

# GENDER MAINSTREAMING

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# [ Gender Mainstreaming ]

- What is *Gender Mainstreaming*?
- What are the *principles* behind gender mainstreaming?
- What is the *reason* for gender mainstreaming?
- What are the *prerequisites* for gender mainstreaming?
- What are the *tools* for implementing gender mainstreaming?



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- Gender mainstreaming has been defined by the United Nations as *‘the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of the policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated. ‘*



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## Gender Mainstreaming is NOT :

- About having well-written statements – it's about changing the way you work
- About blaming anybody for inequalities that do exist
- About only women taking action
- About only women benefiting from it
- About having women on Boards or Committees
- About stopping or replacing gender specific policies and programmes targeted at either men or women



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# [ TWO KEY QUESTIONS : ]

- Is there inequality or a potential inequality between women and men in a given area?
- What can be done about it?

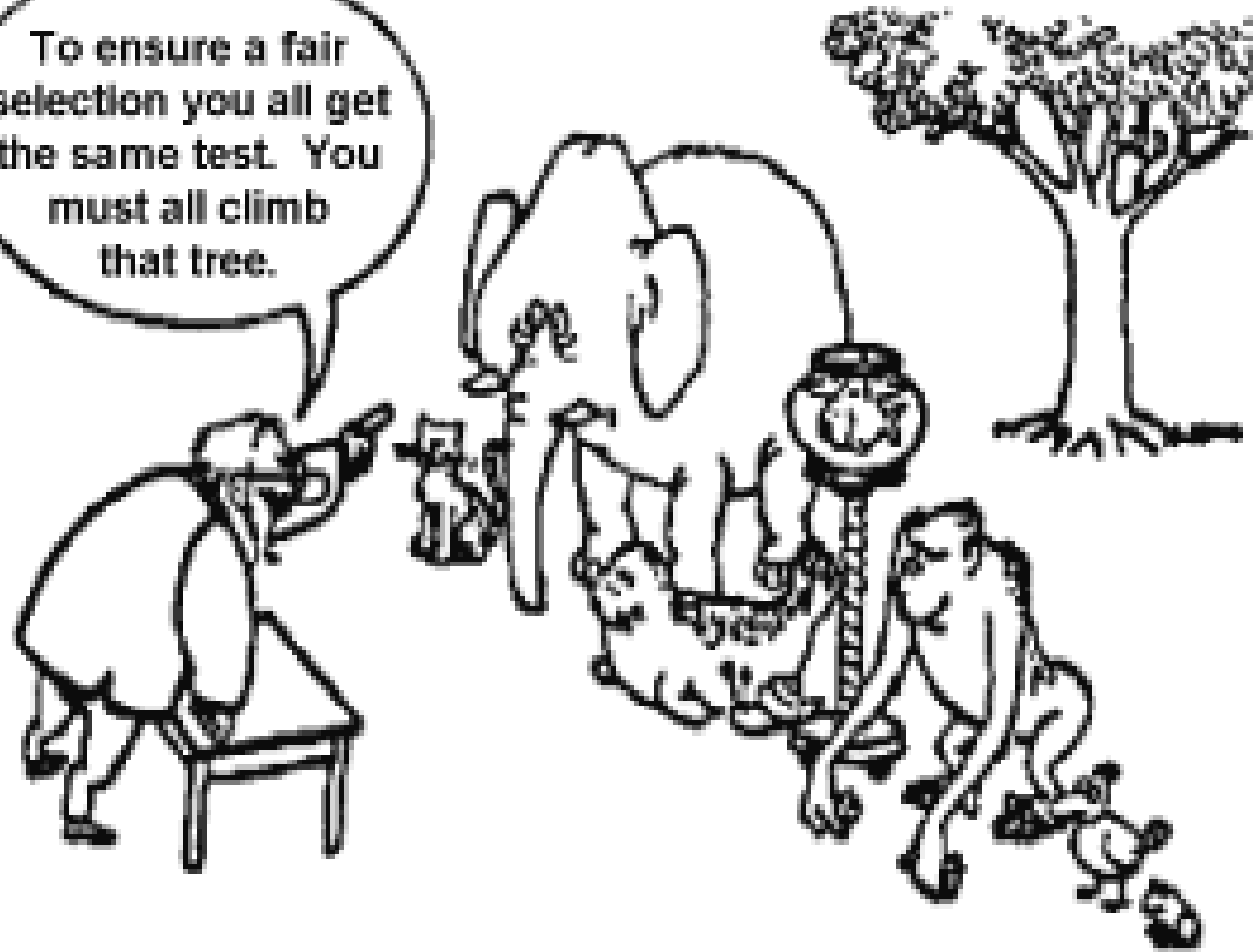


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To ensure a fair selection you all get the same test. You must all climb that tree.



<http://www.ndpgenderequality.ie/index.html>  
(Department of Justice, Equality  
& Law Reform – Ireland)

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# [ What are the Principles behind Gender Mainstreaming? ]

- Regarding the Individual as a Whole Person
- Democracy
- Fairness, Justice and Equity



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# What is the Reason for Gender Mainstreaming?

3 Objectives :

Achievement of Social Justice Goals (Equality & Fairness)

Fulfilment of Obligations

Efficiency and Effectiveness



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# What are the prerequisites for Gender Mainstreaming?

- A legally backed, public duty to promote equality
- Appropriate Institutional Arrangements
- Awareness Raising
- Training
- Expertise
- Reporting Mechanisms
- Commitment from the Top
- Incentives to Build Ownership
- Sanctions
- Resources



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# What are the Tools for Gender Mainstreaming?

**SO OUR GENDER PROOFING SOLUTION CONSISTS OF  
AN ALTERNATING LEAVE SYSTEM, A LOTTERY – BASED  
