



# GENDER MAINSTREAMING

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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

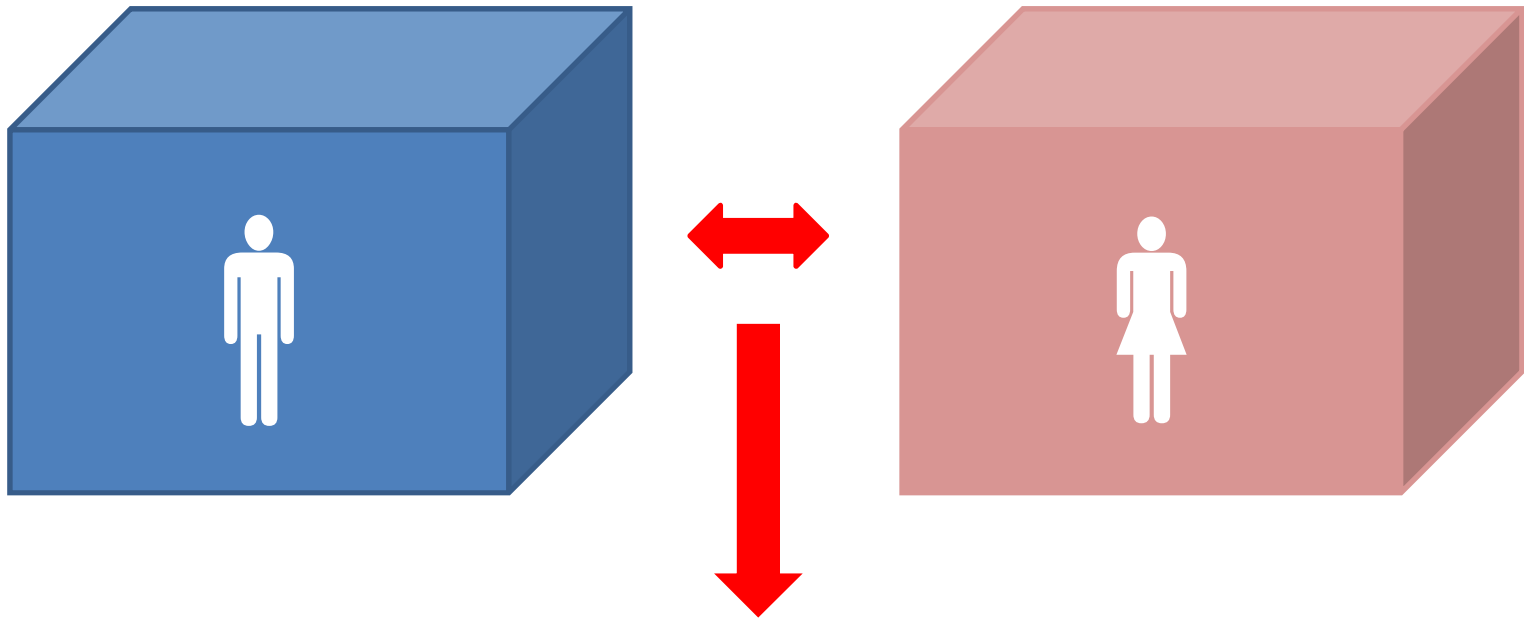
# YOU?

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**

**GENDER MAINSTREAMING**

**HOW**

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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)

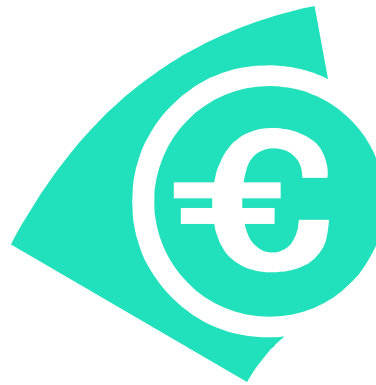
# Gender Equality & Snow?

