



GENDER MAINSTREAMING

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alejta E-Quality
institute for gender equality and women's history

SHARING THE PAST, DEBATING THE PRESENT, CREATING THE FUTURE



2012

E-Quality, knowledge centre for gender, diversity and family issues, merged with Aletta, institute for women's history



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THINK OF...

GENDER

A WOMAN

FOCUS

GENDER

GENDER MAINSTREAMING

HOW

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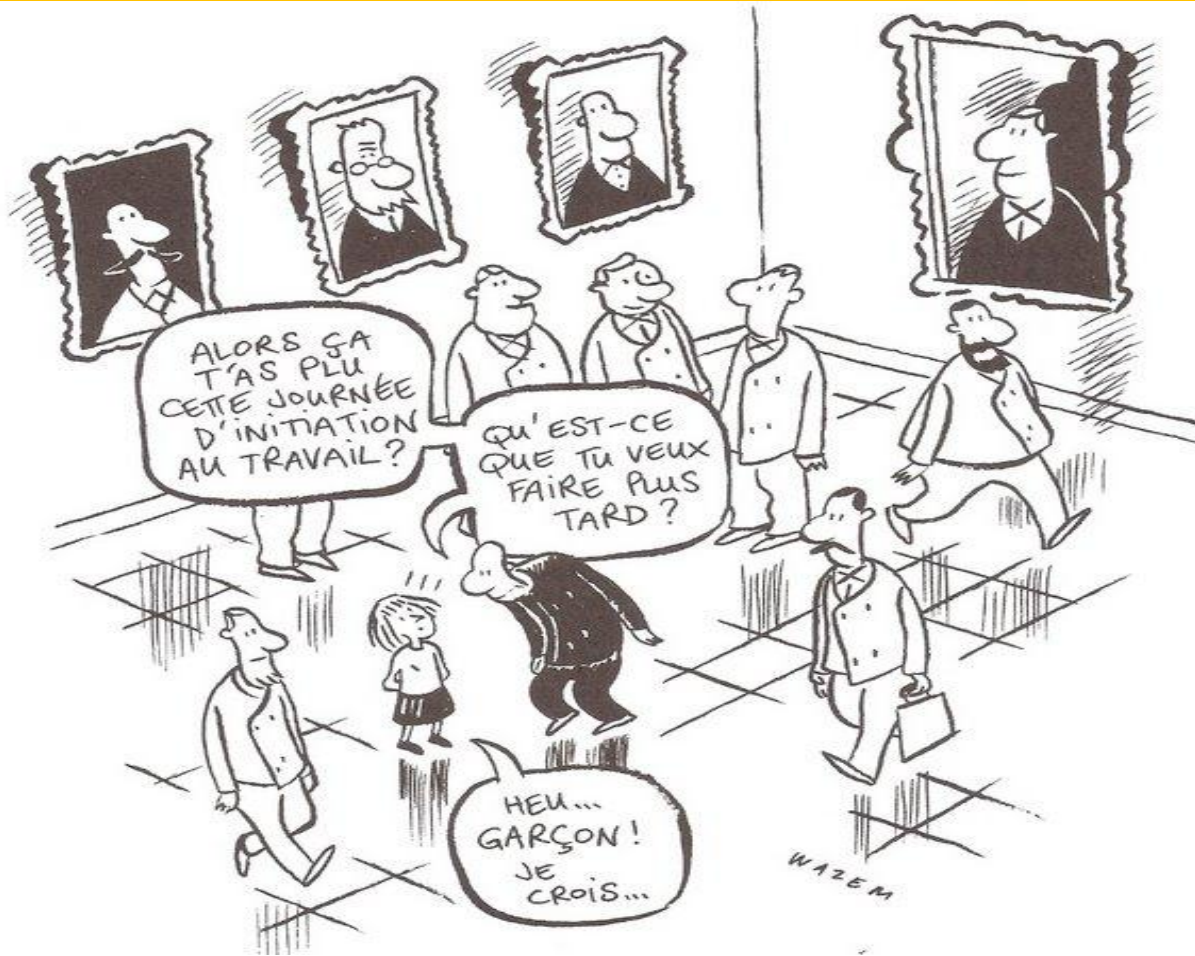
GENDER

GENDER MAINSTREAMING

HOW

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GENDER



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GENDER

Apart from referring to biological sexual differences, the concept of gender also concerns society's interpretation of 'masculinity' and 'femininity'.

