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ECONOMIC COMMISSION FOR EUROPE

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

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

REGIONAL OVERVIEW OF PROGRESS

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

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

Addendum 2

Name and type of body, date established	Resources		Links with other stakeholders		National Action Plan	
	Staff Number	Budgets	Line Ministries	NGO/ Others	Responsible body	Evaluation/ Monitoring/ Implementation processes
1	2	3	4	5	6	7
Armenia						
<ul style="list-style-type: none"> -The Human Rights and Humanitarian Issue Desk of the Ministry of Foreign Issues, 1993. -The department of Family, Women and Children Issues, 1997. -Women's Council, 2000. -The Deputy Minister within the Ministry of labour and Social Issues supervising the Department of Family, Women and Children Issues, 2002. The post of Adviser on Women's Issues to the Prime Minister, 2004. -The office of Ombudsman, headed by woman, 2004. 	<ul style="list-style-type: none"> -The department of Family, Women and Children Issues has 11 specialists. 		<ul style="list-style-type: none"> -An Interagency Commission under Prime-Minister's Decree with deputy ministers and heads of departments from the ministries of health, education, foreign affairs, culture and youth, agriculture. 	<ul style="list-style-type: none"> -There are about 60 NGO registered. 	<ul style="list-style-type: none"> -An Interagency Commission under Prime-Minister's Decree. 	<ul style="list-style-type: none"> -A number of surveys were carried out, including combating violence against women and improving role of women in decision-making. -NGOs role increased. -Legislation calls for equal rights for women in all spheres. -Creating new employment opportunities for women, implementing special micro-credit programs in urban and rural areas. -Increasing the financial resources provided for state-operated day-care facilities.
Austria						
<ul style="list-style-type: none"> -The Federal Ministry of Health and Women's Issues. -The Ombudsperson's office for equal opportunities (central and four regional offices). 		<ul style="list-style-type: none"> -Governmental budgeting. 	<ul style="list-style-type: none"> -The Council of Ministers established an inter-ministerial working group for gender mainstreaming (2000). All ministries, as well as the Constitutional Court, Administrative Court, the Ombudsman's Office, Court of Audit and the Parliament's administration are represented in the IMAG GM. 	<ul style="list-style-type: none"> -The Federal Ministry of Health and Women's Issues supports women-related projects of NGOs and, together with the Federal Ministry of the Interior, intervention centres devoted to protecting women against violence. 	<ul style="list-style-type: none"> -The Federal Ministry of Health and Women's Issues. 	<ul style="list-style-type: none"> -Regionalizing the ombudsperson's office for equal opportunities improved considerably its sphere of action. -Modification of the Amendment to the Federal Equal Opportunities Act, Federal Law. -Introducing Women Promotion Plans (measures to protect human dignity at the workplace, increasing the number of women in education and further training programmes, promoting career advancement and supporting women returning to their jobs as well as measures to help people reconcile work and family). -Specific training programmes were organized for each ministry. -Quality assurance project for gender training. - A third gender mainstreaming (GM) resolution was adopted by the Council of Ministers, which commits all Federal Ministries to establishing internal GM work and control groups and to carrying out one GM project.
Azerbaijan						
<ul style="list-style-type: none"> -National Commission for preparation for Beijing Conference, 1994. -National Commission on Women's Issues, 1998. -Interagency Commission on implementing Gender mainstreaming. 		<ul style="list-style-type: none"> -Governmental budgeting. 	<ul style="list-style-type: none"> -An Inter-Ministerial Commission under National Commission on Women's Issues. -Gender Focal Points of all Ministers are the part of Governmental Commission on Women's Issues. -Interdepartmental council at Ministers' level. 	<ul style="list-style-type: none"> -Women's groups in political parties. -Trade Unions. -Women's Association in Media. -Centres of genders research. -There are about 50 Women's NGOs. 	<ul style="list-style-type: none"> -Governmental Commission on Women's Issues. 	<ul style="list-style-type: none"> -There are several legislative changes. New law on Equal Opportunities for Women and Men was introduced. New National Plan Against Organized Criminal Activities and Trafficking in People was adopted. -Regional Project with cooperation of UNIFEM on "Women against War Conflict on the South Caucasus". -Government Programme on "Reducing Poverty" and "Economic Development", "Resolving Refugees' and Emigrants' Problems", "Health and Reproduction of the Nation." -National Land Reform was introduced, helping more than one million women to become landowners.
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Belgium						
<ul style="list-style-type: none"> -Institute on Equity for Women and Men. -Council on Equal Opportunity between Men and Women. -Partnership between Federal State and Communities. -Unit for Equal Opportunities for Flanders (GKV). -“Office of Empowerment affairs”. -French Community’s Directorate for Equal Opportunity. -Directorate of Walloon Council on Equity btw Men and Women. 	<ul style="list-style-type: none"> -Seven collaborators. 	<ul style="list-style-type: none"> -Federal Budget-€4.300.000. - Budget-€724.000. 	<ul style="list-style-type: none"> -Minister responsible for equal opportunity cooperates with Institute on Equity for Women and Men. -In Communities gender bodies work in tight connection with each other. 	<ul style="list-style-type: none"> -Women and Development Commission. -Population and Development Platform. -The Federal State and the Institute on equality has a specific mandate to support women’s associations as: (Amazone, Sophia association, CFFB and NVR; Group under “Europe Employment”). 	<ul style="list-style-type: none"> Institute on Equity for Women and Men. 	<ul style="list-style-type: none"> -National Action Plan of Belgium on Implementation of the Platform for Action from the Fourth World Conference on Women (1999). -Minister responsible for equal opportunity cooperates with NGOs (CFFB and NVR) on Action Plan evaluation.
Bulgaria						
<ul style="list-style-type: none"> -The Ministry of Labour and Social Policy, 2000. -The Consultative Committee on Equal Opportunities for men and Women (under the ministry of Labour and Social Policy) 2002. -National Commission, Local Commission, Regional Groups (in compliance with the Law on Combating Trafficking in Human Beings), 2001-2002. -Equal Opportunities for Women and Men Sector, two analytic units were established within the Ministry of Labour and Social Policy (Planning, Analyses, Projections Directorate and Labour Market Monitoring, Research and Assessment Division at the Labour Market Policy Directorate), 2004. 	<ul style="list-style-type: none"> -The number of people working on gender mainstream issues increased. 	<ul style="list-style-type: none"> -Government budgeting. -National and International Funds (UNDP and Employment Agency). 	<ul style="list-style-type: none"> -Planning, Analyses and Projections Directorate and Labour Market Monitoring, Research and Assessment Division at the Labour Market Policy Directorate, established within the Ministry of Labour and Social Policy, cooperate in the development of the equal opportunities policy. Police Academy of the Ministry of Interior. The Ministry of Youth and Sports. 	<ul style="list-style-type: none"> -NGOs have contributed to implementation of the National Action Plan, establishing the legal framework for guaranteeing gender equality. - Foundation for Entrepreneurship; Development; Bulgarian Gender Research Foundation; Club of Women Entrepreneurs and Managers in Bulgaria; and Women’s Alliance for Development (ZHAR). -They implement a number of projects, aimed at strengthening the role of women in business. 	<ul style="list-style-type: none"> -National Council on Equal Opportunities for Men and Women; -Ministry of Labour and Social Policy; 	<ul style="list-style-type: none"> -The Law on Protection against Discrimination, which entered into force on 1 January 2004, develops further the constitutional principle of equality. It refers to areas such as employment; education and training; health care; housing; social protection; providing goods and access to public services and institutions; and exercising economic activity. Several laws and acts were introduced: - Act on Equal Opportunities for Women and Men. - Law on Defence and Armed Forces of the Republic of Bulgaria; -Amendments to the Penal code. - Law on Combating Trafficking in Human Beings.
Canada						
<ul style="list-style-type: none"> -Status of Women Canada, 1976. -Women’s Health Bureau, 1993. -Justice Canada (Office of the Senior Advisor on Gender Equality), 1996. -The Office of the Senior Advisor on Aboriginal Women’s Issues and Gender Equality, 1998. -Agriculture and Agri-Food Canada’s Farm Women’s Bureau. -The Human Rights, Humanitarian Affairs and International Women’s Equality section of Foreign Affairs Canada functions as the focal point on issues of gender equality and women’s human rights within the Department. -The Gender Equality Division of the Canadian International Development Agency is the agency’s focal point for gender equality. -Statistic Canada. 		<ul style="list-style-type: none"> -Status of Women Canada budget and Governmental budgeting. -Public and private funding. 	<ul style="list-style-type: none"> -There are Ministers Responsible for the Status of Women at federal, provincial, and territorial levels supported by government mechanisms dedicated to advancing women’s concerns. -Many jurisdictions also have government-funded arm’s-length advisory councils on women. 	<ul style="list-style-type: none"> -There are over 1,500 women’s organization as well as equality-seeking groups. - There are two national Aboriginal women’s organizations. -The Native Women’s Association of Canada. 	<ul style="list-style-type: none"> -The Minister for the Status of Women. -Status of Women Canada: leadership, expertise advice. 	<ul style="list-style-type: none"> -A gender equality index for after tax (disposable) income shows increases in women’s income. -Gender equality effects of progressive taxation and, most significantly, increases in women’s paid work. - Women have made tremendous strides in educational attainment, accounting for 56.4% of all university enrolment in 2001, and are making inroads into male dominated fields.
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Croatia						
<p>-In 2001, the Gender Equality committee was constituted in parliament. -In 2003, the Parliament appointed the Ombudsperson for Gender Equality. -In 2004, the Office for Gender Equality of the Government was set up.</p>		<p>-State Budget.</p>	<p>-All the Ministries have gender equality coordinators, and they cooperate with the Office for the implementation of the gender Equality Act.</p>	<p>-NGOs participated in the drafting of the NAP. -NGOs cooperate with the Office for Gender Equality via common meetings and participation in several projects related to gender issues.</p>	<p>-Governmental Office for Gender Equality.</p>	<p>-National Policy for the Promotion of Gender Equality 2001-2005. -In 2003, the 'Gender Equality Act' was adopted.</p>
Cyprus						
<p>-The Ministry of Justice and Public Order in 1994 established the "National Machinery for Women's Rights" (NMWR). -In addition to NMWR other institutions were put in place. - Commission for Administration (Ombudsman). - National Institution for the Protection of Human Rights. - Advisory Committee on Domestic Violence. - Gender Equality Committee in Employment and Vocational training. -New Law Reform Committees were set up at the initiative of the NMWR.</p>	<p>Secretariat NMWR -2 professionals, assisted by external experts.</p>	<p>-NMWR budget (366,000 Euro in 2003) is covered by the annual budgets of the Ministry of Justice and Public Order.</p>	<p>The Gender Equality Committee consists of: -A chairperson appointed by the Minister of Labour and Social Insurance. -One representative from each of the following: Ministry of Labour and Social Insurance; Ministry of Justice and Public Order; Department of Public Administration and personnel; Ministry of Finance.</p>	<p>NMWR invited two Turkish Cypriot women's NGOs to join the NMWR. These NGOs benefit from its subsidies to develop their activities.</p>	<p>NMWR</p>	<p>NMWR carried out a number of projects in line with NPA: -A campaign for more Women in Politics. -Introduction of gender mainstreaming in the public sector. -Public awareness on gender issues through collaboration with mass media, including a daily radio programme. -Training of the police in addressing effectively cases of domestic violence. -Development of research in areas affecting the lives of women. -Helping to set up and empower appropriate bodies dealing with enforcement of relevant legislation and promotion of gender equality. -Supporting women's groups and initiatives. The government ratified two international legal instruments for women's rights: - The Optional Protocol to the Convention on the Elimination of all forms of Discrimination against Women. Protocol n.12 to the European convention for the protection of Human Rights and Fundamental Freedom.</p>
Czech Republic						
<p>-Ministry of Labour and Social Affairs. In 1998, it established a Unit of equality of men and women. -The Government Council for Equal Opportunities for Women and Men set up in 2001. -Permanent Commission for family equal opportunity.</p>	<p>-A gender focal point in each ministry (min. at 50% of the work-day).</p>	<p>-State budgeting.</p>	<p>-Government resolution No. 456 of May 2001 required all ministries to appoint a gender focal point to administer the equal opportunities agenda. -Since 2002, each ministry has established a gender focal point. The national coordinator is the Ministry of Labour and Social Policy.</p>	<p>-NGOs and non-profit organizations have important role in charitable and social activities and work with women from a wide variety of groups. They are at the forefront of identifying problems and proposing solutions. They raise public awareness of equal opportunities. -The Czech Moravian Confederation of Trade Unions for many years has addressed the issue of equal opportunities at all level of union work.</p>	<p>-Ministry of Labour and Social Affairs. Each ministry develops and carries out tasks from NAP.</p>	<p>- Promotion of the principle of equality between men and women as part of Government policy. - Legal support for equality between men and women and raising legal awareness. -Promoting equal opportunities for men and women in access to economic activities. - Balancing social position of men and women in caring for children and family members. - Suppression of violence directed at women.</p>
