



Council of Europe
Conseil de l'Europe

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

9-10 November 2020

Course delivered by Dr Patricia Munoz
Cabrera

Council of Europe
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Welcome and introduction of trainer and co-facilitators

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Objective of the Training :

To enhance the analytical and operational capacity of Council of Europe GERs to mainstream gender equality, intersectionality and women's rights in their overall work



Expected Outcomes at the end of the Training

- **A clear and deeper overview of gender mainstreaming and CoE's gender equality-related concepts and policies.**
- **A set of gender mainstreaming tools and entry points to use in different areas of your work.**
- **Enhanced understanding of the key role played by GERs and how to build compelling arguments to more effectively tackle resistance to gender equality.**



Guidelines for the two days

- **Please keep a printed copy of the Programme, Task sheets and working documents by your side, or on the screen of your computer.**
- **Kindly make sure you have all you need to participate these two days, otherwise let us know during breaks or via chat.**
- **Technical issues, please see next slide..**



Rules of the House

- **Please be on time for all Modules....**
- **We will be working in virtual “break out” groups and plenary sessions**
- **Which will be your group? See next slide...**



Composition of break out groups

<p>Group 1: Media (information/Law/new technologies, AI, hate speech) Facilitator: Patricia Munoz Cabrera</p>	<p>Group 2: Human rights (including Minorities and women rights) Facilitator: Mervi Patosalmi</p>	<p>Group 3 : Democracy & Governance Issues (including GBV, VAWG, Education, social cohesion) Facilitator: Cécile Gréboval</p>
<p>Elfa Ýr Gylfadóttir Steering Committee on Media and Information Society (CDMSI)</p>	<p>Antonija Petričušić Framework Convention on National Minorities (FCNM)</p>	<p>Iulia DAVYDOVA Committee on Bioethics (DH-BIO)</p>
<p>Dr. Markus Oermann Committee of Experts on Media Environment and Reform (MSI-REF)</p>	<p>Mari Kurtanidze Joint Council on Youth of the Council of Europe (CMJ)</p>	<p>Siobhan Smyth European Committee on Democracy and Governance (CDCG)</p>
<p>Jadranka Vojvodić Committee of Experts on Media Environment and Reform (MSI-REF)</p>	<p>Sølve Sætre Working group on intercultural integration (GT-ADI-INT)</p>	<p>Rachel Eapen Paul Group of Experts on Action against Violence against Women and Domestic Violence (GREVIO)</p>
<p>María Rún Bjarnadóttir Committee of Experts on Combating Hate Speech (ADI-MSI-DIS)</p>	<p>Philippe Wéry Steering Committee for Human Rights (CDDH)</p>	<p>Anne Bergheim-Negre Conference of international non-governmental organisations (INGOs)</p>
<p>Jana Novohradská, Ad Hoc Committee on Artificial Intelligence (CAHAI)</p>	<p>Shafag Huseynli Ad Hoc European Committee for the World Anti-Doping Agency (CAHAMA)</p>	<p>Tatjana Vuçani Steering Committee for Education Policy and Practice (CDPPE)</p>

Questions & doubts?



Quick overview of the programme

TODAY:

- **14:00-14:30. Welcome and Introduction**
- **14:30-15:00. Icebreaker: the Gender Equality Elevator Pitch (Tasksheet #1)**
- **15:00-15:45. Module One: Building common ground as GER: key concepts**
- **15:45-16:00. : tea/coffee break**
- **16:00-16:30. Quiz**
- **16:30-17:20. Module Two: “Ambassadors for Change: the key role of GER and CoE recommendations**
- **17:20-17:30. Wrap up and Review of Programme for Day Two**



MODULE ONE : The Elevator Pitch: “Why Gender Equality Matters in COVID times”

- **This is a collective exercise to get to know your colleagues better and develop convincing entry points on gender equality : See next slide**



Please refer to your Tasksheet #1 for this exercise. Guidelines:

- **Break out groups** : 3 groups discuss for 10 minutes and agree on key arguments to present in Plenary.
- **One person per group Reports back in Plenary** (3 minutes per group).
- Please remember that **you will be in the same group for the two days and kindly choose different Rapporteurs each time**



- **Gender equality in COVID TIMES:
Matters more than ever.... WHY?**
- **Key issues to consider in next slide**



Gender Equality in COVID times: why it matters more than ever

GBV and VAWG on the rise :

- calls to domestic violence hotlines in Europe have increased by up to 60 %. The WHO cited reports from 7 MS of increases in violence against women and men by an intimate partner and against children as a result of the COVID-19 pandemic.

