ALBANIE ALBANE ANDORRE ARMENIA ARMÉNIE AUSTRIA AUTRICHE AZERBAUJAN ZERBAÜDAN BELGUM BELGUM BELGUE BOSNIA AND HERZEGOVINA BOSNIE-HERZÉGOVINE BULGARIA CROATIE CYPRUS CHYPRUS CH

HUMAN RIGHTS, DEMOCRACY AND THE RULE OF LAW



DROITS DE L'HOMME, DÉMOCRATIE ET ÉTAT DE DROIT

ZERBAIJAN AZERBAIDIAN BELGIUM BELGIUM BELGIUM EDOSNIA AND HERZEGOVINE BULGARIA BULGARIE CROATIA CHOATIE CONSETUJOE I LEUKOPPE LEMARK ESTONIA ESTONIA ESTONIA ENDIANCE FRANCE FRANCE GEORGIA GÉORGIE GERMANY ALLEMAGNE GREECE GRÈCE HUNGARY HONGRIE CELAND ISLANDE IRELAND IRLANDE ITALY ITALIE LATVIA LETTONIE LIECHTENSTEIN LICHTENSTEIN LICHTENSTEIN

## Council of Europe tools on gender equality and gender mainstreaming

#### Workshop for Gender Equality Rapporteurs 5-6.11.2024

Cécile Gréboval, Programme Manager – Gender mainstreaming, Senior Gender Equality Advisor



#### **COUNCIL OF EUROPE**

Toolkit on gender mainstreaming in Council of Europe monitoring mechanisms

Gender mainstreaming in practice



HANDBOOK FOR GENDER EQUALITY RAPPORTEURS



Gender equality and gender mainstreaming in practice



Guidelines for the use of language

as a driver of inclusivity







Welcome to the course

#### Gender equality and Gender mainstreaming





START MODULE





## Online course on gender Equality and gender mainstreaming

- ✓ Launched on International Women's Day 2024
- Available for free to everyone on the CoE HELP Platform
- ✓ Takes about 2,5 hours EN

 Target audience: CoE staff and experts but also anyone interested in learning about gender equality and gender mainstreaming

✓An introduction and 3 modules



# Online course on gender Equality and gender mainstreaming

Introduction: using selected facts and figures to introduce a gender analysis (including notions of power, unpaid work, diversity of situations/intersectionality and impact of violence)

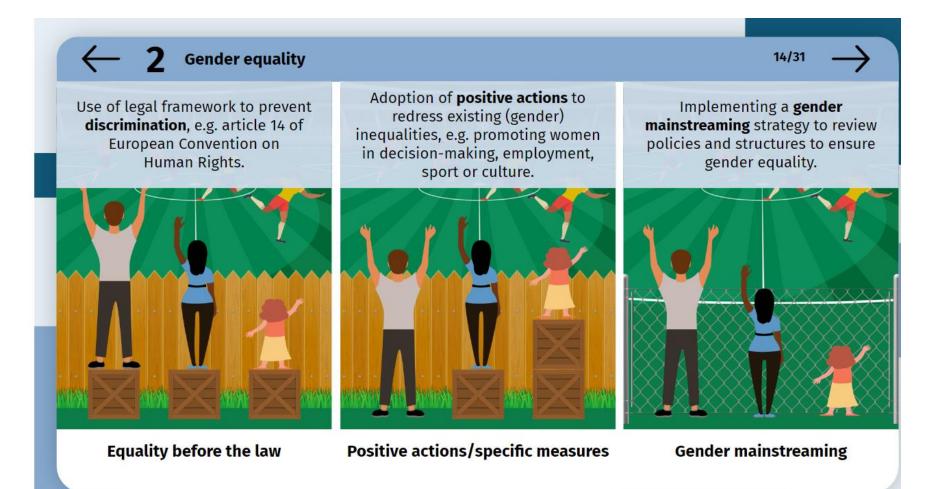




# Online course on gender Equality and gender mainstreaming

Module 1: gender equality-related concepts = sex and gender, intersectionality, SOGIESC concepts, gender equality, gender mainstreaming, positive actions



