

GENDER MAINSTREAMING: CONCEPTS, DEFINITIONS, PROCESS

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Commonwealth of the Bahamas

National Gender Equality Policy

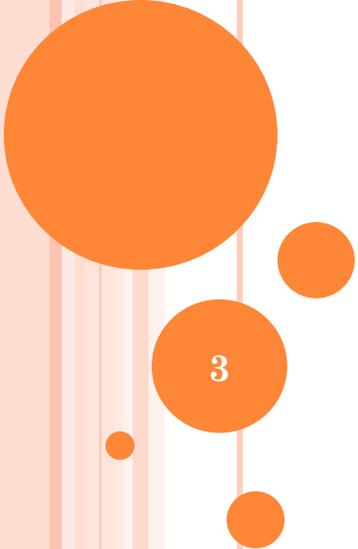
Training Workshop, September 12, 2012

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GENDER & DEVELOPMENT (GAD)

- With the advent of GAD, came the recognition of the importance of gender analysis as a tool for understanding the unique needs of men and women in development policies, programmes and strategies and the need for conducting gender analyses in a systematic way.
- As a result the process of Gender Mainstreaming was developed.

GENDER MAINSTREAMING



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Mandate

GMS: GLOBAL MANDATE

Mainstreaming was clearly established as the global strategy for promoting gender equality through the Platform for Action at the United Nations 4th World Conference on Women in Beijing in 1995.

BEIJING PLATFORM FOR ACTION, 1995

- Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective into all policies and programmes, so that, before decisions are taken, an analysis is made of the effects on women and men, respectively.

In this regard reference is made to a number of areas in which this should happen including, for example:

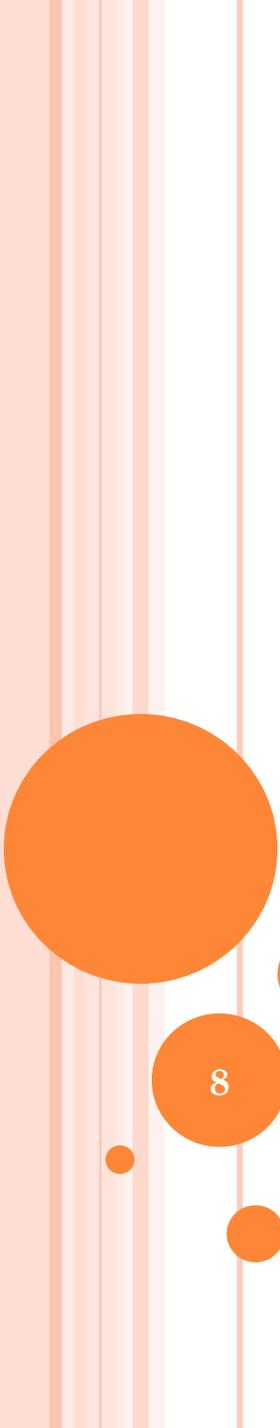
- inequalities in health status and unequal access to and inadequate health-care services between women and men;
- violence against women;
- women in decision-making;
- Economic empowerment of women; etc.

REGIONAL MANDATE: POST-BEIJING CARICOM PLAN OF ACTION, 1997

- In the Regional Plan of Action two major strategic objectives were identified to achieve greater gender equality and social justice in the region; *viz.:*
- The promotion of support for gender equity among policy-makers and the broad public through the **mainstreaming of gender** in (a) the culture and organization of relevant institutions as well as in programming and policy at national level and at the level of the CARICOM Secretariat; and, (b) in public debate and concern through expansion of the pre-Beijing communication strategy.

BEIJING +5, 2000

In The Beijing +5 outcome document there is a more explicit concern about gender mainstreaming as a means of achieving gender equality and both are linked to issues of women's empowerment.



GENDER

MAINSTREAMING

What is It?

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WHAT IS GENDER MAINSTREAMING?

- Premised on principles of human rights, social justice resulting in equitable distribution of resources:
 1. Every policy and activity has a gender perspective or implication;
 2. Policies and programmes are most effective when the impacts on gender are considered; and the needs and rights of all groups involved are addressed.

