

Gender Mainstreaming

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What is gender mainstreaming?

- The (re)organisation, 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

Gender mainstreaming as a **goal**

- The goal is to overcome gender-neutral, sometimes even gender-blind, practices and procedures
- Each actor understands the gender relevance of their work and promote gender equality where necessary

Gender mainstreaming as a **strategy**

- Reorganisation, development and assessment of political and administrative processes
- The gender equality objective is integrated into all policies and actions by the actors that normally carry out them
- Administrative strategy for changing practices so that the gender perspective will be automatically and systematically taken into account

A Gender Perspective is Needed

A GENDER PERSPECTIVE

- *Entails considering how an issue concerns women and men.*
- *Sex and gender are factors according to which people are grouped, just like age, domicile, or level of education.*
- *Has to be considered as an aspect in preparatory work and in decision making.*

Good Preparatory work

- Ordinary citizens and average persons in statistics are actually women and men.
- employees, students, immigrants, children, youth, unemployed, beneficiaries and users of public transport are women and men, girls and boys.
- When gender is made visible, we can determine the conditions, workings, and needs of both women and men.
- more information about the target groups and, hence, better direct measures and how resources are allocated.

Gender Matters

- Assumptions and expectations linked to gender influence people's actions and choices.
- these have impact on needs and situation of people.
- family circumstances have still have different impact on the lives of women and men.
- if a gender perspective is not considered in preparatory work, important information might be lost.

A gender perspective on the regulation of occupational safety

- reform of the legislation on occupational safety and health at the beginning of the 21st century.
- In Finland, the labour market is strongly segregated by sex, and the work and working conditions differ for men and women.
- The committee on occupational safety and health legislation took this into consideration in its work and discovered that changes regarding the content of workplace legislation inevitably had differential consequences for men and women.

Regulation of occupational safety

- While preparing the proposition, the committee changed course from an approach that focused on accidents in the workplace towards one that focused more broadly on investigating hazards in the workplace.
- The Act better responded to the typical risks found in female-dominated sectors (for example harassment, workload, and fatigue).
- As a result of the preparatory work, the concept of occupational safety was broadened and the Act now better serves the occupational safety needs of both women and men.

Where is a gender perspective needed?

- What kind of people are worked with?
- Have things been sufficiently examined from a gender perspective?
- How could my organisation benefit from a gender perspective?
- Are people's everyday lives affected by the activities?
- Are there significant differences between women and men in this sphere of activities?

Gender Impact Assessment

- a method intended for planning and preparatory work.
- assessing the impact of a measure or proposal from the perspective of women, men, and gender equality, respectively.
- Gender impact is always assessed when activities are deemed to have an impact on different groups of people.
- The assessment is done as part of officials' everyday work.

- It is advisable to assess gender impact at all stages of preparatory work (continuous assessment).
- Moreover, a more in-depth analysis of the direct and indirect gender impact of the project or legislation in question is conducted when needed.
- A gender perspective should be one of the perspectives incorporated throughout the preparatory work.

Examining the need for assessment

- *Are people's lives and everyday activities affected?*
- *Are there significant differences between women and men in this sphere of activities?*
- NO
- *there appears to be no gender impact. Hence, there is no need to further investigate the consequences. State this in the working documents.*
- YES
- *it is likely that the measure has a gender impact. In that case, a more thorough analysis of the gender impact is required. The gender impact needs to be assessed also when the issue being prepared focuses mainly on one sex.*

- By reviewing existing information and statistics, one can determine whether conclusions about the possible gender impact may be drawn on the basis of that information.
- It is also advisable to inquire into the gender expertise of the working party.
- A suitable next step is to draw up a plan for obtaining missing information and ensuring expertise.

at the very beginning of preparatory work, one needs to clarify:

- how the issue at hand affects women and men, girls and boys, respectively
- what is already known about the circumstances and needs of women and men
- what additional information is needed.

In practice, gender impact assessment is carried out

- by analysing statistics (*how do the circumstances of women and men differ?*)
- by further investigations (*how do the differences in the circumstances of women and men affect the issue in question?*)
- by hearing experts and stakeholders (*what gender impact do they consider the issue to have?*).

Supporting Statistics and Data

- Sex-disaggregated statistics and data are an absolute prerequisite in order to evaluate decisions and measures from a gender perspective.
- They provide information on the *de facto* circumstances of women and men, giving information on what lies behind the averages and assumptions.
- Information on the entire population may not always tell the whole truth.
- Time series analysis, for instance, and the resulting averages, may hide the different directions in which women's and men's circumstances develop.

- The principal rule is that all information and statistics that concerns people is disaggregated and analysed by sex. Sex is one factor that divides individuals, as is age, domicile, or education, and it should be considered in the preparatory work. It is important to investigate both statistical differences and statistical similarities.
- Useful statistics to support preparatory work are:
 - statistics describing the gender equality situation
 - all descriptive statistics on persons disaggregated by sex.

EXAMPLE Climate Change

- The project is aimed at preventing the impacts of climate change.
- project measures may involve influencing people's awareness and lifestyle choices from the viewpoint of climate change.
- in terms of the effectiveness of project measures, awareness of women and men's differing attitudes, consumer habits and other lifestyle-related differences significant to preventing climate change, is essential.
- In this way, the gender perspective plays a role in the project and more effective measures can be planned when account is taken of gender differences in matters influencing the prevention of climate change.
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EXAMPLE enhancing the profitability of agricultural farms

- if project measures involve the training of agricultural producers, project measures are targeted at people and you must find out whether the gender perspective plays a role in project implementation.
- You must also find out about the gender ratio among the agricultural producers and producer families targeted by the project, about the division of labour between genders on farms, about the different training needs in terms of content for women and men, and whether there are differences in what forms of training people want or are able to participate in..



- An analysis from the gender perspective would provide knowledge in greater depth on the target group and its needs, as well as a basis for planning measures to better meet target-group needs.
- This will enhance the effectiveness of project measures

EXAMPLE promoting entrepreneurship

- Certain differences between male and women entrepreneurs must always be examined concretely in the area at which the planned project is targeted.
- An analysis of gender-related differences in entrepreneurship within the target area must be included in the project plan, which must assess the significance of gender differences in terms of project objectives and measures.
- the number of women among entrepreneurs is lower than that of men, women mainly operate in different lines of business to men, and women's enterprises are smaller.

- women may face special challenges in reconciling work and family life.
- Plans for projects targeted at promoting entrepreneurship must always concretely explain the gender ratio of entrepreneurs in the project's target area, the lines of business in which women's and men's businesses operate, the size of women's and men's businesses, the development stage of these businesses and any other challenges in terms of skills, business and growth development faced by female and male entrepreneurs.