



EIGE's Gender mainstreaming tools and resources: a reference for gender-sensitive governance and management

Geneva
29.10.2019



What is Gender Mainstreaming?

PUTTING
GENDER
EQUALITY
AT THE
HEART
OF
POLICYMAKING



What is Gender Mainstreaming?

Gender Mainstreaming



If you want to learn how gender equality relates to your area of work, you have come to the right place. In this section we highlight gender challenges in 19 policy areas, ranging from fisheries to culture. We also give recommendations on how to best address these challenges. We have developed many practical tools to help you integrate a gender perspective into all stages of policymaking and strategic planning. Our step-by-step toolkits will guide you through the process. Feel free to use them to make your organisation more gender-sensitive.

What is gender mainstreaming? →	Relevance of gender in 19 EU policy areas →	Step-by-step toolkits for institutions →	More gender mainstreaming tools and resources →
Gender perspective in all stages of policymaking →	Good practices on gender mainstreaming from the EU →	Gender equality institutions and structures in the EU →	Glossary of gender mainstreaming concepts →

Featured



Helping to build a more equal society



Is your parliament doing enough to advance gender equality?

Gender mainstreaming publications

[VIEW ALL →](#)

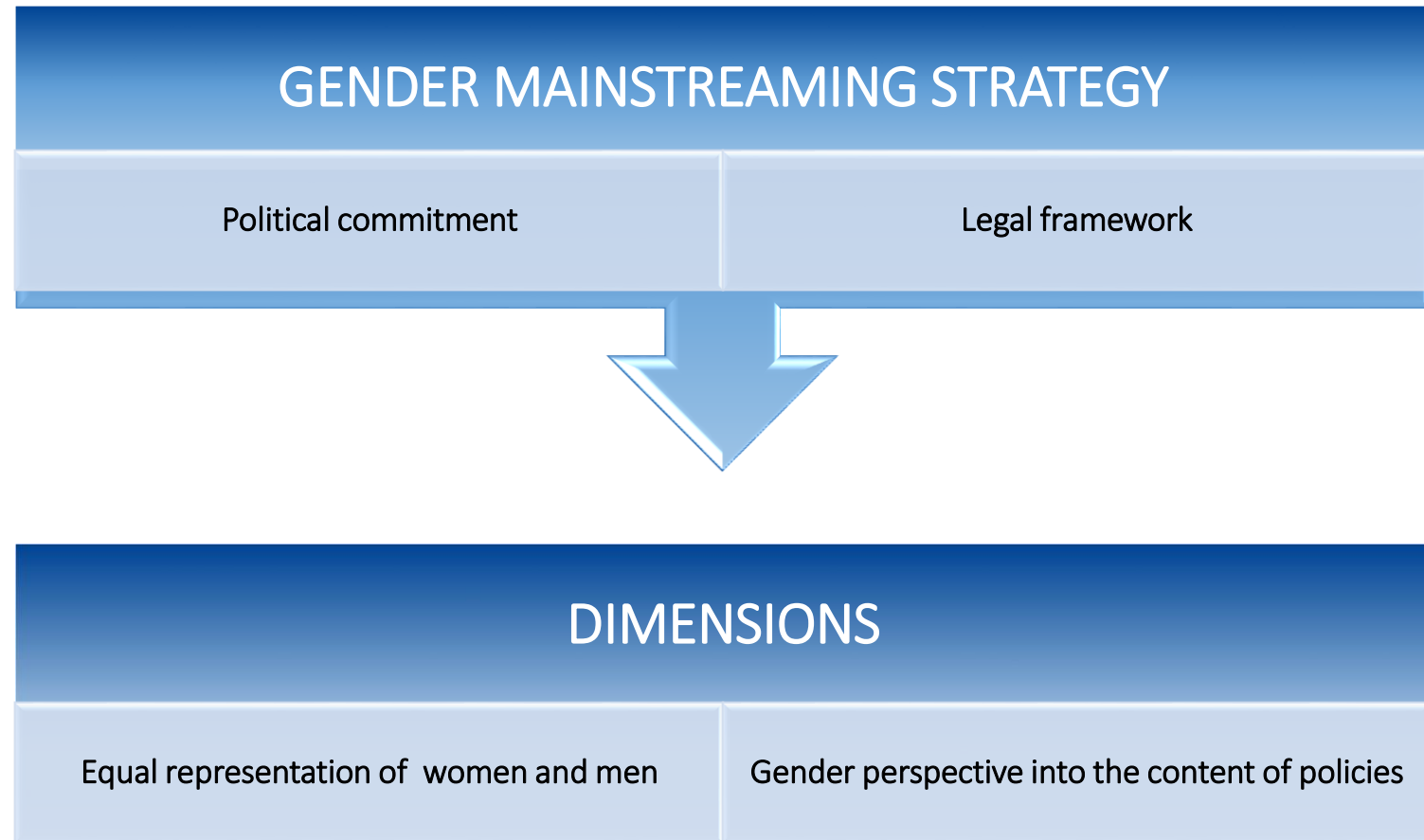


Gender mainstreaming: gender stakeholder consultation →



Gender mainstreaming: gender awareness raising →

Gender Mainstreaming approach



Gender perspective in the content of policies

CONDITIONS

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

METHODS AND TOOLS

- Gender Analysis
- Gender Audit
- Gender Awareness-raising
- Gender Budgeting
- Gender Equality Training
- Gender Evaluation
- Gender Impact Assessment
- Gender Indicators
- Gender Monitoring
- Gender Planning
- Gender Procurement
- Gender Statistics
- Gender-sensitive Stakeholder Consultation
- Institutional Transformation
- Sex-disaggregated data

RESULTS

- Better policy making
- Better-functioning institutions
- More effective processes & use of resources



Gender mainstreaming

^ What is Gender Mainstreaming →

Policy cycle

✓ Institutions and Structures

✓ Policy Areas

✓ Toolkits

✓ Methods and Tools

✓ Good Practices

✓ Country specific information

EIGE's publications on Gender Mainstreaming

Concepts and definitions

Interviews/Videos

Gender Mainstreaming Cycle

A practical guide to integrating the gender perspective into a policy/programming cycle

Integrating the gender perspective in a policy means that equality between women and men, as the overarching principle, should be taken into consideration in all decisions, in each phase of the policy-making process, by all the actors involved.

