



Council of Europe  
Conseil de l'Europe

# Ambassadors for Change: Online Training Course on Gender Equality and Gender Mainstreaming for CoE Gender Equality Rapporteurs

DAY TWO  
10 November 2020

Council of Europe  
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- **Remind colleagues of CoE policy on gender parity (40%) and key CoE official documents on gender equality and gender mainstreaming (there are many at the CoE website).**
- **Identify/consult gender experts (CoE, nat. and local level: academia, NGO, think tanks, reps. of minorities, etc).**
- **Co-Organise small events (round tables, hearings) on your topic and include gender equality issues in the agenda.**
- **Collect reliable gender/intersectional data and use it to support your arguments: it makes it real!**



- **Collect examples of successful gender mainstreaming exercises in other Committees (including those dealing with challenging areas such as economic crime, fraud, digital technologies).**
- **Organise a hearing/event on the topic in your Committee.**
- **Get advice from other GER or colleagues from the Gender Equality Division.**

## TODAY- MORNING SESSIONS

- **9:40 – 10:25. MODULE 3: “Leading by Example: using gender-sensitive communication” Facilitator: Cécile Gréboval.**
- **10:25-10:40. Coffee break**
- **10:40-11:40. MODULE 4: CoE Strategies to advocate for gender equality & women’s rights + Exercise Task sheet #2 + Quiz: dealing with resistances (ctd).**
- **11:40-12:00. Coffee break**



## AFTER COFFEE:

- **12:00-13:00.**  
**MODULE FIVE: Sharing  
Good Practices/Lessons  
learnt (3 GER present  
5'+ Plenary)**
- **13:00-14:30.**  
**A well-deserved lunch  
break!**



**10:40-11:40. MODULE 4: PPT CoE  
Strategies to advocate for gender equality  
& women's rights + Exercise Task sheet #2  
+ dealing with resistances (continued).**

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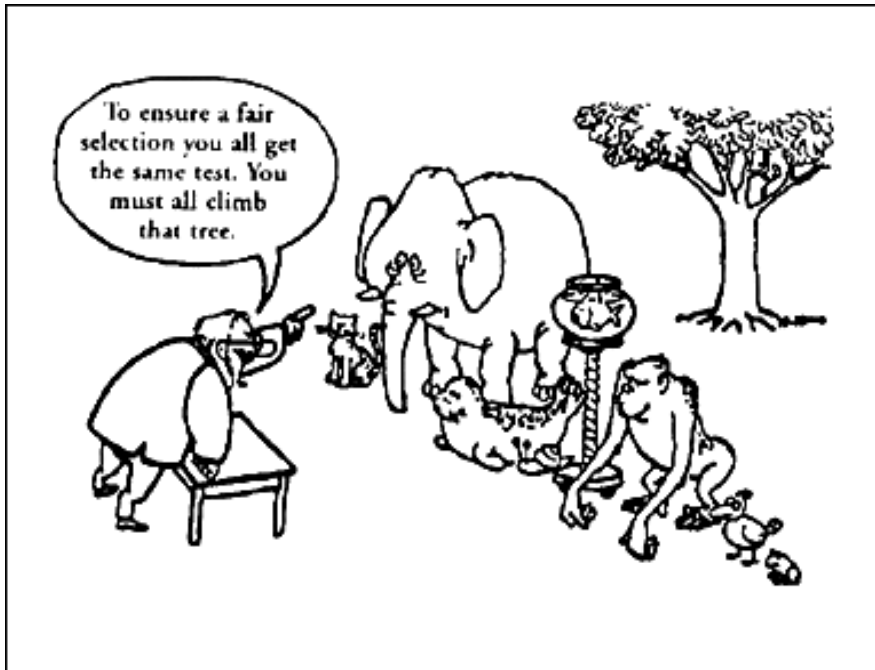




# Strategies to promote Gender Equality

1. Equal Opportunities /Equal Treatment
2. Capacity building
3. Women's Agencies Gender Equality Units
4. Temporary Special Measures/ Specific Actions to enhance gender equality
5. Gender Mainstreaming
  - 5.a. Gender budgeting

# 1. Equal opportunities at the Council of Europe



Credit picture: CoE Gender Equality Unit

- **Formal legal provision guaranteeing that no discrimination on the basis of sex or other factors (ethnicity, religion, disability, sexual orientation, etc.) will prevent the enjoyment of civil or human rights.**

(cf. recommendation from CoE Gender Equality Strategy- 2018-2023 pp. 12, 13, 49)

<https://www.coe.int/en/web/jobs/equal-opportunities>



**Why it matters - contributes to:**

- \* reduces gender wage gaps.
  - \* ensures access to decent work conditions
- **Relevant policy frameworks supported by the CoE:**

