

Understanding of Gender Equality and Gender Mainstreaming

Rationale, Concepts and Approaches
to Gender Mainstreaming



The practice of Gender Mainstreaming



What is Gender Mainstreaming?

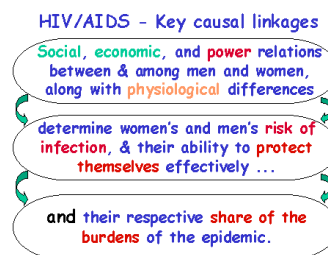
Gender Mainstreaming is a **strategy** for achieving gender equality-” it is the process of assessing the implications for women and men (or boys and girls) of any planned action, including legislation, policies, or programmes, in any area and at all levels.”

In development terms, it is the process by which reducing the gaps in development opportunities between women and men and working towards equality between them become an integral part of the organizations strategy, policies and operations.--- **PRSPs!**

Why is gender mainstreaming Important?



- Assists in identifying and understanding the differential roles, relations, resources, benefits, constraints, needs and interests of males and females in a given social context. e.g. provision of credit
- Gender mainstreaming will allow for applying a gender perspective to the objectives and priorities of the National Strategic Plan
- Effectiveness And Efficiency of interventions



Approaches to gender mainstreaming!



Gender mainstreaming is **not an objective**—it is a **strategy**!

ILO's two pronged approach to gender mainstreaming

- a) systematically address the concerns of both women and men through gender analysis and planning.
- b) Targeted interventions to enable women and men to participate equally in, and benefit equally from, development efforts.

ILO has adopted gender equality allocations within individual project budgets! True or false?

Key steps in gender mainstreaming



- **Statistics disaggregated by sex** and qualitative information on the situation of women and men.
- A **gender analysis** should be conducted.
- Gender needs assessment, here gender equality objectives are articulated
- Gender planning-identification of entry points for **actions** that will be needed in order to meet gender equality objectives.
- Gender budgeting
- A **gender sensitive monitoring and evaluation** system----- should be in place from design stage and should also include **indicators**.

Key steps in gender mainstreaming



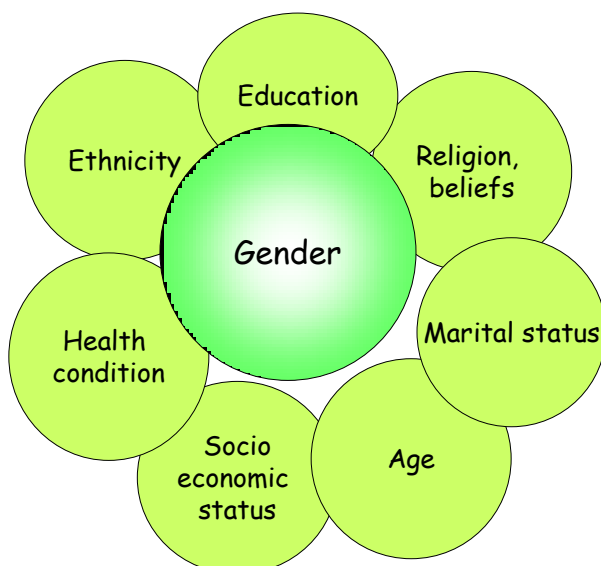
1 **Statistics disaggregated by sex and qualitative information**

Statistics disaggregated by sex and qualitative information on the situation of women and men must be obtained for the population in question.

A number does not tell a story as it is basically a quantitative measurement.

Qualitative information will give more information on the economic, social, legal and cultural situation

Qualitative information or diversity issues



Key steps in gender mainstreaming



Gender Analysis conducted

Gender analysis is the systematic attempt to identify key issues contributing to gender inequalities so that they can be properly addressed. Gender analysis provides the basis for gender mainstreaming and is described as “the study of differences in the conditions needs, participation rates, access to resources and development, control of assets, decision-making power etc between women and men and their assigned gender roles.” IFAD

Gender analysis must be based on an examination of statistics disaggregated by sex and qualitative information and must also recognize the other diversity issues which affect all members of society.

Gender Analysis contd



Why is a gender analysis important?

- Gender inequalities need to be identified before they can be addressed through specific actions targeted at women or men in addition to mainstreaming activities.
- Policies and legislation can be analyzed in terms of gender outcomes or potential differential impacts on women and men.
- When focused on institutions will help to determine how the nature of their service delivery affects women and men, or how institutions themselves are also *gendered* in terms of recruitment practices, division of labour and decision-making.
- It provides information on the different roles of women and men at different levels, their respective access to and control over material and non-material benefits of society, their priorities, needs and responsibilities.

Gender analysis contd



A good gender analysis also needs to show the linkages between inequalities at different societal levels e.g. how a legal system of inheritance which stipulates that women inherit nothing or a lesser amount from their parents puts women at a disadvantage in terms of economic opportunities throughout their lives.

It should also be possible to understand current gender inequalities in a given situation or sector and to propose a range of measures to be included in the project etc to address and redress the situation.

Some key elements of a gender analysis



Macro-level

- Have gender equality commitments been made by the government in the context of international processes such as the Beijing or MDG process, or ratification of CEDAW?
- Do national and sectoral policies reflect these commitments by their awareness of inequalities between women and men at different levels and the inclusion of means to address them?
- How do current policies, laws and regulations (voting rights, right to inheritance and credit opportunities, rights to divorce and child custody) impact differently on women and men?
- In national-level institutions (parliament, government ministries, universities and businesses), how are decisions made? How are women represented in the system? How are decisions made?

