



OUTCOMES

CIVIL SOCIETY CONSULTATIONS



Follow up on 4th UfM Ministerial on Women Empowerment

Euromed Feminist Initiative IFE-EFI

February – September 2018





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List of Acronyms

ACT	Appropriate Communication Techniques for Development
AFTURD	Tunisian Women Association for Research and Development
CBOs	Community Based Organisations
CIDDEF	Information Center on the Rights of Women and Children
CSOs	Civil Society Organisations
EU	European Union
GBV	Gender-Based Violence
GRP	Gender Regional Platform
HR	Human Rights
IFE-EFI	Euromed Feminist Initiative IFE-EFI
MOPPA	Ministry of Political and Parliamentary Affairs in Jordan
MP	Members of Parliament
MoSD	Ministry of Social Development
RDFL	Rassemblement Démocratique des Femmes Libanaises
UAF	Union De L'Action Féministe
UfM	Union for the Mediterranean
UMHRN	Euromed Human Rights Network
UNSCR	United Nations Security Council Resolution
VAW	Violence Against Women
WR	Women's Rights

Executive Summary

Euromed Feminist Initiative has provided since 2015 a platform for sustainable discussion between women's rights organizations, legislators and political decision-makers in order to further gender equality and women's rights policy-making across the Euro-Med region. The process is supported by the European Union. This dialogue has followed up on the development of UfM Ministerial process on women's rights and on the implementation of the Declaration from the 4th UfM Ministerial Conference, held on 27 Nov 2017 in Cairo.

Through periodic regional and national meetings, the platform, known as Gender Regional Platform (GRP), allowed to share analysis of national and regional challenges, identify priorities, exchange good practices, thus pave ways for constructive partnerships, concrete recommendations and identification of mechanisms for the implementation of the Ministerial commitments to gender equality and improvement of the status of women in society.

The civil society conference back-to-back the Ministerial meeting, (22–23 Nov 2017 Cairo) gathered over 130 representatives from 107 organizations and networks, as well as academia and media from 26 countries and issued a Civil Society Declaration to the 4th UfM Ministerial Conference, with recommendations for concrete policy actions, measures and processes, based on shared experience, expertise and analyses of the situation in the region, as well as on the priorities and policy orientations of the Gender Regional Platform, possible to be implemented before the 5th UfM Ministerial Conference. The Declaration was presented to the Ministerial meeting.

In the follow up phase, national dialogues were organised from January to July 2018 in Algeria, Egypt, Jordan, Lebanon, Morocco, Palestine and Tunisia by the members of Euromed Feminist Initiative in these countries, who are independent women's rights organizations. The dialogues gathered civil society and stakeholders, discussed the Ministerial Conclusions and the Civil Society Declaration and proposed recommendations and follow up mechanisms on national level. This phase strengthened and widened the civil society-led dialogue with stakeholders and contributed to raised awareness on the Ministerial process.

The national dialogues gathered altogether 456 national actors: representatives from 159 CSOs, 31 Ministries and institutions, political parties, local self-governments municipalities, legal and gender experts, the media, diplomats and EU representatives in the 7 countries.

Common characteristics:

All the recommendations have been preceded by a diagnosis of the reality. Far to be limited to follow up mechanisms on the 4th Ministerial, the debates allowed to widen the spectrum of recommendations for legislative, political, educational measures in favour of gender equality.

The analyses of the national contexts underlined, that in spite of some positive achievements for women on legal and constitutional levels, there is a global regression of women's rights as a result of increasing religious extremism, intolerance and violence, massive influx of Syrian refugees and displacement, generating

human tragedy for millions of people and difficulties for hosting governments and communities, militarization, ongoing occupation of Palestine with severe escalation of violence and repression in the occupied Palestinian territories, persistent violence against women across the whole region and globally, marked by tolerance of both community and law, limitations to different degrees of the capacity of action of an independent civil society, shifting political priorities away from women's rights, persistence of legal discrimination and stereotyping of women in education and media. These trends are leading to underrepresentation of women in decision-making, to a persistent gap between legal texts and their implementation, to strengthening of the traditional gender roles and globally limiting the progress of women's rights.

Over the specificities of each country linked to their present political, social and economic situation, a couple of major and strong common demands have framed this phase of work that can be summarised as follows:

- * All forms of violence and discrimination against women must end
- * The role of women's rights CSOs must be recognized and their voice heard

In all countries the major role of the civil society was emphasized, in both phases of drafting and implementing actions and measures. The need to sustainably involve women's CSOs as knowledgeable and legitimate, but also independent interlocutors, was underlined. Participants stressed on the need to enable women's CSOs to assume greater responsibility in supporting governmental efforts to improve gender equality.

The proposed mechanisms are of two types: in majority governmental and institutional mechanisms, and for some countries, civil society mechanisms.

In regards to the first ones, there are some major pre-requests: suppressing discriminative legislative frame and promoting comprehensive laws on equality and on combatting violence against women; mainstreaming gender equality in all Ministries and national strategies, reforming education and creating follow up monitoring committees. All these measures being developed in consultation and partnership with CSOs.

Partnership between civil society and relevant Ministries and Institutions is viewed as instrumental in raising awareness on gender equality, mainly through education and media, through training programs, but also by national campaigns to make known the women's rights related texts, including the UfM Ministerial Declaration. CSO have to be ensured the capacity to act: freedom of expression, of movement, of action, as well as availability of financial means.

Main commonalities:

Main common recommendations feature the following:

Legal framework

- * Annulment of all discriminatory laws or articles of law
- * Adoption of gender equality laws
- * Adoption and implementation of comprehensive laws on VAWG
- * Harmonization of legislation with the international women's rights frame

Institutional framework for policy measures, actions and processes, cross-cutting all UfM policy areas

- * Allocation of financial means requested to implement laws, measures and policies
- * Mainstreaming gender equality in all strategies and national policies
- * Gender equality programs for Ministerial staff and Gender Units
- * Binding quota with sanctions in case of no compliance to promote women in decision making spheres in all fields

Mechanisms of implementation

- * Observatories, poles of studies, statistics to improve knowledge on women status
- * Sustainable channels of dialogue between decision makers (Ministries, Parliaments, Institutions), and civil society, enabling the participation of women's CSOs as interlocutors in all phases of policy making processes: from preparation to implementation, to monitoring and reporting on results
- * Developing and adopting of National Action Plans on implementation of international commitments, notably UNSCR1325
- * Forming cross sector bodies including WR CSOs to follow up on implementation

These demands will remain in the core of the women's rights organizations' lobby and advocacy programs, the follow up of the Ministerial conclusions until the next Ministerial.

Outcomes

National Dialogue Algeria

12 May 2018, Algiers



The national roundtable was organized by the Information Center on the Rights of Women and Children (CIDDEF) and took place on the 12th of May 18 in Algiers. It gathered 30 representatives from 10 CSOs, Ministry of Solidarity, Ministry of Defense, MPs, academics, researchers and media. Ms Nadia Ait Zai, Executive Director of CIDDEF opened the discussion by setting the framework of the dialogue. The EU representative Ms. Isabelle Ribot reminded the audience that gender equality remains a daily fight.

Ms. Aicha Alane, Vice Director at the Ministry of National Solidarity, Family Affairs and the Status of Women, underlined the existing laws on women's rights and that Algeria abides by the international standards on gender equality. The family law was amended in regard to e.g. age of marriage, polygamy even if under certain conditions, women and children protection, through strategies undertaken in partnership with women's CSOs and UN Women.

After the presentation of the UfM Ministerial Declaration and the CS Declaration, the discussion focused on gender equality in the labor market and in decision-making positions. Women face multiple forms of discrimination and are under-represented in managerial and decision-making positions. While the Article 36 of the 2016

Constitution establishes that "the State strives to promote parity between men and women on the labor market and encourages the promotion of women in the public institutions and administration as well as in the private firms", this issue is not being raised and brought to knowledge neither in society nor in public authorities. Lack of reliable and accessible database was seen as a major obstacle to measure progress on implementation of women's rights at all levels, be it in the political, economic or public sphere, or in the private sphere. Particular focus was laid on women in management and decision-making positions. Emphasis was put on the necessity to improve statistics and data regarding female employment.

Participants reminded that having established mechanisms for effective implementation of gender equality policies is crucial for removing all obstacles to women's empowerment. The need for regular reporting was underlined, in order to measure the scale of progress stemming from egalitarian laws and strengthening the role of women in economy and society.