**Decent work:**

<https://www.coe.int/en/web/compass/work>

**Recomm. on youth work: CM/Rec(2017)4**

**Adopted by: Committee of Ministers**

**Other ILO Conventions: 156 on workers with family responsibility); 183 (maternal protection); 111 discrimination in employment & occupation).**



## 2. Capacity building on gender equality and social inclusion

- **The issue:** “to continue to address the harmful impact of gender stereotyping on judicial decision-making, in accordance with the Council of Europe Action Plan on Judicial Independence and Impartiality for 2016-2021” (Action 2.4).
- **Possible actions:** “ research, monitoring, training, education, capacity building and the promotion of good practices at the national level, in line with the instruments of the CoE and international law, and in co-operation with other regional and international organisations.”
- **Added value?** Improved effectiveness of institutions/organizations, for implementing actions that promote gender equality and women’s rights and for achieving social and equitable results (outcomes)
- Source: CoE Gender Mainstreaming Toolkit p. 25



## **3. Women's agencies/Gender equality units**

**Examples: national authorities to promote and coordinate policies for the advancement of women and/or mainstreaming of gender equality ----- can be a Ministry, a Secretariat, a Department, an Institution, a Gender Equality Committee, a Task Force within a Ministry, etc.:**

### **Key objectives:**

- 1) Integrate gender equality perspectives in legislation, public policies, programmes and projects**
- 2) Generate and disseminate gender/intersectionally disaggregated data and information.**
- 3) Get support to monitor trends/spaces for gender equality and women's rights (from gender experts through your Networking)**



## 4. TEMPORARY SPECIAL MEASURES

- A strategy designed to accelerate the realisation of *de facto* equality between men and women in those areas where inequalities exist.
- Purpose: to accelerate the process of correcting current and past gender disparities and inequalities.
- Ultimate goal: ensure *de jure* and *de facto* equality, in line with the principle of non-discrimination by the ECoHR

**Cf. Convention on the Elimination of All Forms of Discrimination against Women (CEDAW-1979) art. 4 provides an international legal base for temporal corrective measures.**

**Two of these measures are :**

- Affirmative/Positive Action
- Quota systems



## **4.a. Specific Actions to enhance gender equality**

- **They are tailored to each specific situation of inequality/discrimination and can include a combination of the other strategies (capacity- building, advocacy, awareness campaigns, policy dialogues, technical expertise, etc.)**



