



Gender Mainstreaming

SHARING KNOWLEDGE

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OBJECTIVE OF THIS PRESENTATION

- **Freshing up: gender concepts**
- **Sharing knowledge on mainstreaming a gender equality perspective**

2. BASIC CONCEPTS: WHAT IS GENDER?

Exercise

Buzz groups: (3 minutes)

- Each table receives 3 to 4 concepts
- Make 3 to 4 buzz-groups to define each concept in your own words

Share in plenary: (45 minutes)

- Participants share their definitions.
- The PPT illustrates each concept

CONCEPTS TO BE DISTRIBUTED

1. Gender
2. Gender roles
3. Stereotypes
4. Gender perspective
5. Gender symbolism
6. Gender-based occupational segregation
7. Gender identity
8. Equal opportunities m/w
9. Reproductive Rights
10. Gender-based violence
11. Gender equality
12. Practical gender needs
13. Strategic gender needs
14. Gender analysis
15. Sex-disaggregated data
16. Gender mainstreaming
17. Gender budgeting
18. Women's Empowerment

1. GENDER

Sex

Biological differences (man/women)

Chromosomal and physiological characteristics of men and women do not vary much among different cultures

No much difference in time and place

rather static

Gender

Socially constructed differences (masculinity/femininity)

Social, political, and economic roles may vary much among different cultures

Huge changes in time and place

dynamic

HISTORICAL EXAMPLE:

**Biologically women and men didn't change so much in 100 years;
Gender relations however changed a lot:**

In 1911 women still had to fight for the right to vote



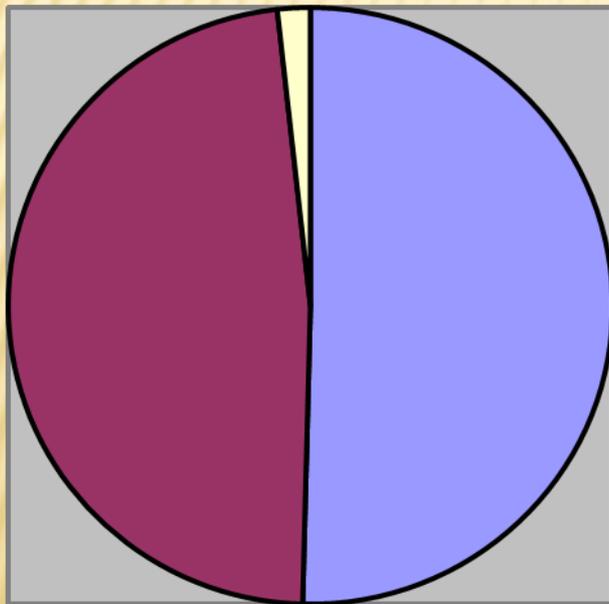
In 2011 the world has 19 female presidents or prime ministers,



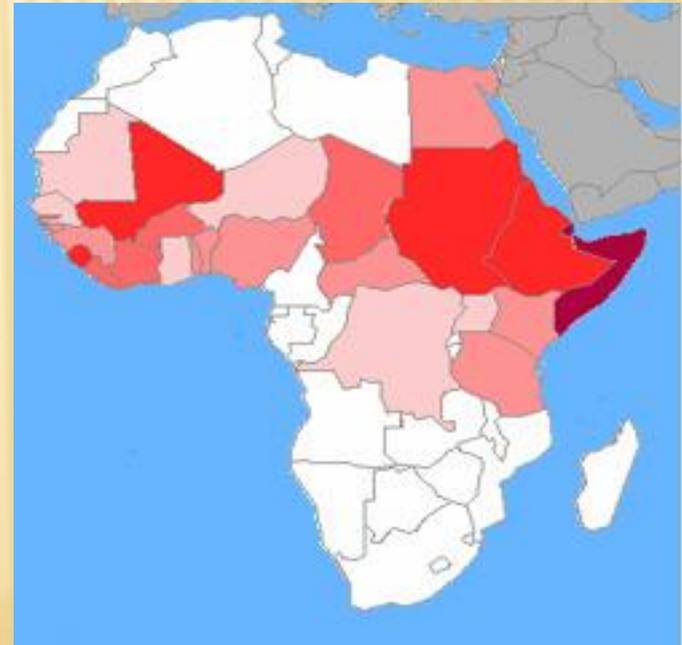
CULTURAL EXAMPLE:

GENDER ISSUES DIFFER IN TIME/PLACE.