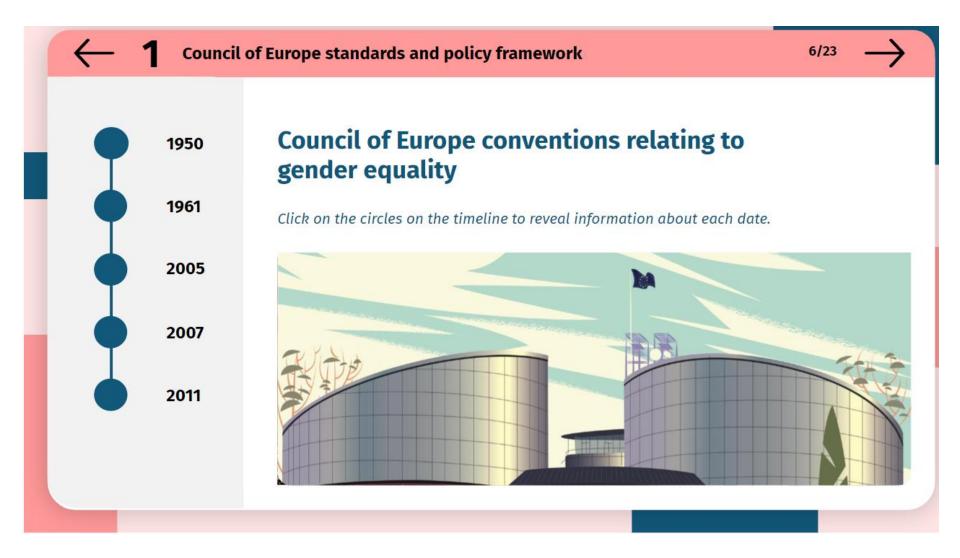




# Online course on gender Equality and gender mainstreaming

 Module 2: European and international standards related to gender equality: CoE, UN, EU relevant standards







# Online course on gender Equality and gender mainstreaming

Module 3: how to do gender mainstreaming: conducive factors to GM, step by step gender analysis and examples in the Council of Europe







#### ← 2 Conducting a gender analysis

#### 7/27

## 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 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.

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.





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Gender equality and Gender mainstreaming

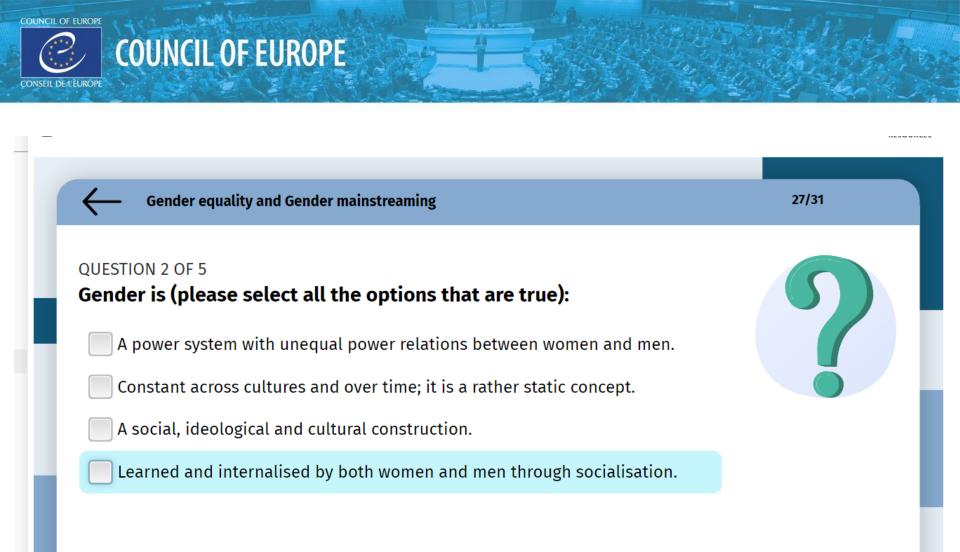
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#### Takeaways

- 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.





SUBMIT





✓ <u>Course</u>

Module 2

#### International and European standards and policy framework on gender equality







#### Gender-sensitive communication

#### **Gender-sensitive communication**



## MARRE DU ROSE!



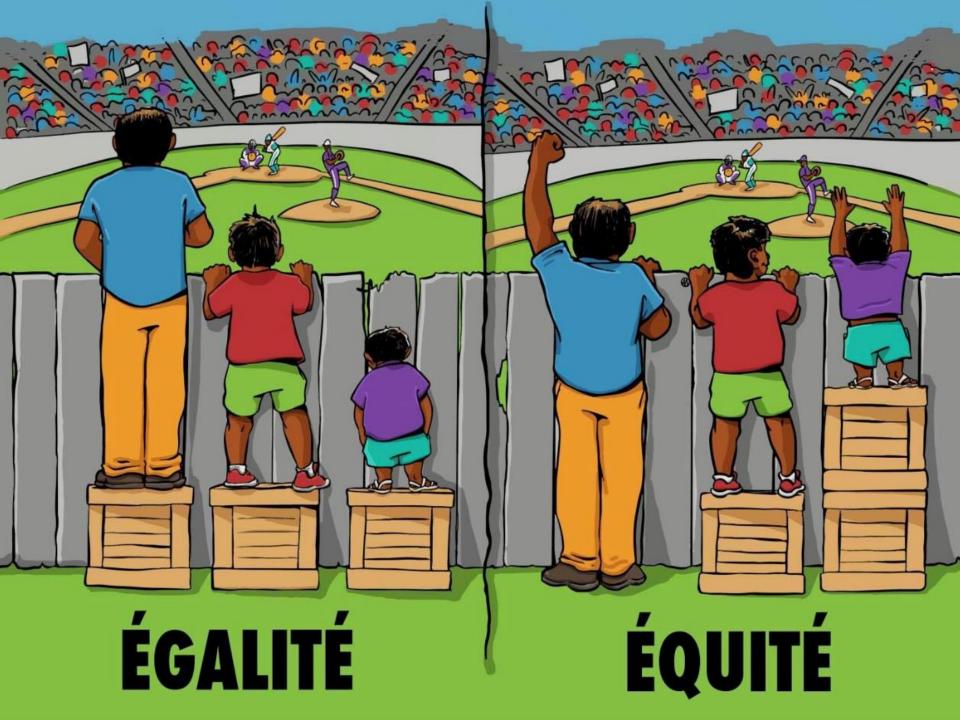
"Tu seras ménagère, "Tu pourras construire et ma fille" conquérir le monde, mon fils"