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Denmark						
<p>- The Minister for Gender Equality, 1999.</p> <p>- In addition to the central government institutions, a wide range of other institutions and players focus professionally on gender equality and contribute to enhancing the national debate.</p>	<p>-In 2004, 12 persons worked in the Department.</p>	<p>-The 2004 budget for the Department of Gender Equality was 14.7 million Danish Kroner.</p>	<p>-Individual ministers are responsible for gender equality in their own portfolio, both in terms of special and general initiatives (i.e. the statutory mainstreaming principle).</p> <p>- The Minister for Gender Equality in 2001 set up an inter-ministerial steering group. It is made up of top officials from each of Denmark's 18 ministries and are responsible for the general implementation of the strategy in all sectors and government units.</p>	<p>-Danish Women's Society and the Women's Council in Denmark, an umbrella organisation for 52 women's associations and organisations, work to promote women's rights and influence in society.</p> <p>-The Minister for Gender Equality supports the Women's Council in Denmark through an annual grant of DKK 1.1 million.</p>	<p>-The Minister for Gender Equality.</p>	<p>-Improving legislative system - the Danish Gender Equality Act, 2000 was introduced.</p> <p>- The inter-ministerial gender-mainstreaming project commenced in 2001.</p> <p>- The objectives of the project are:</p> <ul style="list-style-type: none"> -To increase awareness of the gender mainstreaming strategy inside ministries. -Improve the ministries' competence concerning gender, gender equality and gender mainstreaming. <p>-Enable the ministries to use tools from the gender mainstreaming strategy for qualified work on gender mainstreaming in their core portfolios</p>
Finland						
<p>-Gender Equality Unit.</p> <p>-Ombudsman for Equality.</p> <p>-Council for Gender Equality, 2001.</p>	<p>The Council for Gender Equality has 13 members.</p>	<p>-There will be no specific funding for the Action Plan. Instead, each ministry pays from funds related to the specific measure.</p>	<p>-Ministry of Social Affairs and Health, Chancellor of Justice and Parliamentary Ombudsman. Most ministries have equality plans and working groups on gender equality (Ministry of Labour, Ministry of Transport and Communications, Ministry of Finance, Ministry of the Environment, Ministry of Education, Ministry for Foreign Affairs, among others).</p>	<p>-NYTKIS (the coalition of women's organization, the National Council of Women).</p> <p>-Women's research institutes.</p>	<p>-The Ministry of Social Affairs.</p>	<p>-The Action Plan includes programmes, legislative amendments and other measures promoting gender equality and that different ministries will carry out during this parliamentary period. There will be a follow-up group and report on the Action Plan.</p>
France						
<p>Ministry Delegate for Parity and Equality in Workplace (June 2002), with a Unit on women's rights and equality.</p> <p>Advisory bodies under the Minister:</p> <ul style="list-style-type: none"> - High Council for Sexual Information, Birth Control and Family Education (CSIS). - High Council for Occupational Equality between Women and Men. - National Commission and the Departmental Commissions for Action on Violence against Women. - Gender Parity Observatory. - Two parliamentary committees created under the National Assembly and the Senate. 	<p>220 persons: 50 in administration and 170 in sub-regional departments.</p>	<p>-In 2003, the ministerial Budget was €18,025,000.</p> <p>-The Minister financed 120 sub-regional information centres for women rights (CIDF) and telephone hotlines for female victims of violence.</p> <p>-Informative appendix to the State budget: "The yellow budget paper on women's rights and equality" has been instituted.</p>	<p>Almost 30 partnership agreements have been signed between the Minister for Equality and others governments and agencies, for example:</p> <ul style="list-style-type: none"> - The Interministerial Agreement on the promotion of equal opportunities between girls and boys and men and women in the education system. - A five- year framework agreement with the Vocational Training Institute for Adults. - (AFPA), designed to double the number of women in vocational training courses. - A framework agreement with the Population and Migrations Directorate and the Action and Support Fund for integration and combating discrimination, to promote the integration of immigrant women and the female descendents of immigrants, and to prevent and combat the double discrimination, based on sex and origin, that they often face. - Establishment of a network of equality referral officers in the civil service. 		<p>-Ministry Delegate for Parity and Equality in Workplace.</p>	<p>-In June 2002, the Minister Delegate for Parity and Equality in the Workplace has brought a new and dynamic approach to the promotion of equality between women and men in France.</p> <p>-This new approach has three main features, consistent with a three-pronged methodological initiative, and is being applied in four broad fields of action.</p>
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Georgia						
<p>-Ad Hoc Working Group on setting up of the State Commission on gender equality at the State Minister's office was created in August 2004. -There are 10 members, including NGO representatives.</p>	<p>-1 person</p>	<p>-State budgeting of the machinery is under the discussion. -International Donors.</p>	<p>- Ministry of Economy. - Ministry of Finance. - Ministry of Health Care and Social Protection.</p>	<p>-Women's NGO Coalition of Georgia.</p>	<p>-Under development.</p>	
Greece						
<p>-13 Regional Committees for Equality (operating since 2000). -General Secretariat for Gender Equality (www.isotita.gr). -Inter-ministerial Committee for Gender Equality (2000). -Permanent Parliamentary Committee for Equality and Human Rights (2002). -Centre of Research on Equality Issues (KETHI). -National Observatory against violence.</p>	<p>The Regional Committees for Equality are constituted by decision of the Secretary General of the Region and consist of: - The Secretary General of the Region, as President. - Two representatives of the General Secretariat for Gender Equality of the Ministry of the Interior, Public Administration and Decentralization. - One representative of the Association of the Prefectural Local Authorities of Greece. - One representative of the Central Association of Municipalities and Communities of Greece.</p>		<p>-Inter-ministerial Committee for Gender Equality. -Collaboration with the Ministry of Education.</p>	<p>-The state supports NGOs, which are active in fighting illegal trafficking of human beings. -Creation of a Team for co-ordination, strategy and monitoring of the work of NGOs, consisting of representatives of the Ministry of Foreign Affairs, the International Organisation of Migration and the Inter-ministerial Group for the Elimination of Trafficking in Human Beings (O.K.E.A).</p>	<p>General Secretariat for Equality.</p>	<p>-National Action Plan on Equality 2001-2004. -Within the 3rd Community Support Framework (European Social Fund), Greece implements projects that contribute to empowerment of women and the promotion of gender equality. These include: "Employment and Professional Training", Society of Information" and URBAN. -Establishment of a system to monitor the promotion of gender equality in the activities of Operational Programmes of the C.S.F. 2000-2006 (based on data of the Special Coordinating Agency for activities of the European Social Fund (E.Y.Σ.Ε.Κ.Τ). -Measures for equal opportunities between men and women in community programs and initiatives were adopted (EQUAL, INTERREGIUM III, URBAN II, Leader +).</p>
Germany						
<p>-Committee on Family, Senior Citizens, Women and Youth of the German Bundestag. -Committee on Women and Youth of the Bundesrat. -Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, 1999.</p>			<p>-Ministerial working group (Interministerielle Arbeitsgruppe) focused on "Gender Mainstreaming" (IMA). -It convened for the first time in May 2000 under the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth. Members are heads of department who are responsible for the introduction of gender mainstreaming in their respective ministries.</p>	<p>-The Gender Competence Centre. -The Networking Office for Equal Opportunities and women's and equal opportunities representatives. (www.gleichberechtigung-goes-online.de) -The German Council of Women. -Inter-ministerial working groups.</p>	<p>-The Minister for Equal Opportunities.</p>	<p>-Creation of the high-level "Inter-Ministerial Working Group" with a preparatory working group and sub-groups on particular issues and a technical support group and the Gender Competence Centre. -Enforcement of Federal Equal Opportunities Act. - Political empowerment of women grew. - The Federal Act on Appointment to Bodies calls for those involved in the appointments to seek equal representation of men and women within the federal level's sphere of influence and contains clear rules of procedure. -Introducing Act against violence. -Balancing family and working life /child-care facilities. -The Health Modernisation Act strengthens gender-sensitive orientation in healthcare. -Improvement in the basic conditions for the employment of women and increased employment.</p>
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Iceland						
<ul style="list-style-type: none"> -The Centre for Gender Equality (Jafnréttisstofa) which is administered by the Ministry of Social Affairs. -The Gender Equality Council. -Gender equality co-ordinators. -Gender Equality Complaints Committee. -Gender Equality counsellor. -Different committee. -The local authorities. 		<ul style="list-style-type: none"> - Governmental budgeting. 	<ul style="list-style-type: none"> -Gender equality co-ordinators: Each Ministry is required to appoint a gender equality co-ordinator to monitor activities regarding gender equality within the sphere of the ministry and the institutions working under its auspices. The co-ordinators report annually on the ministry's activities to the Centre for Gender Equality. 	<ul style="list-style-type: none"> -Many local authorities, NGOs have been extremely active in measures to achieve gender equality in various fields. 	<ul style="list-style-type: none"> -The Minister of Social Affairs. 	<ul style="list-style-type: none"> Implementation of the National Action Plan focuses focus on three main areas: <ul style="list-style-type: none"> -Women and Economy. -Women in power and decision-making. -Women and peacekeeping.
Ireland						
<ul style="list-style-type: none"> -The Joint Oireachtas (Parliamentary) Committee on Justice, Equality, Defence and Women's Rights. -The Minister for Justice. -Equality and Law Reform. -The Gender Equality Section; 2002. 	<ul style="list-style-type: none"> -The Gender Equality Section has 10 people. -The childcare directorate has 21 people. -The Equality Tribunal has 31 staff. 	<ul style="list-style-type: none"> - Government budgeting. -Budgeting by National Development Plan Equal opportunities Childcare programme (€449mil.) and the Equality for Women Measure(€35 mil.). 	<ul style="list-style-type: none"> -Department of Education and Science. -Department of finance. -Department of Foreign Affairs. -Department of Health and Children. -Each Government Department has a focal point to assist with reporting on gender equality matters. In addition, each Government Department has a Unit dedicated to promoting implementation of the National Anti-Poverty Strategy and promoting gender equality for women. 	<ul style="list-style-type: none"> -National Women's Council of Ireland (NWCI), which includes 156 women's organizations with funding from the Department of Justice, Equality and Law Reform). -Equality for Women Measure. -Irish Observatory on Violence Against Women. 	<ul style="list-style-type: none"> - Department of Justice, Equality and Law Reform. 	<ul style="list-style-type: none"> Introduction of the Statutory Minimum Wage in 2000. -There have been improvements in women's representation at management levels. Women now constitute 30% of state board representatives and 36% of Government nominees to these bodies. -A strengthening of the anti-discrimination legal framework in relation to the labour market. - Improvements in family- friendly working arrangements including legislative provisions, childcare supports and funding for the development of family-friendly working. The Irish Civil Service has introduced a comprehensive range of family- friendly working arrangements. -Improved structures for combating violence against women. -Adoptions of gender goals for certain senior positions in the Civil Service. -Ratification of the Optional Protocol to CEDAW in 2000. -The election/appointment of women to key public posts. - Introduction of a new budget line of € 35 million under the National Development Plan to fund the Equality for Women Measure, a positive action initiative for women.
Italy						
<ul style="list-style-type: none"> -The Ministry of Equal Opportunities 1996. -The Equal Opportunities Department, 1997. -The National Commission for Equal Opportunities, 1990. -The National Committee for the implementation of the principles of equal opportunities between working women and men, 1991. -The Committee for women's entrepreneurship, 1992. -An Equal Opportunities Commission, 1999. 		<ul style="list-style-type: none"> - Governmental Budgeting. -Structural Funds of European Union. -National Funds. 	<ul style="list-style-type: none"> -Ministry for Trade and Craft. -Ministry for Education. -Ministry of Labour. -Ministry of Interior. -Ministry of Justice. -Ministry of Foreign Affairs. -The Ministry on Environment. -Ministry on Health. 	<ul style="list-style-type: none"> -Women and Work. -Women and Science. 	<ul style="list-style-type: none"> -The Ministry of Equal Opportunities. 	<ul style="list-style-type: none"> -Promotion of women in decision-making processes and representation of women at all electoral levels. -Coordination and reform of institutional action and equal opportunities bodies. -Eliminating discrimination. -International cooperation. - Training and education. -Promotion of female entrepreneurship and employment. -Gender policies on time-use, work organization and working-time. -The National Plan for kindergartens. -Fight against paedophilia. -Violence against women and measures against trafficking in human beings. and Health care.

