



National Commission
for the Promotion
of Equality for
Men And Women

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

Council of Europe Gender Equality Strategy 2018-2023

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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CoE Gender Equality Strategy

Six priorities, one of which is:

Achieve gender mainstreaming in all policies and measures

Aim: To ensure that new initiatives and standards are gender sensitive, and therefore result in **better informed policy-making**, **better allocation of resources** and **better governance** and ultimately contribute to the realisation of gender equality.





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CoE Gender Equality Strategy

Areas covered are:

- development, implementation and evaluation of co-operation activities
- policy, programming and budgetary processes

Strategy aims to:

- support **policy analysis**
- provide **targeted training** on gender equality and gender mainstreaming
- promote use of **sex-disaggregated data** within the CoE
- involve all **relevant actors**, including gender equality experts and civil society
- compile and review information on **gender equality mechanisms**
- identify and disseminate **good practices**





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CoE Gender Equality Strategy

Member States should:

- **Evaluate** the implementation of gender mainstreaming activities on a regular basis, to assess the remaining challenges in this area.
- **Ensure co-operation** with the CoE.

COUNCIL OF EUROPE



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Malta - Government Policy

- Gender mainstreaming has been **official Government policy** since June 2000.
- This policy was reiterated in 2012 through OPM Circular No. 15/2012, to **ensure that policies and practices are gender mainstreamed** and to have a consolidated yearly report on developments throughout governmental departments and entities in relation to gender mainstreaming.





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Malta – Government Policy

- A **report** on measures taken and progress achieved in the sphere of gender equality and mainstreaming to be **prepared by each department/entity** and forwarded to NCPE annually. Its synopsis is to be included in the department's annual report.
- NCPE reviews these reports and compiles a single report for the attention of the Permanent Secretary (MEAE). This gives a **brief assessment** of each Ministry's work, identifies **main challenges** and provides **recommendations**.



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Challenges

- **Limited understanding** of the concept of gender mainstreaming. Many reports include terms such as ‘regardless of gender’, ‘irrespective of gender’ and ‘gender neutral’.
- **Few tangible actions** aimed at implementing the gender mainstreaming strategy in policy making. This indicates that, both in-depth knowledge on implementing the strategy in practice, as well as a commitment to it, are lacking.



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Challenges

- Gender mainstreaming is still **prevalently seen as a human resource exercise.**
- Gender-disaggregated statistics are used and produced mainly in the sphere of human resources.
However, outside this sphere, **data is seldom disaggregated.**





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Recommendations

- Set up a **Gender and Diversity Network**.
- Gender mainstreaming should be integrated in the public sector's structure, with **staff knowledgeable** about the subject across the different Ministries, and with higher accountability to follow government policy, particularly at top management levels.
- Intensive **hands-on training** on the implementation of gender mainstreaming and gender impact assessment. Training should be provided regularly and systematically and funds should be allocated for systematic training.





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Recommendations

- More emphasis on the importance of always producing and using **sex-disaggregated statistics** as part of the daily work.
- Enactment of the Human Rights and Equality Bill and the Equality Bill. The draft **Equality Bill** sets an obligation on the public sector to devise an action plan on promoting equality, to equality mainstream its operations and to compile an annual report on the work carried out.