

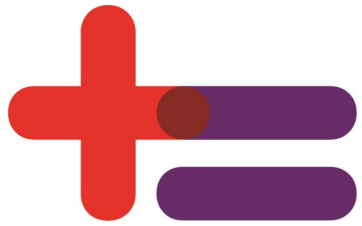
3-4 May 2018, Copenhagen

Conference to launch the new
Council of Europe
Gender Equality Strategy 2018- 2023

Conclusions & Recommendations

Romain Sabathier, Rapporteur

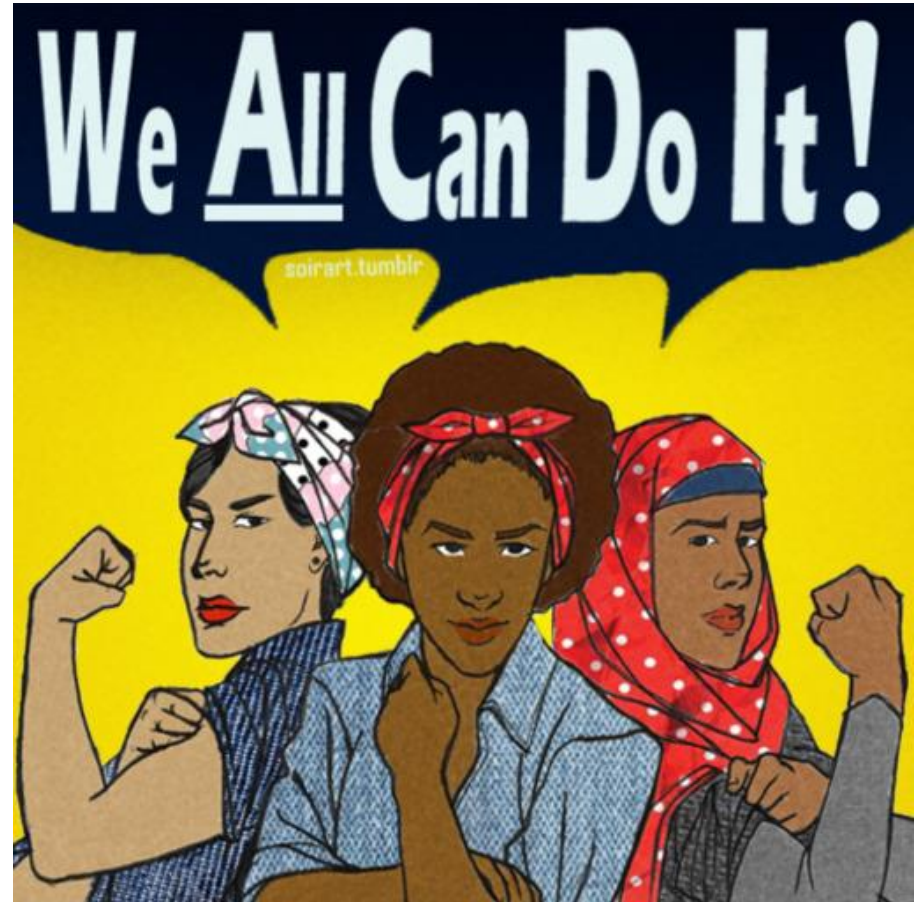
General conclusions and recommendations

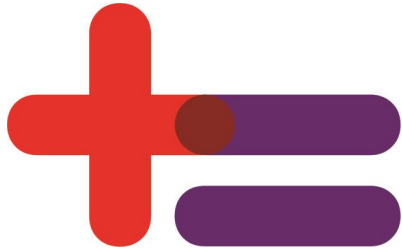


Main conclusion

**1. A Planet 50/50
by 2030 :**

A realistic utopia



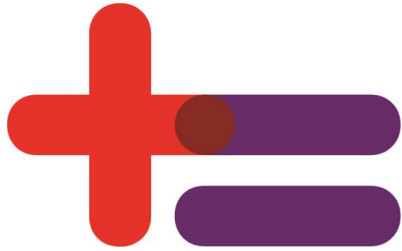


Main conclusion

2. And **the new Council of Europe Gender Equality Strategy** is an accelerator of the change!

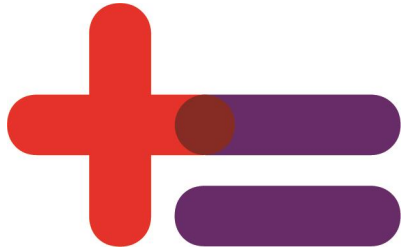
- ✓ Being a **common language and vision** designed and approved by 47 member states (820 million citizens).
- ✓ Being a **strong framework** for concrete activities and **priorities**





Why is a realistic utopia?