GENDER

- ❑ SOCIALLY CONSTRUCTED
- ❑ STRUCTURES OF POWER
- ❑ PROCES OF CHANGE
- ❑ INEQUALITIES
- ❑ PRIVILEDGES

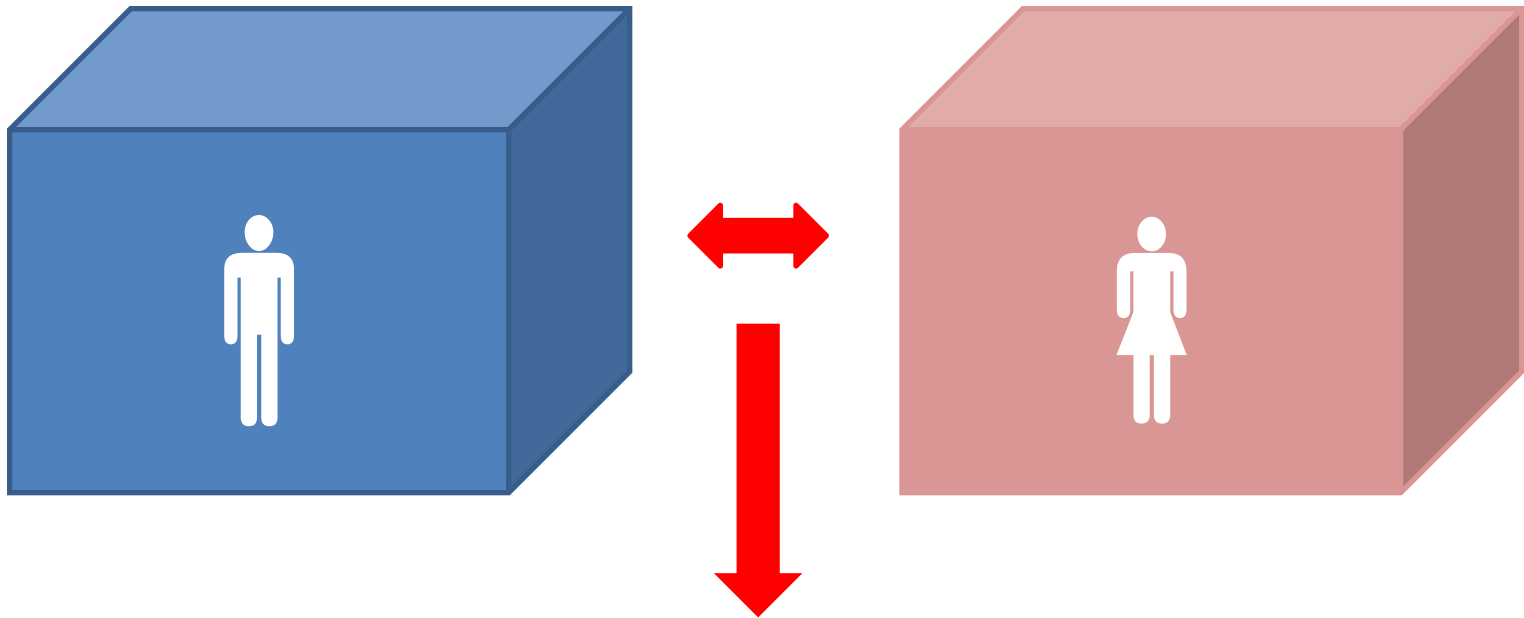
YOU?

INEQUALITIES

PRIVILEGES

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GENDER



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GENDER NEUTRAL POLICY

IAT – IMPLICIT ASSOCIATION TEST

<https://implicit.harvard.edu/implicit/demo/>

→ Meritocracy?

→ *Your* irrational biases?