<https://www.coe.int/en/web/portal/covid-19-preventing-combating-violence-against-women>



Gender Equality in COVID times: why it matters more than ever

The coronavirus backlash: crisis in the care economy :

Women are bearing the brunt of the economic fallout and taking on a greater share of domestic work and childcare --- impact:

Less time for productive work (online availability, entrepreneurship, access to higher education, (re)skilling.

This is the impact, in next session we will discuss the root causes....



The intersectional impact of COVID

- **Example The Roma women and men, girls and boys, of different age groups.....**

Before COVID



During COVID:

- **Mid-Term** socio-economic impacts (ex. lack of access to remote learning, no internet connection, electricity).
- **Long-term Impact:** deepening of inequalities in education, rising unemployment.
- **Scapegoating & ethnicisation** of the Coronavirus crisis across EU MS

What would be a specific gender-sensitive question here ?



The intersectional impact of COVID 19 on Youth

- Services across Europe forecast that over the coming months the number of young people (girls, boys and Trans?) at risk of homelessness **will increase, as a result of job** losses and increased debt and the strain on family relationships for young people still living at home.

- Want to know more? Visit the CoE youth partnership at <https://pjp-eu.coe.int/en/web/youth-partnership/covid-19>



KEY TO REMEMBER: AT ALL TIMES

- Gender equality is “a principle of human rights” and women’s human rights as “an inalienable, integral and indivisible part of universal human rights.”

cf. the Council of Europe Committee of Ministers

Recommendation (2007)17 on gender equality standards and mechanisms; CoE Gender Glossary, p. 17.



Thinking intersectionally

- **Equality and non-discrimination are fundamental pillars of democratic societies and the *condition sine qua non* for the effective enforcement of human rights for ALL citizens, regardless of their gender, sex, race, ethnicity or any other marker of social differentiation.**
- Cf. adapted from “Intercultural integration strategies: managing diversity as an opportunity,” Working Group on Intercultural (GT-ADI-INT)



- Thank you !

DAY ONE - MODULE ONE

Building common ground as GERs:

Clarifying/enhancing knowledge of key gender equality concepts and your experience in working with them.





1. GENDER / SEX

- **what do these two concepts mean?**
- **who has had to explain it in an event or a meeting?**
- **Or maybe include them in a written document?**
Share our views

1. See CoE Gender Glossary and Gender Mainstreaming Strategy

Sex

**Biological differences
(man/women)**

**Chromosomal and physiological
characteristics of men and women do
not vary much among different
cultures**

**No much difference in time and
place**

**Past: rather static. Nowadays:
sex-changes are possible**

Gender

**Socially constructed differences
(masculinity/femininity)**

**Social, political, and economic
roles may vary much among
different cultures and contexts**

Dynamic, shifting



2. Gender norms, gender roles and gender stereotypes

What are these? Why are they so important to consider in gender equality analysis/discussions of key documents?



2. Gender norms, roles and Stereotypes

1. Difference is not the problem but the constructed idea that our world is defined and built according to a male-driven view which still permeates institutions , Laws and social interactions ...

2. Everything associated with certain types of masculinity is valued higher

3. Results:
-inequality in access to/control of resources, assets, voice, opportunities (cf. CoE GM Toolkit).

-Assigned gender roles that devalue women's contributions to society and limit their capabilities .



2.1. Gender norms/stereotypes can disempower women and men in very different ways

- **Historically, unequal power relations between women and men have led to discrimination against women and men, and to the prevention of their full advancement.**
- **Key: women and men are victims of stereotypes restricting their full capabilities.**

Source: CoE Gender Equality Strategy, p. 6.