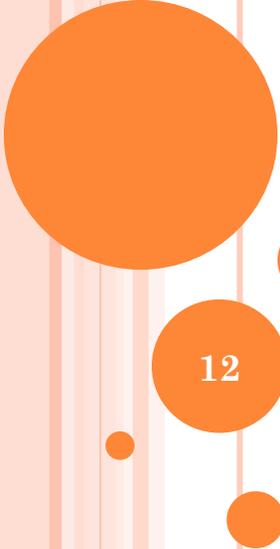
WHAT IS GENDER MAINSTREAMING?

- Gender mainstreaming is a strategy and process to assess - through the use of a gender analysis, which produces gender indicators and statistics - the implications of planned policies and programmes.
- It recognizes the need to make the different (social and economic) experiences of men and women an integral dimension of the design, implementation, monitoring and evaluation of these policies and programmes, to ensure fair results for women/girls and men/boys.

WHAT IS GENDER MAINSTREAMING?

In order to Mainstream Gender, one needs to take into account:

1. Who are the stakeholders of a policy / programme/project
2. What kind of consultations need to take place and with what groups
 - Have exhaustive ways been sought to include the perspectives of all groups of male *and* female stakeholders?
3. What are the expected impacts (positive and negative) of the policy / programme on each group of stakeholders?



GENDER MAINSTREAMING JUSTIFICATION

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WHY GENDER MAINSTREAMING?

A society's well being depends on ensuring that all its members feel that they have a stake in it and do not feel excluded from the mainstream.

Every individual and all peoples are entitled to participate in, contribute to and enjoy civil, economic, social, cultural and political development in which all human rights and fundamental freedoms can be fully realized.

This requires all groups, but particularly the most vulnerable, to have opportunities to improve or maintain their well-being.

WHY GENDER MAINSTREAMING?

○ Gender Mainstreaming:

1. is based on international human rights standards (CEDAW, Beijing Platform for Action, MDGs) and directed to promoting and protecting these rights, whether in the social, economic, political, civil or cultural spheres (or a combination of these).
1. has the ability to identify those most marginalized and excluded in society, as a result of the gender system.
2. can enhance equitable development by empowering people and communities to take their own decisions about what development means to them and how it will be achieved.
3. is particularly useful in development planning due to its potential to alleviate injustice, inequality and poverty.

GENDER MAINSTREAMING STRATEGY

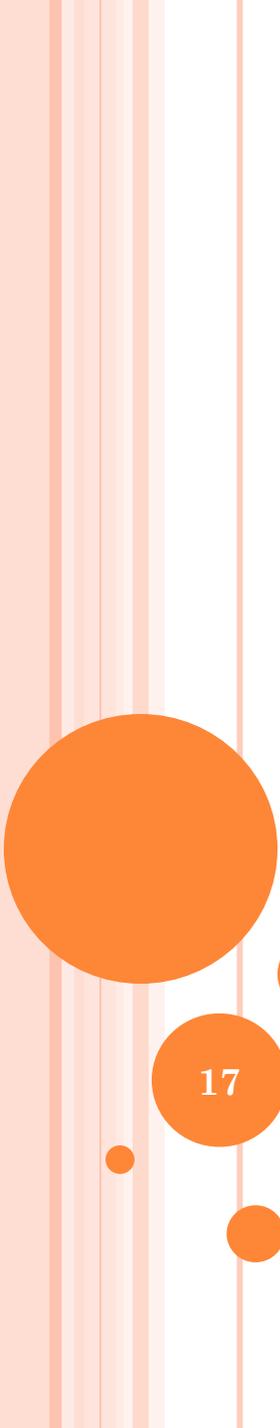
Gender Mainstreaming is a globally accepted strategy for promoting gender equality. Mainstreaming is not an end in itself but a strategy, an approach, a means to achieve the goal of gender equality. Mainstreaming involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities - policy development, research, advocacy/ dialogue, legislation, resource allocation, and planning, implementation and monitoring of programmes and projects.

<http://www.un.org/womenwatch/osagi/gendermainstreaming.htm>

GENDER MAINSTREAMING STRATEGY - DEFINITION

“...the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas 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 policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.”

<http://www.un.org/womenwatch/osagi/pdf/factsheet1.pdf>



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INTER-RELATED ELEMENTS

GENDER

MAINSTREAMING

INTERLINKED CONCEPTS OF GENDER, GENDER ANALYSIS, GENDER MAINSTREAMING AND GENDER-SENSITIVE INDICATORS

[HTTP://WWW.FAO.ORG/SD/2001/PE0602A_EN.HTM](http://www.fao.org/sd/2001/PE0602A_EN.HTM)

Gender refers to the social roles and relations between women and men. This includes the different responsibilities of women and men in a given culture or location. Unlike the sex of men or women, which is biologically determined, the gender roles of women and men are socially constructed and such roles can change over time and vary according to geographic location and social context.

