



# Gender mainstreaming

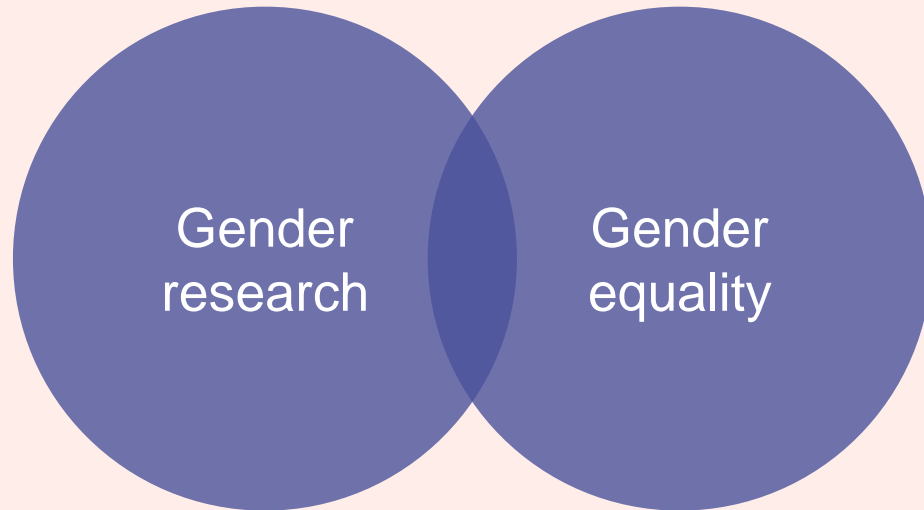
*What, why and how?*

*Lillemor Dahlgren*

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# The Swedish Secretariat for Gender Research

Aim: to strengthen the impact of research and knowledge about gender and gender equality in academia and the rest of society




# Resources and Social media

[genderinsweden.se](http://genderinsweden.se)  
[includegender.org](http://includegender.org)



GenderinSweden

Include Gender  
GenderinSweden

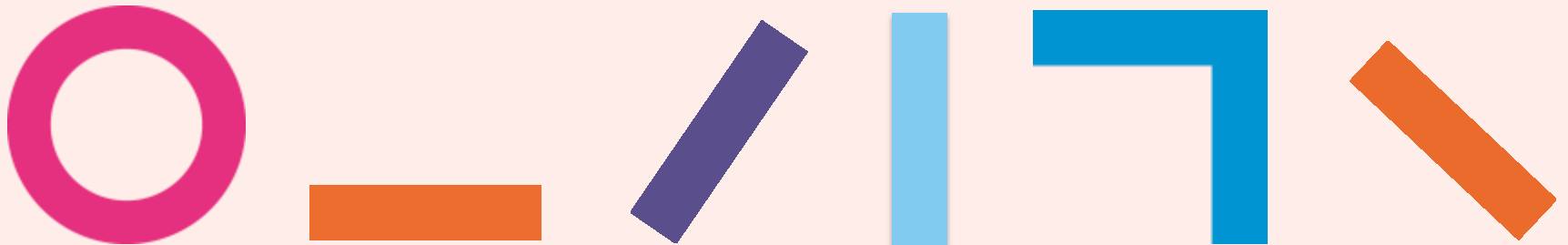


# Who are you? A check-in

My name is... and I am here today because...