- **HOW? Examples: let us see**



2.2. EXAMPLE for daily life: gender norms in the public/private sphere :



Women : home-keepers, care-givers, providers of unpaid work or work of lesser value, more emotional (ex. STEM)

RESULT: (un)conscious bias in Laws, policies, projects and practices:

Example : low implementation of policies aiming at reconciling work and family life.

Example: (macro) economic measures/policies can be gender/intersectionally biased.

Myth: Men as “breadwinners”, productive agents, rational/more credible decision-makers.

2.3. Gender stereotypes through the life course: ageing

Gender stereotypes also affect older women and men in significant ways:

- **Lack of recognition of their rights (ex. "Carvalho vs. Portugal")**
- **lower ability to accumulate social security entitlements for their pension age.**
- **Source: UNECE "Gender Equality, work and old age".**



**More associated to the home-space:
"Grandma's recipes"**



Some of you work with youth from different social, economic and cultural backgrounds....

- **Any comment on how gender stereotypes affect them?**
- **Or other types of discriminatory stereotyping?**



Impact of gender norms in equal participation in public life: Political participation/representation

- Quiz 1: What is the rate of women's participation in CoE Member States (as members of national governments and parliaments)?

45 %?

29%?

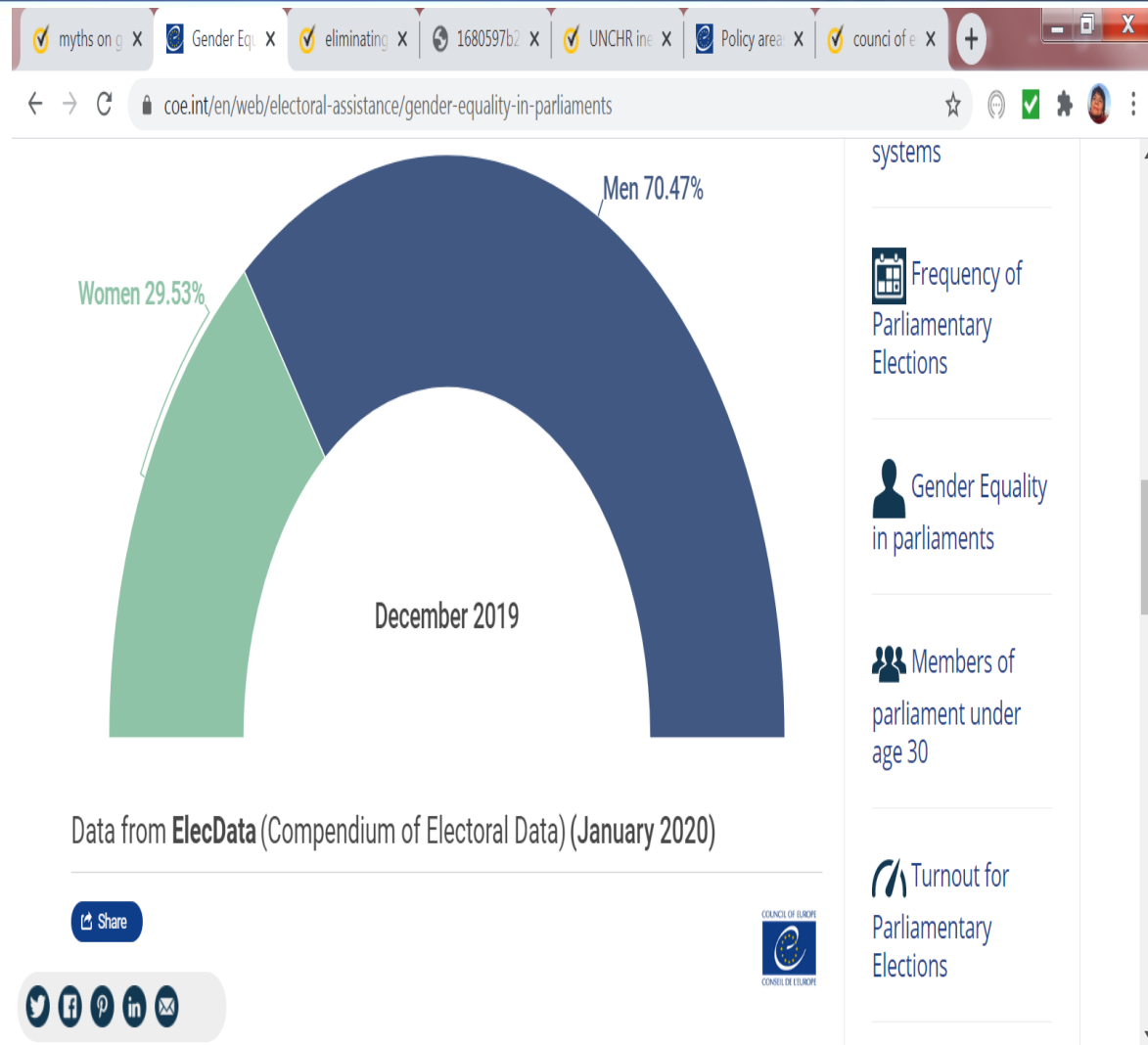
60%?