Even if the focus was laid on economic participation, the roundtable discussed all other areas of the UfM Ministerial Declaration. Participants divided in four working groups to review the policies in place in Algeria and their effectiveness and to identify and suggest monitoring mechanisms.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Legal Reform	<ul style="list-style-type: none"> - Enact an organic law to support effective implementation of the Article 36 of the Constitution, to include the following: <ul style="list-style-type: none"> o Impose a minimal quota for women in executive boards and/or in supervisory boards of firms; o Define election criterion to access responsibility positions; o Engage all the Algerian institutions in implementing bi-annual strategies enabling them to integrate more women in their hiring program; o Encourage the concerned sectors to increase the number of early childhood facilities and to solve the vacation issues in educational institutions. 	<ul style="list-style-type: none"> - Coordinated initiative by women’s organisations to refer to the President. - Develop mechanisms for permanent monitoring of the enforcement of laws by all involved (citizens, elected representatives, institutions).
Cross cutting all policy areas	<ul style="list-style-type: none"> - Implement specific measures in favor of vulnerable women. - Promote during dialogue with the EU the Ministerial Conclusions as well as the recommendations of the Euro-Med Civil Society Declaration. - Strengthen the role of the civil society to develop bridges and spaces of mediation with judicial instances and other Institutions. - Ensure a permanent follow up of the implementation of the laws by all concerned - citizens , elected people, institutions. 	<ul style="list-style-type: none"> - Establish an annual public evaluation of the Ministerial achievements in the field of equality between women and men. - Assessment of the actions and programs engaged by the Ministry of National Solidarity, Family and Women - Establish permanent channels for involving the CSOs to the elaboration and improvement of laws related to them. - Establish a mechanism for data collection in order to facilitate evaluation and impact of public policies. - Create an institutional observatory, with participation of civil society for more cohesion and exchanges. - Hold annual meeting with the EU to monitor progress on effective implementation of the Cairo statement and conclusions. A specific monitoring mechanism to that end should be designed.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
<p>Ministerial Declaration Specific Areas</p> <p>Enhancing women's participation in public life and decision-making</p>	<ul style="list-style-type: none"> - Widen quota measures to political parties with incentive measures and sanctions. - Identify women activist in political parties and trade unions. - Develop a proper policy on conciliation of family life and professional life. - Sensitize decision makers on sharing domestic tasks (health care, children, elderly) 	<ul style="list-style-type: none"> - Involve civil society in drafting and improving its regulatory framework. - Strengthen reliable data collection mechanisms stemming from evaluations and impact studies of public policies in place.
<p>Enhancing women's economic participation and access to labour market</p>	<ul style="list-style-type: none"> - Widen quota measures to political parties with incentive measures and sanctions. - Identify women activist in political parties and trade unions. - Develop a proper policy on conciliation of family life and professional life. - Sensitize decision makers on sharing domestic tasks (health care, children, elderly) - Invest in making transport system and working conditions more secure. - Apply quota policies to decision making in labour market and economic sectors. - Strengthen and make known financial incentives aiming at transforming informal to formal work. 	<ul style="list-style-type: none"> - Develop specific measures and accompanying supportive mechanisms for women's employment (access to credit, commercial premises, land, industry) - Ministry of National Solidarity, Family and Women reports annually on progresses made on women's access to employment and on potential difficulties met. - Encourage annual reporting on progress made by institutions on integration of women's rights in their programs. - Strengthen statistics and data regarding female employment.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
	<ul style="list-style-type: none"> - Raise awareness on issues linked to women’s labour: <ul style="list-style-type: none"> o Elaborate an awareness raising program on the situation of women’s labour in Algeria as a priority to tackle. - Support vocational programs for women and business women in particular. - Strengthen public policies and establish new targets: <ul style="list-style-type: none"> o Engender the public policies; o Simplify the administrative statements procedures in matter of employment (facilitate the process adhesion); o Develop professional training for young girls who did not make high studies; o Valorise and develop the role of the National Economic and Social Council (CNES) in the social dialogue; o Socially valorise unskilled jobs. - Involve media in supporting women's employment and women's access to higher responsibilities. 	
Ending violence and discrimination against women and girls	<ul style="list-style-type: none"> - Ensure documentation of VAWG at all levels. - Widen the possibility to complain to all police stations. - Establish legal proceedings regardless of “pardon” or withdrawal of the complaint. - Apply the law and sanction the offenders (possibility of public sticking up on the walls of the names of offenders and of the sanctions). 	<ul style="list-style-type: none"> - Create a data base on VAWG cases in police, gendarmerie, judiciary and socio-medical institutions. - Establish a common system for filing charges for all police and gendarmerie stations. - Set up a 24hours/ 7 day continuity for skilled staff in the judicial structures. - Establish partnerships with Departmental Directions of Social Action to ensure support to the victims.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
	<ul style="list-style-type: none"> - Document, report / sue any case of failure to assist a person in danger. - Detail the definition of rape, recognize rape in marriage, consider aggravation for incest. - Suppress all the conditions concerning to the burden of proof. 	<ul style="list-style-type: none"> - Set up a compensation fund for the victim with damages.
<p>Combating patriarchal culture and gender-based stereotypes through education and media</p>	<ul style="list-style-type: none"> - Launch a policy on the implementation of the equality laws and raise awareness about it through media and in any other possible channels to widen their understanding and effective application. - Disseminate and explain the country laws and regulations in education institutions. - Make use of media to increase awareness and train journalists on equality. - Inscribe civil participation on the agendas of the national education institutions. - Involve media in women entrepreneur’s success stories; give visibility to successful women. 	<ul style="list-style-type: none"> - Develop mechanisms for permanent monitoring of the enforcement of laws by all involved (citizens, elected representatives, institutions).

Outcomes

National Dialogue Egypt

10 July 2018, Cairo

The national roundtable took place on the 10th of July 2018 in Cairo. It was organized by the Euromed Feminist Initiative in partnership with Appropriate Communication Techniques for Development (ACT). The one-day event gathered 31 representatives from 20 women's organizations. The roundtable was opened by Ms. Azza Kamal, Executive Director of ACT, who set the frame. Ambassador Wafaa Bassim, Member of Foreign Affairs Committee of the Egyptian National Council for Women presented the 4th UfM Ministerial process and the last Ministerial Declaration (Cairo, Nov. 2017), linking the priority areas identified by the Ministerial process with the current situation in Egypt. Ms. Leila El Ali, Co-President of Euromed Feminist Initiative presented the recommendations of the civil society conference (Cairo, Nov 2017).

In the following session, experiences from Tunisia and Palestine were exchanged. Mrs Mounira Al Hammami, Secretary General of Tunisian Women Association for Research and Development (AFTURD), presented



the recent achievements and challenges for women's rights, underlying the constitutional progress on gender equality, the parity participation in the parliament, the responsibility of the State on protecting women from political violence, and ensuring their participation in public sphere as well as improving their economic participation, as well as the law on combatting violence against women.

Former Minister of Social Affairs of Palestine Ms. Majida Al Masri, briefed on the Palestinian experience, underlining the negative impact of the occupation and Palestinian political division on improving status of women in general and legal status in particular. She emphasized the importance of the discussions engaged through Gender Regional Platform that contributed to strengthening of mobilization and motivation of CSOs and to involving stakeholders in dialogues on cultural, social and economic changes in favor of gender equality.

The session inspired an lively discussion on women status in Egypt and on efficient measures, actions and mechanisms to address the existing gaps. The 4th Ministerial Declaration on women's rights is approached as a major tool to promote alternative methods to engage communities in discussions on women's empowerment, and raise awareness about different types of discrimination.

Participants underlined combatting violence against women as a major priority, both in terms of sensitization and adoption of the existing draft law. On the other hand, they emphasized that implementation of any law requires a lot of investment from the civil society and government alike, to address abusive culture and gender stereotypes as well as the social tolerance towards violence against women. Establishing channels of communication between CSOs and relevant Ministries on the one hand and with the National Council for Women on the other, was highlighted as a main mechanism. The major role of the women's CSOs and the need of freedom of action was highlighted several times.