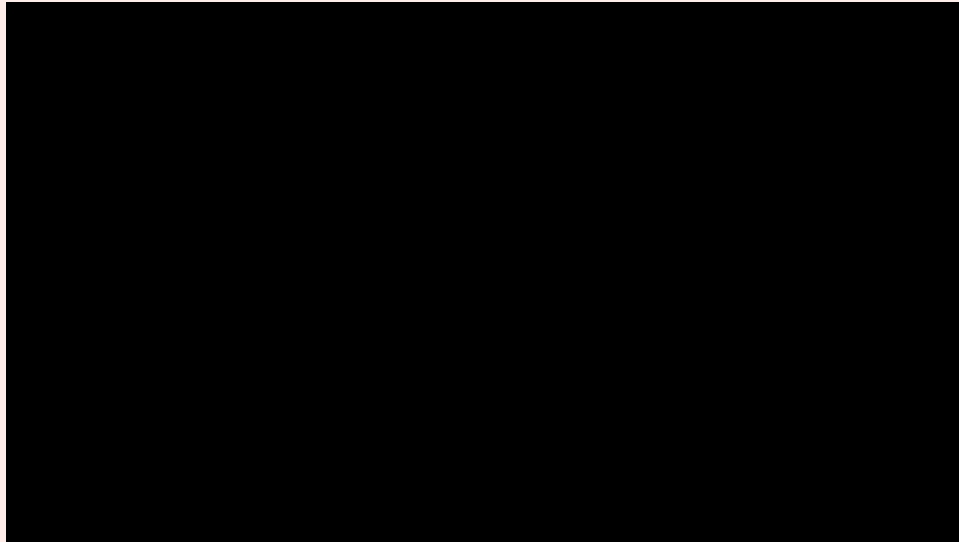
*(one sentence!)*

# Basics: gender equality and gender mainstreaming - Concepts, theory and policy



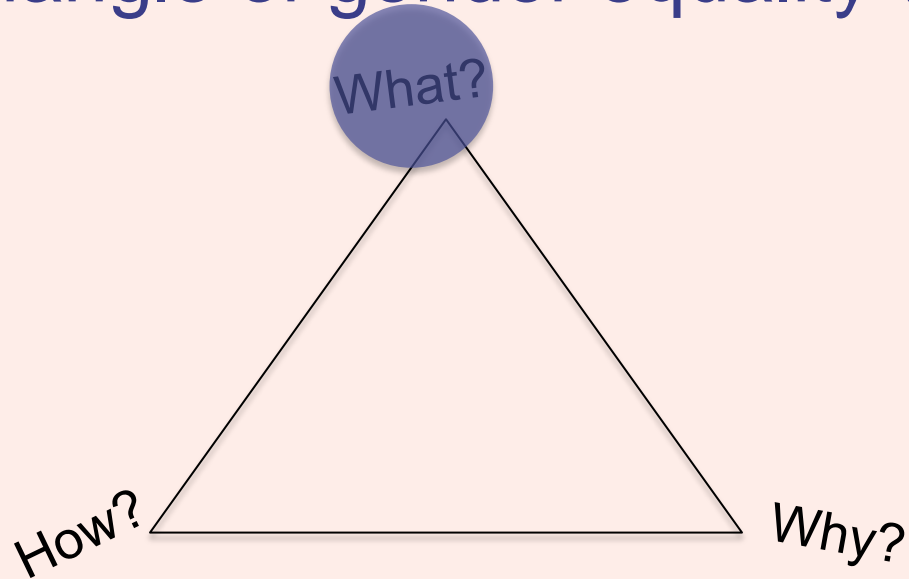


# An introduction to gender mainstreaming



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# The triangle of gender equality work





# Gender equality

”A situation in which women and men enjoy equal rights and opportunities, in a way that the behavior, aspirations, wishes and needs of women and men are equally valued and favored.”

(Council of Europe)





# Gender

“The socially constructed roles, behaviors, activities and attributes that a given society considers appropriate for women and men”

(Council of Europe)

# How gender matters...



# Norms...





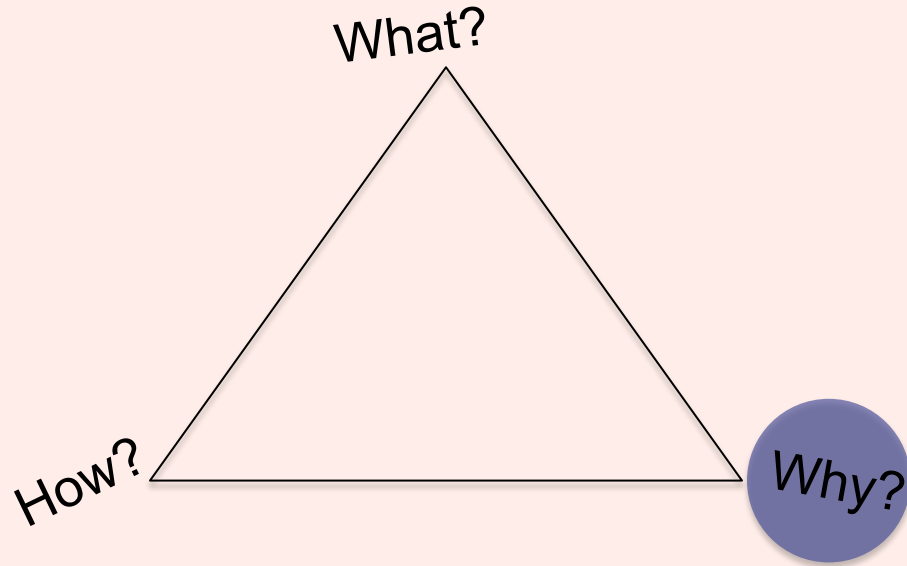
# Always gender, but never gender alone

- an intersectional approach

*Are we to talk **only** about women and men? What about everyone else?*

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# The triangle of gender equality work





# ***WHAT IS THE PROBLEM?***

# ■ We live in an unequal society

- More women than men have higher education.
- Men have higher salaries and pensions than women.
- Men engage in more paid but less unpaid work than women.
- More men than women hold leading positions in the private and public sectors.
- More men than women hold elected positions.
- More men than women are victims – and perpetrators – of violence.
- More women than men are victims of domestic violence.
- More men than women are found guilty of crime.
- Women are more likely than men to be sick listed.
- Men have shorter life expectancy than women.