Gender (im)balance in Political participation in CoE MS

Recommendation by the CoE:

- The realisation of a balanced participation of women and men in decision-making requires co-ordinated action in a wide range of areas and has been high on the Council of Europe agenda for decades.
- This includes the implementation of existing standards, but also supporting policies to achieve parity democracy



<https://www.coe.int/en/web/electoral-assistance/gender-equality-in-parliaments>



Quiz 2. What is the % of men in top positions (Boards) of the 350 biggest pharma companies worldwide?

73%?

88%?

94%?



2. What is the % of men in top positions (Boards) of the 350 biggest pharma companies worldwide?

73%

88%

94%

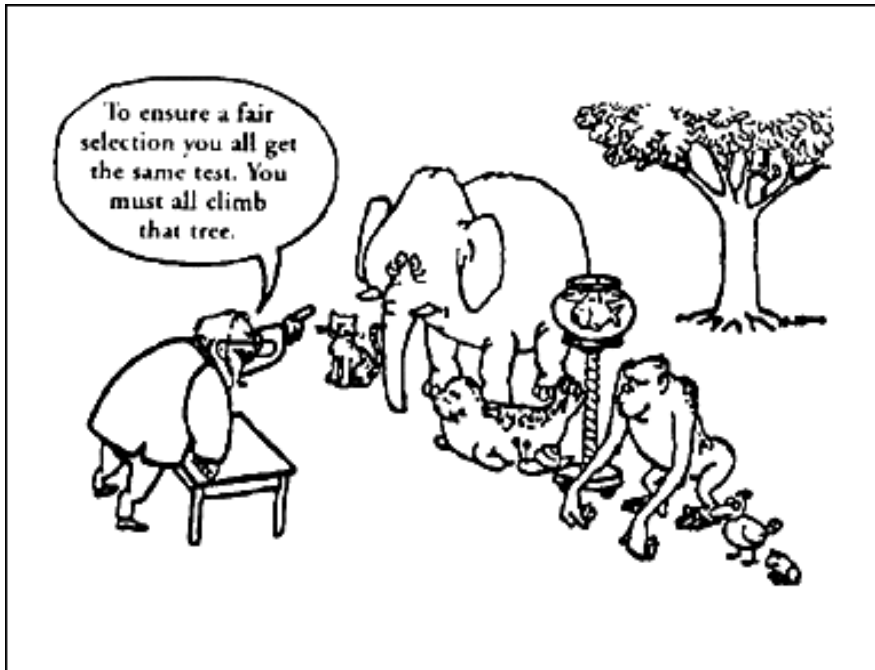
*Source : Women
Count Report,
FTSE 350, 2019*



3: Equal opportunities

Your definition or explanation?