The debate underlined finally the importance of mainstreaming gender on ministerial level through introducing equal opportunities units in each Ministry, accompanied by adequate financial resources and training programs on equality and women empowerment.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
<p>Legal Reform</p>	<ul style="list-style-type: none"> - Revise the new law on civil society organizations. Ensure freedom and independent work for the associations. - Establish mechanisms to monitor the harmonization of legislation with international conventions and regional instruments (including UfM Ministerial Declaration) with relevant monitoring mechanisms for implementation. - Adopt laws that ensure justice and empowerment for women, especially the draft law on combating violence against women. - Conduct a national campaign on discriminatory laws against women and on adopting of the draft law on violence against women 	<ul style="list-style-type: none"> - Establishing an Anti-Discrimination Commission as stipulated in the Constitution, in partnership with CSOs to combat gender discriminations - Initiating coalitions to combat gender discrimination.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Cross cutting all policy areas	<ul style="list-style-type: none"> - Build national and international women’s solidarity movement and actions. - Spread the UfM Ministerial Declaration and the CS Declaration by the CSOs and use them as tools to raise awareness and promote empowerment. - Establish women’s right or gender equality Ministry. - Integrate gender perspective in the National Development Plan 2030. 	<ul style="list-style-type: none"> - Establish a channel for communication between CSOs and decision makers with periodical meetings to follow up on the implementation of the 4th Ministerial Conference Declaration. - Establish in partnership with CSOs an Observatory to monitor and evaluate government efforts and implementation of gender equality policies and strategies in partnership with CSOs, adopting quality and quantity indicators to measure the improvement. - Implement studies to identify gender gaps in social policies and develop appropriate programs and recommendations to fill these gaps. - Produce follow up and shadow reports as monitoring tools to protect women rights. - Allocate budget for gender equality in all Ministries. - National Council for Women in partnership with CSOs develop and provide regular trainings on gender equality issues to Ministerial staff - Establish equal opportunity units in each Ministry.
Ministerial Declaration Specific Areas Ending violence and discrimination against women and girls	<ul style="list-style-type: none"> - Organize a national and community based awareness raising campaigns on violence against women and on adopting of a comprehensive law on combating it. 	<ul style="list-style-type: none"> - Establish specialized units in relevant institutions (Ministry of Interior, police stations, hospitals) for women survivors of violence. - Establish a national tool (Observatory) to monitor violence against women

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Combating patriarchal culture and gender-based stereotypes through education and media	<ul style="list-style-type: none"> - Producing and organizing social media campaigns - Develop an educational campaign that uncovers violence in cinema and theatre productions and advocates for gender equality friendly and supportive cultural environment. - Adopt approaches that ensure the involvement of men and human rights CSOs in support of equality and non-discrimination issues. - Reform educational curricula to ensure gender sensitive curricula in partnership with women’s rights CSOs. 	<ul style="list-style-type: none"> - Develop channels of communication between women’s CSOs NCW and Ministry of Education to promote and develop training programs and modules for both teachers and pupils/students. - Develop channels of coordination with media professionals and other relevant bodies on addressing and changing the stereotyped image of women and men in media. - Create unconventional mechanisms that work on changing stereotypical mindset within national State institutions

Outcomes

National Dialogue Jordan

7-8 May 2018, Amman



The national dialogue was organized in partnership with Arab Women Organization of Jordan (AWO) and the Ministry of Social Development (MoSD), under the patronage of the Minister H.E. Hala Lattouf. It started with a Civil Society Forum on 7th of May 2018, followed by a national roundtable with decision makers on 8th of May at the MoSD.

The Civil Society Forum gathered 86 participants: representatives from 32 CSOs and CBOs from Amman and all governorates, MPs and political parties. It was opened by H.E. Hala Lattouf who expressed her appreciation of the civil society efforts in following up and spreading awareness on the Euromed Ministerial Process. She affirmed the importance of partnership between the MoSD and civil society towards achieving positive change in the field of equality and women's rights. During the forum, the debate focus on economic participation as a priority in the country. The work of the Parliamentary Initiative Bloc in this regards was highlighted. The importance of women's involvement in the labor market

and the quality of their work conditions was emphasized. Parliament Labor Committee was praised by the civil society for its proposals for amending the draft Labor Law e.g on equal wages, the presence of day-care centers at workplaces and the introduction of paternity leave. Participants put down the civil society recommendations to be presented to the decision makers on the next day.

The national dialogue was hosted by the Minister of Social Development and took place at the Ministry. It gathered 17 representatives of 8 Ministries: Ministry of Social Development, Education, Labour, Municipal Affairs, Tourism and Antiquities, Public Sector Development, Political and Parliamentary Affairs, Information and Communications Technology and Ministry of Youth, as well as representatives of Jordanian National Commission for Women, Municipalities and Local Councils and representatives from women's CSOs, lawyers, academics, gender experts and journalists.

In her welcoming remarks, H.E. Hala Latouf, pointed out that the four priorities areas of the Ministerial Declaration are among the priorities of the government and are consistent with its policies and programs. Mr. Andrea Fontana, EU Ambassador to Jordan emphasized that the EU funded projects in Jordan support the gender

equality agenda of the MoSD in cooperation with civil society. Mr. Erik Ulhén, Ambassador of Sweden to Jordan, shared lessons learned from Sweden and affirmed the importance of gender equality as a basic condition for peace, security and sustainable development.

The roundtable emphasized the important role of Jordan as Co-Chair with the EU of the Union for Mediterranean. It stressed in particular the decisive role of MoSD in the Ministerial Process. Participants underlined the importance of incorporating the values and measures enshrined in the Ministerial Declaration in the national developmental strategies and Action Plans to implement the Sustainable Development Goals in particular goal 5 on achieving gender equality.

The crucial role of the dialogue between civil society and decision makers, stakeholders and local self-government on both regional and national level was highlighted. The genuine partnership built among them in respect of the different roles, and in recognition of the exerted efforts by all was underlying several times. This partnership was seen as a major follow up mechanism for the implementation of the Ministerial Declaration. The leading role of the women's organisations in this process was highlighted, as they provide information from the ground, needed for policy that can make difference in women's lives.

Participants welcomed the recommendations from the Civil Society Forum and acknowledged the need to prioritise policies that enhance women's access to the labour market, as women economic participation is one of the lowest in the region: one of eight women only works and wage gap between women and men can reach 30% in the private sector. Women work in primary positions, and are concentrated in socially accepted sectors for women: education and health. The need of comprehensive measures was emphasized: from annulling discrimination in Labour law, Social Security, Civil Service Laws and Personal Status Law and criminalizing all forms of discrimination, violence against women and harassment in labour market, to improving work conditions, establishing supportive services and facilitating women's mobility in the public sphere, to raising awareness for employers and employees and undertaking campaigns to change attitudes on women's place in the public sphere.

Even though the discussion focused on improving women's economic participation in Jordan and enhancing their access to labour market, the participants also emphasized the importance of addressing the recommendations in all four areas of the Ministerial Declaration.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Legal Reform	<ul style="list-style-type: none"> - Lift reservation on Art 9 of CEDAW. - Amend Nationality Law to give mothers, like fathers, the right of passing nationality to children. - Amend CSOs law to allow the CSOs exemption from taxation for their buildings, as non-commercial property - Amend Labour Law (detail below) - Amend Pension & Social Security Laws 	<ul style="list-style-type: none"> - Improved coordination and cooperation among women’s CSOs.
Cross cutting all policy areas	<ul style="list-style-type: none"> - CSOs present the outcomes of the National Dialogue to the attention of the working committee. - Prepare an action plan to implement the Ministerial Declaration in Jordan, based on the identification of the national priorities to be implemented before the 5th UfM Ministerial Meeting in 2021; present it to the Inter-Ministerial Committee on women empowerment for feedback and adoption. - Raise awareness on the Ministerial Declaration of all local councils at the governorate level, through conferences and workshops in all governorates. - Mainstream the Ministerial Declaration in all National Strategies, as the Strategy for Women 2020-2030 developed by the Jordanian National Commission for Women. - Review and amend procedures that restrict the work of civil society organizations, in particular women’s organisations. 	<ul style="list-style-type: none"> - Establish a working committee led by the MoSD, incorporating other relevant Ministries, civil society organizations, academics and gender experts along with municipalities and local councils’ representatives. - Prepare Monitoring, Evaluation, Accountability and Learning (MEAL) mechanism. - Structural dialogue channels for CSOs in implementation and follow up of National Strategies and Action Plans.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Ministerial Declaration Specific Areas Enhancing women’s participation in public life and decision-making	<ul style="list-style-type: none"> - Introduce a minimum of 40% quota in all decision-making positions, as a temporary procedure, with consideration to gradual increase to reach 50%-50% to respond to the SDGs Global Agenda 2030. 	<ul style="list-style-type: none"> - CSOs create channels of cooperation, networking and support to women politicians and MPs.
Enhancing women’s economic participation and access to labour market	<ul style="list-style-type: none"> - Provision by institutions with 15 employees and more of Day-Care Centers for the employees. - Establish paternity Leave for both parents. - Cancel the request of work-permits from children of Jordanian mothers married to non-Jordanians. - Establish and demand “Equal pay for equal work” principle for private business. - Let children inherit mother’s salary like the father’s salary. - Allow registration of new Trade Unions and support the registration of the Union of Women Farmers in Jordan Valley in order to enable women’s participation in workers-and trade unions. - Offer programs to build the capacities of rural women who have income generating projects, especially in marketing their products and providing open spaces to sell them. - Build the capacities and raise awareness of young women, provide training and opportunities that enhance their access and stay in labour market. - Provide protection from violence in the workplace to ensure safe working environment. 	<ul style="list-style-type: none"> - Develop a mechanism to monitor the commitment of the private sector in implementing the labour law and add articles with sanctioning for non-compliance.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Ending violence and discrimination against women and girls	<ul style="list-style-type: none"> - Adopt, improve and implement protection policies for refugee and displaced women. - Conduct raising awareness campaign on zero tolerance to VAWG and women’s access to justice. - Develop an on-going national training program on gender equality and protection for security and judicial services, lawyers, police, municipalities. 	<ul style="list-style-type: none"> - Improved coordination of CSOs working on counteracting VAWG in Jordan.
Combating patriarchal culture and gender-based stereotypes through education and media	<ul style="list-style-type: none"> - Reform educational curricula and mainstream women’s rights and citizenship, with special attention to women stereotypical representation. - Initiate and develop a gender equality program for both students and teachers that tackles patriarchal and abusive culture towards women. 	<ul style="list-style-type: none"> - Form a working group with the Ministry of Education, academics, gender experts and women’s rights CSOs to propose education reform with special attention to gender-based stereotypes in the curricula. - Form a CSOs “watch dog” working group, to monitor media and reveal when they convey stereotypical representation of women and men. This group will work not only on Media but also on advertisement companies. - Create linkages and channels for cooperation between schools and civil society to initiate and implement a gender equality program.
Enhancing women’s peace and security agenda in the Euro-Med Region	<ul style="list-style-type: none"> - Strengthen provision of services on protection and prevention from VAW, especially in the context of the Syrian crises, that exacerbates VAW. - Implement the Jordanian NAP of UNSCR 1325 on women, peace and security. 	<ul style="list-style-type: none"> - Establish a permanent cross-sector national committee with the participation of women CSOs, to support the implementation and its monitoring.

