

**TRAINING ON GENDER EQUALITY FOR
GENDER EQUALITY RAPPORTEURS**

COUNCIL OF EUROPE



SELECT A PICTURE 😊

WELCOME SPEECH

**Pauline CHABBERT
&
Camille TOLDRE**





Program of the day

MORNING




- Awareness raising on gender equality and gender stereotypes
- Sectorial issues on gender equality

Lunch

AFTERNOON

- Explaining the gender mainstreaming approach
- Role of the Gender Equality Rapporteurs
- Road map on gender equality

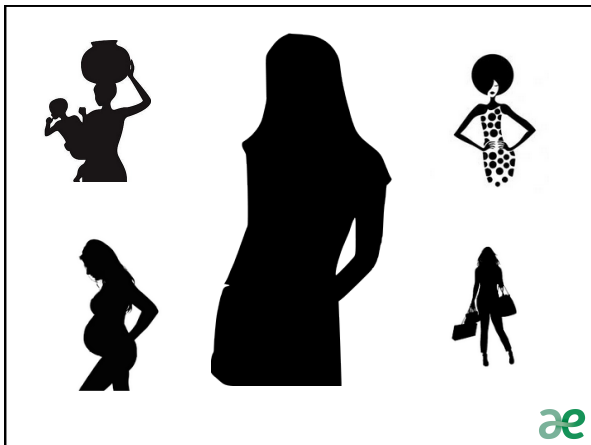
Rules of the day

-  **All remarks, questions or critics are welcome !**
-  **3 Breaks are allowed**
-  **Phones should be in silence**

INTRODUCE YOURSELF IN 30 SECONDS !

**WHY ARE WE
HERE ?**

**ILLUSION OF
EQUALITY**



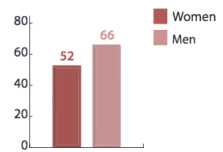
QUIZ

What is the women labor force participation rate in the countries of the CoE ?

- 42%
- 52%
- 62%



Women and men's labour force participation rate in 41 of the 47 Council of Europe member states (% , 2014)



What is the average gender pay gap in the world ?

- 14%
- 24%
- 44%^e



Among men students in EU countries, how many study in tertiary education, health and welfare, humanities and arts ?

- 21%
- 31,6%
- 41,6%



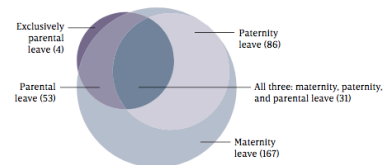
In the world, what is the proportion of women who have access to paid maternity leave ?

- 14%
- 28%
- 39%



Figure 8:

Leave Policies Offered Around the World
 Number of countries offering various combinations of maternity leave, paternity leave, and parental leave



Source: World Bank, *Women, Business and the Law* (2016)**



In the world what is the proportion of women in the top management of trade-unions ?

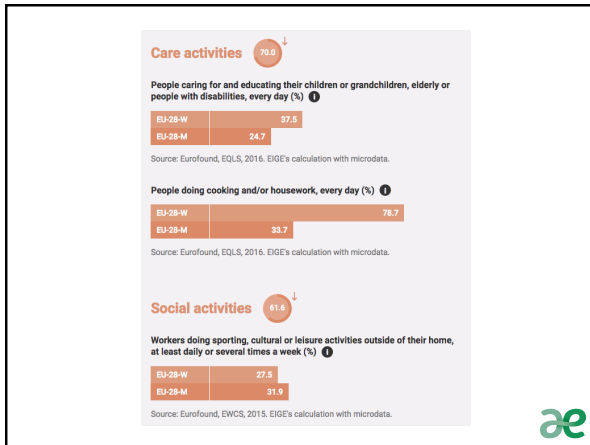
- 1%
- 11%
- 31%



In the world, how much times women spend compared to men in household and care work ?

- The same time
- 2,5 times more
- 4 times more



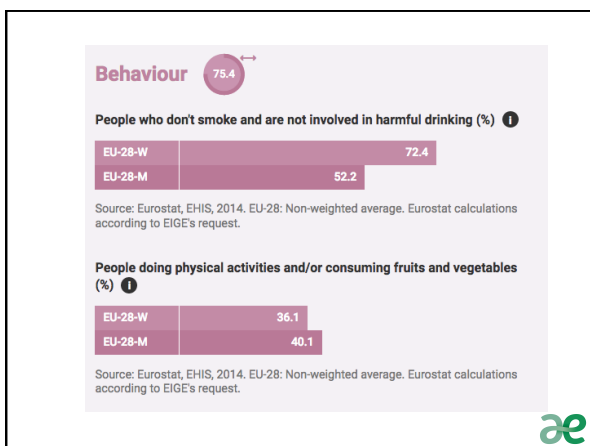


What is the percentage of women doing physical activities and/or consuming fruits and vegetables in EU countries ?

