s participation in public life and decision-making”.**
- **“Raising women’s economic participation”**
- **“Combating all forms of violence against women and girls”**
- **“Challenging cultural and social norms and eliminate gender stereotypes, particularly in and through education and media”**
- **“Fostering implementation and strengthening operational cooperation”**

According to the Action Plan, 4 priority areas to be further assessed were identified:

1. To raise women’s equal participation in economic life
2. To improve women’s equal access to leadership and decision-making positions.
3. To change stereotypes through education and culture.
4. To combat violence against women and gender-based violence.

For each priority, working groups meetings were held in 2016-2017 respectively on 25-26 April 2016 in Barcelona, July 12, 2016 in Paris; July 19, 2016 in Amman, 20-21, 2016 September in Rabat, and 2 ad-hoc SOM: October 10, 2016 in Barcelona and July 4, 2017 in Madrid.

The Member States agreed to establish a follow-up mechanism backed-up with indicators to monitor progress, evaluate the gender gap and provide recommendations to policy makers and stakeholders, in order to improve the role of women in society. During the UfM Regional Dialogue meeting on Women’s Empowerment held in Lisbon on 9 October 2018, the UfM Secretariat was mandated to propose a set of indicators within the 4 priority areas, in addition to a proposal of tools that will be used in monitoring and reporting.

In 2020, the UfM launched the first-ever Inter-governmental Monitoring Mechanism on Gender Equality in one of the Senior Official Meetings of the UfM Member States. The Monitoring Mechanism and Member States reached an agreement in a set of 20 indicators across the 4 priority areas.

Out of the 20 indicators, 6 were selected for the first initial assessment, which are:

- Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination based on gender.
- Proportion of seats held by women in governments.
- Proportion of women in managerial positions in public and private sectors compared to men.
- Proportion of women compared to men in formal and informal work.
- Proportion of women entrepreneurs compared to men.
- Proportion of women and girls aged 15 years and older subjected to domestic violence by an intimate partner in the previous 12 months, by age, disability, and migration status.

A UfM Ad-Hoc Working Group was launched in March 2021 and held four virtual meetings during the year to coordinate data gathering, analysis and subsequent policy recommendations, ultimately included in this second UfM Regional Progress Report on gender equality. The Report provides statistical data, data analysis and policy recommendations for the 2022 UfM Ministerial Declaration.

This report outlines:

- **Indicators and examples of countries regarding legislation and legal reforms related to women’s rights and gender equality**
- **Main gaps and challenges for implementation, policy changes, strategies, and meas-**

**ures for achieving these aims and gender mainstreaming**

- **Progress made, key achievements, and good practices**
- **Recommendations for the ministerial meeting and moving forward**

This report benefited from the commitment and recommendations of the UfM Member States and other stakeholders engaged in the progress. The analysis was based on data available in the individual country reports provided by 15 UfM Member States and supplementary literature produced by other organizations working in the region as well as recommendations from the working group.

This report was drafted by Dr. Ewa Widlak, external consultant, under the supervision and guidance of Ambassador Marisa Farrugia and Ambassador John Paul Grech, Deputy Secretary General Social & Civil Affairs and Ms. Anna Dorangricchia, Project Manager, Social and Civil Affairs.

The UfM Secretariat wishes to thank the Co-presidency composed of the European Union and the Hashemite Kingdom of Jordan, and all participating UfM countries and regional stakeholders who provided valuable information and feedback throughout the drafting process. The Secretariat recognizes the significant contributions and co-ordination provided by the working groups’ coordinators, namely Egypt, France, Italy, Morocco, OECD, UNIDO, UN Women and Anna Lindh Foundation. The UfM Secretariat wishes also to thank the Swedish International Development Agency (SIDA) for their financial support to the regional dialogue process.

## Methodological background

As follow-up of the last UfM Ministerial Declaration on the Role of Women in Society (Cairo 2017), the UfM Member States and other relevant stakeholders launched in 2021 an Ad-Hoc working group to coordinate data gathering, analysis and subsequent policy recommendations, ultimately included in the second UfM Regional Progress Report on gender equality. In the framework of this project, the UfM Secretariat contracted a technical assistant, responsible for analysing data gathered and drafting the first report, submitted afterwards to the members of the Ad Hoc Working Group and other relevant stakeholders.

The method used for the report drafting involved the following steps structured around a two-phased approach: data report and data analysis. As for data gathering, the primary source of information were national reports sent by 15 countries (the full list of national reports is available in the annex). This information was crossed by international and regional data bases (mainly Eurostat, EIGE, UN Women, ILO, OECD); research documents published by other international and national institutions and academic investigation published in indexed scientific journals.

The obtained data were firstly crossed on national levels and then complemented by regional and international results. The methodology adopted was based on a mix of quantitative and qualitative methods as well as a meta-analysis of the documentary sources collected.

*Note: all bibliographical references quoted in the text are indicated at the end of the document. If no reference is provided, this indicates that a data or information is obtained from one of the national reports.*

## Executive Summary

Gender Equality continues to represent a common goal for all the Member States of the Union for the Mediterranean that recognise its importance for a stronger and more sustainable economic, social and political development of the region, especially in the context of the Covid-19 pandemic. Equal rights, opportunities and responsibilities for women and men in all areas are not only a human right but also a necessary condition to create stronger institutions, enhance economic and social well-being and eliminate stereotypical views on women.

Important progress in achieving Gender Equality was made in the region since the launch of the UfM Regional Dialogue Process on Women's Empowerment in 2015. Legal frameworks in many countries were reinforced, new programs and policies were developed in order to increase women's participation in political and economic spheres and protect women from gender-based violence. However, the persistence of gender stereotypes and discriminatory practices, especially toward women from vulnerable groups, as well as different perceptions on issues related to gender inequality and different priorities in this area, continue to block women's progress.

The UfM Member States not only recognise the importance of the principle of gender equality, but also have undertaken important efforts to legally protect women's rights in all aspects of life. The process of definition of national gender equality strategies has become a common practice among the majority of the UfM countries. Development of an effective dialogue with social society, aca-

demia and other stakeholders was given a greater importance.

Women's economic empowerment continues to represent one of the regional priorities. Despite an initial progress, the Covid-19 crisis has had a retroceding effect on the economic situation of women and has clearly demonstrated a need for a stronger commitment from the countries in the protection of women's rights.

The increase of women's participation in public life can be clearly observed, especially among the Member States of the European Union. The situation is more mitigated in the domain of economic leadership, where women continue to struggle more to break the glass ceiling. However, in both cases binding gender quotas demonstrated their efficiency in raising levels of women's participation. While since 2016 in gender quotas in politics were introduced in ten new countries, the same measures for corporate boards have been adopted by only two countries.

Violence against women and girls (VAWG), and its most recurring form of intimate partner violence (IPV), continue to be a major issue in the region. Vulnerability of the situation of IPV victims has increased since the beginning of the pandemic, when many countries registered spikes of domestic violence. After initial difficulties caused by lockdowns, many countries in the Euro-Mediterranean region improved their mechanisms of victims' support within very short timeframes.

## Limitations

Several challenges were identified during the drafting of this report:

- Although significant efforts at national, regional and international levels have been made to improve tools and methodologies, gender statistics still represent a major challenge. There are strong differences in the level of monitoring of gender-related indicators between the UfM Member States.
- Despite the agreement between the UfM Member States on the necessity of creating a common regional analysis, there is no uniformity regarding definitions of different concepts related to gender equality and regarding data gathering methods.
- Despite a very rich dialogue during the preparation of the report, only 15 countries shared their national reports.
- In an overwhelming majority, statistical sets are limited to formal sectors and marginalized groups, especially informal sector workers, remain largely invisible in official statistics.
- Crises are never gender neutral, and the Covid-19 pandemic is no exception. Women and girls have been disproportionately affected by the resulting consequences of this crisis, exacerbating already existing vulnerabilities and inequalities. These changes have been already recognised, but there are still little data available.
- Regarding intimate partner violence, official data available does not allow to completely measure the real scale and nature of the issue. Moreover, strong discrepancies between the UfM Member States regarding data collection and understanding of concepts make the

exercise of regional comparison very difficult.

- Cultural, social, economic and political diversity of the UfM Member States represents its main strength, but can be also challenging at the hour of delivering a complete and comprehensive image on the situation of women in the region.

### Key findings

#### 1. Establishing and enforcing legal and policy framework

- All the UfM Member States embed gender equality provisions in their constitutions and supreme laws. Additionally, almost all of them, except Denmark and Israel, expressly forbids discrimination in all its forms. However, the biggest challenge is the enforcement of the existing laws and the fight against gender stereotypes, especially those that impede women from acceding to leadership positions.
- Almost all the UfM countries offer at least 14-week maternity leave, as recommended by the ILO Maternity Protection Convention, 2000 (No. 183). Only in Jordan, Lebanon and Palestine women have right to a 10-week maternity leave and in Tunisia – one month or two months for women working in the public sector. Even though maternity leave is ensured in all the UfM countries, the situation is much more complicated regarding paternity and parental leaves which are significantly shorter or even inexistent in some countries. These differences in rights display the persistence of gender stereotypes and constitute a barrier for a gender equality within the household and the labour market,

as it does not allow women and men to equally share responsibilities in childcaring, and therefore hinder women's employability, career progression and female economic independence.

- Women around the world have been deeply affected by the Covid-19 pandemic, which has highlighted persisting inequalities and has dealt a major setback across all areas, especially regarding intimate partner violence and women's economic participation. The first lockdowns (March – June 2020) brought rise in domestic violence. Euro-Mediterranean countries experienced initially difficulties in providing assistance to victims. However, most countries approved in record-time protective measures adapted to the new context. At economic level, women, despite being on the front lines of the fight against Covid-19, have been more likely than men to lose their jobs. Additionally, family caregiving responsibilities have largely fallen on women, increasing thus the gap in unpaid work.
- All the UfM Member States have ratified the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) and signed the Beijing Declaration and Platform for Action for Equality, Development and Peace (BPfA). As for the Istanbul Convention of the Council of Europe, the ratification process has been less successful: all the Member States of the EU signed it, but six have yet to ratify it (Bulgaria, Czechia, Latvia, Lithuania, Hungary, Slovakia). On its part, Turkey became the first country that withdrew from the Convention in July 2021.
- In the past five years, most of the UfM Member States multiplied their efforts to mainstream gender into the work of legislative bodies. The strongest advancements have been made among the EU countries which in their great majority have a dedicated gender equality body in their national parliaments, undertook important efforts in capacity building developing gender-sensitive trainings and adopted gender sensitive budgets and/or budget strategies.

#### 2. To raise women's participation in economic life

- A general trend in the past five years was the increase of women's employment rate (Malta is the country with the strongest rise, corresponding to 10 percent points), although some

countries such as Egypt, Morocco, Sweden, Tunisia and Turkey noted a decrease of women's participation, especially in rural areas. This decrease in women's employment rate was also accompanied by a decrease in men's employment rate.

- In the past five years many countries detected work-life balance as an essential element to enhance gender equality in the workplace. In consequence, many of them pursued their efforts to ensure best conditions so maternity does not represent a significant cost for women's professional development.
- During the COVID-19 pandemic, the widespread adoption of telework has coincided with an increase in women's unpaid work, largely because of the closure of schools and the move to online schooling. Before the Covid-19 pandemic, employed women in the EU spent about 3.9 hours per day on unpaid care whereas employed men spent 2.6 hours" (EIGE, 2021). In July 2020, these numbers rose for employed women with children under 12 to 54 hours per week (7.7 hours per day) and for employed men with children to 32 hours (4.5 hours per day) (Eurofound, 2020). As for the MENA region, already before the crisis, women spent six times more on domestic work and unpaid care (OECD; 2020c; OECD, 2019b). This gap widened with the Covid-19 crisis and amplified women's unpaid work burden (UN Women, 2020p).
- Compared to the international level, Europe and the MENA region are below the global percentage of 6,2% of women entrepreneurs who own established businesses (correspondingly 5.3% and 4.5%). Those regions also have the lowest percentages of nascent women-owned enterprises (correspondingly 3.4% and 4.1%, compared to the global percentage of 5.5%) representing the largest gender gaps worldwide, respectively 37% and 35%) (GEM, 2019).
- One of the principal barriers is the limited access to loans in order to develop their commercial activity. This situation can be explained on the one hand by a shorter credit history, given the more limited business experience, which influences whether or not to grant a loan and on the other, by the existence of unconscious bias with implicit double standards for women creating additional barriers for women entrepreneurs.

### 3. To improve women's access to leadership and decision-making positions

- Improving women's access to leadership positions has become one of the major priorities for the UfM countries. Gender equality in leadership and decision-making is a matter of fairness and is essential for promoting democracy and effective execution of its principles. The issue of equal representation becomes even more significant in a crisis context, as it is necessary to hear the voice and take into account the needs of all the groups.
- Regarding women's presence in parliaments, in 2020, there exists a strong dichotomy between the Member States of the European Union with women occupying in average one third of the seats in national parliaments (EIGE, 2020b) and the countries of the East and South Mediterranean where rates of women's presence in legislative assemblies are significantly lower.
- Just like in national parliaments, women's presence in national governments strongly varies among the countries and goes from 4.8% in Poland to 55.9% in Finland. In this case however, the division between the European countries and the rest of the UfM Member States is less accentuated. As for women as prime ministers, in 2020, only three UfM countries were governed by women (Denmark, Germany and Finland). In 2021, Tunisia became the first Arab country with a woman as a chief of government.
- Since 2016, eleven new countries (Algeria, Bosnia and Herzegovina, Egypt, Greece, Ireland, Italy, Luxembourg, Malta, Montenegro, Portugal and Tunisia) approved legislation to balance gender representation in national parliaments and/or regional structures.
- Increasing women's leadership in managerial positions remains nowadays one of the most complicated challenges to tackle. The figures, which are very far from parity, show that women experience difficulties in gaining a foothold in the business world. Among the EU Member States, since 2012 the number of women board chairs doubled and the number of women CEO tripled, however still fewer than one in ten of the said positions is occupied by a woman and women share in boards in listed companies does not reach 30% (EIGE, 2020a). This numbers are significantly lower in the MENA region, where the average representation of women on the boards of the

largest public companies remained at 4.8% of total board seats (OECD, 2019a).

- Following the EIGE analysis, EU countries with legislative quotas have significantly more women on boards than countries without the said mechanisms (EIGE, 2021k). The described situation demonstrates that despite a progress, women continue to be underrepresented in economic leadership and that in order to speed up the change, it is of crucial importance to accompany the dialogue between institutional and business stakeholders by a strengthening of the legal framework.

### 4. To combat violence against women and gender-based violence (focus on domestic violence perpetrated by an intimate partner)

- Despite increased public awareness and countries' efforts to tackle intimate partner violence through legislations, policies and programmes, the exact scale and nature of the phenomenon is still unknown. Reported cases of intimate partner violence reveal only the tip of the iceberg, according to UN Women (2020o) reported rates would represent less than 40% of actual cases.
- Before the Covid-19 pandemic, Europe's rate of intimate partner violence was 6.1% and Northern Africa's - 12.3%, which globally situated the UfM region below the international average rate of 17,8%. The highest rates of intimate partner violence are registered among the youngest women (19.8% and 21.5% of women and girls in the age cohorts of 15-19 and 25-29).
- Social isolation and quarantine measures during the Covid-19 pandemic strongly deteriorates the situation of women and girls suffering from intimate partner violence. A majority of the UfM Member States registered an increase in the number of calls to support lines.
- Despite the increase of intimate partner violence since the outburst of the pandemic, it should be noticed that before the Covid-19 pandemic, rates of intimate partner violence were lowering in most of the UfM countries as a result of two major factors: the increase of social awareness and the multiplication of efforts on behalf of national structures in order to provide social, economic and legal support to survivors of intimate partner violence.

## Recommendations

### 1. Establishing and enforcing legal and policy framework

#### Mainstreaming gender into all policies, practices and regulations

- Assess gender impact of existing regulations, policies, plans and strategies.
- Implement gender budgeting and gender mainstreaming into all regulations, policies and practices, and ensure financial means to implement gender equality programs.

#### Reinforcing equality in personal status laws

- Continue to reform personal status laws to achieve full equality of women and men; particular efforts should be made to ensure women's equal access to divorce and children's custody.

#### Promoting women's economic participation

- Reinforce the legal framework to prevent and fight against sexual and gender-based harassment in the workplace and create control mechanisms to ensure their implementation.
- Establish control mechanisms for elimination of the gender pay gap; while analysing the origin of the pay gap, extend the analysis to other factors such as gaps in promotion, in training and in conditions of employment.

#### Fighting against Violence against women and girls and Intimate Partner Violence

- Promote the ratification of the Istanbul Convention by all the UfM Member States.
- Prohibit marital rape, repeal provisions that exonerate rapists if they marry their victims and commute the sentence in case of dropping the charges.
- Provide legal and social help for victims of VAWG including access to medical, psychological and counselling services, housing, child-care, education and training, as well as employment opportunities for survivors of VAWG.

### 2. To raise women's participation in economic life

#### Strengthening women's employment

- Remove laws that provide unnecessary restrictions on women's occupations.
- Create and invest in programs increasing dig-

ital and financial literacy of women.

- Recognize vulnerability of female employment, as demonstrated during the Covid-19 crisis and include gender responsiveness in recovery policies.
- Limit the informal sector, while offering legal and social protection for women who still occupy informal positions.
- Strengthen care-giving infrastructure and facilitate the contraction of care services at home, as well as related work-balance policies.

#### Balancing unpaid work

- Monitor unpaid work and limit its gendered impact by providing more support to gender-responsive budgeting.

#### Supporting female entrepreneurship

- Support and encourage women's entrepreneurship through entrepreneurship education, enabling access to networks and promotion of role models as well as through mechanisms to facilitate access to financial services.
- Continue to eliminate barriers for women's entrepreneurship and seek for regional solutions to increase internationalization of women-owned or women-led companies.

### 3. To improve women's access to leadership and decision-making positions

#### General commitment

- Promote the voice and leadership of women, especially of young generations.
- Ensure that women are included in decision-making process in all domains and at all levels.
- Advocate for legally binding quotas both in politics and the workplace.
- Create mechanisms to prevent and fight against gender-based discrimination and harassment against women in the public space.

#### Involving other stakeholders

- Involve political parties in supporting women's political presence and leadership.
- Recognise companies that are strongly involved in promotion of gender equality, by creating alliances, giving a seal of approval etc.

#### Promoting inclusiveness and supporting women's leadership

- Promote inclusive models of leadership since

early age education and in all fields where girls can demonstrate their leadership abilities.

- Encourage women's leadership by designing capacity building programs for future female leaders and promote networks of female leaders.

#### 4. To combat violence against women and gender-based violence

##### General commitment

- Adopt comprehensive laws on VAWG that define and criminalize all forms of VAWG.

- Review law and policy to identify most urgent gaps and to ensure that key aspects of the international legal obligations are being addressed.
- Criminalise sexual harassment.

##### Reinforcing support systems for victims of intimate partner violence

- Reinforce legal, economic and social support for victims of intimate partner violence.
- Tighten the collaboration with influential stakeholders in direct contact with victims of intimate partner violence, including civil society, religious and local authorities and other.



## Establishing and enforcing legal and policy framework

### THE CAIRO MINISTERIAL DECLARATION 2017 Fostering implementation and strengthening operational cooperation

1. Integrating gender mainstreaming in an effective way in all national policies; providing training to leaders, managers, and policy and law makers. Supporting the development of concrete projects related to women's empowerment and ensuring their funding.
2. Engage women's rights CSOs as partners in developing national gender equality policies: from the discussions on gender equality policies to their implementation and monitoring recognizing them as interlocutors.
3. Calling all stakeholders, including governments, parliaments, international organizations, international Financial institutions, local authorities, social partners, private sector and CSOs to strengthen the regional synergies. This cooperation should promote a learning-based approach between governments and stakeholders through the exchange of knowledge, experiences, good practices, innovate approaches and concrete projects.

# Indicator 1: Country commitments to gender equality

## Countries' commitment to gender equality

Commitment to Gender Equality continues to be one of main priorities for the UfM Member States. Since the Inter-ministerial declaration on strengthening the role of women in society adopted in Istanbul in 2006, the Member States of the Union for the Mediterranean have not stopped their efforts to achieve gender equality and to empower women in all aspects of life.

In consequence, important progress regarding legal protection of women's rights has been made in the whole region. Since 2016, a majority of the Member States have created or reinforced their legislations and policies at national and local levels. Particular efforts have been made in the matter of women's promotion in leadership positions, economic empowerment and violence against women and girls.

## Gender equality as a constitutionally recognised right

Women's rights as citizens and their legal autonomy are a direct reflection of the perception of gender equality in a society and a social and cultural vision of roles assigned to women and men. The evolution of these rights, although still incomplete, demonstrates progress made in the field of gender equality (UNDP, 2019).

All the countries of the Euro-Mediterranean region embed gender equality provisions in their consti-

tutions and supreme laws<sup>1</sup>. Additionally, almost of them, except Denmark and Israel, expressly forbid discrimination in all its forms.

Regarding family law, almost all the countries recognise the principle of gender equality within the couple. Only except Tunisia and Jordan, women can also be heads of households.

## Gender equality & economic opportunities

Women's economic participation is one of the principal objectives for achieving gender equality and many countries of the Euro-Mediterranean region have made consistent efforts to increase the number of economically active women.

In almost all the UfM Member States (with the exception of Jordan) law explicitly mandates non-discrimination in employment based on gender. Additionally, in a great majority of the countries, except Lebanon, Mauritania, Palestine and Slovakia (World Bank, 2021c), women are legally guaranteed equal pay for work of equal value. The biggest challenge however is the enforcement of the existing laws and the control of its implementation.

