GENDER MAINSTREAMING GUIDELINES

Gender Mainstreaming in Council of Europe’s Co-operation Activities
Why the Guidelines?

These guidelines aim at ensuring gender mainstreaming in:

- planning and organisation
- implementation
- communication
- monitoring and evaluation

of co-operation activities
South Programme I – 2014 Evaluation Report

“Crosscutting issues should be added to the Transversal Component of any subsequent Programme, which should include: human rights based approaches; gender; children/ youth, and possibly civil society consultation and involvement”
Planning

- Promote gender equality particularly at early stages, when the proposal is drafted.
- Use quantitative and qualitative data, disaggregated by sex.
- Involve representatives of diverse genders in consultation processes.
- Carry out a gender impact assessment as part of the preparatory work
Implementation

• Ensure gender balance in the selection of experts, speakers and participants.
• Choose partners that are committed to gender equality.
• When providing the participants and stakeholders with general information on the topic of the activity, promote gender resources developed by CoE
Communication and Visibility Actions

- Ensure communication on the activity includes a gender perspective and use gender-sensitive language.
- Fight gender stereotypes through heightened awareness and promoting non-stereotypical gender behaviour.
- Avoid gendered statements when sending letters/reporting/communicating on an activity.
Evaluation/Monitoring

• Consider gender during the evaluation and reporting of activity (e.g. gender disaggregated data)
• Follow a gender-sensitive monitoring and evaluation system from the design phase onwards.
Project Management Methodology (PMM)

- Adapted Guidelines on Gender Mainstreaming and Gender Equality Checklist from the DRH Handbook on People Management
- Gender mainstreaming will be ‘baked in’ to PMM tools
- Sections on: Good practices, Errors to Avoid
PMM

- Gender Mainstreaming awareness will be included in PMM staff training

- Blog entry on the PMM website planned for Gender Mainstreaming

- **Feedback encouraged** on PMM internal website ‘Forum’

- IT tool expected early next year
Resources

- **Guidelines on Gender Mainstreaming** in the Council of Europe’s Cooperation Activities (Intranet - ODGP > Strategic Programming and Resource Mobilisation)

- **PMM Internal Website**
Thank you for your attention

For any comments or suggestions please do not hesitate to contact me at

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