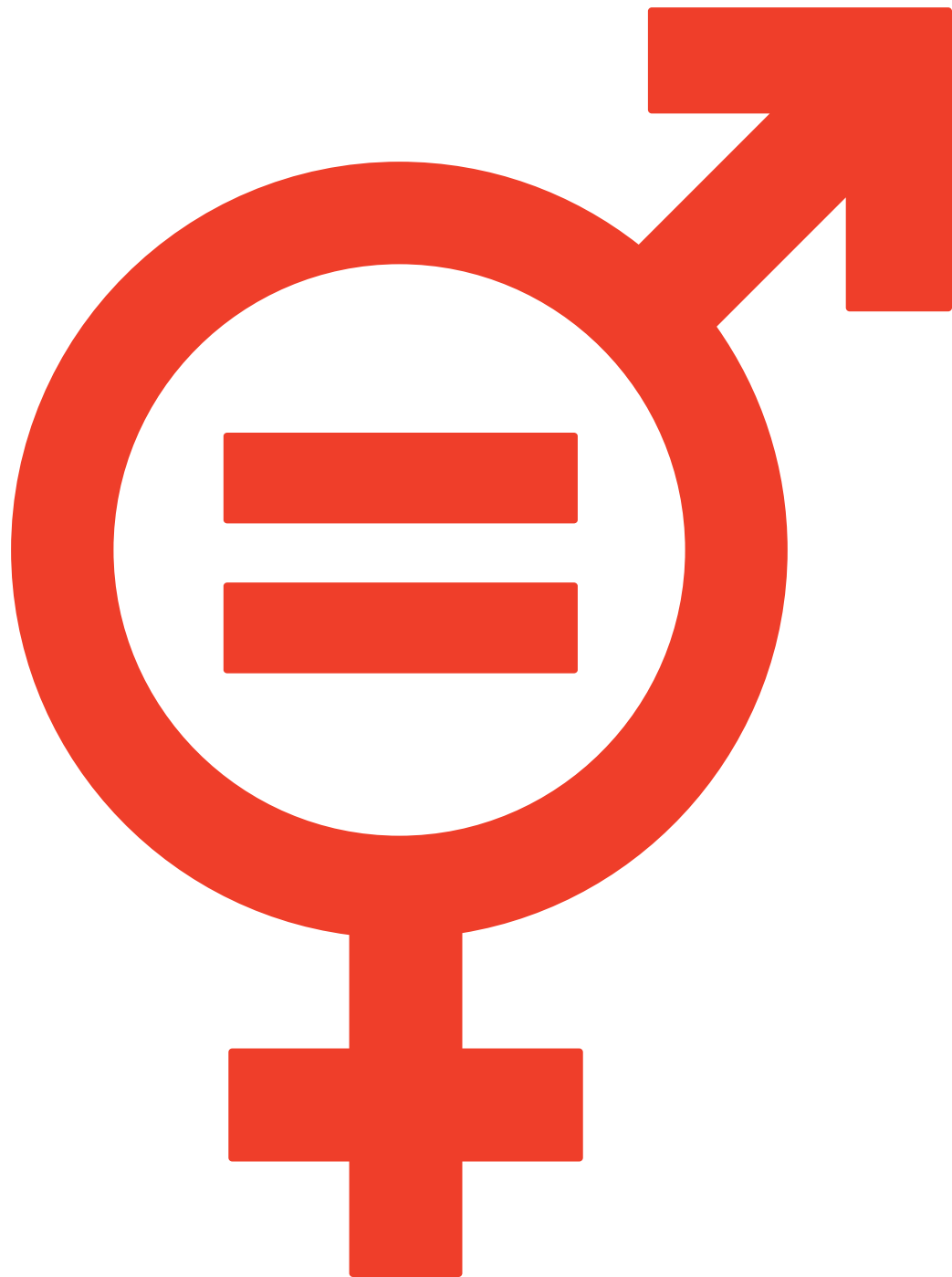


**GENDER MAINSTREAMING:**  
A GLOBAL STRATEGY FOR ACHIEVING  
GENDER EQUALITY  
& THE EMPOWERMENT  
OF WOMEN AND GIRLS





# Gender Mainstreaming: Definition and Mandates

**Gender mainstreaming is the inter-governmentally-agreed, global strategy for achieving the goal of gender equality.**

The United Nations Fourth World Conference on Women in Beijing in 1995 established gender mainstreaming as the global strategy for promoting gender equality.<sup>1</sup> The outcome document of this Conference, the Beijing Platform for Action, identified twelve critical areas of concern for urgent action to accelerate the achievement of gender equality and equal opportunities for women and men. In each of these areas of concern, the Beijing Platform for Action calls on governments and other actors to “promote an active and visible policy of mainstreaming a gender perspective into all policies and programmes, so that, before decisions are taken, an analysis is made of the effects on women and men, respectively.”<sup>2</sup>

Accordingly, in 1997, the United Nations Economic and Social Council, in their agreed conclusions 1997/2, defined gender mainstreaming as:

*“...the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality... Gender mainstreaming does not replace the need for targeted, women-specific policies and programmes or positive legislation, nor does it substitute for gender units or gender focal points.”*

Since then, several United Nations inter-governmental resolutions, mandates and decisions have reaffirmed the commitment to gender mainstreaming, and the goal of gender equality and the empowerment of women and girls. These include the Addis Ababa Action Agenda of the Third International Conference on Financing for Development,<sup>3</sup> the 2030 Agenda for Sustainable Development<sup>4</sup> and the Paris Agreement.<sup>5</sup>

Gender mainstreaming remains widely accepted as the most practical means to achieve gender equality and the empowerment of women. It moves gender equality and the empowerment of women from the margins to the mainstream of decision-making, integrating gender perspectives into all policies, programmes, functions and structures of an institution.