Gender analysis helps us to frame questions about women and men's roles and relations in order to avoid making assumptions about who does what, when and why. The aim of such analysis is to formulate development interventions that are better targeted to meet both women's and men's needs and constraints. Gender analysis has been established as a basic requirement for the mainstreaming strategy.

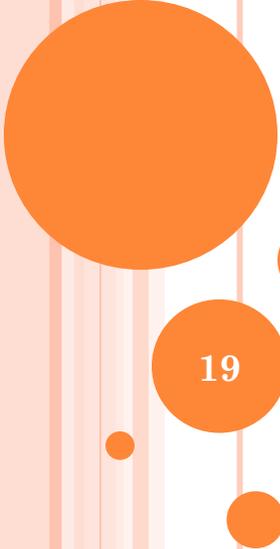
What is gender all about?

Gender mainstreaming

involves that attention to gender equality is a central part of all agricultural and rural development interventions, including analyses, policy advice, advocacy, legislation, research and the planning, implementation, monitoring and evaluation of programs and projects.

Gender-sensitive indicators

demonstrate changes in gender relations (i.e. relations between women and men) in a given society over a period of time. They are used to assess progress in achieving gender equality by measuring changes in the status of women and men over a period of time.



GENDER MAINSTREAMING GENDER ANALYSIS

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GENDER ANALYSIS

- Gender analysis is a strategy for identifying the different roles and needs of men and women in any given situation.
- Through gender analysis, planners can develop and implement concrete measures to promote equality of opportunity and treatment between men and women.

THE NEED FOR GENDER ANALYSIS

- ***Gender Analysis*** refers to a systematic way of looking at the different impacts of development on women and men. It requires recording and exploring the different roles and experiences of men and women in the development process and monitors these differences based on data sets disaggregated by sex. These data sets are known collectively as indicators.
- Gender analysis ought to be done at all stages of the development process, as it facilitates an examination of how a particular activity, decision or plan will affect men differently from women. Gender analysis explores these differences so policies, programs and projects can identify and meet the different needs of men and women. Gender analysis also facilitates the strategic use of distinct knowledge and skills possessed by women and men.

