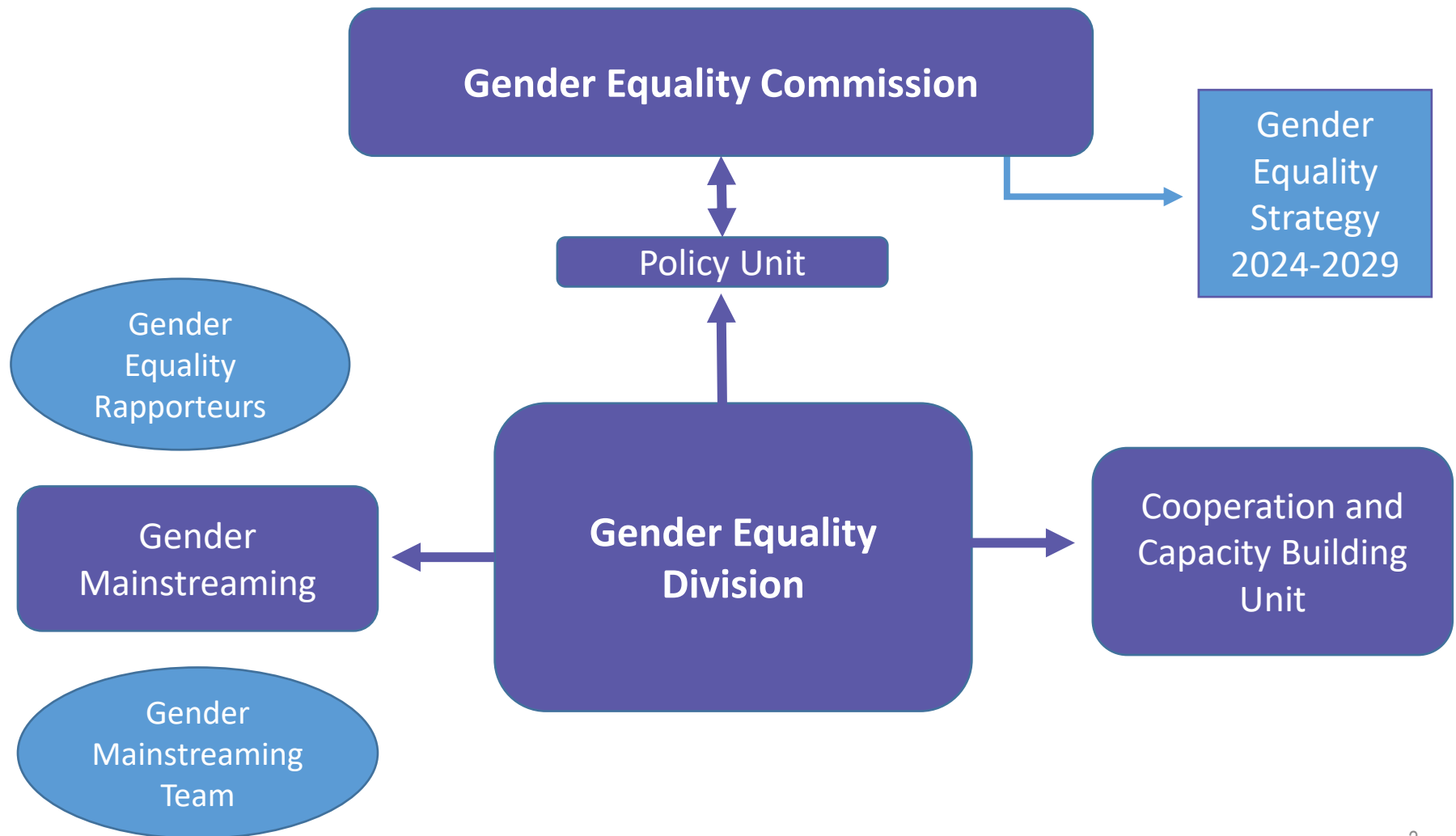




## Gender Mainstreaming in the CoE



## Who are the GERs?

- ✓ Gender Equality Rapporteurs (GERs) were first introduced in the Council of Europe through the launching of the **Transversal Programme on Gender Equality (2012)**.
- ✓ GERs are **central actors** for the implementation of gender mainstreaming throughout the Organisation.
- ✓ As of September 2026, **60+ GERs** have been appointed.
- ✓ This has led to **sustained efforts** to introduce a gender equality perspective in a growing number of policies of the Council of Europe.

