



Council of Europe  
Conseil de l'Europe

# Training on Gender Mainstreaming for the CoE Rapporteurs

Strasbourg, 11-12 December 2019

Council of Europe  
Conseil de l'Europe



*Module based on the COE Handbook for Gender  
Equality Rapporteurs (2018, p. 19),  
and designed by Romain SABATHIER (Dec. 2019)*

**Who's Who ?**



# Christine de Pizan (1365-1431)







**Malala  
Yousafzai  
(1997 - ...)**

**Sojourner  
Truth  
(1797 - 1883)**





**Olympe de  
Gouges  
(1748 - 1793)**







**Denis  
Mukwege  
(1955 - ...)**



# Hatchepsut

(ca. 1479–1458 B.C.)





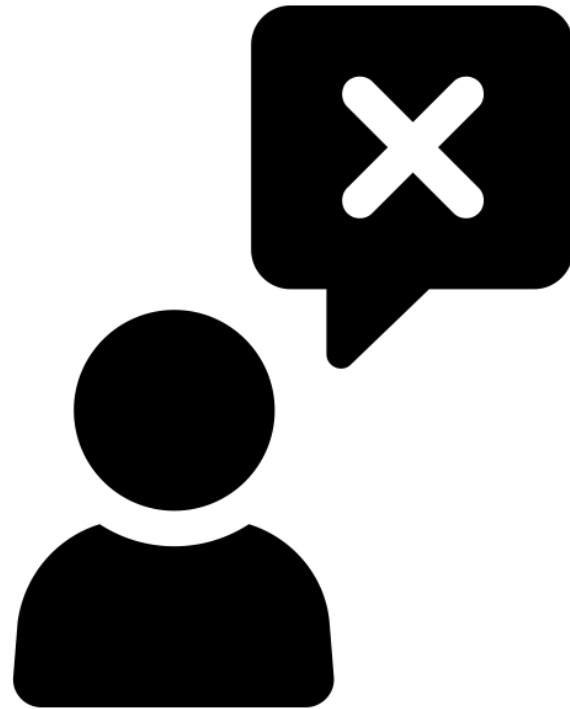


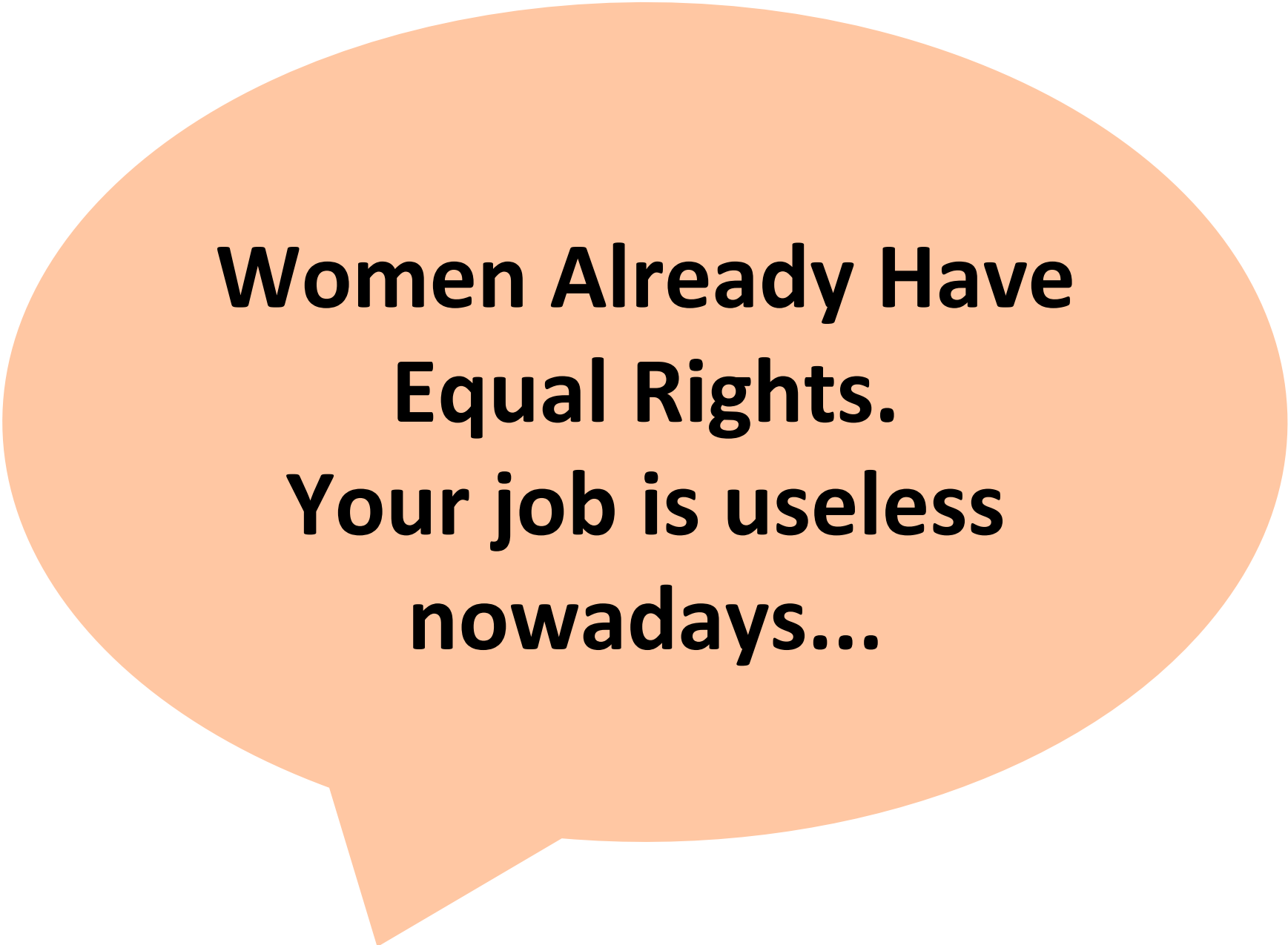
**Vandana  
Shiva  
(1952 - ...)**



**Face or Bypass  
the skepticals/  
opponents**

# Role Play dealing with Resistances





**Women Already Have  
Equal Rights.  
Your job is useless  
nowadays...**



Women Already Have Equal  
Rights.  
Your job is useless  
nowadays...

