

**Training course on Gender Equality and Gender mainstreaming for Gender Equality
Rapporteurs (GERs)
Trainer: Nathalie Wuiame
28-29 September 2023**

Day 1 – 28 September 2023

9.30 – 10.30: Welcome

- Introduction
- Presentation of the programme and objectives of the training.
- Presentation of participants

10.30– 11.30: Session 1 – Existing gender inequalities

- Facts and figure on gender equality –How equal is the society we live in?
- Argument to support the integration of gender equality in all Council of Europe activities and domains.

11.30 – 12.00: Break

12.00 – 13.00: Session 2 – Concepts and definitions

- Main gender equality-related concepts
 - o Sex and gender
 - o Intersectionality
 - o Gender equality
 - o Sexism and gender stereotypes
 - o Link between gender-based violence and gender equality
- What is gender mainstreaming?
 - o Definition.
 - o Dual approach.
 - o A tool for better policy making.
 - o Gender budgeting.

13.00-14.30: Lunch break

14.30- 16.00: Session 3 – How to integrate gender equality issues in you committee/body? Sharing good practices.

- What is the role of Council of Europe Gender Equality Rapporteurs? Cécile Gréboval
- Exchange of good practices on gender mainstreaming
- Relevance of gender equality in the different fields of activities of GER.

16.00 – 16.15: Short break

16.15 – 17.25: Session 4 – How to do a gender analysis /scan of documents?

- Gender analysis: general framework and examples.
- Practical exercise in thematic sub-groups on gender/intersectional scan of documents and feedback in plenary by each sub-group.

17.25- 17.30 - Wrap up of day 1

Day 2 – 29 September 2023

9.00-10.00: Session 5 – Gender-sensitive communication: why is it important and how to do it?

- Unconscious gender stereotypes and bias.
- Importance of gender sensitive communication:
 - o Principles: how to do it?
 - o Examples

10.00 – 10.30: Coffee break

10.30- 12.30: Session 6 – Gender Equality Rapporteurs as ambassadors of change

- Working in three subgroups based on type of body and discussions on possible concrete actions.
- Designing a roadmap to integrate gender equality in the work of the committees/bodies?
- Sharing ideas and challenges.

12.30-12.45 Closing

- Evaluation of the training
- AOB.