



# **Pompidou Group 2019 Executive Training**

## **Incorporating gender dimensions in drug policy practice and service delivery**



## Scope and Purpose of the Training

The purpose of the training is to assist managers responsible for the implementation of drug policies and programmes to effectively integrate gender perspectives and dimensions into all aspects of their work from planning strategic tools, developing normative standards, designing and delivering thematic and regional programmes and working through the project cycle.

Many interventions and programmes still weakly address gender concerns or are even gender blind. There is growing evidence that understanding gender dimensions and inequalities can help to improve the effectiveness of policy measures, to bring different perspectives, experiences and solutions to the issues.

### Target group and aim

This training course is specifically designed for non-gender specialists. While it seems complicated to deal with gender roles, responsibilities and inequalities, there are basic steps that all professionals can do without special expertise. This training is meant to be practical to make the concept and practice of 'gender mainstreaming' accessible to all drug policy managers and staff. It will provide guidance as to how gender issues can be naturally integrated into the day-to-day work.

### Gender and drug use

Research shows that across cultures there are unique gender-based factors that contribute to the initiation of substance use and the progression to substance abuse and addiction. Moreover, men and women tend to experience different types of consequences and thus intersect with judicial and medical systems at different points and rates that impact the trajectory of not only their substance use but their lives. To adequately address these aspects the training will incorporate gender dimensions in demand and harm reduction, as well as in supply reduction and law enforcement.

### Addressing gender dimension in demand and harm reduction

Although women and girls are less likely to initiate drug use than men, and generally they begin using drugs later than men, their rate of consumption tends to progress more rapidly than among men. Moreover they are more susceptible to developing an addiction, co-morbid mental health problems and substance use-related health problems, in addition to becoming victims of sexual and physical abuse and violence. They are also more likely to recourse to self-medication and make a non-medical use of prescription drugs. Research also shows that there are gender differences in the pathways and reasons that women and men seek help and enter drug treatment. There are unique biological, psychological and social risk and protective factors that must be incorporated into prevention, policy and treatment in order to be effective.

## Dates and Locations

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### Module I:

2 – 4 April 2019, Amsterdam

### Module II:

25 – 28 June 2019, Israel

## Profile of participants

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- ▶ Managers from governmental or other institutions and organisations responsible for developing and/or implementing drug policies and/or coordinating related programme implementation, service delivery and cooperation with stakeholders.
- ▶ Representatives from civil society organisations working in various sectors of drug field.

## Languages

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To ensure a highly interactive training and to allow direct communication between all participants the working language will be English.

## Applications

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To apply for the Training, please contact the Permanent Correspondent of your country or the Secretariat of the Pompidou Group.

**The application deadline is 10 February 2019**

## Contact and further information

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E-mail: [pompidou.training@coe.int](mailto:pompidou.training@coe.int)  
Web site: [www.coe.int/pompidou](http://www.coe.int/pompidou)

## **Addressing gender dimension in supply reduction and law enforcement**

In following the current drug policy paradigm, and the requirement of the UN Convention System, drug policies foresee consequences that include criminal justice sanctions for behaviors associated with substance use (possession, dealing, trafficking etc.). Since men and boys are more likely to “act out” in ways that bring their behavior to the attention of authorities, and result in disciplinary and/or judicial intervention, these types of consequences can impede academic achievement and employability and greatly limit their future. Women with substance use problems are more likely to act “inward” in self-destructive ways and are therefore less likely to encounter the penal policy responses in ways that draw them into treatment and recovery.

### **Management**

Taking into account gender perspectives in management and administration has been a political priority in many countries over the last years. The training will also address gender aspects in the management and administration of drug policies and related programmes. This will include issues such as recruitment, service delivery, communication and training.

### **Interactive learning**

Gender mainstreaming cannot be a “one size fits all” prescription that can be applied the same way, to the same degree, in all situations. Given the diversity of contexts in member States, it is important to take into account social and cultural specificities when designing policies and programmes. Incorporating gender dimensions requires change. It challenges assumptions about gender roles that we have as individuals and as societies. Managers and staff need to be ready and equipped to address this resistance. This requires profound discussion on these important aspects from the perspective as to what is working in the best interest of clients and the articulated drug policy goals and what is not. This training will provide relevant input and sufficient time and space for discussion of shared lessons and experienced practices.

## **Course outline**

The training course consists of the two modules that are conducted during two in-residence seminars.

### **1st Module: Seminar – Setting the scene**

During this seminar (3 days) participants will explore the basics and specifics of gender dimensions as such. They will gain a better understanding of:

- ▶ What is gender dimension and what is not;
- ▶ Gender differences in drug related behaviours;
- ▶ Integration of gender perspectives into drug policies, strategies and action plans;
- ▶ National and international experiences in incorporating gender dimensions in drug policy practice and service delivery.

Knowhow transfer and shared experiences will be provided by study visits to successful projects in the fields of drug prevention, treatment and law-enforcement with special perspectives related to the gender dimensions.

### **2nd Module: Seminar – From practice to reflection**

The second seminar (4 days) will consist of two parts. In part I participants will continue expanding their knowledge on the gender dimensions in drug policy practice, notably:

- ▶ In the field of prevention: implications for universal and selective prevention;
- ▶ In the field of treatment: treatment offers mixed or separated;
- ▶ In criminal justice procedure and incarceration;
- ▶ In recruitment, training and deployment of law-enforcement staff;
- ▶ In trafficking and organized crime.

Part II will provide reflection sessions where participants will take a leading role based on the knowledge obtained in the training and their own experience.

## Expected results

Following the training, participants will have gained knowledge and developed new competences on:

- ▶ Assessment of gender specific needs in treatment and rehabilitation ;
- ▶ Identification of gender-based risk and protective factors in the context of drug prevention;
- ▶ Examination of the effectiveness and gender dimension coherence in drug policies Assessment of gender specific consequences of different drug policies;
- ▶ Evaluation of policy impact on men and women.

In addition, by the end of the training participants are expected to formulate concrete practical recommendations for policy makers on incorporating gender dimensions in drug policy practice and service delivery.

## Working methods

The Executive Training consists of two interconnected modules that are facilitated by two seminars. The work is conducted in plenary sessions and working groups in a highly participatory format combined with on-site visits to selected projects and institutions. High-profile facilitators and resource persons will be engaged to provide the best available expertise meeting the needs of participants. A detailed on-line participation form filled in by participants together with their CVs will help the group of experts to get an overview over the individual profiles of participants and serve as a basis to prepare the training.

## Active participation

To ensure a highly participatory learning process the training is limited to a maximum of 30 participants (preference will be given to Pompidou Group and Council of Europe member States in case this number is exceeded).

Participants are required to commit themselves to prepare for and participate in both seminars. It is not possible to participate only in one module.

## Additional value

In addition to the capacity building effect of the training activity, the seminars will produce information of interest to policy makers. In this way the feedback from participants will serve as a source of information for the decision making bodies.

Pompidou Group Executive Training targeting managers working in different spheres of drug policy aims at enhancing not only the knowledge related to the work domain, but also to strengthen their managerial capacities and skills.

## Follow-up

The Executive Training will also serve as a starting point for continued networking between participants thus setting an impulse that will be prone to deliver further beneficial insights and understanding on all relevant aspects. The Secretariat of the Pompidou Group will assist in facilitating this process.

**To know more** about the Pompidou Group Executive Training, please watch this [video](#).