Gender mainstreaming thus propels progress towards the ultimate goal of attaining gender equality. It transforms society positively through the elimination of discriminatory laws, norms and practices that limit women’s and girls’ voices, choices, and opportunities and impede them from achieving their full potential.

# Why is gender mainstreaming still relevant?



Women **EARN 23 PER CENT LESS** than men.<sup>6</sup>



It is estimated that **35 PER CENT** of women have experienced either **PHYSICAL** and/or **SEXUAL** intimate partner **VIOLENCE** or sexual violence by a non-partner at some point in their lives.<sup>11</sup>



Women's (aged 25-54) **LABOR FORCE PARTICIPATION RATE** is **63 PER CENT** compared to 94 per cent for men.<sup>7</sup>



**49 COUNTRIES** still lack laws protecting women from **DOMESTIC VIOLENCE**.<sup>12</sup>



Women spend approximately **2.5 TIMES** more time on **UNPAID CARE** and **DOMESTIC WORK** than men.<sup>8</sup>



There are **650 MILLION WOMEN AND GIRLS** in the world today who were **MARRIED BEFORE THE AGE OF 18**.<sup>13</sup>



Only **24 PER CENT** of all **NATIONAL PARLIAMENTARIANS** were women as of February 2019, a slow increase from 11.3 per cent in 1995.<sup>9</sup>



At least **200 MILLION GIRLS AND WOMEN** worldwide have undergone some form of **FEMALE GENITAL MUTILATION**.<sup>14</sup>



As of June 2019, only **11 WOMEN** are serving as **HEAD OF STATE** and **12** are serving as **HEAD OF GOVERNMENT**.<sup>10</sup>



Between 1990 and 2017, women constituted only **2 PER CENT** of **MEDIATORS**, **8 PER CENT** of **NEGOTIATORS**, and **5 PER CENT** of **WITNESSES** and **SIGNATORIES** in all major **PEACE PROCESSES**.<sup>15</sup>



# Approaches to Gender Mainstreaming

Gender mainstreaming is an approach to both programming and institutional change in support of the implementation of global commitments on gender equality and women's empowerment.<sup>16</sup> Implementing a gender mainstreaming strategy, therefore, requires systematic integration of gender perspectives in policies, programmes and thematic issues.