The policy process is understood as a multi-stage cycle, including defining, planning, implementing and checking (monitoring and evaluating). In many cases, these stages are turned into a cycle, with each step being repeated as changes occur. For example, when a policy is evaluated, it may reveal new problems that need to be addressed for re-programming.

The gender mainstreaming cycle presented here can be adjusted to different public policy/programming processes. The chart below refers to the specific stages of the cycle and the necessary elements that need to be given attention within each stage. Specific gender mainstreaming methods and tools that should be used within each of the cycle stages are also included. Some methods and tools, such as consulting with stakeholders or providing gender equality training to the actors involved, can be useful in more than one stage. Moreover, it is important to remember that when dealing with data they should be sex-disaggregated. EIGE's [Gender Statistics Database](#) is a useful tool that can be used to find reliable, comparable and up-to-date information on equality between women and men.



- ▼ What is Gender Mainstreaming
- ▼ Institutions and Structures
- ▲ **Policy Areas** →
- ▼ Agriculture and rural development
- ▼ Culture
- ▼ Digital Agenda
- ▼ Economic and financial affairs
- ▼ Education
- ▼ Employment
- ▼ Energy
- ▼ Entrepreneurship
- ▼ Environment and climate change
- ▼ Health
- ▼ Justice
- ▼ Maritime affairs and fisheries
- ▼ Poverty
- ▼ Regional policy
- ▼ Research
- ▼ Sport
- ▼ Tourism
- ▼ Transport
- ▼ Youth
- ▼ Toolkits
- ▼ Methods and Tools
- ▼ Good Practices
- ▼ Country specific information

Policy Areas



Agriculture and rural development



Culture



Digital Agenda



Economic and financial affairs



Education



Employment



Energy



Entrepreneurship



Environment and climate change



Health



Justice



Maritime affairs and fisheries

Transport



Different needs and perceptions of public transport – women more dependent on public transport

Safety considerations for women: overcrowded transport increases risk of sexual harassment and abuse;

Segregation in the labour market and decision making: the share of women on management boards is less than 20% and women represent only 9.3% of drivers



Methods and Tools	→
Browse	→
About EIGE's Methods and Tools	
Gender Analysis	
Gender Audit	
Gender Awareness-raising	
Gender Budgeting	
Gender Impact Assessment	
Gender Equality Training	
Gender Evaluation	
Gender Indicators	
Gender Monitoring	
Gender Planning	
Gender Procurement	
Gender Statistics	
Gender stakeholder consultation	
Sex-disaggregated Data	
Institutional Transformation	
Examples of Methods and Tools	
Resources	
Good Practices	
Country specific information	
EIGE's publications on Gender Mainstreaming	
Concepts and definitions	
Interviews/Videos	

Home / Gender mainstreaming / Methods and Tools

Methods and Tools

Browse About EIGE's Methods and Tools



Gender analysis

Gender analysis provides the necessary data and information to integrate a gender perspective into policies, programmes and projects.