Although women can in principle legally pursue work in the same way as men there still exist some limits to their professional activity. Some countries still limit

their access to night-hour shifts (Algeria, Bosnia and Herzegovina, Montenegro, Tunisia, Morocco and Turkey), or to dangerous (Algeria, Israel, Mauritania, Morocco), hazardous (Israel, Mauritania, Morocco, Lebanon) or arduous (Algeria, Mauritania, Morocco, Lebanon) jobs. These restrictions derive in a great extend from a series of conventions adopted by the ILO<sup>2</sup> at the beginning of the 20th century aiming to protect women. The primary reason was that they were particularly affected by the harsh conditions of night work and were not considered competent to make valid choices by legislators. However, since the early nineties, several debates have been conducted within the ILO to review them. Currently, the ILO considers that Conventions No. 4 and 41 are obsolete and should be "shelved" and considered for abrogation, while Convention 89 and its Protocol should be promoted for ratification by the Member States<sup>3</sup>.

Additionally, continuous efforts are made to allow work-life balance. The UfM Member States, with the exception of Jordan, Lebanon, Palestine and Tunisia, offer at least 14-week maternity leave, as recommended by the ILO Maternity Protection Convention, 2000 (No. 183). Nevertheless, the duration of the said leave and its remuneration (percentage of daily salary) vary strongly among the countries and go from 70% in Hungary to 100% in the Netherlands or Spain. Moreover, some countries do not financially cover the whole duration of leave, such as Finland with only 56 days of full remuneration. While maternity leave is ensured in all the UfM Member States, the situation is much more complicated regarding paternity and parental leaves which are significantly shorter or even inexistent in some countries. These differences in rights display the persistence of gender stereotypes and constitute a barrier for a gender equality within the

household, as it does not allow women and men to equally share responsibilities in child caring, and therefore hinder women's employability, career progression and female economic independence. In order to face this issue, the European Union adopted a legislation package in order to harmonize EU Member States policies regarding maternity, paternity, parental and care leaves. Among the key legislation adopted the following Directives can be highlighted:

- Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and careers and repealing Council Directive 2010/18/EU: Fathers/second parents have the right to take at least 10 working days of paternity leave around the time of birth of the child. Also, establishes that paternity leave will be compensated at least at the national sick pay level.
- Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and careers and repealing Council Directive 2010/18/EU (as of 2 August 2022): establishes a minimum of 4 months of parental leave. At least 2 out of the 4 months are non-transferable from one parent to another and at least the 2 non-transferable months have to be adequately compensated at a level to be decided in each EU country (as of 2 August 2024 for the last 2 weeks). In addition, parents have the right to request taking the leave in a flexible way (part-time and in a piecemeal way).

Although dismissal related to pregnancy maternity or paternity is prohibited, women still suffer negative stereotypes about the incompatibility of motherhood and professionalism in the workplace and cases of discrimination on this field have been reported.

Another factor strongly limiting women's participation in the workplace is the existence of sexual or gender-based harassment. Although this issue exists in all the countries, not all of them have created legal mechanisms to prevent and fight against them. Most countries that adopted laws against sexual and gender-based harassment in the workplace are the EU Member States but even in these countries major difficulties exist as in some cases there are no adequate mechanisms to enforce the law.

1. <https://constitutions.unwomen.org/en/countries>

2. *Night Work (Women) Convention, 1919 (No. 4); Night Work (Women) Convention (Revised), 1934 (No. 41); Night Work (Women) Convention (Revised), 1948 (No. 89); Protocol of 1990 to the Night Work (Women) Convention (Revised); Night Work Convention, 1990 (No. 171)*

3. <http://www.oit.org/public/english/standards/re/m/ilc/ilc89/pdf/rep-iii-1b-in.pdf>

Finally, it is also important to note that the protection measures mentioned above generally apply to the formal sector. However, women, especially in the Southern Mediterranean countries, are also present in the informal sector. In consequence, an important group of women remains unprotected and often at risk of exploitation.

As for women's entrepreneurship, legal barriers are not observed in the UfM countries. Women can legally register businesses and sign contracts. However, a very weak percentage of female entrepreneurs and a limited size of their companies display difficulties women have to face as company-owners or leaders. The list of the most limiting factors should contain among other the persistence of gender stereotypes, difficulties to access networks and limited access to financial institutions.

### Violence against women and girls and intimate partner violence

Violence against women and girls (VAWG) continues to represent one of the main challenges in the field

of fight of gender equality. Domestic violence perpetuated by an Intimate Partner became strongly mediated with the outburst of the #MeToo social campaign in 2012 that liberate voices of many women, and more recently, in 2020, when Covid-19 pandemic triggered global spike in Domestic Violence. Public demands for effective actions on gender-based violence pressured countries to create and further develop a powerful legislative framework. The UfM governments commitments in the matter were accompanied by a progressive creation of policies and programmes to end violence against women. Some countries, such as Spain, Sweden, Tunisia and Morocco created comprehensive laws to address VAWG, providing basis for a holistic and more effective response. Nevertheless, despite these efforts, social norms persisting in the whole region, hinder the effectiveness of the said laws and policies.

#### BOX 1. Highlights of national policies for comprehensive approach to gender equality

##### EGYPT

In 2017, launch of the national women strategy 2030 aligned with the SDGs, confirming the country's commitment to achieve the empowerment of Egyptian women and its will to play an active role in the advancement of women.

The National Strategy for the Empowerment of Egyptian Women 2030 was adopted by the President and the Government of Egypt in 2017. This plan is considered as a guide and a roadmap for all the work concerning the empowerment of women.

The same year, the Egyptian President - in a historical precedent - announced 2017 as the "Year of Egyptian Women," describing expediting steps towards the empowerment of women, in addition to safeguarding their constitutional rights as a "national duty".

##### PORTUGAL

First National Strategy for Equality and Non-Discrimination "Portugal + Igual" (ENIND), approved in 2018 by a Resolution of the Council of Ministers for the period 2018 - 2030. Aligned with the 2030 Agenda, ENIND started a new cycle of promotion of women's rights and elimination of all forms of discrimination. The plan is based on a systemic and comprehensive approach to public policy in three major areas: a) promoting equality between women and men; b) preventing and combating violence against women and domestic violence - including harmful prac-

tices such as female genital mutilation (FGM) and forced and early marriages; c) combating discrimination on the basis of sexual orientation, gender identity and expression, and sex characteristics. For the first time, Portugal has an umbrella long-term equality and non-discrimination national strategy, that brings together and articulates these three areas.

The ENIND adopts a twofold and complementary approach: 1) mainstreaming gender equality must systematically consider in all public policies; 2) the definition and execution of specific temporary actions, that correct structural gender gaps.

Also, for the first time, ENIND emphasizes the multidimensional nature of disadvantage stemming from the intersection of various discrimination factors, such as sex with age, disability, race and national or ethnic origin. As such, it expressly mainstreams intersectionality as a transversal approach to all three plans, creating specific actions that recognize the specific intersectional needs of women and girls.

The Commission for Citizenship and Gender Equality (CIG) is the coordinating entity of the ENIND and respective three Action Plans, supported by a monitoring committee and technical committees for each plan composed of a large number of ministries' representatives, members of public bodies and representatives of civil society organizations ensuring its transversality.

### Main gaps and challenges for implementation

From the legislative perspective only, major progress has been made in the field of women empowerment and gender equality. Nevertheless, gender stereotypes, lack or insufficient allocated resources and gender mainstreaming public policies and practices, including specialised staff on gender equality continuously represent a major barrier for the effective implementation of existing legislation. There is also a strong need for stronger and more consistent shifts in consciousness.

Additionally, women around the world have been deeply affected by the COVID-19 pandemic, which has highlighted persisting inequalities and has dealt a major setback across all areas, especially regarding intimate partner violence and women's economic participation. The first lockdowns (March - June 2020) brought rise in domestic violence. Euro-Mediterranean countries experienced initially difficulties in providing assistance to victims. However, most countries approved in record-time protective measures adapted to the new context. At economic level, women, despite being on the front lines of the fight against Covid-19, have been more likely than men to lose their jobs. Additionally, family caregiving responsibilities have largely fallen on women, increasing thus the gap in unpaid work. In order to address the issue, UfM countries intensified their work in enforcing new laws and developing national policies aiming to facilitate work-life balance.

### Progress made

#### Legal development and adherence to international conventions

There has been general progress regarding the development of legal mechanisms for protection and empowerment of women within the Euro-Mediterranean region. In 2020, Algeria included in its Constitution the principle of gender equality and effective participation of all citizens in political, economic and social lives.

All the UfM Member States have ratified the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) and signed the Beijing Platform for Action. It should be however noticed that the majority of the Member States

entered reservations or maintained declarations to some articles of the Convention (detailed information in the Annex 5). In the MENA region, all the countries, except Palestine, expressed reservations to major articles of CEDAW, including equality in marriage and divorce, women mobility, equality in granting nationality, equality in guardianship, inheritance and family relations (EFI, 2020).

As for the Istanbul Convention of the Council of Europe, the ratification process has been less successful: all the Member States of the EU signed it, but six have yet to ratify it (Bulgaria, the Czech Republic, Latvia, Lithuania, Hungary, Slovakia). On its part, Turkey became the first country that withdrew from the Convention in July 2021. In 2020 The Council of Europe invited Tunisia to sign and ratify the Istanbul Convention, and in the framework of the 4th South Programme, Algeria, Egypt, Israel, Tunisia, Morocco, Libya and Lebanon were invited to raise awareness on the Convention. Additionally, it is worth to add that all the EU Member States are bound by EU treaties and directives on gender equality and non-discrimination.

#### Main areas of work

In recent years, the main focus has been put on women empowerment in politics and the workplace, work-life balance, equal pay gap and prevention and fight against gender-based violence.

## BOX 2. Reinforcement of the legal framework, progress made since 2016

### ALGERIA

2021: Organic Law (March 10) promulgating gender parity

### BULGARIA

2016: creation of the Law on Gender Equality

### CROATIA

2017: consolidation of the Law on Gender Equality (2007), which establishes Gender Equality as a fundamental value

### FRANCE

Consolidation of the Gender Equality Law

2016: modification of the article 18 of the Law on Real Equality between Women and Men.

2017: Law on Equality and Citizenship, amended in 2019 and 2020, which establishes a submission of an annual report on the state of sexism in France to the Prime Minister and then, to public opinion.

2018: Law for “the freedom to choose one’s professional future” and creation of the Gender Equal Pay Index.

2019: Law on Engagement in Local Life and the Proximity of Public Action extends equal access for women and men to elected offices in municipalities.

2019: Law on the Transformation of Civil Service, provides for a balanced composition of selection boards and bodies responsible for recruitment, promotion and internal promotion.

2020: amendment of the Labour Code that prohibits any distinction between employees, based on gender.

### ITALY

2017: amendment of the National Code for Equal Opportunities between Men and Women, which provides for a prohibition of retaliation measures against the complainant in cases of sexual and gender-based harassment and discrimination and an obligation of guaranteeing integrity and dignity of workers through training and information.

### MALTA

2016: abolition of all discriminatory differences between men and women in social security legislation (e.g., women are granted the right to be heads of household).

2020: amendments to ensure that women and men were afforded equal treatment in the listing of personal information on notarial acts.

### PORTUGAL

2017: Law 62/2017, of August 1, defining quotas for boards and audit bodies of public and listed companies

2018: Law 60/2018 that approves measures to promote equal pay between women and men for equal or equal work

2019: Law 1/2019, of March 29, raising to 40% the quota for electoral lists to national and European parliament, elective bodies of municipalities, and members of the Parish Councils.

2019: Law 26/2019, of March 28, defining a 40% quota among top civil servants in public administration, in public higher education institutions and associations.

### SPAIN

Consolidation of the Gender Equality Act from 2007.

2018: Law 11/2018 modifies the Commercial Code in such a way that the audit of accounts must also reflect the situation of the staff in terms of equal treatment and opportunities between women and men.

2019: Royal Decree-Law 6/2019, of March 1 on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation: The Equality Law established the obligation to have equality plans for companies with more than 250 employees. This Royal Decree-Law extends the requirement to draw up equality plans to companies with fifty or more employees and requires their registration in the registry to be developed by regulation.

2019: Royal Decree 259/2019, of April 12, regulating the Equality Units of the General State Administration.

2020: Royal Decree 902/2020, of October 13 on equal pay for men and women: a set of specific measures to enforce the right to equal treatment and non-discrimination between women and men in remuneration, and the development of the necessary mechanisms to identify the existence of unjustified or discriminatory pay gaps. Basic elements: the principle of transparency and the obligation of equal pay for work of equal value.

2020: Royal Decree 901/2020, of October 13 regulates the issues related to the companies obliged to negotiate, prepare, and implement an equality plan, the negotiation mechanism that must lead to its preparation, the content of the plans, the compensation audits and the monitoring and evaluation measures and systems.

Regarding maternity rights, almost all the countries, with exception of Tunisia, ratified the ILO convention 108 from 2000 that established the minimum period for maternity leave at 14 weeks. Additionally, the ILO convention no 183, that protects women from losing their jobs for reasons related to pregnancy and maternity, is also adopted by many countries, with the exception of Tunisia (however existing national mechanisms).

### Continuous inclusion of gender mainstreaming

In the past five years, the UfM Member States multiplied their efforts in order to include gender

mainstreaming into the work of legislative bodies. All of them have currently an institution dedicated to overseeing gender equality in governmental actions. The strongest advancements have been made among the EU countries which in their great majority have a dedicated gender equality body in their national parliaments, in a form of parliamentary committee, subcommittee or advisory committee, women’s caucus or cross-party network (EIGE, 2020).

## BOX 3. What is a gender-sensitive parliament?

“Gender sensitivity is a complex, multifaceted concept that goes beyond merely encouraging equal representation of the genders in numerical terms. According to the Inter-Parliamentary Union (IPU), a gender-sensitive parliament is ‘one which responds to the needs and interests of both women and men in its composition, structure, operations, methods and work’. In essence, gender-sensitive parliaments promote full participation of women, ‘without substantive, structural or cultural barriers’, and serve as a positive example of women’s empowerment for wider society. Ultimately, a gender-sensitive parliament is a progressive parliament, reflecting the current needs of society through greater efficiency, effectiveness and legitimacy.”

Accordingly, 5 areas of work have been determined:

- Area 1: equal opportunities to enter the parliament
- Area 2: equal opportunities to influence the parliament’s working procedures
- Area 3: adequate space on parliamentary agendas for women’s interests and concerns
- Area 4: production of gender-sensitive legislation
- Area 5: enhancement of the symbolic function

Source: EIGE (2020) “Gender equality in national parliaments across the EU and the European Parliament.”

Many countries undertook important efforts to build capacities of civil servants and other employees of public institutions by developing gender-sensitive training and/or by offering training for women with the aim of increasing their professional and leadership skills.

Additionally, a more intense dialogue with other stakeholders such as civil society or the academic world was established in order to have a deeper understanding of existing issues and challenges that impede effective equality between women and men.

Finally, consistent efforts have been made into developing gender sensitive budgets and/or budget strategies. In the recent years, 19 countries from the Euro-Mediterranean region have developed gender budgeting tools, marking an important progress.

#### BOX 4. Gender budgeting in the Euro Mediterranean countries

##### ALBANIA\*

Since 2016, gender equality is a core principle in the Law on Organic Budget. In addition, the law “On Local Government Finances”, paved the way for gender sensitive budgeting effective inclusion in budget programming, monitoring, reporting and evaluation. As a result, there is a significant increase in public expenditure allocations for gender equality in the 2019-2021 budget program.

##### AUSTRIA\*\*

The 2009 Austrian Constitution included gender budgeting. Since 2013, all federal ministries must implement gender equality as one of the guiding principles in the impact assessment as well as they have to consider gender equality in all phases of the adoption and implementation of budgetary measures.

##### BELGIUM\*\*

Integration of the gender dimension in all budgets and decisions since 2008 in the Flemish Region and since early 2000s in Brussels-Capital and the French Community. According to the Circular on Gender Budgeting, each draft general expenditure budget must include a gender note.

##### BOSNIA AND HERZEGOVINA\*\*

A gender-responsive budgeting analysis of key policy documents and specific gender indicators must be included to the submission of any ministerial budget.

##### CZECHIA\*\*

Gender budgeting is expected to form part of Strategy 2021+. 2015: development of the Methodology for Gender Impact Assessment of Materials and the Gender Audit Standard.

##### EGYPT\*\*\*

The National Strategy for the Empowerment of Egyptian Women 2030, approved in 2017, introduced Monitoring and Evaluation indicators for

women’s advancement as well as the performance-based budget.

##### ESTONIA\*\*

2012: project ‘Mainstreaming a gender perspective into the state budget’ that saw the publication of a tailored gender budgeting handbook.

##### FINLAND\*\*

In 2018 an independent research team provided recommendations to evaluate the gender budgeting strategy introduced in 2014.

##### FRANCE

2018: launch of the Gender Equality Index to measure and fight the gender pay gap and other gender-related inequalities at work. 2019: establishment of several programs for 2020 piloting gender budgeting, with a gradual extension to other programs.

##### IRELAND\*\*

The 2018 Budget introduced gender budgeting as a primary axis of equality. In the 2019 Budget the scope was extended to include other areas such as poverty, socioeconomic inequality, and disability, drawing on a broader range of national equality strategies.

##### ITALY\*\*

2016-2018: Gender budgeting at sub-national level and at the national level. 2017: creation of a specific task force (INPS Scholars) to implement a set of 146 indicators. The state budget expenditure was also reclassified following an assessment of its impact on women and men. The 2021 Budget Law (Law 178/2020) established the Fund for the support of gender pay equality.

##### MONTENEGRO\*\*\*\*

2019: pilot gender responsive budgeting in the next cycle of the agro-budget (initiative supported by the OSCE Mission to Montenegro)



##### MOROCCO\*\*\*\*\*

Gender responsiveness established since the adoption of the 2015 Organic Law on Finance. Gender equality must be considered in the definition of objectives, results, and indicators of performance of the line budgets and institutionalizes the Gender Report as an official document that is part of the annual Finance Bill.

##### PORTUGAL

The Portuguese State Budget Law includes since 2018 a specific article on gender budgeting whereby the budget of public bodies incorporates a gender perspective, by identifying the programmes, activities or measures to be analysed in terms of their impact on equality between women and men in each relevant budget year. Since the 2021 Portuguese State Budget, the specific article on gender budgeting also states that public bodies must promote the publication of the administrative sex disaggregated data pertaining to their programmes and measures subject to a gender impact analysis. Moreover, for the first time in 2021, the State Budget included a set of gender equality indicators across key policy areas, from the digital, to transports, social protection and infrastructures, pay and domestic violence, with the aim of promoting an annual exercise of analysis of the gender impact of budget policies.

Every year the Budget General Directorate issues a circular, approved by the Budget State Secretary, with instructions which include a specific section and annex on gender budgeting to be submitted by public bodies.

##### SLOVAKIA\*\*

The Action Plan for Gender Equality for the years 2014 -2019 included gender mainstreaming

methods for the development of a gender impact assessment methodology and piloting gender budgeting.

##### SPAIN\*\*

All ministerial departments are required to submit a report to the State Secretary for Budgeting and Expenditure, analysing the gender impact of their expenditure programs, as required by the 2007 Equality Law.

##### SWEDEN\*\*

The government provides a clear statement of gender-related objectives in respect of ministries’ budget and each proposal in the Budget Act is accompanied by a gender impact assessment; publication of data on gender equality budgetary allocations.

##### TUNISIA\*\*\*\*\*

Gender Responsive Budgeting (GRB) is an integral part of the Tunisian Public Financial Management’ system (PFM). Among its components:

- The Budget Law incorporating the principle of gender equality.
- The Development Plan 2016-2020 which established GRB and included gender equality goals.
- GRB in program-based budgeting.

##### TURKEY\*\*\*\*\*

2020: launch of a 3-year EU funded project: “Implementing Gender-Responsive Planning and Budgeting” developed by the Ministry of Family, Labour and Social Services and the Presidency of Strategy and Budget (PSB) and UN Women. The project aims to integrate a gender perspective in all national and local policymaking and budgeting process.

#### Efforts to monitor the progress

Tracking and reporting progress of measures adopted regarding gender equality are essential tools for creating effective policy making in this area. Based on the perception that, despite long-lasting efforts, progress in gender equality across the EU remains limited, the European Institute for Gender Equality (EIGE) developed the Gender Equality Index with the aim to support more effective policy making in this area.

The Gender Equality Index was launched for the first time in 2013 and first results revealed that the EU needed further monitoring and more targeted gender equality policies. It has 6 core domains (work, money, knowledge, time, power, and health), completed with 2 more additional domains, violence against women and intersecting inequalities. Since 2015 the Index includes for the first-time data on violence against women, and since 2017 data with a focus on intersecting inequalities. In 2019, a the-

matic focus on work-life balance was added and in 2021 a thematic focus on health, on how gender affects the health of women and men, and access to health services.

The 27 EU Member States participate together with the United Kingdom. In addition, Serbia, North Macedonia, Albania and Montenegro have also developed a Gender Equality Index with EIGE's support under the EU Instrument of Pre-Accession (IPA), funded by the European Union.

At the international level, several monitoring mechanisms exist and help assessing current situation worldwide, and in the Euro-Mediterranean region. For instance, the UNDP created the Gender Inequality Index (GII)<sup>4</sup> which measures gender inequalities in three important aspects of human development: reproductive health, empowerment and economic status. to monitor and evaluate progress made within the Sustainable Development Goals. The OECD created the Social Institutions and Gender Index (SIGI)<sup>5</sup>, that measures gender-based discrimination in social institutions, i.e. formal and informal laws, social norms and practices across 180 countries.

### Policy recommendations

#### Mainstreaming gender into all policies, practices and regulations

- Assess gender impact of existing regulations, policies, plans and strategies.
- Implement gender budgeting and gender mainstreaming into all regulations, policies and practices, and ensure financial means to implement gender equality programs.

#### Reinforcing equality in personal status laws

- Continue to reform personal status laws to achieve full equality of women and men; particular efforts should be made to ensure women's equal access to divorce and children's custody.

#### Promoting women's economic participation

- Reinforce the legal framework to prevent and fight against sexual and gender-based harassment in the workplace and create control mechanisms to ensure their implementation.
- Establish control mechanisms for elimination of the gender pay gap; while analysing the origin of the pay gap, extend the analysis to other factors such as gaps in promotion, in training and in conditions of employment.

