



National Commission
for the Promotion
of Equality for
Men And Women

Kummissjoni Nazzjonali
ghall-Promozzjoni
ta' l-Ugwaljanza
ghall-Irgiel u n-Nisa

OPM Circular 15/2012 and Gender Mainstreaming



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Gender Mainstreaming



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Gender Mainstreaming

Definition

Gender mainstreaming is the (re)organisation, improvement, development, evaluation of policy processes, so that a gender equality perspective is incorporated in all policies, at all levels and at all stages, by the actors normally involved in policy making

(Council of Europe, 2009)



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Gender Mainstreaming

The existing differences between women and men are of a biological and social nature:

Sex: refers to the biologically determined differences between men and women, that are universal

Gender: refers to the social differences between women and men that are learned, changeable over time and have wide variations both within and between cultures

Example: While only women can give birth (biologically determined), biology does not determine who will raise the children (gendered behaviour)



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Gender Mainstreaming

Policy decisions that appear gender neutral often have a differential impact on women and men, girls and boys, even when such an effect was neither intended nor envisaged.



Gender impact assessment is carried out to avoid unintended negative consequences, ensure *de facto* equality and improve the quality and efficiency of policies/actions.



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Gender Mainstreaming

Gender Impact Assessment

- Gather any available gender disaggregated statistics, facts and information being addressed by the proposed action/ objective. Identify what is known about the different experiences, situations and roles of men and women using qualitative and quantitative measurement
- Consult with women and men who are likely to be affected
- Devise a number of questions about the possible impacts that policies may have in your area of work:
 - What are the likely or actual impacts of the proposed policy, programme or activity on men/women/girls/boys?
 - Will the benefits of the existing/ potential policy, programme or activity be equitable for women and men, girls and boys?



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Close the gender pay gap
<http://ec.europa.eu/equalpay>



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Gender Mainstreaming

Gender Analysis

A systematic analytical process used to identify, understand, and describe gender differences and the relevance of gender roles and power dynamics in a specific context. It involves the collection of sex-disaggregated or gender-sensitive data - look at **time, space** and **resources**

Gender analysis examines the different roles, rights, and opportunities of men and women and relations between them. It also identifies disparities, examines why such disparities exist, determines whether they are a potential impediment to achieving results, and looks at how they can be addressed.



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Gender Mainstreaming

Non-exhaustive list of areas and processes that can be mainstreamed:

- Premises/space
- Tenders
- Procurement
- Policies
- Family Friendly Measures
- SoP
- Text/images
- Health
- Education
- Transport
- Research
- Setting of national standards
- Grants
- Social events
- Human resource practices
- Training
- Work-related travel
- Asylum
- Service provision
- Committees/boards
- Enterprise
- Employment requirements



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Reporting



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- Reasserting gender mainstreaming as a key objective in the **performance reviews** of Permanent Secretaries, Directors General, CEO's and Managers, Directors, Assistant Directors, Heads of sections/units, members of equality committees.
- Each department/entity is to **prepare a brief report** on the measures taken and the progress achieved. This report should be forwarded to the NCPE on an annual basis (April). Also, a reference to this is to be included in the annual report contribution of each department.
- If any help or support is needed, NCPE can be contacted.



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Implementation of Gender Mainstreaming in 2019

- Real examples of work carried out (ex. collecting gender disaggregated statistics, implementation of sexual harassment and equality policies etc, training.)
- Indicate which of these *started* in 2019
- Keep in mind that Gender Mainstreaming is *not only* about Human Resources (external policies, procurement, research, service provision etc.)



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Implementation of Gender Mainstreaming in 2019

ex. **Gender Disaggregated Statistics**

- Statistics gathered are gender disaggregated, leading to a better understanding of which policies/ projects are the most efficient for which cohort of people.
- The use of gender disaggregated statistics has led to targeted actions/ policies so that individuals who are not being targeted will be able to make use of (action/ project)



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Implementation of Gender Mainstreaming in 2019

2. Please identify which of these NCPE tools are being used on a day to day basis to implement gender mainstreaming.

• Factsheet on Gender Mainstreaming (NCPE 2012) ¹	<input type="checkbox"/>
• Checklist for Gender Mainstreaming on Government Action (NCPE 2012) ²	<input type="checkbox"/>
• Step-by-Step Guide for Gender Impact Assessment (NCPE 2012) ³	<input type="checkbox"/>
• Gender Mainstreaming in Employment Public Sector - A toolkit - The Gender Aspect from a legal Perspective (NCPE 2008) ⁴	<input type="checkbox"/>
• Other (<i>Please specify</i>)	<input type="checkbox"/>

Resources can be found on www.equality.gov.mt in the *Projects and Specific Initiatives* section. Hard copies are available from NCPE.



