

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 ROLE OF GENDER EQUALITY RAPPORTEURS

Gender mainstreaming training, 28-29.09.2023

Cécile Gréboval, Programme Manager Gender Mainstreaming
Gender Equality Division

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 2023, 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**

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

**2. Multiply
knowledge and
inspire others**

Compile information and seek allies

- ✓ **Check previous gender mainstreaming** activities of your committee (secretariat, previous GER)
- ✓ **Check the gender equality website** (www.coe.int/equality) of the Council of Europe, contact the Gender Equality Division
- ✓ Use the **GER Handbook**.
- ✓ **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

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).
- ✓ 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**, contact the chair /secretariat
- ✓ **Look for allies and involve other members of the committee**, 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**

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** 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

cecile.greboval@coe.int

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

www.coe.int/equality

