Gender mainstreaming at the Council of Europe: key lessons, progress and challenges

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1. GM is one of the 5 strategic objectives on gender equality at the CoE **: strong political mandate**

2. Accountability for gender mainstreaming: Institutional setting on gender equality and mainstreaming at the CoE:

- The Gender Equality Commission (GEC) [again a Steering Committee in 2016-2017]

- Gender Equality Rapporteurs appointed within intergovernmental bodies and other CoE structures (e.g. monitoring bodies) – currently more than 40, and counting! ☺

- The Gender Mainstreaming Team (CoE staff members from various sectors)

3. Resources: GE/GM in the Terms of Reference of CoE committees, including appointing a Gender Equality Rapporteur + different supporting tools: manual for GERs, training sessions, policy briefs, factsheet, glossary, dedicated website...

4. Annual report on the implementation of the Strategic (prepared by the GEC): **Visibility** for the work of the other sectors on their GM efforts.

5. **Why GM?:**The CoE follows **the dual approach** in its Strategy: targeted measures on gender equality + gender mainstreaming in the whole organisation (and at national level).

6. **Build on existing work**: the CoE did pioneering work on GM in the 1990s and mobilised some sectors even ahead of the Strategy and Transversal Programme.

7. We must not look track of the basics of gender mainstreaming: go back to the rationale of gender mainstreaming: gender inequality

- it is aimed at grounding policies on the concrete situation and needs of people

- it results in better informed policy-making and better government

8. Requirements for gender mainstreaming:

- ✓ Involvement of **all relevant actors** associated in policy-making
- ✓ Use and promotion of **data disaggregated by sex** and other factors
- ✓ **Training** & gender analysis
- ✓ Ensuring the **equal presence and contribution** of women and men in all programmes and activities

- ✓ Adequate **human and financial resources**, including institutional mechanisms for the promotion of gender equality

9. **Five specific Recommendations from the Committee of Ministers on gender mainstreaming**: GM (1998), GM in education (2007), inclusion of gender differences in health policy (2008), gender equality and media (2013), GM in sport (2015).

10. **Many good examples of GM at the CoE already**! Some here:

- ✓ **Media:** 2016 Rec. on protection journalism/safety of journalists (gender-sensitive) + GE dimension of media coverage of elections (ongoing)
- ✓ **GRECO**: work on the gender dimension of corruption
- ✓ **Pompidou Group**: the gender dimension of non-medical use of prescription drugs
- ✓ **Eurimages**: Data collection, GE Strategy (Oct. 2015), prize for female film director
- ✓ **Sport/EPAS**: gender equality indicators in sports

11. Some conclusions: We need to build on success, tackle the challenges, acknowledge the difficult political context and work around it, show that/what works: we must communicate better on gender mainstreaming (the why and the how) **-** and dedicate resources to training, expertise, exchanges, advocacy, measure and monitor... and keep going!

- ✓ **Growing interest on GM and increasing number of GM activities** in different CoE areas (thanks to the Strategy)
- ✓ **Pioneering work being developed and given high visibility** at the European and international level
- ✓ **BUT:** General challenges for the work on GE and GM**: budgetary cuts, weakening of national gender equality machineries, growing opposition to women's rights ..**
- ✓ **AND:** Specific challenges**: mobilise sectors with little progress so far; expertise and resource needs; the gender mainstreaming methodology; and keeping the focus on the final aim: gender equality (gender mainstreaming is a tool to get there..).**

So, we are not there yet, but we are on our way....