



The role of Gender Equality Rapporteurs

Workshop on gender equality and gender mainstreaming for GERs, Strasbourg, 5-6.11.2024

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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.
- ✓ As of November 2024, 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

- ✓ **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** 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).

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**

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

www.coe.int/equality