Outcomes

National Dialogue Lebanon

27 April and 23 May 2018, Beirut



The civil society forum on the 27th of April and the national roundtable with stakeholders on the 23rd of May were organised by the Lebanese Women's Democratic Gathering and Association Najdeh, in partnership with the Ministry of State for Women's Affairs, under the patronage of the Minister Mr. Jean Ogasapian. 75 participants from 25 CSOs, political parties, members of parliament, gender and legal experts and media participated at the Civil Society Forum, shared analyses and discussed follow up mechanisms at governmental and institutional level that could contribute to concrete actions for the improvement of women's rights. Participants emphasized that holistic, comprehensive and inclusive methodologies and approaches must be prioritized to ensure that sustainable gender equality strategies, policies, and actions are in place. They underlined the importance of reinforcing all international women's rights instruments, in particular CEDAW, UNSCR 1325, SDGs in one common frame.

Participants highlighted among others, the necessity of forming a permanent consultative coordination body of women's rights CSOs and national institutions and Stakeholders for supporting and following up on gender equality strategies and policies. Annual national

on the implementation of the UfM Ministerial Declaration was seen as highly relevant. A common database from national bodies, Ministries and service centres on violence against women and girls was seen as a necessity in order to reveal the situation of women. The civil society forum issued recommendations that were submitted to the national stakeholders and Ministries during the national dialogue with them on 23rd of May.

The national roundtable with decision makers on the 23rd May gathered representatives from 13 Ministries and institutions, women's and human rights organizations, as well as members of municipalities and women who had run for the parliamentary elections. Ambassador of Algeria, Ahmad Bou Zayan, to Lebanon participated as well and gave his support to the event. In his opening address, Minister Ogasapian pointed out the important role of constitutional institutions in annulling discriminatory texts and laws and underlined that his Ministry has already submitted eight draft laws. He reminded the consequences for women of military conflicts and the on-going occupation of Palestine and addressed the importance of searching for political solutions to the conflicts in the region. EU Ambassador Christina Lassen urged the newly elected parliamentarians to continue to push for women's rights. Ms. Muna Abu Rafou, Director Gender Unit at Directorate of Policies and Strategies at the Ministry of Social Development, Jordan, discussed the four areas on interventions in 4th UfM Ministerial Declaration, after which Ms. Leila AL Ali, Co-President of Euromed Feminist Initiative, presented the outcomes of the Civil Society Forum in Lebanon, with recommendations for short- and long-term policy actions.

Former Minister of State Wafa Al Dikah presented policy mechanisms focusing on the importance of a comprehensive, inclusive and clear legal framework, an inter-sectorial approach, as well as a financial gender audit of the government budget as a key tool to follow up on the commitments, their impact, as well as for accountability. Col. Elie Assmar, Head of the FSI Studies and Research Division, emphasized the need to mainstream human rights in institutional strategies, as well as to build capacities of institutional staff as a base for change and involving women's rights CSOs in the national mechanisms. Ms. Fernande Abu Haider, shared the experience of the Ministry of Social Affairs in establishing different types of mechanisms in coordination with the CSOs, while Ms. Ghida Anani, Director of Abaad Resource Center for Gender Equality, addressed positive experiences of coordinating between CSOs, national institutions and Ministries.

Priority recommendations included gender quota in forming the government, institutionalized channels for consultations with CSOs, clear commitments to gender equality by the upcoming government in its establishment declaration, and the transformation of the Office of the Minister of State for Women's Affairs into a full pledged Ministry of Women's Rights. Other recommendations were related to the formation of a permanent coordination and consultation body gathering women's rights CSOs, national institutions and stakeholders to support and follow up on gender equality strategies and policies. A common database gathering data from national bodies, Ministries and service providers on violence against women and girls was seen as a necessity in order to reveal the reality of this violence, better address the issue and ensure that women victims and survivals of violence are better informed on accessible services.