3. 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)



4. Equal Treatment - Example

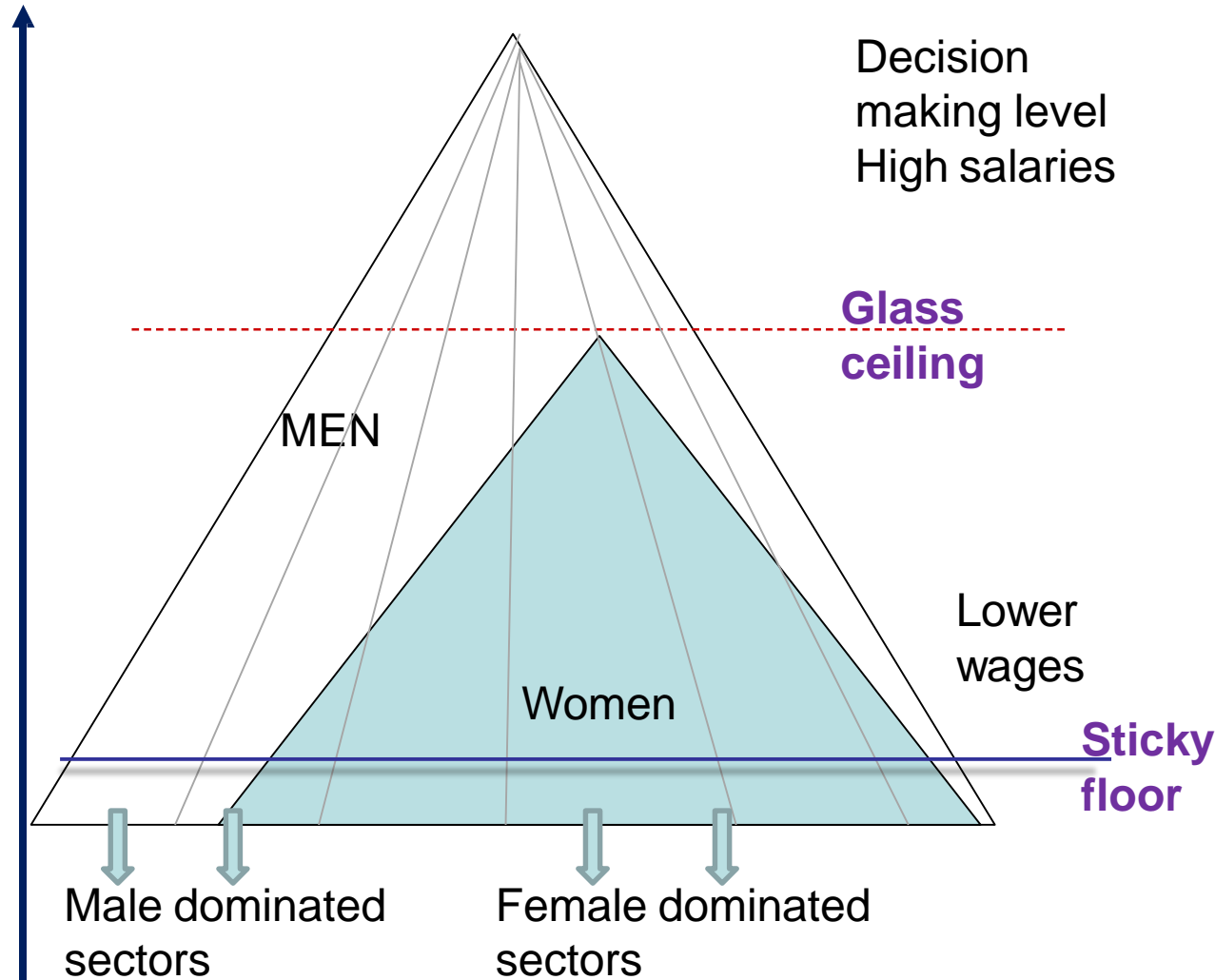
- **ALBANIA:** The law No 9970 On gender equality in society (dated 24.07.2008) “regulates fundamental issues of gender equality in public life, **the protection and equal treatment of women and men with regards to equal chances and opportunities for the exercise of their rights**, as well as their participation and contribution in the advancement of all social spheres. [Gender Analysis Albania, p.6./Gender Impact Assessment of Economic Crime in Albania p.10.](#)

Equal Treatment: *DE JURE* exists, enshrined in Legal frameworks

4. DE FACTO not always: Impact of gender norms in labour markets

Prevalence of unequal treatment:

- Salaries higher in male dominated sectors (horizontal segregation).
- Men over-represented in decision making jobs (vertical segregation)
- Women facing multiple barriers (executive women = glass-ceiling migrant women= sticky floor).





