

What is Gender Mainstreaming?

GENDER EQUALITY

Where access to rights and/or opportunities are unaffected by gender.



GENDER EQUITY

Constitutes a state of fairness for all people according to their respective needs.



Figure 1 <https://healthcarehome.org.nz/equity/>

GENDER MAINSTREAMING

Is the **strategy** of assessing gendered impacts and implications throughout all phases of planning and policy development. It can include an intersectional approach to gender analysis, thereby avoiding a one-size-fits-all approach and recognising the full variety of experiences within a population.

GENDER BASED ANALYSIS (GBA)

Is an **actionable process** to assess the potential impacts – positive or negative – of initiatives for women, men, and gender-diverse people, to identify specific risks and means of mitigation.

THERE ARE TWO KEY APPROACHES TO GENDER MAINSTREAMING IN PARLIAMENT:

- 1) Targeted approaches which comprise specific, and direct interventions to meet the requirements of a particular demographic - e.g. mandating gender quotas for the membership of parliamentary committees.
- 2) Integrated approaches which involve effecting systematic, attitudinal and policy changes at a holistic level - e.g. undertaking a Gender Sensitive Parliament Self-Assessment to identify gaps.

How these approaches are undertaken will depend on the context of each institution and a strategic and focused approach is vital. Nonetheless, undertaking both targeted and integrated approaches will ensure progress is visible for all stakeholders and political will for the change is maintained across the organisation.

BENEFITS OF GENDER MAINSTREAMING

- Encourages a critical understanding of the full impact and implications of policymaking and reform.
- Increases public trust in government and parliamentary democracy.
- Remedies and/or mitigates existing discrimination in certain sections of society.
- Avoids creating new and unnecessary disadvantages.
- Allows for more robust and effective legislation.

THE CANADIAN APPROACH TO GENDER MAINSTREAMING: GENDER-BASED ANALYSIS PLUS (GBA+)

GBA+ is the approach to gender mainstreaming used by the Federal Government of Canada and is distinct from previous approaches through the incorporation of other diverse identity factors such as race, ethnicity, religion, age, education, sexual orientation, culture, income, language, and mental/physical health, adopting an intersectional approach.

Intersectionality refers to how the relationships between these identity factors impact the way in which diverse groups experience government programmes and initiatives, and the corresponding ways in which multiple power structures interact to produce divergent experiences of privilege and/or oppression.

Figure 3 <https://women-gender-equality.canada.ca/en/gender-based-analysis-plus.html>



CREATING GENDER SENSITIVE PARLIAMENTS (GSP)

GSPs allow institutions to respond to the needs and interests of both women and men in terms of structures, functions, and operations. For Commonwealth Parliaments to become gender sensitive institutions they must remove all barriers to women's full participation offering a positive example to wider society.

The CPA have produced a Seven-Step Field Guide which provides a blueprint for Commonwealth Parliaments interested in undertaking a GSP Self-Assessment. These guidelines suggest measuring gender sensitivity across four GSP Dimensions:

- i. Equality of Participation within Parliament
- ii. Parliamentary Infrastructure
- iii. Parliamentary Culture
- iv. Gender Equality Policy and Women's Substantive Representation

The Field Guide is a flexible framework for Commonwealth Parliaments and allows for variation in gender sensitising priorities.



Figure 2 https://www.cpahq.org/media/pxmfgw5/gender-sensitising-parliaments_a-seven-step-field-guide.pdf

GENDER MAINSTREAMING AND THE UN SDGs



GOAL 5: Achieve Gender Equality and empower all women and girls.
TARGET: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic, and public life.

GOAL 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels.
TARGET: Ensure responsive, inclusive, participatory, and representative decision-making at all levels.



