



Economic and Social Council

Distr.: General
20 August 2014

Original: English

Economic Commission for Europe

Beijing+20 Regional Review Meeting

Geneva, 6–7 November 2014

Item 4 of the provisional agenda

**Long-term trends in gender equality
and the empowerment of women in the ECE region**

Regional review of progress: achievements and challenges in promoting gender equality in the ECE region by country

Note by the secretariat

Summary

The Economic and Social Council in its resolution 2013/18 noted the relevance of the regional reviews and outcomes of the regional level intergovernmental processes in preparation for the “Beijing+20” global review which will take place at the fifty-ninth session of the Commission on the Status of Women in March 2015.

The review in the United Nations Economic Commission for Europe (ECE) region is based on the national responses to the United Nations questionnaire on the Implementation of the 1995 Beijing Declaration and Platform for Action and of the Outcome of the Twenty-Third special session of the General Assembly in 2000.

This document highlights, by country, selected achievements and challenges in terms of gender equality as outlined in the national responses since the last regional review in 2009. It complements document ECE/AC.28/2014/3 which summarizes regional trends and policy developments reported by member States in the twelve areas of concern covered by the Beijing Platform for Action.

GE.14-14373 (E)



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Introduction

1. This document presents an overview of ECE member States' achievements and challenges in the implementation of the Beijing Platform for Action and the outcome of the Twenty-Third special session of the General Assembly (2000) since the last regional review in 2009. It complements the Regional synthesis report (ECE/AC.28/2014/3).

2. This overview is based on the responses of ECE member States to the United Nations questionnaire included in the Guidance note for the preparation of the national reviews. Due to space constraints, this document includes only the issues prioritized in the national responses, without fully reflecting the richness of the country reports received. The detailed reports are posted on the ECE website, <http://www.unece.org/gender>. The following countries are included: Albania, Andorra, Armenia, Austria, Azerbaijan, Belarus, Belgium, Bosnia and Herzegovina, Bulgaria, Canada, Croatia, Cyprus, Czech Republic, Denmark, Estonia, France, Georgia, Germany, Greece, Hungary, Iceland, Ireland, Israel, Italy, Kazakhstan, Kyrgyzstan, Latvia, Lithuania, Republic of Moldova, Netherlands, Norway, Poland, Portugal, Romania, Russian Federation, Slovakia, Slovenia, Spain, Switzerland, Tajikistan, Turkey, Ukraine and United Kingdom of Great Britain and Northern Ireland.

<i>Countries</i>	<i>Achievements</i>	<i>Challenges</i>
Albania		
National plan	National Strategy on Gender Equality, Reduction of Gender-Based Violence and Domestic Violence 2001-2015 (revised) and Action Plan	
Entrepreneurship	2011: 31.2% of new enterprises owned / managed by women (up from 25% in 2007)	Women-run businesses have low added value, concentrated in retail and services
Education / vocational training		55% of children not enrolled in school are girls, 66% of illiterate adults are women 88.7% of social sciences students, 77% of medical students, 68% of social sciences students are women
Health		Prenatal sex selection has spread with declining fertility
Violence against women	Domestic violence covered in Criminal Code (2012, 2013), stalking included	2007–2013: Percentage of women who experienced domestic violence increased (56.0% to 59.4%) Limited services in remote and rural areas, limited legal aid
Women's representation	Increase in parliamentary representation from 6% in 2001 to 18% in 2013 46.1% in cabinet	Failure to meet the 30% quota at all levels
Legislation	2010: Law on Protection from Discrimination	
Budgeting	2013: All central institutions must set measurable objectives on gender in budgets	
Gender statistics	National Study on Time Use for 2010–2011	
Andorra		
Employment		Women's access to managerial posts more limited than men's. This contributes to the existing gender pay gap
Education / vocational training	Women have better academic results and they are overrepresented in universities	Stereotypical educational choices, women continue to be underrepresented in scientific courses

Violence against women		Anti-violence law (gender-based violence and domestic violence) currently under development
Women's representation	Increase in women's representation: from 7.1% members of parliament in 1997 to 50% women in top political and social decision-making posts 2014	
Armenia		
National plan	Gender Policy Strategic Action Plan for 2011–2015	
Work and family	Unpaid leave (up to two months) available to fathers	
Health	Unprecedented growth of budget for obstetric aid and inpatient child care 2006–2013	Maternal mortality significantly exceeds average EU level, but is much lower than average level in the CIS (19.1 to 29.3 in the CIS)
	Average triennial rate of maternal mortality (per 100 000 births) halved: 1999–2000: 39.9, 2011–2013: 19.1	High mortality from cancer of reproductive organs (breast and cervical cancer), late diagnosis of advanced cancer
Violence against women	2010: Inter-agency Commission on Combating Gender Based Violence 2011–2015: Strategic Programme Against Gender-based Violence	Draft law “On family violence” rejected, individual legal amendments planned
Women's representation	2011: Gender quotas in the new Electoral Code – number of women in parliament increased to 14	
Legislation	Law “On provision of equal rights and equal opportunities for women and men” (2013) Reformed Family Code 2013: marriageable age of 18 for women and men	
Institutions/Mechanism	Concept Paper on Gender Policy 2010 2011: Standing Committees on gender issues at regional and local levels	No agreement on establishment of a national mechanism for women
Austria		
National plan	National Plan on Gender Equality in the Labour Market 2010–2013	

Poverty	Social benefit system takes particular account of single parents	Higher risk of poverty of women in women: 15.3% of women (vs. 13.5% men), primarily women between 20 and 39 years of age (19%), older women aged 65 and above (18%) At-risk-of-poverty rate of women who live alone: 24%
Employment	Increase in women's labour force participation to 67.6% in 2013 (up from 58.9% in 1995)	High female employment, increasing part-time employment of women (45.5% in 2013)
Gender pay gap	Gender pay gap reduced from 25.5% (2006) to 23.4% (2012)	Gender pay gap remains one of the largest in the EU
Education / vocational training	61.4% of higher education graduates are women (2012–2013), up from 57.7% in 2009–2010	
Violence against women	2013: Emergency housing unit for victims of forced marriage	National Plan on the Protection of Women against Violence under development
Women's representation	Proportion of women in leadership positions in the public sector 32% (up from 27%, 2006–2013)	
Budgeting	2009: Budget law reform: Every line ministry and supreme body must have at least one outcome objective on gender equality	
Gender statistics	Annual Austrian "Gender Index"	