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Israel						
<p>-Authority for the Advancement of Women.</p> <p>-Knesset (Parliament) Committee of the Status of Women.</p> <p>-Local Authorities Law (Advisor on the Status of Women).</p>	<p>-Every municipality appoints an advisor on women's status issues.</p>		<p>-Ministry of Education has established a special unit for the promotion of gender equality.</p> <p>-Ministry of Health establish women's health centres.</p>	<p>-The Authority for the Advancement of Women works closely with hundreds of NGOs and voluntary organisations.</p> <p>-Those are crucial partners for the development of women's programmes The Golda Meir Mount Carmel International Center (MCTC) holds biennial international Seminars and Symposia for Women Leaders.</p>	<p>-Authority for the Advancement of the Status of Women.</p>	<p>-Disseminate materials to help women to understand their rights and entitlements (media campaigns, publications, Guide to women's Rights).</p> <p>- Increased Debate on gender.</p>
Kazakhstan						
<p>-National Commission for Family and Women under the President of the Republic of Kazakhstan and its regional departments consist of representatives of different spheres of society, heads of central bodies and representatives of the regions (28 members). 22 December 1998</p> <p>-Regional Commissions on women's affairs Committee on elimination of women discrimination.</p> <p>-Human rights group/commission with specialist on gender questions.</p>	9 persons	<p>-State budget.</p> <p>-International funds (UNDP, Norway, SIDA).</p>	<p>-Representatives of regional and governmental bodies and ministries are members of National Commission (NC): all the information on gender questions is coming through them to the NC and President.</p> <p>-Different Ministries have staff members responsible for gender questions within Ministry.</p>	<p>-Parliamentary group on gender questions.</p> <p>-Coalition of women nongovernmental organizations.</p> <p>-150 NGOs.</p>	<p>-National Commission for Family and Women under the President of the Republic of Kazakhstan.</p>	<p>-Government is evaluating the Monitoring of Action Plan by NC.</p> <p>-80% of Plan has already been implemented or on the stage of implementation.</p> <p>-Future development of the Plan depend on a government resolution #1190 (11-03) by which the "Concept of Republic of Kazakhstan Gender Policy" has been set up.</p> <p>-Forthcoming: Second Report on results.</p>
Kyrgyzstan						
<p>-National Commission on Gender Issues, 1998.</p> <p>-Secretariat of National Commission on Gender Issues.</p> <p>-Regional and Local Commissions on Implementing Gender Policy, 2002.</p>		<p>State budgeting and International Funds.</p>	<p>-Ministry of Labour and Social Security.</p> <p>-Ministry of Education.</p> <p>-Interdepartmental council at Ministers' level.</p> <p>-Ministry of Ecology and Emergency Situation.</p>	<p>-There are many different NGOs, most of them involved in implementing gender policy, through integration with governmental organizations.</p>	<p>-Secretariat of National Commission on Gender Issues.</p>	<p>-Gender Audit was done in all Ministries across all levels.</p>
Latvia						
<p>-Ministry of Welfare, 1999.</p> <p>- Department of European and Legal Affairs, Gender Equality Unit, 2003.</p> <p>- Gender Equality Council, 2002.</p> <p>- Inter-ministerial working group, 2001.</p>			<p>-Secretariats of Ministers for Special assignments.</p> <p>-State Labour Inspectorate; Women's' Inter-parliamentary Cooperation Group.</p> <p>-Gender Equality Subcommittee.</p> <p>-The Central Statistical Bureau of Latvia.</p> <p>-The Latvian School of Public Administration.</p>	<p>- Inter-ministerial working group consists of representatives from line ministries, NGO's, Mass media, non-governmental organisations, experts and research institutions.</p>	<p>-Department of European and Legal Affairs, Gender Equality Unit.</p>	<p>-Labour Law and Law on Labour protection promote gender equality standards, such as equal pay, equal access to employment, vocational training, working conditions, parental leave and protection of pregnant workers.</p>

