Gender Mainstreaming (GM) is a strategy used to integrate gender concerns into all policies and programmes of the European Union institutions and Member States. Within the European Union GM was firstly defined by the European Commission in 1996 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 PROGRAMME’S MISSION

To provide EU Institutions, Member States and EU citizens with reliable methods, tools and good practices for implementation of gender equality policies and gender mainstreaming strategies.
EIGE’S APPROACH TO GENDER MAINSTREAMING

Targeted approach – information, methods and tools reflecting different sectors’ realities and needs - is **critical** to meeting gender equality goals

Building **online resources** on gender mainstreaming for different sectors

CD efforts must be approached in a **comprehensive and integrated manner** as opposed to support for disconnected one-off initiatives
Gender mainstreaming strategy

Political commitment

- Implementation plan
- Structures
- Resources
- Accountability mechanisms
- Knowledge generation
- Gender expertise
- Stakeholders involvement

Legal framework

Dimensions
- Equal representation of women and men
- Gender perspective into the content of policies

Conditions

Methods and Tools
- Gender statistics
- Gender analysis
- Gender impact assessment
- Stakeholders consultation
- Gender budgeting
- Gender procurement
- Gender indicators
- Gender monitoring
- Gender evaluation
- Gender equality training
- Institutional transformation
- Gender awareness-raising

RESULTS

Better policy making
Better institutions
Better processes
GENDER MAINSTREAMING PROGRAMME

- Gender Mainstreaming Platform
  - Integrating Gender into Research Performing Organizations Tool
  - Gender Sensitive Parliaments Tool

- Benefits of Gender Equality Studies
  - Economic Benefits of Gender Equality
  - Benefits of Gender Equality by Spending on Public Services
Gender Mainstreaming

A strategy to achieve equality between women and men
Policy Areas

- Agriculture and rural development
- Culture
- Digital Agenda
- Economic and financial affairs
- Education
- Employment
- Energy
- Entrepreneurship
- Environment and climate change
- Health
Good Practices

Find out how are good practices collected and more: EIGE’s approach to Good Practices

Topic  | Country  | Tool

Search Good practices

56 Good practices found

A party strategy to increase women’s political representation
Increasing Women’s Political Representation through Capacity Development by a Political Party (Labour Party)

Women Power Politics – Helene Weber Kolleg
Supporting women in local politics

A toolkit, training and an awareness campaign
Women Can Do It (Na Politica, as mulheres são capazes)

Percentage of women in the Spanish Congress of Deputies, Initial and by
approaches, policies and practices that have been effective in the implementation of gender mainstreaming strategies in the EU Member States.

For more information on the different stages of the gender mainstreaming cycle, click on each phase.

**Methods & Tools**
- Gender Statistics
- Gender Analysis
- Gender Impact Assessment
- Gender Stakeholders Consultation

**Methods & Tools**
- Gender Budgeting
- Gender Procurement
- Gender Indicators

**Methods & Tools**
- Gender Monitoring
- Gender Evaluation

**Methods & Tools**
- Gender Equality Training
- Gender-sensitive Institutional Transformation
- Gender awareness-raising
Methods and Tools

An analysis of gender relations which provides information on the different conditions of women and men, and the different effects that policies and programs may have on them.

Read more

- Gender Audit
- Gender Awareness-raising
- Gender Budgeting
- Gender Equality Training
- Gender Evaluation
- Gender Impact Assessment
- Gender Indicators
- Gender Monitoring
Interactive tools

Gender Equality Training
Stimulate investment in the gender-equality skills of public administration employees and to facilitate the process of designing effective gender-equality training.

Gender Impact Assessment
Does a law, policy or programme reduce, maintain or increase the gender inequalities between women and men?

