

Intergovernmental policy support

GEC representation and contributions to intergovernmental work on:

- ✓ **Artificial Intelligence** (CAI)
- ✓ **Combating hate crime** (PC/ADI-CH)
- ✓ **Equality for Roma women** (ADI-ROM)
- ✓ **Prevention of violence against children/comprehensive sexuality education** (ENF-VAE)

Ongoing work

- ✓ **Sport** division: ALL In+ Project (25 MS): data collection, best practice and work with media
- ✓ **Gender equality in anti-doping:** identification of GE issues and future CoE standard
- ✓ Committee on Legal Cooperation: Practical Guide on **Gender Mainstreaming in Public and Private Law Reform Processes** + event
- ✓ **Training for Gender Equality Rapporteurs:** 28-29 September 2023
- ✓ Looking at GM in **monitoring work:** development of a tool to facilitate GM for all monitoring bodies

Welcome to the course

Gender equality and Gender mainstreaming

START MODULE



Structure of online course

- ✓ **Introduction: using selected facts and figures** to introduce a gender analysis (including notions of power, unpaid work, diversity of situations and impact of violence)
- ✓ **Module 1: concepts** = sex & gender, SOGI concepts, gender equality, gender mainstreaming, positive actions, intersectionality
- ✓ **Module 2:** European and international **standards**
- ✓ **Module 3:** how to do **gender mainstreaming**



How equal is the society we live in?

Select the theme to explore more.

- 1** Gender-balance in decision-making
- 2** Gender pay gap
- 3** Economic independence of migrant women
- 4** Unpaid work
- 5** Violence against women

← 2 Gender equality

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Use of legal framework to prevent **discrimination**, e.g. article 14 of European Convention on Human Rights.



Equality before the law

Adoption of **positive actions** to redress existing (gender) inequalities, e.g. promoting women in decision-making, employment, sport or culture.



Positive actions/specific measures

Implementing a **gender mainstreaming** strategy to review policies and structures to ensure gender equality.



Gender mainstreaming



1

Council of Europe standards and policy framework

6/23



1950

1961

2005

2007

2011

Council of Europe conventions relating to gender equality

Click on the circles on the timeline to reveal information about each date.





1

Conducive factors for gender mainstreaming

5/27

Conducive factors for gender mainstreaming

In order to ensure the **effective implementation of gender mainstreaming**, the Council of Europe has identified **elements of a conducive environment**:



Political support

Sex-disaggregated data

Acquiring gender equality knowledge

Resources

Knowledge of administrative procedures

Equal participation of women and men

Click on the buttons to continue.

← 2 Conducting a gender analysis →

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How to do a gender analysis?

A gender analysis can focus on **four aspects**:

Click on each number to reveal more.

Let's look in greater detail at how these four aspects can be analysed.

The **political and legal framework** for gender equality and women's rights in an area.

Access to and control over resources: e.g. women and men in decision-making, their access to employment, property including land, financial resources, use of time, etc.

Access to services and institutions: e.g. access to justice, appropriateness of services (health, education, transport, sport, cultural...) to women's and men's needs, protection of rights or against violence.

Women's and men's roles, relations and gender norms in an area: e.g. impact of paid/unpaid work, social expectations regarding jobs, attitudes, vulnerability to sexism and violence etc.



Takeaways

- Sex refers to biological differences and *gender* refers to socially constructed norms, roles and relationships of women and men, masculinity and femininity at a given time and in a particular context.
- Both concepts are useful to understand differences and gender inequalities at societal level. Gender is also a power system with unequal power relations between women and men.

1

2

3

4

5

6

← Gender equality and Gender mainstreaming

QUESTION 2 OF 5

Gender is (please select all the options that are true):

- A power system with unequal power relations between women and men.
- Constant across cultures and over time; it is a rather static concept.
- A social, ideological and cultural construction.
- Learned and internalised by both women and men through socialisation.



SUBMIT

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[Gender mainstreaming at the Council of Europe \(coe.int\)](https://www.coe.int)

www.coe.int/equality

