



Addressing gender equality in the EU

EIGE's Gender Mainstreaming Programme

Vilnius, 23 March 2017



GENDER MAINSTREAMING DEFINITION


Gender Mainstreaming (GM) is a strategy used to integrate gender concerns into all policies and programmes. Within the European Union Gender Mainstreaming was firstly defined by the European Commission in 1996 as:

(...) mobilising all general policies and measures specifically for the purpose of achieving equality by actively and openly taking into account at the planning stage their possible effects on the respective situations of men and women (gender perspective).

EIGE'S GENDER MAINSTREAMING PROGRAMME'S MISSION

To provide EU Institutions, Member States and EU citizens with reliable methods, tools and good practices for implementation of gender equality policies and gender mainstreaming strategies.

EIGE'S APPROACH TO GENDER MAINSTREAMING



Targeted approach – information, methods and tools reflecting different sectors' realities and needs - is critical to meeting gender equality goals

Building online resources on gender mainstreaming for different sectors

APPROACH TO GENDER MAINSTREAMING

GENDER MAINSTREAMING STRATEGY

Political commitment

Legal framework



DIMENSIONS

Equal representation of women and men

Gender perspective into the content of policies

APPROACH TO GENDER MAINSTREAMING

CONDITIONS

- Implementation plan
- Structures
- Resources
- Accountability mechanisms
- Knowledge generation
- Gender expertise
- Stakeholders involvement

METHODS AND TOOLS

- Gender statistics
- Gender analysis
- Gender impact assessment
- Gender budgeting
- Gender procurement
- Gender indicators
- Gender monitoring
- Gender evaluation
- Gender equality training
- Institutional transformation
- Gender awareness-raising

GENDER MAINSTREAMING STRATEGY

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- Institutional transformation
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RESULTS

- Better policy making
- Better-functioning institutions
- More effective processes



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Concepts and definitions

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Interviews/Videos

Gender Mainstreaming

A strategy to achieve equality between women and men



WHAT IS GENDER MAINSTREAMING



INSTITUTIONS AND STRUCTURES



POLICY AREAS

METHODS AND TOOLS



GOOD PRACTICES



COUNTRY SPECIFIC INFORMATION

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CONCEPTS AND DEFINITIONS



EIGE'S PUBLICATIONS ON GENDER MAINSTREAMING



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Institutions and
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Policy Areas

Agriculture and
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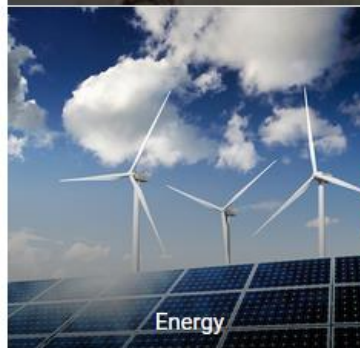
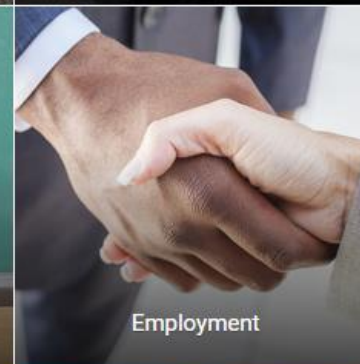
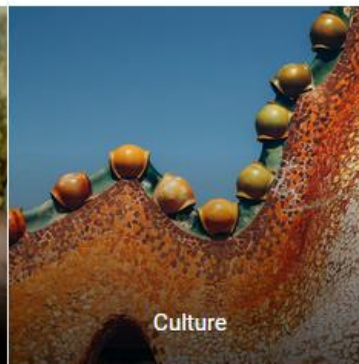
Energy

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Environment and
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Health

Policy Areas



Policy areas

POLICY AREAS >

Agriculture and rural development

POLICY AREA

Relevance of gender in the policy area

Agriculture is one of the most widespread activities in the world and has a crucial role in food production, environmental protection, landscape preservation, rural employment and food security. Agriculture is not uniform throughout, there are different elements such as:

- the scale of farming
- crop and livestock combinations
- intensity of farming
- ways and means of disposal of farm produce
- the level of farm mechanisation (small-scale farmers/informal small-scale agriculture, commercial farming/plantation agriculture, self-sufficient farming, organic farming etc.).



“ Gender in agriculture and rural development ”

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- 7 Current policy priorities at EU level
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Policy areas

Issues of Gender Inequality in the policy area



Unequal participation of women and men in agriculture and rural development



Ageing and masculinisation of rural areas



Invisibility of women's role



Under-representation of women in farm ownership and agricultural decision-making

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approaches, policies and practices that have been effective in the implementation of gender mainstreaming strategies in the EU Member States.