FGM-practice:

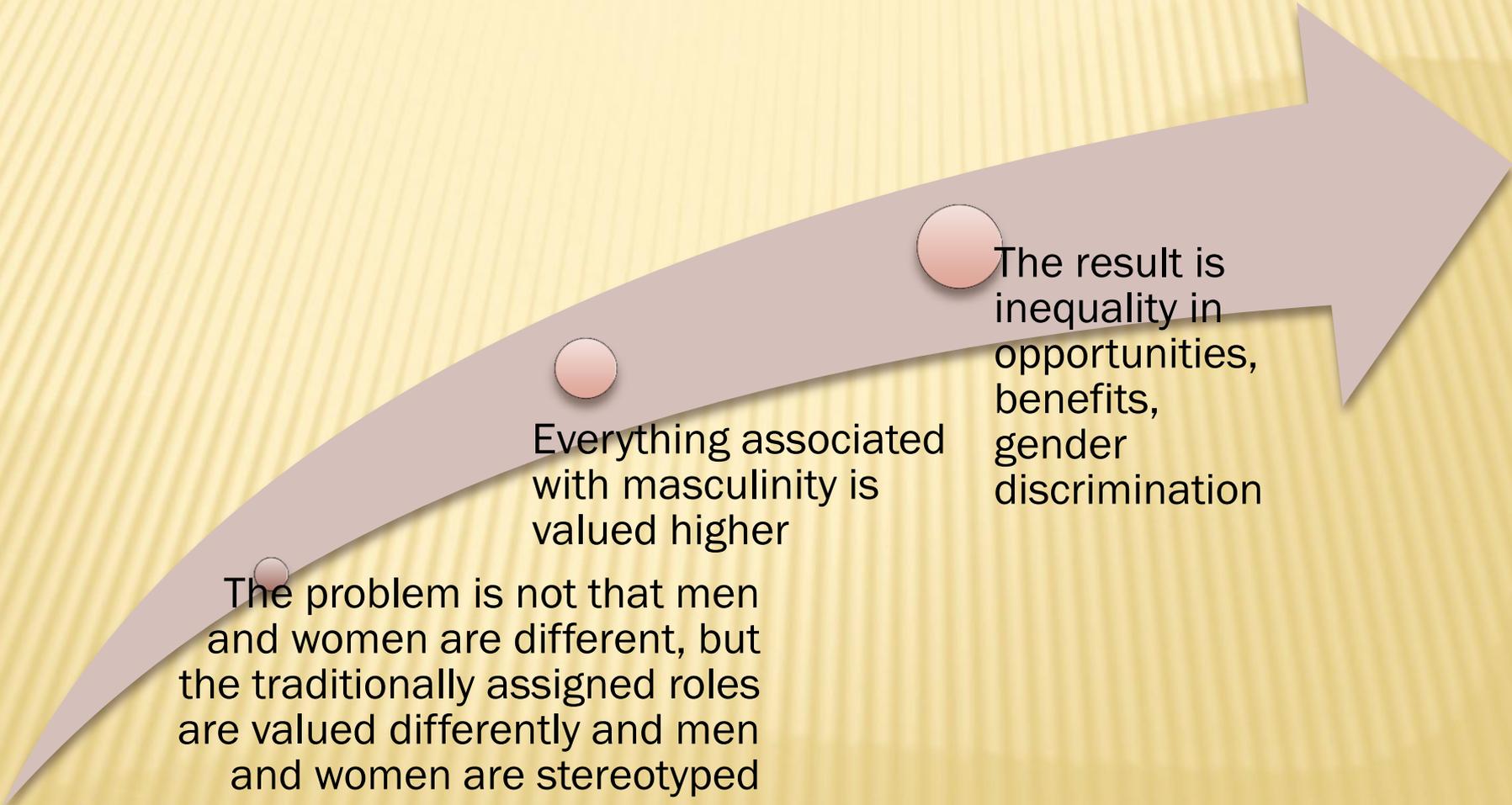


Where?



People living in Somalia think FGM is normal; they are surprised to hear that it is an exceptional practice and a crime in other parts of the world

2. GENDER ROLES: SOCIALLY CONSTRUCTED



The problem is not that men and women are different, but the traditionally assigned roles are valued differently and men and women are stereotyped

Everything associated with masculinity is valued higher

The result is inequality in opportunities, benefits, gender discrimination

3. STEREOTYPES: SHARED BELIEVES

For example:
Men are rational. Women are emotional.