~~36%~~

46%

56%

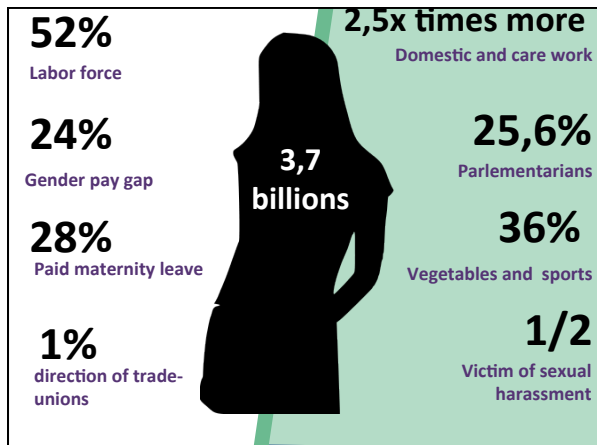
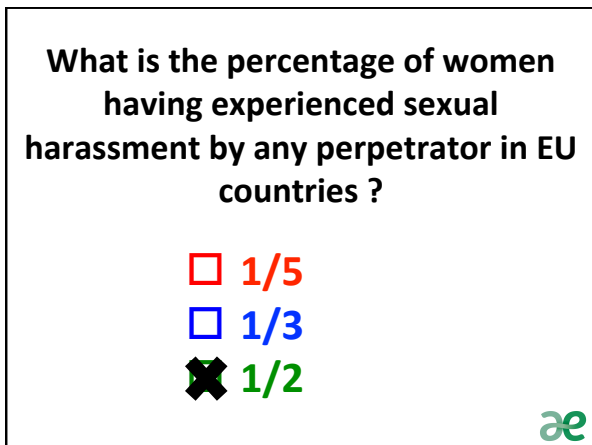
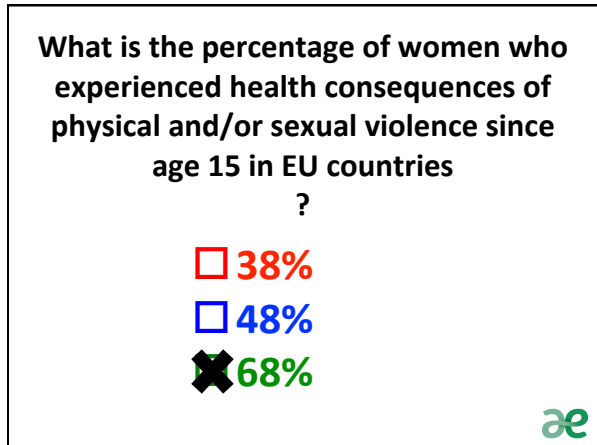
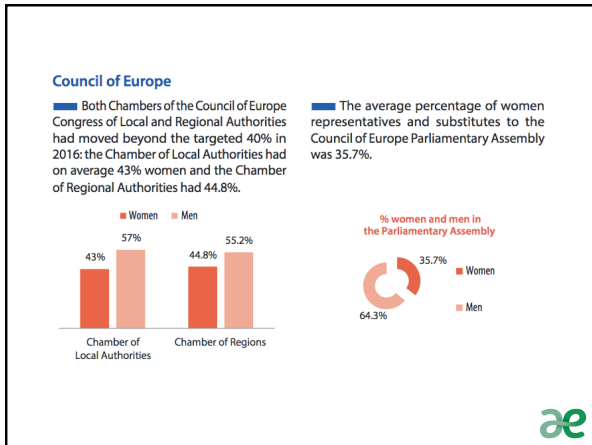


What is the proportion of women in national/lower houses in the 47 CoE countries ?

