

Appendix 1: Coding Gender Equality

Macrocode 1: Gender Equality.

Any quasi-sentence/statement that concerns general and specific aspects of gender equality, anti-discrimination, affirmative action, women's rights. Includes general and specific statements on gender equality in the following subcategories: general statements about gender equality and non-discrimination of women, politics, education, workplace, family, health, retirement, work-life balance, regulation of prostitution.

Sub-codes:	Description	Typical Examples
General	Includes quasi-sentences on gender equality and women's rights and opportunities that contain no specific policy measures and cannot be attributed to any thematic category discussed below.	"Social equality between genders is going to be guaranteed. We will create material, educational & cultural conditions to guarantee equality between men and women."
Family	<ul style="list-style-type: none">-equal contribution of men and women at home/in the family;-importance of women's work at home;-equal protection/treatment of spouses in the case of divorce;-marriage/pre-marriage counseling;-assistance with the care for the elderly;-support for the variety of partnership/family arrangements <p>Excludes statements on abortions, contraception, childcare, parental leave.</p>	<ol style="list-style-type: none">1) "There is no socially responsible society without balanced contribution from and women ... in family life. Males must participate more in family life."2) "We are going to advocate for this: to create the mechanisms to advocate for and protect equality in families."3) "When a parent stays at home to nurture children, it should be regarded as employment of civic importance and should be compensated".4) "To strengthen the father's engagement in family and family cohesion."
Health	<ul style="list-style-type: none">-access to healthcare specifically for women;-obstetrics and gynecological care (access and improvement);-preventive care, specific to women (i.e., breast and cervical cancer screenings);-contraception (excludes abortion);-reproductive health (surrogacy, STD prevention specific to women)	<ol style="list-style-type: none">1) "We will introduce systematic, not nominal early prevention of breast and cervical cancer."2) "We will provide quality protection for mothers and kids with emphasis on modern and organized networks for early detection and protection of illnesses most common in women."3) "GROM will advocate for free contraceptive care for girls up to 18th year."

Politics	<ul style="list-style-type: none"> -participation/engagement in public/civic/politics life (general statements); - increasing the number of women in representative bodies, parties, governments, elected offices, leadership positions, decision-making positions (excludes business leadership); -introduction of gender bureaucracies (i.e., gender budgeting, gender issues department, etc.) 	<p>1) "To increase the share of women in politics."</p> <p>2) "We will promote the social status of women through gender equality, employment, pay, entrepreneurship and participation in political and public life" (code only the part in bold here).</p> <p>3) "Our party will energetically defend and practice the views on the insufficient representation of women in power, the state and generally in the decision-making departments."</p> <p>4) "This party, first in the republic of Macedonia, is committing to achieve real gender equality through implementation of positive discrimination s a method of increased representation of women in politics."</p>
Education	<ul style="list-style-type: none"> -equality of opportunity and access to education; - equal rights in education; -non-discrimination in education; -support for non-traditional vocations for women; -raising awareness and combating gender stereotypes through education (excludes statements on raising awareness against domestic violence) 	<p>1) "Men and women should be provided equal education opportunities."</p> <p>2) "Education and training which will strengthen gender solidarity, reinforce women's self-esteem and eliminate sexually oriented taboos."</p> <p>3) "Equal access to education."</p> <p>4) "We will prepare an awareness campaign to help remove stereotypes, including the choice of education and occupation."</p>
Prostitution	-regulation of prostitution;	"The Green Party will propose a law aimed at regulating prostitution in order to prevent crime, protect human dignity and effectively combat trafficking in women."
Retirement	<ul style="list-style-type: none"> -counting child rearing years towards retirement and other retirement bonuses for childrearing; -sharing spousal retirement with the other spouse; -gender differences in retirement age 	<p>1) "To reduce retirement age by one year for women for every child she raises and pay a pro-rated amount based on the number of kids she raised."</p> <p>2) "The possibility of reducing the retirement age by the number of children reared is currently only for women. We will strive to make it</p>