#### Fighting against Violence against women and girls and Intimate Partner Violence

- Promote the ratification of the Istanbul Convention by all the UfM Member States.
- Prohibit marital rape, repeal provisions that exonerate rapists if they marry their victims and commute the sentence in case of dropping the charges.
- Provide legal and social help for victims of VAWG including access to medical, psychological and counselling services, housing, child-care, education and training, as well as employment opportunities for survivors of VAWG.

4. <https://hdr.undp.org/en/content/gender-inequality-index-gii>

5. [www.genderindex.org](http://www.genderindex.org)

## To raise women's participation in economic life

### THE CAIRO MINISTERIAL DECLARATION 2017

#### II. Raising women's economic participation

1. Encouraging companies to review their internal policies and practices, by introducing a gender equality perspective and implementing measures to eliminate discrimination based on sex, as well as possible multiple discrimination on the basis of age, disability and other reasons including in career progress and recruitment to leadership positions.
2. Take all appropriate measures to recognize, reduce and redistribute women's and girls' disproportionate share of unpaid care and domestic work by creating the conditions to provide adequate accessible and quality childcare and other care services for dependent people, and to encourage men to engage in a more equal division of care and domestic work with women, recognizing the value of this work, and taking measures to address it, thus freeing women for paid employment.
3. Actively supporting women-led businesses and firms to grow into medium and large enterprises. Promoting "opportunity recognition" whereby women are encouraged to recognize their skills and interests and enabled to access existing sources of support to promote their entrepreneurship.

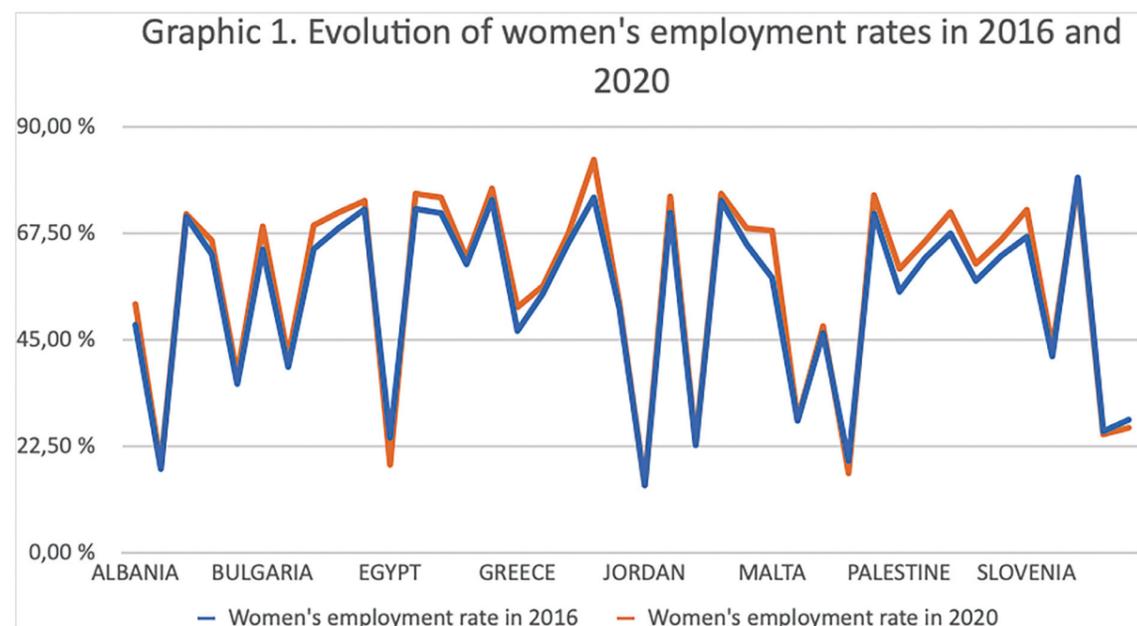
# Indicator 7: Women in the formal and informal work

## Overview

### Formal work

Women’s economic participation continues to represent an important challenge for gender equality. Employment rates among the countries of the UfM region are very uneven and go from 16.7% in Morocco to 78,3% in Sweden. A general trend in the past five year was the increase of women’s participation in the workplace (Malta is the country with the strongest rise, corresponding to 10 percent points), although Egypt, Morocco, Sweden,

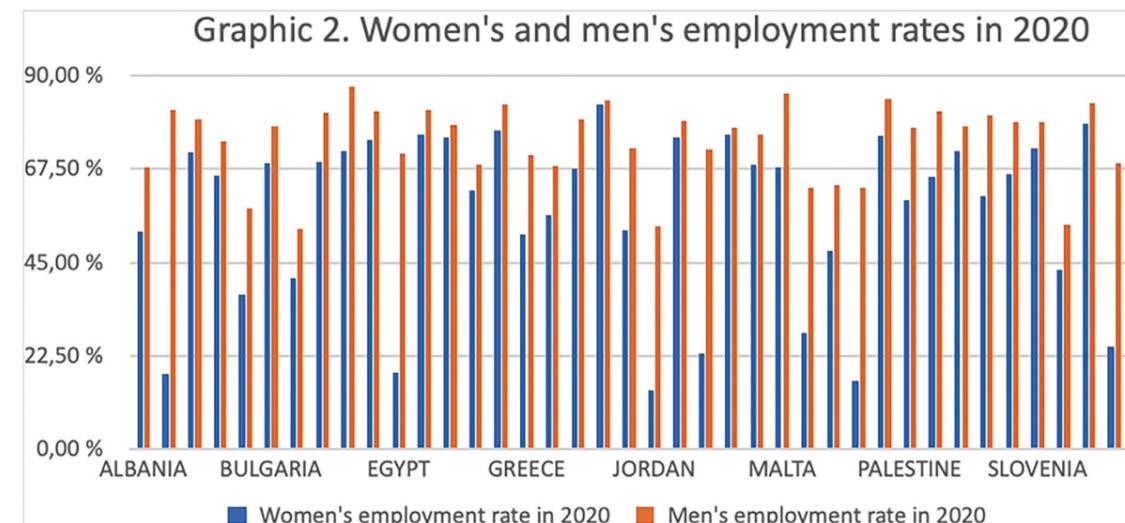
Tunisia and Turkey noted a decrease of women’s participation, especially in rural areas (It should be noted however that these decrease in women’s employment rate was also accompanied by a decrease in men’s employment rate). For Morocco specifically, the analysis of the situation shows that despite of efforts made on national level to establish a legal framework to increase women’s economic participation, the persistence of gender norms, such as opposition of fathers or husbands to women’s education or professional career, still represents the main obstacle to women’s economic empowerment<sup>6</sup>.



Graphic 1.<sup>7</sup>

6. Ministère de la Solidarité, du Développement Social, de l’Egalité et de la Famille (2020), Maroc-Attamkine, Programme national intégré de l’Autonomisation Economique des Femmes et des Filles, à l’horizon 2030.

7. For data sources refer to the Annex 2.



Graphic 2.<sup>8</sup>

8. For data source please refer to the Annex 2.

### Informal work

Women’s participation in informal work is still understudied. Information available on labour markets tends to focus on formal employment and economy and official statistics in many countries miss details on informal economy. Nevertheless, there exists a strong need to develop effective methods for statistical data collection and analysis on informal work in order to better address the issue. Indeed, informal work represents a spectrum of low protected employment, is not controlled by governmental structures and does not provide social and working protection (ILO, 2020b). Without operating with precise numbers, it is nonetheless recognised that gender inequalities also persist in informal work. While informal work is mainly dominated by men, female informal workers are more concentrated in types of employment with lower remuneration, less visibility and fewer rights at work than men (ILO, 2017).

The analysis of regional data shows that most women in informal employment work in Europe and in the MENA region in personal service sector and hospitality, while men occupy informal jobs in construction.

### Main gaps and challenges for implementation

#### The pandemic of Covid-19 as a setback for women’s empowerment

The Covid-19 pandemic definitively represented the greatest challenge for gender equality of the past five years. As a result of the measures to contain the effects of the Covid-19 pandemic, women have paid a high price in terms of loss of employment, increased workload and unpaid care, and this has exacerbated a structural situation of marginality, fragility and discrimination. The Covid-19 pandemic crisis has put a larger focus on gender inequalities, which have grown and become more visible at the same time.

#### Increased risk of the feminisation of poverty

Although globally women’s participation in the labour market progressively grew since the 2008 financial crisis, the Covid-19 crisis widened the gender gap in employment. At the same time, the pandemic highlighted occupational segregation, with women overrepresented in “essential” jobs

and in sectors like retail, accommodation, tourism or residential care activities where teleworking opportunities are almost inexistent.

In the EU, while both men and women lost jobs in the beginning of the pandemic, employment rebounded more strongly for men than for women in summer 2020, displaying long-lasting implications of the crisis for women professional careers, especially young ones, migrant and/or with lower education attainment as well as the widening of gender gap in employment, to the detriment of women (EIGE, 2021i).

In the Arab countries, it is estimated that 1.7 million jobs were lost in 2020 (UN ESCWA, 2021). Women are disproportionately affected as they have been encouraged to take leave from paid jobs in order to assume care-work within their households. According to the International Monetary Fund (2020), there have been significant differences across countries regarding the feasibility of working from home, based on the access to digital infrastructure. This has had important implications for women from the MENA region as they had to face additional difficulties simply because their digital access and skills are more limited. This will negatively impact their already fragile status in the workplace and will limit women's ability to provide for their families and themselves and will have particularly severe consequences for female-headed households (UN Women, 2020 n).

The Covid-19 crisis aggravated the financial fragility of women, especially young ones, who even before the pandemic had higher chances to risk poverty or social exclusion (EIGE, 2021i). This gap in income may increase in future gaps in pension entitlements.

### Women who assumed the bulk load of home chores

The closure of schools and other care facilities during the pandemic has further complicated the reconciliation of paid work and care responsibilities for many workers, especially women with children. There still exists a strong expectation that women will provide and manage household chores. As the European example shows, “before the COVID-19 crisis, employed women in the EU spent about 3.9 hours per day on unpaid care whereas employed men spent 2.6 hours” (EIGE, 2021i). In July 2020,

these numbers rose for employed women with children under 12 to 5.4 hours per week (7.7 hours per day) and for employed men with children to 3.2 hours (4.5 hours per day) (Eurofound, 2020). As for the MENA region, already before the crisis, women spent six times more on domestic work and unpaid care (OECD; 2020c; OECD, 2019b). This gap widened with the Covid-19 crisis and amplified women's unpaid work burden (UN Women, 2020p).

This situation, in addition to aggravating the gender gap, may have a long-lasting impact on women's wellbeing, professional development and financial security. It also reinforces gender stereotypes that place women as the principal caregiver. According to UN Women (2021 n), in the MENA region, “two-thirds to more than three-quarters of men support the notion that a woman's most important role is to care for the household and just one-tenth to one-third of men reported having recently carried out domestic work, such as preparing food, cleaning, or caring for children, the sick and the elderly”.

### Informal economy as the most touched during the Covid-19 crisis

Informal sector workers are a particularly vulnerable group on the job market who usually lack opportunities to access better jobs and obtain social security coverage. This lack of social and legal protection has been particularly visible since the outbreak of the Covid-19 crisis, when informal sector workers were disproportionately touched by the effects of the pandemic. While facing job losses and without the possibility to replace it by remote work, workers in informal employment had to survive without or with a very limited access to health-care system or income support. Within this group, women informal workers experienced more difficulties than men in maintaining employment and regain a new one (UN Women, 2021e).

Migration status is an additional challenge as women informal workers, in their great majority domestic

9. <https://data.unwomen.org/features/three-ways-contain-covid-19s-impact-informal-women-workers#:~:text=To%20prevent%20COVID%2D19%20measures,and%20supporting%20informal%20workers'%20organizations>

## BOX 5. Good practices on informal work

### EGYPT

Protection: A one-off monetary compensation (EGP 500) offered to informal workers registered at the database of the Ministry of Manpower through post offices.

Establishment of a committee for irregular workers impacted by the COVID19; with allowances provided of which 40% of the beneficiaries are women. Legalisation of informal companies: the Egyptian Parliament has adopted the Small, Medium & Micro Enterprises Law, which include a full pillar on the informal sector and means of formalizing it; and set some conditions for those enterprises to adhere to; with a planned transition phase. This comes in line with the Government's plan to integrate the informal sector with good incentives provided.

### MOROCCO

Law n° 19.12 concerning the working conditions and the employment of domestic workers obliges the parties concerned to sign a written

employment contract and to forward a copy to the Labour Inspectorate. It also prohibits the mediation of self-employed persons in the employment of domestic workers and returning workers.

### SPAIN

Corresponsable Plan: governmental plan that seeks, in collaboration with the regions, to facilitate the creation of quality employment in the care sector, in addition to dignifying and certifying the professional experience of non-formal care.

Additionally, an Advisory Board for care-giving was established on September 2021, as a participatory and stable mechanism to provide advice to the Ministry of Equality for the design, proposal and promotion of legal frameworks and public policies on care, with the participation of different expert voices, associations entities and other stakeholders, including four ministries with related competences. Five ministries with related competences take also part of the Advisory Board.

workers, are more vulnerable because they cannot count on any familiar support (UN Women, 2021e). This situation exposes them even more to the risk of labour exploitation and risk of virus contamination<sup>9</sup>.

### Countries' responses to the Covid-19 crisis

#### Social measures

The shutdown of a part of economic activities had a direct impact on low-income households, and particularly women who became more exposed to poverty. To ensure that everyone can meet their most basic needs, national authorities in the majority of the UfM Member States multiplied channels of economic support. One of the principal measures were paying leaves for parents who found themselves without child support that would allow them to continue to work during lockdowns. For instance, in Malta such a leave was accessible for parents or guardians who were not able to telework for two months at the rate of €800 per month (employees who were put on mandatory quarantine leave, including also their family members, were entitled to a one-off lump sum grant of €350; financial aids for unemployed and people who lost their jobs

during the pandemic, people with handicaps and third country's nationals). In Italy, parents of children with disabilities or those who had to assist to classes from home, benefited from paid parental leave. In Hungary, the disbursement of family benefits was automatically prolonged during the lockdown. In Algeria, women with children were offered paid holidays. In France, households that were beneficiaries of RSA (active solidarity income), in their great majority composed of women<sup>10</sup>, received an exceptional solidarity aid of 150 euros in addition to 100 euros per child under 20 y.o. Similarly, the family allowance for single mothers not yet receiving child support has been extended by four months.

10. Cabannes, P.-Y., Richet-Mastain, L. (dir.) (2019). *Minima sociaux et prestations sociales. Ménages aux revenus modestes et redistribution*. Paris, France: DREES, coll. *Panoramas de la DREES-social*. <https://drees.solidarites-sante.gouv.fr/IMG/pdf/31-14.pdf>

## Teleworking

Although teleworking is not a new arrangement, it was significantly developed during the pandemic. Currently, physical isolation measures have been lifted, but new ways of working with a greater emphasis on work-life balance appeared. Legal mechanisms to facilitate telework that were created in 2020, were supposed to be temporary solutions. However, remote working may become a permanent feature, with an ambiguous impact on employees, especially regarding innovation and workers satisfaction (OECD, 2020e).

While analysing gender impact of teleworking, two important points should be brought into attention. In the first place, teleworking may be a dou-

ble-edged sword. While teleworking can incentivize higher levels of employment, it can also reinforce gender roles within couples, especially with young children, as already demonstrated during the lockdown phases (EIGE, 2020m). Secondly, disparities in access to telework reinforce existing dimensions of income inequality. While teleworking is easily accessible to high-skilled professionals and managers, studies of the access to telework shows that this option may not be available to unskilled or untrained workers (European Commission, 2020e).

### Support to women-dominated sectors

Although women were in the first line of response to the Covid-19 pandemic, they were also in the sectors most affected during the crisis and thus more

## BOX 6. Highlights of good practices during the pandemic of Covid-19

### EGYPT

- Decree No. 2659 of 2020 that reconstitutes the National Council for Wages established by Resolution No. 983 of 2003 to define its areas of competencies and include its membership to the National Council for Women, as part of a plan to include policies that take into account gender perspective and the needs of women, especially in light of economic implications of the emerging COVID-19 pandemic. Special focus was given to women with disabilities.

### FRANCE

- Sensibilization guides “guides for lock-downed parents” in order to promote equal distribution of household chores, inform about cyber-harassment and intrafamilial violence
- Minimum child-care service for health professionals, in their great majority women, in order to help them to conciliate their professional and personal lives.
- Financial bonuses for health professionals as a sign of recognition of their total commitment to the cause.
- Budget of €7.6 billion to finance salary increase for the totality of health personal (average raise of 183 euros per month)
- The 15-practice guide “Getting back to work with women and men: at the end of the lockdown, the public authorities issued a good practice guide for companies on gender

equality at work. The 15 guidelines are divided into four sections: enabling women and men to reconcile their professional and private lives, combating sexual violence, protecting women from harassment and promoting professional equality. The guide undertakes communication work and deconstruction of gender stereotypes.

### HUNGARY

- Ensuring childcare services: continuous nursery service during the second and third waves of the pandemic as well as the introduction of workplace childcare services for women with the on-call service of childcare during the first wave of COVID-19.
- During the first wave of the pandemic, mayors of settlements and capital districts are obligated to provide on-call service of childcare free of charge for children (with child catering) whose placement could not be solved otherwise. During the second and third wave of COVID-19 nursery care was continuously provided, only some institutions or groups were closed, because of the low level of effectiveness in the nursery system.
- Any employer could establish a workplace childcare after reporting it to the local authority/capital district and without any operating license for the establishment of the service.



### ITALY

- Baby-sitting bonus (Art. 14 of Decree-Law No. 149/2020): 1000€ bonus to be used during the period of suspension of teaching activities in attendance and granted for the purchase of babysitting services or supplementary services for children in favour of workers registered with the Separate Account or special management schemes of the INPS (National Social Security Institute) who cannot telework.
- The 2021 Budget Law (Art. 1§276 of Law 178/2020) established, at the Ministry of Labour and Social Policies, the Fund for the support of gender pay equality, with an allocation of 2 million euros per year as from 2022, for actions aimed at supporting and recognising the social and economic value of equal pay and equal opportunities in the workplace.
- New legislative measures have been or are going to be adopted to define a new framework to support families, with a special focus on fiscal and financial benefits in order to enhance access and use of educational and social services for families with children.

### MALTA

- Government has introduced a call to support employers and self-employed individuals to invest in technology that enables teleworking

and to partially cover the costs of teleworking solutions.

### PORTUGAL

- Regarding temporary family support offered to Portuguese families, during the suspension of in person classes, the gender impact revealed that more than 80% of beneficiaries of this support, with loss of pay (covers 2/3 of pay), were women, which led the government to approve an amendment to the measure introducing a top-up (to ensure 100% pay) in this exceptional support to the family in the case of couples sharing, as well as in the case of single-parent households (which are mainly headed by women).
- Moreover, the Portuguese Recovery Plan includes a specific section on equality of opportunities and gender equality. Specifically, it includes a gender perspective and concrete measures in the following areas: National Health Service, Housing, Social Infrastructures and Elimination of Poverty in disadvantaged communities of metropolitan areas, Capitalization and Business Innovation, Qualifications and Competences, Sustainable Mobility, Business 4.0, Public Administration, Digitization, Interoperability and Cybersecurity and Digital School.

at risk of losing their jobs. In consequence, even if aid for these sectors was not directly addressed to them, support in the form of extra funding, tax cuts and wage subsidies for tourism, food and healthcare, helped them maintain their jobs.

### Difficulties for women to arrive to leadership positions

Vertical segregation in the workplace is one of the most important factors hinders effective gender equality in companies. In recent years, attention has been brought to gaps in hiring and internal promotion as important barriers to women's rise as leaders. In line with these concerns, countries such as France or Spain oblige companies to implement gender equality strategies or plans adapted for their organisations and analyse the impact of possible gaps in access to employment, working conditions, including pay, professional training, internal promotion, work-life balance measures,

measures to address sexual harassment and harassment based on sex, etc.

Another barrier that pulls back women is the insufficient and/or lack of protection against sexual and gender-based harassment in the workplace. The issue continues to be underestimated and, in many countries, especially in the South Mediterranean region, legal protection measures do not exist. In order to tackle with this issue, the European Parliament and Council issued the Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation.

### Persistence of gender pay gap

Gender pay gap continues to be a sad reality in the whole region. While in the EU the average hourly pay gap is 14.1%, ranging from 1.3% in Luxembourg to 21.7% in Estonia (Eurostat, 2021), in the MENA

region it is slightly higher as men earn on average 16% than women (ILO, 2019).

In order to address the issue and to ensure more pay transparency policies and practices, Italy, France and Spain created mandatory salaries' registers that display gender pay gaps within companies. In case of significant pay gaps companies are obliged to repair the situation, otherwise risking financial penalties.

Moreover, in order to strengthen the monitoring of gender equality in the workplace, France has quadrupled the number of inspections for professional equality from 1,730 to 7,000 per year. In Portugal, the law 60/2018 obliges companies to ensure the existence of a transparent remuneration policy, based on the assessment of the components of the functions, based on objective criteria, common to men and women. In the event of an allegation of remuneration discrimination, it is up to the employer to demonstrate that the company has an equal remuneration policy. Finally, Spain has enacted new legislation obliging companies with 50 or more employees to implement gender equality plans and regular gender pay audits, in addition to the obligation to make available, on an annual basis, salary registers which are compulsory for all companies regardless their size.

