



# **GCERF Global Community of Practice:**

## **Gender Mainstreaming in Theory and Practice**

22.04.2024





# Welcome!



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# Agenda

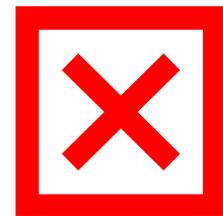
- Overview: Gender & Gender Mainstreaming
- Gender & Gender Mainstreaming on the International Stage
- Gender Mainstreaming : In Theory & Practice
- Gender Mainstreaming in Practice:  
Case Study & Break Out Rooms
- Closing Plenary



# Scope of today's Global Community of Practice



Introductory



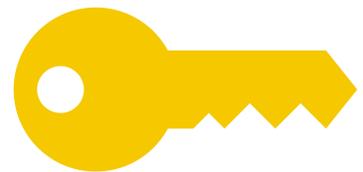
Exhaustive or Extensive



Collaborative



Technical / M&E-oriented



Language and context is important. Ensure gender mainstreaming is always locally-rooted and context-specific.

# Objectives

- Gain a basic understanding for Gender and Gender Mainstreaming
- Explain why gender mainstreaming is important for effective PVE
- Communicate how promoting gender equality and equity is linked PVE
- Discuss challenges to the Women, Peace and Security Agenda and how it relates to PVE
- Identify solutions to integrating gender into PVE policies, programs and interventions