# How to understand gender inequality

- We have **not** achieved gender equality. This is supported by research and statistics.
- Gender is an area of **knowledge**. There is also a research field: gender studies.
- Gender equality concerns both women and men (and individuals who define themselves as neither a man nor a woman). **Not only a women issue!**



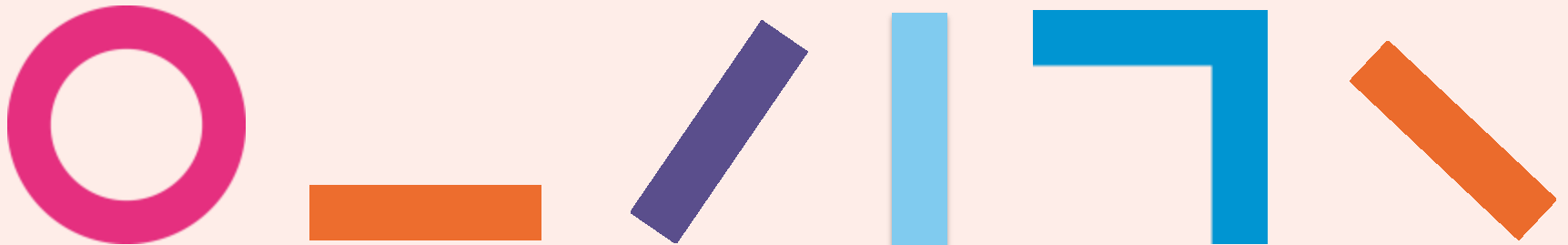


## How *not* to understand gender equality

- “Add women and stir”
- 50/50 representation
- Add-on

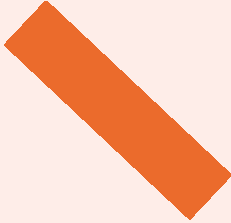
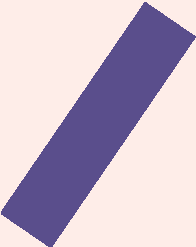
# Gender Equality at the Council of Europe and the role of the participants

