

UPDATE ON GENDER MAINSTREAMING AT THE COUNCIL OF EUROPE 15th meeting of the Gender Equality Commission Strasbourg, 22-23 May 2019

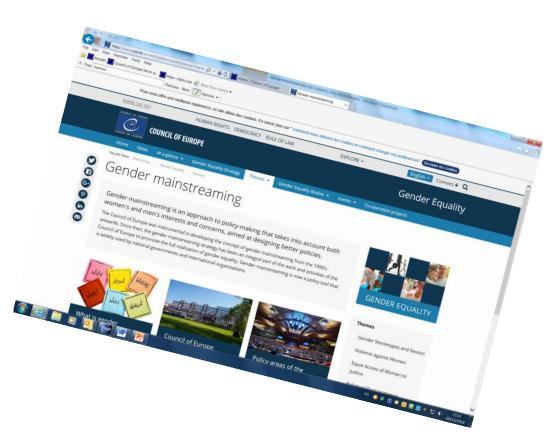
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Tools and gender mainstreaming activities

Regular update of GM website



- Training for different sectors
- ✓ Meeting of GenderMainstreamingTeam (January 2019)



Gender mainstreaming & media

- ✓ Follow up of implementation of recommendation on gender equality in media is ongoing (deadline 31.05.19)
- √ 6 answers from member states
- √ 55 answers from national media regulatory authorities, self-regulatory bodies and e media organisations
- ✓ Draft report to GEC & CDMSI in November
- ✓ Possibly an event in 2020, depending on budgets



Main policy developments on gender mainstreaming in CoE sectors (1)

- ✓ European Committee on Legal Co-operation: organisation of a ad hoc meeting on national experiences on mainstreaming gender equality issues in the process of law reform (12 Nov. 2019)
- ✓ European Committee on Pharmaceuticals and Pharmaceutical Care: GM in relation to a Resolution on pharmaceutical care
- ✓ Sport: support to ALL IN Project (especially Toolkit on GM & sport)



Main policy developments on gender mainstreaming in CoE sectors (2)

- ✓ Court: work on a Key Theme document looking at case law based on Article 14 of the ECHR
- ✓ Roma Team: work on future plan on Roma inclusion
- ✓ Artificial Intelligence/internet governance: ongoing GM for new CoE Digital Governance strategy & building knowledge on the topic
- ✓ **Directorate for Communication**: work on gendersensitive communication

Human Resources (1)

- ✓ New CoE People Strategy 2019-2023: Equal Opportunities and Diversity is one of the main objectives
- ✓ Action Plan on Equal Opportunities and Diversity 2019-2023 (consultation of staff through Focus Groups)
- ✓ Assessment of HR instruments, regulations and policies against diversity goals of the Organisation



Human Resources (1)

✓ Pilot training on gender mainstreaming (April-June 2019)

17 training sessions (11 HQ, 6 in the field)

- Introductory training to GE and GM
- GM in Policy-making
- GM in Monitoring
- GM in Co-operation
- Tailor made training (PACE, Human Resources, field offices)
 Total of around 320 participants.
- ✓ Gender mainstreaming of internal documents:
 - internal and external vacancy texts
 - registration documents: no more miss, mademoiselle; addition of Mx + men, woman, other
 - Further work on gender sensitive communication in HR documents.

Gender Sensitive Communication

- ✓ Collaboration with Directorate for Communication
- ✓ Important issue for the whole organisation: how to proceed? One central policy?
- ✓ Existing documents:
 - Instruction No 33 of 1 June 1994 concerning the use of nonsexist language at the CoE
 - CM Rec No R(90)4 on the elimination of sexism from language.

Conclusions and looking ahead

- ✓ Reinforced gender mainstreaming activities, especially in legal sectors
- √ Training as a central tool
- ✓ Common understanding essential on different issues and concepts
- ✓ Need for constant follow up, monitoring and mobilisation
- ✓ Gender sensitive communication as a topic to take on board of GEC agenda?

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https://www.coe.int/gender-

mainstreaming

www.coe.int/equality