### Women are still underrepresented in prospective jobs

Digitalisation represents new opportunities, but also countless challenges which have been exacerbated since the outburst of the Covid-19 pandemic. One of them is the impact on the labour market. The fourth Industrial Revolution has profoundly reshaped the working market and increasingly requires employees to improve their digital literacy. However, there exists a digital gender divide that is likely to lead to an increase of gender inequalities in many areas, one of them being equal opportunities on the job market. While in the EU women represent 57.7% of tertiary graduates, only 2 out of 5 scientists and engineers are women (European Parliament, 2021b). As for digital sectors, only 18% of ICT specialists are women (European Commission, 2021) and if current tendencies, rooted in gender stereotypes, continue, the gap will persist and continue to represent a serious obstacle to achieving gender equality. Indeed, only 3% of European teenage girls express want to work as an

ICT professional at the age of 30 (European Parliament, 2021b). Although girls and boys achieve similar levels of knowledge and ability in science, girls tend to doubt in their skills and comply with gendered expectations about their academic choices, which have then an impact on their professional career. On the other side, in the MENA region proportions of female students in STEM programs are higher and represent 34-57%. However, despite these high rates, Arab women struggle to enter the labour market and the rate of women working in STEM fields lowers significantly. This situation is explained on one the hand by the perception of women's abilities as unsuited for scientific work and by the lack of recognition for their expertise and on the other, working conditions do not take into account women's needs hindering thus their transition into the labour market (Assaad, et al., 2018).

To respond to this new challenge, many countries, especially in Europe, are developing programs to encourage young girls and women to choose STEM careers. Nonetheless, the impact of these programmes does not yet seem to be clear. For instance, in Spain, despite the implementation of various programs aiming to close this gender gap, the participation of women in STEM programs continued to fall down for the last ten years and in 2019 the percentage of female students in STEM fields represented only 24,8%, 34,2 percentage points below the national average of female enrolment in tertiary education (Ministerio de Universidades, 2021).

Moreover, the European Union and Turkey have put a strong emphasis on the development of vocational training, especially in the domain of IT and technology production such as coding and software, as a strategy to increase rates of employment of qualified women in the labour market.

## BOX 7. Highlight on initiatives to encourage women's participation in STEM

### ITALY

In order to firmly address gaps in policies dedicated to gender equality, the Italian Government has adopted a National Strategy for Gender Equality 2021-2026, consistent with the European Strategy for Gender Equality 2020-2025. The National Strategy will be based on five priorities (work, income, skills, time, power). It provides new ideas and proposals for social, cultural and economic recovery in the post-pandemic phase, including the need to increase the number of women in all labour sectors, to overcome barriers to advancement in career paths, countering gender stereotypes that hamper female leadership, to activate new energies and opportunities for women and men on an equal footing. The Strategy will put existing gender policies and women's empowerment within a comprehensive and ambitious framework, with clear goals and measuring tools and preserving a proactive mainstreaming approach.

### JORDAN

The percentage of females enrolled in universities in ICT majors for the 2017 academic year was (37.3%). To maximize the benefit from this investment, the Ministry of Communications and Information Technology launched several initiatives in cooperation with private sector companies, to achieve gender equality in access to training and employment opportunities. For the 2009-2018 program, 47% of the girls who are graduates of the ICT participated in the Training and Employment initiative, and 90% of the ICT female graduates participated in Activating Post Offices Initiative for the provision of e-government services. The percentage of girls trained in the training program in life skills and mobile applications reached 51%, and graduates with a Communications major participating in the training program with Al Hussein Technical University reached 87%. The percentage of female employees in the Ministry of Communications and Information Technology reached 44.5% and in the National Information Technology Center reached 45.5%. The percentage of female workers in private companies in the ICT sector reached 29% in 2016, and in the government sector the percentage of female employees in the ICT sector reached 50.4%.

### PORTUGAL

The Project "Engineers for a Day" is an initiative of the Secretary of State for Citizenship and Equality

that aims to promote among non-higher education students the option for engineering and technology, deconstructing the idea that these are male domains.

It is coordinated by the Commission for Citizenship and Gender Equality, Charter of Diversity (APPDI), Instituto Superior Técnico and the Order of Engineers.

This project, which already has 3 editions, reached 7975 young people from the 3rd cycle and secondary education, from 25 schools nationwide. The 4th edition is distinguished by its strong commitment to the digital component, maintaining traditional activities, but with new features. The project is now integrated into the Action Plan for the Digital Transition, in articulation with the INCoDe.2030 Program.

### SPAIN

Development of several programs aiming to encourage young women to choose STEM careers: The ChicasSTEM initiative intends to inform young girls on STEM careers and break gender stereotypes on women's presence in this field; "I want to be an engineer" program in collaboration with five universities and "Now you" program which offers scholarship and training opportunities for women students in STEM programmes.

The INNOVATIA 8.3 program in collaboration with the University of Santiago de Compostela supports female entrepreneurship in technological sectors through the transfer of knowledge from the University.

The National Institute of Educational Technologies and Teacher Training has developed several capacity building projects for teachers in subjects such as gender equality, education in equality, gender identity and expression and prevention of sexual abuse, among others.

Several plans have been developed to encourage the participation of women in the digital sphere. Among others, the ATENEA program with training workshops on trust and security in the network, CERES, program for digital literacy and empowerment of rural women, DIANA program in collaboration with educational centres, REA program for the training of professional women, and the ADA program to promote girls' interest in digital technologies.



**BOX 7. Highlight on initiatives to encourage women's participation in STEM****TURKEY**

“Engineer Girls of Turkey Project (2016-2020)” is carried out with the cooperation of the Ministry of Family, Labour and Social Services, UNDP and the Limak Holding. The Project aims to give support in all spheres for female students who want to be engineers and enable them to be role models of their profession. The project is composed of three programs: a university program for female students studying at university, a high school program for high school students, and a seal of equality program for workplaces. Along with the scholarship opportunities for the students within the scope of the university program of the project; internship and employment opportunities, English language training, “Social Engineering” certificate program training and mentoring support are provided. In this context; To date, 560 female students have benefited from the scholarship program.

Within the scope of the high school program, awareness and information activities regarding engineering fields have continued for students, teachers, school administrators and their parents who are studying in Science and Anatolian High Schools in Science and Anatolian High Schools in the pilot provinces in the 2019-2020 academic year; 2,500 students were reached in 75 high schools in 20 provinces. The total number of students, parents and teachers reached is 24,876. Within

the scope of Equality Seal (Equality Management Model in Business), which is the third program of the project; Through the only global equality certificate program conducted by the United Nations for public and private sector organizations, it is aimed to close the gender differences in working life and to establish standards related to this. The pilot implementation of the program, which foresees the establishment of an internal management system in which companies constantly monitor the equality of opportunity and balance of women and men in their own and business relations and take remedial measures, was carried out at Limak Investments.

Financial Literacy and Women's Economic Empowerment Seminars: Within the scope of the goals included in the “Presidential Execution Programs” and “Women's Empowerment Strategy Document and Action Plan”, women will be able to increase their awareness of money management, income, spending, savings, assets, debt, savings, investment instruments, private pension system, and “Financial Literacy and Women's Economic Empowerment Seminars” are organized under the coordination of the Provincial Directorates of our Ministry in order to provide information on support and incentives for empowerment. 516.553 people have been reached through 155 events held in 81 provinces since 2017.

**Progress made****Increase of maternity and paternity leaves for a greater work-life balance**

In the past five years many UfM countries have identified work-life balance as an essential element to enhance gender equality in the workplace. In consequence, many of them pursued their efforts to ensure an equal share of household and care responsibilities between women and men, as well as best conditions so maternity does not represent a cost for women's professional development. The evolution of family structures, especially in Europe, has progressively been taken into account and maternity benefits have been extended to women from mono-parental families. It should be noticed however, that in some countries (for instance in Turkey), the cost of the maternity leave has to be assumed

only by employers. This represents an important hindrance to female employment as companies are not always willing to assume this cost.

**Highlight on good practice: parental act in France**

Financial means should not determine the presence of a parent with his or her new-born child: this is the commitment made by 334 signatory companies of the Parental Act, a citizen's initiative committing signatory companies to pay a minimum of one month's parental leave to the second parent. This initiative, created in February 2020, was presented in the guide of 15 good practices for a recovery with women and men published and distributed by the prefectures at the end of the lock-up.

In order to promote equal child-care responsibilities between women and men and eliminate gender stereotypes that reinforce the image of women as less committed to her work, because more focused on household's chores, paternity and/or parental leaves have been prolonged, and in Spain and Sweden their duration and pay conditions have been equalized with maternity leave.

Additionally, new ways of working that started to appear including before the pandemic started to be regulated and seen as a tool for enhancing gender equality in the workplace. For instance, in 2019 Italian Budget Law created an obligation, for public and private employers who enter into agreements for the performance of agile working activities, to give priority to requests by women workers in the three years following the end of their maternity leave, or by workers with disabled children who require permanent, continuous and comprehensive care.

Women's return to work can also represent an important challenge as many women denounce that they are marginalized or even dismissed when they reintegrate their offices. In order to eliminate existing barriers, some countries go beyond legal prohibition of discrimination and create legal mechanisms to promote employment of women with children. In Italy, the 2021 Budget Law has provided for an increase of €50 million for 2021 in the Fund for Family Policies to support organisational measures adopted by companies to facilitate the return to work of working mothers after childbirth. Moreover, many countries offer part-time arrangements for parents with small children.

Finally, some countries made significant efforts for the past five years to develop infrastructure for child-care. For instance, since 2016 in Turkey private crèches and day-care centres are exempted from revenue and corporate taxes for five fiscal/taxation periods. Two years later, it was ensured that if an employer pays 50% of the monthly gross minimum wage for each child of a female employees directly to the crèches and day-care centres providing these services, this amount shall be exempted from income tax. In Jordan, with the aim of improving care services, the Nursery Law No. 77 of 2018 was issued stipulating that a nursery shall operate based on programs and activities prepared in accordance with the approved developmental standards with the aim of educating children (from 0-4 years old and in exceptional cases up to 4 years and 8 months), raising them and developing their physical, cognitive, linguistic, social and emotional characteristics and abilities.

**Increasing the economic participation of women from disadvantaged groups**

For most women, attitudinal and structural factors in the workplace, such as persistent gender stereotypes and internal policies and practices, put them at a tremendous disadvantage and render them more vulnerable than men to hardship depending on socio-demographic categories they belong to, such as age, minority, geographic location etc. An intersectional approach that considers belonging to multiple social groups simultaneously is thus essential in order to eliminate disadvantages met by women from disadvantaged groups.

### BOX 8. Highlight of good practice for intersectionality in the workplace

#### ITALY

Law No. 92/2012 has recognized for private employers, including non-entrepreneurs and employers in the agricultural sector, an incentive for hiring women who are in disadvantaged conditions, namely women:

- at least aged 50 and unemployed for more than 12 months;
- of any age, residing in regions eligible for funding from the EU Structural Funds, who have not been in regular paid employment for at least six months;
- working in economic sectors characterized by a pronounced gender employment gap and not in regular paid employment for at least six months;
- of any age who have not been in regular paid employment for at least 24 months, wherever they reside.

For these hirings:

- a 50% reduction in the employer's contributions is granted for the duration of the employment contract.
- the reduction is applied for employer's contributions for the duration of twelve months (eighteen if the recruitment is for an indefinite period of time or if the recruitment is for an indefinite period or if the contract is converted from a fixed-term to a permanent one).

The 2021 Budget Law has provided that, on an experimental basis, for the two-year period 2021-2022, the above-mentioned exemption from social security contributions will apply to the extent of 100% and up to a maximum amount of €6,000 per year.

#### SPAIN

The Institute of Women develops different programmes such as SARA and EMPLEATE for social and labour inclusion of vulnerable women in collaboration with social entities and municipalities. It also works with companies and social intermediary entities to support the labour inclusion of women victims of gender-based violence.

Various measures have also been adopted, for the participation of women in rural areas:

- Plan for the promotion of women in rural areas 2015-2018 which addresses different aspects that concern women.

- Program to promote leadership of women in decision-making bodies of agricultural sector societies in collaboration with agri-food cooperatives
- Rural Woman Challenge program to promote female entrepreneurship in rural areas.

To enhance the participation of women in this sector the Spanish Network of Women in the Fishing Sector has been created. One of its main outcomes has been the Plan for Equality in the fishing and aquaculture sector 2015-2020 for the application of the principle of equality.

Women with disabilities:

- Gender perspective measures have been incorporated in the preparation of specific disability plans such as the State Plan of Action of the Spanish Disability Strategy (2014-2020), as well as in the plans of the governments of the autonomous communities in this regard.
- There has been also collaboration with the creation of the CERMI-Mujeres foundation, a foundation for women and girls with disabilities to fully enjoy all human rights and fundamental liberties.
- In 2018, an agreement was signed with the State Confederation of Women with Disabilities to hold a meeting on feminism and empowerment of women with disabilities.

Young women: The Shock Plan for YOUNG Employment 2019-2021 includes as an objective the elimination of horizontal segregation and the gender pay gap. It sets the goal of reducing the current gender gap between young men and young women by 20% in registered unemployment figures by developing specific training.

#### TURKEY

In order to provide employment opportunities for women older than 18 for 24 to 54 months and men older than 18 and younger than 29, according to specific conditions;

- The insurance premiums shall be covered by the unemployment insurance fund for 48 months for those who have professional competence certificates.
- The same shall be enforced for 36 months for those who completed vocational and technical secondary education or higher education or who completed the workforce training courses provided by Turkish Employment Agency (ISKUR).

## Indicator 8: Women entrepreneurs

### Overview

Despite strong variations among the countries, entrepreneurship in the Euro-Mediterranean region continues to maintain the male face. While in Morocco women represent only 12,8% of entrepreneurs and their number lowered in the last years, Portugal and Croatia lead today the ranking with respectively 37,2% and 31,5% of female entrepreneurs.

Compared to the international situation, Europe and the MENA region are below the global percentage of 6,2% of women entrepreneurs who own established businesses (respectively 5.3% and 4.5%). Those regions also count with the lowest percentages of nascent women-owned enterprises (correspondingly 3.4% and 4.1%, compared to the global percentage of 5.5%) representing the largest gender gaps worldwide, respectively 37% and 35% (GEM, 2019).

### Strategies to increase female leadership

To address the issue of the low rate of women entrepreneurs in the region, different strategies have been adopted.

One of the main difficulties that women entrepreneurs or prospective founders have to face, is a more restrained access to loans. To tackle this issue, various countries have focused on creating mechanisms that would facilitate women's access to credits. For instance, France developed a system that offers 0% loans or public guarantee for women who ask for banking loans. Spain, in collaboration with Microbank, created a programme of micro-credits for women's projects. This initiative offers access to microfinance of up to 25,000 euros for women who plan to create their own business or consolidate one that has already been created. Italy approved in 2020 a legislative decree that facilitates women's access to credit for micro- and middle-companies with a totality or majority of women in

their structures. Egypt and Turkey developed various programs offering micro-credits to economically vulnerable groups, especially women and youth. The purpose of microcredit is to encourage these groups, who face important difficulties to obtain loans through banks and similar means, to engage in self-generating activities in order to reduce poverty, inequality in income distribution and unemployment, and to meet the financing needs that will enable them to participate in economic and social development. Moreover, in 2020 Egypt prohibited discrimination based on sex in the access to financial products and services and offered financial reductions for women-friendly banks. The same strategy of collaboration with the financial sector has been developed by Morocco since 2020 through the Intelaka Program.

Algeria counts on increasing the numbers of female entrepreneurs through education and awareness actions launched in 2018. France is another country with a highly developed agenda to raise awareness about women's entrepreneurship. Turkey developed a programme based on a series of training for new entrepreneurs, mentoring and possible financial aids. Half of the participants of the program are women.

Since the outburst of the Covid-19 pandemic, Social and Solidarity Economy (SSE), in which feminist economy is a key component, has been seen as a solution for a fair and sustainable economic recovery by countries such as Spain, Morocco and Turkey. In Turkey a program of strengthening women's cooperatives was signed already in 2018.

Moreover, some countries created programs to increase women's entrepreneurship among groups with lesser rate of activity in paid jobs. In 2021 Algeria developed a strategy to promote entrepreneurship among housewives and which focuses on capacity building and support in their commercial activities. France and Morocco decided to act on a local level through the deployment of national strategies in

regions. Morocco created the national Integrated Program for Women and Girls' Economic Empowerment by 2030, "Morocco-Attamkine", deployed locally. France created regional action plans for the development of women entrepreneurship and a network of start-up incubators destined to women. Spanish government in collaboration with chambers of commerce developed the Business Support Program for Women which provides advice to women with a business idea or a project of expansion of an existing company. Italy created 'Funds to support of women's companies' in order to promote and strengthen female entrepreneurship, to disseminate entrepreneurial values among the female population and to maximise quantitative and qualitative contribution of women to the economic and social development of the country.

### Main gaps and challenges for implementation

#### Persistence of structural barriers

There exist several structural factors that continue to block the development of women's entrepreneurship.

One of the principal barriers is the limited access to loans in order to develop their commercial activity. This situation can be explained on the one hand by a shorter credit history, given the more limited business experience, which influences whether or not to grant a loan<sup>11</sup>. However, there is also the prejudice that women are less suited to run a business<sup>12</sup>. Likewise, women have more difficulties attracting investors (World Bank, 2019). The limited access to financial tools has implications on the size and capacities of expansion of women-led or women-owned companies. Within the EU, only 27% of self-employed women have employees (Widlak, 2019, based on the data from Eurostat, Labour Force Survey, 2019).

Additionally, women have a more restricted access to informal networks and the ones they access are less powerful and effective (Greguletz, Diehl & Kreutzer, 2018). This situation maintains gender inequalities as women have a limited access to information on market opportunities and risks.

In the second place, there exists a gender gap in education that in one of the main reasons for gender gap in innovation. Although in many coun-

tries female students outnumber male students, women are usually less present in academic programmes considered as leading toward prospective careers. This reinforces the horizontal segregation, with a concentration of men and women in sectors influenced by traditional division of social roles.

As supported by OECD (2013) and other research, in general, women have lower financial knowledge. Not only they tend to be less interested in financial issues, but they are also less confident than men in their financial knowledge. In consequence, their financial situation and ability to take strategic financial decisions, can be weakened. This situation can be directly connected with a widely spread gender stereotype assigning to women the role of caregivers and to men the role of breadwinners.

Although flexible working hours appear to some women as an interesting option for easier work-life balance and is one of the main motivations for entrepreneurship, the fact that women spend less time than men developing their company impedes the development of their organisations. Despite their importance, the needs of women entrepreneurs in the area of work-life balance have been ignored for a very long time. Traditionally, public policies focused on employed women without offering any protection to self-employed women. Only recently work-life balance measures have been seen as incentive for female entrepreneurship. However, it should be noted that these measures are often less developed than those protecting employed women and their nature and scale vary greatly between countries.

11. Alesina, A., P. Giuliano and N. Nunn (2013), "On the Origins of Gender Roles: Women and the Plough", *The Quarterly Journal of Economics*, doi: 10.1093/qje/qjt005

12. Saporito, P., A. Elam and C. Brush (2013), "Perceptions of the Bank-Firm Relationship- Does Gender Matter?", *Entrepreneurship Theory and Practice*, Vol. 37(4), pp. 837-858

### BOX 9. Initiatives to enhance life-work balance for female entrepreneurs

#### SPAIN

In 2017 law 6/2017 on urgent reforms of self-employment included the following measures to promote work life balance for self-employed people. Although they seem neutral, these measures affect mainly self-employed women:

#### Exemption from social security fees:

- During one year for workers who take care of other family members (under 12 years of age or dependents).
- During the period of paternity or maternity leave, risk during pregnancy or lactation.

#### Reduction of social security fees:

- For 12 months for women workers who return to their jobs after a maternity leave.
- For women victims of gender violence during the first 12 months of activity.

2019: Royal Decree 6/2019 which equated the duration of paternity leave for the birth of children of both parents to 16 weeks, advancing the principle of co-responsibility and so contributing to equality in economic participation.

Finally, the perception of leadership as a traditionally male domain persists and women leaders<sup>13</sup> as well as their companies<sup>14</sup> suffer from this prejudice. This context has a negative impact on women's self-assessment as leaders and influences their perception as being less skilled to run a business. At the European level, as reported by OECD and the European Union (2017) only one third of women reported having the skills to start a business, compared to half of men. These differences were most pronounced in Poland (21 p.p.), Slovakia (21 p.p.) and Hungary (20 p.p.). This lack of confidence increases the fear of failure and limits women's entrepreneurial ambitions. 52% of women decide not to start a business because of fear of failure compared to 42% of men.

#### Impact of the Covid-19 crisis

An analysis of entrepreneurial tendencies among women and men in the EU showed that in the pre-Covid-19 period, female entrepreneurship was growing faster than male entrepreneurship. However, between April and September 2020 this tendency was practically cancelled out, mainly due to the effect of a more pronounced drop in the birth of new women-owned enterprises. In Italy, tourism and culture were the sectors that recorded the biggest drop in the number of new 'pink' companies registered in the April-September 2020 six-month period. Various national studies demonstrate that women, especially when self-employed, registered heavier losses in incomes than men.

13. Ogbor, J. (2000), "Mythicizing and Reification in Entrepreneurial Discourse: Ideology Critique of Entrepreneurial Studies," *Journal of Management Studies*, 37(5): 605-635

14. Marlow, S., Patton, D. (2005), "All Credit to Men? Entrepreneurship, Finance and Gender" *Entrepreneurship Theory & Practice*, 29(6): 717-735

## BOX 10. Initiatives to protect and enhance women's entrepreneurship during the Covid-19 crisis

### ALGERIA

- Micro-credits programmes with 64% of beneficiaries being women. Young women are especially encouraged to participate in the program and to start their own business activity.
- Financial and technical training for women entrepreneurs with a special focus on vulnerable groups such as women with disabilities or aged women.

### EGYPT

- The Medium, Small and Micro Enterprises agency (MSMEDA), the Ministry of Trade and Industry and the Bank of Cairo committed to increase the micro projects financial portfolio and focus on women and youth through two project contracts, with a percentage of projects allocated between 30% and 100% of the total financing:

1. "The Initiative for Microfinance Project", with a total funding of 500 million pounds.

2. "Women microfinance project", with a total funding of EGP 120 million.

- Hearing the voice of women - A survey on women entrepreneurs in micro, small and medium enterprises on the most important challenges facing them due to the COVID-19 was launched. The survey was conducted within the framework of the partnership between the National Council for Women and the Medium, Small and Micro Enterprise Development Agency (MSMEDA), and the International Labour Organization in Cairo. It

came from the results of the opinion poll on the impact of the crisis on their following projects: • 79% of women entrepreneurs in micro, small and medium enterprises think that the impact of the crisis on their businesses is negative, and 65% indicated that there are some positive impacts related to initiating new activities, services and programs. Lastly, 31% of the participants perceived the crisis as an opportunity to improve their projects.