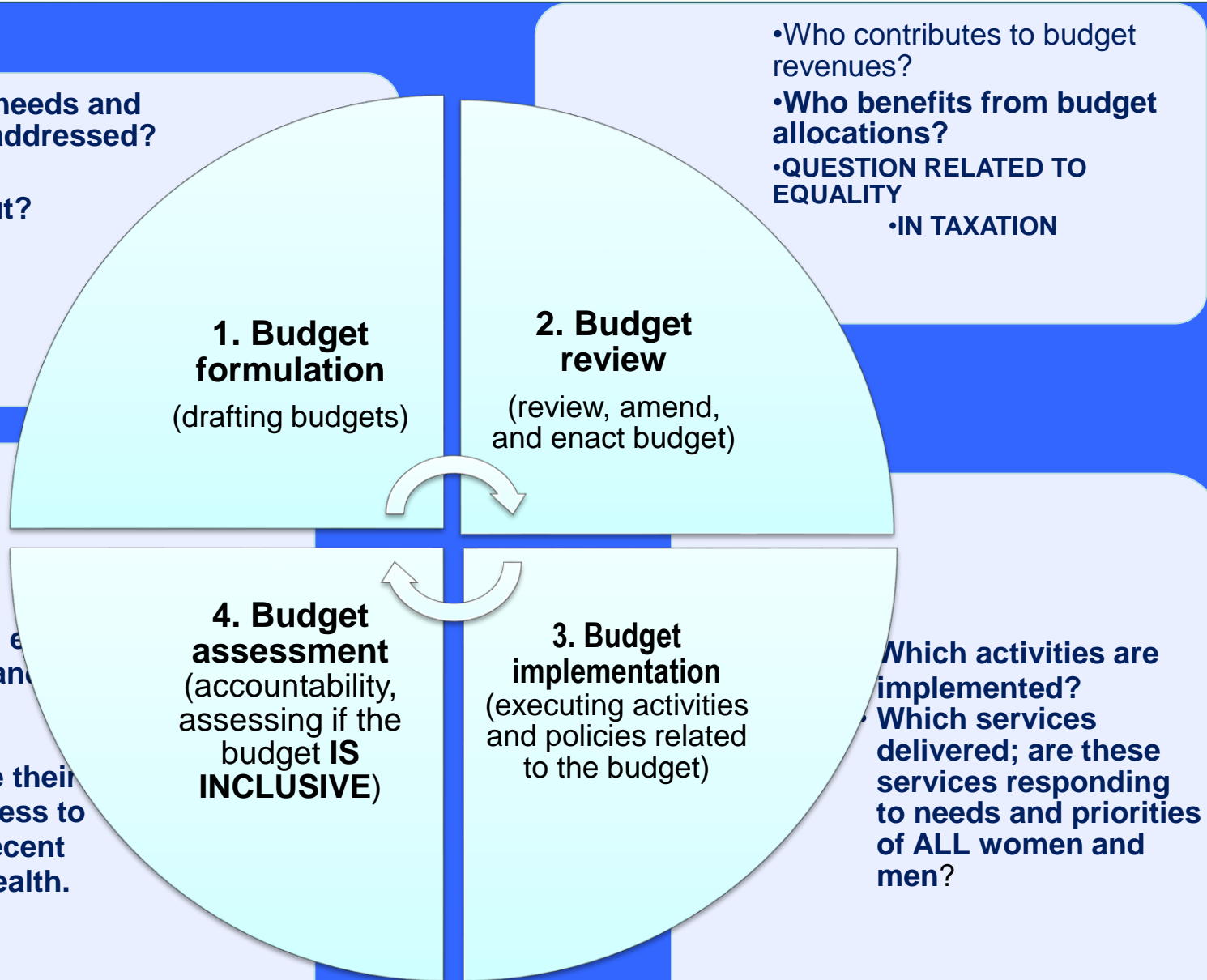
## 5. Gender Mainstreaming

**Source: CoE Gender Glossary p, 22:**

- **“assessing the implications for women and men of any planned action, including legislation, policies or programmes..... It is a way to make women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies/ programmes in all political, economic and societal spheres so that inequality is not perpetuated. The ultimate goal is to achieve gender equality (UN Women).”**



# 5.a. Gender-responsive budgeting





## **Practical Exercise: Task sheet #2: How to choose the best strategy to promote gender equality (from an intersectional perspective)**

### **Guidelines:**

- **You will be directed to your breakout group.**
- **Please use Tasksheet # 2 : choose one gender equality related problem and answer the 3 questions there.**
- **Remember to choose a Rapporteur at the beginning and someone different this time. Thank you and enjoy the exercise !**
- **Time for this exercise: 30 mins. for group discussions+ 3 minutes for each Rapporteur in Plenary**





# LUNCH BREAK

13:00- 14:30



## ENJOY!

## **14:35: 15:00 and to continue after lunch: Sharing good practices/lessons learnt in mainstreaming gender equality**

**\* 3 short presentations (5 mins each) GER presenters:**

- 1) Anne N. 2) Philippe W. 3) Jana N. followed by Plenary discussions.**
  
- 2) \*Presentations and plenary discussions will be structured around the following questions:**
  - a) what has worked?**
  - b) what has not?**
  - c) where are the obstacles?**
  - d) where are the opportunities for contributing to gender equality as GERs?**



**15:00-15:05**

- **HERE IS AN ENERGISER!**

Video for transformative thinking:

<http://www.inspiringthefuture.org/redraw-the-balance/>



## **15:05-15:45: MODULE SIX**

- **Practical exercise: “How to do a gender/intersectional scan of our documents”**
- **Please use Task sheet #3 and the selected document for your group.**
- **Breakout groups read and discuss document and apply 4 of the Gender-sensitive questions to document (40 min).**
- **Choose Rapporteur who will share results in plenary (6 min. per group max. )**
- **Have a productive mainstreaming session! See you back at the Plenary !**



**COFFEE BREAK !**  
**16:03-16:18 - 15 mins.**





## 16:00-17:00 MODULE SEVEN

Design your “Gender Equality Mainstreaming Roadmap” to put your Committee/team in action

- A. key gender mainstreaming action/activity that you intend to take forward and why?
- B. expected outcome/result (gender and intersectionally sensitive?)
- C. who would be your targets or allies?
- D. which tool would you use? (for example: an outreach initiative; a quiz/short video/ questionnaire.; a preliminary draft for a public event, a commentary on a Policy, etc.

Plenary session to be recorded



# Remember? The three roles of Gender Equality Rapporteurs

**1. Wear your gender (and intersectional glasses)**

**2. Multiply knowledge & inspire others.**

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

- 1. key gender mainstreaming action/activity that you intend to take forward and why?**
- 2. expected outcome/result (gender and intersectionally sensitive?)**
- 3. who would be your targets or allies?**
- 4. which tool would you use? (for example: an outreach initiative; a quiz/short video/ questionnaire.; a preliminary draft for a public event, a commentary on a Policy,...**



# **17:00-17:15 END OF OUR TRAINING**

- **Oral collective evaluation, thanks and closure by Cécile Gréboval**