GENDER MAINSTREAMING AT THE PROGRAMMATIC LEVEL	GENDER MAINSTREAMING AT THE INSTITUTIONAL LEVEL
<ul style="list-style-type: none"> <li><input type="checkbox"/> Gender Analysis</li> <li><input type="checkbox"/> Programme Design</li> <li><input type="checkbox"/> Human and Financial Resource Allocation</li> <li><input type="checkbox"/> Implementation</li> <li><input type="checkbox"/> Monitoring and Evaluation</li> </ul>	<ul style="list-style-type: none"> <li><input type="checkbox"/> Establish institutional arrangements to support gender mainstreaming such as gender units and gender focal points systems</li> <li><input type="checkbox"/> Allocate financial and human resources to support gender mainstreaming efforts</li> <li><input type="checkbox"/> Implement accountability mechanisms for the promotion of gender equality</li> </ul>

At a programmatic level, gender mainstreaming may be applied throughout the programme cycle following a sequence of steps: 1. Gender Analysis, 2. Programme Design, 3. Resource Allocation, 4. Implementation and 5. Monitoring and Evaluation.<sup>17</sup>

## Gender Mainstreaming Throughout the Programme Cycle

<b>STEP 1: Gender Analysis</b>
<input type="checkbox"/> Gather evidence through gender analysis of the context. Identify if, how and why issues affect women and men differently and unequally within a particular context or development sector, and what options exist to address them.
<b>STEP 2: Programme Design</b>
<input type="checkbox"/> Use the findings of the gender analysis to inform programme design. Programme design includes the selection of priority issues, target groups and coverage, and their integration in terms of programme results, indicators and intervention modalities.
<b>STEP 3: Resource Allocation</b>
<input type="checkbox"/> Ensure the allocation of adequate resources to effectively address gender equality considerations in the programme cycle.
<b>STEP 4: Programme Implementation</b>
<input type="checkbox"/> Foster multisectoral and multidisciplinary partnerships, comprised of a range of stakeholders, including women's organizations for programme implementation.
<b>STEP 5: Monitoring and Evaluation</b>
<input type="checkbox"/> Utilize effective monitoring and evaluation to build the evidence base for strategic decisions related to gender equality, enable better development planning and hold institutions accountable for their commitments on gender equality.

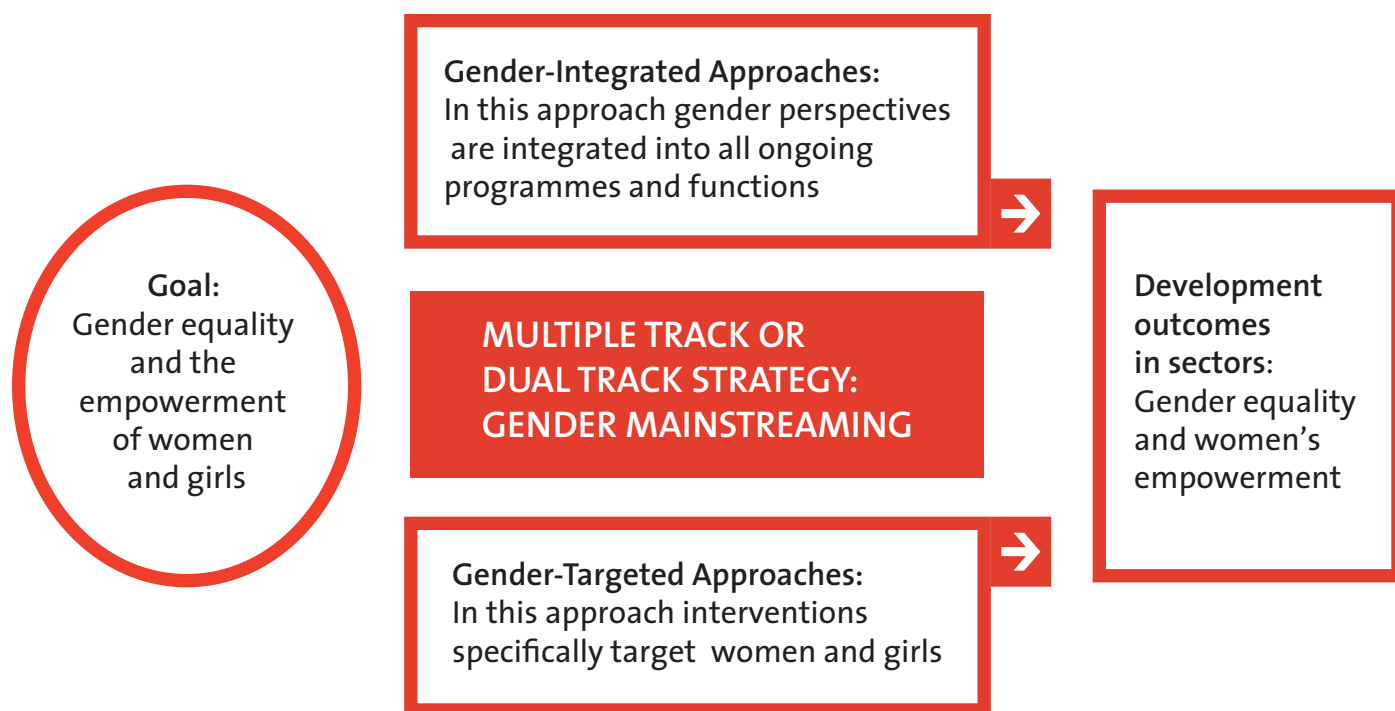
*Adapted from UN Women Guidance Note: Gender Mainstreaming in Development Programming (2014).*