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Liechtenstein						
<p>-Gender Equality Commission and the Office of Gender Equality, 1999.</p> <p>-The Permanent Working Group on the Promotion of Gender Equality in the National Administration, 1998.</p>	<p>-Since 2003, the Office of Gender Equality has been staffed with full-time positions.</p>	<p>-State Budgeting.</p> <p>-Various National Funds.</p>	<p>-Gender mainstreaming is being introduced step-by-step in the National Administration.</p> <p>-A steering committee on implementation was formed, with the mandate to develop an implementation plan.</p> <p>-It is to review the areas of politics, education, business and culture.</p> <p>-It will recommend implementation options and present a plan to the Government.</p>	<p>-The Liechtenstein Women's Network encompasses 16 organizations and meets regularly to exchange information about its work and to organize projects.</p> <p>-There is also regional cooperation with the gender equality offices of Switzerland and Vorarlberg (Austria), with the project group "Images of Men", and with Government offices.</p>	<p>-The Office of Gender Equality.</p>	<p>Improving legislative area –adopted the Gender Equality Act. A brochure on sexual harassment at workplace was produced as a part of the Campaign on Gender Equality Act.-Revised the Law on Separation and Divorce; the Law on Employee Pension Plans (eliminated indirect unequal treatment, especially for women); the Law on Sexual Offences; the Law on Protection on Violence.-The Second Women's Congress was dedicated to Family and Employment.- The empirical study "Optimal planning and execution of re-entry into the workforce", conducted in 2001, led to the publication of Guidelines for Businesses (2002) and a Checklist for Women Re-entering the Workforce (2002).</p>
Lithuania						
<p>-The Family and Children's Affairs Commission, Human Rights Committee, the Women's Parliamentarian's Group; 1995.</p> <p>- Adviser to the Prime Minister on gender issues, responsible Minister and gender equality body, focal points in every Ministry.</p> <p>-The Prime Minister's Counsellor, 2002.</p> <p>-The Ministry of Social Security and Labour.</p> <p>-Inter-Institutional Commission (representatives from all the thirteen Ministries), 2000.</p> <p>-Ombudsmen's Office on equal Opportunities.</p> <p>-Equal Opportunities Development Centre.</p>		<p>-The financing of Programme measures is proposed from general –allocations of the Republic of Lithuania State budget funds, approved for the ministries and institutions participating in the implementation of the Programmes.</p> <p>- In 2000-2004, the government funded approximately 50% of total NGO activities. Citizens are encouraged to support non-governmental organizations by transferring 2 percent of income taxes to NGOs of their choice.</p>	<p>-Inter-ministerial Commission on Equal opportunities for women and men. All governmental institutions are responsible for implementing equality in the area of their competences in line with the gender mainstreaming approach.</p>	<p>- An informal coalition of non-governmental organizations for the protection of women's rights set up in 2001.</p> <p>- The electronic network of the Women's Issues Information Centre, which is one of the most active women's organisations, brings together over 130 public authorities, non-governmental organisations and individuals.</p>	<p>-Permanent Inter-Institutional Commission with representatives from all the thirteen Ministries.</p> <p>- However, work of women's NGOs in promoting rights and implementing The National Programme on Equal Opportunities for Women and Men is hindered by lack of funds at the national, regional and local levels. One reason could be low incidence of sponsoring and philanthropy.</p>	<p>-National Action Plan foresees activities on equal opportunities for women and men in employment, education, politics and decision-making. There are also measures on protection of equal rights, including women's human rights; combating violence against women and trafficking in women; health protection and environment issues; development of tools and methods; improving statistics; combating stereotypes; strengthening of institutional capacities; and awareness raising.</p> <p>-Since 1997, Statistics Lithuania has started to compile and produce more detailed statistical data disaggregated by gender.</p>