**Part 1**  
**An Overview of Gender**  
**& Gender**  
**Mainstreaming**



# Useful Terms and Concepts - 1

➤ **Gender Mainstreaming**

➤ **Sex**

➤ **Gender Equality**

➤ **Gender Equity**

➤ **Gender Sensitive**

➤ **Gender Blind**



# Useful Terms and Concepts - 2

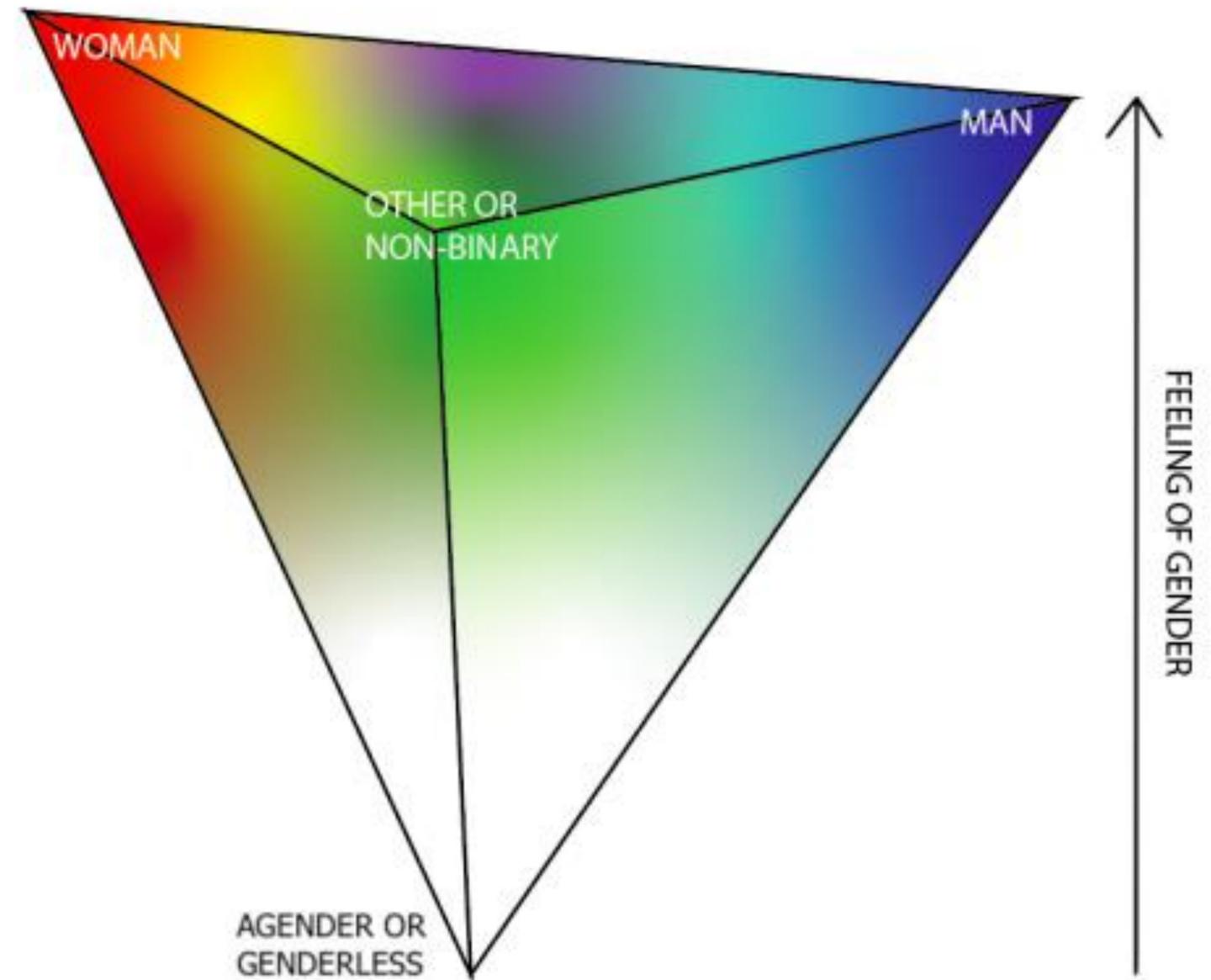
➤ **Gender**

➤ **Power**



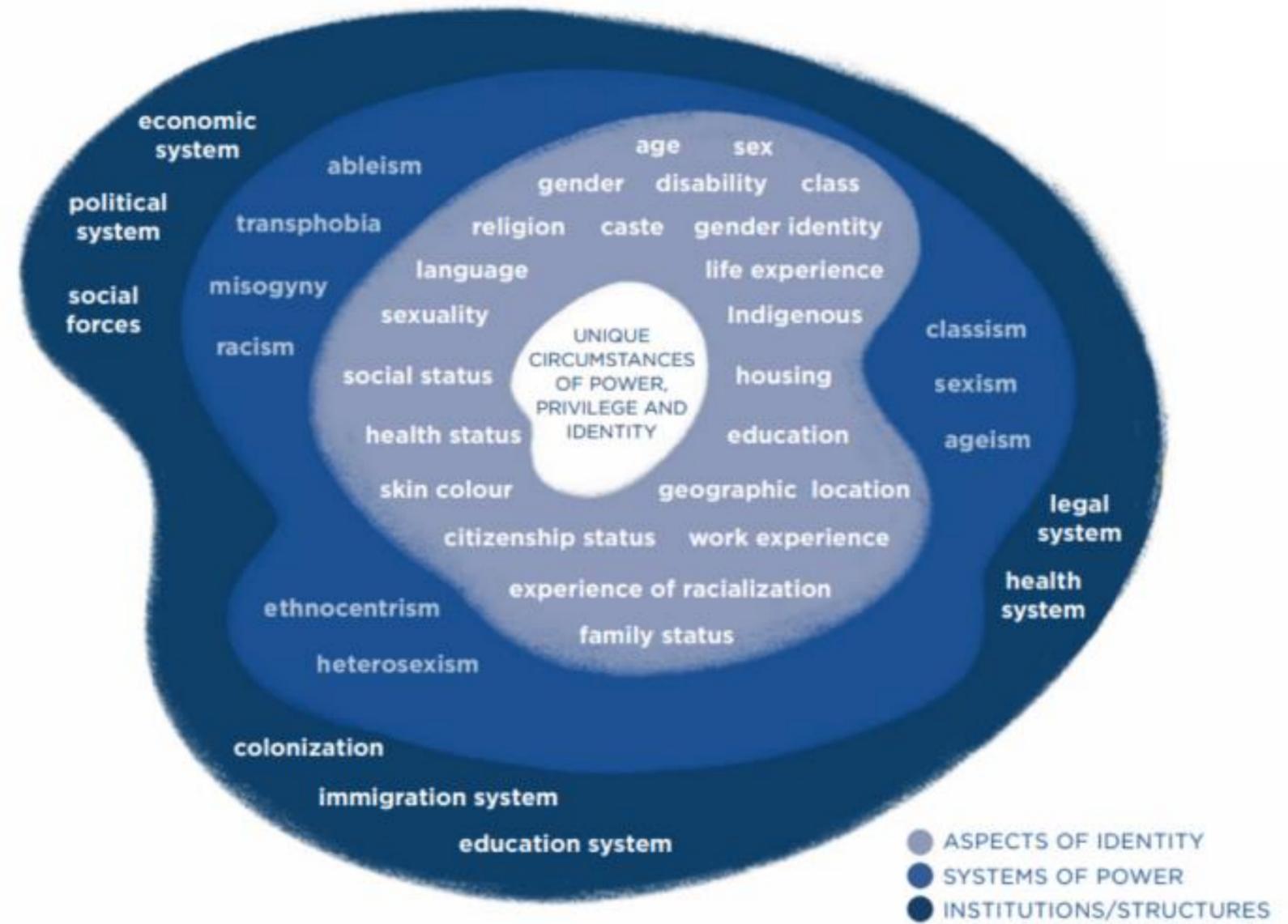
# Useful Terms and Concepts - 3

## ➤ Gender Identity



# Useful Terms and Concepts - 4

## ➤ Intersectionality



<https://www.criaw-icref.ca/publications/feminist-intersectionality-poster/>

