

GENDER MAINSTREAMING & CAREER PROGRESSION

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GENDER MAINSTREAMING

- Gender mainstreaming has been largely pursued as a policy tool
 - Gender mainstreaming that influences labour market policy
 - Gender mainstreaming tools adapted into organisational settings
- Gender mainstreaming within organisations to shape policy, procedure and practice

GENDER MAINSTREAMING

- Integration of a gender perspective into:
 - Preparation, design, implementation, monitoring and evaluation of:
 - Policies, regulatory measures and spending programmes, with a view to:
 - Promoting gender equality and combating discrimination.

OBJECTIVES

- Compliance with equal treatment legislation
- Removal of barriers experienced
- Adjustments to take account of difference
- Advance achievement of full equality in practice
- Foster new cultures and relationships

STEP ONE

- Get organised:
 - Create a structural and cultural basis for equal opportunities
 - Formulate equality objectives and targets, make a plan, draw up a budget, define responsibilities, and establish the accountability of different actors
 - Train for gender awareness and expertise
 - Staff to consider gender mainstreaming part of their work.

STEP TWO

- Learn about gender differences:
 - Participation – the share of men and women among the target group
 - Resources – gender differences in terms of resources of time, information, money, political and economic power, qualifications, transport, and use of public services.
 - Norms and values – shaping gender roles, gender division of labour, and attitudes and behaviours of women and men.
 - Rights – human rights and access to justice for women and men in relation to these rights

STEP THREE & FOUR

- Assess the policy impact with reference to:
 - Participation, resources, norms and values, and rights
- Redesign the policy where:
 - The policy proposal is assessed to have a negative impact on gender equality or to be broadly gender neutral

CORE TOOLS

- Screening at proposal stage to assess if mainstreaming required
- Equality Impact Assessment to establish the potential impact of a policy
- Participation of organisations representing groups experiencing inequality
- Equality Plans provide a standard for assessing new policies
- Equality data, used to establish equality objectives, assess the potential impact of policy, and track the actual impact of policy

BELGIUM

- Government departments, required to:
 - Produce and gather gender disaggregated statistics
 - Analyse gender impact of regulatory and legislative proposals
 - Include agreed strategic objectives and adopt gender indicators to incorporate a gender dimension in management plans and strategic planning
 - Attach a gender note in relation to funds assigned to actions aimed at achieving gender equality to each draft of the general expense budget
 - Integrate a gender perspective in procurement and the granting of subsidies

BELGIUM

- Government departments are required to:
 - Report to Parliament on their implementation of the Law
 - Integrate gender perspective into all phases of the policy cycle
 - Appoint a staff member to coordinate implementation
 - Participate on an interdepartmental coordinating group
 - The group includes the Institute for the Equality of Women and Men

GENDER EQUALITY IMPACT ASSESSMENT

- Evaluate, analyse or assess
 - Law, policy or programme
 - At design stage
 - For positive, negative or neutral consequences for gender equality.

NORTHERN IRELAND

- Screen policy to determine if it is relevant to the statutory duty and implement an equality impact assessment that:
 - Defines the aims of the policy
 - Considers available data
 - Assesses the impact of the policy
 - Consults with affected individuals and representative groups
 - Considers how to deal with negative impact or opportunities to progress equality
 - Identify monitoring systems

GENDER EQUALITY PLAN

- Foundation for planned and systematic approach
 - What is the current situation?
 - What is our ambition?
 - What steps are required to realise our ambition?
 - Who is responsible for these and when will they be taken?

FINLAND

- Public bodies must:
 - Evaluate the achievement of equality in their activities
 - Take necessary measures to promote the realisation of equality
 - Draw up an equality plan of these measures that
 - Take account of its operating environment and resources
 - Are effective, expedient and proportionate

ORGANISATIONS

- Planned and systematic approach to gender equality:
 - Policies that govern workplace organisation
 - Procedures that govern workplace practices
 - Practices of management and staff
 - Perceptions of management and staff

FINLAND

- Employers must act to:
 - Ensure job vacancies attract women and men;
 - Promote equitable recruitment of women and men and create equal opportunities for career advancement;
 - Promote gender equality especially in regard to pay;
 - Develop working conditions suitable for women and men;
 - Facilitate reconciliation of work and family life;
 - Prevent gender discrimination

FINLAND

- Employers with at least 30 employees must prepare a gender equality plan every three years in cooperation with employee representatives which should:
 - Assess the gender equality situation in the workplace
 - Establish the necessary measures to promote gender equality and achieve equality in pay
 - Review measures previously implemented.
 - Include action against discrimination based on gender identity and gender expression.

IRELAND

- Equality body function to conduct/invite for equality review and action plan
 - Create conditions
 - Secure management support
 - Train staff involved
 - Review
 - Performance – policies, procedures, practices, perceptions
 - Consult with groups experiencing inequality

IRELAND

- Equality body function to conduct/invite for equality review & action plan
 - Action Plan
 - Develop, implement, monitor
 - Equality infrastructure
 - Standards
 - Committee and management responsibility
 - Training

MAKING IT WORK

- Leadership – well informed and committed
- Coordination structures across whole organisation or across organisations
- Standards and guidance materials
- Training provision, expert support, and organisational culture
- Participation of groups experiencing inequality
- Data

IMPLICATIONS

- Body of work to draw from in promoting:
 - Gender mainstreaming in policy making for labour market
 - Planned and systematic approaches to gender equality in workplaces
- Pursuit by equality body can be based on voluntary engagement of employers and policy makers or on legally binding requirements on employers or policy makers
- Key organisational tools:
 - Equality impact assessment
 - Equality review and action plan