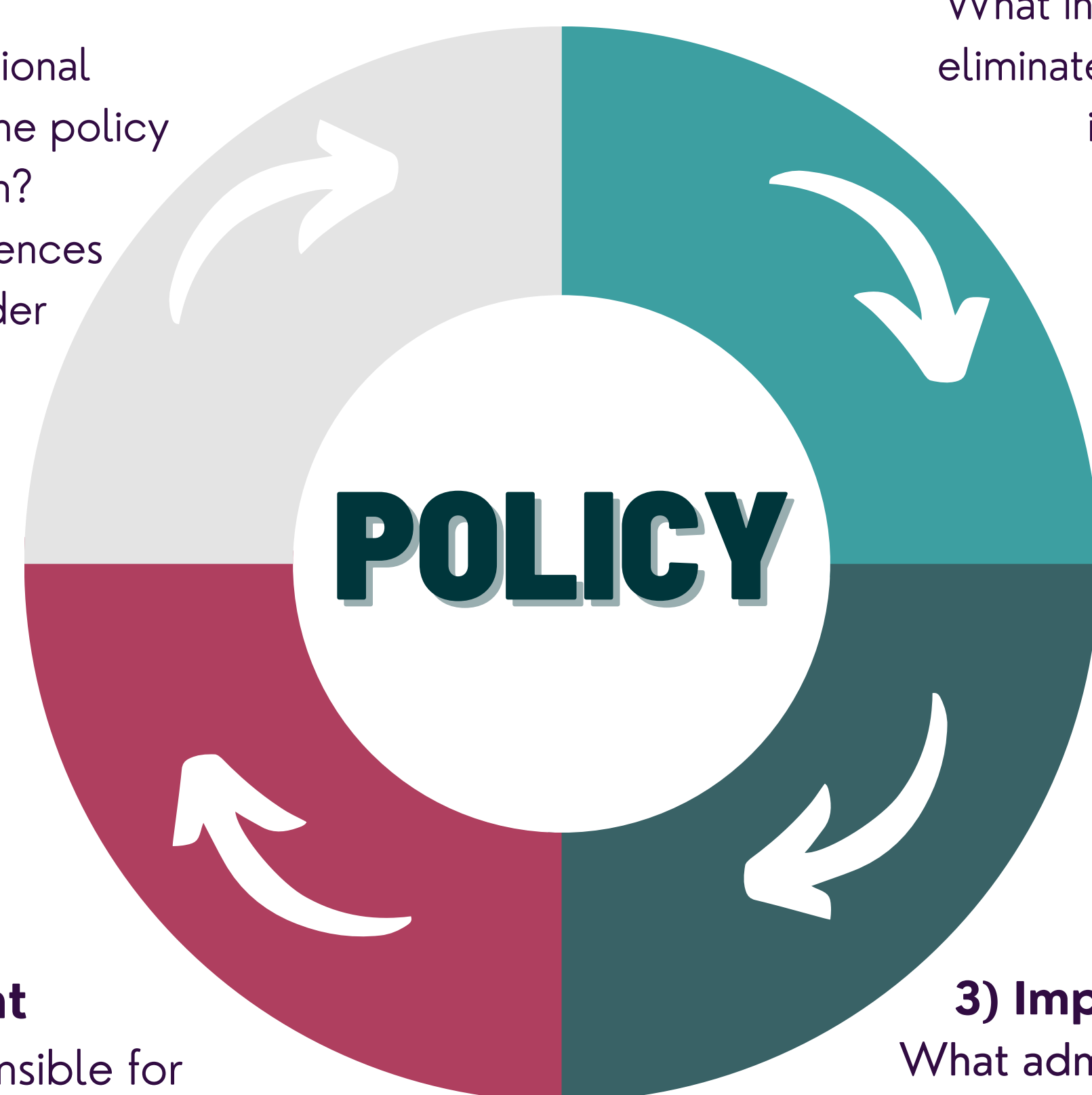
Figure 4 How to Action Gender Mainstreaming CPA HQ

IMPLEMENTING GENDER MAINSTREAMING: MOVING BEYOND CONCEPT AND INTO PRACTICE

It is imperative to ensure that approaches to Gender Mainstreaming can move beyond rhetoric, and that their practice becomes the norm across the whole policy process. This requires a series of interconnected interconnected practices and tangible policies intended to situate gender as a constant consideration, alongside a strong commitment to gender equality from the top down, starting at the highest possible level. Figure 4 highlights a series of questions that can encourage the development of a gendered approach at each stage of the policy process.

1) Adopting a Gender Lens

Are there situational differences in the policy area of concern?
Do these differences constitute gender inequalities?



2) Planning

What interventions can eliminate or reduce the impact of these inequalities?

4) Oversight

Who is responsible for re/focussing the gender lens, and what will this look like?

3) Implementation

What administrative and practical adjustments need to be made to action these interventions?