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**

**GENDER MAINSTREAMING**

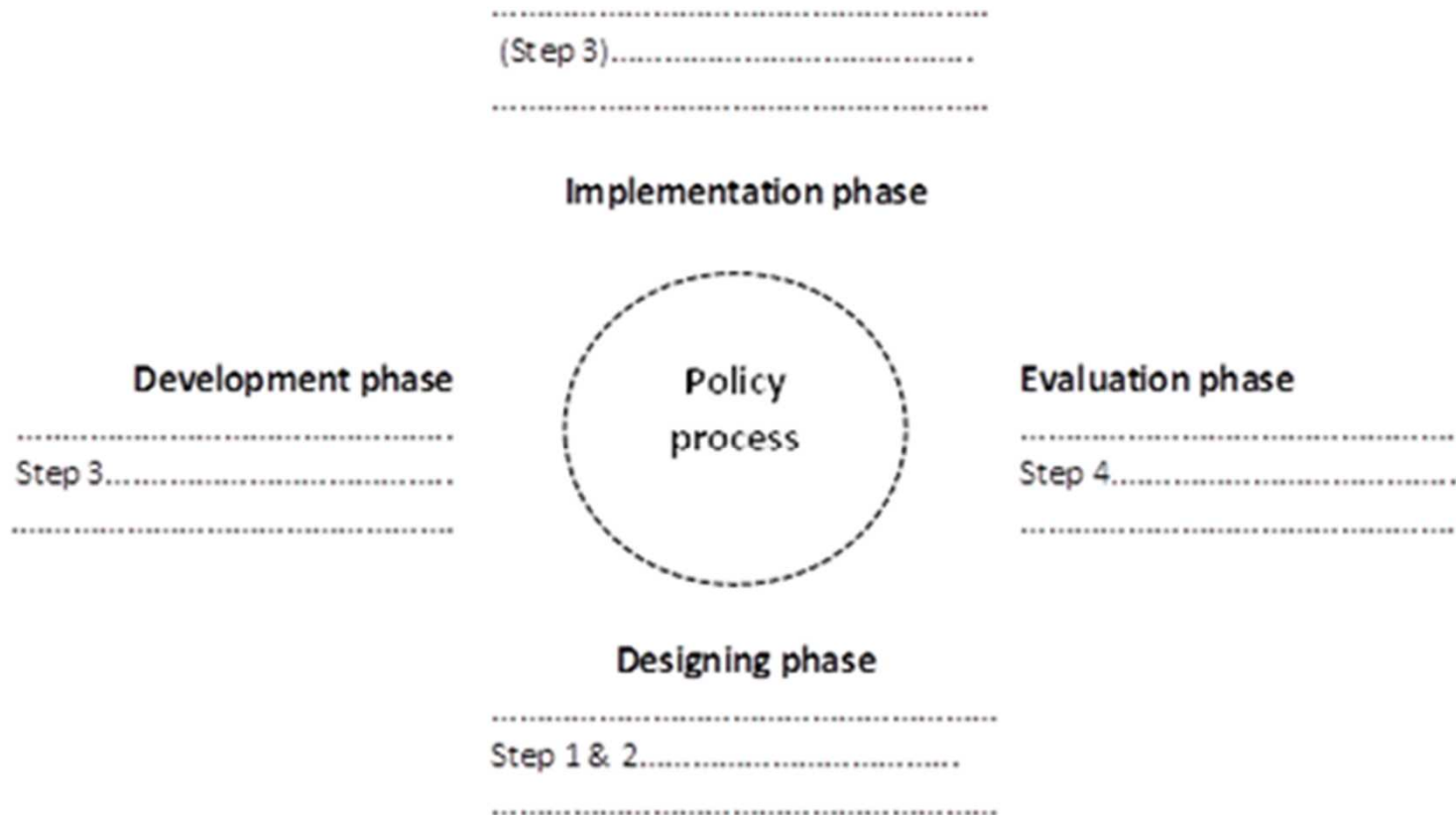
**HOW**

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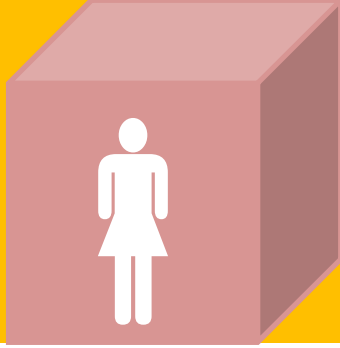
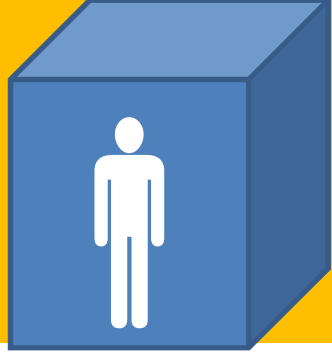
# THE PROCESS OF GENDER MAINSTREAMING

- 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

# 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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Q & A

# COFFEE STORY

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