



**HUMAN RIGHTS,
DEMOCRACY
AND THE RULE OF LAW**

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

**DROITS DE L'HOMME,
DÉMOCRATIE
ET ÉTAT DE DROIT**

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 **Gender Mainstreaming Team** (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 gender-sensitive 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 non-sexist 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

