



Working to transform:
**Training workshop on gender equality and intersectionality mainstreaming
for Council of Europe Gender Equality Rapporteurs (GERs)**

Strasbourg, 5-6 November 2024
Agora building, Room G04
Trainer: Patricia Munoz Cabrera

Day 1 – 5th November 2024

9.30 – 10.30: Welcome by Caterina Bolognese, Head of the Council of Europe Gender Equality Division

- Welcome and introduction
- Presentation of the programme and objectives of the training by trainer
- Interactive presentation of participants followed by group energiser

10.30– 11.30: Session 1 – How to integrate gender equality and intersectionality issues in our daily work/committee/body? – Plenary session

Objective: to create a space for collective knowledge building as GERs. In this Session 1 GERs will share their experiences based on the following entry points:

- 1) what has worked?
- 2) what has not? where are the obstacles/challenges?
- 4) where do I see opportunities for enhanced integration of gender equality and intersectionality issues in my work as GERs?

11.30 – 12.00: Coffee break - Coffee will be served in the hall outside of room G04

12.00 – 13.00: Session 2 – What is the role of a GER? – Ambassadors for Change

- Presentation on the role of Council of Europe Gender Equality Rapporteurs and of the Gender Strategy 2024-2029, by Cécile Gréboval, Council of Europe Senior Gender Equality Advisor
- Group work: How are gender equality and intersectional issues relevant to my field of activities as GER?
- Reflect in 3 subgroups on two issues in your field as GERs and fill in the Tasksheet #2. Share your ideas in Plenary.

13.00-14.30: Lunch break

14.30- 16.00: Session 3 – How to do a gender and intersectional analysis /scan of documents?

- Practical exercise in thematic sub-groups on gender/intersectional scan with Tasksheet #3

16.00 – 16.15: Break

16.15 – 17.25: Session 4 – Shifting mindsets: how to deal with resistances to gender equality and intersectionality mainstreaming?

- Unconscious gender stereotypes and bias: inspirational video and open discussion.
- Interactive exercise on how to build convincing arguments to neutralise resistances
- Subgroup work: how to reformulate/rewrite policy documents in a way that is more sensitive to gender equality and intersectional issues.

17.25- 17.30 – Wrap up from day 1

Day 2 – 6 November 2024

9.15-9:25 Recap from Day 1

9:25- 10.15: Session 5 – Building common ground on gender equality and intersectionality

- Council of Europe support tools on gender equality and gender mainstreaming, including online HELP course, Cécile Gréboval
- Practical applications of key concepts in some of the GERs key thematic areas. (PPT by Trainer)

10.15– 10.45: Coffee break - Coffee will be served in the hall outside of room G04

10.45- 12.15: Session 6 –Designing my “Gender Equality & Intersectional Mainstreaming Roadmap” to put my Committee/Body in action

Description: in this session, GERs will design their own roadmap to integrate gender equality in the work of their committees/bodies. Three subgroups exchange based on the following questions:

- What could be the entry points (in terms of timing, issues or processes) to initiate gender and/or intersectional mainstreaming activities in my committee/body?
- Which activities would we need to implement after this training, and Why (what would be our desired change)?
- Who could be relevant stakeholders and targets?
- Sharing in Plenary.

12.15-12.30 Wrap up

12:30-12:45 Final words from CoE Gender Equality Division, and written evaluation of the training