- The survey also touches on the most important practices followed by women entrepreneurs, such as the tendency of 36% of the participants to offer their products through electronic platforms, and that 34% of the respondents have reduced the prices of products and services, and 43% of the participants think that they continue to market their products through electronic platforms, and that 55% desire obtaining training on e-marketing followed by training on financial crises management at a rate of 42%, 71% of the respondents think that they are able to provide services and support to other women entrepreneurs through their work, and 68% are willing to share experiences.

### ITALY

- In the first phase of the lockdown, there was an increase of EUR 5 million in the special section dedicated to female entrepreneurs of the SME Guarantee Fund and subsequent measures and positive actions will be increased to face women's businesses economic and financial distress.

## Progress made

### Paid maternity leave for self-employed women

With the increase of women's entrepreneurship, especially in the form of self-employment, the lack of social protection measures for entrepreneurial mothers has been pointed out. Various countries recognised in recent years the right of self-employed women to maternity allowance. In this field, France, Spain and Italy created powerful mechanisms to level existing differences between employees and self-employed women.

In 2021, Morocco recognized the right of people who exercise a liberal activity to benefit from social security protection.

### Policy recommendations

#### Strengthening women's employment

- Remove laws that provide unnecessary restrictions on women's occupations.
- Create and invest in programs increasing digital and financial literacy of women.
- Recognize vulnerability of female employment, as demonstrated during the Covid-19 crisis and include gender responsiveness in

recovery policies.

- Limit the informal sector, while offering legal and social protection for women who still occupy informal positions.
- Strengthen care-giving infrastructure and facilitate the contraction of care services at home, as well as related work-balance policies.

#### Balancing unpaid work

- Monitor unpaid work and limit its gendered impact by providing more support to gender-responsive budgeting.

#### Supporting female entrepreneurship

- Support and encourage women's entrepreneurship through entrepreneurship education, enabling access to networks and promotion of role models as well as through mechanisms to facilitate access to financial services.
- Continue to eliminate barriers for women's entrepreneurship and seek for regional solutions to increase internationalization of women-owned or women-led companies



# To improve women's access to leadership and decision-making positions

## THE CAIRO MINISTERIAL DECLARATION 2017 III. Raising women's participation in public life and decision-making

1. Creating tailored conditions to get equal positions of responsibility in all public and economic spheres not limiting them into commonly stereotyped roles, recognizing the need for their effective and full participation at high levels of responsibility in these areas, and guaranteeing equal pay for equal work and work of equal value, promoting flexibility in working arrangements without reductions in labor and social protections, the provision of infrastructure, technology and public services, such as water and sanitation, renewable energy, transport and information and communications technology, as well as accessible, affordable and quality childcare and care facilities and conditions for women and men to equally share responsibilities and to balance their working and private life.
2. Reviewing, and where necessary, reforming electoral systems, including through voluntary or compulsory quotas, to guarantee and strengthen qualitative and quantitative women's participation, also revising party structures and procedures that hinder the participation of women, including using special measures and affirmative action, compensate structural discrimination.
3. Establishing local and national networks including key stakeholders to be associated to public measures on peace and security, making sure that women are not side-line observers but actively and equally participate in decision-making, including by encouraging the recruitment of women in security services. In addition, fostering regional and national co-operation and co-ordination between countries and key regional and international stakeholders on women, peace and security.

### Importance of women's leadership

- Improving women's access to leadership positions has become one of the major priorities for the UfM countries. Gender equality in leadership and decision-making is a matter of fairness and is essential for promoting democracy and effective execution of its principles. The issue of equal representation becomes even more significant in a crisis context, as it is necessary to hear the voice and take into account the needs of all the groups.
- Increased participation of women also allows to eradicate gender stereotypes. Constant exposure to female leadership allows society to normalize the image of women as leaders and minimize the harmful effects of gender stereotypes.
- Including women in decision-making processes is an important step in building more ethical organisations. In the case of companies, this also means better financial results<sup>15</sup>, a greater capacity to innovate and a more efficient use of resources<sup>16</sup>.

15. <https://professional.dce.harvard.edu/blog/why-gender-equity-in-the-workplace-is-good-for-business/>

16. Mc Kinsey & Co "Diversity wins: How inclusion matters" (2000) <https://www.mckinsey.com/~media/mckinsey/featured%20insights/diversity%20and%20inclusion/diversity%20wins%20how%20inclusion%20matters/diversity-wins-how-inclusion-matters-vf.pdf>

## Indicator 4: Women's participation in government – public life and decision-making

### Overview

#### Women's presence in national parliaments

In 2020, in the Euro-Mediterranean region, rates of women's presence in national parliaments strongly varies, and goes from 4.7% in Lebanon to 47.3% in Sweden. A clear dichotomy could be observed between the EU Member States, where women occupy in average one third of the seats in national parliaments (EIGE, 2020b), and the countries of East and South Mediterranean, where rates of

women's presence in legislative assemblies are significantly lower.

As for the share of power within parliaments, even in countries with highest rates of women deputies, a vertical and horizontal segregation could be observed: parliamentary committees are mainly chaired by men, and women are usually overrepresented in committees related to sociocultural functions and underrepresented in ones managing economic affairs (EIGE, 2020b).

#### BOX 11. UfM countries with at least 30% of women members of Parliament

SWEDEN	47.3%
FINLAND	46%
SPAIN	Lower House: 44% Upper House: 40.8%
BELGIUM	Lower House: 42% Upper House: 45%
AUSTRIA	Lower House: 39.9% Upper House: 42.6%
DENMARK	39.7%
PORTUGAL	39.5%
FRANCE	National Assembly: 39.5% Senate: 34.8%
ITALY	Lower House: 35.7% Senate: 34.4%
NETHERLANDS	Lower House: 33.3% Upper House: 38.7%
MONACO	33.3%
ISRAEL	32.5%
LUXEMBOURG	31.7%
GERMANY	Lower House: 31.5% Upper House: 36.2%
CROATIA	31.1%

#### Women's presence in governments

Like in national parliaments, women's presence in national governments strongly varies within the Euro-Mediterranean region and goes from 4.8% in Poland to 55.9% in Finland<sup>17</sup>. Nevertheless, the division between the EU Member States and the countries of the Southern and Eastern Mediterranean is not as much accentuated.

Moreover, in 2020, only three UfM countries were governed by women (Denmark, Germany and Finland) and in 2021 Tunisia became the first Arab country with a woman as a head of government. As for the composition of governments, horizontal segregation is a widespread norm and women usually run ministries related to social affairs.

#### Main gaps and challenges

The lack of gender parity in political leadership positions displays the persistence of gender stereotypes and structural barriers that slow down women's arrival to the highest positions. Besides obstacles encountered by women in all aspects of public and professional life, such as limited networks, financial capacities and higher responsibilities in household and care chores, women in politics face additional barriers such as historical gender disbalances leaderships of political parties, which impedes women to arrive to electoral lists and to obtain strategic positions on them.

Nevertheless, it is important to notice that although the situation is still marked by gender inequalities, slow changes of heart are operating. For instance, in Egypt public opinion on women's leadership has strongly improved. Between 2014 and 2018, the percentage of Egyptians who believed that women are capable of holding the position of prime minister rose from 43% to 54%, and from 42% to 62% regarding women's abilities to hold the position of governor.

#### Women missing in decision-making processes during the Covid-19 crisis

Globally, decision-making and key advisory bodies in national and international organisations were composed on average of 85% of men and only 15% of women (van Daalen, et al. 2020), meaning that a critical mass of women in leadership has still not been reached. This absence of women increases

the risk of a less efficient management of recovery processes, as more diversified decision-making teams are usually more innovative, inclusive and able to better assess potential risks. Additionally, it also means that women's voices are less likely to be heard. Given that women have been disproportionately hit by the crisis and its economic and social consequences are foreseen to have a long-lasting impact, this lack of inclusiveness can further fragilize women's situation.

In the UfM region, women's presence in national Covid-19 task force teams has strongly varied, going from 0% in Algeria and Lithuania to 72.2% in Albania. Moreover, women have been less likely to lead the said teams (van Daalen, et al. 2020).

#### Slow progress in the region

In the past 5 years, in the majority of the UfM countries, especially in Croatia, Egypt, France, Hungary, Israel, Italy and Spain women's presence in national parliaments increased, although some countries such as Algeria, Lebanon and Slovenia noted a reversed tendency. Despite an overall improvement, the current pace will not close the gender gap in the coming years.

Since 2016, it could be also observed that in many countries of the region the proportion of women in governments has increased. In 18 countries, women represent at least 30% of governments' members. These rates may be seen as a political message sent by some leaders about their will to include more women in the decision-making process.

For some countries, it was also a period of women breaking the glass ceiling in politics. For instance, between 2014 and 2018 in Egypt, for the first time, women occupied leadership positions in a variety of sectors going from governmental offices to justice positions. Likewise, Algeria noted an increased participation of women in legislative, executive and judicial branches, as well as their leadership of political parties and military ranks.

17. UN Women (2021) Women in politics

**BOX 12. UfM countries with at least 30% of women in governments**

SPAIN	62%
BELGIUM	57.1%
AUSTRIA	57.1%
SWEDEN	57.1%
ALBANIA	56.3%
FRANCE	52.9%
FINLAND	50%
NETHERLANDS	47.1%
LITHUANIA	42.9%
GERMANY	40%
PORTUGAL	40%
BULGARIA	38.9%
ITALY	36.4%
ISRAEL	33%
DENMARK	31.6%
LEBANON	31.6%
MONTENEGRO	30.8%
CZECH REPUBLIC	30.8%

**Gender quotas in politics**

Gender quotas in politics still arouse some controversies, although they have been demonstrating their efficacy in increasing women's presence in politics. According to EIGE (2020b), in the European countries that apply binding quotas in politics and on corporate boards, the rate of change regarding the level of women's representation was nearly three times higher than in countries without quotas.

Since 2016, eleven new countries (Algeria, Bosnia and Herzegovina, Egypt, Greece, Ireland, Italy, Luxembourg, Malta, Montenegro, Portugal and Tunisia)

approved legislation to balance gender representation in national parliaments and/or regional structures. Additionally, in 2021 the Maltese Parliament unanimously approved a Constitutional amendment to introduce a gender redress mechanism in order to ensure that at least 40% of Members of Parliament are women.

Regarding modalities applied, while the tendency among the European countries is to apply quotas to electoral lists, the most widespread policy among the Southern Mediterranean countries is to reserve a minimum number of seats in Parliaments for women.

Given that political parties maintain their role of "gatekeepers" and tend to choose more men than women to be present on electoral lists, countries that opted for quotas on electoral lists have created control mechanisms including sanctions in cases of failure to comply with the quota provisions. Two types of mechanisms exist: invalidation of lists (Belgium, Greece, Spain, Poland and Slovenia) or financial penalties (fines in Croatia and cuts in electoral campaign subsidies in Ireland, France and Portugal). Some of the South Mediterranean countries have adopted these two mechanisms to make political parties comply with gender quotas. Algeria, Jordan, Morocco, Egypt and the State of Palestine apply the invalidation of lists if the gender requirements are not met. In addition, Morocco also has established cuts in the public subsidies political parties receive. Despite the existence of quotas, it is sometimes dif-

ficult to control their implementation. For instance, in Croatia although the Gender Equality Act foresees financial sanctions for political parties that do not comply with the law, it is not stipulated who is required to report an abusive situation. Also, it is virtually impossible to collect data as tribunals responsible for verdicts are not obliged to publish information on the matter. In order to enhance the mechanisms, in 2019, Croatia decided to adapt measures incentive measure: a new law was thus released establishing financial bonuses for parties that increase of the underrepresented gender. In contrast, in France where political parties did not comply with the electoral law and after observing the insufficiency of existing mechanisms, in 2017 the electoral law became more restrictive and financial penalties were doubled.

**BOX 13. Gender quotas in politics****ALBANIA\***

At least 30% of a multi name list (2015)

**ALGERIA**

Principle of gender parity in alternating lists (2021), applied only to municipalities with a population of 20,000 or more.

**BELGIUM\***

House of Representatives: the interval between the number of incumbent candidates of each gender may be bigger than 1. Neither of the first two candidates shall be of the same gender.

Senate: No more than 2/3 of its members of the same sex. At least 20 senators of each gender of a total of 60 senators.)

**BOSNIA AND HERZEGOVINA\***

Minimum of 40% in electoral lists (2017)

**CROATIA**

40% following the principle of gender parity in electoral lists (2008)

**EGYPT**

25% reserved seats in the House of Representatives (2019)

**FRANCE**

Alternate gender candidates list. The difference between the member candidates of each gender cannot be greater than 1.

**GREECE\***

40% in electoral lists (2019)

**IRELAND\***

2018: launch of the Gender Equality Index to measure and fight the gender pay gap and other gender-related inequalities at work.

2019: establishment of several programs for 2020 piloting gender budgeting, with a gradual extension to other programs.

**IRELAND\*\***

30% in electoral lists (2016) but seven years later it will be 40%

**ITALY**

Neither of the two genders may be represented by more than 60% and requirement of alternate gender order (Law No. 165 of 3 November 2017)

**JORDAN**

15 reserved seats for women of 130 seats in the House of Representatives, which represents 11.5% (2012)



**BOX 13. Gender Quotas in politics****LUXEMBOURG**

40% in electoral lists (2016)

**MALTA**

Gender redress mechanism to ensure that at least 40% of Members of Parliament are women (2021)

**MONTENEGRO\***

No less than 30% of the candidates lists (2011)

**MOROCCO**

Organic Laws of 2021 guarantee 25% proportion of seats held by women in National Assembly but in local/regional assemblies the proportion of seats is 23%

**PALESTINE**

The Executive committee of the PLO has endorsed 30% quota of candidate lists

**POLAND\***

No less than 35% candidates list (2011)

**PORTUGAL**

40% candidates list (2019)

**SLOVENIA\***

35% candidates list (since 2014)

**SPAIN\***

At least 40% candidates list (2007)

**TUNISIA**

Alternate gender candidate lists since 2014 Electoral Law

**Creating a more inclusive political environment and empowering female leaders**

In order to increase gender equality within political leadership, the majority of the UfM countries include in their national strategies training related to various aspects of gender equality and destined to public officers from different official structures. In this way, they create a more inclusive political environment. By the same token, some countries, especially those from the MENA region, organize capacity building programmes for women leaders.

**Indicator 5: Women's leadership in managerial positions in public and private sector**

Figures relative to women's leadership in managerial positions show that women have difficulty in gaining a foothold in the business world. In the EU, between 2012 and 2020, the number of women board chairs doubled and the number of women CEO tripled, still fewer than one in ten of the said positions is occupied by a woman and women share in boards in listed companies does not reach 30% (EIGE, 2020a). In the MENA region, in 2019 the average representation of women on the boards of the largest public companies remained at 4.8% of total board seats (OECD, 2019a).

**Main gaps and challenges for implementation**

Achieving gender balance in decision making processes is a complex and long-lasting process as challenges that still persist, are cross-cutting and deeply rooted in our societies:

- Gender stereotypes continue to block women from acceding to high-leader positions and forming the main obstacle women face to reaching their full potential. Leadership still has a man's face and women face difficulties in recognising their leadership and abilities within companies.

**Difficulty to escape gender stereotypes: Backlash effect**

A fundamental challenge to women's leadership arises from the mismatch between the qualities traditionally associated with leaders and those traditionally associated with women. The assertive, authoritative and dominant behaviours that people link with leadership tend not to be seen as attractive in women. Women who gain positions of power often have to face a twofold challenge: if they behave in a way traditionally assigned to women, they are seen as lacking leadership abilities. However, when they behave counter-stereotypically, they can suffer societal punishment (both psychologically and economically) as a result. This can often stop their professional advancement at any stage of their career. Rudman and Phelan called this phenomenon "Backlash Effects".

- Access to networks is critical for professional advancement. However, women face barriers impeding them to fully access them. This creates gaps in access to knowledge and visibility and reinforces the risk of "glass cliff", a situation in which women ascend to high-power positions in a situation of risk or crisis.

**Glass cliff phenomenon**

Women are usually asked to manage in crisis situations, while not being given sufficient resources to carry out their duties or develop professionally, what increases possibilities of failure and, in consequences, can tarnish their professional image. One of the reasons for the existence of this phenomenon can be women's limited access to networks, and thus to more extended information, in order to make a more informed decision that would allow to limit the risk.

- Unequal sharing of household chores and responsibilities prevents women from revealing their full potential and reinforces stereotypes of women as more accomplished in their roles of caregivers.
- Various studies prove the importance of visibility accorded to women leaders for the process of normalisation of women's leadership. The scarcity of female role models negatively impacts women's ambition and does not allow to eliminate the perception bias.

**Progress made**

In the EU, in 2020 the average annual increase of women's presence on the boards of publicly listed companies represented less than one percentage point. France is the only country where women occupy more than 40% of seats in large companies' boards and is followed by Belgium, Italy and Sweden with 38% of women. Denmark, Germany, the Netherlands and Finland have at least one third of boards composed of women. On the opposite side, in Bulgaria, Estonia and Hungary half of listed companies do not have any women on their boards (EIGE, 2020a). Following the EIGE analysis, coun-

tries with binding quotas on corporate boards have significantly more women in corporate leadership than countries with non-binding quotas or without any mechanism. In Europe, seven countries imposed binding quotas in companies. The percentage of women in boards in these countries is 37.6%, while in the average share of women on boards in countries without binding quotas is only 24.3%. Moreover, it was observed that the introduction of binding quotas was accompanied by an acceleration of the progress in achieving gender balance on corporate boards. This change represented 3 pp per year after quotas were introduced. (EIGE, 2021k).

### BOX 14. Gender quotas in boards

AUSTRIA	30% (2017)
BELGIUM	33% (2011)
FRANCE	40% (2011)
GERMANY	30% (2015)
GREECE	25% (2020)
ITALY	40% (2011)
PORTUGAL	33% (2017)

In the MENA region, in 2019 the average representation of women on the boards of the largest public companies remained at 4.8% of total board seats. Only 31% of companies had at least one women board member, 24.6% had at least two and only 7% had three or more women board members (OECD, 2019a).

The described situation demonstrates that despite a progress, women continue to be underrepresented in economic leadership and that in order to speed up the change, it is of crucial importance to accompany the dialogue between institutional and business stakeholders by a strengthening of the legal framework.

### BOX 15. Highlight of initiatives aiming to increase women's economic leadership

#### ITALY

- 2019: creation of a joint-institutional Observatory (between by the Department of the Presidency of the Council of Ministers for Equal Opportunities, Consob and the Bank of Italy), for 2019-2024, which works on data collection, analysis and research on women's presence on companies' boards. Information collected is considered as a common reference base for research purposes to identify, among other things, critical areas on which proposals for intervention may be formulated.
- Law No.160 of 27 December 2019 on the "State budget for financial year 2020 and multi-year budget for the three-year period 2020-2022", Art. 1 §§ 302 to 305, replaced the provisions of the Consolidated Text containing the requirements for gender composition of corporate bodies of listed companies. In particular the implementation of provisions

has been extended from three to six consecutive terms of office and a change in the distribution criterion has also been provided for, establishing that the less represented gender must obtain at least two fifths of the directors and auditors elected.

- Support to guarantee interventions for the benefit of companies with at least 60% of women in their leadership (initial allocation of EUR 10 million).

#### FRANCE

- In 2018, the law for "the Freedom to choose one's Professional Future" was adopted, which obliges companies with 50 or more employees to publish annual indicators relating to equal pay within their organisation. Since 2020, all companies with at least 50 employees are required to publish their gender equality index by 1 March each year.

### Policy recommendations

#### General commitment

- Promote the voice and leadership of women, especially of young generations.
- Ensure that women are included in decision-making process in all domains and at all levels.
- Advocate for legally binding quotas both in politics and the workplace.
- Create mechanisms to prevent and fight against gender-based discrimination and harassment against women in the public space.

#### Involving other stakeholders

- Involve political parties in supporting women's political presence and leadership.
- Recognise companies that are strongly involved in promotion of gender equality, by creating alliances, giving a seal of approval etc.

#### Promoting inclusiveness and supporting women's leadership

Promote inclusive models of leadership since early age education and in all fields where girls can demonstrate their leadership abilities.

Encourage women's leadership by designing capacity building programs for future female leaders and promote networks of female leaders.

# To combat violence against women and gender-based violence

## THE CAIRO MINISTERIAL DECLARATION 2017 Combating all forms of violence against women and girls

1. Reviewing law and policies to ensure that key aspects of the international legal obligations are being addressed and implemented. Spread knowledge of the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention), in case of accession or signature of this Convention by Member Countries and develop national campaigns for zero tolerance towards all forms of violence against women and girls; identifying key gaps to be addressed as a matter of urgency and promote the best examples of legislation on violence against women and girls in the region.
2. Addressing the phenomenon of intimate partner harassment and violence, supporting women to assert their rights, including their right to sexual and reproductive health, and reproductive rights, in accordance with the Program of Action of the International Conference on Population and Development.
3. Ensuring that there are adequate women's services in relation to protection, prevention and response guaranteeing the necessary articulation between them. Supporting the creation of accommodation facilities and rehabilitation programs for victims of gender-based violence, including service provision and compensation.

### Overview

Despite raising awareness about intimate partner violence, the exact scale and nature of the phenomenon is still unknown because of the scarcity of available data. Moreover, reporting rates are lower than the actual number of cases: in most countries with available data, less than 40 percent of the women who experience violence seek help of any sort (UN Women, 2020o). According to results of a survey realised in France, although 20% of victims of intimate partner violence fear for their life and 26% had health issues caused by violence, only one in two of them does not dare to speak about her situation to a relative and only one in 10 files a complaint (Ifop, 2020).

Worldwide, 17,8% of women suffered from violence from their intimate partners. Europe counts with the lowest rate (6.1%) and Northern Africa with 12.3%, which globally situates the UfM region below international rates. The highest rates are noted among the youngest women (19.8% and 21.5% of women and girls in the age cohorts of 15–19 and 25–29) (UN Women, 2020o).