Azerbaijan

Poverty		Poverty is linked to trafficking risk
Employment		Women account for 76.5% of employed in education, healthcare, culture, social protection Ratio in non-formal employment to total employment of women 61.9% in 2009 (32.7% in 2005)
Health	Draft Law "On Protection of Reproductive Health and Family Planning"	Lack of information on contraception, limitations in access to family planning: highest rate of abortions among Central Asian countries and Turkey The number of live born boys exceeded girls within the last 4–5 years

Violence against women	2010: Law "On prevention of domestic violence" 2011: Modification of the Family Code - minimum age of marriage 18, for women and men 2011: Amendment Criminal Code: prohibition of compulsory marriage, sanctions National Plan of Action against Trafficking 2009–2013	
Women's representation	Representation of women at municipal level has increased from 4% to 26.5% as of 2009 elections	
Gender statistics	Nationwide gender indicators system: more than 250 indicators grouped on 12 subjects are collected	
Belarus		
National plan	Fourth National Plan of Action to Ensure Gender Equality 2011–2015	
Employment	2012: Women were 54.6% of all employed (up from 53.4% in 2010)	Women dominate in health care and social services (83.5% of employees); education (82.3%); hotels and restaurants (76.4%); financial activities (74.9%)
Gender pay gap		2012: Nominal average monthly wage of women 74.5% of men's (up from 73.9% in 2008)
Work and family	2014: Labour Code: right to parental leave for father, other relative, or family member if mother is not employed	
Violence against women	2014: Law on the Bases of Activities to Prevent Offences amended: definitions for "violence in the family", "family members", restraining order 2012: Law on Countering Trafficking in Persons	No law on violence against women Every fourth murder or infliction of grievous bodily harm occurs in the context of domestic family relations
Women's representation		2013: Women in parliament 26.6% (down from 29.1% in 2005) Men occupy all senior-level posts of 24 ministries
Institutions/ Mechanism		Effective implementation of legal norms and measures for gender equality needs improvement

Belgium		
Employment	<p>2013: Women's employment rate 62% (up from 49% in 1995)</p> <p>After introduction of a quota (2011), increased presence of women on boards of the 20 largest companies (from 11% in 2011 to nearly 20% in 2013)</p>	Employment rate of women lower (62% vs. 72% for men), particularly for migrant and aged women
Gender pay gap	Gender pay declined from 15% in 2001 to 10% in 2010	
Work and family	Number of men on parental leave increased (from 8% in 2002 to 26% in 2012)	
Violence against women	<p>Action plan to fight violence against women 2010–2014</p> <p>2011: Better response to female genital mutilation (2011) and intimate partner violence (2012)</p> <p>2013: Temporary ban of perpetrator from house</p> <p>2013: Strengthening of criminal code against forced marriage, forced cohabitation</p>	Under-reporting: 33% of survivors consulted doctor, 22% went to the police
Women's representation	Increase from about 10% women members of parliament to 40% in 20 years	
Legislation	<p>2011: Introduction of quotas (1/3) for company boards</p> <p>2012: Legislation on gender pay gap</p> <p>2012: Quotas for top levels of federal government</p> <p>2014: Bill against sexism in public space</p>	
Budgeting	Gender budgeting required in Brussels as of 2012, at the French Community Commission as of 2013 and mandatory as of 2015 budget	
Bosnia and Herzegovina		
National plan	<p>Gender Action Plan (GAP) 2013–2017</p> <p>Financial Mechanism for Implementation of GAP 2009–2014</p>	
Employment		Low participation rate of women, high level of occupational segregation, marginalization of rural women

Education / vocational training	Action Plan for the Improvement of Status of Roma and Members of Other Ethnic Minorities (revised 2010) – addresses gender disparity in education	
Violence against women	Strategy for Preventing and Combating Domestic Violence Judicial Bench book for the Considerations for Domestic Violence Case Evaluation developed by judges for judges (2014)	Women lack perception of exposure to violence, are not aware of their rights and possibility to seek help
Women's representation	Coming election cycle: Requirement of 40% of less represented gender (percentage provided under the Law on Gender Equality of Bosnia and Herzegovina) Share of women in judicial power up to 64% at some levels of authority	
Bulgaria		
National plan	National Action Plan for Promotion of Gender Equality (2005–2014)	
Poverty		2011: Higher risk of poverty rate of women: 22.8% vs. 19.5% for men, increase since 2008 Female pensioners: 31.5% risk of poverty (18.2% men)
Violence against women	2013: Legal Assistance Act amended – free legal assistance to victims of violence and trafficking 2010: National Mechanism for Referral and Support of Victims of Trafficking	Increasing number of protection orders issued (2009: 1253 orders, 2013: 1846 orders)
Women's representation	Increased number of women in parliament: from 21% (2012) to 25% (2013); 38% of members of government High representation of women in judiciary, e.g. 65% of magistrates in national courts, 43% of prosecutors	Only 6.7% of mayors are women 2012: Share of women in management boards of companies admitted to stock exchange: 16% (EU average 14%)
Gender statistics	Since 2008, all indicators disaggregated by sex	No data on relationship between victims of violence and perpetrator, and on cruelty and frequency of violence

Canada		
Poverty	Share of low income women in population declined in 2011 (8.9%) from 16.2% in 1996)	Women are 51% of people with low income, chiefly aboriginal women, women with disabilities, recent immigrants
Employment	2013: Women's labour force participation rate: 62.1%	27% of women in part-time work (2013)
	Increased employment rate of women with children under 6	2013: 15.9% women on boards of Financial Post 500 companies
Gender pay gap	2011: Women's average hourly wages for full-time work 87% of men's (up from 77% in 1981)	Not much change in gender gap in annual earnings since 1990s (71%)
Work and family	2010: Universal Child Care Benefit (UCCB) improved for single-parent families 2011: Family Caregiver Tax Credit	
Education / vocational training	2011: Women were 60% of all university graduates, 56% college graduates Steady increase in proportion of aboriginal women with university degree since 2001 (2006–2011, increase from 9% to 12%)	Significant gap in educational achievement between aboriginal and non- aboriginal populations
Women's representation	2014: 24.7% women in federal parliament. 30% of federal cabinet ministers, two aboriginal women.	16% of mayors are women
Legislation	2010: Strengthening of criminal justice regarding human trafficking 2011: Gender Equity in Indian Registration Act	
Gender statistics	2012: Socioeconomic database – CANSIM – available free of charge Gender-specific survey on violence (GSS)	
Croatia		
National plan	Five-year national action plan on gender equality 2011	
Work and family	2013: Minimum duration of parental leave extended to four months	