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Luxemburg						
<p>-Ministry of Promotion of Women (MPF) (1995).</p> <p>-Committee of Women Employment is a consultative body (1984).</p> <p>-Commission for equal chances of women and men and on promotion of women (1996) .</p>		<p>-Ministerial Budget: €7.866.227 in 2004 (about 0,14% of the global State budget).</p>	<p>Interministerial committee on equality between women and men addresses to the Ministry of Promotion of Women</p> <p>Ministry of Promotion of Women is a coordinating body, which collaborates with Ministry of National Education and Professional Organizations, communities, syndicates and NGO interested in women questions.</p>	<p>There are many organizations, interested in gender equality; most of them are NGO acting in the area of decision-making, education, and culture. They are working to change the role of men, achieve equal payment within organizations without gender discrimination (mostly trade unions) and employment opportunities and rights.</p>	<p>The Secretariat of Inter-ministerial Committee with support of the Ministry of Promotion of Women.</p>	<p>In June 2001, the Government adopted the strategy and Action Plan for implementation of political equality between men and women until 2005.</p> <p>Inter-ministerial Committee is responsible for following up the Action Plan and for taking important decisions on its implementation. Purposes of the Committee are: involve question of equality into all levels of political decision-making; integrate principals of equality into all political programs (mainstreaming principals of equality); propaganda of gender equality policy.</p>
Netherlands						
<p>-The Minister of Social Affairs and Employment.</p> <p>-Co-ordinating Minister.</p> <p>-Co-ordinating State Secretary for Emancipation Policy.</p> <p>-The Department for the Co-ordination of Emancipation Policy. 1981.-The Interdepartmental Committee for Emancipation Policy.</p>		<p>-Budget of the Ministry of Social Affairs and Employment.</p> <p>-Budget of European Social Fund.</p> <p>-Non-government organizations' budgeting.</p>	<p>-A number of ministries have an internal co-ordinating body. These advise their own minister on emancipation issues relating to that ministry's area of competence. This is usually an emancipation committee.</p> <p>-The authority and practical influence of these bodies differs from ministry to ministry.</p>		<p>-The Minister of Social Affairs and Employment.</p> <p>-Department for the Co-ordination of Emancipation Policy.</p> <p>- Cabinet on Gender Mainstreaming.</p>	<p>-The second Kok Cabinet made each department responsible for coming up with a plan of action "setting at least three concrete tasks to be realised in the area of implementation and application of emancipation policy that were to be brought to effect during the term of government". The tasks should be:</p> <ul style="list-style-type: none"> -Concretely measurable. -Achieved within a period of four years. -Linked to the main themes of departmental policy. -Linked to the present emancipation policy. -Be designed primarily to have an impact on society. <p>-Main areas of implementation of National Action Plan were:</p> <ul style="list-style-type: none"> -Human rights of women. -Women and Economy (equal pay, improving conditions of part-time work, tax relief for parent with low-income level, elimination of poverty, combining work and care, improving childcare service. -Increasing women's participation in power and decision-making. -Launching health programmes.
Norway						
<p>-The Ministry of Children and Family Affairs.</p> <p>-Since 1970, Norway has had National Machinery for gender equality: Gender equality Ombudsperson and Gender Equality Centre.</p> <p>-Since 1997, Committee for junior ministries on gender equality.</p>		<p>-In 2000, a gender perspective was incorporated in the preparation of the budget of the Ministry of Children and Family Affairs.</p> <p>-In 2003-2004, a separate gender annex to the governmental budget was presented (17 ministries were involved in this report).</p>	<p>-All ministries have had a gender focal point/contact person since 1980.</p> <p>-An inter-ministerial network of gender focal points is invited to capacity-raising activities, seminars, training sessions and exchange of experience and best practices.</p>	<p>-The ministry of Foreign Affairs financed FOKUS, a Norwegian NGO active in development issues targeting women.</p> <p>-The annual Milestone Conference to monitor follow-up on the Beijing Platform for Action is organised by the Norwegian government in cooperation with FOKUS and the Centre for Gender Equality.</p> <p>-REFORM, a NGO financially supported by the Ministry of Children and Family Affairs, is an important voice in the gender equality debate.</p>	<p>-Gender Equality Ombudsperson (reporting to the Ministry of Children and Family Affairs).</p>	<p>-In 1985, two action plans for gender equality were adopted by the Norwegian Parliament (<i>Stortinget</i>) and enacted during the 1980s.</p> <p>-In 2002, there was a revised version of 'Gender Equality Act'.</p> <p>-No later than 2006, joint machinery will be set up to combine law enforcement and promotional activities in the field of gender and ethnicity.</p>

