



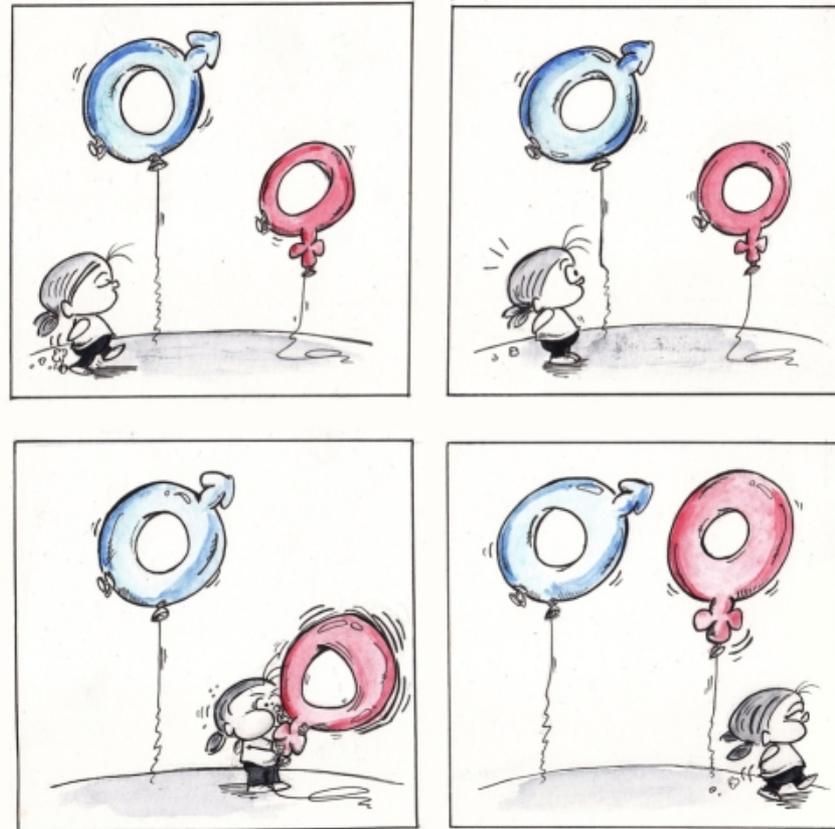
Council of Europe
Conseil de l'Europe

Office of the Directorate General of
Programmes

GENDER MAINSTREAMING GUIDELINES

Gender Mainstreaming in Council of Europe's
Co-operation Activities







Why the Guidelines?

These guidelines aim at ensuring gender mainstreaming in:

- planning and organisation
- implementation
- communication
- monitoring and evaluation

of co-operation activities



South Programme I – 2014 Evaluation Report

“**Crosscutting issues** should be added to the Transversal Component of any subsequent Programme, which should include: human rights based approaches; **gender**; children/ youth, and possibly **civil society** consultation and involvement”



Planning

- Promote gender equality particularly at early stages, when the proposal is drafted.
- Use quantitative and qualitative data, disaggregated by sex.
- Involve representatives of diverse genders in consultation processes.
- Carry out a gender impact assessment as part of the preparatory work



Implementation

- Ensure gender balance in the selection of experts, speakers and participants.
- Choose partners that are committed to gender equality.
- When providing the participants and stakeholders with general information on the topic of the activity, promote gender resources developed by CoE



Communication and Visibility Actions

- Ensure communication on the activity includes a gender perspective and use gender-sensitive language.
- Fight gender stereotypes through heightened awareness and promoting non-stereotypical gender behaviour.
- Avoid gendered statements when sending letters/ reporting/ communicating on an activity.



Evaluation/Monitoring

- Consider gender during the evaluation and reporting of activity (e.g. gender disaggregated data)
- Follow a gender-sensitive monitoring and evaluation system from the design phase onwards.



Project Management Methodology (PMM)

- Adapted *Guidelines on Gender Mainstreaming and Gender Equality Checklist from the DRH Handbook on People Management*
- Gender mainstreaming will be 'baked in' to PMM tools
- Sections on: Good practices, Errors to Avoid
- Links to: Instruction concerning non-sexist language, 2004 Equal Opportunities and Gender Mainstreaming document, 2014-2017 Gender Equality Strategy



PMM

- Gender Mainstreaming awareness will be included in PMM staff training
- Blog entry on the PMM website planned for Gender Mainstreaming
- **Feedback encouraged** on PMM internal website 'Forum'
- IT tool expected early next year



Resources

- **Guidelines on Gender Mainstreaming** in the Council of Europe's Cooperation Activities
(Intranet - ODGP > Strategic Programming and Resource Mobilisation)
<http://intranet.coe.int/jahia/webdav/site/IntranetDGAL/shared/ODGPROG/Guidelines%20on%20gender%20mainstreaming%20in%20CoE.pdf>
- **PMM Internal Website**
<http://www.coe.int/en/group/project-management-methodology/home>



Thank you for your attention

For any comments or suggestions please
do not hesitate to contact me at

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