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Implementation of Gender Mainstreaming in 2019

2.1. Please explain how you use any of the tools mentioned above.

2.1.1. If you do not use the tools, please explain why?

- Any problems with the tools?
- No need to use tools to carry out gender mainstreaming/ gender impact assessment?
- Not trained on how to use tools?
- Tools are not clear enough?



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Implementation of Gender Mainstreaming in 2019

3. Can you identify strengths and weaknesses in the implementation of gender mainstreaming within your entity?

- What is already there at your entity that positively contributes to an effective gender mainstreaming strategy (ex. culture of equality, knowledge/sensitivity etc.)
- What could be hindering the effective implementation of gender mainstreaming (ex. resistance to change, lack of resources and knowledge etc.)



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Implementation of Gender Mainstreaming in 2019

4. Does your organisation have an action plan for ensuring that gender mainstreaming is included in work processes?

Is there a systematic approach to gender mainstreaming?

- Contact and liaise with NCPE when encountering stumbling blocks related to mainstreaming.
- Engage the equality committee in policy drafting and implementation.
- Gender Mainstreaming is already vetted in all project applications before they are submitted.
- Boards/ Committees have a gender balance.
- The relevant equality stakeholders are consulted in relation to drafting/ analysis of policies/ actions/ projects etc.



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Gender Impact Assessment

Gender Impact Assessment

5. Gender mainstreaming may entail the carrying out of a gender impact assessment of work in hand. Do you carry out a gender impact assessment in the areas listed below?

• Revising Policy/ Procedures	<input type="checkbox"/>
• Drafting Policy/ Procedures	<input type="checkbox"/>
• Human resource work	<input type="checkbox"/>
• Service provision	<input type="checkbox"/>
• Dissemination of Information	<input type="checkbox"/>
• Other (Please specify)	<input type="checkbox"/>

5.1 If not, why?



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Gender-Disaggregated Statistics

Gender-Disaggregated Statistics

6. Are all the statistics that are produced/collected within your organisation gender-disaggregated?
- If not - why?
 - If yes - please list the titles of the gender-disaggregated data available. If they are available, how can they be accessed?

6.1. Are all statistics that you use always gender-disaggregated?

6.1.1. If not - why? How is the gender perspective addressed in the absence of such data?

- Statistics that your department/entity *produces or collects*
 - Statistics that your department/entity *uses* in its work
-



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Training needs

Training needs

7. In what areas do employees in your organisation require training related to gender mainstreaming as per the below:

<input type="checkbox"/> • Revising Policy/ Procedures	<input type="checkbox"/>
<input type="checkbox"/> • Drafting Policy/ Procedures	<input type="checkbox"/>
<input type="checkbox"/> • Collection of data	<input type="checkbox"/>
<input type="checkbox"/> • Carrying out a gender impact assessment	<input type="checkbox"/>
<input type="checkbox"/> • Human resource work	<input type="checkbox"/>
<input type="checkbox"/> • Service provision	<input type="checkbox"/>
<input type="checkbox"/> • Dissemination of Information	<input type="checkbox"/>
<input type="checkbox"/> • Other (Please specify)	<input type="checkbox"/>

7.1 For organisational purposes, kindly indicate the estimated total number of employees needing training: _____

For example, do employees understand:

- Gender analysis
- Gender impact assessment
- Disaggregated statistics in day-to-day work



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Way Forward

Way Forward

8. Please list the policies/ procedures which you are planning to gender mainstream.

***Gender mainstreaming is a strategy
to achieve gender equality.
It should be a strategy used with special tools
whenever and in whatever you do at
work as a public officer.***