Pensions	Pension Insurance Act (2010) – gradual equalization of retirement ages	Women's pensions on average 15.9 % lower than men's
Entrepreneurship	Strategy of Development of Female Entrepreneurship 2014–2020 Increased company ownership by women: 25% in 2013 (up from 13% in 2002) Proportion of employment in female entrepreneurship 13% in 2008 (up from 7% in 2002)	
Health	2012: National Programme for Early Detection of Cervical Cancer	
Violence against women	National Strategy for Protection against Domestic Violence 2011–2016 2011: New Criminal Code: Stricter punishment for perpetrators of offences against family member 2014: Draft Proposal of the Act on the Rights of Victims of Sexual Violence in the Homeland War	Reduction of the minimum penalty for rape from three years to one year imprisonment
Women's representation	Increase in women's representation in judiciary (e.g. proportion of women judges at county courts 1995: 32.5%, 2012: 60.6%, in municipal courts 1990: 48.1%, 2012: 71.2%) Legislature: 1995: 7.1% women members of parliament, 2014: 25 % 2012 Local Elections Act – requires representation of both genders	
Cyprus		
National plan	National Action Plan for gender equality 2014–2017	
Poverty		2012: Risk of poverty for women, irrespective of age, 16.4% (men 12.9%). Higher for rural women, single mothers, older women
Employment	Employment rate of women: 65.2% (men 76.8%); economic activity of women: 66.8% (men 80.7%)	
Education / vocational training	National action plans for gender equality in education 2014–2017	2011: Girls students in technical schools 15.7%

Violence against women	National action plan on domestic violence (2010–2013) Protocol for cases of rape for public hospitals National action plans on human trafficking (2010–2012 and 2013–2015)	Underreporting: 57% of victims did not report to anybody
Women's representation	37.3% of female civil servants in 2013 (up from 13.5% in 2000)	Under-representation of women in the ministerial council (1/11), the parliament (10.7%) and the municipal councils (17.9%)
Legislation	2011: Maternity Protection law amendment: Protection from dismissal during pregnancy	
Czech Republic		
National plan	Mid-term strategic document for ensuring gender equality (2014)	
Employment		33% difference between the employment rate of women with and without children, employment of women with children declining
Gender pay gap	Decrease of pay gap 2009–2011 by 3.9 percentage points	Gender gap on average 20.7%, even 39% in prestigious management positions (2011)
Work and family	Increased flexibility in parental allowance, including option to alternate (mother-father)	Undersupply of kindergarten, crèches (for children under 3) do not have a legislative footing
Education / vocational training	Methodology for evaluating schools on equality of women and men (2010)	15.3% of female students in technical branches (secondary schools), 68.3% in social sciences. Women prevail in humanities and social sciences (66%) and economics (61%) in universities
Violence against women	National Action Plan for Prevention of Domestic Violence 2011–2014 Ministry of Justice, Ministry of Interior: national system of specialization on domestic violence in judiciary and police	
Women's representation	Action Plan for Equal Opportunities for Women and Men in Decision-Making Positions 2015	Historical high of 22% women in chamber of deputies in 2010 – subsequent decline
Legislation	Law on equal treatment, on legal instruments of protection against discrimination, and amendments of some laws ('Anti-Discrimination Law') (2009)	

Denmark		
Employment	2013: Women's participation rate 72.5% (men 76.4%) Largest companies must set target for women's share on the board, including time frame	Women on company boards in the largest publicly listed companies: 8.19% (2013) 2012: 35% of women worked part time (15% of men)
Gender pay gap	2014: Proposed new legislation on wage statistics	Unadjusted gender pay gap 13–17% Typical women's trades are low-pay
Work and family	Women return quickly after maternity/parental leave, skills maintained, availability of day care and elder-care	Child care overwhelmingly done by women: men's share of paternity and parental leave 8% (2011)
Migrants	Focus on information and education, prevention, measures for young people among migrant / minority	Many women with a non-Western background are exposed to unacceptable restrictions 2011: Labour force participation rate of migrant women 50.8%, i.e. lower than for Danish women
Education / vocational training	Increase of female students in natural science from 33% in 1994 to almost 50% in 2012	More women in social programmes, more men in technical sciences
Violence against women	2012: Act on restraining, exclusion orders 2013: Criminal Code amended, broadening definition of rape, abolishing mentioning of marital status Fourth Action Plan to be launched 2014 Municipalities must provide shelters	
Women's representation	About 40% women in regional councils, parliament Prime minister is a woman, 40% women ministers	Women underrepresented in local politics (around 27%)
Estonia		
Employment	2009 Employments Contracts Act - legal barriers to occupations abolished 2012: Family workers covered by social protection	Lower employment rates of women (63.8% for female vs. 71.7% male) Segregated labour market, low-pay of women, more part-time work (14.2 vs. 6.2 of men) Share of women managers has decreased since 2009
Gender pay gap	2012: Action plan on pay gap	Gender pay gap increasing, 30% in 2012

Work and family	2004: New parental benefit system Strategy of Children and Families 2012–2020	Proportion of fathers receiving parental benefit 7.5%; paternity leave temporarily abolished during crisis
Violence against women	2010–2014: Development Plan for Reducing Violence, 13 shelters financed from state	Services for victims dispersed, accessibility varies regionally
Women's representation	European Parliament elections: 50% women 2014: Share of women in government 36%	Share of women in local government higher than nationally (candidates: 40%, elected: 31%), women mayors 14% High representation in judiciary. 70% female judges in the first instance, only 16% in supreme court
Legislation	2010: Family Law Act: Court consent for underage marriage (previously: parental consent) 2012: Penal Code: Human trafficking; pimping is crime of aiding prostitution 2013: Women can join military	
Institutions/ Mechanism	2012: Methodology for Gender Impact Assessment 2013: Gender Equality Council, advisory body	
France		
Poverty	Gradual (25%) increase of family allowance for single mothers until 2018 (5% in April 2014)	
Employment	2014: Year of mobilization for the professional gender equality	Gap in employment rates by gender 9% 40% of women change their employment status once mothers, do more part-time (80%) and low-paid work
Gender pay gap		Gender gap in earnings more than 20%, despite 2006 law on equal pay
Education / vocational training	2000/2006/2013: Inter-ministerial conventions for gender equality in education 2013: Year for equality at school	Stereotypical educational choices: 28% of engineer diplomas awarded to women
Health	2001–2013: Abortions 100% reimbursed, contraception free and anonymous for girls aged 15–18	'French paradox': high use of contraception and high number of unintended pregnancies Increase in women's HIV/AIDS infections 2/5 women overweight