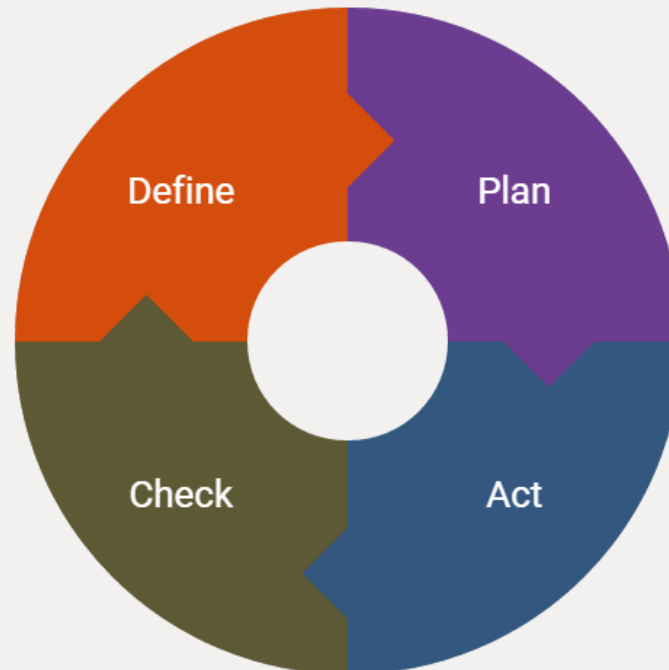
For more information on the different stages of the gender mainstreaming cycle, click on each phase.

Methods & Tools

- [Gender Statistics](#)
- [Gender Analysis](#)
- [Gender Impact Assessment](#)
- [Gender Stakeholders Consultation](#)

Methods & Tools

- [Gender Budgeting](#)
- [Gender Procurement](#)
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Methods & Tools

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Methods and Tools



An analysis of gender relations which provides information on the different conditions of women and men, and the different effects that policies and programs may have on them.

[Read more](#)

Gender Audit



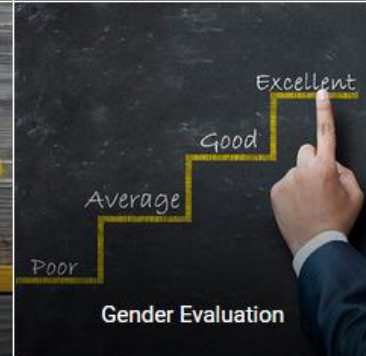
Gender Awareness-raising



Gender Budgeting



Gender Equality Training



Gender Evaluation



Gender Impact Assessment



Gender Indicators



Gender Monitoring

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Tools & Methods ↓

About EIGE's
tools & methods

Gender Equality
Plan

Gender Equality
Training

Gender Impact
Assessment

Interactive tools

About EIGE's tools & methods



Gender Equality Training

Stimulate investment in the gender-equality skills of public administration employees and to facilitate the process of designing effective gender-equality training.



Gender Impact Assessment

Does a law, policy or programme reduce, maintain or increase the gender inequalities between women and men?



Institutional transformation

information and guidance on how to introduce and advance gender mainstreaming in an organisation or institution.

Other tools and methods



Interactive tools

12 steps to good gender-equality training

1. Planning phase

Preparing an effective gender-equality competence development initiative

- 1 [Assess the needs for gender competence development initiatives](#)
- 2 [Integrate gender competence development initiatives into the broader equality strategy](#)
- 3 [Ensure that sufficient resources have been allocated to implement the initiative and its follow-up](#)
- 4 [Write good terms of reference \(checklist\)](#)
- 5 [Select a trainer with competencies, skills and knowledge relevant to your organisation \(checklist\)](#)

These guidelines build upon the findings of EIGE's study on Gender-equality training in the European Union. They also take account of the opinions and experiences of Member State representatives in EIGE's Thematic Network on Gender Training, as well as those of gender-equality experts.



[Download guide \(PDF, 15MB\)](#)

2. Implementation phase

Setting up a gender-equality competence development activity that responds to the organisations needs and roles

- 6 [Engage in the gender learning needs assessment](#)
- 7 [Actively participate in the design of the gender competence development initiative](#)
- 8 [Encourage people to attend the activity](#)
- 9 [Plan and implement a monitoring framework and procedures](#)