## Indicator 11: Country commitments to combat and prevent violence against women and girls from their intimate partners

### Main gaps and challenges for implementation

#### Stereotypical view on intimate partner violence

Intimate partner violence is a violation of human rights as well as a serious public health issue (WHO, 2012). However, there exist myths and false claims on the issue which minimise or even directly deny violence within couples. Although slowly vanishing, victim blaming, endorsed by gender stereotypes, is still omnipresent and are regularly divulged by media, society or even legal systems that do not recognise and criminalise all forms of intimate partner violence. For instance, marital rape is still not recognised by all the UfM Member States.

This situation represents a serious barrier for the fight against intimate partner violence because women and girls who suffer do not trust the system that appears hostile to them. As displayed by a French study, 73% of victims of abuses do not report their situation to law enforcement<sup>18</sup>. Some of them do not recognise their situation. In consequence, there exists an important issue of under-reporting of intimate partner violence.

Moreover, financial dependency represents another major obstacle, as often physical violence is accompanied by economic violence and the fact that the abuser often has a control on household's finances. Many women do not report IPV because they do not have sufficient financial assets and support, as they cannot assume possible costs of legal procedures (EFI, 2020) and costs of independent living.

In consequence, there is an urgent need for effective national programmes helping women victims of IPV in rebuilding their lives and empowering them through shelters and affordable housing programmes, counselling, childcare, transportation, life skills, education and/or job training.

#### Spike of domestic violence during Covid-19 pandemic

In all countries, social isolation and quarantine measures during the Covid-19 pandemic strongly deteriorates the situation of women and girls suffering from intimate partner violence. In France for instance, during the lockdown 1 in 10 women were victims of domestic violence and for 30% of them, the violence started during confinement (Ifop, 2020). Moreover, various UfM countries registered an increase in the number of calls to support lines and demands in shelters.

In the first stage of the sanitary crisis essential care and services provided to survivors of violence was generally disrupted and/or not adapted to the new

18. *Ministère chargée de l'Égalité entre les femmes et les hommes, de la diversité et de l'égalité des chances (2020), La lettre de l'Observatoire des violences faites aux femmes. Les violences au sein du couple et les violences sexuelles en France en 2019. Indicateurs nationaux annuels*

context. Services offering help to victims of gender-based violence also led awareness-raising campaigns. As observed in the EU, restrictions introduced during lockdowns reduced numbers of staff, further aggravating the situation and access to services (EIGE, 2021j). Same difficulties could be observed in the MENA region where access to shelters, psychological health services and other safe places was limited or temporarily shot down (ESCWA et al., 2021). After this primary collapse, many countries remodelled their service scheme for intimate partner violence in order to make whistle blowing processes more agile, efficient and adapted to facilitate remote service delivery. At the European level, in the first three months of lock-

downs (March – June 2020), 14 EU Member States, namely Belgium, Czech Republic, Estonia, France, Germany, Ireland, Latvia, Lithuania, Malta, Poland, Portugal, Slovakia, Slovenia and Spain, introduced new legislations or amendments to existing legislation in order to ensure continuity of services supporting victims of intimate partner violence (EIGE, 2021j). In the MENA region, despite initial alterations of policy and judiciary services, long-lasting efforts in improving police training and reporting mechanisms, as well as gender-sensitive government responses to ensure such services, allowed to police to become the entry point for women seeking for help (UN Women, UNODC, 2021).

### BOX 16. Highlight on national responses to the increase of intimate partner violence during the covid-19 crisis

#### EGYPT

- Law No. 189 of 2020 was passed in the context of the Covid-19 crisis and the rise of violence against women and amended some provisions of the Penal Code by adding a new article that criminalizes and punishes bullying.
- Awareness-raising campaigns.

#### FRANCE

- Free Telephone and SMS Service accessible 24/7 and reporting systems in pharmacies.
- Awareness-raising campaigns.
- Financing of 20 000 nights in hotels for survivors of IPV.
- Help for 210 NGOs implicated in the fight against gender-based violence.
- A national “Don’t hit” number was launched on 6 April 2020 for violent partners. 22 counsellors, psychologists or specialists took turns to offer them remote support.
- The initiative of the Lille gendarmerie: To prevent violence, policemen reopened their recent cases of domestic violence and regularly contacted the victims to ensure their safety. In case of doubt (hesitation on the telephone, lack of response to questions, etc.), a team systematically went to the victim's home to report any cases of violence.

#### HUNGARY

- National Crisis Management and Information Telephone Service, accessible 24/7 and free of charge.
- Shelters for survivors of intimate partner violence adapted to sanitary protocols.

- Police Headquarters have prepared county family and child protection protocols applicable to official quarantine.

#### ITALY

- The resources of the Equal Opportunities Fund have been further increased by one million euros, starting from 2020, for the establishment and the rehabilitation of centres for men perpetrators of violence.
- Increase of resources of the Fund for the compensation of crime victims by 3 million euros for the year 2020 by Art. 18-bis of the Decree-Law No. 34 of 2020, in consideration of the extraordinary and urgent needs arising from the Covid-19 crisis.
- Toll-free number for victims of violence and stalking.
- Awareness-raising campaign.
- Financing of urgent interventions to support the measures adopted by the Shelter Houses and Anti-Violence Centres in relation to the Covid-19 health emergency of 30 April 2020 for an amount of € 5.5 million, the estimated allocation of resources for anti-violence centres and shelters in 2021 is about 30 million euros.
- The National Institute of Statistics (ISTAT) and Department for Equal Opportunities partnership has been renewed during the pandemic when ISTAT carried out an analysis of the data contained in the dataset of the helpline 1522 in the period between March and June 2020



**BOX 16. Highlight on national responses to the increase of intimate partner violence during the Covid-19 crisis**

- The Minister for Equal Opportunities and the Family, jointly with the Italian Bank Association, the Italian Federation of Cooperative Credit Banks and Rural Savings Banks, the National Agency for Microcredit and Caritas Italiana signed a MoU for the establishment of the so-called “Microcredit of Freedom”, a financial tool for the economic independence of women victims of violence, guaranteeing entrepreneurship microcredit.

**JORDAN**

- Establishment of an emergency response team, including female police officers, trained to effectively respond during the crisis, particularly through directly reaching out to women victims of VAWG and escorting them to the police station or the court.
- Close collaboration of the Public Security Directorate with NGOs to ensure appropriate referrals.

**MALTA**

- 112 app for silent reporting.
- Victim support services and access to domestic violence shelters remained open and accessible.
- Risk assessments are still being carried out either at Agenzija Appogg or at the Police Station.
- Extension of the Private Rent Housing Benefit Scheme to victims of domestic violence which enables them to leave their homes as opposed to remaining confined with their perpetrators.
- Nationwide awareness-raising campaign during the semi-lockdown period: airing of informative clips on several local radio stations, dissemination of posters, leaflets and business cards to pharmacies, police stations, healthcare centres, local councils, supermarkets, grocers and banks as well as a bus shelter campaign consisting of messages in different languages.
- Regular meetings between national stakeholders and NGOs to ensure all service providers were updated about any changes in service delivery due to the COVID-19 restrictions.
- Free 24-hour helpline offering legal assistance specifically to victims of domestic violence.

**MOROCCO**

- Launch of a digital awareness campaign to prevent violence against women in Arabic, Amazigh and French as well as in sign language in all media supports: radio, TV, social media...
- Creation of 63 shelters for women who are victims of violence.
- Launch of a website devoted to the “Covid-19” pandemic with a section on gender-based violence.
- February 2020, launch of a support platform by the National Union of Women of Morocco in partnership with various ministries and agencies, for women and girls in vulnerable situations, in order to receive their complaints and grievances and direct them to the services concerned. This platform has operated 24/7 via a direct telephone line (8350), even during the confinement period.
- Support to initiatives of NGOs and networks of support centres to accompany women during the covid-19 crisis.
- Setting up of digital platforms in the various prosecution offices of the courts of appeal and the courts of first instance, including for the support units of women who are victims of violence, to enable women victims to file their complaints without having to go to court, by simply accessing the digital platform of the court concerned and accurately filling in the electronic complaint form.

**PORTUGAL**

- Broad dissemination of information about support services and helplines, safety advices and alerts:
  - Campaign #SegurançaEmsolamento, on social media, television, radio and press in various languages (including sign language) targeting victims and informing them about existing support
  - Information on phone contacts of existing services in each district and municipality.
  - Diffusion of safety advices for victims of domestic violence and of information for neighbours to be vigilant and help, in areas that remain open to the public, in collaboration with distribution companies, public transport, gas stations, pharmacies, municipalities, etc.
- Strengthening and diversification of channels for communication for victims such as a



national toll-free helpline, a new e-mail address [violencia.covid@cig.gov.pt](mailto:violencia.covid@cig.gov.pt) and a new free and confidential SMS 3060 line by the Vodafone Foundation.

- Functioning and strengthening victim support structures and services:
  - All services in charge of supporting, sheltering and transporting victims, provided by the National Support Network for Victims of Domestic Violence, are considered essential services and remain active.
  - Opening of two new emergency shelter facilities with 100 vacancies.
  - Extension of the period of reception of victims of domestic violence in shelters houses (Article 30-A of Decree Law n. 10-A/2020, of 13/03)
  - Contingency plan for the National Support Network for Victims of Domestic Violence and action plans with urgent measures such as creation/reinforcement of remote communication/support tools, strengthening of the helpline services, increased monitoring of all cases, appointment of a team for urgent requests and situations, in person assistance and close cooperation with other services and municipalities for urgent cases.
  - Definition of specific procedures to respond to suspected cases of COVID-19 within the National Support Network for Victims of Domestic Violence.
  - Partnerships with several entities and companies to guarantee that all services of the National Support Network for Victims of Domestic Violence continue to access essential goods and resources during this emergency period, such as food, medicines, personal care products, cleaning products and IT equipment.

**SPAIN**

- The Royal Decree-Law 12/2020 introduced the “Contingency Plan to combat gender violence during the crisis stemming from COVID19, which included declaring the assistance for victims of such violence as essential services, and contained a series of strategic and operational measures to help prevent, control and minimize the possible negative consequences of gender-based violence in the lives or the victims as a result of the confinement measures:
  - Declaration as “essential services” of all services for information services, legal advice, reception and comprehensive care for all victims of gender violence. The services must be fully functional through the usual channels

and adapted to the situation derived from the health crisis caused by COVID-19. These includes: 24-hour victim hotline 016, ATENPRO service (geolocation and victim assistance system), telematic services for the control of distance measures and emergency centres and shelter homes. If there are no places available in the usual reception services, the use of tourist accommodation establishments may be available.

- Launch of a new instant messaging service through WhatsApp available 24/7 providing psychological assistance to women and receive consultations.
- Launch of the prevention and awareness campaign against gender violence: “We are with you. We stop gender violence together”.
- Preparation of guidelines, after consultation to the General Council of the Judiciary, on visitation regimes for sons and daughters of victims of gender violence during the state of alarm. Information Report on the protection of the rights of children who are victims of gender violence during the state of alarm.

**TURKEY**

- Provincial Directorates of Family and Social Services, Violence Prevention and Monitoring Centres and Women’s Guesthouses accessible 24/7 in order to provide rapid response.
- The Women’s Support System (KADES) application, a mobile application developed in cooperation with the Ministry of Interior and the Ministry of Family and Social Services to provide effective and rapid intervention for women who are victims of violence or at risk of violence (however effective since 2018)
- Social Support Line accessible 24/7 and providing free psychological, legal and economic counselling line for women and children suffering or at risk of being subjected to violence, since May 2020 also accessible through WhatsApp.

**TUNISIA**

- Establishment of temporary shelters women victims of domestic violence following the resurgence of the phenomenon since the lockdowns caused by the Covid-19 pandemic.
- In collaboration with UNICEF, establishment of a hotline offering psychological help for families and children victims of domestic violence during the lockdowns.
- Hotline for victims of violence available 24/7.

## Progress made

Despite the spike of intimate partner violence since the outburst of the pandemic, data from 2016 and 2020<sup>19</sup> display decreasing tendencies of IPV in the majority of the UfM countries.

The said decrease can be seen as a result of two major factors: the increase of social awareness, especially since the creation of the movement #MeToo, that liberated voices of women who suffered any form of gender-based violence and the multiplication of efforts on behalf of national structures in order to provide social, economic and legal support to survivors of intimate partner violence. Many of the UfM Member States reinforced the legal framework through additional provisions in their penal codes, but also through gender-sensitive stand-alone legislations. This kind of legislation is an important step in the fight against IPV because it acknowledges that women are disproportionately impacted by violence in intimate relations (UNDP, 2019)

At the regional level, in order to follow up on the implementation of the 2017 Ministerial Declaration of the 4th UfM Ministerial Conference on Strengthening the Role Women in Society in the area of WAWG and reinforce collaboration with civil society, the Regional Civil Society Observatory (RCSO) was created in 2019. This independent mechanism is hosted by EuroMed Feminist Initiative (EFI) in Amman and is funded by the European Union (EU) in the frame of the three years regional project “Combating Violence against Women and Girls in the Southern Mediterranean”. The RCSO developed a regional index to help implementing a continuous follow up, data collection of laws and policies, and analyses of the barometer results (EFI, 2020).

19. For detailed information, please consult the Annex 4 of this report for IPV rates from 2020, and the 2016 Progress Report, for rates from 2016.

## BOX 17. Good practices to prevent and fight against intimate partner violence (IPV) and support to victims of IPV developed in the past 5 years

### ALGERIA

- Creation of shelters for victims of IPV, which offer psychological, medical and professional support.
- Creation of 273 “Local solidarity cells”, present in different parts of the country, offering psychological and administrative support to women in a precarious situation still living with their oppressors.
- 2015-2017: series of trainings destined to survivors of intimate partner violence developed by National centres for women victims of violence and in difficult situations and UN Women.
- Creation of data base on gender-based violence (in cooperation with the UN).
- Regular awareness campaigning with a special highlight on UN Orange Days.

### EGYPT

- Training for medical personnel on treatment of victims of gender-based violence.

### FRANCE

- Law of 7 March 2016 facilitating access to a residence permit for foreign women victims of violence.
- Law of 27 January 2017 giving priority to social housing to women threatened by forced marriage.
- 2017: creation of a platform to report cases of genital mutilation
- 2017-2019: the 5th Plan of mobilisation and fight against violence with the budget of €125 millions.
- Law of 3 August 2018 reinforcing the fight against sexual and gender-based violence.
- Increase in resources for national associations fighting against gender-based and sexual violence
- 2019: national consultations “Grenelle on domestic violence” and national information and awareness campaign.
- Law of 28 December 2019 setting the time limit for the issuance of a protection order by the family court judge at a maximum of 6 days; granting financial assistance to victims who wish to change their accommodation and extending the wearing of the electronic anti-seizure bracelet and the conditions for

the allocation of a serious danger telephone.

- Creation of a geolocation platform for accommodation and an information leaflet on domestic violence, produced under the auspices of the Ministry of the Interior.
- Law of 30 July 2020 aimed at protecting victims of domestic violence: the notion of harassment within the couple is considered an aggravating circumstance.

### ITALY

- Recognition of paid leave allowances up to three years for women victims of gender-based violence.
- 2017-2020: first extraordinary action plan against sexual and gender-based violence, the National Strategic Plan on Male violence against women (2021-2023 is still under the approval process, to be completed within the year)
- Law No. 69 of 2019 (so called Red Code), to put emphasis on a specific path of protection, including procedural protection, of the victims of violent crimes, with particular reference to crimes of sexual and domestic violence. The law introduces four new crimes: crime of deformation of the appearance of the person by means of permanent facial injuries; offence of illegally disseminating sexually explicit images or videos without the consent of the persons represented; offence of coercion or induction into marriage; and offence of violation of the measures of removal from the family home and the prohibition of approaching places frequented by the offended person.

### JORDAN

- The Law on Protection from Domestic Violence of 2017 (aiming to protect both women and children), and the Regulation of Shelters for Women at Risk of 2016.

### MALTA

- 2018: First national strategy “Society’s concern: Gender-based Violence and Domestic Violence Strategy and Action Plan”. The policy measures are built on the four pillars of the Istanbul Convention: prevention, protection, prosecution, and integrated policies.



### BOX 17. Good practices to prevent and fight against intimate partner violence (IPV) and support to victims of IPV developed in the past 5 years

- 2019-2020: monitoring exercise by the Group of experts on action against women and domestic violence (GREVIO), the international body responsible for monitoring the implementation of the Istanbul Convention.
- Development of a Gender-Based Violence and Domestic Violence Strategy and Action Plan (Society's Concern Vision 2020). In order to ensure efficient legal mechanisms for safeguarding victims and potential victims against perpetrators, while coordinated services are put in place to prevent violence and provide assistance when violence occurs.

#### PORTUGAL

- Standardization of data and indicators on homicides and other forms of violence against women and domestic violence.
- Strengthening of victim's protection mechanisms in the 72 hours following the submission of a criminal complaint.
- Reinforcement and diversification of training models on violence against women and domestic violence for Public Administration.
- Creation of a national health programme for the prevention of violence throughout the life cycle.
- Teleassistance protection measure (end of 2020: aprox. 4000 active measures) and electronic surveillance for domestic violence perpetrators (end of 2020: aprox. 650 active measures).
- Constitution of a team for Retrospective analysis in domestic violence homicides on the basis of the Law no. 112/2009, 16 September, amended and republished by the Decree-Law no. 101/2020, 26th November. The team analyses homicide cases and presents conclusions that allow the implementation of new preventive methodologies and recommendations for public or private entities intervening in this field (health, Social Security, Justice, Security, Civil Society, etc.).

#### SPAIN

- 2017: adoption of the State Pact against Gender-based Violence for the period 2018-2022. The State Pact against Gender Based Violence 2018-2022 has been one of milestones of the history of Spanish democracy. It was approved unanimously by parliament in 2017 after reaching a consensus of all the political

forces present at that time. All the regions and the Spanish Federation of Municipalities and Provinces as well as the State Observatory of violence against women joined the Pact, highlighting the triple political, territorial and social consensus reached.

*- It broadens the competences of city councils which now includes the development of actions against gender violence and the promotion of equality between women and men. It also establishes criteria for the allocation of funds for city councils on the above-mentioned issues.*

*- It includes a modification of the civil code in order to allow psychological assistance with the children of victims of gender violence in the absence of an agreement of both parents, when one of them is being prosecuted for attacking or attempting on the other's life.*

*- It allows victims who do not want to report to the police to be accredited by social services and access aid and social programs.*

- 2019 Law (3/2019) for the improvement of the orphan situation of daughters and sons of victims of gender violence and other forms of violence against women puts in place the orphan benefit in favour of the children and daughters of women who are fatal victims of gender violence. Children benefit from this pension when they do not meet the requirements of the general orphan's pension.

- Through the initiative "Mentors for a society free of gender violence", the Institute of Women has launched a programme in which female managers offer support to women victims of gender violence who try to enter the labour market.

- 2021: approval of the Organic Law on Protection of children and adolescents against violence which includes, among others, the following measures:

*- It broadens the legal concept of gender violence which now includes violence against children with the aim of causing harm to women, mainly their mothers. It establishes a system for the coordination of social services in assisting children and their mothers through specialized services.*

*- It modifies the civil code in such a way that joint custody is not accepted when the judge perceives well-founded indications of domestic or gender violence.*



*It develops several detection and prevention measures against gender violence in schools. It makes it compulsory for public administrations to carry out education and awareness campaigns against gender cyber violence and sexting.*

#### TUNISIA

- Adoption of the Organic Law No. 2017-58 of August 11, 2017, on the elimination of violence against women.
- 2020, creation of the National Observatory for the Fight against VAWG.
- Creation of 130 units specialized in crimes of violence against women and children.
- 2016, creation of "Injad", a medico-legal unit" for victims of sexual assault.
- March 2021, Adoption of a new national strategy to combat VAWG.
- Creation of local services: accommodation, training and counselling centres for women victims of violence, hotline...
- Several annual awareness campaigns

#### TURKEY

- Creation of the 4th National Plan to combat Violence against Women for 2021-2025 based on effective implementation of legislation, institutional capacity building, awareness raising, data collection and research.
- Implementation of the Plan on regional level through "Provincial Action Plans on Combating Violence against Women"
- Creation of a "Risk Analysis and Management Module" to increase the quality of services provided through the women's service units.
- "Domestic Violence Awareness Trainings" are provided for the perpetrator of violence.
- Since 2007, training of 118,084 police officers, 27,193 gendarmerie personnel, 158,693 health personnel, 106,389 religious officials have been attended training programs on combating violence against women.
- Law No.6284 on a common data system through the inter-institutional integration.
- Electronic system to share the "Registration Form for Incidents of Domestic Violence and Violence against Women under the Law No.6284" with the Ministry of Family, Labour and Social Services

## Policy recommendations

### General commitment

- Adopt comprehensive laws on VAWG that define and criminalize all forms of VAWG.
- Review law and policy to identify most urgent gaps and to ensure that key aspects of the international legal obligations are being addressed.
- Criminalise sexual harassment.

### Reinforcing support systems for victims of intimate partner violence

- Reinforce legal, economic and social support for victims of intimate partner violence.
- Tighten the collaboration with influential stakeholders in direct contact with victims of intimate partner violence, including civil society, religious and local authorities and other.