Violence against women	2013: 4th Inter-ministerial plan on violence against women 2013: Inter-ministerial Commission for Protection of women against violence and fight against trafficking 2013: Stronger law on female genital mutilation	
Women's representation	Since 2012: 50% women in government	26% women in national parliament
Legislation	2011: Quota scheme for management board; 20% women by 2014, 40% by 2017 2012: Laws on gender equality monitored, sanctions possible 2013: Agreement for more women in senior positions in public administration	
Budgeting	2010: Annex on equality in annual budget	
Georgia		
National plan	2006: State Concept on Gender Equality Gender Equality Strategies and Action Plans (2014–2016)	
Poverty	2014: Single mothers exempted from income tax	
Employment	2013: New Labour Code, better maternity protection and parental leave	2012: Economic activity of women 57.4% (vs. 78.2% men), employment rate 49.5% (vs. 65.6% men)
Education	Girls from all ethnic groups more likely to attend secondary school than boys (88 % as compared to 85 %).	20% of the population regards education more important for boys (26% for university education) - but women are better represented in higher education (55.5% vs. 44.5% men)
Violence against women	National Action Plans on Domestic Violence 2013–2015 2012: State Fund for services to victims	17% of women married before the age of 18 (ethnic, religious, regional variation) Coercive marriage / bride kidnapping not abolished The sex ratio at birth is skewed towards boys
Women's representation	2011: First voluntary quota of parties, financial incentives 2014: Voluntary quota increased from 20% to 30%, financial incentives increased	Under 10% women in parliament Declining local representation of women; especially among minorities

Legislation	2010: Gender Equality Law 2014: Non-discrimination Law	
Institutions/ Mechanism	2013: Assistants to the Prime Minister on Human Rights and Gender Equality appointed	No gender equality mechanism on side of executives
Germany		
National plan	Federal Programme for Equal Opportunities for Women on the Labour Market 2009–2014	
Poverty	Poverty risk of single parents declined to just under 39% in 2011	Threat of poverty for women nearly constant since 2009 (17.2 % women, 14.9 % men)
Employment	2012: Women’s labour market participation 71.5% (up from 68.7% in 2009)	
Work and family	2013: Legal entitlement to child care for children from age one 2015: Parental allowance plus: part-timers receive allowance for a longer period of time	Employment of mothers strongly dependent on the age of children
Entrepreneurship	Number of self-employed women rose by 38 % from 2001 to 2011; percentage among all self- employed increased from 27.9 % to 31.6 %	
Education / vocational training	Number of female students in engineering increased by over 50% (2008–2011)	Women less frequently in apprenticeships, more often in school-based vocational training (42% vs. 72% in 2010)
Violence against women	2011: Act to Combat Forced Marriages and Better Protect Victims 2013: Enhanced protection against female genital mutilation	Limited access of individual target groups to victims’ services, e.g. mentally ill, women with disabilities
Women’s representation	36% members of parliament, chancellor, 5 of 14 ministers	Share of women on supervisory boards of 200 largest companies 15.1% (2012: 12.9%), on executive boards 4.4% (2012: 4.0%)
Greece		
National plan	National Programme for Substantive Gender Equality 2010–2013, more focus on employment in response to crisis - extended to 2015	

Employment		Economic crisis deepens gender gaps in the labour market and economic conditions
Work and family	2012: Duration of parental leave without pay increased from 3.5 to 4 months Sick-child leave introduced	
Violence against women	National Programme to Prevent and Combat Violence against Women 2009–2013	
Women's representation		2010: Women 14.82% of the deputy region heads, 15.76% of regional councillors and 16.07% of municipal councillors. Women elected mayors 2.47% , no women regional heads 2012 elections: Women 21 % in parliament
Institutions/ Mechanism	Regional Committee for Gender Equality in each region	
Hungary		
Employment	2013: Women's employment rate 58% (1.6% up from 2012)	Employment rate of women raising children younger than 6 is 36.2%
Education / vocational training	More women with secondary education (38.8% vs. 31.2% men) and higher education (22.7%;vs. 16.6% men)	
Violence against women	2011: Regulation on the operation of victims' social support centres, application system for financial support introduced 2013: Domestic violence included in the Criminal Code 2011 and 2012: Four new crisis centres established, funded by the state National Strategy on combating trafficking in humans 2013–2016, National Coordination Mechanism	
Women's representation		Very low proportion of women in parliament: 2010–2014: 9.1 %, after April 2014: 9.55 %
Legislation	2012: Equal Treatment Authority 2013: Department for Family Policy in Ministry of Social and Family Affairs	

Iceland		
National plan	Gender equality action plan 2011–2014	
Employment	2010: Limited Companies Act on gender proportions in the boards of limited companies	Women's share of managers 22% in 2012 (up from 15% in 1999), 13% women managers in 100 largest companies (2011)
Gender pay gap	2012: Equal Pay Standard - Adoption of standard is optional for companies and institutions 2011: Executive Committee on Gender Wage Equality 2012: Action Plan on Gender Equality in Wages	Unadjusted gender wage gap is 7–18%
Work-Family	90% of fathers use their right to paternity leave	
Education / vocational training	In 1975, women accounted for 24% of university graduates, 50% in 1985, 64% in 2011	13% women in the electrical and computer engineering department, 99% women in nursing department (2011)
Violence against women	2013: Collaborative teams dealing with domestic violence 2013: National Action Plan against Trafficking in Human Beings 2013–2016	
Women's representation	40% share of elected representatives (local government and parliament); almost balanced representation among all level candidates; cabinet has 33.3% women, variety of portfolios	
Institutions / Mechanism	2011: Task force on male participation in gender equality debates	
Budgeting	2011: Three-year plan on gender responsive budgeting	
Ireland		
National plan	National Women's Strategy 2007–2016	
Employment	44.7% of the work force are women (2013), up from 39.5% in 1998	Feminization of stereotypical employment sectors increased
Education / vocational training	27% of women have a third level or higher qualification	2012: About 80% of primary graduates in both education and health and welfare were women, only 41% of graduates in science, mathematics and computing
Health	2013: Amendment of abortion law: New law. Provides for a woman's right to an abortion if her life is at risk, including from suicide	