5: Gender Mainstreaming

What does this mean?



5. What is Gender Mainstreaming?

- “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 ECOSOC 1997).
- **Source: CoE Gender Glossary p, 22:**
- **How to apply it in a simple way? See next slide**



5. Gender Mainstreaming in Practice: some recommendations from the CoE

Concrete actions:

- 1. Collect sex and intersectional disaggregated data whenever possible : it makes it real!**
- 2. Identify/consult gender expertise (CoE, national, local level) and share relevant data/good practices with them (for example gender experts from existing organisations, academia, NGOs, think tanks).**
- 3. Remind colleagues and Committee members of official commitments towards gender equality and gender mainstreaming (accountability and leading by example)**



5. Gender Mainstreaming for GER, some recommendations from the CoE

- 4. Collect examples of successful gender mainstreaming exercises in other Committees (including those dealing with challenging areas such as economic crime, fraud, anti-doping, digital technologies, trafficking, forced displacement, migration).**
- 5. Organise a hearing/event on the topic in your Committee.**
- 6. Get advice from other GER or the Gender Equality Division.**
- 7. Any other practical idea from your side?**



6. What is intersectional discrimination?

CoE Definition: Certain groups of women, due to the combination of their sex with other factors, such as their race, colour, language, religion, political or other opinion, national or social origin, affiliation to a national minority, property, or other status.... **are often subjected simultaneously to one or several other types of discrimination”.**

Sources: CoE Glossary p. 14; CoE, Gender Equality Strategy, p.11, fn. 9.

Practical example: In France, an experiment showed that women with a French-sounding name had a 22.6 % of being called for an interview when applying for a job, compared with women with a Senegalese sounding name (8.4 % chance) and men with a Senegalese sounding name (13.9 %)
UNHRC 2017, ***“Impact of multiple and intersecting forms of discrimination and violence”***

6 . Intersectional discrimination in Artificial Intelligence

1. Programmes for facial recognition work better on men than on women and on white people than on black people (ex. Michele Obama was equated with an ape by one algorithm).
2. Studies on language systems associate women's names with family tasks/ men's names with professional activities.
3. Globally, in 2016: 12 % of AI researchers were women (14,8 % in France)

How to correct this inequality? Mainstream gender equality in AI:

- Education in non-conventional disciplines (women in STEM)
- Promote women's leadership in AI projects (incl. deep learning)
- Promote AI events among minority and marginalized groups of youth (intersectional gender dimension)

Useful source: Artificial intelligence and gender equality: key findings of UNESCO's Global Dialogue, <https://unesdoc.unesco.org/ark:/48223/pf0000374174>



6. 2. Added value of intersectional thinking/acting: makes other grounds of dimensions of inequality visible - transformative thinking



FACT: By 2020, 20% of the EU population is expected to have some form of disability.

The CoE is committed to improving social and economic situation of persons with disabilities, building on the Charter of Fundamental Rights of the EU.

CoE Disability Strategy 2017-2023.

Any experience to share?



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Thank you!



After the Tea/Coffee Break

- **16:00-16:30. Quiz**
- **16:30-17:20. “Ambassadors for Change”:
the key role of GERS, and what the Coe
recommends with concrete examples
and good to know entry points
Description and Methodology. Interactive
PPT and Plenary discussion**
- **17:20-17:30. Closure of the Day and
review of Programme for Day Two**



16:00- 16:30. QUIZ: building arguments to neutralise/deconstruct resistance

- **We will walk through a series of statements/arguments commonly used to resist gender equality.**
- **You will express agreement or disagreement and substantiate your argument.**
- **Some of you can play the devil's advocate, so be ready to think of counter arguments based on your own experience!**



1. Women have already achieved equal rights today. GER are not needed any more.

**Agree
or Disagree?**

**WHY YES ?
WHY NOT?**

What is your (counter) argument ?