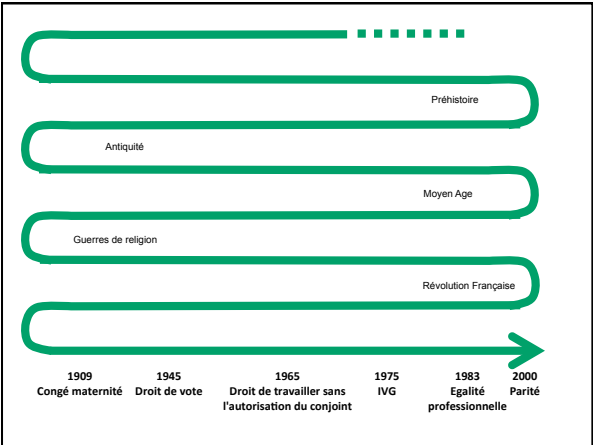
~~25,6%~~

35,6%

45,6%



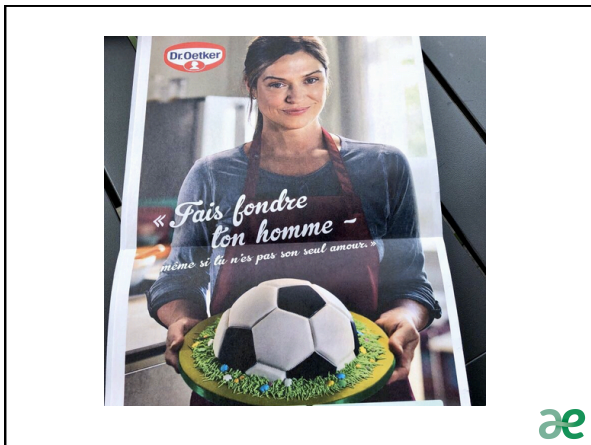
WHY IS IT SO HARD TO CHANGE ?



Françoise Héritier
French Anthropologist

→ « Naturalisation » of social roles





Laura
a trouvé le poste de ses rêves.

C'est l'avenir qui lui a toujours manqué. Et l'avenir, pour elle, c'est de faire autre chose que passer ses journées dans un bureau. Et de continuer à se réaliser au travail. C'est pour cela qu'elle a décidé de devenir enseignante.

Julien
a trouvé un poste à la hauteur de ses ambitions.

C'est la combinaison de son projet professionnel et de ses passions. C'est de faire autre chose que passer ses journées dans un bureau. Et de continuer à se réaliser au travail. C'est pour cela qu'il a décidé de devenir enseignant.

L'ÉDUCATION NATIONALE RECRUTE 17 000 PERSONNES

Pourquoi pas vous ? 17 000 postes d'enseignants, d'enseignants et de médiateurs sociaux sont à pourvoir en 2011.

RENSEIGNEMENTS ET INSCRIPTIONS DU 21 MAI AU 12 JUILLET 2011

[SUR WWW.LEDUCATIONRECRUTE.FR](http://WWW.LEDUCATIONRECRUTE.FR)

L'ÉDUCATION NATIONALE RECRUTE 17 000 PERSONNES

Pourquoi pas vous ? 17 000 postes d'enseignants, d'enseignants et de médiateurs sociaux sont à pourvoir en 2011.

RENSEIGNEMENTS ET INSCRIPTIONS DU 21 MAI AU 12 JUILLET 2011

[SUR WWW.LEDUCATIONRECRUTE.FR](http://WWW.LEDUCATIONRECRUTE.FR)

CONSEQUENCES

1. Women invisibility

2. Gender equality never the first priority

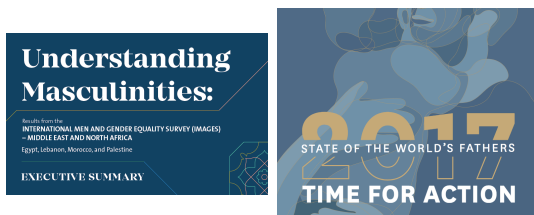
3. Media cover



What about men ?