Carolina Lasén Diaz, Head of the Gender Equality Unit

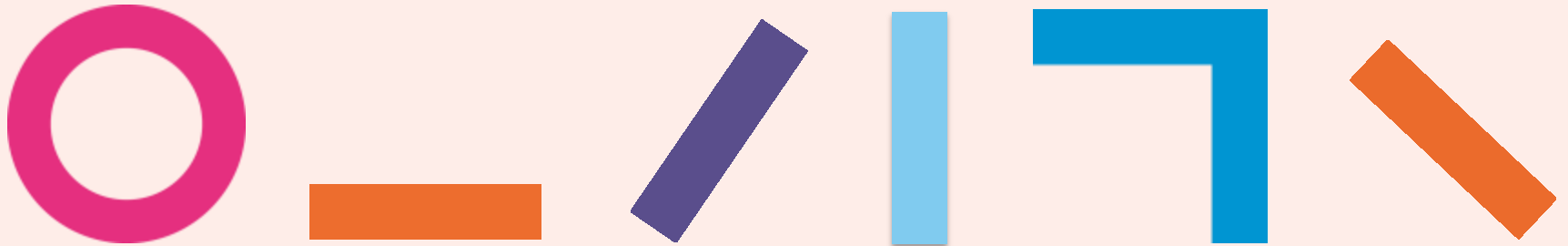


# Coffee break

11.00 – 11.30

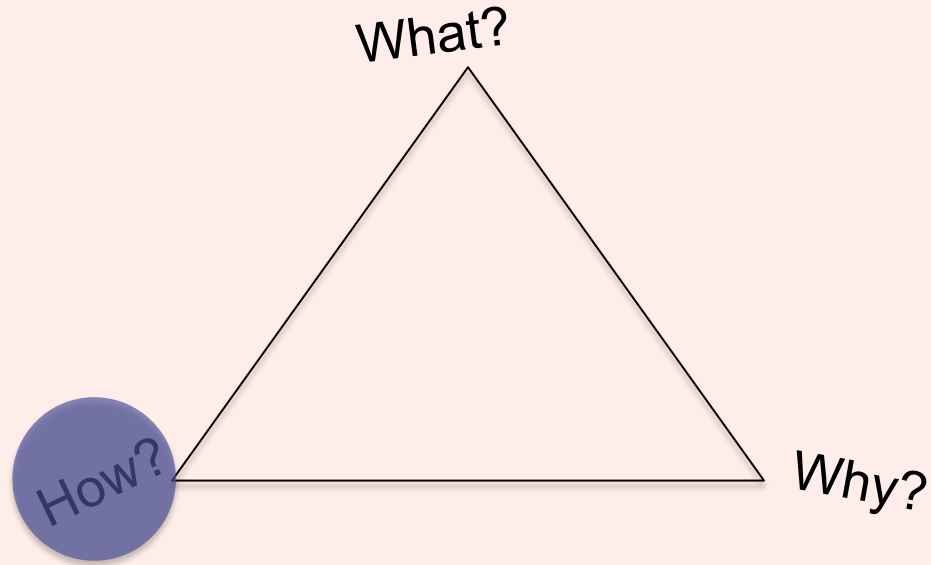


# The first steps to gender mainstreaming – gender neutrality vs. gender awareness and the role of statistics





# The triangle of gender equality work



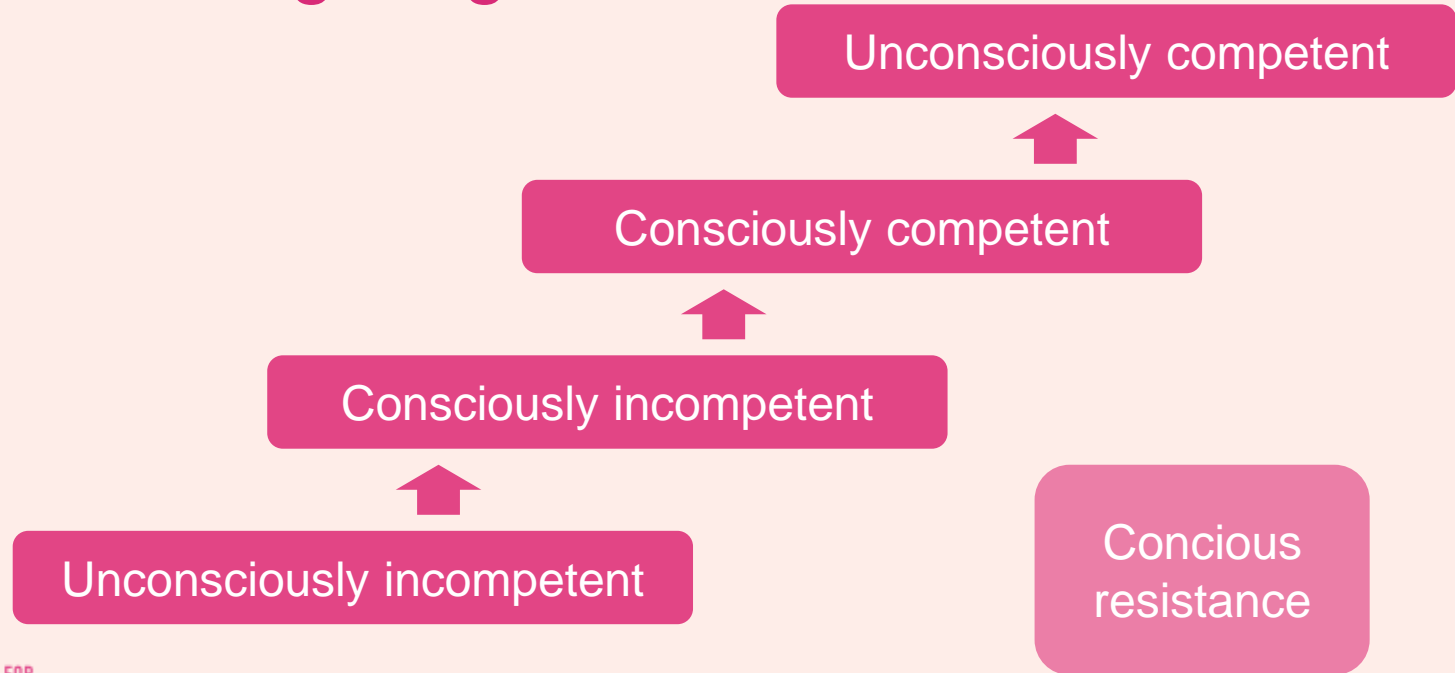


# Gender mainstreaming

‘...is 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)

# The learning stages





Gender neutrality – gender awareness



# Sex-disaggregated statistics

- Show differences in the conditions women and men face in life.
- Individual-based statistics are collected, analyzed, presented by sex.
- All results, both similarities and differences, are reported in a sex-disaggregated format.
- We must always look at gender, but never at gender alone.





