

# What policy context is needed to enable mainstreaming gender equality

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Taking action for gender equality

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# Outline

- \* Current policy context: Resistance and opportunities
- \* Where does Gender Mainstreaming come from and what it is?
- \* Designing the ideal policy context

# Current policy context : Resistances and opportunities

- A legal obligation (EU level, loyal cooperation between member states)
- An economic necessity (Europe2020,OECD,McKinsey)
- An asset for political legitimacy, accountability, confidence

But,

- \* Gender equality exists, why fight for it?
- \* Not a priority in times of crisis

# Gender Mainstreaming: Made in Europe

- \* 1992: Third action programme (1992 – 1996)
- \* 1995: Beijing platform for action
- \* 1997: *Treaty of Amsterdam* ( 3 § 2) : « promote gender equality and eliminate inequality »
- \* Treaty of Lisbonne Art 2 and 3(3)TEU and 8TFEU

# What Is gender mainstreaming?

- \* Gender Mainstreaming is a **strategy** to achieve equality between women and men.
- \* It is used to **integrate gender concerns into all policies, and programmes** of the European Union institutions and Member States.
- \* Gender Mainstreaming within the European Union (EU) was firstly defined by the European Commission in 1996 COM96(67)final 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).
- \* Gender Mainstreaming **does not replace positive actions** for women. The European Union follows a **dual approach: Gender Mainstreaming plus specific actions** to advance women; positive actions serve to remedy past discrimination and to compensate for existing inequalities.

# Tools to implement gender mainstreaming

- \* No one size fits all (maieutique: socratic method relying on interrogation to make you aware of what you know- giving birth)
- \* A joker: Gender Budgeting
- \* The systematic approach to the gender mainstreaming strategy advocated by the Council (**EPSCO**), includes in particular: effective application of a **gender impact assessment** of policies; development of **statistics broken down by sex**; use of **indicators to measure progress**; **training programs** to develop **gender expertise**
- \* *See EIGE publications on good practices in gender mainstreaming and gender training policies and practices*

# Designing the ideal policy context

- \* **Institutions:** high level political will; group of commissioners, ministry for gender equality, monitoring, impact assesment, evaluation
- \* **Interest:** mobilisation of actors who have a vested interest in advancing the policy : awareness raising tools : Gender equality index, resources (voice) for NGOs; raise the profile of gender minded actors in businesses, trade unions
- \* **Ideas:** get gender equality at the heart of the most influential policies (annual Growth Survey, National reform programs,..) introduce Gender Budgeting, Gender mainstreaming tools, continue to explain, measure, prove, the contribution of gender equality to the necessary change of culture in administrations, in society in general (transparency, accountability)

# Conclusion

Gender mainstreaming ,  
for the better or for the worse,

A necessary (but not sufficient ) tool to create gender equality