

CEP Audit

on cross-cutting equality, equity, marginalisation,
discrimination, and human
rights issues including gender, race, minority or social
status

Moving CEP towards a more active role in
promoting anti-discrimination and gender balance



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Aim and structure

- To briefly present the audit report focusing on the recommendations
- Structure:
 - Brief history
 - Methodology
 - Recommendations

I. Brief history

- cross cutting issues are the centre-point for the Council of Europe and European Commission as well as for the national authorities of the Member States
- on different occasions, the European Commission in particular has raised some questions that invited CEP to become **more proactive and explicit in promoting gender mainstreaming** as a way ‘to achieve gender equality and combating multiple and intersecting discrimination’ (comments from one of the EC letters to CEP)
- CEP Work Plan 2021 – audit:

‘cross-cutting equality, equity, marginalisation, discrimination, and human rights issues including gender, race, minority or social status, beliefs, ability/disability, economic and communication factors.’
- Conducted December 2021- January 2022

II. Methodology

- Analytic framework – ‘gender balance principle and diversity’ as elaborated in the EC Gender Equality Strategy 2020-2025
 - Gender mainstreaming – including gender in all policy design stages
 - Gender in combination with other characteristics and identities (e.g. social status, disability etc.)

- Methods:
 - Online interviews with CEP board members
 - Online interviews with staff members – 2
 - Online interview with two partners – EuroPris and The European Forum for RJ
 - Good geographical spread
 - In depths analysis of CEP documents – statutes, statements, operational plans etc.
 - Analysis of the Newsletter – for gender-neutral language
 - Fast literature review
 - Focus group to test the findings and the recommendations

III. Recommendations

A. Policy and strategy recommendations

1. Appoint one **Diversity Officer** – to review all documents for gender and anti-discrimination issues
2. **Connect** the CEP and the Diversity officer to the European initiatives on gender mainstreaming and diversity
3. Develop and use **Gender Impact Assessment** tool for all upcoming documents and projects
4. Adhere to the EU Platform of Diversity Charters

B. Operative recommendations

1. '**Lead by example**' – good example
2. Include gender and diversity in all relevant activities – many probation activities are gendered – look at them **transversally**
3. target gender and cross cutting issues in the **meetings** with the DGs
4. include at least **one conference or workshop** on human rights and gender in the annual plan
5. develop some **guidelines** for member organizations on gender mainstreaming and anti-discrimination practice
6. conduct a **pan-European research project** on gender and anti-discrimination together with partners

C. Looking to the future

1. the gender landscape is changing rapidly – new gender identities: agender, gender-queer etc.
2. new 'war on gender' (see events in Sweden, Canada) – anti-gender activists
3. **rise awareness and explore the implications** for the victims, staff and persons who commit those crimes

For more: <https://www.cep-probation.org/>

Questions??

Thanks.

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