## AT THE PROGRAMMATIC LEVEL, GENDER ANALYSIS HELPS TO:

- Identify contextual constraints and opportunities in relation to gender equality.
- Review capacities of duty bearers to reach out equally to women and men, boys and girls, and to promote gender equality.
- Collect and analyze sex-disaggregated data.
- Understand that women and men are not homogenous groups and identify the different ways men and women experience challenges.
- Understand the ways in which gender intersects with ethnicity, race, age, disability and other social variables.
- Examine how power relations at the household level relate to those at the institutional, state, community and market levels.

*Adapted from United Nations Evaluation Group, "Integrating Human Rights and Gender Equality in Evaluations," 2014*

In addition to undertaking the above mentioned sequence of steps when designing interventions, widespread development practice has established that a multiple-track strategy for gender mainstreaming has greater potential for achieving gender equality and women's empowerment.<sup>19</sup> A majority of development organizations have adopted a multiple-track approach, often called twin-track or dual-track, to implement gender mainstreaming.<sup>20</sup> The multiple-track approach includes combining gender-targeted interventions for specific social groups, organizations and/or processes with gender integrated strategies across the substantive work of all priority sectors.



*Adapted from UN Women Guidance Note: Gender Mainstreaming in Development Programming (2014).*

Furthermore, multiple track gender mainstreaming strategies may include a combination of the following interventions:

<b>Gender targeted interventions</b>	↔	<b>Gender integrated interventions</b>
Address the specific needs and circumstances of diverse population groups, geographical areas and/or organizations (such as civil society and community-based women's groups)		Aimed at changing or shaping existing mainstream policies, sector initiatives and government systems
<b>Direct interventions</b>	↔	<b>Indirect interventions</b>
Include service provision, subsidies, grass-roots advocacy and large-scale social mobilization on a specific theme		Include evidence-gathering, research and analytical work, policy dialogue, institution-building, coalition-building, gender-responsive budgeting initiatives, capacity development, and/or organizational reforms
<b>Short-term measures</b>	↔	<b>Long-term measures</b>
Progressive, transitional and/or preparatory measures such as media campaigns		Systemic changes; behaviour and social change followed by social norms transformation
<b>Government measures</b>	↔	<b>Sector-specific measures</b>
New legislation, policies, data production initiatives or allocations in national budgets		Interventions within a particular sector such as the health sector, security sector, transport, etc
<b>Institutional level</b>	↔	<b>Programmatic/thematic level</b>
At an institutional level, there has been a significant increase in commitment to gender mainstreaming with established		At a programmatic level, interventions embrace complexity, intersectionality and

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