- The path towards gender equality is today a wide and shared process.
- Overall trend is positive in most countries in Europe and in the world, but ...
- Feminist's Marches; #MeToo; ...
- Feminist agenda is much more central (in politics, in media, in culture ...)
- More & more people are dedicated to Gender Equality (skills exist)



Why to accelerate the change?

Because time's up!

**We are in a crucial moment,
facing a choice:**

backlash

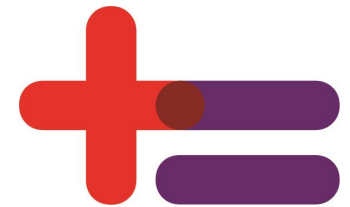
or

go ahead, go better, go faster?
to meet the SDGs (Agenda 2030)

**Because
DATA and TESTIMONIES**

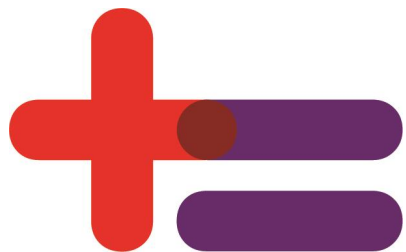
**They are crucial to challenge the
« illusion » of gender equality
and underline the urgency
to act.**

DATA and TESTIMONIES



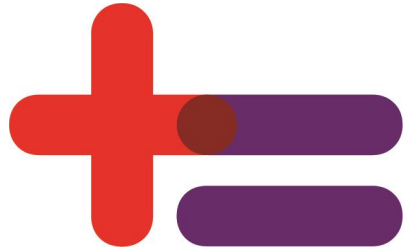
- Across Europe, **83%** of No. 1 in politics are men (heads of state and government, heads of regional governments and mayors) – *Council of Europe, 2017*
- Gender pay gap: **16%** - *Eurostat, 2016* / Gender pension gap: **40%** - *Eurostat, 2014*
- **1 in 3 women** in Europe has experienced some sort of physical or sexual assault since the age of 15 – *FRA, 2012*
- **1 in 2 migrant women** has experienced discrimination in the last 24 months - *Equinet*
- **\$ 28 trillions** can be added to global growth by advancing gender equality (business case) – *McKinsey&Company, 2015*





How? General recommendations

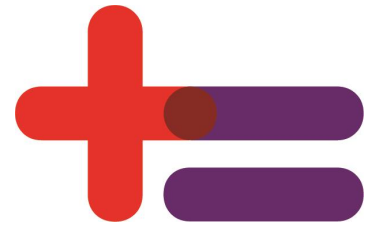
- **Vigilance** must be maintained to avoid backsteps and to express **solidarity** with women under attack (reinforce networks and alliances)
- Back to basics, back to reality: **keep fighting on and explaining the main focus:**
 - « *Historically unequal power relations between women and men have led to **domination over, and discrimination against, women** by men, and to the prevention of the full advancement of women. » (Strategy, p.6)*
 - It is why we still need “temporary special measures” as quotas/parity
 - Legitimacy: CEDAW, European Convention on Human Rights, Istanbul Convention, Council of Europe recommendations, etc.



How? General recommendations

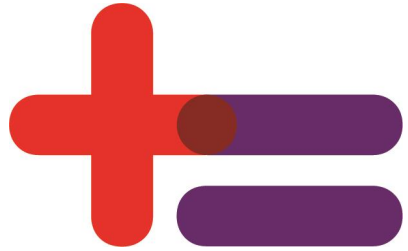
- **Lead by example** implement gender mainstreaming strategies (ex: Council of Europe, European Union, United Nations, member states, ...) and take concrete initiatives to apply golden standards and laws (eg: the Istanbul Convention, this Strategy 2018-2023, ...)
- **Involving boys and men**
 - « Historically unequal power relations between women and men have led to **domination** over, and discrimination against, women **by men**, and to the prevention of the full advancement of women. However, **both women and men are victims of stereotypes** restricting their full capabilities. » (Strategy, p.6)

The role of boys and men



Boys and men are part of the problem, and part of the solution

- It is time for boys and men to confront their **privileges** and become more conscious about the **effects** of what they do or they do not do.
 - **Boys have to be educated** to respect girls, to listen and respect a « no ».
 - Men too are boxed in by gender stereotypes. Men are needed both **as partners** for the empowerment of women and **as beneficiaries** of gender equality.
- >> Boys and men are so strong and so powerful that they can do it! They have the **power to change** themselves and to change the world



How? General recommendations

- **Address the diversity of situations:**
 - > between men and women;
 - > between women;
 - > between men;
 - > between countries or among countries.
- **Support and work with NGOs**
- **Increase budget and other resources for gender equality policies**

«Political activities and public decision-making remain male-dominated areas. Men set political priorities, and political culture continues to be structured around male behaviour and life experience.»