Soccer supporters



4. GENDER PERSPECTIVE

- ✓ **It's a way of looking at social realities with a gender lens**
- ✓ **questioning and analysing in a critical way the existing gender relations, the unequal status and power of men and women, scrutinising attitudes**
- ✓ **identifying gender-biases and conditionings, in order to revise and modify these towards gender equality**
- ✓ **The gender perspective has several dimensions: symbolic, structural, individual, social, cultural, religious, etc.**

5. GENDER SYMBOLISM

Symbols are superficial and can change quickly
For example Symbols related with Respect for Women



Until 1940s: Only women wearing this typical bonnet were respected in rural areas in the south of the Netherlands.



In several cultural/religious contexts only women who wear a veil are respected.

6. GENDER-BASED OCCUPATIONAL SEGREGATION

E.g.: Division of paid and unpaid work



Fighting in the army (paid)

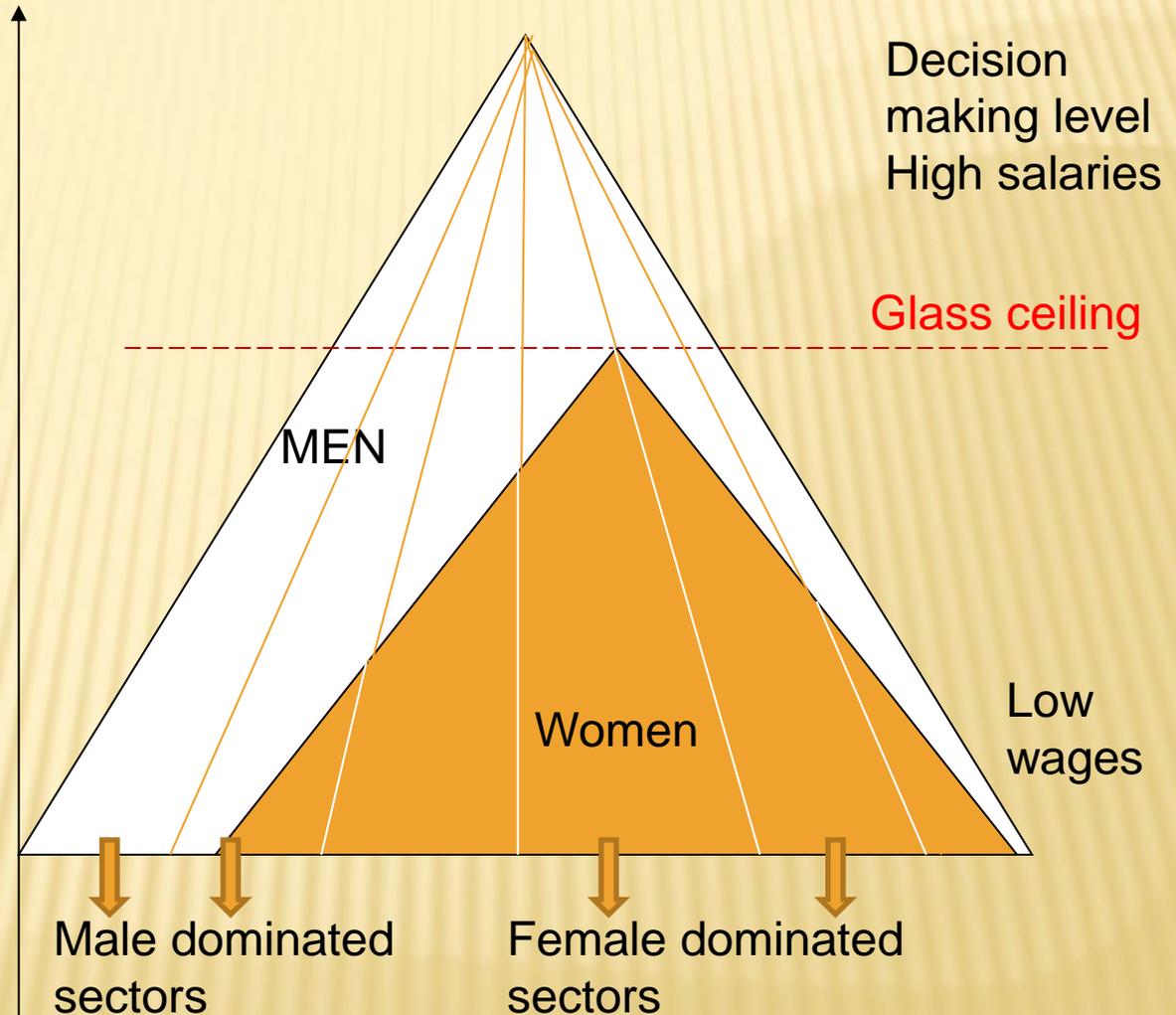


Mothering (unpaid)