Both civil society forum and the national roundtable with stakeholders recommended to establish an inter-ministerial committee and an observatory body to ensure an inclusive and comprehensive cooperation on gender equality. This committee would be able to address the most disadvantaged in the society, including displaced and refugee women. Participants agreed to submit their recommendations to the new government, national stakeholders and relevant Ministries.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Legal Reform	<ul style="list-style-type: none"> - Constitutionalize gender equality. - Lift all reservations of CEDAW. - Harmonize national legislation with international instruments on women's rights, in particular CEDAW, UNSCR1325 and SDGs, reflecting ministerial commitment stated in the UfM Ministerial Declaration Cairo 2017. - Gender mainstream all legal policies and annul all discriminatory laws and procedures against women. - Require gender analyses of all draft laws and regulations. - Develop and enact a comprehensive national gender equality law, including follow-up mechanisms and annual allocation of necessary budget for its implementation to ensure non-discrimination between women and men, equal opportunities and meaningful participation of women. 	<ul style="list-style-type: none"> - Establish a cross sector committee (decision makers Ministry of Justice, Public Prosecution, ISF, MPs, gender experts, women's rights associations, independent legal experts) to carry out comprehensive study on all discriminatory laws against women, in particular the Personal Status Law and Penal Code, propose amendments and follow up with Parliament.
Cross cutting all policy areas	<ul style="list-style-type: none"> - Establish clear roles, responsibilities and mandates of key governmental bodies in implementing gender equality and mainstreaming initiatives/programs. - Undertake gender audit on Ministerial budgets. - Develop a gender equality dictionary/glossary as a supportive tool for all Ministries and National Institutions. - Adopt regular gender based analysis and studies that consider both urban and rural areas. - Advocate the Prime Minister office to support the integrating gender audit into the governmental budgets and policies. 	<ul style="list-style-type: none"> - Create full-fledged Ministry of Gender Equality or Ministry of Women's Rights with a clear mandate, sufficient resources to facilitate the implementation of gender equality, establish and co-ordinate governmental gender equality policy and gender mainstream national strategies, methodologies and programmes across the government. - Enhance the Gender Equality Units in each Ministry and National Institution, with clear responsibilities and work plans with result based actions and indicators – including allocation of financial resources and gender expertise, authority and reporting mechanisms to ensure proper gender mainstreaming.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
	<ul style="list-style-type: none"> - Invest resources and collaborative approaches with knowledge centers and WR CSOs to institutionalize regular gender training/capacity development programs on gender impact assessment/gender audit and on gender sensitive budgets for ministerial staff, Gender Equality Units, including managers and senior officials, to enable sustainable gender-sensitive knowledge, and improve design of policy and make it implemented. - Establish a gender equality strategic plan, mainstreaming the 4th UfM Ministerial Declaration in each Ministry; support each ministry to develop own action plans to follow up and implement it. 	<ul style="list-style-type: none"> - Establish a cross-sector body (observatory), with the participation of WR CSOs, which acts as a monitoring body to ensure comprehensive cooperation over implementation of gender equality strategies and UfM Ministerial Declaration. - Create a Parliamentary Commission of Gender Equality and/or Women's Rights. - Establish channel for systematic coordination and consultation with all stakeholders inside and outside the government during the development of the strategic plan. - Establish channels for sustainable consultation process with WR CSOs and experts to ensure the inclusion of women's rights and gender equality in all national policies.
<p>Ministerial Declaration Specific Areas</p> <p>Enhancing women's participation in public life and decision-making</p>	<ul style="list-style-type: none"> - Adopt a modern electoral law that includes: <ul style="list-style-type: none"> o Reduction of age of voting to 18 years. o Binding gender quota system of min 40% in all national and local unions, and political parties in the regulations and in the election in all decision-making positions as a temporary measure. o Measures and penalties for non-compliance. - Establish a special fund to support women candidates. - Reduce of the fees for running for elections. - Adopt media policy and Code of Conduct that ensure equal and fair visibility for women and men. - Develop and adopt gender equality policies and plans at local governance level (municipality level). 	<ul style="list-style-type: none"> - Conduct periodic monitoring of women's participation in political and public life. - Establish control mechanisms for distribution of the electoral funds. - Develop a structured communication channel between elected women and women CSOs at national and municipality level to facilitating capacity building and enhance mentoring, networking.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Enhancing women's economic participation and access to labour market	<ul style="list-style-type: none"> - Offer programs and professional vocational training for girls and women that contribute to job opportunities. - Provide career counselling and orientation for business women. - Enable women and girls to open bank accounts for their children, as well as access to bank and economic protection mechanisms. - Adopt balanced national and social development policies that include rural areas and enhance the role of rural and farmer women. - Enable access of vulnerable and minority women (disabled, refugees, migrant workers, etc.) to job opportunity, job market and resources through employment reform and social security laws, and provide relevant services and infrastructure. 	<ul style="list-style-type: none"> - Develop monitoring mechanisms to ensure the implementation of these measures, involving the Gender Units at the relevant Ministries and Institutions, regular reporting with review and evaluation.
Ending violence and discrimination against women and girls	<ul style="list-style-type: none"> - Develop a comprehensive national law to combat and criminalize violence and discrimination against women and girls, that holds perpetrators account-able and addresses impunity. - Activate article 5 of Family Protection Law. - Adopt national programs to involve men and decision makers in combating VAW. - Carry out a comprehensive study on the cost of violence against women. 	<ul style="list-style-type: none"> - Form a permanent coordination body between WR associations and the Parliamentary Human Rights Committee and any other joint mechanisms to ensure communication, interaction, discussion and joint follow-up on all draft laws related to VAWG submitted to the parliament (nationality , early marriage, human trafficking, torture..), as well as to advocate for their adoption with the relevant implementation mechanisms. - Create a national reference structure (relevant Ministries, Women's Committee of the Bar Association and WR CSOs) map service providers to women subjected to violence and to ensure the implementation of referral system, including legal services for women survivors.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
	<ul style="list-style-type: none"> - Develop a unified national database for national service providers for women victims of violence. - Enhance the role of the protection units in the Interior Security Force (ISF). - Cancel the cost of forensic doctor to prove violence and reduce the cost of DNA examination, or transfer the charge to the State. - Adopt protection policies for refugee and displaced women. - Conduct raising awareness campaign on zero tolerance to VAWG and women's access to justice. - Develop an on-going national training program on gender equality and protection for security and judicial services, lawyers, police, municipalities. 	
Combating patriarchal culture and gender-based stereotypes through education and media	<ul style="list-style-type: none"> - Reform educational curricula and mainstream gender equality and women's rights, utilizing the outcomes of studies made in the field of gender stereotypes in Arabic and civil education curricula. - Allocate financial resources for the Ministry of Education that ensure the integration of gender and citizenship in the curricula. - Develop training programs for media and education workers on gender equality. - Apply gender quota in media and educational institutions, especially in decision-making positions. 	<ul style="list-style-type: none"> - Establish a review and monitoring mechanism on the implementation of the education curricula. - Create channels for structural cooperation between Ministry of Education and WR CSOs and ensure the integration of gender and citizenship in all public schools programs. - Adopt gender equality code of conduct for media and educational institutions that commit all workers to non-discrimination, combating violence, and prohibition of use of gender stereotypes. - Establishing consultative body between educational institutions, media and civil society to monitor media representation of women.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Enhancing women’s peace and security agenda in the Euro-Med region	<ul style="list-style-type: none"> - Support the role and services of UNRWA, until the right of return is implemented, especially in the educational, health and infrastructure fields, considering the consequences of UNRWA cut of services on peace and security in the region; - Take urgent action to improve coordination between Lebanese municipalities and Palestinian camps and gatherings. - Advocate for the end of Israeli occupation, dismantling settlements and for the establishment of an independent Palestinian sovereign State in the borders of 4th June 1967 with its capital East Jerusalem as a condition for security and peace in the region. - Engage for the implementation of right to return of Palestinian refugee women and men according to UN Resolution 194. 	<ul style="list-style-type: none"> - Establish a cross-sector national committee/task force, with the participation of WR CSOs, enhance the adoption of Lebanon NAP 1325 with necessary human and financial resources and to follow up and monitor its implementation - Establish a Lebanese – Palestinian follow up committee with the participation of UNRWA and the supervision of the Lebanese government.

Outcomes

National Dialogue Morocco

5 May 2018, Rabat



The national roundtable in Morocco was organized by the Women's Action Union and took place on the 5th of May 2018 in Rabat. It gathered 53 participants, among whom representatives of 26 CSOs, former Minister of Solidarity, Women, Family and Social Development, representatives of Ministry of Solidarity, Women, Family and Social Development, the Supreme Council of the Judiciary, Moroccan Trade Union, Council of Counselors, political parties, and the media.

Participants underlined the importance of this dialogue platform for discussing the challenges faced by the government in improving the conditions of women and achieving women's rights and equality. It was pointed out that progress in this area was a guarantee for the life's improvement of the whole community, especially in the social and economic fields.

Mrs. Bouchra Marwani, representative of the Ministry of Solidarity, Women, Family and Social Development, emphasized that this dialogue gave the opportunity to highlight the most important

national achievements in the field of equality, advancement of women, fighting violence against women, and is also a renewable platform to look ahead with optimism. She stated that Morocco has worked in the past two decades to reduce gender disparities and establish the basic values of democracy and human rights, exemplified by the 2011 Constitution which affirms the principles of equality and equal opportunities between women and men and prohibits all forms of discrimination that may impede their implementation. The constitutional text also affirms the concept of sustainable development, turns it into a right, requests the State, the public authorities and local self-governments to mobilize all the resources available for more diligence. Morocco has worked to achieve a consensual policy in order to integrate the gender approach in the national policies and development programs. Some of the major achievements are the Anti-Violence Act enacted in February 2018, the amendment of the Criminal Code with the initiation of follow up of Criminal Procedural, the ratification of the law on the conditions of employment in domestic workers and the law on Authority for Parity and Combating All Forms of Discrimination (APALD). The Ministry considered that the government plan No. 1 achieved the strategic gains that had direct impact on women in various fields. The 2017-2021 Plan "Ekram 2", ratified in August 2017 has been prepared in consultation with the governmental actors, trade unions, civil society organizations, private sector and technical and financial partners.

Mrs. Aisha Al-Nasseri, member of the Supreme Judicial Council underlined the importance of addressing some gaps in the wording of the legal text, that are leaving the door open for multiple interpretations which impede an implementation as per the text. Mr. Elaraby Habashi, a former parliamentarian and leader in the Moroccan Trade Union, highlighted a need for comprehensive public policies that evoke parity and equality, combined with institutional governance and an administrative control of the implementation of equality with regular reporting on the progress made and regular monitoring by Parliament and the Commission on Human Rights, among others.