**Check the data  
and statistics.**

**One figure : ...**

**Equal Rights is not the  
same as Equality in the  
real life...**

**Have you read the legal and policy  
documents (CoE standards,  
CEDAW, EU legislation ...) ?**

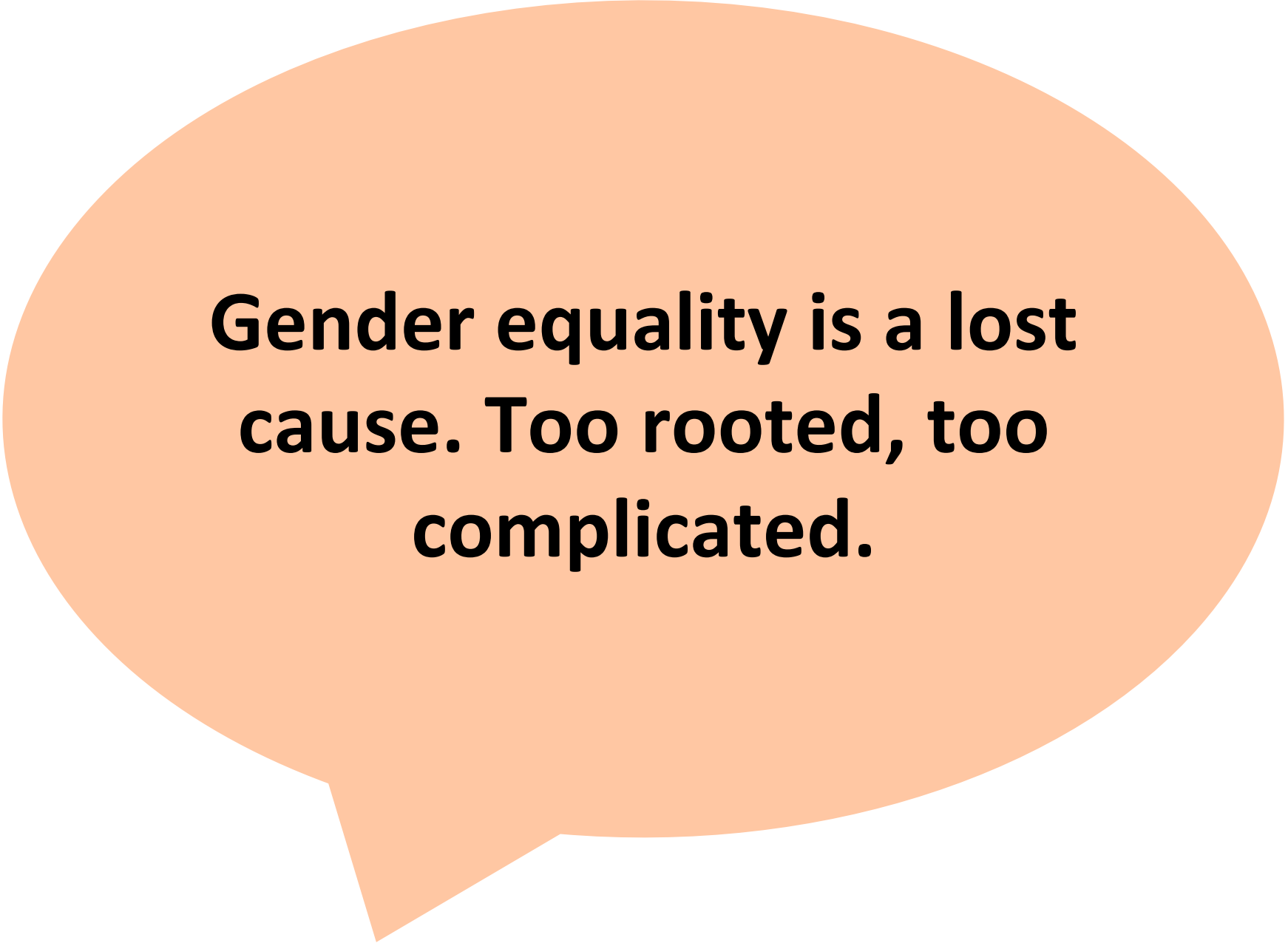
**Women, women,  
women ...  
And what do we do for  
Men ? Sexism is  
affecting Men as well.  
They are in crisis.**

Women, women, women ...  
And what do we do for Men ?  
Sexism is affecting Men as well.  
They are in crisis.

**Yes sexism is affecting  
Men as well. But we  
cannot forget that  
historically sexism is  
the idea of inferiority  
of women and not the  
the opposite**

**« Crisis » : what do  
you mean ?**

**« *Once women have achieved equality, they  
will be your masters . . .* » - Cato the elder,  
Consul of the Roman Republic, - 194 BC  
Each time gender equality is progressing :  
the same tune again and again**



**Gender equality is a lost  
cause. Too rooted, too  
complicated.**

Gender equality is a lost cause. Too rooted, too complicated.

**Achieving gender equality doesn't belong solely to my generation, or to me (like social justice or the preservation of our environment). It is a long term issue and each one of us has the choice to contribute positively or negatively.**

**It is not a personal choice, it is a Professional duty.**

**Step by step, little by little : getting a short term and concrete action is the key to don't be demotivated.**

**Our public policies, laws  
and projects are gender  
neutral and thus benefit all  
people in the same way.**

**We don't discriminate  
against women.**



Our public policies, laws and projects are gender neutral and thus benefit all people in the same way.  
We don't discriminate against women.

**A CONCRETE EXAMPLE,** reducing the average length of a hospital stay in a country may be a legitimate aim, but it will have a differentiated and heavier impact on women: the care needs that are not covered by hospitals will have to be taken over by families, in practice, mostly by women in the families.