1. Women have achieved equal rights. GER are not needed any more

Counter argument: *de jure* perhaps, *de facto* by no means

**How to sustain your argument?
Use reliable data, provide facts/ figures that contradict this statement**

Refer your interlocutors to CoE' recommendations and standards on G.E. EU Legislation UN Resolutions





2. Women are too emotional to be good leaders. Men are better decision-makers.

**Agree
or Disagree?**

**WHY YES ?
WHY NOT?**

What is your (counter) argument ?



2. Women are too emotional to be good leaders. Men are better decision-makers.

Counter argument: Are you sure? Have you seen how women leaders have managed the COVID crisis?

How to sustain your argument?

Find evidence here

[:https://www.forbes.com/sites/avivahwittenbergcox/2020/04/13/what-do-countries-with-the-best-coronavirus-reponses-have-in-common-women-leaders/#124ea2ac3dec](https://www.forbes.com/sites/avivahwittenbergcox/2020/04/13/what-do-countries-with-the-best-coronavirus-reponses-have-in-common-women-leaders/#124ea2ac3dec)

See next page:



What Do Countries With The Best Coronavirus Responses Have In Common?

- Refer your interlocutors to CoE' recommendations on balanced participation of women and men in political and public decision-making:
- a condition for justice and democracy. Council of Europe standards provide clear guidance on how to achieve this essential goal.
- More at: <https://www.coe.int/en/web/gendequality/balanced-participation>.





**3. Our policies, laws,
project are gender
neutral. They benefit all
people in the same way**

**Agree
or Disagree?**

**WHY YES ?
WHY NOT?**

What is your (counter) argument ?

**3. Our policies, laws,
project are gender neutral.
They benefit all people in
the same way**

Counter argument:

**Gender neutral policies/Laws are a myth.
They can sometimes be negative to women
and men, as they are often the result of
socially constructed gender norms/roles
that subordinate/discriminate women
in real life.**

How to sustain your argument?

**Example: find Case Laws from
the ECHR
Example: the Carvalho vs.
Portugal case**

**Additional argument: justice providers can be (un)consciously biased: example
Judicial stereotyping is a common and pernicious barrier to justice, particularly for
women victims and survivors of violence ([www. https://rm.coe.int/1680597b20](https://rm.coe.int/1680597b20))**



4. Combatting gender inequality does not *per se* mean combatting the forms of inequality/discrimination affecting ministries or vulnerable groups .

**Agree
or Disagree?**

**WHY YES ?
WHY NOT?**

What is your (counter) argument ?

4. Combatting gender inequality does not *per se* mean combatting the forms of inequality/discrimination affecting ministries or vulnerable groups.

Counter argument: To a good extent it does, as within those groups there are women and girls, men and boys and Trans persons who will be discriminated or privileged by virtue of their gender, sex, ethnicity and class, among other forms of intersecting discrimination.

How to sustain your argument? find testimonies/proposals from NGOs, CSOs and representatives of marginalised groups in your country, topic, bring their voices, proposals to the table or include them as empirical evidence in your discussions .

You can also find solid arguments at the UN website on intersecting forms of discrimination where MS report on progress vis a vis national legislation.....

5. There are no gender differences in attitudes towards corruption, accepting bribes or offering bribes. Corruption has no gender.

**Agree
or Disagree?**

**WHY YES ?
WHY NOT?**

What is your (counter) argument ?

5. There are no gender differences in attitudes towards corruption, accepting bribes or offering bribes. Corruption has no gender.

Counter argument:

That holds true to a certain extent, as there is no robust evidence of the causal relation between gender and lower levels of corruption. However, evidence from the World Bank shows that when there are more women in Parliament, corruption levels tend to be lower

**How to sustain your argument?
Evidence from financial institutions. |**



THANK YOU !