The debate underlined that in spite of some progress made, there is a general deterioration of the social and economic context which is marked by growing poverty and illiteracy, increasing extremism and intolerance. The lack of a fair and balanced economic policy is affecting mostly women. Moroccan legislation remains a major issue of concern. A gap persists between advanced constitutional principles and their application in law, as in the Law on Combating Violence and the Law on the Authority for Parity and Combatting All Forms of Discrimination. Even if Morocco is one of the few signatories of all international women's rights conventions, the interference of religion in law hampers the implementation of these conventions. Participants emphasized the link between the prevailing discriminative culture and law and underlined that a precondition for successful change in cultural attitudes is fully annulling of legal discrimination. Violence against women, notably in the public space, was seen as a critical issue, marked by tolerance of both community and law. Economic policies are not gender sensitive which has led to the impoverishment of women. The gap between the stated commitments by the government and the presented figures on one hand, and the reality of women on the other hand reveals a discrepancy, as according to reports from women's rights CSOs, poverty, maternal mortality, violence and discrimination in general have not decreased, women still have difficulty of access to property. The difficulty to obtain information and the lack of transparency, make difficult for civil society to monitor and evaluate effectiveness of governmental policies and measures. Participants noted that there is a need to develop a clear national public policy on gender equality as well as to make significant move towards developing a culture of monitoring and evaluation of public policies that reflect accurately the reality of women.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Legal Reform	<ul style="list-style-type: none"> - Instigate a law on gender equality as a normative framework. - Review and suppress in national laws all articles discriminating against women, especially in Family Code and Criminal Code, and ensure their harmonization with international conventions ratified by Morocco, giving women full citizenship rights with full legal capacity. - Make the necessary amendments to align the law on violence against women and gender parity law with the Constitution and the international conventions ratified by Morocco. - Make a civil law and establish the distinction between jurisprudence and religion. - Make gender equality an essential element of the development model. - Make sure public policies address the root cause of inequality. - Review all regulatory laws that hinder civil society participation in developing, monitoring and evaluating of national policies and their implementation. 	<ul style="list-style-type: none"> - Conduct a comprehensive review of the inheritance system. - Develop methodology to apply new mechanisms such as the Optional Protocol after its ratification by Morocco, the Constitutional Court and the possibility of confutation based on unconstitutionality of laws. - Support legal and political framework on women's empowerment through monitoring and evaluation systems using specific qualitative and quantitative indicators, (including the outputs, outcomes and impact indicators). - Develop a public campaign on the root causes of gender inequality. - Ministry of Justice to establish a dialogue channel with civil society and women's rights CSOs in particular, on comprehensive review and reform of Penal Code and Family Solidarity Fund, to promote and practice culture of dialogue.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Cross cutting all policy areas	<ul style="list-style-type: none"> - Create a Ministry of Gender Equality and make equality an irreversible option. - Make effective use of the legal mechanisms and the CEDAW to advance the status of women and to achieve equality (Constitutional Court, the Optional Protocol annexed to CEDAW). - Increase dissemination of information and transparency at governmental level to facilitate civil society monitoring and evaluation. - Adopt a results-based approach and engage the civil society/women's rights organisations in the formulation, monitoring and evaluation of public policies. - Develop a national strategy to make equality as one of the State's constant priority, above all ideological positions and non-dependent on the vicissitudes of political life. 	<ul style="list-style-type: none"> - Adopt a NAP towards the implementation of government commitments to the UN women rights instruments, SDGs and UfM Ministerial Process. - Take the Ministerial Conclusions as a civil standard and establish a charter or a civil mechanism between the government and the civil society, to develop a genuine national dialogue on women's human rights. - Develop a knowledge and implement gender responsive budget for all public policies of all sectors. - Form governmental monitoring mechanisms which include civil society, professionals and academics in the development, implementation and monitoring of gender equality policies. - Develop an executive plan for the national strategy with evaluation indicators. - Enforce institutional governance and an administrative control to monitor the extent of the Ministry's implementation of equality through providing a regular reports on the progress made in order to allow proper monitoring by the Parliament, the Commission on Human Rights.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Ministerial Declaration Specific Areas Enhancing women's participation in public life and decision-making	<ul style="list-style-type: none"> - Eliminating the legal, social and cultural barriers to women's participation in public and economic life. - Take an initiative to adapt both of legislative and policy measures to increase women participation in political parties, as political parties play a critical role for women entering public office, and influence their access to leadership once they are in parliament. 	<ul style="list-style-type: none"> - Developing research and studies and production of data to uncover and open public debates on the root causes of discrimination and inequality as well as the impact of non-gender-sensitive policies. - Set specific targets and affirmative measures to significantly increase the number of women in managerial positions and decision-making positions in political, public and economic life.
Enhancing women's economic participation and access to labour market	<ul style="list-style-type: none"> - Give priority to developing substantial and permanent women economic empowerment programs. - Provide vocational trainings for young women. - Take measures as quota, to ensure women's equal participation in economic decision-making and access to economic and productive resources. 	
Ending violence and discrimination against women and girls	<ul style="list-style-type: none"> - Respect and implement the law against violence and the law related to domestic workers to progress in ending all forms of discrimination. - Annul Article 16, which allows unwritten marriage (Fatiha Marriage) without a contract and extends the confirmation of marriage for 15 years. 	<ul style="list-style-type: none"> - Invest in the observatory on VAW so that it does not remain a mere administrative unit of no impact.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Combating patriarchal culture and gender-based stereotypes through education and media	<ul style="list-style-type: none"> - Make citizenship as the framework for educational system and materials - Raise public awareness on the values of equality. - Develop a national strategy to address discriminative culture and attitudes towards women and implement it through education, media, culture, art and literature, beyond ideological positions, adopting a results-based approach. - Reform the curricula and mainstream women's rights in textbooks to counteract gender stereotyping. - Design training programs for education providers and mobilized them for mainstreaming gender into school curricula, school materials and activities. 	<ul style="list-style-type: none"> - Enhance continued coordination, joint action and solidarity between the women's movement and the human rights movement to monitor media representation of women that affects the principle of equality, and report on this matter. - Revise the structure of the Observatory established by the Ministry of Social Development and establish an independent body to develop a national strategy on combatting stereotypes of women in the media and educational system.
Enhancing women's peace and security agenda in the Euro-Med region	<ul style="list-style-type: none"> - Adhere to political solutions of crisis, conflicts and wars in the region, including ending of the occupation of Palestine. - Enable access and equal participation of women all peace building initiatives and processes of negotiation. - Raise awareness about the situation for women in armed violence, post-conflict, occupation and all forms of terrorism situations. 	

Outcomes

National Dialogue Palestine

8 – 9 May 2018, Ramallah



The national dialogue in Palestine was organized by the Palestinian Federation of Women's Action Committees and the Palestinian Working Woman Society for Development. It took place on the 8th and the 9th of May, 2018 in Ramallah and gathered 64 participants. The first day was attended by 45 participants from 19 women rights and human rights CSOs in a civil society forum. The second day gathered CSOs and stakeholders: representatives of Ministry of Women Affairs, Ministry of Justice, Ministry of Social Development, members of the Legislative Council, members of Parliament, representatives of political parties, academics and gender experts, as well as UN Agencies, represented by UN Women and diplomatic bodies.

Participants presented in-depth analyzes of the status of women rights in Palestine and the implications on the daily life of Palestinian women of the continued occupation, settlements and siege on Gaza; the challenges faced by the Palestinian people and in particular by Jerusalemite women, refugees and Gazans. The debate emphasized the continued lack of international will to implement the international resolutions regarding the Palestinian occupation and the rights of the Palestinian people and

expressed serious concern about the Trump's "Deal of the Century", implemented now in Jerusalem, which is just ignoring the rights of Palestinian people and encourages Mr. Netanyahu's government to increase violence, confiscate more land and deny a two-States solution, opening up further violence in Palestine and the whole region.

All components of this policy are major obstacles to achieving women rights. They represent an enormous hurdle to the Palestinian people enjoyment of the rights to economic and social development, human security, self-determination and independent State building. Internal political division and geographic segregation impact as well the status of women's rights by constantly deprioritizing them from political agenda.

The lack of sufficient political will to align the legislation with international women's rights instruments was pointed out. Even if Palestinian National Authority (PNA) ratified CEDAW without reservations, national legislation, in particular Personal Status Law and Penal Code are not yet harmonized accordingly and legal discrimination contributes to perpetuate inequality between women and men. The fact that CEDAW has not yet been published in the Official Gazette is a negative indicator of the level of participation of women organizations in Legislation Committees officially approved in April 2018. Furthermore, the current legal framework

is a mixture of Jordanian, Egyptian, Palestinian, Ottoman and British laws, as well as Israeli military orders, and different laws are applied in the West Bank and the Gaza Strip. This leads to many gaps in the current legislation which remains debated in the close circle of political and social elites.

Women presence and role both in development and decision-making positions was highlighted as a priority. The low participation in the National and Central Councils, as well as in the Legislation and Constitution Drafting Committees was raised as a major concern. It underlines the gap between the political discourse and the actual rights of women. The quota of 30% minimum representation of women, approved by the National Council in 2015 was discussed, and there was a call for increasing the quota to at least 40%, towards achieving full equality.