Women's representation	2012: Law requiring 30% of female candidates of political parties at the next general election, quota will rise to 40% seven years later	
Legislation	Employment Equality Acts of 1998 to 2011 Equal Status Acts of 2000 to 2012	
Institutions / Mechanism		New Human Rights and Equality Commission to be established by merging Equality Authority and Human Rights Commission
Israel		
Employment	Biggest increases in labour force participation among women with children at all education levels	About 300,000 legal non-citizens in the labour market, plus undocumented workers. Most women engaged in caring for the elderly or the disabled
Gender pay gap		33.9% gap in monthly salaries between men and women (2014), for average hourly wages gender gap is 15.5%
Education / vocational training	65% of girls receive matriculation exams (53% of boys); 1.7% of girls drop out of secondary school (4.5% of boys); 52% of girls meet the minimum requirements for higher education (44.5% of boys)	
Violence against women	Distress buttons issued to women at high risk once they have received a court order for their protection	
Women's representation	2013: 23% women in parliament, more than ever before	Number of ministers and other women in prominent public positions low (4 out of 30 cabinet ministers are women); supreme court justices: 25 %; judges: 50 %; women heading municipal authorities: 2,7 %; women sitting on local and municipal councils: 14.7 %
Budgeting	2013: Committee to conduct gendered assessment of the national budget established by Finance Minister	
Italy		
Employment		2012: Female employment rate 55.5% in central and northern Italy, 31.4% in the south; gender gap in employment 2012: 19%
Gender pay gap		2013: Gender gap in average hourly wages 11.5%

Education / vocational training	Women outnumber men in primary, secondary and higher education (64% of women enrol in university, 52% of men)
Health	Women's health programme: prevention of eating disorders, mental diseases, the prevention of cardiovascular diseases
Violence against women	2013: Inter-ministerial Task Force on Violence against Women
Women's representation	2014: Percentage of women elected to Parliament increased from 20% to 30%. Current government fully gender-balanced 2011: Law mandates increased representation of women on boards of publicly-listed and state-owned companies: July 2012: 10% women on boards of publicly listed companies, January 2013: 11.2%
Legislation	2012: Law on gender balance in local governments and regional councils
Institutions / Mechanism	2012: No specific Minister for Equal Opportunities appointed, tasks entrusted to Minister of Labour and Social Policies National Commission for Equal Opportunities' mandate expired in 2012
Kazakhstan	
National plan	2006–2016: Gender equality strategy, implementation plan and annual monitoring
Pensions	Pension reform: Women's retirement age will be increased by five years (in stages, 2018–2028) to match men's
Violence against women	Law on the prevention of domestic violence (2009), amendments 2014 (stricter penalties)
Women's representation	24.5% women in lower house of parliament and local representative bodies Action Plan to increase the representation of women in political government positions to at least 30% until 2016

Legislation	2013: Stronger law on trafficking in human beings, criminalization of involvement in prostitution	
Institutions/ Mechanism	Since 2013, all legislative proposals are subject to gender analysis	
Gender statistics	Directorate of gender statistics at the Statistics Agency established in 2011	2015 survey on domestic violence
Kyrgyzstan		
National plan	2012: National Strategy on Gender Equality 2020; National Action Plan for 2012–2014	
Employment		Higher employment rate of men (71% men, 47% women) Women dominate in health care, social services (86% women), education (77%), textile, clothing industry (89%) 25% women managers (agriculture: 18%) Law "protecting women from heavy and hazardous work" limits women's access to high-wage jobs
Gender pay gap	2012: Women's wages 74.3% of men's, up from 67.3% (2008)	
Education / vocational training	54.5% female students in higher education	Decline in enrolment in upper secondary education, more rapidly for girls (9.7% vs. 7.3% for boys 2008–2012) Reasons: Early marriage (12% before the age of 18; rural-urban gap), early motherhood
Health	Maternal mortality decreasing, still high; peak in 2009	Growth of cervical cancer and breast cancer Informal payments for health services that should be free
Violence against women	2012: Year of the fight against kidnapping women for marriage against their will and violence against women	60% of marriages in rural, mono-ethnic areas are based on bride kidnapping, 2/3 without consent of women
Women's representation	2007–2015: 21–25.5% women in parliament (up from 0–6.7%) 2014: 60% women judges of the supreme court	
Legislation	2010: Constitution: Prohibition of discrimination and equal opportunities	

Latvia		
National plan	Plan for Implementation of Gender Equality 2012–2014	
Poverty	Impact of economic crisis: 2009 and 2010, men at higher risk of poverty than women	2012: Higher risk of poverty of women (about 1.1 p.p.)
Employment	Women work on average 38.1 hours per week, plus 28.4 hours for housework 2010: 23% women in non-executive and executive boards of companies (up from 10% in 2004)	Impact of economic crisis: Level of employment of women 2010: 59,4%, down from 65.5% in 2008
Work-Family	2014: Parental benefit more favourable to employed parents	Insufficient childcare services for children under 3
Education / vocational training	Higher education level means better employment for women	2013: 92% of graduates in education, and 92% in health and social care were women
Health	Plan for Improvement of Mother and Child Health 2012–2014 Infertility treatment programme since 2012	2011: 23.3% of women have no access to healthcare when necessary (20.4% of men)
Violence against women	2014: Guaranteed protection orders 2014: Definition of rape and sexual violence specified 2014: Criminal liability for clients of victims of trafficking or minors 2013: Violence reason to request a divorce without reconciliation period	
Women's representation	2014: 36% women members of cabinet 2014: Highest proportion of women in decision-making found in environmental sector – 78%	2010: 25% women in parliament (up from 21%) but still far below female employment rate 2013 local elections: 31.33% women elected, down from 35.5% in 2009
Lithuania		
National plan	Programme on Equal Opportunities for Women and Men (2010–2014)	
Gender pay gap	Gender pay gap decreased To reduce the gender wage gap, coefficients of low salaries in the public sector were increased	Women's average monthly gross wages overall in the economy 14.7% lower than that of men (2010)