**« Neutral » really ? Do you know the Gender mainstreaming webpage of the Council of Europe ?**

**We are all influenced by stereotypes based on sex, race, origins, ... Sexism is everywhere despite awareness or not.**

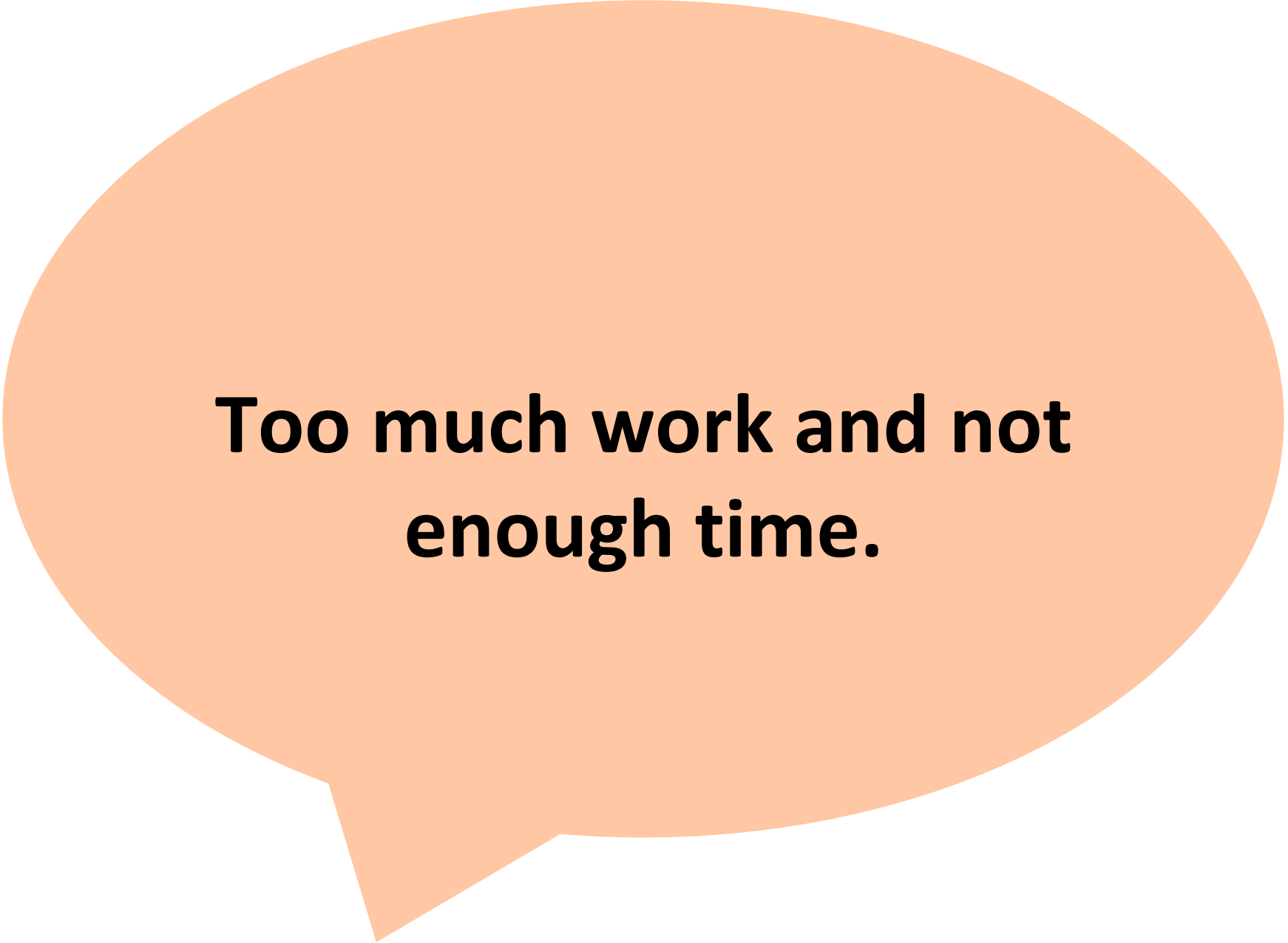
**I'm a woman, and I don't  
need gender equality's  
policies or Feminism.  
Women are adults and  
can defend themselves  
alone.**

I'm a woman, and I don't need gender equality's policies or Feminism. Women are adults and can defend themselves alone.

