



# UPDATE ON GENDER MAINSTREAMING IN THE COUNCIL OF EUROPE

## Gender Equality Commission, 16-18.04.2024

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## Intergovernmental policy work

GEC representation and contributions to intergovernmental work on:

- ✓ **Artificial Intelligence** (CAI) –Framework convention on Artificial Intelligence, Human Rights, Democracy and the Rule of Law finalised on 14.03.24
- ✓ **Combating hate crime** (PC/ADI-CH)
- ✓ **Prevention of violence against children/comprehensive sexuality education** (ENF-VAE)
- ✓ Recommendation CM/Rec(2024)1 on **equality of Roma and Traveller women and girls** adopted by the Committee of Ministers on 5<sup>th</sup> April 2029

## Ongoing work

- ✓ Participation in **EIGE Thematic Network on Gender Mainstreaming**, November 2024
- ✓ Webinar “**Mainstreaming gender equality in law reform processes**”, 5<sup>th</sup> December 2024
- ✓ CoE Guidelines on **inclusive language** adopted March 7th 2024
- ✓ **Training**: teams of the Venice Commission and of the European Youth Foundation
- ✓ **Sport** division: ALL In+ Project (25 MS): data collection, best practice and work with media

## Ongoing work

- ✓ **Anti-doping:** finalisation of recommendation on gender equality and anti-doping by end 2024
- ✓ **Intersectionality:** CDADI study (end 2025) + CM recommendation (end 2027)
- ✓ Looking at GM in the work of CoE **monitoring mechanisms:** development of a tool to facilitate GM for all monitoring bodies
- ✓ **Training for Gender Equality Rapporteurs,** October 2024



Welcome to the course

## Gender equality and Gender mainstreaming

START MODULE



## New 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
- ✓ Has been taken already by more than **500 persons**

## New 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)
- ✓ **Module 1: concepts** = sex & gender, SOGI concepts, gender equality, gender mainstreaming, positive actions, intersectionality
- ✓ **Module 2:** European and international **standards**
- ✓ **Module 3:** how to do **gender mainstreaming**



## 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 →

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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

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### 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 →

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### 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

- ✓ [Login page](#)
- ✓ [Course page](#)

Module 2

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

COUNCIL OF EUROPE  
CONSEIL DE L'EUROPE

START MODULE



The illustration depicts a diverse group of people of various ages, ethnicities, and abilities. It includes a woman in a red jacket and yellow pants, a man in a blue suit, a woman in a wheelchair, a child on the ground, and many others in various clothing and poses, representing a wide range of human diversity.

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

[www.coe.int/equality](https://www.coe.int/equality)