# Gender equality is created...

- ... somewhere else?
- ... by someone else?
- ... at another time?

An example: Who is to fix the gender segregated labour market?

# Gender-equal governance

Laws, national aims, the national budget, letters of regulation, instructions, special assignments

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Operational plan, budget material, general policies, strategy documents, procedures

Official instructions, risk analyses, project models

Operational plan and budget

Guidelines, checklists, routines

Annual reports, budget tracking, government dialogues, internal dialogues

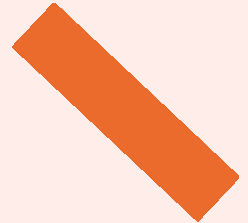
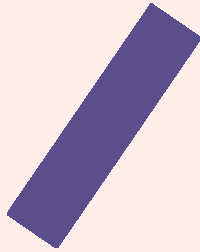


# From unconscious to conscious

Cataracts, Laundry, Taxes and Research funding

- Cataracts
- Laundry baskets
- The Tax office
- Research funding

# Gender mainstreaming at the Council of Europe





# Presentations

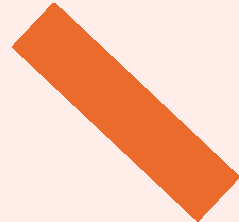
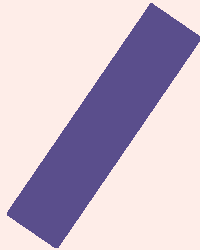
- **Tanja Kikerekova**, Gender Equality Rapporteur for the Committee of Experts on Terrorism (CODEXTER)
- **Elisabetta Simeoni**, Gender Equality Rapporteur of the Co-operation Group to Combat Drug Abuse and Illicit Trafficking in Drugs (Pompidou Group)

## Roundtable of participants

- Where is the current situation? What challenges/obstacles do the GERs face?
- What support is there?

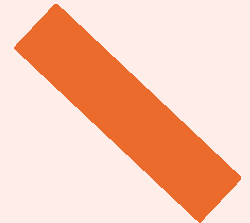
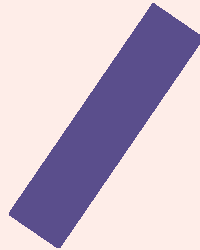
# Lunch break

1.00 – 2.30



# Introduction to working groups

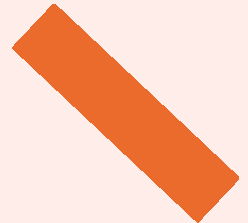
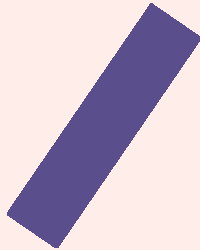
- “What is the problem?” What do you know today about gender equality related issues in your field? What is it you do not know? How is the gender equality aspect integrated in your committee/area of work to date? Are data and statistics collected/available?
- What is the role of GERs and how to deal with possible resistance? How to introduce the topic in the committee? What is needed in terms of tools, support, events, and processes? Next steps?





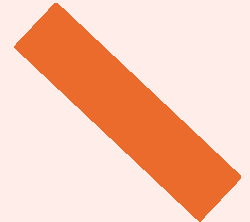
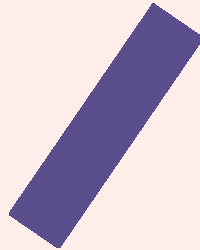
# Group Sessions

(including a short coffee break)  
2.40 – 3.40



# Feedback from working groups

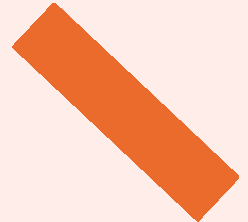
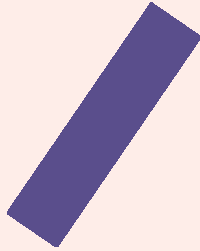
Each group 5 minutes



# “Check-out”

This I take with me from today... **one** sentence.

*Please fill out the evaluation before you leave*





# Thank you!

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