16:30-17:20. “Ambassadors for Change”

- **The key role of GERS, and what the Coe recommends with concrete examples and entry points**
- **Interactive PPT and Plenary discussion**



“Ambassadors for change”

Collective Brainstorming and discussions:

- 1. The Coe’s key principles related to gender equality**
- 2. The key role of Gender Equality**
Rapporteurs: “Ambassadors for change”
- 3. Concrete examples and “good to know” entry points**



1. The Coe's key principles related to gender equality

Gender mainstreaming: a strategy of the Council of Europe dating from 1998. The ultimate goal is equality between women and men. Key policy goal to the CoE, inline with UN 1995.





1.c. Institutional setting reinforced in 2012 & 2018: (with the CoE Gender Mainstreaming Strategy)

What happened then?

- **Setting up of an enabling institutional environment**
- **AIM:** to facilitate the integration of a gender mainstreaming perspective throughout the Organisation.
- **ACTION:** Launching of a Transversal Programme on Gender Equality framework for the implementation of gender equality standards in MS, including gender mainstreaming.



1. Main focus of the Council of Europe activities in relation to gender equality

COUNCIL OF
EUROPE GENDER
EQUALITY
STRATEGY
2018-2023



1. Preventing & Combating gender stereotypes and sexism (in all areas);
2. Preventing and combating violence against women and domestic violence (including intersecting forms of violence);
3. Guaranteeing equal access of women to justice;
4. Achieving balanced participation of women and men in political and public decision-making (in all areas, including economic, political, social, STEM);
5. Protect the rights of migrant, refugee and asylum-seeking women and girls
6. Promote/Achieve gender mainstreaming in all policies and measures in the Council of Europe (key task for MS and GER).



- **Any comments or insights you would like to share?**



2. 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,” Oct. 2018;
<https://rm.coe.int/council-of-europe-gers-handbook-oct-2018-2-/16808ee74b>

What does this mean in practice?



2. 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



HOW TO DO IT: Concrete examples of mainstreaming and good to know entry points

1. Promoting gender equality in the audiovisual sector

<https://www.youtube.com/watch?v=sSZvDOodbF0&feature=youtu.be>



Good to know: recent CoE recommendation 50&50 – Gender Parity



How to do it 2 : Share data/good practices/experiences in promoting gender equality across CoE programmes – ENTER! Programme

Good to know entry points and questions:

- CoE Project ENTER! : AIM: identify and support youth work and youth policy responses to violence, exclusion and discrimination affecting young people in Europe, especially in disadvantaged neighbourhoods. **What about specific GBV against young girls, boys , Trans youth?**
- Existing Recommendation CMRec(2015)3: **Is access assessed according to gender , sex, age, race/ethnicity, disability?**
- The project activities are centred around training courses for youth workers, their local level project and publications. **How will equal participation in the project be ensured?**



To know more: <https://www.coe.int/en/web/enter/home?desktop=true>



How to do it 3:

- **raise awareness on gender/racial/age bias and stereotyping in anti-doping practices by using real life cases: Example Serena Williams**
- **Identify relevant measures in existing CoE Anti-Doping Convention through these questions:**
- **What sustains these discriminatory practices?**
- **Which actions are needed to tackle gender discrimination in anti-doping practices?**

<https://rm.coe.int/for-a-clean-and-healthy-sport-the-anti-doping-convention/16807314b5>

3. Concrete action points continued

- **Remind colleagues of CoE policy on gender parity (40%) and of official documents on gender equality and gender mainstreaming (there are many at the CoE)**
- **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 Area and include gender equality issues in the agenda.**
- **Collect reliable gender/intersectional data and use it to support your mainstreaming: it makes it real!**
- **We will get more concrete entry points during our collective brainstorming tomorrow!**



- **17:20-17:30. Closure of the Day and review of Programme for Day Two**
- **For tomorrow: please bring one highlight day of this day (key learning point/idea/new insights) and one concern/doubt)**