TOOLS

GENDER ANALYSIS

DATA COLLECTION TOOLS

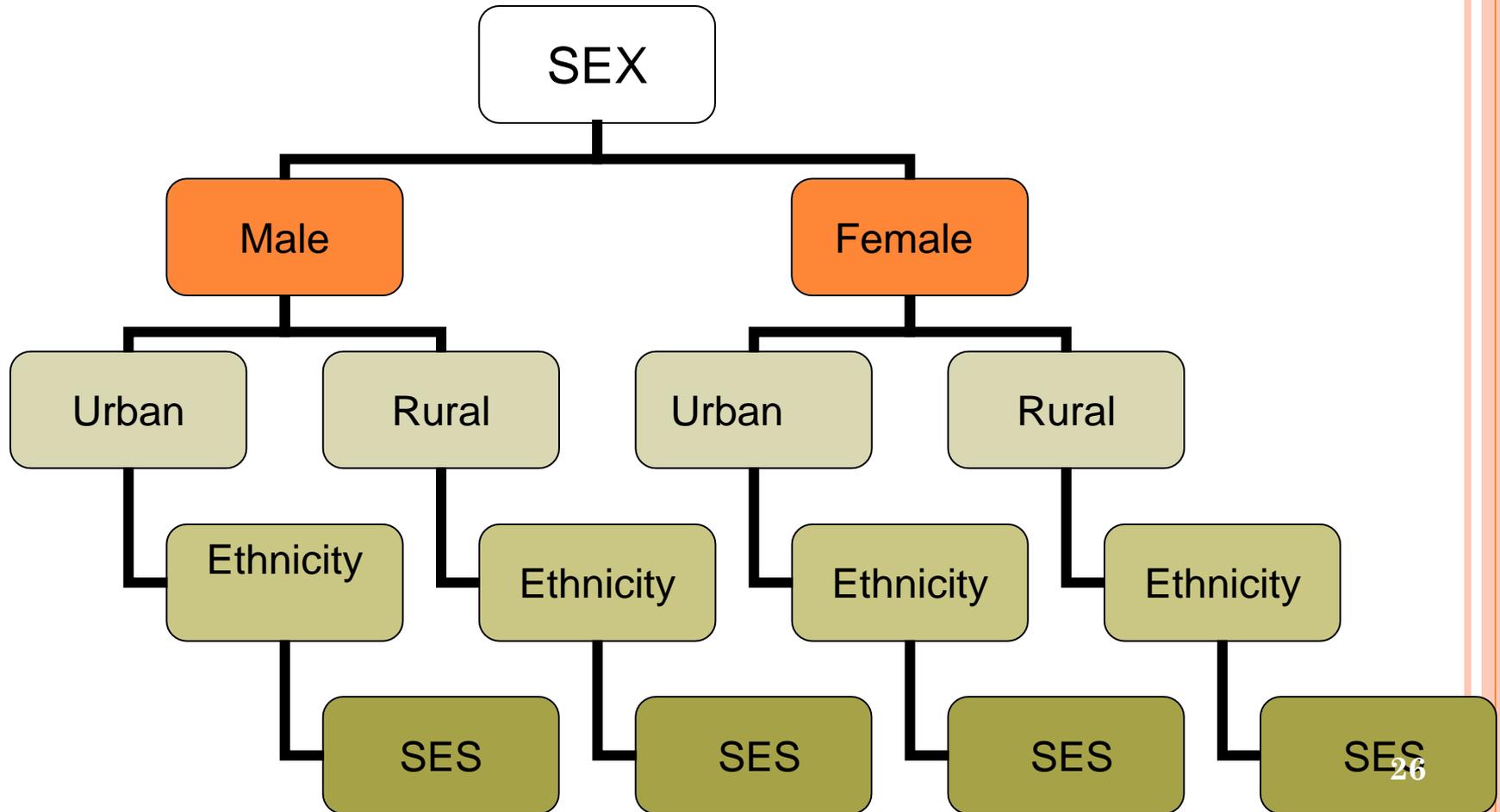
- Traditional methods – questionnaire (survey), in-depth interviews, Focus group Discussions (FGD);
- Non-traditional methods used in communities – Problem wall and solution tree, time use calendar, observations in a community, discussions with key informants etc.

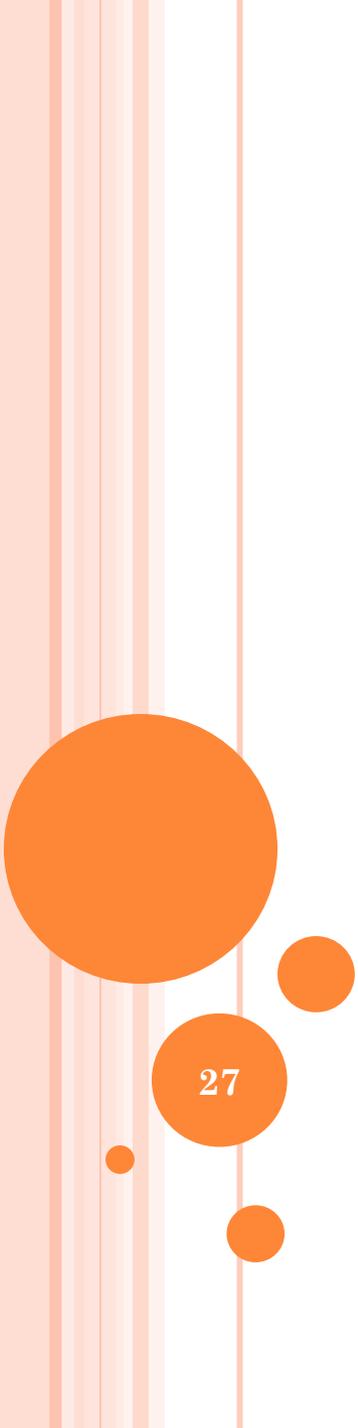
MAJOR TOOL

- Information/data disaggregated on the basis of sex at a minimum (between group differences);
- Multiple subjectivities/identities – intersectionality (within group differences)

GENDER ANALYSIS:

TAKING INTO ACCOUNT THE MANY FACES OF GENDER





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GENDER MAINSTREAMING THE GOAL

GENDER EQUALITY

(EQUALITY BETWEEN WOMEN AND MEN)

Gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development.