Work-life balance	<p>-non-specific statements on work-life balance; -reintegration of parents into the labor market; -accommodations for working parents and pregnant women (flexible working hours, work from home, sick time to care for children, vacation time)</p> <p>Excludes parental leave statements.</p>	<p>possible for men as well."</p> <p>1) "We are going to introduce means that will help parents to come back into the labor market." 2) "Full compensation for absenteeism due to child's disease up to 14 years of age." 3) "Parents should be able to reconcile their parental and professional roles so that they do not have to resign either to their parenthood or to their professional realization." 4) "Promoting support for employers who create jobs for mothers and fathers after parental leave and support for services that will make it easier to combine childcare with work."</p>
Workplace	<p>-non-discrimination in the workplace & employment; -affirmative action (special loans, opportunities, hiring practices) -fighting female unemployment; -professional development of women; -support for women entrepreneurs and women in non-traditional occupations; -frightening stereotypes of mother-workers;</p>	<p>1) "We are going to advocate for this: to economically empower women; equal work equal pay." 2) "And educating women to a point of being overqualified for some jobs so they are more competitive in the business market." 3) "The equality of genders in employment, salaries, entrepreneurial activities." 4) "In practice, the fact is that pregnant women and mothers with young children are not equally desirable workers with many employers, especially in the private sector."</p>
Source: Author.		

Appendix 2. Key affirmative action measures and data sources

Country	Year	Policy	Measure	Data source
Bulgaria	2003	Law on Protection Against Discrimination	<p>Article 24</p> <p>(1) The employer must, at the beginning of the employment, when this is necessary to achieve the objectives of this Law, encourage persons belonging to under represented sex or ethnic group, to apply for a certain job or position.</p> <p>(2) The employer is obliged, in otherwise equal conditions, to encourage the vocational development and participation of workers and employees, belonging to a certain sex or ethnic group, when the latter are under represented among the employees performing certain work or occupying definite position.</p> <p>Article 38</p> <p>The state and public bodies and the bodies of local self-government shall conduct a policy to encourage the balanced participation of women and men, as well as for the representative participation of persons belonging to ethnic, religious or language minorities in the governance and the decision-making.</p> <p>Article 39</p> <p>(1) If the candidates for a position in the administration are equivalent in view of the requirements for occupying the position,</p>	https://www.stopvaw.org/Bulgaria2.html
Croatia	2003	2003-07-14 (HRV-2003-L-64728) Gender Equality Act of 14 July 2003 (Text No. 1585).	<p>All government bodies, legal entities vested with public authority and legal entities whose majority shareholders are the state and units of local and regional self-government, in all phases of planning, adopting and implementing a decision or an action, shall be obliged to estimate and evaluate the effects of that decision or action upon the position of women, and men, with the aim of achieving the full equality between women and men. Article 3: //Article 5: Gender equality shall mean that women and men are equally present in all spheres of public and private life, that they have equal status, equal opportunities to exercise all their rights and equal benefit from the achieved results.//Article 9: Article 9</p> <p>1) Affirmative actions are specific privileges whereby members of a particular gender are enabled to participate equally in public life, the existing inequality is eliminated or the rights previously denied to them are guaranteed.</p> <p>2) Affirmative actions are introduced on a temporary basis with the aim of achieving full equality of women and men and they are not considered acts of discrimination.</p>	ILO