**I understand, lucky you. You could do it. But what about other women ?**

**It is not a personal choice, it is a Professional duty.**

**It is not only an individual issue but a structural and political one.**



**Too much work and not  
enough time.**



Too much work and not enough time.

**In a short-term it is a bit of extra work (reading, training), but then it is a transformative approach and a personal and collective benefit**

**The most difficult thing is to start. You can choose a small step. Moving to action is the most important !**

**A lot of tools and support are available. And the deal is not getting an extra workload but adopting a gender perspective in your current priority. For example ...**

**There is no information available regarding the respective situation of women and men so I cannot do anything.**

There is no information available regarding the respective situation of women and men so I cannot do anything.

**Planning the production of sex disaggregated statistics is doing something ! It is a crucial first step.**

**Today, sex-disaggregated statistics are available in a wide range of areas and for most European countries.**

**Relevant (qualitative & quantitative ) information can also be found in the country reports to the United Nations CEDAW**

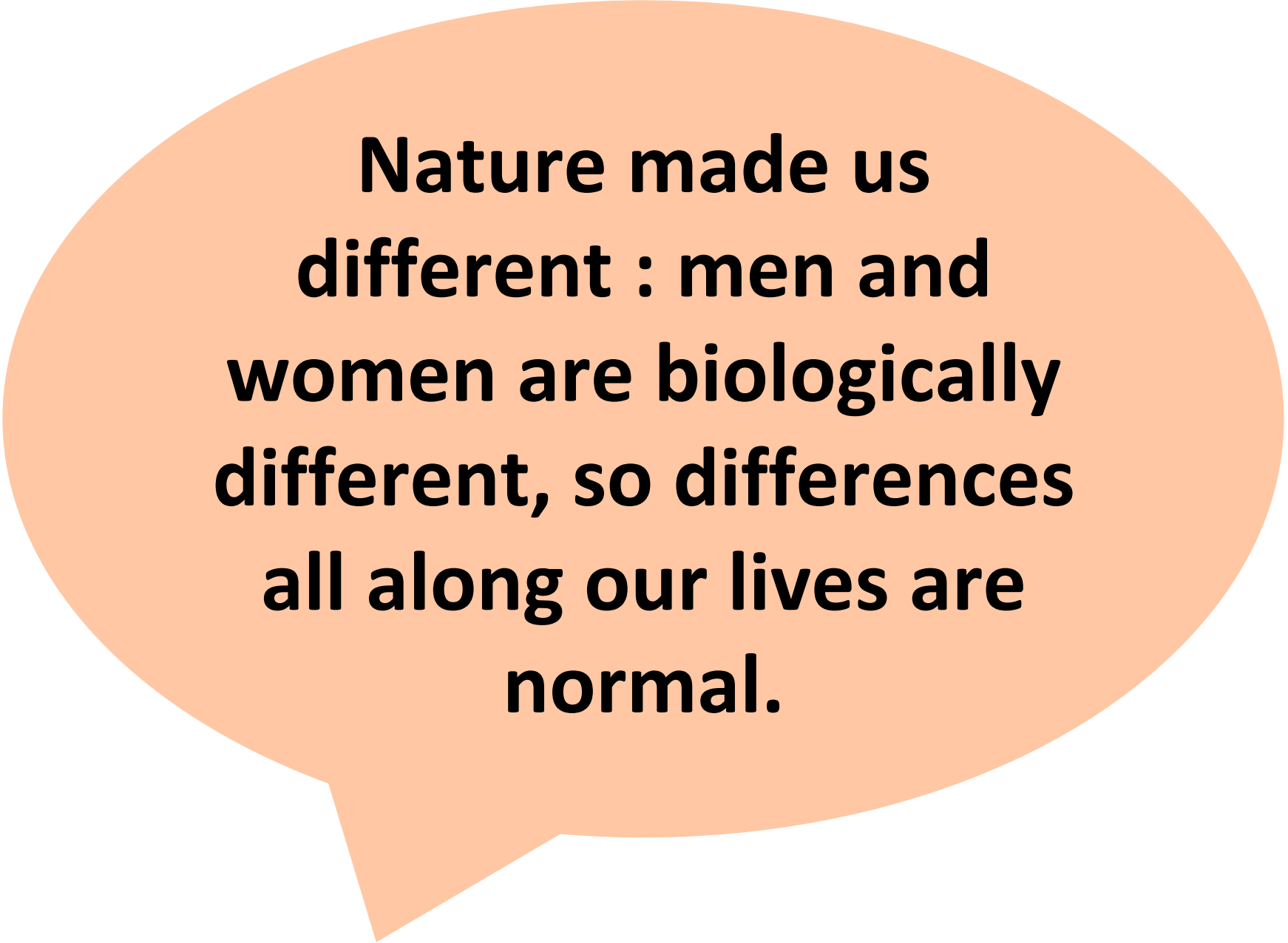
**We have reached  
gender equality; this is  
not an issue in my  
country/commune/  
organisation.**