Work-Family	Attitudes: 70% prefer a family in which both men and women work and take care of children and household	
Education / vocational training	Women account for over 60% of university graduates	Extremely high segregation in vocational schools: Girls-dominated are social caretaking, hairdressing (98%), hotels, restaurants and public catering (76%)
Violence against women	2010: Law on Protection against Domestic Violence Programme for Human Trafficking Prevention and Control 2009–2012	Budget available for comprehensive assistance to victims cut by 30% in 2009
Women's representation	Attitudes towards women in politics have become much more favourable, increased women involvement in political and economic decision-making	2012: 23% women in parliament, 1 female minister (7%) 2013: 76% of civil servants are women (statutory officers excluded)
Republic of Moldova		
National plan	National Programme for gender equality 2010–2015 Action Plan for implementation 2013–2015 (includes budget)	
Employment		Women are mostly unskilled workers (26.2%), service providers and trade personnel (21.7%), or professionals with degrees (18.4%) Only 28% of businesses are managed by women, only 5% of these are large enterprises
Gender pay gap	2011: Average salary of women 87.8% of men's (up from 73% in 2008 and 68% in 2006)	
Education / vocational training	Gross enrolment rate of women at all levels is 65.8% (61.3% of men), women are 57% of students in upper secondary education, 55.3% and 56.3% of students in colleges and higher education institutions	Stereotypical educational choices: Girls dominate in pedagogy (92.4%), administrative sciences (84.9%), services (84%), medicine and pharmacy (83.2%), social assistance (81.2%).
Violence against women	2010: Legal framework for domestic violence expanded, regulation on minimum quality standards for services provided to victims National Action Plans on preventing and fighting against trafficking (most recent 2014–2016)	Limited availability of victims' services in rural areas

Women's representation		Women's share among elected mayors 18.15% in 2007, 18.51% in 2011 Women's share among members of parliament unchanged (19.8% in November 2010 and 2011)
Legislation	2010: Amendments of the Labour Code 2012: Law on ensuring equality, general non-discrimination law 2012: Law on reproductive health	
Netherlands		
National plan	Emancipation Outline Memorandum 2014–2016	
Poverty	Significant decrease in women's poverty between 2000 and 2010, (single-parent families, older singles)	Increase in women's poverty again in 2011, 2012
Employment	Net labour participation of women 59.9% in 2013 (up from 59.2% in 2008). Labour participation of mothers with young children (0–12 years) increased from 69.4% to 71.5%	Among mothers of young children, only 63% are economically independent, compared with 90% of the fathers
Pensions	The pension entitlements of women have increased in the last eleven years by 10 percentage points	60% of women had a supplementary pension, vs. 92% of men (2011) 2011, state pension allowance was the main source of income for 40% of women above pension age
Violence against women	2013: Mandatory Code for Reporting Domestic Violence and Child Abuse Act	No data on victims of forced marriages, abandonment abroad and honour-related violence
Legislation	Gender Identity Recognition Act (2013): Persons aged 16 or older can request change in the statement of their sex on their birth certificate	
Norway		
National plan	Action plan Gender Equality 2014	

Employment	<p>2013: Women's employment rate 66% (men's: 71%), up from 63% in 1993 (men's: 73%).</p> <p>41% women on boards of public limited companies</p>	<p>Little change in gender segregation of industries, sectors, and professions over the past 20 years</p> <p>Around 40% of women work part-time (vs. 14% of men); part-time work dominant in some female-dominated occupations</p> <p>18% women on boards of companies where quota law does not apply</p>
Gender pay gap		<p>2013: Women's average wage (full-time employment) 87.9% of men's</p> <p>2013: Women's annual gross income 66.5% of men's income</p>
Work-Family	2012: 20% of parental benefit days used by fathers	Father's quota during parental leave reduced from 14 to 10 weeks
Violence against women	<p>2013–14: Spousal Assault Risk Assessment Guide, implemented by all police districts</p> <p>2013: White paper on domestic violence</p> <p>Action Plan against Domestic Violence (2014–2017)</p> <p>Action Plan against Rape (2012–2014)</p> <p>Action Plan against Forced Marriage, Female Genital Mutilation and Severe Restrictions on Young People's Freedom (2013–2016)</p>	
Women's representation	Proportion of women among government ministers: Over 40% since 1986, presently 50%	2011: 22% of mayors are women, and four out of 18 county council chairs
Legislation	2013: Four new anti-discrimination laws: Gender Equality Act, Ethnicity Anti-Discrimination Act, Anti-Discrimination and Accessibility Act, Sexual Orientation Anti-Discrimination Act (replaced previous legislation)	
Gender statistics	Gender Equality 2014 Action Plan matches goals with indicators	
Poland		
National plan	National Action Plan for Equal Treatment 2013–2016	

Employment		2011: Women's employment rate 43% (59% for men) 2011: Employment rate of women with children 12% lower than that of women without children
Gender pay gap	2010: Monthly average gross remuneration of women 85.0% of men's (up from 83.1% in 2002)	
Work-Family	2011: Act on provision of care services to children below the age of 3	36% of women give up their jobs to care for children or dependents and household duties Very few fathers have taken paternity leave and parental leave, out of ignorance, fear of dismissal or reprisals
Violence against women	National Programme for Counteracting Family Violence 2006–2016 2011: Formulation of standards for specialized support centers for victims of family violence	
Women's representation	2011: Law on gender quotas on electoral lists	Slow improvements in women's representation over time, even decline in the senate: 2001–2005–20% in the Sejm, 23% in the senate; since 2011–24.3% in the Sejm, 13% in the senate.
Legislation	2011: General Equality Law	
Gender statistics	Set of key gender indicators will be developed, published 2016	
Portugal		
National plan	National Plan for Gender Equality, until 2017	
Poverty	Gender gap in poverty declined. 2012: Poverty rate 18,8% (men) and 18,6% (women)	
Employment	Convergence of female and masculine activity and employment rates: Increasing female, decreasing male rates	2011–13: Stability in women's activity rate (47.4% to 47.2%), decline in women's employment rates (60.4% to 58.2%)
Gender pay gap		2012: 18.5% gap in hourly wages.
Education / vocational training	2011: 61% women have higher education, representing 14% of female population	Decline in illiteracy rates, which remain higher for women (2011: women 6.8%, men 3.5%)