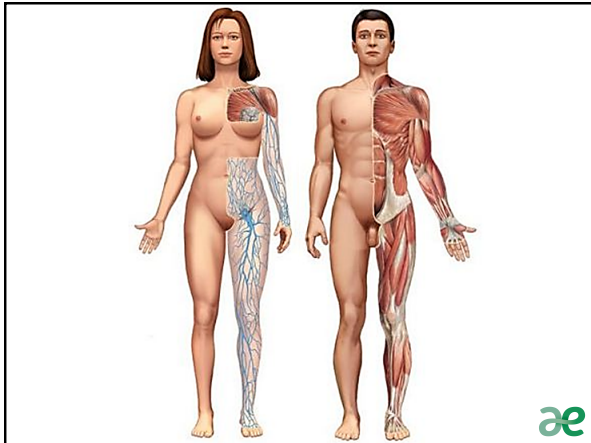


Masculinities

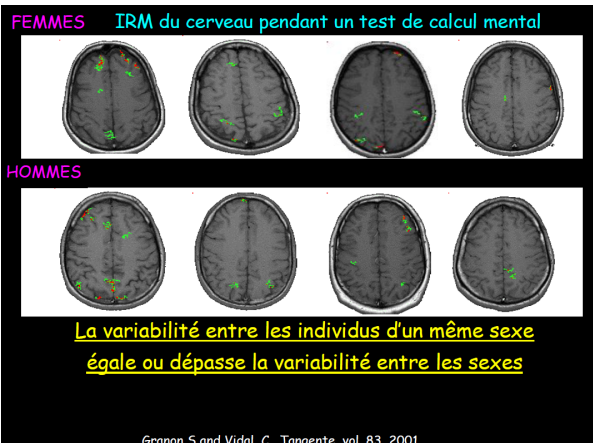


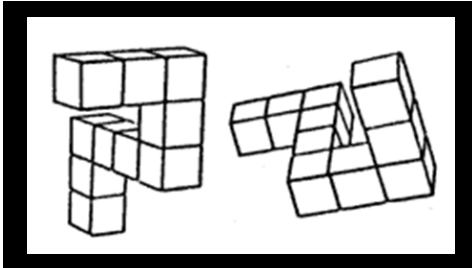
WOMEN & MEN : ARE DIFFERENT ?





Sensibilities
Tastes
Skills





Test of geometry : Boys > Girls

Test of drawing : Girls > Boys



**Gender equality is
not « natural »**



EXERCISES

GROUPS

Group 1- Justice, human rights, social rights	Cécile Gréboval
Group 2-Media and education	Laurène
Group 3-Non-discrimination	Camille Toldre
Group 4-Health, drug abuse, bioethics, environment	Pauline Chabbert
Group 5- Sport, youth, children, violence	Carlien
Group 6- Cooperation programmes, Communication, Human Resources	Jenna



1. Read/ Watch
2. Discuss
3. Share 3 ideas with us !



ENERGIZER

GENDER MAINSTREAMING

International commitments

- 1979: CEDAW
- 1995: Beijing Platform
- 2000: MDG's
- 2000: Resolutions Women, peace & security
- 2015: Sustainable development goals





What is gender mainstreaming? Council of Europe definition

'The re(organisation), improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies, at all levels, and at all stages, by the actors normally involved in policy-making'

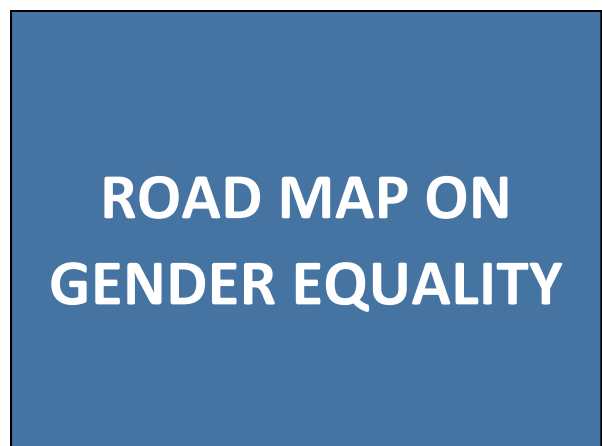
What does Gender Mainstreaming mean? (1)

- ✓ **Integration** of a gender equality perspective in **all policies** and activities
- ✓ **Every stage**: *design, implementation, monitoring, evaluation and reporting*
- ✓ Tool **commonly used** in national, European and international policy-making (Council of Europe, UN bodies, EU)

What does Gender Mainstreaming mean? (2)

- ✓ Grounding policies on the **concrete situation and needs** of both women and men
- ✓ **Better informed** policy-making, better government
- ✓ **Challenging** the **gender neutrality** of policies

*Not an end in itself, the final aim is to **promote gender equality***



EVALUATION

**THANK YOU FOR YOUR
ATTENTION !**

contact@groupe-egae.fr