Gender audit

A gender audit is essentially a "social audit", and belongs to the category of "quality audits", which distinguishes it from traditional "financial audits".



Gender awareness-raising

Awareness raising is a process which helps to facilitate the exchange of ideas, improve mutual understanding and develop competencies and skills necessary for societal change.



Gender budgeting

Gender budgeting is a strategy to achieve equality between women and men by focusing on how public resources are collected and spent.



Gender equality training

Combines various activities that aim at strengthening people's skills and knowledge on gender mainstreaming.



Gender evaluation

Consists of objective assessment of a project, programme or policy at all of its stages, i.e. planning, implementation and measurement of gender mainstreaming outcomes.



Gender impact assessment

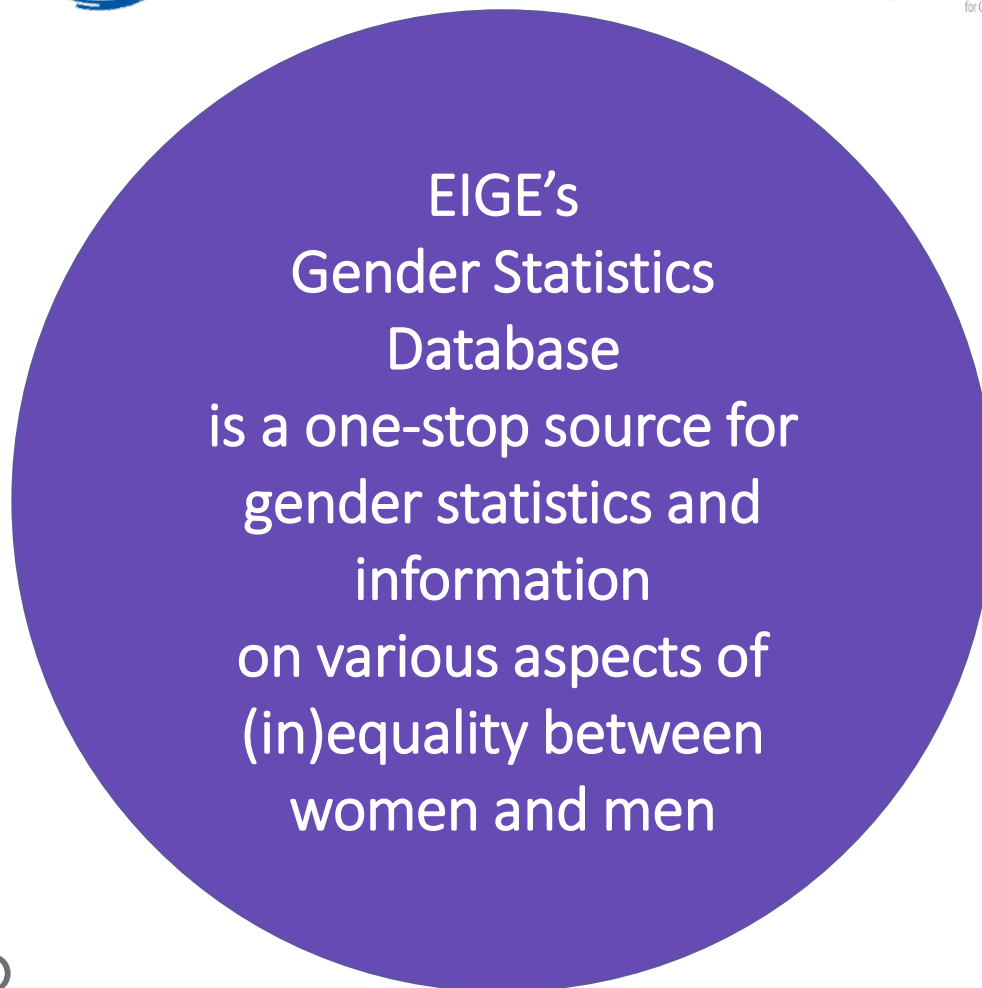
Ex-ante evaluation of a law, policy or programme to identify in a preventative way the likelihood of a given decision to have negative consequences for the state of equality between women and men and to formulate it to proactively promote gender equality.



Gender indicators

Tool for measuring changes in the relations between women and men in a certain policy area, a specific programme, activity, or changes in the status or situation of women and men.






National data



Toolkits



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?



Institutional transformation

Information and guidance on how to introduce and advance gender mainstreaming in an organisation or institution.