Violence against women	2013: Concept of domestic violence includes dating, intimate relationships without cohabitation. Fifth National Plan to Prevent and Combat Domestic and Gender-based Violence 2014–2017 Third National Action Plan to Prevent and Combat Trafficking in Human Beings 2014–2017	
Women's representation	2011: First female president of national assembly 2012: First female attorney general	2011: 26,5% women in national parliament, 17% in national government 2013: Municipal elections: 7,5% of the elected mayors were women
Institutions/ Mechanism	2012: Commission for Citizenship and Gender Equality	
Budgeting	Budget for the promotion of gender equality cut as part of austerity, but relative increase 2012–2013.	
Gender statistics	2013: Data on spousal homicide disaggregated by sex (more women victims) 2014: New gender indicators database	
Romania		
National plan	National Strategy for Equal Opportunities for women and men 2010–2012	
Poverty		2012: Poverty rate of women 23.2% (21.9% of men), higher for people with dependent children (29.2%), women 65 and older (39.8%)
Employment		2012: Economic activity rate of women 74.2% (vs. 86.3% of men), employment rate 56.4% (vs. 72.1% of men) More women than men work less than 30 hours/week Occupational segregation: Women dominate education (79.8%), healthcare and social assistance (79.6%)

Violence against women	National Strategy for preventing and combating domestic violence for 2013–2017	
	National Strategy against human trafficking (2012–2016), National Platform of Action (2012–2014) for its implementation	
	2014: Prostitution decriminalized, but human trafficking penalized	
Women's representation	Since 2012: 11.39% women in national parliament (up from 4.9% in 1990) 2012 government: 20.69%	2008–2012: Women county counsellors: 12.6%, local counselors: 10.8%; mayors: 3.5%
Legislation	2002: Law on equal opportunities and treatment for women and men, republished 2012 with amendments and supplements	
Institutions / Mechanism	2014: Department for Equal Opportunities for Women and Men, under Ministry of Labour, Family, Social Protection and Elderly 2013: National Commission on Equal Opportunities for Women and Men	
Russian Federation		
Employment	Share of women in IT increasing, e.g. among information specialists up from 2% to 12% (2008–2012) 30% of vacancies are for flexible forms of employment	Women predominate in education (81% of all employees), health care (80%), finance (67%), civil service (70%) Women are 42% of managers, only 8% in boards, 11% in executive boards
Gender pay gap	20% increase in average wages in budget sector (2012–2013), leading to increase women's income	Women predominate in low pay sectors 2011: Average monthly nominal wage in health and education 75.1% and 67.6% of the overall average
Work and family		Difficult for mothers to return after childcare leave 2013: 2.1 million children on waiting list for pre-schools, plus 1.6 million children at the age of 1.5–3 years

Education / vocational training	Women predominate in all types of education below postgraduate: 55% in special secondary education, 57% in higher learning, 45% of graduate students	
Women's representation		13.8% women in Parliament, 8% in federation council
Institutions/ Mechanism	2011: Coordinating Council for Gender	Commission for the Advancement of Women abolished 2004
Slovakia		
National plan	National Action Plan and National Strategy for Gender Equality (expired 2013)	
Employment	Women are 28.62% of members of company supervisory boards, 23.08% of board chairs	2012: Economic activity of women 50.7% (men 69.4%) Employment rate of women 43.6% (men 59.1%) Roma women's employment rate 11%
Gender pay gap	2013: Unadjusted gender gap in hourly earnings 17.9%. (down from 26.7% in 2005)	Gap widens with each child
Pensions		2012: Women's average pension 22.1% lower than men's With survivor pensions included, gap reduced to 15.8%
Violence against women	National Action Plan for the Prevention and Elimination of Violence against Women 2014–2019 2013: Victims of rape, sexual assault and sexual abuse get compensation for physical and non-material harm National Programme on the Fight against Trafficking 2011–2014, Programme for the Support and Protection of Victims of Trafficking	Only 8% of women victims of violence contact the police
Institutions / Mechanism	2011: Government Council for Human Rights, National Minorities and Gender Equality	
Gender statistics	System of indicators of gender equality and methodological standards developed	

Slovenia	
National plan	Resolution on the National Programme for Equal Opportunities for Women and Men 2005–2013
Poverty	<p>2012: Risk-of-poverty rate 13.2% (income in cash and kind), 1.9 % higher for women than men</p> <p>Single households (mainly women) and single-parent families, older women have highest poverty risk</p>
Employment	<p>High employment for both women and men: 2012: women 81.8%, men 86.8%</p> <p>2012: Part-time employment women 12.4%, men 8.9%</p> <p>2012: Share of women in the highest-ranking and best-paid jobs: 39.6%</p> <p>10% share of women in twenty largest listed companies, 20% of female management board members</p>
Gender pay gap	2011: Average gross salary of women 4.6% below men's. Largest gap among the tertiary educated: 19.7%
Violence against women	Resolution on the National Programme for Family Violence Prevention 2009–2014
Women's representation	Increase in women's political representation: National assembly 1992: 13.3% women, 2011: 32.2% women; city and municipal councils: 1994: 10.7% women, 2010: 23.3% women
Institutions / Mechanism	2011: Equal Opportunities and European Coordination Service, Ministry of Labour, Family and Social Affairs and Equal Opportunities
Gender statistics	Available disaggregated data in SI-STAT Database Portal
Spain	
National plan	Strategic Plan for Equal Opportunities 2014–2016

Employment	2013: Women's activity rate 53.29% (up from 37.66% in 1995)	More women than men employed (rather than self-employed): 86.4% of women vs. 78.2% of men, mainly in public sector 53.7% women in service sector, 67.8% education, 77.4% health and social services, 88% domestic service, 68.3 travel agencies
Gender pay gap		Increase in gender pay gap (average hourly wage) 2009–2011: 15.9% to 16.3% (for average annual wages, from 22% to 23%)
Education	54% of university students are women, 59% of graduates; only 17.18% of all women have less than lower secondary education	
Violence against women	National Strategy for the Eradication of Violence against Women 2013–2016	
Women's representation	Women's share in national parliament: 36%, 33.3% in the senate Representation in national government: 2014: 38.46% (up from 18.75% in 2005) Local level: 2013, 17.17% of mayors (2009: 9.61%), local councils 35.17% (21.10%)	
Institutions / Mechanism	2011: State Secretariat for Social Services and Equality, part of Ministry of Health, Social Services and Equality	Ministry for Equality created 2008, dissolved 2010
Budgeting	Since 2009, gender impact assessment of national budget, impact measurement Strategic Equal Opportunity Plan 2014–2016	
Switzerland		
Gender pay gap	Fighting gender pay gap is part of the political programme for the legislative period until 2015	2010: Women earned 23.6% less than men 37.6% gap not due to professional qualification, experience and position
Education / vocational training	2012: 30% of all women have higher education (up from 13.6% in 1999)	More women than men (age 25–64) have no more than mandatory education (16.4% vs. 11%)