Croatia	2006	National policy for the promotion of gender equality	<p>2.2.5. Subsidies will be provided for employment of target groups of unemployed women according to the National Employment Action Plan for the period from 2005 to 2008 and annual employment promotion plans for the years 2006, 2007 and 2008^[1]_[SEP]</p> <p>2.3.2. Women will be singled out as a separate target group in the Operational Plan for the Promotion of Small and Medium-Sized Enterprises for the current year, and funds will be provided and increased specifically for financing women entrepreneurial activities. Implementing subjects: the Ministry of the Economy, Labour and Entrepreneurship, the Croatian Bank for Reconstruction and Development</p> <p>Time frame for implementation: 2007</p> <p>2.3.3.</p>	
	2008	Gender Equality Act 2008 (Text No. 2663).	<p>Article 9</p> <p>(1) Specific measures are specific benefits enabling persons of a specific gender to have equal participation in public life, eliminating existing inequalities or ensuring them rights they were denied in the past.^[1]_[SEP]</p> <p>(2) Specific measures shall be introduced on a temporary basis with a view to achieving genuine equality of women and men and they shall not be deemed to be discrimination.</p> <p>(4) With a view to ensuring full equality of men and women in practice, the principle of equal treatment shall not preclude maintaining or adopting specific measures to prevent or compensate for disadvantages on the grounds of sex in the area of access to and supply of goods and services.</p> <p>Articles 9,10,11,12</p> <p>The implementation of specific measures shall serve to promote equal participation of women and men in legislative, executive and judicial bodies, including public services, and to gradually increase the participation of the underrepresented sex in order for its representation to reach the level of its percentage in the total population of the Republic of Croatia.</p> <p>4.2.2.-4.2.4. promotion of equal representation in government bodies</p> <p>4.2.2. Pursuant to the Gender Equality Act, in appointments to state bodies, bodies of local and territorial (regional) self-government units and other legal persons with public authority account will be taken of even representation of both sexes.^[1]_[SEP]</p> <p>Implementing subjects: state bodies, state administration bodies, legal persons with public authority, local and territorial (regional) self-government units</p> <p>Time frame for implementation: 2006-2010</p> <p>4.2.3. Even representation of women and men in managerial positions at universities and higher education institutions will be systematically promoted.^[1]_[SEP]</p> <p>Implementing subjects: the Ministry of Science, Education and Sports, universities^[1]_[SEP]</p> <p>Time frame for implementation: 2006-2010</p> <p>4.2.4. An analysis of the share of women in management boards of state-owned enterprises will be made and submitted to the Office for Gender Equality.^[1]_[SEP]</p> <p>Implementing subjects: the Central State Office for State Property Management, the Croatian Privatisation Fund</p> <p>Time frame for implementation: 2006/200</p>	ILO

Czech Republic		Government resolution CZE-2001-R-63368	Provides for establishment of Government Council for Equal Opportunities for Women and Men. Main function of Council is to draw up proposals aiming at promotion and achievement of equal opportunities for men and women. Also regulates composition (inter alia, a representative of trade unions, a representative of employers and representatives of NGOs) and internal procedures of Council. Available in English.	ILO
Macedonia		Act of 23 May 2006 on equal opportunities for women and men (Text No. 899).	<p>Article 6</p> <p>(1) Special measures are measures aimed towards the establishment of equal opportunities, as well as for the promotion and improvement of equal opportunities in special areas of social life.</p> <p>(2) The special measures from Paragraph 1 of this Article are aimed towards the removal of objective barriers that lead to the establishment of the principle of equal opportunities of women and men or unequal status of persons of one gender in relation to persons from the other gender, as well as to give a special contribution in the form of promotion of participation of the underrepresented gender, or to remove the possibilities that contribute to unequal status based on gender.</p> <p>(3) The special measures from Paragraph 1 of this Article, amongst other, include:</p> <p>Positive measures which give priority, in case of unequal participation of women and men in Governmental bodies of all levels, including the judiciary, legislative and the executive, the local Government, as well as all other public services, political functions, commissions and boards, including the participation in bodies that represent the state in the international level, until equal participation is not achieved. Unequal participation of women and men exists when the representation of women or men in Governmental bodies of all levels, including the judiciary, legislative and executive, local Government, as well as all other public services, political functions, commissions and boards, including the participation in bodies that represent the state in the international level, is lower than 40%.</p>	
	2007	The National Action Plan to Promote Gender Equality	<p>Detailed measures and indicators in the positive promotion of women in decision-making positions</p> <p>Suggesting separate measures for promotion and advancement of equal opportunities of women and men in the separate areas of social life</p> <p>Support of women's entrepreneurship with measures of financial and non-financial support for a) making the access to loans easier, and b) developing solidarity schemes</p>	
Macedonia	2008		<p>The National Action Plan for the Promotion of the Status of Roma Women</p> <p>(2008) Active labor market policies</p>	