The Tunisian experience was discussed as a model of building a civil State, and their courage in raising the issue of equality in inheritance and polygamy. In this regard it was emphasized that the fight for women rights must involve all people who support the establishment of a democratic civil State.

Participants expressed concern about the lack of explicit provisions in the UfM Ministerial Declaration on either the Israeli occupation as a major obstacle to achieving women rights and participation in development, or as a threat to stability it poses in the region, as it supports an increasing extremism and violence. The reports of the Secretary-General of the United Nations on the situation of Palestinian women and other international institutions in Palestine confirm the said statement. As a valuation of the Euromed Feminist Initiative role, it was recommended that the number of women organizations in the Initiative increase.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Legal Reform	<ul style="list-style-type: none"> -Ensure the participation of women in the Legislation Committee agreed to be established by the Cabinet (April 2018) and headed by the Supreme Judge to draft the Personal Status Law, in order to be gender sensitive and to harmonize national laws with CEDAW. - Strengthen the cooperation of women’s rights CSOs with the Ministry of Women and parliamentary blocs to ensure women presence in the Legislation Committee. - Increase women representation in the Constitution Drafting Committee through coordination with the parliamentary blocs. 	<ul style="list-style-type: none"> - Adoption of mandatory mechanisms to implement international resolutions and conventions on women and work, especially CEDAW in national laws. - Adoption of practical mechanisms and clear timetables for the publication of international conventions ,including CEDAW, in the Official Gazette. - Monitoring of the Ministerial Process in the field of legislation through the Committee on Fair Legislation, the National Commission for Harmonizing of Legislation and through the media, in order to strengthen the link between the Ministerial process and all conventions ratified by the occupied Palestinian state, particularly CEDAW and UNSCR 1325, in accordance with the SDGs.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Cross cutting all policy areas	<ul style="list-style-type: none"> - Keep an independent and critical vision of the civil society. Involve women in the work of the commissions that will adapt local legislations to international treaties. - Adopt gender auditing for national policies and strategies, taking lessons learned from the Ministry of Labor, which conducted a similar audit three years ago. - Strengthen alliances between the feminist movement, civil society organizations and political parties to adopt women rights and equality, and establish mechanisms for joint action like a national campaign on equality. - Expand partnerships among women rights organizations and with the grassroots level and raise their representation in Euromed Feminist Initiative. 	<ul style="list-style-type: none"> - Activate the role of civil society through the existing mechanisms of Palestinian Women Coalition for the Implementation of UNSCR 1325, the National Coalition for the Implementation of CEDAW and the National Committee to Implement UNSCR 1325, to ensure sustainability in following up on policies and decisions, to monitor the practical applications of these decisions in a timely manner, and to hold the government accountable, including the Ministry of Women's Affairs. - Sustain joint partnership and coalitions among the government and civil society organizations, while ensuring that the identity and independence of civil society is maintained. - Formulate a committee of women human rights organizations from members of the Coalition for the Implementation of CEDAW and UNSCR 1325, and representatives from the Ministries of Women Affairs, Justice, Social Development and Education to follow up on the implementation of the declaration of 4th Euro-Mediterranean Ministerial Meeting.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Ministerial Declaration Specific Areas Enhancing women's participation in public life and decision-making	<ul style="list-style-type: none"> - Lobby the government to raise the gender quota to minimum 40%, accompanied by legally binding measures. - Intensify the advocacy and pressure of the feminist movement on political parties to take immediate steps to end the national division, advance the Pal-estinian national project and increase women's political participation, especially in the national dialogues, following the progress made in the 2017 Cairo talks, where the number of women in the dia-logue increased from one in previous talks, to four after lobbying. - Strengthen lobbying towards broader participa-tion of women in all reconciliation committees, through promotion of community initiatives to end the division and adopt a women quota in all reconciliation bodies and committees. 	<ul style="list-style-type: none"> - Establish permanent channel of communication and network-ing with the parliamentary blocs in the Legislative Council to follow up on the legislation process with the Cabinet for the implementation of women quota of a minimum of 30%, adopt-ed by the PNA and PLO. - Create a joint committee - women rights CSOs, institutions and Legislative Council to monitor the electoral system and plan for adoption of quota by 40%.
Ending violence and discrimination against women and girls	<ul style="list-style-type: none"> - Lobby the parliamentary blocs to pass the draft law on violence against women. - Achieve equal rights in inheritance. 	

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Combating patriarchal culture and gender-based stereotypes through education and media	<ul style="list-style-type: none"> - Review the feminist discourse, raise the level of women demands and change work mechanisms, using bold and critical solutions aimed at raising the status of women in the society and public dis-course. - Develop policies in the field of media and educa-tion in order to change abusive culture and stereo-typing of women that impede the enforcement of citizenship rights for women. - Conduct a critical review of the school curricula a gender perspective. 	<ul style="list-style-type: none"> - Adopt mechanisms and build partnerships among civil society and the government in order to promote gender equality agenda in the field of education and media.
Enhancing women’s peace and security agenda in the Euro-Med region	<ul style="list-style-type: none"> - Develop lobbying and advocacy mechanisms at the international level in order to hold Israel ac-countable for its crimes against the Palestinian people and its continued violation of international charters and conventions. - Continue the international Palestinian efforts to end the Israeli occupation of the territories (1967), including East Jerusalem, the political capital of the Palestinian people, guaranteeing the right of return for Palestinian refugees in accordance with the UN Resolution 194. - Organize an international event on the importance of involving women in all phases of conflict resolu-tion in accordance with Women Peace and Security Agenda for Palestinian women, that is reflected in the National Action Plan for the Implementation of UNSCR 1325. 	<ul style="list-style-type: none"> - Promote and spread the Universal Periodic Report of the Human Rights Council, the CEDAW Committee, and the report that will be presented to the Supreme Political Forum on the Sustainable Development Goals.

Outcomes

National Dialogue Tunisia

17 – 18 April 2018, Tunis



The national roundtable was organized by the Tunisian Women's Association for Development and Research (AFTURD) on 17th - 18th of April 2018 in Tunis. It gathered 63 participants from 27 CSOs, Ministry of Women, Family and Childhood, Ministry of Interior, Ministry of Religious Affairs, Ministry of Justice, Ministry of Education, Ministry of Relations with Constitutional Bodies, Bank executives and gender experts.

The national dialogue took place in the light of important previous and current events, among which, the promulgation of the Law on Violence Against Women, ratified by the parliament in July 2017, the finalization of the National Action Plan for the implementation of UNSCR 1325 on women, peace and security by the end of February, the mobilization for the upcoming municipal elections on 6 May 2018, for which the law has provided for both horizontal and vertical equality, enhancing the participation and presence of women running for local self-government.

The priority of civil society in this period has been to raise awareness on the law not only among women, girls and families, but also among women and men in the relevant institutions. Another focus was laid on the role of education and media and their impact on public opinion. Marginalization of women was clearly reflected in the limited presence of women in political and cultural talk shows, and through tolerating violence against women in both television shows and drama productions, rather than exposing and denouncing it.

Furthermore, the forum tackled the reasons for the regression of women's rights in the Euro-Mediterranean region and underlined the return of a conservative mentality followed by ascension to power of right and far right in many European countries, while the so-called political Islam was emerging in the Arab countries. This backlash imposed re-discussing gains that were from now regarded as concessions. Added to this, is the growing gap in employment between women and men, in favor of the latter, as shown by the statistical data of different countries and reflected in wages, employment rates, access to decision-making positions.

During the discussions, Ms Iman Hwimel, Director General at the Ministry of Women, Family and Childhood provided an overview of the achieved results by the Ministry and affirmed the Ministry openness for further cooperation and partnership in achieving equality and sustaining the results. Participants emphasized the importance of sharing the Tunisian experience in the Euro-Mediterranean region. They discussed the priority areas in five workshops underlying that the

recommendations and proposals are to be realized on the ground and address the Tunisian reality in terms of legislation and social practice. Given that a lot of progress has been achieved on legislative level (constitutional principles for equality; laws for the consolidation of women's right - among others a comprehensive law on VAW), discussions were focused on the implementation of this legislative arsenal and the need to work in parallel for changing public attitudes and behaviors.

The first working group on women's participation in decision-making, tackled the issue by linking the constitutional principles to the upcoming local elections: electoral systems and practices, access to decision-making positions, and ensuring impact on gender equality by promoting women in decision-making positions, stressing on the need of horizontal action to support most vulnerable women. The second working group discussed women economic participation through addressing legal and procedural barriers. The discussion on VAW focused on legislation and implementation as well as on logistic and financial aspects. The law on combatting violence against women is seen as one of the important achievements of women's CSOs demands since 2000, despite its lack of recognition of some forms of violence against women, such as marital rape. The working group on gender stereotypes raised the important role of education, dealt with the legislation, and proposed actions and mechanisms for both the media and schools. In the fifth group women discussed the challenges of achieving peace and security and the role of women in combating terrorism and extremism with focus on the NAP 1325.