## Moving Forward: Final recommendations and priorities for action

Beyond specific recommendations targeting each priority area, the Working group recommended the following cross-cutting actions:

- It is clear more than ever that in order to move toward a more equal society, where women and men enjoy equal rights, it is necessary to create comprehensive gender equality strategies at national levels. To ensure that these strategies do not remain a dead letter, substantial budgets, in line with the announced ambitions, should be allocated to guarantee the achievement of the established goals.
- In order to ensure an effective implementation of actions at all levels, further efforts should be pursued to be actively engaged in the dialogue and establishment of close collaborations with civil society, including grassroots organisations, and with other stakeholders.
- Gender stereotypes and cultural barriers persist and undermine efforts to empower women. It is thus important to continue to remove these barriers, among others by promoting gender equality and equal sharing of responsibilities within couples and in the household, by developing educational programs that promote healthy and safe relationship models and by extending paternity and/or parental leaves with the ultimate goal to offer same conditions for mothers and fathers. Men should be involved as allies in all areas concerned. Special efforts should be made to act against stereotypical images on women and men in media, especially regarding intimate-partner violence, through the use of a proper language, rejection of victim-blaming and its frame as a structural phenomenon and not as isolated acts.
- The Covid-19 pandemic has jeopardised women's situation and the progress made. Women suffered from economic consequences of the crisis disproportionately more than men and had to face the increase of intimate partner violence. This context cannot be neglected. It is recommended on the one hand to include gender transformative approaches in all recovery strategies, according to a cross-cutting strategic and targeted vision, especially in economic and labour sectors, and on the other, to pay special attention to areas with the strongest decline in gender equality, namely women's economic participation and fight against violence against women and girls. Women should be included in decision-making processes. All future national strategies and regulations should be gender-responsive.
- Without an accurate image of the situation, it is impossible to adopt efficient measures. On the one side, it is necessary to include the gender perspective in all data gathering processes. On the other, there exists an urgent need to unify the nomenclature and data collection's methods among all the UfM Member States. Data should be gathered regularly and the UfM Secretariat should coordinate regional work.
- Gender data disaggregated by sex, age, disability, minority, migrant status and geographical location are almost nonexistent. This situation has a very negative influence on women from vulnerable groups, as they are simply invisible to the public eye. In order to create fully inclusive public policies, it is thus important to make further efforts in the production of data that include the aspects mentioned above.
- The objectives of the next Ministerial declaration should be translated at national levels into concrete indicators that would allow to fully assess the state of implementation of the recommendations.

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2	Croatia	2021
3	Egypt	2021
4	France	2021
5	Hungary	2021
6	Israel	2021
7	Italy	2021
8	Jordan	2021
9	Malta	2021
10	Morocco	2021
11	Palestine	2021
12	Portugal	2021
13	Spain	2021
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COUNTRY	MATERNITY LEAVE		PATERNITY LEAVE		PARENTAL LEAVE	
ALBANIA*	365 days		3 weeks		No	No
ALGERIA	14 weeks	100%	3 days		No	
AUSTRIA**	16 weeks	Maternity benefit for the period before the birth as a substitute for your income	No		24 months	Paid
BELGIUM**	15 weeks	Employee maternity benefit: 82% of salary (no ceiling) for the first 30 days; 75% of salary (subject to ceiling) from the 31st day onwards; Maximum: 110.23EUR per day from 1 March 2020. Different for the unemployed or self-employed	10 days	Full salary for the first three days. For the next 7 days, mutual insurance fund will be responsible for payment. The amount paid by the latter will be 82% of capped daily gross salary at 120.52 EUR	8 months	Paid
BOSNIA AND HERCEGOVINA*	365 days		9 weeks		No	No
BULGARIA**	58,6 weeks	90% of the average gross daily income	15 days	100%	14.6 months	Paid
CROATIA	14 weeks + 24 weeks (until 6 months of age)	100%	The mother may, by a written statement, transfer her leave to the father of the child with his prior consent		4 or 15 months (depending on the number of children), provided that 2 months is non-transferable, which stimulates fathers to use parental leave. When only one of the parents uses parental leave, then it lasts 6 or 30 months.	100% for parental leave of 6 or 8 months and a minimum of EUR 310, afterwards is 70%. For the remaining parental leave, the income-replacement benefit is EUR 310.00.
CYPRUS**	18 weeks	72% of the weekly average of the beneficiary's basic insurable earnings in the previous contribution year	2 weeks	72% of the weekly average of the beneficiary's basic insurable earnings in the previous contribution year	8 months	Unpaid
CZECH REPUBLIC**	28 weeks	70% based on the average daily earnings.	7 days	70% of the reduced daily basis of assessment per calendar day	36 months	Paid. A total of maximum CZK220,000 [€8,368EUR] for the entire leave period
DENMARK**	18 weeks	Entitled to full or partial pay during maternity leave if this is stated in the contract. Maximum of DKK 4,405 per week before tax (2020).	2 weeks	100%	32 weeks shared between mother and father	100%
EGYPT	4 months	Full pay				

COUNTRY	MATERNITY LEAVE		PATERNITY LEAVE		PARENTAL LEAVE	
ESTONIA**	20 weeks	100% of the average income per calendar day.	30-day leave	100%	36 months.	Paid. The father of a child has the right to the parental benefit once the child has reached the age of 70 days
FINLAND**	105 working days	90% of earnings for the first 56 days of payment.	Maximum of 54 working days	90% of earnings for the first 56 days of payment.	158 working days.	Paid. Benefit is paid at 70% of annual earnings level, ranging between 10,425EUR and 37,113EUR.
FRANCE	16 weeks-26 weeks	Allowance is equal to the average income over the last 3 months that preceded the pre-natal leave, up to the quarterly limit set by social security (€10,284EUR).	28 days, of which 7 days are to be taken mandatory.	Allowance is equal to the average income over the last 3 months that preceded the pre-natal leave, up to the quarterly limit set by social security (€10,284 EUR).	The period of leave will be reserved for the second parent; for parents with one child, the duration of the parental leave may be extended for an additional six additional months if taken by the second parent. Parents of two children will continue to benefit from three years of leave provided that the second parent uses at least six months.	Paid
GERMANY**	14 weeks	100% of salary, calculated on the average of the last three months. If you get paid weekly, then it is calculated based on the past 13 weeks.			Up to three years, and the time can be split between the two parents. A parent can decide to not work at all or only work part-time (up to 30 hours a week).	Paid. The amount changes between 65% and 100% of previous earnings depending on the duration of leave taken. parental allowance: This state-funded program pays up to 1.800 euros a month to compensate for the lack of salary.
GREECE**	Public sector: 20 weeks Private sector: 17 weeks	By the employer: earnings of 15 days (if employed from 10 days to 1 year) or earnings up to 1 month (if employed more than a year). By EFKA: 50% of the standard wage corresponding to the insurance contribution class of the insured person, plus the child benefit at a rate of 10% of the above amount for each child.	2 days	Full wage by the employer	120 months. Special maternity leave and special maternity protection benefit: optional leave to mothers who have exhausted the regular maternity leave period. Child Care Leave: one of the two working parents is entitled to reduced working hours for the 30 or 18 months following childbirth or adoption of a child.	Unpaid
HUNGARY	24 weeks of which two weeks must be taken	Equal to 70% of the average daily pay in the period specified.	5 days.	100%	Employees shall be entitled to unpaid leave for the purpose of taking care of his/her child, until the child reaches the age of three, and such leave shall be allocated at the times requested by the employee.	The birth grant corresponds to a one-off lump-sum payment of 225% of the minimum old-age pension or 300% per child in the case of twins. Birth grant can be claimed up to six months after birth.

COUNTRY	MATERNITY LEAVE		PATERNITY LEAVE		PARENTAL LEAVE	
IRELAND**	26 weeks and up to 16 unpaid weeks	The benefit is paid for 26 weeks: 245 EUR gross per week.	2 weeks		Paid for a maximum of two weeks at a flat rate of 245EUR per week.	26 weeks. Parents and guardians of children under 12. Unpaid
ISRAEL	15 weeks	100%	A father can replace his spouse for a share of the birth and parenthood period or take a paternity leave for a period of 7 days, together with his spouse - on account of the days to which she is entitled. The father can replace the spouse during the birth and parenthood period, only after 6 weeks had elapsed since the day of delivery, and if the duration of the replacement is 7 consecutive days at least.		100%	
ITALY	5 months: maternity leave begins two months before the expected date of birth. After childbirth the leave lasts 3 months	Equal to 80% of pay and is payable for 5 months. Voucher for future mothers who can claim it after completing the 7th month of pregnancy = 800EUR.	Compulsory and optional, as an alternative to the mother's maternity leave. For year 2021, Budget Law 2021 further increases the number of days of compulsory leave to ten and expands the protection by including leave in the event of the perinatal death of a child.		100%	12 months or until the child reaches the age of 8 or within 8 years of the youngest adopted child or child over whom guardianship is assumed entering the family. Parents can also opt to take parental leave. Equal to 30% of pay for a maximum period of 6 months in total, between the two parents, in the first 3 years of the child's life, or the 3 years following entry of the child into the family, in the event of adoption or guardianship. Once the 6 months have passed (and until the child reaches the age of 8), a compensation will be provided for a further 5 months.
JORDAN	Private sector employees 10 weeks. Public sector employees are entitled to 90 days of maternity leave	100%	3 days for both private and public sectors		100%	
LATVIA**	16 weeks	80% of the average insurance contribution wage.	10 calendar days		80% of the average insurance contribution wage.	Up to one and a half years' leave may be taken up to the date of the child's eighth birthday. Paid
LEBANON*	10 weeks					
LITHUANIA**	18 weeks	Maternity benefit is equal to 77.58% of earnings.	30 days		It is equal to 77.58% of earnings.	24 months Calculated in relation to earnings and the time scale chosen: if someone elects to receive an allowance up until the child is one year old, it amounts to 77.58% of their earnings. When someone elects to receive an allowance up until the child is 2 years old, it amounts to 54.31% of earnings for the first year, and 31.03% for the second year.

COUNTRY	MATERNITY LEAVE		PATERNITY LEAVE		PARENTAL LEAVE	
LUXEMBOURG****	20 weeks: 8 weeks prior to the forecast date of birth and a maximum of 12 weeks after.	100% of the previous salary), without exceeding 5 times the social minimum wage	10 days	The state covers the costs for paternity leave from the third day of absence	12 months. Flexibilization of leave periods. The first parental leave always must be taken following maternity leave. The second parental leave, however, can now be taken up to 6 years of age of the child.	100%
MALTA	18 weeks.	100%	2 days	100%	4 months until the child reaches 8 years of age.	Unpaid
MAURITANIA**	14 days		1 day	No	No	No
MONACO***	18 weeks	90% of the insured's average daily earnings	12 days	90% of the insured's average daily earnings	No	No
MONTENEGRO*	14 weeks		No	No	295 days	Unpaid
MOROCCO	14 weeks					
NETHERLANDS**	At least 16 weeks	100%	5 days	100%	For employed parents of children under eight. Per child, each entitled parent can take a leave of maximum 26 times the number of weekly working hours.	Unpaid
PALESTINE	70 days.					
POLAND**	Depends on the number of children born during one birth: -the birth of each child: 20 weeks (at least 14 weeks after the birth only for the mother; the rest may be allocated to the father) -second child: 31 weeks -third child: 33 weeks -fourth child: 35 weeks -fifth and further children: 37 weeks	100% of the average monthly wage	2 weeks	100% of the average monthly wage	32 weeks	100% of the average for the first 6 weeks of parental leave and 60% of the average for following weeks.

COUNTRY	MATERNITY LEAVE		PATERNITY LEAVE		PARENTAL LEAVE	
PORTUGAL	Initial Parental Benefit: for a period of up to 120 or 150 consecutive days but compulsory 6 weeks. Initial Parental Benefits Reserved for the mother, for a period of up to 72 days, encompassing: A maximum of 30 days' voluntary leave prior to childbirth; 42 days (six weeks) compulsory leave after childbirth. These periods are included in the entitlement period corresponding to Initial Parental Benefits (120 or 150 consecutive days).	Social security allowance based on 100% of worker's average salary if 120 days are taken or 80% if 150 days are taken	Compulsory leave granted to the father for a period of: (1) compulsory 20 working days, encompassing: 5 consecutive days immediately after the birth of the child; 15 days, consecutive or not, during the 6 weeks following the birth of the child (reserved for the mother); (2) Voluntary leave of 5 working days, consecutive or not, as long as these days are taken after the 15 days of the compulsory leave and during the period for which the mother has been granted the Initial Parental Benefits.	100% paid	120 or 150 consecutive days, according to the parents' choice, it may be extended by 30 days in the case of: Shared leave, provided that each parent takes leave of 30 consecutive days or two periods of 15 consecutive days after the compulsory leave reserved for the mother.	Initial Parental: No payment by the employer, but a social security allowance paid on the basis of 100% of worker's average salary if 120 days are taken or 80% if 150 days are taken. Initial Parental Shared: 150 days (120+30): 100% 180 days (150+30): 83% Extended Parental 3 months: 25%
ROMANIA**	18 weeks (6 weeks are compulsory). Maternal risk allowance may be granted for up to 120 days before and after maternity leave on the recommendation of a family doctor or obstetrician and gynaecologist.	Maternity allowance is equal to 85% of the average monthly income earned by the mother. Maternal risk allowance is equal to 75% of the mother's average monthly income. It is paid for a period of up to 120 days.	Fathers are entitled to 5 days off for paternity leave within the first 8 weeks of the birth. This can be extended to up to 10 days.		24 months	Paid
SLOVAKIA**	34 weeks (37 weeks for a single mother or 43 weeks if the mother has two or more babies at the same time.)	75% of mother's daily income	Entitled to 28 weeks, starting 6 weeks after the mother gives birth, but only if the mother is not receiving maternity benefits.		36 months	Parental Allowance if parents are regularly caring for a child under the age of 3 or 6. The basic [FL1] amount of Parental Allowance is currently 270EUR per month. If you were recipient of maternity benefit for the same child, it is raised to 370EUR.
SLOVENIA**	105 calendar days. The mother must compulsorily make use of 15 days of maternity leave.	100% of average base	30 calendar days (plus additional 10 days for the birth of twins or 20 days for triplets)	100% of average base	Each of the parents is entitled to childcare leave (130 days each, of which the mother may transfer 100 days to the father so that the father may use 230 days; the father may transfer all 130 days so that the mother may use 260 days)	100% of average base
SPAIN**	16 weeks	100%	16 weeks	100% benefit grant	36 months	Unpaid
SWEDEN**	In 1974, Sweden was the first country in the world to replace gender-specific maternity leave with parental leave.				Parents in Sweden are entitled to 480 days of paid parental leave when a child is born or adopted. Each parent – should they be two – is entitled to 240 of those days. If the child is born in 2016 or later, each parent has 90 days reserved exclusively for him/her. Should he/she decide not to take these, they can't be transferred to the partner. A single parent is entitled to a full 480 days.	390 days of parental benefit are paid according to the sickness benefit rate, i.e., between SEK 250-1,006 per day, while the remaining 90 days are paid at SEK 180 per day. Parental benefit is 240 days per parent.

COUNTRY	MATERNITY LEAVE		PATERNITY LEAVE	PARENTAL LEAVE
TUNISIA	30-day rest holiday. Female public servants the right to childbirth leave for two months,	100%	1-day private sector and 2 days public sector	
TURKEY	Women can use mater- nity leave for a total of 16 weeks, 8 weeks before and 8 weeks after birth. In case of multiple pregnancy, this leave is added 2 more weeks.		A male civil servant whose wife gave birth has the right to 10 days and a male worker 5 days of of paid paternity leave.	State official and worker parents were entitled to work part-time until the child reached the primary school age, for each child.

Sources: \*Women, Business, and the Law: Indicator Data (worldbank.org)  
 Gender Justice & Equality before the law in the Arab Region, 2019  
 \*\*<https://ec.europa.eu/social/main.jsp?catId=858&langId=en>  
 \*\*\*Portail Officiel du Gouvernement Princier - Monaco  
 \*\*\*\*<https://guichet.public.lu/en/entreprises/ressources-humaines/conges/situation-perso.html>

COUNTRY	WOMEN		MEN	
ALBANIA**	48.04%	52.47% (2019)	65.02%	68.02% (2019)
ALGERIA	15+ years old: 13.3% 15-24 years old 4.1% 25 years old and over: 16% Total: 17.6%	15 +years old: 13,8% 15-24 years old: 4,3 % 25 years old and over: 16,4 % Total: 18.3 % (2019)	15 +years old: 61,2% 15-24 years old: 32% 25 years old and over: 70,1% Total: 82.4%	15 +years old: 60,7 % 15-24 years old: 31,7% 25 years old and over: 68,9 % Total: 81,7% (2019)
AUSTRIA*	70,90%	71,50%	78.7%	79.5%
BELGIUM*	63%	65,90%	72,30%	74,10%
BOSNIA-HERCEGOVINA**	35.58%	37.44% (2019)	58.58%	58.05% (2019)
BULGARIA*	64%	68,90%	71,30%	77,80%
CROATIA	39,20%	41,3% (2018)	57,80%	53% (2018.)
CYPRUS*	64,10%	69,10%	73,80%	0,811
CZECH REPUBLIC*	68,60%	71,90%	84,60%	87,20%
DENMARK*	72,50%	74,30%	79,40%	81,30%
EGYPT	24.2%	18.46% ** (2019)	75.8%	71.17% **(2019)
ESTONIA*	72,60%	75,80%	80,80%	81,80%
FINLAND*	71,70%	75%	75%	77,90%
FRANCE	Total: 60.9% 15-64-year-old: 64.2% 15-24-year-old: 28% 25-49-year-old: 79.7% 50-64-year-old: 60.4%	Total: 62.2% 15-24-year-old: 28.5% 25-49-year-old: 80.6% 50-64 years old: 63.3%	67.6%.	68.5%

COUNTRY	WOMEN		MEN	
GERMANY*	74,50%	76,90%	82,70%	83,10%
GREECE*	46,8%	51,8%	65,8%	70,7%
HUNGARY	54,70%	56,30%	65,10%	68,20%
IRELAND*	65,40%	67,40%	77,50%	79,50%
ISRAEL	75%	83%	76%	84%
ITALY*	51,6%	52,70%	71,70%	72,60%
JORDAN	14.13%**	14.20% Urban: 14% Rural: 15.8% By age: 15-19 y.o.: 0.6% 20-24 y.o.: 18.3% 25-29 y.o.: 33.8% 30-34 y.o.: 26.8% 35-39 y.o.: 23.7% 40-44 y.o.: 20.8% 45-49 y.o.: 15.6% 50-54 y.o.: 7.9% 55-59 y.o.: 2.6% 60-64 y.o.: 0.9% + 65 y.o.: 0.1%	64.02%**	53.6% Urban: 53.4% Rural: 55.1%
LATVIA*	71,80%	75,20%	74,70%	79%
LEBANON**	22.63%	23.11%	71.34%	72.15% (2019)
LITHUANIA*	74,30%	75,80%	76.2%	77.5%
LUXEMBOURG*	65,10%	68,50%	76,10%	75,60%
MALTA	58%	68%	83.5%	85,70%

COUNTRY	WOMEN		MEN	
MAURITANIA**	27.79%	28.1% (2019)	63.01%	62.78%
MONACO	N/A	N/A	N/A	N/A
MONTENEGRO**	46.33%	47.8% (2019)	60.66%	63.6% (2019)
MOROCCO	Urban: 14.1% Rural: 28.4% Total: 19.3%	Urban 13,5% Rural 22,8% Total 16,7% Almost 50% of women's employment is unpaid as 2/3 are rural women, and 70% are in low-skilled or unskilled jobs (compared to 50% of men)	Urban: 60.8% Rural: 74.8% Total: 66.1%	Urban: 58,5 % Rural: 70,9 % Total: 62,9%
NETHERLANDS*	71,60%	75,50%	82.6%	84,40%
PALESTINE	24-15 years old: 33.3% 34-25 years old: 44.5% 44-35 years old: 72.9% 54-45 years old: 86.4% 55-64 years old: 93.7% +65 years old: 95.7% Total: 55.1%	24-15 years 30% 34-25 years old: 48.5% 44-35 years old: 77.7% 54-45 years old: 94.3% 55-64 years old: 97.7% +65 years old: 100% Total: 59.9%	24-15 years old: 63.5% 34-25 years old: 76.2% 44-35 years old: 87.4% 54-45 years old: 86.4% 55-64 years old: 85.8% +65 years old: 95.4% Total: 77.8%	24-15 years old: 63.4% 34-25 years old: 73.3% 44-35 years old: 86.2% 54-45 years old: 87.7% 55-64 years old: 90.5% +65 years old: 95.1% Total: 77.5%
POLAND*	62,20%	65,70%	76,40%	81.4%
PORTUGAL	67.4%	71,9 %	74.2%	77.8%
ROMANIA*	57,40%	61%	75%	80,30%
SLOVAKIA*	62.7%	66,10%	76,90%	78,70%
SLOVENIA*	66,70%	72,40%	73,30%	78,60%
SPAIN	41,42%	43,32%	52,55%	53,91%
SWEDEN*	79,20%	78,30%	83%	83,20%
TUNISIA**	25.55%	24.89% (2019)	69.34%	68.92% (2019)
TURKEY	28%	26.3%	65.1%	59.8%

Sources: \*Eurostat - Employment rate by sex % of population aged 20 to 64  
 \*\*World Bank Database: <https://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS?locations=AL> and <https://data.worldbank.org/indicator/SL.TLF.CACT.MA.ZS?locations=AL>

## ALBANIA

\*National Government: 56.3%  
Parliament: 29.5%

\*\*\*At least 30% of the multi-member list and/or one of the first three names on the multi-member list must be from each gender' (Article 67 (6), Electoral Code 2015).  
'For elections for local government bodies, for each municipal council, one in every two consecutive names in ranking shall belong to the same gender (Article 67 (6), Electoral Code 2015).

Constitutional Court President

## ALGERIA

## Parliament

2020:  
National government: 17.64%  
2017-2022  
Parliament: 25.9%

## Local Government

Local government - municipalities: 16.65% Regional and local assemblies: 29.29% (2017-2022)

## Quotas

The organic law n°12-03 of January 12, 2012, determining the modalities of widening women's representation opportunities in elected assemblies guarantees one third of the number of seats in Parliament for women. The electoral law n° 21-01 of March 10, 2021, obliges political parties to respect the principle of parity in the electoral lists.

