Gender Mainstreaming (GM) is a strategy used to integrate gender concerns into all policies and programmes. Within the European Union Gender Mainstreaming 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).
EIGE’S 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
APPROACH TO GENDER MAINSTREAMING

GENDER MAINSTREAMING STRATEGY

Political commitment

Legal framework

DIMENSIONS

Equal representation of women and men

Gender perspective into the content of policies
APPROACH TO GENDER MAINSTREAMING

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

METHODS AND TOOLS
- Gender statistics
- Gender analysis
- Gender impact assessment
- Gender budgeting
- Gender procurement
- Gender indicators
- Gender monitoring
- Gender evaluation
- Gender equality training
- Institutional transformation
- Gender awareness-raising
GENDER MAINSTREAMING STRATEGY

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RESULTS

- Better policy making
- Better-functioning institutions
- More effective processes

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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
Energy
Entrepreneurship
Environment and climate change
Policy areas

Agriculture and rural development

Relevance of gender in the policy area

Agriculture is one of the most widespread activities in the world and has a crucial role in food production, environmental protection, landscape preservation, rural employment and food security. Agriculture is not uniform throughout, there are different elements such as:

- the scale of farming
- crop and livestock combinations
- intensity of farming
- ways and means of disposal of farm produce
- the level of farm mechanisation (small-scale farmers/informal small-scale agriculture, commercial farming/plantation agriculture, self-sufficient farming, organic farming etc.)
<table>
<thead>
<tr>
<th>Issues of Gender Inequality in the policy area</th>
</tr>
</thead>
<tbody>
<tr>
<td>Unequal participation of women and men in agriculture and rural development</td>
</tr>
<tr>
<td>Ageing and masculinisation of rural areas</td>
</tr>
<tr>
<td>Invisibility of women's role</td>
</tr>
<tr>
<td>Under-representation of women in farm ownership and agricultural decision-making</td>
</tr>
</tbody>
</table>
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

Table of Contents
1. Key concepts
2. Dimensions of gender mainstreaming
3. Enabling conditions for gender mainstreaming
4. Gender Mainstreaming Cycle
5. EU approach to gender mainstreaming
6. Timeline
7. Want to know more?
Methods and Tools

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

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.
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?

Institutional transformation
information and guidance on how to introduce and advance gender mainstreaming in an organisation or institution.

Other tools and methods
Interactive tools

12 steps to good gender-equality training

1. Planning phase
   - Assess the needs for gender competence development initiatives
   - Integrate gender competence development initiatives into the broader equality strategy
   - Ensure that sufficient resources have been allocated to implement the initiative and its follow-up
   - Write good terms of reference (checklist)
   - Select a trainer with competencies, skills and knowledge relevant to your organisation (checklist)

These guidelines build upon the findings of EIGE’s study on Gender-equality training in the European Union. They also take account of the opinions and experiences of Member State representatives in EIGE’s Thematic Network on Gender Training, as well as those of gender-equality experts.

2. Implementation phase
   - Engage in the gender learning needs assessment
   - Actively participate in the design of the gender competence development initiative
   - Encourage people to attend the activity
   - Plan and implement a monitoring framework and procedures

3. Evaluation and follow-up phase
   - Set up an evaluation framework
   - Assess the long-term impacts of the training
   - Give space and support to participants to implement new knowledge in their work

Download guide (PDF 15MB)
Interactive tools

Guide to Gender Impact Assessment

General model of gender impact assessment presented below is based on existing gender impact assessment methodologies and functioning models. EIGE’s guide to gender impact assessment offers a general framework for the development of specific gender impact assessments tailored to the specific needs depending on the institutional competences and structures.

How to carry out gender impact assessment

1. Definition of the policy purpose
2. Checking gender relevance
3. Gender-sensitive analysis
4. Weighing gender impact
5. Findings and proposals for improvement
6. After follow-up on gender impact assessment

Gender relevance assessment
Gender impact assessment
Gender quality assessment

At first glance, the steps for the introduction of gender considerations into impact assessment process may seem very complex.

However, the goal is not to create additional procedures, but rather to include the steps of integrating gender into already-existing processes of an organisation.

Using this Guide can serve to improve an overall effectiveness of policy making processes. This is not only useful for implementing gender mainstreaming as such, but can also make a considerable step towards improving the overall level of policy making.

Download guide (PDF, 15MB)
Interactive tools

Gender Institutional Transformation
For Public Administration Organisations

- What is institutional transformation
- Why focus on institutional transformation
- Who is the guide for?

Gender Mainstreaming: A step-by-step guide to organisational change →

<table>
<thead>
<tr>
<th>1. Planning phase</th>
<th>3. Evaluation phase</th>
</tr>
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<tbody>
<tr>
<td>2. Implementation phase</td>
<td>Checklist: Key questions for change</td>
</tr>
</tbody>
</table>

Learn more:
- Dealing with resistance
- Examples of Gender Institutional Transformation in practice by phase
Dealing with resistance

Gender mainstreaming, change and resistance

This section of the module on institutional transformation is addressed to agents of change within an organisation. When supporting gender equality they are the group who are especially confronted with resistance. It is explained why resistance is part of organisational change. The first section highlights the different types of resistance as well as its causes. The second section gives advice on how to deal with these forms of resistance.

The section gives three main messages:

1. Resistance is part of any change process
2. Resistance can be used to promote change
3. There are ways of dealing with resistance

Experts on organisational change give the advice to anticipate resistance within a change process and to also deal with it from the very start of a change process. (e.g. Schein 2009: 15). It is also important to know that signs of resistance are not necessarily a reaction to the specific topic of gender equality or gender mainstreaming but they can be a reaction to change as such.

How to react to resistance: Statements and reactions

Sometimes there are good reasons for asking critical questions – sometimes those questions are a sign of resistance. In any case critical questions should be used to elaborate on the advantages and benefits of change processes targeted at gender equality.
Good Practices

EIGE’s approach to Good Practices

Methodology

EIGE has developed its own approach to Good Practices, including a set of basic criteria for the identification of practices with potential, and is applying the same methodology for the identification and dissemination of good practices in all selected areas. The aim of the project – building capacity of the Member States for effective implementation of gender mainstreaming strategies and gender equality policies – is achieved by providing relevant stakeholders with examples of gender mainstreaming tools and methodological approaches (identified as good practices), as well as enhancing networking and competence development and increasing the opportunity for peer learning.

The main steps of EIGE’s work on good practices are:

1. Identification of a specific topic: The topic is either chosen by the Presidencies of Council or through a consultation process with relevant stakeholders, as thematic networks, Expert’s Forum or consultation meetings.

2. Identification of specific type of methods or tools: Specific methods or tools related to the selected topic (gender training, competence development, awareness-raising, monitoring, self-regulation, networking, funding, benchmarking) are selected.

Thank you very much!

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