Violence against women	2012: Penalization of female genital mutilation 2013: Prohibition of forced marriage	Improved data and awareness on female genital mutilation (FGM) and forced marriage: approx. 10,700 cases of FGM; 2009–2010 1,400 forced marriages Reform of the law on assistance to victims in 2015
Women's representation	2010: Four out of seven seats of the Federal Council occupied by women End-2013: 30% quota for companies where the government is the major shareholder	29 % women in national council 20 % in council of states 25.3% in canton parliaments Very few women in managerial positions, quotas were rejected in 2000; only soft measures accepted
Legislation	2000: Legal equality in divorce and joint custody	
Budgeting	58.2% of development aid spent on gender-sensitive projects, reflected in gender responsive budgeting in Swiss Agency for Development and Cooperation	
Tajikistan		
National plan	National Strategy to strengthen the role of women 2011–2020	
Employment		Labour force participation rate (2009): 72.2% (men), 39.1% (women) Share of women among economically inactive: 60% (2009); has increased due to financial crisis More than 2/3 of women's work is unskilled
Education / vocational training	Since 2001: Ensured access of women from rural areas to higher education	After 9th grade, only 35% of students are girls; enrolment rate in higher education only 18% of the population; only 24% of students are women 57% of parents believe education is more important for boys than girls
Health	Strategy for reproductive health and action plan on safe maternity until 2014 2010: National standards for safe abortion Number of women using birth control has increased from 4% (1990) to almost 30% (2013)	

Violence against women	State programme for preventing domestic violence 2014–2023 2013: Law on the prevention of family violence after 10 years discussion	
Legislation	2010: Marriage age increased from 17 to 18 years 2012: Modification of land ownership rights to ensure equality and access to land for women after divorce	
Gender statistics	2010: Improved data collection on violence through Justice Council 2013: Programme on development of gender statistics 2014–2015	
Turkey		
National plan	National Action Plan on Gender Equality 2008–2013, 2014–2018	
Employment	2013: Women's labour force participation and employment: 30.8% and 27.1%, up from 24.5% and 21.6% in 2008	Women work in services (47.7%), agriculture (37.0%) and industry (15.3%) 56.6% of women are casual workers, 31.5% unpaid family workers, 10.7% own account, 1.2% employers
Gender pay gap		Gender pay gap for employees with primary and below primary education: 16.5%; vocational school: 19.5%; tertiary and over: 16.1%
Education / vocational training	2013: Net enrolment of girls 99% (up from 90% in 2000), increased enrolment of girls in secondary and tertiary education 2012: Illiteracy of women 6.8% (down from 19.6% in 2000) 46% of tertiary education students are women	Higher dropout rate of girls in primary and secondary education, lower rate of transition into secondary Rate of high school graduation of women: 23.2%, for men 76.9% Women are 82.9% of the illiterate
Violence against women	2012: Law on the Protection of Family and Prevention of Violence against Women National Action Plan on Combating Domestic Violence against Women 2012–2015	Forced marriage is not an offence under the Penal Code (but sexual intercourse with person under 18 is considered sexual abuse)

Women's representation		Since 2011: 14.4% women in national assembly Representation in local government 1.2%
Institutions / Mechanism	2012: Ombudsoffice, including Women's Rights supervisor	
Ukraine		
National plan	State Programme on Gender Equality up to 2016	
Gender pay gap	Gender wage gap decreased with Unified Tariff in public sector (after 2005)	2013: Gender gap in average wages: 26.8%
Entrepreneurship	22% businesses are owned by women	Only 6% big businesses are run by women. Access to loans for women entrepreneurs is difficult
Health	State Targeted Social Programme to Combat HIV/AIDS for 2014–2018: development and provision of gender-sensitive services to women, including those from most-at-risk groups	
Violence against women	2011: Law “On Combating Human Trafficking” System of prevention and combating gender-based violence 1995–2014 2013: Educational Programme on preventing domestic violence for social workers, social work professionals and service providers	2013: Criminal Procedure Code amended. Offender cannot be removed from the family for more than three hours
Violent conflict		Displacement in areas of conflict: Many women with children in need for employment, professional training, childcare, healthcare
Women's representation	Since 2012: 9.4% of women in parliament Since 2013: 12% female members of regional councils, 23% of members of district councils, 28% of members of city councils, 51% of members of village councils and 46% of members of small village settlements	No significant improvement of women's representation in parliament and councils of local authorities during 2000–2012
Legislation	2012: Equalization of marriage age women/men	

United Kingdom of Great Britain and Northern Ireland

National plan	2010: Equality strategy “Building a fairer Britain”	
	2010: Workplan for Lesbian, Gay, Bisexual and Transgender Equality	
Employment	Since 2010, women’s employment rate is up to 67.9%, inactivity is 27.5%	Non-Western migrant women, particularly Somali and Bangladeshi, face barriers to integration
	37.4% increase in employment rates for single parents since 1996 (90% are women)	
	22% of women on FTSE 100 boards, 16.5% on FTSE 250	
Gender pay gap	2010: Equality Act stopped pay secrecy clauses in employment contracts	
	2013: Gender gap in median hourly full-time pay 10.0% (down from 12.6% in 2008)	
Pensions	Pro-women reforms of State Pension: reduced number of qualifying years, carer’s credit	
Work-Family	2014: Tax-Free Childcare scheme	
Education / vocational training	2014: Revised statutory guidance to prevent stereotyping in schools’ career guidance	Women take 13% of engineering places at university, 18% in technology and 22% in mathematics and computer science, but 89% in nursing, 85% in education, 73% in linguistics and classics
Violence against women	2014: Domestic Violence Protection Orders (England, Wales)	Domestic abuse still often not understood, not regarded a crime
	2012: Two new stalking offences in force	
	2010: Cross-Government Strategy to End Violence Against Women and Girls, and Action Plan (2011)	
	2010: “This is abuse” - teenage rape campaign Rape Action Plan	
	Forced marriage criminalized (England, Wales, Scotland)	
Legislation	2013: Marriage (Same Sex Couples) Act	
	2011: Public Sector Equality Duty	
	2010: Equality Act	

**Development
Cooperation**

2013: Department for International Development
refreshed its 2011 strategic vision for girls and women
2014: International Development (Gender Equality) Act