GENDER

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DEFINITION

“the (re)organization, improvement, development and 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, 1998)

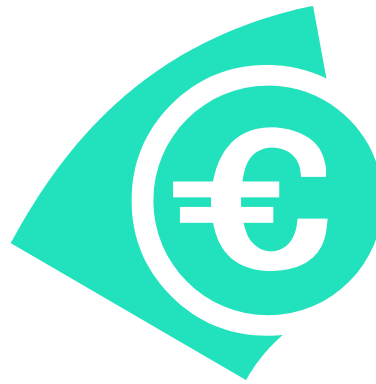
Gender Equality & Snow?

An example from Sweden

<http://www.youtube.com/watch?v=xYikioYiilU>

WHY?

Because we have to...?



... or because we can not afford not to?

COMPLEMENTARY STRATEGIES

Specific gender equality policies

Redressing situations resulting from gender inequality

Gender mainstreaming

Integrating gender perspective in regular policy

PREREQUISITES

1. Political wil
2. Gender-sensitive data and statistics
3. Comprehensive knowledge of gender relations
4. Necessary funds and human resources
5. Knowledge of the administration
(organization of responsibilities, procedures and communication)

GENDER MAINSTREAMING

W -questions

WHAT?

(Long term) Policy quality improvement strategy

WHO?

All involved in policy-making, not gender experts only

WHEN? In all phases of policy making

WHERE? All policy areas, all levels

WHY? Quality of service, no extra burden, finances

FOR WHOM? For both men women ,children, diversity

GENDER

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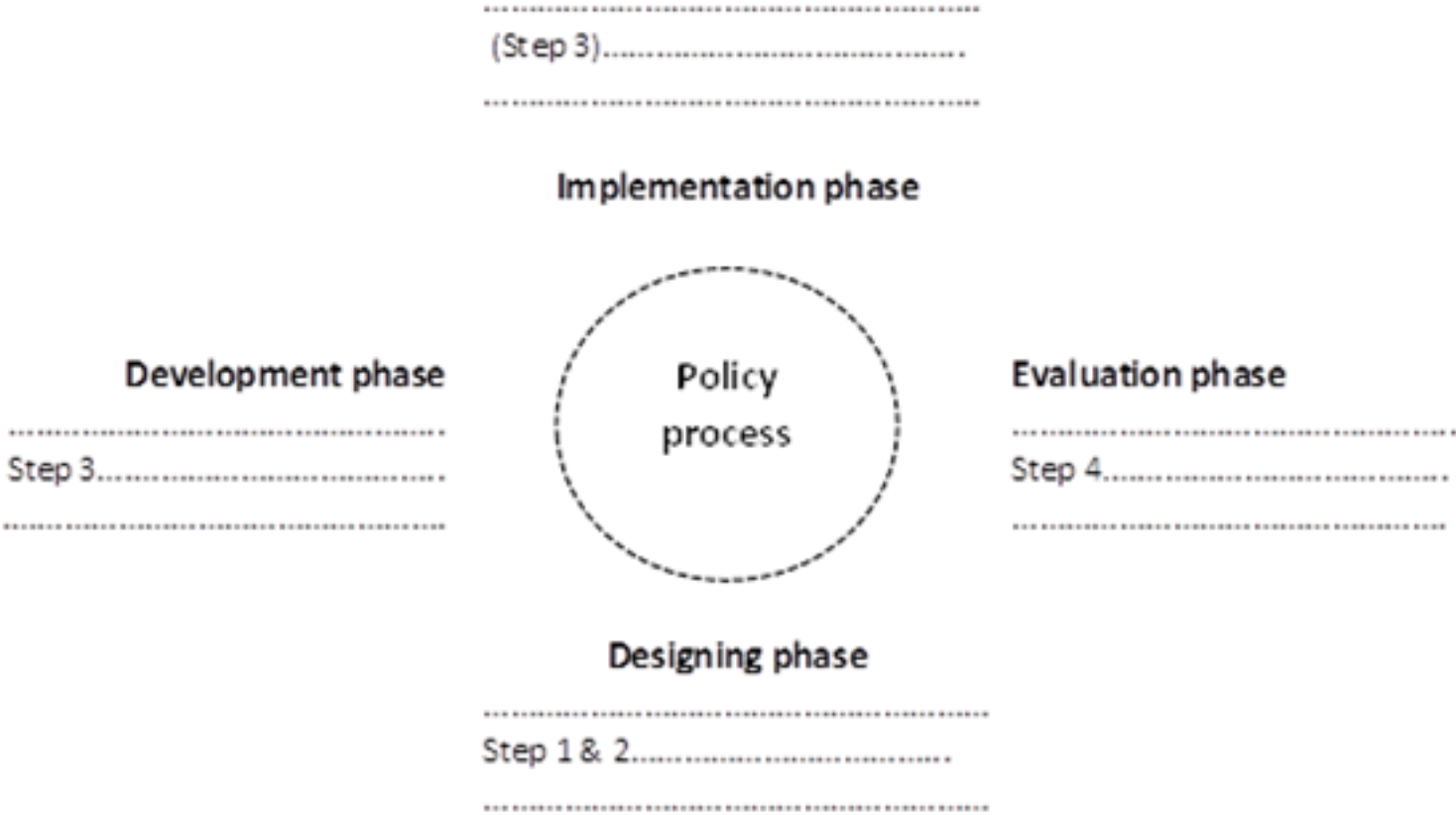
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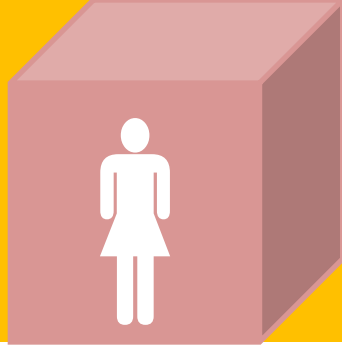
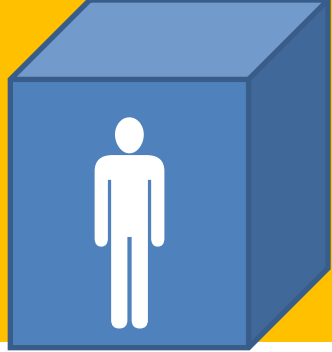
THE PROCESS OF GENDER MAINSTREAMING