<http://www.un.org/womenwatch/osagi/gendermainstreaming.htm>

GMS & WOMEN'S EMPOWERMENT

GMS and women's empowerment - are in no way in competition with each other... The two strategies are complementary in a very real sense as gender mainstreaming must be carried out in a manner which is empowering for women...The empowerment of women concerns women gaining power and control over their own lives. It involves awareness-raising, building self-confidence, expansion of choices, increased access to and control over resources and actions to transform the structures and institutions which reinforce and perpetuate gender discrimination and inequality.... Inputs to promote the empowerment of women should facilitate women's articulation of their needs and priorities and a more active role in promoting these interests and needs. Empowerment of women cannot be achieved in a vacuum; men must be brought along in the process of change.

<http://www.un.org/womenwatch/osagi/pdf/factsheet1.pdf>

GMS: MAIN CENTRE OF RESPONSIBILITY

A national machinery for the advancement of women is the central policy coordinating unit inside government. Its main task is to support government wide mainstreaming of a gender-equality perspective in all policy areas. The necessary conditions for an effective functioning of such national machineries include:

- (a) Location at the highest possible level in the Government, falling under the responsibility of a Cabinet minister;
- (b) Institutional mechanisms or processes that facilitate, as appropriate, decentralized planning, implementation and monitoring with a view to involving non-governmental organizations and community organizations from the grass-roots upwards;
- (c) Sufficient resources in terms of budget and professional capacity;
- (d) Opportunity to influence development of all government policies.

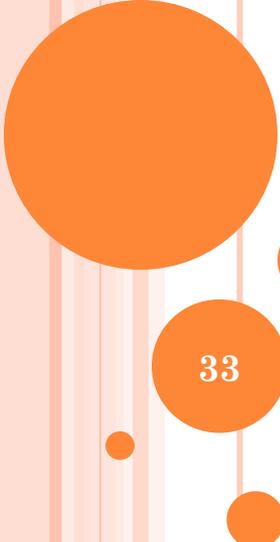
Source: Beijing Platform for Action #201

CENTRE FOR RESPONSIBILITY - PoA

- *The onus for carrying the gender mainstreaming process forward is placed on national machineries as reflected in paragraph 76 (b) and (c) where governments are encouraged to strengthen 'national machineries to mainstream the gender perspective to accelerate the empowerment of women in all areas and to ensure commitment to gender equality practices' as well as 'Provide national machineries with the necessary human and financial resources,..... so that gender mainstreaming is integrated in all policies, programmes and projects.*

GENDER BUDGETING

Paragraph 73 (b) points to the fact that the mainstreaming process needs to start at the level of ‘macroeconomic and social development policies and national development programmes’ [#72 (a)] and therefore from the point of resource allocations and there is therefore the need to ‘Incorporate a gender perspective into the design, development, adoption and execution of all budgetary processes, as appropriate, in order to promote equitable, effective and appropriate resource allocation and establish adequate budgetary allocations to support gender equality and development programmes which enhance women 's empowerment’..



**FACILITATING FACTORS/GUIDING
PRINCIPLES
GENDER
MAINSTREAMING**

FACILITATING FACTORS

BARRIERS TO GMS

PRINCIPLES OF GENDER MAINSTREAMING

- Responsibility for implementing the mainstreaming strategy is system wide, and rests at the highest levels within agencies, departments, funds, and commissions; and adequate accountability mechanisms for monitoring progress need to be established.
- The initial definitions of issues/problems across all areas of activity should be done in such a manner that gender differences and disparities can be diagnosed – assumptions that issues/problems are neutral from a gender equality perspective should never be made. Gender analysis should always be carried out, separately or as part of existing analyses.

ECOSOC Agreed Conclusions 1997/2 in
<http://www.un.org/womenwatch/osagi/pdf/factsheet1.pdf>

PRINCIPLES OF GENDER MAINSTREAMING

- Clear political will and allocation of adequate resources for mainstreaming, including if necessary additional financial and human resources, are important for translation of the concept into reality.
- Gender mainstreaming requires that efforts are made to broaden women's equitable participation at all levels of decision-making.
- Mainstreaming does not replace the need for targeted, women-specific policies and programmes, and positive legislation; nor does it do away with the need for gender units or focal points.

GMS: IMPLICATIONS FOR IMPLEMENTATION OF THE NGEF

