The Integration of Equality between Women and Men into EU Policies: Gender Mainstreaming

Elisabeth Holzleithner
University of Vienna
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Overview

• Gender mainstreaming – a working definition
• Legal bases of gender mainstreaming as one track of gender equality
• Methods and strategies
• Good practices: fields and examples
• Relationship with diversity management
• Present & future of gender mainstreaming
Gender Mainstreaming – a working definition

- Gender mainstreaming means that the gender perspective is taken into account in all phases of the political process: planning, implementation, monitoring and evaluation. The objective is to promote equality between women and men. The gender mainstreaming concept suggests that political measures should always be examined to determine how they will affect the lives of women and men, and if necessary, such measures should be reconsidered.
## Gender Equality – a Two-Track Approach

<table>
<thead>
<tr>
<th>Equal Treatment – Antidiscrimination</th>
<th>Promotion of Under-represented Group</th>
<th>Gender Mainstreaming</th>
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</thead>
<tbody>
<tr>
<td>No direct or indirect discrimination</td>
<td>Exception / addition to the principle of formal equal treatment</td>
<td>Considering the gender issue in all political measures</td>
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<tr>
<td>• In employment - equal pay - working conditions - (sexual) harassment</td>
<td>Promoting measures including “quota systems”</td>
<td>Gender Impact Assessment based on the 4R method – Representation, Resources, Rights, Realities</td>
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<td>• In access to goods and services</td>
<td>Justice through <em>discrimination</em>?</td>
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*Holzleithner*
Treaty on European Union

• **Article 2**
• The Union is founded on the values of respect for human dignity, freedom, democracy, equality, the rule of law and respect for human rights, including the rights of persons belonging to minorities. These values are common to the Member States in a society in which pluralism, non-discrimination, tolerance, justice, solidarity and **equality between women and men** prevail.
Treaty on European Union

• **Article 3(3)**

• The Union ... shall combat social exclusion and discrimination, and shall promote social justice and protection, **equality between women and men**, solidarity between generations and protection of the rights of the child. ... It shall respect its rich cultural and linguistic diversity, and shall ensure that Europe's cultural heritage is safeguarded and enhanced.
Treaty on the Functioning of the EU

• **Article 8** (ex Article 3(2) TEC)
• In all its activities, the Union shall aim to eliminate inequalities, and to promote equality, between men and women.

• **Article 10**
• In defining and implementing its policies and activities, the Union shall aim to **combat discrimination** based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation.
Objectives in the Relationship between the Genders

1. Equal access to important goods such as jobs and social security benefits
2. Adequate involvement in organising and decision-making processes
3. Elimination of stereotypes in terms of gender-related role expectations
4. Designing the structure and culture without gender stereotypes
5. Balanced distribution of burdens
Why these Objectives?

• Equality between men and women
• ... as a fundamental right
• ... as a necessary prerequisite to key EU objectives such as growth, employment, social cohesion
• ... to prevent “waste of human capital that the EU cannot afford”
Integration *and* Transcendence of the Gender Issue as a Women’s Issue

• *Typical* women’s issues
  – No “special” needs but
  – General concerns
  – (problems that men can *should* also have)
General Conditions for Successful GM Processes

- Engagement and commitment at top level (GM as top-down strategy!)
- Raising awareness at all levels
- Clear allocation of responsibilities and resources (time, money, people)
- Gender expertise (assessment of gender-specific effects and equality test)
- Controlling
4-Step Method

• Creating structures
  – Implementation and organisation
  – Awareness and responsibility
• Identifying gender-specific differences (4Rs)
• Assessing the influence of policymakers (with a view to 4Rs)
• Re-defining policies
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<tbody>
<tr>
<td>R1</td>
<td>Representation</td>
</tr>
<tr>
<td>R2</td>
<td>Resources</td>
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<tr>
<td>R3</td>
<td>Realities</td>
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<td>R4</td>
<td>Rights</td>
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# Target-Setting Process: SMART

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<th>Specific and in writing</th>
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<tr>
<td>M</td>
<td>Measurable</td>
</tr>
<tr>
<td>A</td>
<td>Attractive and action-oriented</td>
</tr>
<tr>
<td>R</td>
<td>Realistic</td>
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<td>T</td>
<td>Time-limited</td>
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Good Practices: Fields & Examples

- Active labour market policy
- Pay and career policies
- Work-life balance policy
- Flexicurity policy
- Combating poverty and social exclusion
- Securing pension systems
- Health care and long-term nursing care
- Gender mainstreaming in the response to the financial crisis
Gender and Diversity

- Gender: Crossed by various axes of diversity or social inequality
- Gender: Core category of diversity

Gender

Diversity

Ability  Race  Gender  Age  Citizenship
... etc.!
Gender

• Category of identification
• Key axis of social inequality
• Objective of focusing on gender: Equality between women and men
Diversity

• Fact: Human beings differ in many respects: they are “diverse”
• Normative objective: Diversity that is not crisscrossed by unequal relations
• Equality between women and men as a goal
• The more equality there is between the two genders in society, the easier it is to accept diversity
Gender and *Various* Other Grounds of Discrimination in Practice

Recent developments:

- Integrated equality bodies (merged)
- Growing work for ombuds for equal treatment
- Resources?
- Focus on gender as a “core category” of diversity must be maintained – and hence also a certain degree of specialisation
Gender Equality and/or *Diversity Management*

- Comprehensive legal/political approach versus business strategy
- Legally binding obligations versus internal corporate strategies
- Taking action against a gender-specific inequality structure versus celebrating a wide variety of different types of diversity
- Fundamental rights and human dignity versus utility of resources
Present and Future of Gender Mainstreaming

• The potential is far from having been fully utilized:

• “Gender mainstreaming [is] a long-term process [...] and it is still at an initial stage.” (EU, Manual)

• Gender mainstreaming must focus on the differences within the groups of men and women as much as on common structural problems – “intersectional mainstreaming”.
Selected Sources

• Doris Doblhofer/Zita Küng, Gender Mainstreaming. Gleichstellungsmanagement als Erfolgsfaktor - das Praxisbuch, Heidelberg: Springer Medizin Verlag 2008


