



GENDER EQUALITY EXPERT

The Gender Equality Expert's Action Plan 2015 - 2017

1. Approach via the Council of Europe's strategic objectives

The Council of Europe's first cross-cutting programme on equality between women and men was launched in 2012 with a holistic and integrated approach to gender equality, which was made available to the institutional bodies and internal mechanisms for implementation.

1.1. Themes: the first Gender Equality Strategy (for 2014-2017) was adopted unanimously by the Committee of Ministers (see also 4, Recommendation Rec(2002)5, successfully completed and reviewed) and covers the following main points:

- Combating gender stereotypes and sexism;
- Preventing and combating violence against women: Istanbul Convention, entered into force on 1 August 2014;
- Guaranteeing equal access of women to justice, Bern Conference, 15-16 October 2015, with the work of the Venice Commission;
- Achieving balanced participation of women and men in political and public decision-making;
- Achieving gender mainstreaming in all policies and measures.

While these themes all help to advance equality, they are not exhaustive.

1.2. Setting up of bodies

- Introducing a gender equality perspective and ensuring an integrated approach through the Gender Equality Rapporteurs appointed in all bodies, steering committees and organs, including the Committee of Ministers;
- Monitoring and evaluation by the Parliamentary Assembly of the Council of Europe (PACE), the Office of the Commissioner for Human Rights, the Congress of Local and Regional Authorities and the European Court of Human Rights;
- Sharing of information, good practices and exchanges between experts on the Gender Equality Commission (GEC), which includes member states' representatives and the Gender Equality Expert of the Conference of INGOs.

The Chair of the GEC is Sergiy Kyslytsya (Ukraine) and the Vice-Chair is Kira Appel (Denmark) and the one-year terms may be renewed for a further year;

- The member states' national focal points hold an annual conference attended by civil society representatives;
- The strategy is implemented by the team in charge of gender mainstreaming, (GMT), the secretariat in the institutional bodies and the intergovernmental committees.

2. Strategic objectives of the Conference of INGOs

2.1. Measures to mainstream equality with the support of the Council of Europe

- Have access to tools, kits, manuals and integrated approaches of the Council of Europe suited to INGOs, national associations and private-law entities;
- Have access to Council of Europe training, possibly gender e-training;
- Establish MOOCs available to INGOs with the Council of Europe's support;
- Training and exchanges between Council of Europe Gender Equality Rapporteurs and Gender Equality Experts;
- Include on the agenda of the Conference of INGOs in June 2015 a half-day equality course run by Council of Europe experts for all members present, with examples of identification of equality issues, followed by discussion and the establishment of a methodology by the committees; give consideration to each committee appointing an equality correspondent after members read the information on equality, parity, stereotypes and violence on the Council of Europe site;
- Charter of titles, functions and terms (including use of "*droits humains*" in French).

2.2. Measures to mainstream equality in the Conference of INGOs and its committees

- Include the issues in a cross-cutting manner in all topics addressed by the Conference of INGOs and its committees;
- It must be ensured that the topics addressed by the committees are consistent with equality and do not convey stereotypes – texts must be checked from this angle;
- Questionnaire to collect internal INGO information about equality, which will be submitted for validation by the Conference at a later date;
- Establish regular communication (via the site) with INGOs concerning equality issues because gender mainstreaming and the cross-cutting dimension concern them just as much as states;
- The Freely Constituted Equality Group set up in June 2011 is chaired by Anje Wiersinga. It provides support for these issues and keeps track of international texts.

2.3. Gender mainstreaming by the INGOs in the Conference

- Ask INGOS, whatever their purpose, to include gender equality in their statutes, rules of procedure and methods of functioning (providing them with examples);
- Ask INGOs to take account of the gender mainstreaming approach in their programmes, activities and internal and external communication;
- Ask INGOs to report on advances in their statutes in terms of equality and parity.

2.4. Examples of action already taken

- Participation in the Council of Europe's Gender Equality Commission (and report);
- Participation in the Committee on Equality and Non-Discrimination of the Parliamentary Assembly of the Council of Europe;
- Statements on equality at conferences in Namur, Brussels and London, etc;
- Lobbying concerning the appointment of the members of the Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO);
- Action concerning the EU's strategy;
- Proposal of items for the website;
- Action concerning elderly women, etc.

3. Internal and external communication concerning equality

3.1. Confirmation of title: (in French, "*Experte Egalité entre les Femmes et les Hommes*" rather than "*Experte Egalité entre les Hommes et les Femmes*")

3.2. Events to be held

- 24 June 2015: *Civil society, driving force of the Istanbul Convention*
- January 2016: *Women in the boardroom*
- June 2016: *Women and religions*
- November 2016: *State procedures to prevent genital mutilation*

4. Action involving correspondence or visits

- Lobbying concerning the use of feminine forms of terms, names, titles, etc, translation charters; who decides them and changes them;
- Concerning parity and equality, IMF, WTO, OECD, central banks, trade unions, EU, UN agencies, CNDH, CODEXTER, member countries, etc;
- Concerning women's role in decision-making, boardroom equality, equal pay in major firms, associations and foundations;
- Fight against sexism in the media;
- Achieving greater parity in delegations to the Parliamentary Assembly of the Council of Europe, the Congress of Local and Regional Authorities, all committees, the Venice Commission;
- Lobbying concerning the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), [Council of Europe Convention on Action against Trafficking in Human Beings](#).