It takes time, work and social struggle to change gender-based structures

GENDER-BASED SEGREGATION OF LABOUR MARKET

- Salaries higher in male dominated sectors (horizontal segregation)
- Men over-represented in decision making & high salary jobs (vertical segregation)
- Women facing multiple obstacles to obtain positions at decision making levels in private sector (glass ceiling)



7. GENDER IDENTITY

Our identity is difficult to change. We all have multi-identities, as parent, professional, belonging to ethnical group, age, physical capacity, etc.



“How did I become who I am?”

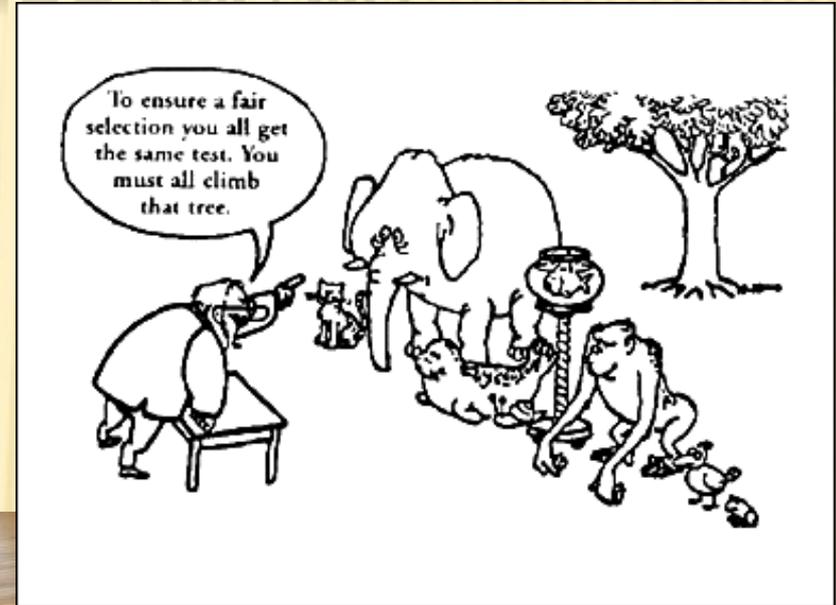
GENDER DIMENSIONS (= DYNAMIC PROCESS)

<p>Gender symbolism: All symbols, ideas, norms, values to distinguish and construct 'male' /'female' (symbols can change quickly in time)</p>	<p>Culture E.g.: Men want to marry a virgin (symbol: white dress)</p>	<p>Religion Cross, veil, beard, burqa, etc.</p>
<p>Gender-based structure: The use of gender differences to organize social life, distribute work, and regulate society (paid/unpaid work; horizontal and vertical segregation of the labour market, access to land, decision making etc.)</p>	<p>Customary law (gender-based access to and control over income, land, water...) Traditions (Men work outside, women work at home)</p>	<p>Sharia (gender-based Heritance law), Catholicism (women cannot be priests) etc.</p>
<p>Gender Identity: Social construction, that gives the feeling of being man or woman, boy or girl. (it depends from the context which identity is dominating, or marginalized).</p>	<p>Men feeling superior to women in male-dominated cultures; kids imitate role models</p>	<p>Religious identity sets rules for men's or women's behaviour</p>

8. EQUAL OPPORTUNITIES (M/W)

formal legal provision guaranteeing that no discrimination on the basis of sex or other factors (ethnicity, religion, handicap, etc.) will prevent the enjoyment of civil or human rights.

Diversity is source of quality; e.g. a soccer team with only keeper doesn't work



Create equal starting conditions; e.g. facilities to combine job with family responsibilities

9. REPRODUCTIVE RIGHTS

The right to:

- ✓ decide freely and responsibly the number, spacing and timing of their children
- ✓ access to the information and means to do so
- ✓ attain the highest standard of sexual and reproductive health.

