



## **Working to Transform: Training Course on Gender Equality and Gender Mainstreaming for CoE Gender Equality Rapporteurs**

**Trainers:** Dr. Patricia Muñoz Cabrera and Romain Sabathier  
Council of Europe, Agora Building Room G4, Strasbourg  
**December 11 (9.00-17.00) and 12 (9.00-13.00), 2019**

### **Background**

Gender equality is one of the priorities of the Council of Europe, and essential in fulfilling its mission. The Council of Europe Gender Equality Strategy 2018-2023<sup>1</sup> underlines the importance of achieving gender mainstreaming<sup>2</sup> in all areas of the CoE's policies and activities. The Gender Equality Rapporteurs (GERs) are appointed among the members of the steering committees and other intergovernmental structures of the Council of Europe (CoE) and play a key role in promoting gender mainstreaming in all policies and measures. The role of GERs is to provide impetus to the effective integration of a gender equality perspective in the work of their respective steering committee or monitoring body, making sure that a gender mainstreaming strategy progressively becomes an integral part of their work.

### **Objective of the Training**

To enhance the analytical and operational capacity of CoE GERs to mainstream gender equality and women's rights in their overall work (thematic areas, working groups, monitoring, policy planning).

### **Expected outcomes:**

At the end of the 1.5-day Training, participants will have:

- Acquired a clear and deeper overview of gender mainstreaming and gender equality-related concepts and policies.
- Acquired a set of gender mainstreaming tools and entry points to use in their different areas of work.
- Enhanced their understanding of the key role they play and developed compelling arguments to more effectively tackle resistance to gender equality

**Target groups: Primarily,** CoE Rapporteurs and staff members of the Council of Europe

### **Organisers on behalf of Council of Europe:**

- Cécile Gréboval, Programme Manager, Gender Mainstreaming, Gender Equality Advisor, Gender Equality Division
- Evrydiki Tseliou, Administrative assistant, Gender Equality Division

### **Training Materials**

- CoE Gender Equality Glossary, March 2016: <https://rm.coe.int/strategy-en-2018-2023/16807b58eb>
  - Council of Europe Gender Equality Strategy 2018 – 2023: <https://www.coe.int/en/web/genderequality/gender-mainstreaming>
  - Council of Europe Handbook for Gender Equality Rapporteurs: <https://www.coe.int/en/web/genderequality/gender-equality-rapporteurs>
  - Hand-outs for training course
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## Programme for Wednesday December 11 (9.00-17.00)

09:00 – 09:15	<p><b>Welcome by Claudia Luciani, Director, Council of Europe Directorate of Human Dignity, Equality and Governance</b></p> <p>Introduction of trainers and explanation of the programme</p>
09:15 – 09:45	<p><b>Icebreaker: Elevator Pitch</b></p> <p>Dynamic exercise enabling participants to introduce themselves and get to know the others.</p>
09:45 – 10:15	<p><b>Quiz</b> on facts and figures relevant to gender equality</p>
10:15 - 10:45	<p><b>MODULE ONE: Clarifying/enhancing knowledge of key gender equality concepts and recommendations</b></p> <p>Interactive PPT presentation on concepts with concrete examples to show why these concepts matter to the work of the CoE and their added value. Participants will be invited to share their experiences in working with them (successes &amp; obstacles).</p>
10:45-11:15	<p><b>Dynamic exercise: Role play with Domino Effect of Gender Blindness</b></p>
11:15 – 11:30	Coffee Break
11:30 – 13:00	<p><b>MODULE TWO: Walking the Talk: CoE Policies and Strategies to mainstream gender equality and women’s rights into your work + dealing with resistances</b></p> <p><b>Objectives:</b></p> <p>To review CoE ‘s gender mainstreaming policy and strategy</p> <ol style="list-style-type: none"> <li>1. To learn about concrete strategies to integrate gender equality and women’s rights in the respective areas of work of GERs.</li> <li>2. To develop key arguments for enhanced influence at GER’s level</li> <li>3. To learn how to deal with resistances effectively.</li> </ol>
13:00 – 14:30	Lunch
14:30 – 15:15	<p><b>MODULE TWO continued:</b> learning how to deal with resistances effectively</p>
15:15 – 15:30	Coffee break
15:30 - 16:50	<p><b>MODULE THREE: Sharing good practices/lessons learnt in mainstreaming gender equality in your work</b></p> <p>This will be a collective knowledge-building session where participants will share their good practices/challenges encountered in mainstreaming gender equality in their respective topics/themes/sectors.</p> <ol style="list-style-type: none"> <li>1. Cécile Gréboval will present examples of activities undertaken by Committees/GERs</li> <li>2. Collective sharing on what your experience as GER has been, including discussion of your role followed by 2 short presentations and debates around these key questions: -a) what has worked? b) what has not? c) where are the obstacles? d) where are the opportunities for contributing to transformative gender change?</li> </ol>
16:50 -17:00	<p>Collective exercise: Highlights of the day; Short wrap up and reminder of next morning’s programme</p>

## Programme for December 12 (9.00-13.00)

Programme for December 12 (9.00-13.00)	
09:00 – 09:15	Welcome, Recap from previous day and programme for the morning.
09:15 – 09:50	<b>MODULE 4: Leading by Example: using gender-sensitive communication (language, images, events), followed by a CoE Video and recommendations</b>
09:50 – 11:00	<p><b>MODULE FIVE: From “gender-blind to gender-sensitive”:</b> Practical exercise: The building blocks of a gender analysis and how to mainstream gender/ intersectionality issues in relevant documents</p> <ul style="list-style-type: none"> <li>- Using a document that is important to participants (agendas from previous Committee meetings, ToR, Extract of a recommendation in progress, policy document, other) they will follow a Gender-Responsive Checklist to integrate gender issues into that document.</li> </ul> <p>Plenary discussion on results emerging from the gender mainstreaming exercise.</p>
11: 00 – 11: 15	Coffee Break
11:15 – 12:45	<p><b>MODULE SIX: Design your “Gender Mainstreaming Roadmap” to put your Committee/team in action</b></p> <p>Starting from the identification of the main gender mainstreaming needs of the members of your Committee/team, design your tool to put your team in action (for example: short term: an outreach initiative (quiz/short video/ questionnaire...); medium term: a preliminary draft for a public event (what/who/how/ when).</p>
12:45 – 13:00	<b>Evaluation session and closure</b>