Mrs. Durrat Mahfouz, a university lecturer and gender expert, discussed institutional mechanisms for gender equality. She defined the term and presented its historical framework, launched since the Beijing Conference in 1995. The adoption of these mechanisms by many countries has enabled the integration of gender-sensitive approach in budgetary activities and programs and the analysis of national statistical data. The role of civil society is key to the adoption and implementation of these mechanisms. However, their adoption remains fragile as it relates to the existing political system in the country and the difficulties of coordination between institutions and civil society organizations.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Legal Reform	<ul style="list-style-type: none"> - Ratify ILO Convention 183 (2000), concerning the revision of maternity protection. - Ratify ILO Convention 189 (2011) concerning decent work for domestic workers. - Ratify Istanbul Convention on preventing and combating violence against women and domestic violence (Council of Europe 2011) - Speed up the enactment of laws concerning the constitutionalized rights: the right to work (Chapter 40), the right to organize (Chapter 35), the right to health (Chapter 38), the right to education (Chapter 39). - Enforce the implementation of Law No. 61 of 2016 on the Prevention and Control of Trafficking in Human beings. - Review Law No. 32 of 2002, concerning the social coverage of workers in the agricultural and non-agricultural sectors. - Activate Chapter 46 of the Constitution, related to the commitment of the State to protect, promote and develop the women's rights and to guarantee equal opportunity to responsibilities in all fields. 	<ul style="list-style-type: none"> - Strengthened cooperation between Ministry of Women, Family and Childhood and women's rights CSOs for ratification of Istanbul Convention and the other Conventions raised by the dialogue. - Institutional bodies and committees, especially the Council of Peers integrate women's rights CSOs in both their consultation and field work.
Cross cutting all policy areas	<ul style="list-style-type: none"> - Take in account and adopt the proposals of the civil society and Ministerial support of its efforts - Develop awareness raising using experiences and cases from the ground related to the identified area by Ministerial process, highlighting positive experiences resulting from integration of gender approach and the opposite. - Conduct a national dialogue on the term "gender" to favor its understanding and social appropriation. 	<ul style="list-style-type: none"> - Implement gender sensitive budget mechanism and make it adopted by the municipal councils in the framework of participatory democracy. - Install institutional mechanisms for equality between women and men (defined by Beijing Conference 1995) as guarantors for both women and men's interests at the level of design, implementation, monitoring and evaluation of policies and programs.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
	<ul style="list-style-type: none"> - Ensure permanent and equitable funding for women's CSOs taking into account affirmative action/measures in terms of public funding standards. - Synergize the efforts of the State in the field of gender equality with those of women's rights CSOs by supporting and enabling them to assume greater responsibility and participate in developing and formulating, implementing and monitoring of policies, plans, strategies and actions, while respecting and preserving their independence. 	
<p>Ministerial Declaration Specific Areas</p> <p>Enhancing women's participation in public life and decision-making</p>	<p>a) Electoral Systems and Practices</p> <ul style="list-style-type: none"> - Ensure horizontal equality in the legislative elections. - Address and counteract the political violence against women especially during the electoral campaigns. <p>b) Access to decision making positions</p> <ul style="list-style-type: none"> - Adopt the quota system for appointments at senior positions: administrative and judicial spheres. - Mainstream equality in the elected councils of independent bodies and judicial councils; in administrative committees and parliamentary committees. <p>c) Ensure impact in the field of equality by promoting women in decision-making positions</p>	<ul style="list-style-type: none"> - Develop a mechanism to ensure necessary material means for involvement of rural women in the elections. - Develop a charter among the political parties to mainstream equality in the government composition. - Install a committee /mechanism/procedure of follow up on the content of the chapter 25th of the draft law on the organization of political parties which provides for equality until it is approved; Advocate MPs for its adoption.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
	<ul style="list-style-type: none"> - Review the decree on parties to adopt equality within the national, regional and local executive structures, with sanction of appropriate penalties in relation to general finance of parties, taking the same action in relation to associations. - Support the capacities of women and men in decision-making positions (especially parliamentarians and elected officials at the regional and local levels) through training courses that take into account the challenges related to women's participation and to gender equality. - Work on awareness among the elected women in regards to the municipal elections and local councils. 	
Enhancing women's economic participation and access to labour market	<ul style="list-style-type: none"> - Apply the principle of gender equality and gender mainstream public policies in order to ensure equal pay - Maintain and strengthen public facilities and improve the quality of services: <ul style="list-style-type: none"> o Health: Provide a treatment book for every person, supporting the reproductive health system. o Education: Provide literacy classes and vocational trainings for working women. o Transportation: Improve quality and safety of public transport, including the transport conditions for rural women - Include the unpaid work into the statistical data. - Increase participation of women in the labour market, from 28.5% in 2014 to 35% in 2020. 	

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Ending violence and discrimination against women and girls	<ul style="list-style-type: none"> - Address and counteract the political violence against women. -Advocate for allocation of sufficient funds to establish a coordinating body to monitor the implementation of the Law on Violence composed of concerned ministries and civil society. - Develop a legal framework for CSOs that deal with women victims of violence. - Continue to work on strengthening the implementation of the law and on removing shortcomings. - Conduct national campaign to combat violence against. - Prepare ToR for shelters of victims of violence. - Strengthen the work and knowledge of the security units and security centres of the Ministry of the Interior that work with victims and investigate crimes. 	<ul style="list-style-type: none"> - Create a coordinating body to monitor the implementation of the Law on Violence composed of concerned ministries and civil society; - Adopt tools to illustrate VAWG and to reduce it all its dimensions; spread those tools to all sectors at different levels. - Develop necessary operational mechanisms for accommodation and rehabilitation of victims. - Prepare an action plan at the level of the concerned Ministries and those that signed the Framework Convention. - Provide the necessary financial and human resources to activate the law. - Standardize criteria for a continuous training curriculum for relevant structures with a view to strengthen the capacities of all parties addressing violence against women.
Combating patriarchal culture and gender-based stereotypes through education and media	<ul style="list-style-type: none"> - Strengthen the supervision on kindergartens and ensure their compliance with the terms and conditions to reduce the random nurseries. - Introduce regular monitoring of programs and their contents. - Initiate an educational reform on primary and secondary school level and involve women's rights CSOs. - Introduce sanctions and penalties to public and private media in case of non-respect of equality standards and of stereotypical representation of women, especially in dialogue and educational shows. 	<ul style="list-style-type: none"> - Introduce the term “gender” and gender equality at all levels (media, school ...) - Develop channels of communication and partnership between human rights and women's CSOs on the one hand and the Ministry of Women, Family and Childhood on the other hand. - Provide regular training programs for female and male teachers in pre-schools and schools on the culture of human rights, equality and non-discrimination.

Policy areas	Recommendations Policy measures, actions, processes Institutional framework	Follow up mechanisms Governmental, Institutional, Civil Society
Combating patriarchal culture and gender-based stereotypes through education and media	<ul style="list-style-type: none"> - Support the role of HAICA (Indépendante de la Communication Audiovisuelle) in all programs to promote women's participation in the media and combat discriminatory culture. 	<ul style="list-style-type: none"> - Devel channels of cooperation and partnership between human rights and women's rights CSOs on the one hand and the media on the other hand and build a partnership with the Journalists Syndicate. - Develop training programs for media professionals, both women and men, on the culture of human rights and gender equality and non-discrimination.
Enhancing women's peace and security agenda in the Euro-Med region	<ul style="list-style-type: none"> - Activate the law on trafficking in human beings to prevent the exploitation of expatriate and trafficked girls and women (domestic work, employment in inappropriate conditions.) - Raise awareness on women's role in preventing extremisms and terrorism. - Strengthen the role of women and their economic participation in areas threatened by terrorism. - Increase the involvement of women in the security sector as a strategic sector that deals with the issue of peace and security and the victims of violence (women in leadership positions, international interventions and participation in international peace missions) - Raise the interest and engage all relevant Ministries in the National Action Plan on UNSCR 1325. 	<ul style="list-style-type: none"> - Accelerate the adoption of the National Action Plan on UNSCR 1325 by the government and its presentation for ratification by the House of Representatives. Work in a later stage to monitor the budget required to implement the NAP. - Develop a training program for CSOs on trafficking of women for sexual exploitation, its roots and consequences and prevention mechanisms. - Involve women and girls in the management of refugee and refugee camps and in the development of related programs and plans.