10. GENDER-BASED VIOLENCE (GBV)

- Violation of human rights as a consequence of gender discrimination (because you are a girl, because you don't assume the traditional gender role, because the perpetrator considers you as his property...)
- GBV is mostly VAW: *Physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivations of liberty, whether occurring in public or private life* (UN Declaration on the Elimination of VAW-1993)
- GBV: among the main causes of death of women aged 15 – 44
- GBV and globalisation: 3 million of women and girls are enslaved in the sex-trade worldwide (defined as: property of another person and can be killed by their owner without impunity).
Never in history slavery was so extended in absolute numbers.

11. GENDER EQUALITY

The needs, aspirations, and interests of women/girls and men/boys are equally valued and favoured, and both benefit from the development process and fully enjoy their human rights.

PRACTICAL AND STRATEGIC GENDER NEEDS

12. Practical

- ✘ Short term
- ✘ Beneficiaries
- ✘ Easy to identify
- ✘ Focused on living conditions, daily life
- ✘ Can be satisfied by delivering concrete services: food, shelter..
- ✘ Can be satisfied without changing traditional gender roles

13. Strategic

- ✘ Long term
- ✘ Actors for change
- ✘ Not easy to identify
- ✘ Focused on creating an equal-rights based society
- ✘ Can be satisfied by awareness, training, empowerment, advocacy..
- ✘ Empowers women to change traditional unequal gender roles

14. GENDER ANALYSIS

**ROLES AND DIVISION OF
LABOUR BETWEEN MEN AND
WOMEN**

**ACCESS TO AND CONTROL
OVER RESOURCES & BENEFITS**

**PRACTICAL & STRATEGIC NEEDS
OF WOMEN AND MEN**

**CONTEXT ANALYSIS:
OBSTACLES, OPPORTUNITIES**

*To apply at
3 levels:*

-MACRO

-MESO

-MICRO

GENDER ANALYSIS

- Shows differences in gender roles, activities, needs, and opportunities
- Detects gender differences at all levels, at micro (grass roots), meso (institutional, markets) and macro level (national policies)
- Uses Sex-disaggregated data
- Identifies key gender issues that should be addressed
- Is a starting point and basis for gender mainstreaming
- Indicates whether specific actions are needed for women or men, additional to mainstreaming activities.

15. SEX-DISAGGREGATED DATA

- Break down of data and statistical information by sex to enable comparative analysis (also called: gender disaggregated data)
- Important for tracking results, benefits, impact for both women and men (accountability, transparency)

16. GENDER MAINSTREAMING

- The process of promoting a gender equality perspective in all laws, policies, programmes and projects, at all levels and at all stages.
- The ultimate goal of this mainstreaming process is to achieve gender equality
- Requires a gender analysis to know opportunities and obstacles for men and women in all their diversity in order to promote gender equality at micro, meso and macro level

