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 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 an 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
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?
Title of presentation

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