We have reached gender equality; this is not an issue in my country/commune/organisation.

**structural inequalities exist in most areas and societies.**

**What do you think to do a report on your country/commune/organisation to gather material about this unprecedented miracle ?**



**Nature made us  
different : men and  
women are biologically  
different, so differences  
all along our lives are  
normal.**

Nature made us different : men and women complement one another, so differences all along our lives are normal.

**Differences is not the same as inequalities.**

**« Complementary », could you explain it to me please ?**

**Don't you think it is a naturalisation of Sexism, same happened with Racism when some people were using science and biological arguments to explain the inferiority of slaves ?**

**Gender quotas/parity systems are not democratic; they limit the choice of the electorate and women will be chosen only because of their sex. No woman will want this.**

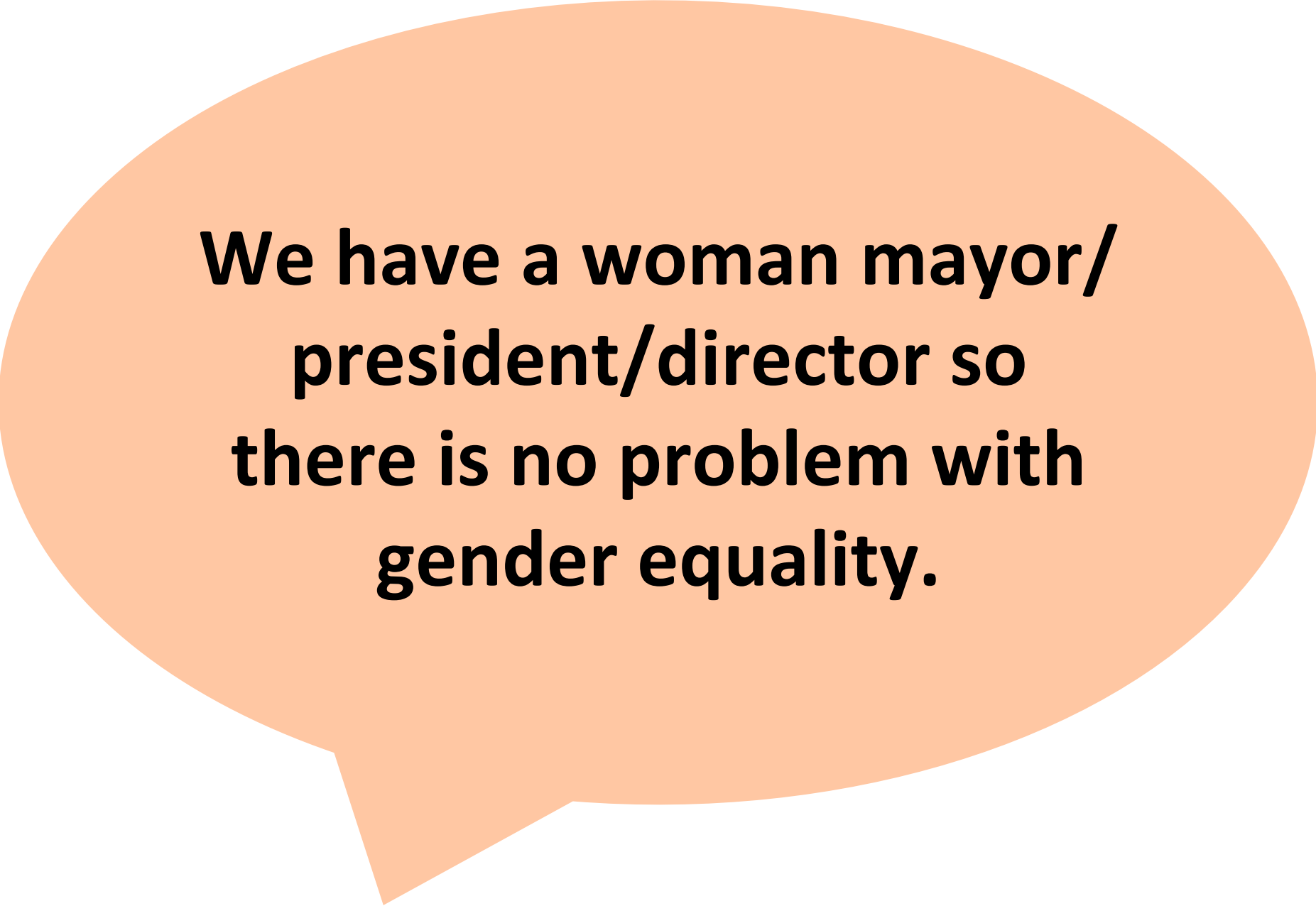
Gender quotas/parity systems are not democratic; they limit the choice of the electorate and women will be chosen only because of their sex. No woman will want this.