## **Principles of gender-sensitive communication**

- Gender-sensitive communications = a must-have skill for all persons working on policy-making & projects
- Necessity to be aware of the ways in which language and images can either reinforce or challenge gender inequalities
- Gender equality means more than the equal representation of women and men = eliminating all gender-based discrimination and gender stereotypes in all areas

# Address the invisibility of Women





## **USE GENDER-SENSITIVE LANGUAGE**

- Gender-sensitive communication means using inclusive language
- ✓ Some tips:
  - Use the feminine forms of professions, grades etc.
  - Use both the feminine & the masculine when addressing people
  - Use forms of address that respect the gender of known individuals
  - Avoid stereotyped / sexist expressions: "man" words (policeman, chairman etc.) or Mrs, miss /mademoiselle, "ladies and gentlemen", droits de l'homme in FR

# Avoid gender stereotypes & portray diversity



#### **DO NOT REINFORCE GENDER STEREOTYPES**

- Make an effort to represent women in roles
  traditionally occupied by men and vice versa
- A common socially constructed gender stereotype = to value more activities associated with men
- Visuals: avoid colours or images that are stereotypical (ex blue/red or pastels/dark colours)
- Pay attention to the positioning and expression of characters used in pictures



#### **COUNCIL OF EUROPE**

#### Gender-sensitive communication

## Laura a trouvé le poste de ses rêves. C'est l'avenir qu'elle a toujours envisagé. Et l'avenir, pour elle, c'est de faire vivre et partager sa passion, transmettre des savoirs et des valeurs, se consacrer à la réussite de chacun de ses élèves. C'est pour cela qu'elle a décidé de devenir enseignante.

#### Julien a trouvé un poste à la hauteur de ses ambitions

C'est la concretention de son projet professionnel. Et ce projet, piper lui, c'est de faire sinne et participer las passion transmettre des sanceirs et des valeurs, se consacrer à la réussite de chacum de ses dèves. C'est pour cells qu'il a décid de devenir amériquant.



Pourquoi pas vous ? 17.000 postes d'enseignants, d'infermiertejs et de médicins scolaires sont à pourvoir en 2011. RENSEIGNEMENTS ET INSCRIPTIONS DU 31 MAI AU 12 JUILLET 2011 SUR WWW.LEDUCATIONRECRUTE.FR



#### L'ÉDUCATION NATIONALE RECRUTE 17 000 PERSONNES

Pourquoi pas yous ? 17:000 postes d'enseignants, d'infirmier(e)s et de médecins scolaires sont à pourvoir en 2011. RENSEIGNEMENTS ET INSCRIPTIONS DU 31 MAI AU 12 JUILLET 2011 SUR WWW.LEDUCATIONRECRUTE.FR





## PORTRAY DIVERSITY AMONG WOMEN AND MEN

- Not all women suffer from the same forms of discrimination and not all men enjoy the same privileges
- Gender interacts with other structuring factors for individuals (age, (dis)ability, ethnic origin, sexual orientation, gender identity, class, etc.)
- Achieving gender equality necessitates understanding and including the different needs and experiences of women and men belonging to different groups
- Always remember that all forms of exclusion and discrimination have a gender dimension



## **DO NOT VICTIMISE OR PATRONISE**

- Women often tend to be portrayed as powerless in the face of adversity
- People are sometimes in vulnerable situations but are not vulnerable per se
- Focus on people's agency and ability to find solutions to improve their lives
- ✓ Show women and men as **active participants**
- Avoid patronising statements about women's shortcomings or accomplishments but keep in mind structural inequalities ex: don't say she became president despite of her gender, but she became president despite facing gender inequalities and stereotypes



#### PRESENT FACTS, NOT JUDGEMENTS

- Gender shapes everybody's lives so most people have strong opinions about gender equality issues
   Be careful not to make assumption in your work based only on personal experience or on anecdotes
- Gender equality is an area of research & policy
- ✓ Focus on facts and data and consult with experts
- Convey nuance rather than categorical answers, but keep in mind that standards on GE must be respected



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- <u>Gender mainstreaming at the Council of</u> <u>Europe (coe.int)</u>
- www.coe.int/equality