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Malta						
-Ministry for the Family and Social Solidarity. -National Commission for the promotion of Equality for Men and Women (2004). -National machinery established in 1989.	-Seven members, including the Commissioner, and seven executive staff.	-In the last budget (2004) the Commission was allocated about €172,800, 2.7% of total contributions to government entities under the Ministry for the Family and Social Solidarity.	-Most ministries have equality plans and working groups on gender equality. -Government has established gender equality as a horizontal priority across all sectors.	-The Employment and Training Corporation. -Education Division. -the World of Work Working Group. - Malta Enterprise.	-National Commission for the promotion of Equality for Men and Women.	-Laws, such as The Act to Promote Equality for Men and Women. -Equal Opportunities and Empowerment at the Workplace (family-friendly working arrangements). -Strategies for the Promotion of Equality and Empowerment -- Primary Sector Areas (labour market, education sector, media, healthcare). -Equality and Equity of Access to goods and services increased through Mata's social inclusion policy. -Monitoring and Accountability to improve national machinery. -Capacity Building (providing training for public and private organizations).
Poland						
-Government Plenipotentiary for an Equal Status for Women and Men, 2001.	-22 full time employees.	-Annual funding from the state budget amounts to \$500,000. -The Plenipotentiary also spends €20,000 on Community projects subsidized by the European Commission. -Together with foreign partners, the Plenipotentiary realizes the pre-accession programs financed by the European Commission with about €2,000,000 (until 2004).	-Ministry of Infrastructure. -Ministry of Agriculture and the Development of Rural Areas. - Ministry of Science and Information Technology. -Ministry of Internal Affairs and Administration. -Ministry of Culture, Ministry of Foreign Affairs. -Ministry of State Treasury. -Central Statistical Office. -Office for European Integration.	-There are about 260 women's organizations. -Pre-electoral Women's Coalition.	-The Government Plenipotentiary for an Equal Status of Women and Men.	-Gender equality issues and actions related to women's promotion were reduced to the absolute minimum necessary for compliance with EU requirements. -A major change occurred after the parliamentary elections of September 2001. Actions for gender equality and assigning more power to women became one of the Government's priorities. As one of its first tasks, the Government Plenipotentiary for an Equal Status of Women and Men focused on the second stage of the implementation of the National Action Plan for Women 2003-2005. -Implementation and final monitoring report of National Action Plan will be prepared by the end of 2004
Portugal						
-The Commission for Equality and Women's Rights (1991), which replaced the Commission on the Status of Women (1977). -Commission for equality in Work and Employment (1979).		The budget of the Commission for Equality and for Women's Rights of the overall budget was 0.0037% in 1999, 0.0044% in 2002, 0.0039% in 2003, and 0.0029% in 2004.	- Ministry of Justice; Ministry of Education. - Ministry of Interior Affairs. - Ministry of Culture; Ministry of Cities, Territorial Planning, and Environment. - Ministry of Science and Higher Education. - Ministry of Agriculture, Rural Development, and Fisheries. - Ministry of National Defence. - Ministry of Economy. - Ministry of Finance. - Ministry of Foreign Affairs. - Ministry of Public Construction, Transports, and Housing. - Ministry of the Presidency. - Ministry of Health. - Ministry of Social Security and Labour. High Commissioner for Immigration and Ethnic Minorities	-National Institute of Statistics. -Strategic groups of social negotiators, entrepreneurs, trade unionists, human resource managers, civil servants, magistrates, lawyers, trainers and local elected officers. -Academic and Research institutes.	-The Commission for Equality and Women's Rights.	Second national Plan for Equality (2003-2006) has two main axes: -Structural measures. - Policy Sector measures, divided in four areas (Professional and private life: Work, employment, maternity and paternity protection and reconciliation of professional and family life. Education, information and training: Education and professional training; reproductive and sexual health; culture; sports; media. Citizenship and social inclusion: empowerment and decision making; poverty and social inclusion; immigrant women and ethnic and cultural minorities; violence against women. Co-operation with Portuguese speaking countries. (CPLP).

