



**HUMAN RIGHTS,
DEMOCRACY
AND THE RULE OF LAW**

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

**DROITS DE L'HOMME,
DÉMOCRATIE
ET ÉTAT DE DROIT**

THE RÔLE OF GENDER EQUALITY RAPPORTEURS

Gender mainstreaming training, 29-30.11.2022

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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 (an objective of the Council of Europe Gender Equality Strategy 2018-2023 and of the previous strategy 2014-2017).
- ✓ As of November 2022, 50+ 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)**

**2. Multiply knowledge
and inspire others**

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

Use the programming process of the committee as an outline

- ✓ **Keep in mind the terms of reference of your committee** regarding gender mainstreaming + other commitments in this respect
- ✓ **Look at the long term planning of the committee** to identify priorities and possible actions, involve supportive colleagues
- ✓ When there are elections in the committee, remind of the **need to achieve a balanced representation of women and men** (a minimum of 40% of each sex, while parity 50/50 would be ideal).
- ✓ 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.**

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.**
- ✓ **Look for allies and involve other members of the committee,** find colleagues interested in the issue and who could provide suggestions.
- ✓ **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. Be aware of the potential existence of good-quality research that you could build on.

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 Glossary can be of help in this regard.
- ✓ Be aware of possible **linguistic challenges** with regard to 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

Compile information and seek allies

- ✓ **Check the gender equality website** (www.coe.int/equality) of the Council of Europe, contact the Gender Equality Division for support
- ✓ **Use the GER Handbook.**
- ✓ **Check previous gender mainstreaming activities of your committee.**
- ✓ **Get information from GERs committees working on similar issues,** such as those with a strong legal content who might want to join forces in gathering and obtaining specialised training and /or information.
- ✓ **Propose the drafting of a tool / study /information document** on gender equality issues in your area

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** which could help to improve knowledge, support and ownership within the committee.
- ✓ **Ask** other committee members **to present good 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.**

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

www.coe.int/equality