3. Evaluation and follow-up phase

Securing long-term outcomes

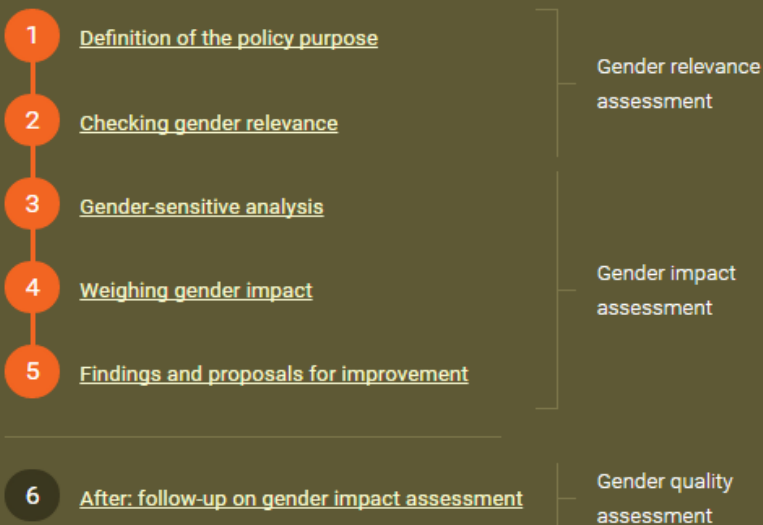
- 10 [Set up an evaluation framework](#)
- 11 [Assess the long-term impacts of the training](#)
- 12 [Give space and support to participants to implement new knowledge in their work](#)

Interactive tools

Guide to Gender Impact Assessment

General model of gender impact assessment presented below is based on existing gender impact assessment methodologies and functioning models. EIGE's guide to gender impact assessment offers a general framework for the development of specific gender impact assessments tailored to the specific needs depending on the institutional competences and structures.

How to carry out gender impact assessment



At first glance, the steps for the introduction of gender considerations into impact assessment process may seem very complex.

However, the goal is not to create additional procedures, but rather to **include the steps of integrating gender into already-existing processes of an organisation.**

Using this Guide can serve to **improve an overall effectiveness of policy making processes.**

This is not only useful for implementing gender mainstreaming as such, but can also make a considerable step towards **improving the overall level of policy making.**



[Download guide \(PDF, 15MB\)](#)

Interactive tools

Gender Institutional Transformation

For Public Administration Organisations

What is institutional transformation



Why focus on institutional transformation



Who is the guide for?



Gender Mainstreaming: A step-by-step guide to organisational change →

1. Planning phase

3. Evaluation phase

2. Implementation phase

Checklist: Key questions for change

[Download the complete Institutional Transformation tool \(3.7 MB\)](#)

Learn more:

> [Dealing with resistance](#)

> [Examples of Gender Institutional Transformation in practice by phase](#)

Interactive tools

Dealing with resistance

Gender mainstreaming, change and resistance

This section of the module on institutional transformation is addressed to **agents of change** within an organisation. When supporting gender equality they are the group who are especially confronted with resistance. It is explained why resistance is part of organisational change. The first section highlights the different types of resistance as well as its causes. The second section gives advice on how to deal with these forms of resistance.

The section gives three main messages:

- 1 Resistance is part of any change process
- 2 Resistance can be used to promote change
- 3 There are ways of dealing with resistance

Experts on organisational change give the advice to anticipate resistance within a change process and to also deal with it from the very start of a change process. (e.g. Schein 2009: 15). It is also important to know that signs of resistance are not necessarily a reaction to the specific topic of gender equality or gender mainstreaming but they can be a reaction to change as such.

[How to react to resistance: Statements and reactions](#)

Sometimes there are good reasons for asking critical questions – sometimes those questions are a sign of resistance. In any case critical questions should be used to elaborate on the advantages and benefits of change processes targeted at gender equality

Preparation phase

[Step 1: Creating accountability and strengthening commitment](#)


[Step 2: Allocating resources](#)

[Step 3: Conducting an organisational analysis](#)

[Step 4: Developing a gender mainstreaming strategy and a working plan](#)

Implementation phase

Evaluation and follow-up phase

 [Download guide \(PDF, 15MB\)](#)

Dealing with resistance

[Statements and reactions](#)

[Individual level](#)

[Organisational level](#)

[Discourse level](#)

[Checklist: Key questions for an organisational change](#)

[Examples](#)

Good Practices

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EIGE's approach to Good Practices

Methodology

EIGE has developed its own approach to Good Practices, including a set of basic criteria for the identification of practices with potential, and is applying the same methodology for the identification and dissemination of good practices in all selected areas. The aim of the project – building capacity of the Member States for effective implementation of gender mainstreaming strategies and gender equality policies - is achieved by providing relevant stakeholders with examples of gender mainstreaming tools and methodological approaches (identified as good practices), as well as enhancing networking and competence development and increasing the opportunity for peer learning.

The main steps of EIGE's work on good practices are:

1. Identification of a specific topic: The topic is either chosen by the Presidencies of Council or through a consultation process with relevant stakeholders, as thematic networks, Expert's Forum or consultation meetings.
2. Identification of specific type of methods or tools: Specific methods or tools related to the selected topic (gender training, competence development, awareness-raising, monitoring, self-regulation, networking, funding, benchmarking) are selected.
3. Collection of information.

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Thank you very much!

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