**Gender quotas are legal positive actions, promoted by different standards at European and at international level (e.g. Council of Europe Recommendations, Article 157 of the EU Treaty, Article 4 of CEDAW Convention).**

**The European Court of Human rights has stated that 'the right not to be discriminated against in the enjoyment of the rights guaranteed under the [ECTHR] is also violated when States (...) fail to treat differently persons whose situations are significantly different'**

***« Equal rights for the sexes will be achieved only when mediocre women occupy high positions. »***  
**Françoise Giroud in 1983 – first Secretary of State for Women's Affairs in France**





**We have a woman mayor/  
president/director so  
there is no problem with  
gender equality.**

We have a woman mayor/  
president/director so there is no  
problem with gender equality.

The sole presence of  
women as decision-  
makers or in a project  
does not guarantee that  
policies or activities will  
take into account a  
gender equality  
perspective or improve  
the situation.

It is true that *some* women have reached  
some decision-making positions, but  
generally women are still underrepresented.  
This is a structural issue, not an individual  
question.

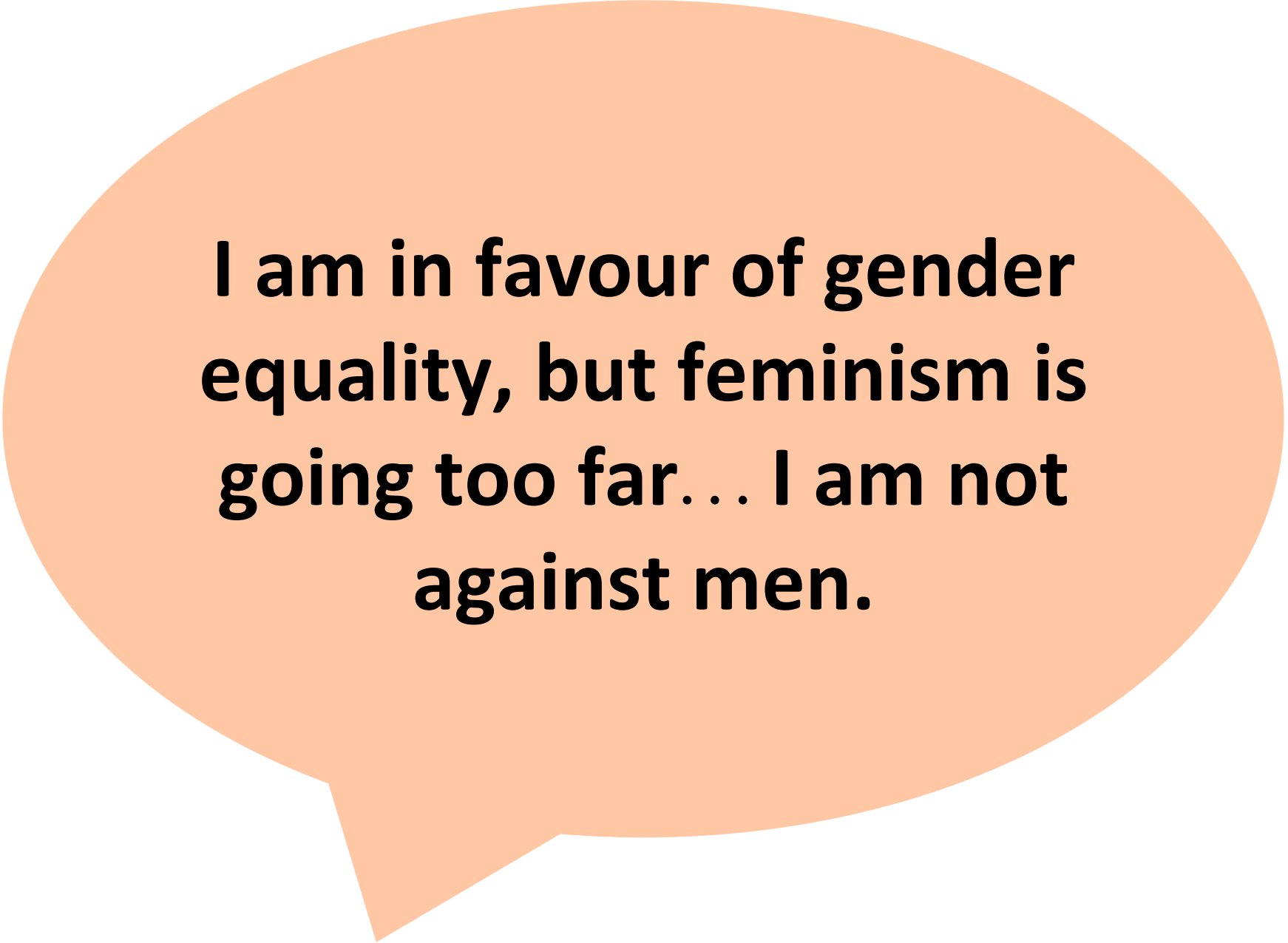
**The “gender theory” is a  
global war against  
family. And we will all  
become clones...**

The “gender theory” is a global war against family. And we will all become clones...

**What theory are you talking about ?  
Gender is only an academic concept.**

**Domestic and sexual violences in a lot of families is massive and violent.**

**Gender based stereotypes are limiting the individual identities and diversity, not the contrary.**



**I am in favour of gender equality, but feminism is going too far... I am not against men.**




I am in favour of gender equality, but feminism is going too far... I am not against men.

**Feminism is a political movement looking for equality between men and women, not to invert the domination**

**No one here is against men, but looking for equality, no more no less**

**« Going too far » : what do you mean ?**



**It is not a question of  
discrimination; women  
do not want to be  
involved in politics/  
projects/media.**

It is not a question of discrimination; women do not want to be involved in politics/projects/media.

**Women can do it if they are given the opportunity to do so and if the atmosphere is not hostile towards their participation**

**it is difficult for newcomers to enter bodies where the same group of persons has been working together for decades, because newcomers challenge existing habits and are not always welcome.**

**This is a structural issue, not an individual question.**

**This is our culture and gender equality is an idea imposed on us by foreign donors and international organisations. We cannot go against our traditional beliefs and values.**

This is our culture and gender equality is an idea imposed on us by foreign donors and international organisations. We cannot go against our traditional beliefs and values.

**Gender equality is a human right recognised by several international conventions to which each Council of Europe member state is committed (e.g. CEDAW, Council of Europe standards)**

**culture and traditions cannot be used to breach legal and policy commitments towards gender equality and human rights.**





Thanks for your  
participation !

[www.intersections.pro/en/](http://www.intersections.pro/en/)  
**romain.sabathier@intersections.pro**