PRINCIPLES OF GENDER MAINSTREAMING

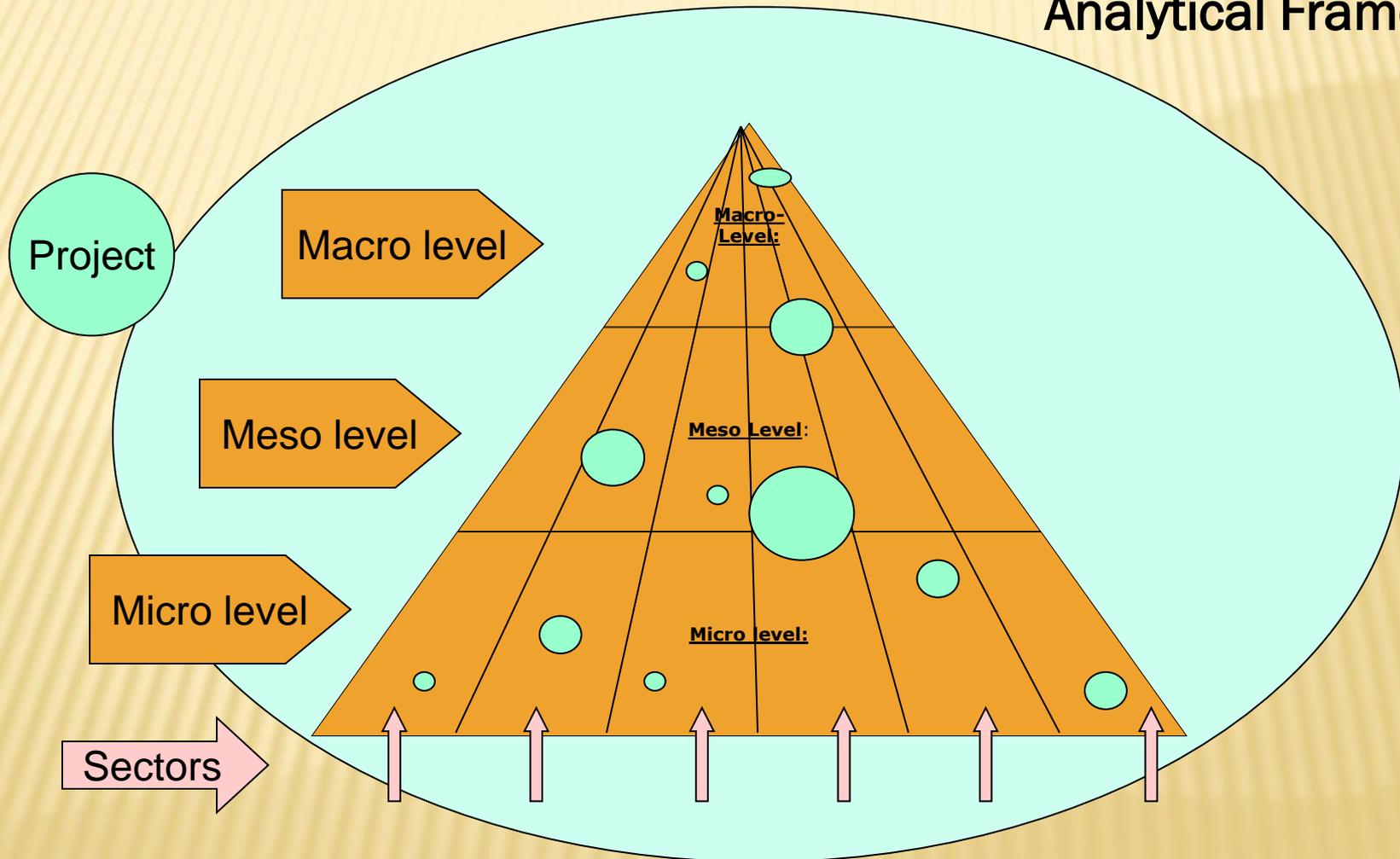
1. Never assume that development is gender-neutral
2. Reorganize your institution/organization (equal treatment and opportunities, equal participation at all levels, etc.)
3. Start any development with a gender analysis
4. Ensure political will at highest level and resources
5. Be aware that mainstreaming does not replace the need for targeted (women or men) specific actions
6. Promote and monitor the process (gender units, GFPs)
7. Establish accountability mechanisms (sex-disaggregated data, gender indicators, gender budgeting)

HOW TO MAINSTREAM GENDER EQUALITY

- The starting point is always a gender analysis or gender assessment
- There is no ready-made model for gender mainstreaming; each specific social context has different obstacles and offers different opportunities for promoting gender equality
- Gender mainstreaming requires mostly a combination of strategies

WHERE TO MAINSTREAM?

Analytical Framework



17. GENDER BUDGETING

Mainstreaming a gender equality perspective in the budgetary process.

Restructuring revenues and expenditures in such a way that gender equality is enhanced at micro, meso and macro level.

NOTE:

- It is NOT about separate budgets for women
- It does NOT mean that budgets should be shared 50/50 between men and women
- It is NOT a standard blueprint which can be applied to all situations

18. WOMEN'S EMPOWERMENT

Power over others:

Dominating others
(= not empowerment)

Power of:

Knowledge, capacity,
acting for change ...

Power to:

Decide over one's own
life and body, self-
esteem...

Power with others:

Solidarity, working
together, knowing you
are not alone ...

WHY GENDER?

The moral challenge of the 21th Century

In the 19th Century, the central moral challenge was slavery.

In the 20th Century, it was the battle against totalitarianism.

In this Century the paramount moral challenge is **the struggle for gender equality around the world.**

Nicolas D. Kristor and Sheryl WuSunn (2009): Half the Sky; turning oppression into opportunity for women worldwide

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