

## Gender- mainstreaming: an integrated approach to male-female equality

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## The gender approach ?

- Approaches to equality have been influenced by three perspectives over the course of history
  - Equal treatment coming out of the Human Rights movement (1789 /1890) ;
  - The « Female » Perspective (1960s) aimed at empowering women;
  - The **Gender Perspective**(1980): a systematic analysis of the entirety of masculine and feminine roles and their social relations

The gender approach must result in:  
- objectives and actions linked to the specific needs and interests of men and women endorsed by policies,  
- specifically « female » objectives and actions responding to inequalities suffered by women,  
-specifically « male » objectives and actions referring to the role of men in the quest for equality.

## Gender-mainstreaming: what is it?

The systematic integration of gender issues and the (re)organisation, improvement and evaluation of political processes so that male-female equality is incorporated in all policies at all levels and at all stages by those normally involved in working out policies.

## Gender-mainstreaming: why ?

### A strategy for:

- Rethinking the crisis of development models
- Achieving equality between the sexes.

### Because:

- Equality objectives cannot be achieved unless institutions are changed;
- The limits of the sector-based approach have become clear;
- Projects aimed solely at women do not necessarily promote male-female equality.
- Equal treatment does not guarantee equal results.

## Why implement GM ?

- To promote changes in the law and to policies and programmes

### 2 objectives:

- To promote change in the institution itself (values, culture, structures, procedures and administrative routines).

## Conditions for GM

A political and technical process with an obligation to produce results, not merely provide the means, calling for:

- Political will at the highest level;
- Support and commitment, including at the individual level;
- The existence of specific policies relating to equality of the sexes and egalitarian laws;
- The involvement of women in the decision-making process;
- Partnership with and the involvement of NGOs which defend women's interests.

### Instruments for institutionalising gender

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- Analysis based on a gender approach;
- New ways of looking at managing human resources;
- New management procedures and inclusion in the budget;
- Follow-up and evaluation based on gender indicators and programming led by results.

### Challenges for the EMHRN

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- Institutionalise equality in the various reference documents (statutes, regulations, procedures, etc; )
- Consolidate the gender approach in programmes, strategies and activities;
- Guarantee parity in all decision-making bodies and activities;
- Rethink male-female equality as a transverse axis as much as a sector-based or specific axis.