

**OPM No 15/2012 - GENDER MAINSTREAMING IN PRACTICE****OPM Circular No. 15/2012**

OFFICE OF THE PRIME MINISTER

**Auberge de Castille**

Valletta VLT 2000

30 April 2012

Permanent Secretaries

Directors General

Directors

Assistant Directors

Heads of Public Sector Entities

**GENDER MAINSTREAMING IN PRACTICE**

Gender mainstreaming is defined as the process of assessing the implications for women and men of any planned action and integrating them within the dimension of the design, implementation, monitoring and evaluation of the policies and programmes in all political, economic and societal spheres. Gender mainstreaming will enhance the ability of employers to make the best use of human resources and improve productivity and competitiveness whilst giving employees the opportunity to benefit equally in society. In practice, this requires a pro-active approach, the need to identify those areas where any degree of inequality could potentially arise, assess the underlying causes for such inequalities, and take the necessary steps to bring about change.

It needs to be emphasised that the promotion of gender equality and the implementation of gender mainstreaming are not solely the responsibility of Gender Equality Committee Members but of every ministry, department and entity within the Public Administration, as well as all employees involved in the formulation, implementation, monitoring and evaluation of policies. In this sense, gender equality and the implementation of gender mainstreaming should constitute important components of any policy-making, law-making and project/programme creation process.

Government departments and public sector organizations should note that:

- the implementation of gender equality policies and gender mainstreaming must be re-asserted as a key objective in the performance reviews of Permanent Secretaries, Directors General, CEOs and Managers, Directors, Assistant Directors, Heads of Sections/Units, and the members of the Gender Equality Committees,; and

- for the purpose of assessing and monitoring the implementation of gender mainstreaming in the Public Administration, each department/entity is required to prepare a brief report on the measures taken and the progress achieved in the sphere of gender equality and mainstreaming. This report should be forwarded to the NCPE on an annual basis. Subsequently, a short reference to the work carried out in this regard is to be included in each department's contribution towards the Annual Report on Government Departments.

Should any assistance concerning the implementation of gender equality and mainstreaming be required, the National Commission for the Promotion of Equality may be contacted on telephone no. 25903850 or by email: [equality@gov.mt](mailto:equality@gov.mt)

Dr Godwin Grima

Principal Permanent Secretary

To view the Gender Mainstream Reporting Template please [click here](#).