Other tools and methods

Institutional transformation
Information and guidance on how to introduce and advance gender mainstreaming in an organisation or institution.
INTEGRATING GENDER EQUALITY INTO RESEARCH PERFORMING ORGANISATIONS

GENERAL OBJECTIVE

- Enhance gender equality in the EU policy area of research

SPECIFIC OBJECTIVES

- Map and analyse legal and policy frameworks and other stimulatory initiatives promoting gender equality in research
- Identify good practices for integrating a gender dimension in research
- Develop an online tool for Gender Equality Plans (GEAR Tool)
- Consult relevant experts and stakeholders throughout the process
Making a Gender Equality Plan

*For Research Organisations and Higher Education Institutions*

**What is a Gender Equality Plan?**

**What the EU has to say**

**Why change must be structural**

---

Are you ready to develop a Gender Equality Plan? **The step-by-step guide**

**Action toolbox**

**Obstacles and solutions**

**In need of arguments?**

**Who is this guide for?**

---

**Learn more:**

- Relevant Insights
- Examples of actions
- Key resources
- EIGE’s Tool for Institutional Transformation

---

Good Practices
Legislative and policy backgrounds
More on EIGE’s work on gender in research for policy-makers
The Step-by-Step Guide
For establishing a Gender Equality Plan

0. Step 0: Getting started
1. Step 1: Analysing and assessing the state-of-play in the institution
2. Step 2: Setting up a Gender Equality Plan
3. Step 3: Implementing a Gender Equality Plan
4. Step 4: Monitoring progress and evaluating a Gender Equality Plan
5. Step 5: What comes after the Gender Equality Plan?

Action toolbox
Who is involved in a Gender Equality Plan?
Rationale for gender equality in research
Basic Requirements and Success Factors

Back to entry page
What is a Gender Equality Plan?
EU objectives for gender equality in research
Why change must be structural

The Step-by-Step Guide
GENDER SENSITIVE PARLIAMENTS TOOL

GENERAL OBJECTIVE

- To contribute to gender equality in the field of decision-making

SPECIFIC OBJECTIVES

- Validate and complement the conceptual structure of gender-sensitive parliaments for institutional transformation
- Develop operational criteria and indicators of gender-sensitive parliament
- To provide an analytical tool to assess the gender-sensitivity of parliaments
GENDER SENSITIVE PARLIAMENTS TOOL

Descriptive Representation:
WHO?

Gender Sensitive Parliament

Substantive Representation:
WHAT ISSUES?

Symbolic Representation
I. Women and men have equal opportunities to **ENTER** the parliament

II. Women and men have equal opportunities to **INFLUENCE** the parliament’s working procedures

III. Women’s interests and concerns have adequate **SPACE** on parliamentary agenda

IV. The parliament produces gender sensitive **LEGISLATION**

V. **SYMBOLIC** function of the parliament
ECONOMIC BENEFITS FOR GENDER EQUALITY

GENERAL OBJECTIVE
- To strengthen the evidence base for informed policy-making on gender equality within the economic realm and foster investment in gender equality policies, including economic outcomes and opportunities for women

SPECIFIC OBJECTIVES
- To generate robust evidence on the macroeconomic and social benefits that enhanced gender equality can provide to the EU Member States and the EU
- To deepen the understanding of the ways in which gender equality and women’s economic empowerment enhance sustainable growth and produce economic benefits
Literature review of GE

Elaboration of mechanisms/pathways through which economic effects might occur as a consequence of GE interventions

Consultation meeting, Vilnius, March 17th

Development of policy scenarios and integration with the E3ME model

Modelling of the future macro-economic effects of defined policy scenarios, relating to individual pathways and (possibly) the aggregation of different pathways
BENEFITS OF GENDER EQUALITY BY SPENDING ON PUBLIC SERVICES

GENERAL OBJECTIVE

- To provide theoretical and empirical insights into how gender equality manifests itself as a fundamental value and proposing tools that could provide support for the further investigation of the benefits of gender equality and gender mainstreaming

SPECIFIC OBJECTIVES

- Merged data set and Technical report shall enable secondary uses of data
- Results report and proposal for future research targeted at EU, MSs officials and experts; and at the general public
- Merged data set and Results report refer to the development and empirical investigation of the argument of gender equality as a fundamental value, the promotion of which is beneficial to society
- Technical report and proposal for future research refer to the evaluation of the survey methodology and recommendations for further studies
Thank you very much!

Contact:

Barbara Limanowska – Senior Gender Mainstreaming Expert
Paula Franklin – Research Officer
Vaida Obelene – Research Officer
Helena Morais Maceira -Research Officer
Mira Marjanovic – Seconded National Expert
Rosa Heimer - Trainee

European Institute for Gender Equality (EIGE)
Gedimino pr.16, 01103 - Vilnius
Lithuania