## The key role of Gender Equality Rapporteurs: what the CoE recommends

*GERs play the role of ambassadors of gender equality and gender mainstreaming in their respective institutional setting.*

“Handbook for Gender Equality Rapporteurs: Gender Equality and Gender Mainstreaming in Practice,” April 2022

### What does this mean in practice?

# The three roles of Gender Equality Rapporteurs

**1. Wear your gender  
and intersectional  
glasses**

**3. Be well  
connected and use  
networking**

**2. Multiply  
knowledge and  
inspire others**

## Compile information

- ✓ **Check previous gender mainstreaming** activities of your committee (secretariat, previous GER)
- ✓ **Check the gender equality website** ([www.coe.int/equality](http://www.coe.int/equality)) of the Council of Europe, contact the Gender Equality Division
- ✓ Use the **GER Handbook** and the [online course](#) on gender equality and gender mainstreaming
- ✓ **Get information from GERs of committees working on similar issues.**
- ✓ **Propose the drafting of a factsheet / study / information document** on gender equality issues in your area

## Invest in terminology and common language

- ✓ Help colleagues in the committee know what they are talking about and ensure the use of the **same terminology** (for example, the difference between “sex” and “gender”). The Council of Europe Gender Equality [Guidelines on the use of language as a driver of inclusivity](#) can be of help in this regard.
- ✓ Be aware of possible **linguistic challenges** about the term gender and its translation in different languages.
- ✓ Raise the issue of **gender-sensitive terminology and communication** in the documents and tools produced by the committee
- ✓ We all have assumptions and gender stereotypes that can impact our work. **Check your own gender stereotypes and assumptions on the issues dealt with by your committee.**

## Use the programming process of the entity as an outline

- ✓ **Keep in mind the terms of reference /work programme /rules of procedure of your entity** regarding gender mainstreaming + other commitments in this respect
- ✓ **Look at the long-term planning of your entity** to identify priorities and possible actions, involve supportive colleagues
- ✓ Before there are elections/nominations in the committee, remind of the **need to achieve a gender-balanced representation** (a minimum of 40% of each sex, parity 50/50 would be ideal), suggest rules as relevant

## Prepare the meetings of your committee

- ✓ Before plenary meetings, look at the agenda and **identify the potential topics/activities where it might be relevant to raise gender equality issues**, contact the chair /secretariat
- ✓ **Look for allies and involve other members of the committee**, get support from the chair, find colleagues interested in the issue
- ✓ **Look for an evidence-based approach in the work of the committee**: research and disseminate data and information on the gender equality perspective in relation to the topic at stake.

## Organise a training session, hearing, round table or other event

- ✓ **Propose the inclusion of a session/hearing on gender equality or gender mainstreaming** during a future committee meeting
- ✓ Ask the Secretariat and/or Gender Equality Division to recommend **potential experts, relevant international or civil society organisations**
- ✓ Ask other committee members **to present examples from their country**
- ✓ Such work, especially in areas where gender mainstreaming is new may **raise the profile of your committee and create new links**

## HANDBOOK FOR GENDER EQUALITY RAPPORTEURS

Gender equality and  
gender mainstreaming  
in practice

## Toolkit on gender mainstreaming in Council of Europe monitoring mechanisms

Gender mainstreaming  
in practice

## Guidelines for the use of language as a driver of inclusivity

# 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**

Welcome to the course

# Gender equality and Gender mainstreaming

START MODULE





## 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 →

14/31

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 →

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 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



### 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**