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Russian Federation						
<p>-National Commission for preparation for Beijing Conference, 1993.</p> <p>- National Commission on Women's Issues, 1993.</p> <p>- An Inter-Ministerial Commission, 1996.</p> <p>- The Commission on improving women's situation in the country, 1997.</p> <p>-The Commission on Equal Opportunities for Women and Men, 2002.</p> <p>-The Department on Children, Women and Family Issues under Ministry of Labour and Social Development of Russian Federation.</p> <p>-The Commission on Women, Family and Youth Issues.</p>		<p>-Governmental budgeting.</p> <p>-International Funds.</p> <p>-NGO Funding.</p>	<p>-An Inter-Ministerial Commission.</p> <p>-Most federal agencies and all ministries have staff responsible for implementation of gender policy. This staff is a part of the Commission on Gender Issues.</p>	<p>-There is a close relationship between NGOs and government on the gender issues.</p> <p>-NGOs are involved in developing gender related projects, programmes and policies.</p> <p>- There are several associations of businesswomen.</p> <p>-“East-West Women's Initiative Projects” Association works with the government to educate and inform people on gender policy.</p>	<p>-The Commission on Equal Opportunities for Women and Men, 2002.</p> <p>-The Department on Children, Women and Family Issues under Ministry of Labour and Social Development of Russian Federation.</p>	<p>-Health, education, budget became more oriented to social issues.</p> <p>-Women make up 10% of Russian Parliament.</p> <p>- Women's unemployment level decreased.</p> <p>- Increasing quality and accessibility of childcare, with 15% rise in places.</p> <p>-Increasing women's participation in the labour market, both as employees and as entrepreneurs.</p> <p>-Continues developing gender indicators and statistics, especially in education, violence against women, wage differences.</p> <p>-Monitoring and evaluating efficiency of national mechanism on gender issues.</p>
Slovakia						
<p>-The National Centre for Equality Between Women and Men, 1997.</p> <p>-The Commission for Women, 1998.</p> <p>- The Department for Equal Opportunities, 1999.</p> <p>-Ombudsman, 2001.</p> <p>- The Commission for Equal Opportunities and the Status of Women, 2002.</p>		<p>-The department's tasks are financed within the budget of the sector and are determined by a budgetary allocation.</p>	<p>-Cooperation with ministries and central state administration bodies, local state administration bodies and self-government authorities at all levels.</p>	<p>-Non-governmental women's organizations, trade unions, municipal authorities, selected central state administration bodies, research institutions, religious bodies, and experts dealing with the issues of women, families, children and youth.</p>	<p>-The Government Department for Equal Opportunities and Anti-discrimination and NGOs.</p>	<p>-To implement in practice the legally enshrined equal status of women in family, employment and society.</p> <p>- Create room for women to make personal choices regarding family, employment and society.</p> <p>- Eliminate economic disadvantages that affect women.</p> <p>-Shape public opinion to respect equality of men and women.</p> <p>-Protect and promote women's health.</p> <p>-Eliminate violence against women.</p> <p>-Create conditions for personal and vocational development for women who are disadvantaged or vulnerable (women living in rural areas, women of Roma ethnic group, unemployed women, women inadequately prepared for their motherly role, women with disabilities).</p> <p>-Promote activities of organisations focused on support and development of women at national and international levels</p>
Slovenia						
<p>-Governmental Office for Equal Opportunities.</p>			<p>-Each ministry appointed a co-ordinator for equal opportunities for women and men.</p> <p>-Four local government communities also appointed a special coordinator for equal opportunities for women and men and other local governments are considering following suit.</p>		<p>Governmental Office for Equal Opportunities.</p>	<p>-Government plans to adopt the First National programme for equal opportunities for women and men and submit it to Parliament for approval in late 2004.</p>

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<p>- Institute for Women's Issues (attached to the Ministry of labour and social Affairs) 2000</p> <p>- Sectoral Women's Conference (1995)</p> <p>- Autonomous Communities now have mechanism in place to ensure equality of opportunities within their territories.</p> <p>- Monitoring Unit on Equal Opportunities between Men and Women (2000)</p> <p>Monitoring Unit for Domestic and Gender Violence (Employment Commission, Committee on Social Exclusion, Education Commission, Conciliation Commission)</p>	<p>Wide network of regional/local Equality Units</p>		<p>- Mixed Commission on Women's Rights (Standing parliamentary Commission) Regional and Local Equality Organizations.</p>	<p>Since 2000 the Institute for Women's Issues has provided technical, financial and infrastructure support to NGOs.</p> <p>- Women Organizations.</p> <p>- Investigation Institutes</p> <p>- Universities.</p>	<p>Institute for Women's Issues promotes the Plan and it is approved by the Council of Ministers. It serves as a model to be followed by the Autonomous Communities and Local Corporations.</p>	<p>Fourth Plan on Equal Opportunities between Women and Men (2003-2006):</p> <p>Two principles:</p> <p>- Defending and guaranteeing the potential of equality between men and Women in all activities and policies, at all levels and evaluating its potential effects;</p> <p>- Cooperation with all agents involved;</p>
Sweden						
<p>-The Gender Equality Unit assists the Minister for Gender Equality.</p>	<p>-The Gender Equality Unit has 15 permanent employees and six civil servants employed on a project basis.</p>	<p>- The government budget proposals for 2004 give special emphasis to sexual and reproductive health and rights.</p> <p>-The Minister for Gender Equality has an annual budget line for "Special Gender Equality Measures" which is used to support gender equality projects carried out by non-governmental organisations.- Ministries are not allocated any separate resources for their work on gender equality.</p>	<p>-Each minister is responsible for gender equality within his or her policy area. The Government's policy is coordinated by the Minister for Gender Equality.</p>	<p>-230 agencies report directly to the government. The Public Authorities Operations Ordinance and the annual appropriations directions govern their work. The Public Authorities Operations Ordinance stipulates that every agency applies a gender equality perspective in its work.</p>	<p>-The Government Office's Gender Equality Unit.</p>	<p>-Women's representation increased in the political sphere and in other areas.</p> <p>- A growing number of parents share responsibility for home and children.</p> <p>-The government intensified its measures against violence committed by men against women, including so-called violence in the name of honour.</p> <p>- The Act Prohibiting the Purchase of Sexual Services led to a decrease in prostitution and acts as an obstacle to human trafficking in to Sweden for purposes of sexual exploitation.</p> <p>-Measures against gender discriminating pay differentials were implemented.</p> <p>- Since 1994, all individually based official statistics are to be classified by gender.</p> <p>Statistics Sweden prepared a manual on working with gender-classified statistics.</p>
Switzerland						
<p>-The Federal Commission for Women's Issues (CFQF-1976 - www.comfem.ch)</p> <p>-Federal Office for Gender Equality (BFEG-1988). (www.equality-office.ch)</p> <p>-Federal Coordinating Committee on Family Issues (1995).</p> <p>-Swiss Conference of Delegates for Gender Equality.</p> <p>-The Cooperation and Development Directorate (DDC) has a Gender Unit.</p>	<p>-Three women staffers in the CFQF secretariat.</p> <p>-12 members of staff.</p> <p>-25 offices at Confederation, canton and city level.</p>	<p>-CFQF Annual Budget is Ch. Fr. 175,000.</p> <p>-BFEG budget is Ch. Fr. 5.2 million.</p> <p>-Swiss Conference of Delegates for Gender Equality.</p>	<p>-Federal Department of Foreign Affairs (DFAE) has made violence against women and trafficking in girls and women a focal point of its policy and options.</p>	<p>-NGOs worked with the Federal Council and with the Swiss Cantons for the approval of the NPA.</p> <p>'Coordination ONG Post Pekin Suisse-NGO' prepared the Suisse alternative report (www.postbeijing.ch)</p>	<p>-Federal Council and Federal Office for Gender Equality (BFEG).</p>	<p>-In 1999 adoption of a Nation Action Plan for "Equality between Women and Men".</p> <p>-In 2002, the Interdepartmental working group (members of Federal Council and NGOs) prepared in 2002 a report on implementation of national plan for action.</p> <p>-In February 2004, the Federal Council adopted its 2003/2007 strategy: to promote women in education, to adapt its policy on occupational equality in light of the evaluation of the Equality Act, and to examine measures for reconciling family and working life (such as renewing the incentive fund for childcare facilities, and regulating school hours).</p>