COMPENSATION SCHEME, ELECTRO-MECHANICAL AIDS  
AND A COURSE OF HORMONE TREATMENTS**



Gender Proofing Handbook, M. Crawley & L. O'Meara,  
NDP Gender Equality Unit,  
Department of Justice, Equality and Law Reform, Ireland

# What are the Tools for Gender Mainstreaming?

## ➤ 3 Types

Educational

Consultative and Participatory

Analytical



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# [ Educational Tools ]

- Awareness-Raising
- Transfer of Knowledge
- Flying Expertise
- Manuals, Handbooks, Booklets and Leaflets
- Educational material for use in schools



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# Consultative and Participatory Tools

- Working groups, think tanks
- Directories, databases, organisational charts
- Participation of both sexes in decision-making
- Conferences and seminars
- Hearings



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# [ Analytical Tools ]

- Gender Disaggregated Statistics
- Equality Indicators
- Gender Impact Assessments
- Monitoring, Evaluating, Auditing



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# Vision

- - Seeking to understand and address how existing practice and institutional arrangements, however inadvertently or subconsciously, disadvantage more women than men ( or vice versa!)
- **Example** : on a six-week, mixed recruitment and selection course for the armed services in the UK women outperformed men on many of the tests. They however experienced difficulties with the daily 'square-bashing' – the marching drills. Many developed inflamed pelvises; indeed some dislocated their pelvises. The reason for this – the regulation stride length was the average stride length of the average male. **WOMEN WERE MARCHING TO THE MALE STRIDE!**



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# [ Gender-Responsive Budgets ]

- What proportion of public budgets are spent on men and women/ girls and boys respectively
- If any imbalance results, it needs to be examined carefully
- An essential management tool to ensure that resources are directed strategically and equitably



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# [ Gender Mainstreaming – Twofold approach ]

- **Internal** [within the organisation itself and its governing arrangements]
- **External** [within the services offered by the organisation and the arrangements relating thereto]



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[

“Gender Mainstreaming  
will not happen overnight,  
it is a continuous process”

]

THANK YOU  
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