Appendix 3. List of reviewed anti-discrimination policies

Country	Anti-discrimination policies
Bulgaria	<p>Law 2005-06-12 Regulation on the organization and activity of the Commission for Protection against Discrimination (consolidated version).</p> <p>Law of 27 July 2010 ratifying the amendment to Article 20, para. 1 of the Convention on the Elimination of All Forms of Discrimination against Women, adopted on 22 May 1995.</p> <p>Law of 26 July 2012 amending and supplementing the Law on Protection against Discrimination.</p> <p>Law of 25 March 2015 amending and supplementing the Law on Protection against Discrimination.</p>
Croatia	<p>Regulations of 12 April 1996 on jobs that cannot be occupied by women. (Text No. 858). National policy for the promotion of sex equality, with the programme for the realization of the national policy for the promotion of sex equality in the Republic of Croatia from 2001 to 2005 (Text No. 1853) 2001-12-18. Gender Equality Act of 14 July 2003 (Text No. 1585). 2006-10-13 e: National policy for the promotion of gender equality 2006-2010 (Text No. 2527). 2008-05-09 Act of 9 May 2008 on the suppression of discrimination (the Anti-Discrimination Act) (Text No. 2728).</p> <p>Act of 28 September 2012 to amend and supplement the Anti-Discrimination Act (Text No. 2430).</p>
Czech republic	Act No. 198/2009 on Equal Treatment and Legal Protection Against Discrimination (Anti-Discrimination Act).
Lithuania	<p>Act No. VIII-947 of 1 December 1998 on equal opportunities for men and women (Text No. 80).</p> <p>Law No. IX-1826 of 18 November 2003 on Equal Treatment.</p>
Macedonia	<p>Act of 31 March 2003 to amend and supplement the Labour Relations Act (Text No. 607). Law on Equal Opportunities for Women and Men. The 2010 Law on Prevention and Protection against Discrimination. The 2012 Law on Equal Opportunities for Women and Men. Strategy for Gender Equality 2013-2020 (2013). The Law of 28 February 2014 amending the Law on the Prevention and Protection against discrimination Act of 24 August 2015 amending and supplementing the Law on Protection against Harassment at Work.</p>
Poland	<p>Regulation of the Council of Ministers of 25 June 2002 on Government Plenipotentiary for Equal Status of Women and Men.</p> <p>Regulation of the Council of Ministers of 3 November 2005 to suspend the Government Plenipotentiary for Equal Status of Women and Men (Text No. 1913). Decree of the Cabinet of Ministers of May 16 2006, regarding the women and the military service (Text No. 660).</p> <p>Ordinance of the Council of Ministers of 22 April 2008 regarding the Government Authority for Equal Treatment (Text No. 450). Act of 3 December 2010 to implement some EU regulations concerning equal treatment (Text No. 1700).</p>
Romania	<p>Decision No. 967 of 18 November 1999 on the establishment and functioning of the Interministerial Advisory Committee on Equal Opportunities for Men and Women. Ordinance No. 137/2000 on the prevention and punishment of all forms of discrimination, as amended by Act No. 48/2002. Law No. 202/2002 of 19 April Law No. 48/2002 (16/1/2002) On the Prevention and Sanction of All Forms of Discrimination on Equal Opportunities for Women and Men. 2003 Constitutional amendment on non-discrimination. Decision No. 285/2004 on the implementation of the National Action Plan for Equal Opportunities for Men and Women.</p> <p>Decision No. 626/2005 approving the Statute of the National Agency for Equal Opportunities between Women and Men. Decision No. 319/2006 of 8 March 2006 approving the National Strategy for Equal Opportunities for Women and Men for the period 2006-2009 and the General Plan of Action related to this strategy.</p> <p>Emergency Ordinance No 67/2007 of 27 June 2007 on the application of the principle of equal treatment between men and women in the framework of occupational social security schemes (approved by Law No. 44 of 19 March 2008, promulgated by Decree No. 378 and published in Monitorul Oficial No. 227 of 25 March 2008 (page 8). Emergency Ordinance No. 83 of 4 December 2012 to amend and supplement Act No. 202/2002 of 19 April 2002 on Equal Opportunities for Women and Men. Law No. 229 of 6 October 2015 amending and supplementing Act No. 202 of 19 April 2002 on Equal Opportunities for Women and Men.</p>
Source: ILO	