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The former Yugoslav Republic of Macedonia						
-The Unit for Promotion of Gender Equality in the Ministry for Labour and Social Policy, 1997.	-One person is in charge of all the Unit's activities. - Occasionally there is an assistant to work on specific projects.	-Lack of finance and expertise.	-In the Ministry of Foreign Affairs and Ministry of Justice, there are contact persons for gender equality and cooperation with them is strong. Cooperation with other governmental institutions on a national and local level is much more difficult, because there is no network for cooperation, but establishment of such a network is in progress.	-Union of women's organizations of RM, 6 local commissions for gender equality. -Governmental institutions, experts, university professors.	-Ministry for Labour and Social Policy- Unit for Promotion of Gender Equality and the National Committee for implementation of the Beijing Platform and Plan for Action.	- Increasing women's participation in politics and decision-making (18,3% of parliamentarians are women). - In education sector, obligatory elementary and secondary education, including in rural areas refers, covers all children without regards to gender. -Changes in legislative environment since 1991 were directed towards promotion of gender equality and protection of women. -Rising the awareness of women in rural areas of their voting rights. -Rising the awareness of the public, political parties, strengthening the gender machinery. -Creating gender statistics in State Institute for Statistics.
Turkey						
-Consultative Committee. 1987. -General Directorate of Women's Status and Problems, 1996.		-There is no realistic share in the national budget and funds are limited to the budget of the General Directorate of Women's Status and Problems. A portion of the budgets of Ministry of Education and Ministry of Health also is allotted to equality work (technical vocational schools for girls and General Directorate for Mother and Infant Health).	-Ministry of Agriculture and Rural Affairs (Department of Women in Rural Development). -Ministry of National Education.	-State Statistics Institute (Women Statistics Section). -Women's problems Research and Implementation Centre.	-General Directorate of Women's Status and Problems.	-Increasing Literacy. -Withdrawal of reservations on CEDAW. -Decrease in mother and child deaths. -Adoption of the Law for the Protection of the Family in 1998 aimed at eliminating violence against women preventing violence in the family. This represents important progress given that state intervention is very difficult in an area regarded as private. -Turkish Criminal Code is being reviewed in areas linked to gender equality. For example, crimes of honour are viewed as a violation of human rights, and commuting of sentences will no longer be allowed.
Ukraine						

<p>-National Commission on Women, Motherhood and Children's Issues, 1995. -Ministry on Family and Children's Issues, 1996. -Committees on Family and Children's Issues at local levels were established 1997-1998. -Coordination Commission on Gender and Family Issues, 1997.</p>		<p>Governmental budgeting and international funds.</p>	<p>NGOs work closely with Ministry of Family, Children and Youth Issues. They carry on joint projects and research programmes supporting women in business and in other activities.</p>	<p>-Over the last ten years, 20 gender scientific centres were set up. -School on Equal Opportunities was established. --NGOs are involving in developing gender related projects, programs and policies.</p>	<p>-Ministry of Family, Children and Youth Issues.</p>	<p>-Taking gender issues into consideration in policymaking process. -Banning discrimination on labour market and in job promotion and hiring. -Developing programmes for women who are victims of economics reforms. -Educating women about equality legislation. -Encouraging women to participate in decision-making processes. -More focus on gender issues in the health sector. -Legislative changes linked to policies on trafficking in people and rehabilitation help for victims. -Encouraging women to participate in media. -Producing annual reports for the government and monitoring the gender process</p>
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United Kingdom

<p>-The Women and Equality Unit, (1997). -Two ministers for Women, one at Cabinet level - Secretary of State for trade and Industry and Minister for Women. -The Ministerial Sub-Committee on Domestic Affairs. -The Developed Assemblies. -The Women's national Commission. -The Equal Opportunities Commission. -The Commission for Equality and Human Rights.</p>		<p>- Governmental budgeting.</p>	<p>-The Women and Equality Unit is promoting gender equality across Government through the development and monitoring of the report, Delivering on Gender Equality, published in July 2003.</p>	<p>-Equality Impact Team. -230 partner organization.</p>	<p>-Department of Social Affairs.</p>	<p>-Increasing women's participation in the labour market, both as employees and as entrepreneurs. -Increasing quality and accessibility of childcare. -New programme helps domestic violence survivors to live lives that are more independent. -Improving childcare facilities (250,000 new childcare places). -Increasing number of employees satisfied with work/family balance. -Equal pay audit (35% of large organization will have done pay reviews by 2006).</p>
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United States of America

<p>US Department of State various bodies, including:</p> <ul style="list-style-type: none"> -Office of International Women's Issues (G/IWI). -US Department of State (1994). -Office of Social and Humanitarian Affairs (IO/SHA). -Bureau of Democracy, Human Rights and Labour. -Bureau of Population, Refugees, and Migration (PRM). -Office of Legal Adviser (L). <p>Other organizations including:</p> <ul style="list-style-type: none"> -Office of Women in Development. -USAIDS. -National Security Council. -Office of Violence Against women. -Office of Women's Business Ownership. -Advisory Committee on Women in the Services. -US Department of Defence. 		<ul style="list-style-type: none"> - Governmental funds. - Private funding. - International support. 	<p>-Most governmental organizations are in Department of State.</p>	<ul style="list-style-type: none"> -US Agency for International Development (USAIDS). -National Security Council. -Food and Drug Administration. -Office of Public Health and Science. -Veterans Affairs Administration. 		
Uzbekistan						
<ul style="list-style-type: none"> -Introduced new post as Vice Minister on Social Defence, Motherhood and Children's Issues, 1995. -The institute of Ombudsman, headed by woman, 1997. -Bureau on "Gender and Development", 1997. 	<p>-Project (2002-2007) on "Increasing health care in families, improving maternity and educational systems" financed from all funding, total \$122 million.</p>	<ul style="list-style-type: none"> - Governmental budgeting. -Various Public Funds and International Funds. 	<p>There is very well maintained network across ministries and departments at all levels.</p>	<ul style="list-style-type: none"> -Women's Committee of Uzbekistan. -Funds "Soglom Avlod Uchun (Healthy Generation)". "Sen Yolgiz Amassan". "Children Fund", Youth Fund "Kamolot". -Centres on Social Defence and Help for Single Mothers. -Children's Parliament. -There are more than 50 Women's organizations. 	<p>-Joint Commission on Gender Issues under Cabinet of Ministers.</p>	<ul style="list-style-type: none"> -Using Gender Statistics System, based on 176 Indicators for monitoring gender process. -New changes in legislative system. -Creating institutional mechanisms. -Introducing monitoring system. -Developing NGOs. -Raising gender awareness.

Source: National responses to the UN/DAW questionnaire.