## Judiciary

2020: 2,803 women judges (45.97%), distributed as follows:  
Supreme Court: 49,47 %  
Judges: 48.49%  
First Deputy Public Prosecutor  
Court judges: 47.80%  
Council of State: 30%

## AUSTRIA

\*National Government:  
57.1%  
Lower House: 39.9%  
Upper House: 42.6%

The organic law n°12-03 of January 12, 2012, determining the modalities of widening women's representation opportunities in elected assemblies guarantees one third of the number of seats in Parliament for women. The electoral law n° 21-01 of March 10, 2021, obliges political parties to respect the principle of parity in the electoral lists.

2020: 2,803 women judges (45.97%), distributed as follows:  
Supreme Court: 49,47 %  
Judges: 48.49%  
First Deputy Public Prosecutor  
Court judges: 47.80%  
Council of State: 30%

## BELGIUM

National Government:  
\*57.1%  
Lower House: 42%  
Upper House: 45%

\*\*\*On each of the lists, neither the interval between the number of incumbent candidates of each gender nor the number of substitute candidates of each gender may be bigger than one.  
Neither the first two incumbent candidates nor the first two substitute candidates of each of the lists shall be of the same gender. The two top candidates on candidate lists and on the lists of alternates cannot be of the same sex. (Electoral Code)  
Local elections require parity (50%) of each gender on candidate lists (Communal Elections Law).

\*\*2020:  
Supreme Court President  
Supreme Court members: 31%

## BOSNIA AND HERZEGOVINA

## Parliament

\*National government  
18.8%  
Lower House  
26.2%  
Upper House 2021: 20%

## Local Government

## Quotas

Bicameral parliament with legislated quotas for the single/lower house and at the sub-national level.  
The Electoral Code requires that a gender is represented with minimum of 40% of the total number of candidates on the list.

## Judiciary

\*\*2020:  
Supreme Court President  
Supreme Court members: 49%  
Public prosecutors: 1

## BULGARIA

## Parliament

\*National Government:  
38.9%  
Parliament:  
27.1%

## Local Government

## Quotas

\*\*No legislated or voluntary part quotas.

## Judiciary

\*\*2020: Supreme Court members: 71.6%

**CROATIA**

National Government: 22,2%  
Parliament: 31.1%

Regional and local assemblies: 30%  
Local – cities and municipalities: 28.2%

The balance between both sexes shall be sought in terms of their representation.  
Electoral lists shall observe the principle of gender equality and seek to achieve the balance in terms of the representation of women and men (Gender Equality Act).

2020:  
Supreme Court: 36,1% Constitutional Court: 23,1%

**CYPRUS**

**Parliament**

\*National Government:  
27.3%  
Parliament:  
21.4%

**Local Government**

**Quotas**

\*\*\*Voluntary Political Party Quotas

**Judiciary**

\*\*2020:  
Supreme Court members: 33.3%

**CZECHIA**

\*National Government: 30.8%  
Lower House: 23%  
Upper House: 14.8%

\*\*\*No legislated or voluntary part quotas.

\*\*2020:  
Supreme Court members: 9.5%

**DENMARK**

\*National Government: 31.6%  
Parliament: 39.7%

\*\*\*No legislated or voluntary part quotas.

\*\*2020:  
Supreme Court members: 22.2%

**EGYPT**

**Parliament**

National Government: 25%  
Lower House: 27%  
Upper House: 14%

**Local Government**

**Quotas**

2019 Constitutional clause reserving 25% of seats in all local councils to women.  
\*\*\*10% quota for women in the House of Senates as per the law 141 and in the House of Representatives the Law 140 (2020) establishes that at least 25% of the seats should be reserved to women.

**Judiciary**

2020: 8.7%

**ESTONIA**

**Parliament**

\*National Government:  
14.3%  
Parliament: 27.7%

**Local Government**

**Quotas**

\*\*\*No legislated or voluntary part quotas.

**Judiciary**

\*\*2020:  
Supreme Court members: 26.3%

**FINLAND**

**Parliament**

\*National Government  
2021: 50%  
Parliament  
2021: 46%

**Local Government**

**Quotas**

\*\*\*\*\*2016: The proportion of both women and men must be at least 40% in planning and decision making bodies of both central and local government.

**Judiciary**

\*\*2020:  
Supreme Court members: 25%  
Public prosecutors: 1

FRANCE

National Government: 52,9%  
National Assembly 39.5%  
Senate: 34.8%

Local governments: 2020: 48% of municipal councillors, but only 12.4% of departments are presided by women. There are still only 19.8% of women mayors. Regional and local assemblies: 48% and 50%.

National Assembly: the difference between the number of candidates of each sex that a party or group of parties present for single-member constituency elections cannot be greater than 2%.  
Senate: On each list presented in the proportional representation districts, the difference between the number of candidates of each gender cannot be greater than 1 and there must be an alternation of male and female candidate). On candidate lists presented in majoritarian districts, the principal candidate and his/her alternate must be of the opposite sex.  
2013 Electoral Code states that "voters in each canton of a department elect two members of the opposite sex, on a "binôme" or tandem ballot, whose names are arranged in alphabetical order.

2020:  
Constitutional Council: 44% w  
Only 3 of the 10 positions of chamber president in the Administrative Jurisdiction Division are held by women.  
Only 37% of the administrative courts of appeal are presided over by women. Only 35% of the heads of court are women.

GERMANY

Parliament

\*National Government: 40%  
Lower House: 31.5%  
Upper House: 36.2%

Local Government

Quotas

\*\*\*2021 Voluntary Political Party Quota

Judiciary

\*\*2020:  
Supreme Court President  
Supreme Court members: 34.7%

GREECE

\*National Government: 10.5%  
Parliament: 21.7%

\*\*The Decision 65/2019 by the Supreme Civil and Criminal Court of Greece establishes 40% gender quota for the candidates at all electoral procedures (national, regional, municipal, and European elections).  
Greece has implemented one-third gender quotas for women and men in all collective organs of public institutions, as well as for national commissions in the field of research and technology, if candidates are adequately qualified (Ministry of Interior, General Secretariat for Gender Equality).

\*\*2020:  
Supreme Court President  
Supreme Court members: 72.4%

HUNGARY

National Government: 21%  
Parliament: 13%

Local governments: 22%

No quotas

Total women: 71%  
\*\*Supreme Court members: 50.6%

IRELAND

Parliament

\*National Government: 28.6%  
Lower House: 22.5%  
Upper House: 40%

Local Government

Quotas

\*\*\*According to the Electoral Act 1997, unless at least 30% of their candidates are women and at least 30% are men. After a period of 7 years the political parties should have a 40% gender quota in their candidate lists in 2020

Judiciary

\*\*2020:  
Supreme Court members: 25%  
Public prosecutors: 1

ISRAEL

Parliament

National government: 33%  
Parliament: 32.5%

Local Government

Regional and local assemblies: 19.3% (2018)  
Local government - municipalities: 16.2% (2018)

Quotas

Law 5760-2000 mandates the appointment of an advisor for the advancement of women in every local authority.

Judiciary

2020: Women in Judiciary sector: 51.4%  
Constitutional Court: 27%

ITALY

National Government: 36.4%  
\*Lower House: 35.7% Senate: 34.4%

Regional Assemblies: 21.9%  
Local Assemblies: 34%  
local government: 25% municipalities: 43%

Law No. 165 of 3 November 2017 has provided for specific prescriptions in the presentation of candidacies "candidates shall be placed in alternate gender order." In addition, neither of the two genders may be represented in Chamber of Deputies and at the Senate by more than 60%.

2020: Supreme Court members: 6%  
President of Constitutional court

JORDAN

Parliament

Local Government

Quotas

Judiciary

\*National government: 9.4%  
Lower house: 11.5 %  
Senate: 12.3%

2016: 35.9% of municipal council seats after 2011 municipalities law

\*\*\*\*\*Allocation of the 15 reserved seats for women (out of 130).  
25% of reserved seats for women in local and municipal councils  
A 10% quota in governor councils

2020: 28%

\*National Government: 23.1%  
Parliament: 29%

\*\*\*No legislated or voluntary part quotas.

\*\*2020: Supreme Court members: 70.6%  
Constitutional Court President

\*National Government: 31.6%  
Parliament: 4.7%

\*\*\*No legislated or voluntary part quotas.

\*\*\*\*Gender parity with 49.3% of the judiciary being women

\*National Government: 42.9%  
Parliament: 27.7%

\*\*\*Voluntary Political Party Quotas

\*\*2020: Supreme Court members: 40.6%

\*National Government: 29.4%  
Parliament: 31.7%

A new law adopted on 15 December 2016 ensures that political parties meet a minimum 40% for women in their lists for national elections and a 50% quota for European elections.' However, the law is predicted to be implemented in 2019 and hence was not implemented in the parliamentary elections of 2018.  
\*\*Voluntary Political Party Quotas

\*\*2020: Supreme Court members: 66.7%  
Administrative court president.  
Public prosecutors: 1

\*National Government: 14.81%  
Parliament: 13.43%

2019 Local Councils Elections: 26.3%

Act No. XX of 2021 - Constitution of Malta and the General Elections (Amendment) Act on was enacted on 20th April 2021, to introduce a gender redress mechanism to ensure that at least 40% of MPs are women.

**MAURITANIA**

\*National government 21.7%  
Parliament: 20.3%

National Assembly: twenty seats are reserved for women candidates running in a single nationwide list. (Article 3 of the Organic Law on the Election of Members of the National Assembly, as amended by Law n° 2012- 029).  
Women shall be allocated at least 20% of the seats on municipal councils. In order to facilitate the election of women in the indicated proportion, party lists must include at least 2 women candidates for councils comprising between 9 and 11 members, 3 women candidates for councils comprising between 15 and 17 members, and 4 women candidates for councils comprising 19 members or more.

**MONACO**

**Parliament**

**Local Government**

**Quotas**

**Judiciary**

\*National government 20%  
Parliament: 33.3%

\*\*\*No legislated or voluntary part quotas.

\*National government 30.8%  
Parliament: 24.7%

Article 39a of the Law on Election of Councillors and Representatives requires that there shall be no less than 30% of candidates of the less represented gender in the candidate lists.

\*\*2020:  
Supreme Court members: 73.7%  
Constitutional Court President  
Administrative court president

2016  
National government: 16.7%  
Lower House: 20.5%  
Upper House: 11.7% Elections scheduled for September 2021

Local Assemblies: 2016: 37.61%  
Local government- municipalities  
2016: 21.24% Elections scheduled for September 2021

60 seats are reserved for women, while 30 are reserved for young men and women under the age of 40 (Article 23 (2) of the Organic Law No. 20-16, amending Law No. 27-11).  
Organic laws guarantee the 33% proportion of seats held by women in local government and municipalities.

\*\*\*\*2019: 23.5%  
Members of the High Judicial Council: 20%  
Members of the Constitutional Court: 8%

\*National Government:  
47.1%  
Lower House: 33.3%  
Upper House: 38.7%

\*\*\*Voluntary Political Party Quotas

\*\*2020:  
Supreme Court members: 27%  
Public prosecutors: 1

National government:  
13.6%  
Parliament: 11.3%

Local government: 18.3%

Quota system 30% was endorsed by the executive committee of the PLO.  
Currently the 2005 Election Law (Law No. 9) and the 2007 Decree on the Election Law state that political parties must have at least 1 woman among the first 3 candidates on the list, at least 1 woman among the next 4, and 1 woman among every 5 for the rest of the list (Article 4). The law applies to the proportional representation component of the election, and the lists are closed. This guarantees about 20% women among the candidates.

2018: 12%  
Data for all courts  
\*\*\*In 2018, there were four women (three judges and a prosecutor) working in the Sharia courts of the State of Palestine

**POLAND**

\*National Government: 4.8%  
Lower House: 28.3%  
Upper House: 24%

\*\*\*Amendments to the Election Code adopted in January 2011 introduced legislated candidate quotas on electoral lists to the Sejm. 'The number of candidates who are women cannot be less than 35% of all candidates on the list. The number of candidates who are men cannot be less than 35% of all candidates on the list'.

\*\*2020:  
Supreme Court President  
Supreme Court members: 25.6%  
Constitutional Court President

**PORTUGAL**

**Parliament**

National Government: 40%  
Parliament: 39,5%

**Local Government**

Regional and local assemblies: 21,7%  
Local government - municipalities: 26,6%

**Quotas**

Organic Law n.º 1/2019: increases the minimum representation of each sex in the composition of the lists for the Assembly of the Republic, the European Parliament and the elective bodies of local authorities, from the initial 33% to the actual 40%.

**Judiciary**

2020:  
\*\*Supreme Court members: 30.5%  
Constitutional Court President  
Administrative court president  
Public prosecutors: 1

\*National Government: 5%  
Lower House: 28.3%  
Upper House: 24%

\*\*\*Voluntary Political Party Quotas

\*\*2020:  
Supreme Court President  
Supreme Court members: 76.6%  
Public prosecutors: 1

\*National Government: 20%  
Parliament: 22.7%

\*\*\*Voluntary Political Party Quotas

\*\*2020:  
Supreme Court members: 50.6%

\*National Government: 18.8%  
Lower House: 26.7%  
Upper House: 10%

\*\*\*In a list of candidates, no gender shall be represented by less than 35% of the actual total number of female and male candidates on the list. (National Assembly Elections Act 2006).  
The electoral law adopted in 2005 introduced a quota system for local elections, set at 20% for the first elections (held in 2006) and then gradually increased to 30% for the 2010 election and 40% for the 2014 elections  
Voluntary Political Party Quotas

\*\*2020:  
Supreme Court members: 40%  
Administrative court president

\*National Government: 62%  
Lower House: 44%  
Upper House: 40.8%

Regional Parliaments: 47.4%  
Regional Governments: 43.6%  
Local/municipal councils: 40.8%

At least 40% candidates for the Congress of Deputies and Municipal Elections and Regional Assemblies  
Voluntary Political Party Quotas

\*\*2020:  
Supreme Court members: 21.1%  
Administrative court president  
Public prosecutors = 1

SWEDEN

\*National Government: 57.1%  
Parliament: 47%

\*\*\*Voluntary Political Party Quotas

\*\*2020: Supreme Court members:31.3%  
Administrative court president  
Public prosecutors

TUNISIA

Parliament

\*National government: 29.2%  
Parliament: 26.3%

Local Government

N/A

Quotas

\*\*\*Article 46 of the 2014 Constitution guarantees "equality of opportunities between women and men to have access to all levels of responsibility and in all fields. The state seeks to achieve equal representation for women and men in elected councils".  
According to Article 16 of Decree 35: Candidates shall file their candidacy applications based on parity between men and women.<sup>1</sup>  
According to Law No. 7 of 2017, amending Law. No 16 of 2014 regarding elections and referendums, article 49 (9), candidates for municipal and regional councils are submitted on the basis of the principle of equality between women and men (50-50%) and the principle of rotating among them within the list. The passage of a 2016 electoral law went even further to implement and required horizontal parity, which required alternating lists to be headed by women.

Judiciary

\*\*\*\*2019: 43.1%

\*National government: 5,88%  
Parliament: 17,45%

Local governments: 11,1%  
Regional and local assemblies: 3,77%

\*\*\*Voluntary Political Party Quotas

2020:45,97%  
\*\*Supreme Court members: 14.8%

Sources:  
\*UN Women; Women in Politics 2021  
\*\*[https://eige.europa.eu/gender-statistics/dgs/browse/wmidm/wmidm\\_jud/wmidm\\_jud\\_natcrt](https://eige.europa.eu/gender-statistics/dgs/browse/wmidm/wmidm_jud/wmidm_jud_natcrt)  
\*\*\*<https://www.idea.int/data-tools/data/gender-quotas/country-view/53/35>  
\*\*\*\*Gender Justice & Equality before the law Analysis of Progress and Challenges in the Arab States Region  
\*\*\*\*\*[https://data.ipu.org/content/finland?chamber\\_id=13395](https://data.ipu.org/content/finland?chamber_id=13395)  
\*\*\*\*\* OECD (2018) Women's Political Participation in Jordan.

COUNTRY	YEAR	LAST 12 MONTHS	LIFETIME
ALBANIA*	2018	6%	13%
AUSTRIA*	2018	4%	15%
ALGERIA	2020	N/A	
BELGIUM*	2018	5%	22%
BOSNIA AND HERZEGOVINA*	2018	3%	12%
BULGARIA*	2018	6%	19%
CROATIA*	2018	4%	13%
CYPRUS*	2018	3%	16%
CZECH REPUBLIC*	2018	3%	18%
DENMARK*	2018	3%	23%
EGYPT*	2018	15%	30%
ESTONIA*	2018	4%	21%
FINLAND*	2018	8%	23%
FRANCE	2019	0,9% (women between 18 and 75 y.o.)	
GERMANY*	2018	5%	21%
GREECE*	2018	5%	18%
HUNGARY	2020	35%	
IRELAND*	2018	3%	16%
ISRAEL*	2018	6%	
ITALY*	2018	4%	16%

COUNTRY	YEAR	LAST 12 MONTHS	LIFETIME
JORDAN	2018	Physical violence: 12.7% By age: 15-19 y.o.: 24.9% 20-24 y.o.: 17.5% 25-29 y.o.: 21.4% 30-39 y.o.: 20.4% 40-49 y.o.: 21.6%  By nationality: Jordanian: 19.8% Syrian: 23.7% Other nationalities: 32.2%  Sexual violence: 3.3% Psychological violence: 16.1%	24%
LATVIA*	2018	6%	25%
LEBANON	N/A		
LITHUANIA*	2018	5%	22%
LUXEMBOURG*	2018	4%	20%
MALTA*	2018	4%	17%
MAURITANIA	N/A		
MONACO*	N/A		
MONTENEGRO*	2018	4%	16%
MOROCCO	2019	49%  By age: 15-24 y.o.: 58.8%, 35-44 y.o.: 51.9%, 45-54 y.o.: 37.6%, 55-74 y.o.: 16.6% Urban: 51.4% Rural: 53.3%	
NETHERLANDS*	2018	5%	21%
PALESTINE	2019	Psychological violence: 56.6% Physical violence: 17.8% Sexual violence: 8.8% Social violence: 32.5% Economic violence: 41.1%	
POLAND*	2018	3%	13%
PORTUGAL*	2018	4%	18%
ROMANIA*	2018	7%	18%

**ANNEX 4: WOMEN WHO HAVE EXPERIENCED PHYSICAL AND/OR SEXUAL VIOLENCE BY CURRENT AND/OR PREVIOUS PARTNER OR BY ANY OTHER PERSON SINCE THE AGE OF 15 (%)**

COUNTRY	YEAR	LAST 12 MONTHS	LIFETIME
SLOVAKIA*	2018	6%	18%
SLOVENIA*	2018	3%	18%
SPAIN*	2019	Physical: 1% Sexual: 1,4% Physical and/or sexual: 1,9% Women with disability (disability degree of 33% and above): Physical and/or sexual: 1,3% Migrant women: Physical: 2,9% Sexual: 2,3% Physical and/or sexual: 4,0% By age: Physical and/or sexual 16-24 y.o.: 4,8% 25-34 y.o.: 2,9% 35-44 y.o.: 2,1% 45-54 y.o.: 1,7% 55-64 y.o.: 1,5% Over 65 y.o.: 0,6%	16%* (2018)
SWEDEN*	2018	6%	21%
TUNISIA*	2018	10%	25%
TURKEY*	2018	12%	32%

Sources:

\*Violence Against Women Prevalence Estimates, 2018 WHO 15-49 y.o.

## ANNEX 5: RATIFICATION AND RESERVES TO THE CEDAW

COUNTRIES	RATIFICATION	RESERVES
ALBANIA	YES	
ALGERIA	YES	YES (arts. 2, 15(4), 16 and 29)
AUSTRIA	YES	YES (arts. 7(b) and 11)
BELGIUM	YES	YES (arts. 7, 15(2) and 15(3))
BOSNIA AND HERZEGOVINA	YES	
BULGARIA	YES	YES (arts 29(1))
CROATIA	YES	
CYPRUS	YES	YES (art. 9(2))
CZECH REPUBLIC	YES	YES (arts. 29(1))
DENMARK	YES	
EGYPT	YES	YES (arts. 2, 9(2), 16, 29(2))
ESTONIA	YES	
FINLAND	YES	
FRANCE	YES	YES (arts. 5(b), 7, 9, 14, 15(2) and (3), 16(1) (c), (d), (g) and (h))
GERMANY	YES	YES (article 7 (b))
GREECE	YES	
HUNGARY	YES	YES (article 29 (1))
IRELAND	YES	YES (Arts. 9 (1), 11 (1) 13 (a), (b) and (c), 15, 16, 1 (d) and (f))
ISRAEL	YES	YES (arts. 7(b), 16, 29(1))
ITALY	YES	
JORDAN	YES	YES (arts. 9(2), 16(1) (c), (d) and (g))
LATVIA	YES	
LEBANON	YES	YES (arts. 9 (2), and 16 (1) (c) (d) (f) and (g), 29 (1))
LITHUANIA	YES	

## ANNEX 5: RATIFICATION AND RESERVES TO THE CEDAW

COUNTRIES	RATIFICATION	RESERVES
LUXEMBURG	YES	YES (arts. 7, 16 (1) (g))
MALTA	YES	YES (arts. 11, 13, 15, 16)
MAURITANIA	YES	YES (arts. 13 (a) and 16)
MONACO	YES	YES (arts. 7 (b), 9, 16 (1) (e), 29 (1))
MONTENEGRO	YES	
MOROCCO	YES	YES (arts. 2, 15 (4) and 29)
THE NETHERLANDS	YES	
PALESTINE	YES	
POLAND	YES	YES (arts. 29 (1))
PORTUGAL	YES	
ROMANIA	YES	YES (arts. 29 (1))
SLOVAKIA	YES	YES (arts. 29 (1))
SLOVENIA	YES	
SPAIN	YES	
SWEDEN	YES	
TUNISIA	YES	YES (arts. 9(2), 16 (c), (d), (f), (g), (h) and 29(1))
TURKEY	YES	YES (arts. 9, 15 (2) and (4), 16(1) (c), (d), (f) and (g), 29 (1))

Source:

\*[https://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg\\_no=IV-8&chapter=4&clang=\\_en#EndDec](https://treaties.un.org/Pages/ViewDetails.aspx?src=TREATY&mtdsg_no=IV-8&chapter=4&clang=_en#EndDec)



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