- Step 1: Inventorise relevant gender differences
- Step 2: Collect and analyze facts and figures
- Step 3: Reflect and make policy decisions
- Step 4: Evaluate

STEPS OF GENDER MAINSTREAMING IN POLICY PROCESS



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THINKING OUT OF THE BOX

“We cannot solve our problems with the same thinking we used when we created them.”

Albert Einstein

“He who knows all the answers has not been asked all the questions.” — Confucius

GETTING STARTED

- Which relevant social and cultural differences between men and women might play a role?
- How should policy take these differences into account?

WOMEN & HEALTH

- ❑ Live longer
- ❑ More and different illness
(chronic illness and psychological problems, infirmity and disease caused by old age)
- ❑ Symptoms different and less quickly recognized
(diabetes, cardiovascular diseases)
- ❑ Research programmes, medical training and tests of medicine focused on men
- ❑ Pregnancy and sexual organs related sickness
- ❑ Consequences of sexual violence
- ❑ Referrals

GENDER SENSITIVE HEALTH POLICY

A Guide to Creating Gender-Sensitive Health Services
2nd Edition
The Women's Health Council
Ireland

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STREET LIGHTS & GENDER EQUALITY?

Example of Delft / the Netherlands

Example of night bus stops - Sweden

GENDER & EDUCATION

- ❑ Less girls in technical studies
Girls are more interested in application of technical knowledge (Dutch situation)
- *Find female role models and mentors*
- *Tackle stereotypes (Mathematics)*
- *Offer coaching , career perspectives*
- *Train teachers in recognizing their own bias*
- *Emphasize creativity, interaction and communication in presentation of technical studies and sectors.*

GENDER

“Sex is exciting. Gender is boring”

Q & A

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Q & A



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COFFEE STORY

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