Gender analysis contd



Meso level

- Do service delivery structures (e.g. all civil service structures at this level- health, education, labour, transport etc- the police, the judiciary etc, reflect gender balance in their membership and management? Do women and men have equal access to employment and services? Is equal treatment in terms of pay and benefit guaranteed for women and men?
- Do private sector businesses and institutions (e.g. banks/media) reflect gender balance in their membership and management?
- Is there occupational segregation of the labour market by gender, either horizontal or vertical?

Gender analysis contd



Micro level

- What is the division of labour amongst, women, men young and old? Who normally does what? Have there been changes due to war, migration or the HIV/AIDS pandemic?
- Are there gender inequalities in access to resources and who has control over these resources?
- What factors influence access to and control over resources (for example age, sex, position in organization or community, wealth, rural/urban location, education level) ?
- At the community level, how are decisions made about different resources and activities?
- At the household level, who makes decisions about different resources and activities?

Gender analysis contd



Gender analysis should be conducted at the very beginning of a process to allow for gender planning.

Sources of DATA

As wide a range is advised, including reports, budget speeches, development plans, UNDP-HDR, World bank, donor reports and assessments, academic papers and sources, NGOs, surveys, or by using rapid appraisal and focus group techniques.

Gender needs assessment



This is an analysis of the needs of women and men in the target population. A good gender analysis will have painted a picture of the gender situation that will inform the needs assessment

The roles of women and men in society and institutions are generally different. Thus their needs will vary accordingly.

Two types of needs are usually identified:

Practical needs and Strategic needs.

Gender needs assessment



Practical needs

These arise from the actual conditions which women and men experience because of the gender roles assigned to them in society. They are often related to women as mothers, homemakers and providers of basic needs, and are concerned with inadequacies in living and working conditions such as food, water, shelter, income, healthcare and employment.—these are linked to survival strategies. **Addressing them alone only perpetuates the factors which keep women in a disadvantaged position and reinforces inequality.**

Strategic needs

These are the needs required to overcome the subordinate position of women to men in society, and relate to the empowerment of women. They usually concern equality issues such as enabling women to have equal access to job opportunities and training, equal pay for work of equal value, rights to land and other capital assets, prevention of sexual harassment at work and domestic violence. **Addressing them entails a slow transformation of the traditional customs and conventions of a society.** (ILO 2000)

Gender planning



This is an active approach to planning which takes gender as a key variable or criteria and which seeks to integrate an explicit gender dimension into policies or actions.

Gender planning findings of the gender analysis and needs assessment should be used to inform strategic planning of the project.

What actions am I going to take to address these needs?

This is the stage you would define your gender equality objectives!

Gender specific action- action to redress gender-based inequalities and discrimination against women and /or men in a given context.? (think through the gender impact you expect your actions to make! **Gender Impact Assessment**

Gender budgeting



This entails an application of gender mainstreaming in the budgetary process. It means a gender- based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to ensure resources for promoting gender equality. (ILO 2004)

The overall objectives of gender budgeting are, first to ensure that the budget formulation process includes the voices of women and men at all levels, and second, to ensure that the content of the budget reflects gender equality goals in the ways that funds are allocated, revenue generated and funds disbursed and utilized.

**A gender budget analysis needs to review the following issues
Inputs, Activities, Outputs and Impacts.**

A gender sensitive monitoring and evaluation system



Always introduce a system of how you will assess the extent of integrating gender issues.

The monitoring system should also be in place from the design phase onwards, including the establishment of indicators to measure the extent to which gender equality objectives are met and changes in gender relations achieved. (**beware of false attribution**)

Gender Mainstreaming Checklist !



Gender mainstreaming in the project cycle.

- ✓ Involving both women and men beneficiaries in consultations and analysis;
- ✓ Including sex-disaggregated data in the background analysis and justification;
- ✓ Formulating gender-sensitive strategies and objectives, and corresponding gender-specific indicators, outputs and activities;
- ✓ Striving for gender balance in the recruitment of project personnel and experts and in representation in institutional structures set up under the projects;
- ✓ Including impact assessment on gender equality in evaluations as well as gender expertise in the evaluation team.
- Tripartism and social dialogue is a good entry point in advancing gender equality. Social dialogue mechanisms have reinforced gender equality promotion.

Good practices in gender mainstreaming



- 1 Defining gender-sensitive objectives and unified action—GMS should be planned from the outset as a means of enhancing the overall project objectives.—you avoid trial and error or erratic implementation.
- 2 Setting realistic goals within a reasonable timeframe.- objective of GMS is to achieve gender equality, through concrete outputs and activities. This takes time, therefore important to identify practical and realistic outputs that contribute to GE.

Good practices in gender mainstreaming



- 3 Defining and documenting specific elements of the strategy.—describe and record the elements of your strategy (what you are actually going to do!)
Mechanically stating that “gender will be mainstreamed “
is doing nothing and is not a good practice!

Good practices in gender mainstreaming



- 4 Incorporating gender equality in **all** stages of the project cycle or programme—it should not appear as a separate sub-component. Usually gender is introduced during the implementation but not considered in the project design—limited chances of success and failure to optimize project outcomes! (*because not thought through!*)
- 5 Gender- sensitive monitoring and evaluation—assessing whether projects are meeting planned targets and objectives and also the extent to which the projects are addressing key gender concerns.(*gender analysis and planning are key stages in developing indicators*)

Good practices in gender mainstreaming



- 6 Capacity building on gender equality-focus on clarifying key gender concepts, understanding the role of gender analysis and practical guidance on **HOW** to undertake gender planning for project activities and programmes.
 - 7 Knowledge sharing
 - 8 Relevant gender expertise
 - 9 Adequate resources-strategic commitment of human and budgetary resources
- ❑ ILO has adopted the requirement of establishing gender equality allocations within individual budgets.

Thank you



Asante sana!