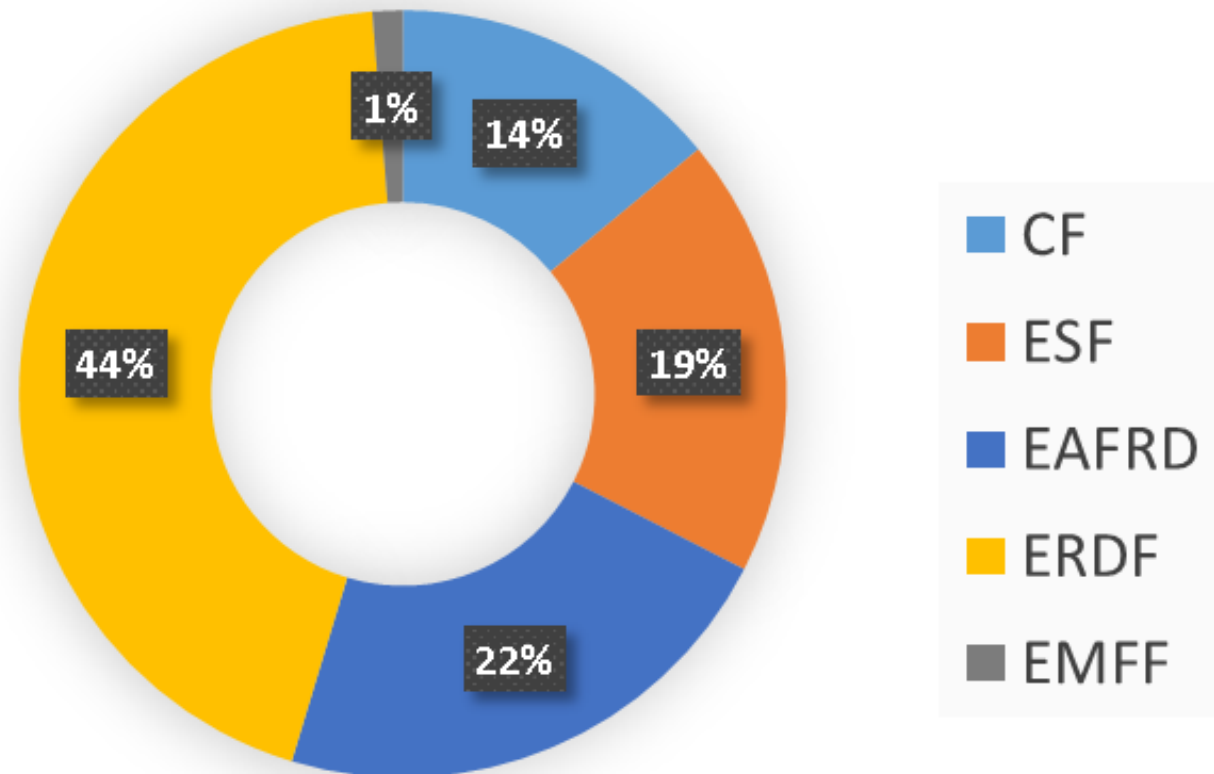


Gender Equality in Academia and Research: GEAR

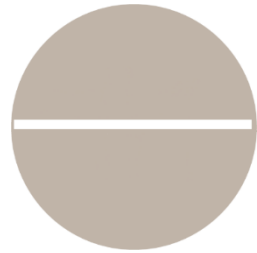


Gender-sensitive Parliaments

Gender budgeting in the European Structural and Investment Funds (ESIF)



The state of play: gender equality in ESIF programmes



Gender mainstreaming and gender equality objectives in “horizontal themes”



with **NO impact on the content**



Gender-specific targets and indicators are **missing**



Let's talk

Connect with us!



eige.europa.eu



**facebook.com/
eige.europa.eu**



**twitter.com/
eurogender**



**eige.europa.eu/
newsletter**



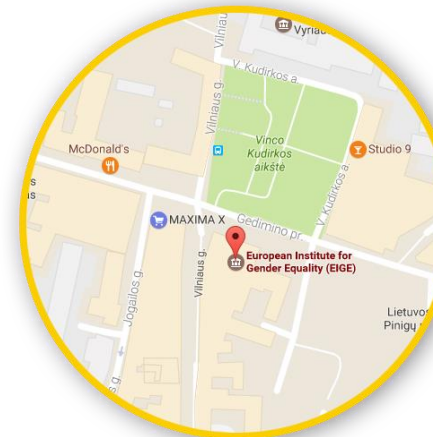
**eurogender.eige.
europa.eu**



**youtube.com/
user/eurogender**



**Gedimino pr. 16,
LT-01103 Vilnius,
Lithuania**



*come in for
a chat!*