Conclusions and recommendations on women in decision making

Conclusions

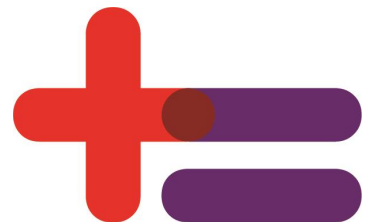
- ✧ Quotas are necessary but are not in themselves sufficient.
- ✧ Political parties, gender stereotypes, gender-based violence, media: key areas.
- ✧ Parity is possible with data, political will and strategy (eg: UNESCO).

Recommendations

- ✧ Duty to set an example (Council of Europe, member states ...).
- ✧ Set up policies against sexism and sexual harassment in politics.
- ✧ Work with the women in academia to adopt the relevant measures.
- ✧ Involve media (female experts; equal media treatment; parity within media).

Debate

Must the women change to get into decision making or must the organisations change first?



« Gender stereotypes are preconceived social and cultural patterns or ideas whereby women and men are assigned characteristics and roles determined and limited by their sex. »

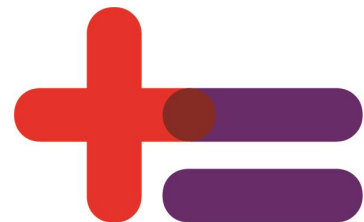
Conclusions and recommendations on gender stereotypes and sexism

Conclusions

- ✧ We cannot achieve gender equality without men and boys
- ✧ Men have to find a personal interest to act for gender equality
- ✧ Men have to confront their privileges
- ✧ On internet issues, a generation gap can produce misunderstanding
- ✧ Address the diversity of internet (where is sexism on the internet?)
- ✧ Sexism is becoming a social norm for young people

Recommendations

- ✧ Support conversations between men on masculinities
- ✧ Implement gender equality programmes in education as soon as possible
- ✧ Be careful with the prefix “cyber” (“violence online” rather than “cyber-violence”)
- ✧ Support women’s and gender studies
- ✧ Create more space for girls in gaming



« Due consideration should be given to the needs and circumstances migrant, refugee and asylum-seeking women and girls.»

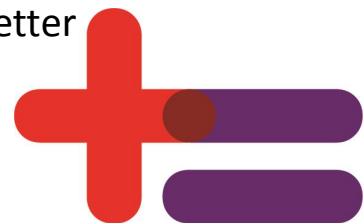
Conclusions and recommendations on human rights of refugees and asylum seekers

Conclusions

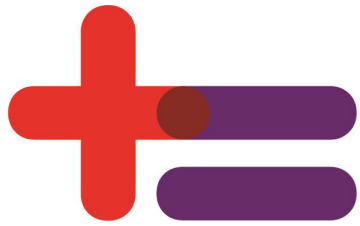
- ✧ Patriarcal norms (“traditional values”) can never justify the violation of the rights of women and girls
- ✧ The number of migrant women in Europe is increasing but migrant women are not an homogenous group
- ✧ Women are fearing a lot to travel (risk of gender-based violence)
- ✧ Majority of migrant women and their organisations are excluded from society
- ✧ Exploitation is a reality for a lot of migrant women (sexual exploitation, working exploitation, forced marriage...)
- ✧ Gender-based violence takes place as well within families
- ✧ The main challenge is in term of access to work, goods and services (multiple discrimination: gender, race, religion...)

Recommendations

- ✧ Gender mainstreaming in integration policies
- ✧ Ensure the inclusion of migrant women voices, including of young women
- ✧ Provide resources to support migrant women’s organisations and platforms
- ✧ Adopt a gender perspective in all stages of the asylum process
- ✧ Ensure that migrant women have information about their rights
- ✧ Ensure that migrant women have access to universal services, as family planning or health
- ✧ Use and review existing tools (Istanbul Convention, CEDAW, equality bodies...)
- ✧ Support capacity building for the empowerment of migrant women and for better understanding by the stakeholders of the migrant women realities and rights



Council of Europe's Strategy for Gender Equality TO DO LIST



What can I do?

- ✓ Translate and disseminate in my country the Council of Europe's new Strategy for Gender Equality
- ✓ Share the conference web page Conference (report to follow)
- ✓ Use good terminology, use the Council of Europe's gender equality glossary
- ✓ Report and share with the GEC progress in your country and good practices

We are writing our future.

romain.sabathier@intersections.pro

www.intersections.pro

Thank you for your attention!