# Useful Terms and Concepts – 5

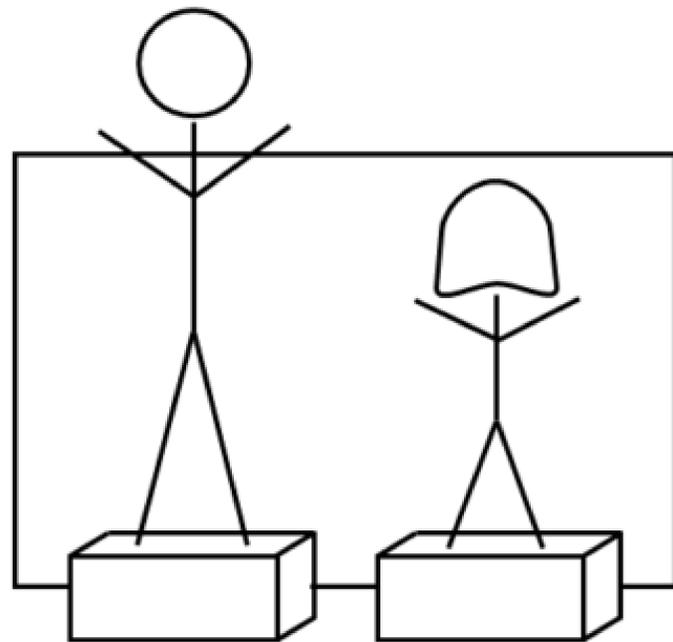
## ➤ Masculinities

ISIS (variously referred to also as so-called “Islamic State”, ISIL or Daesh) successfully appealed to young urban men by **portraying its fighters as honourable “real” men and protectors** of the community. They promised recruits a monthly income, a wife and a home – traditional markers of the passage to adulthood that many young men were struggling to achieve.

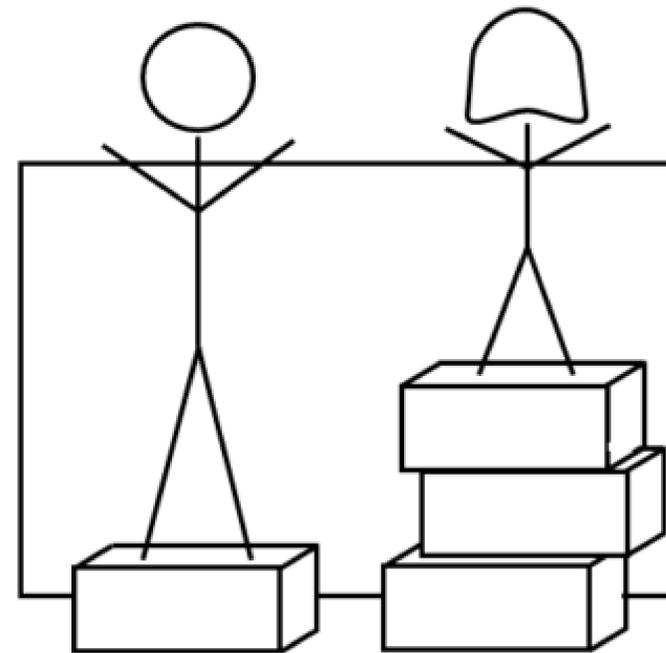
**Part 2**  
**Gender & Gender**  
**Mainstreaming on the**  
**International Stage**



# Overview of Gender Mainstreaming



Equality?

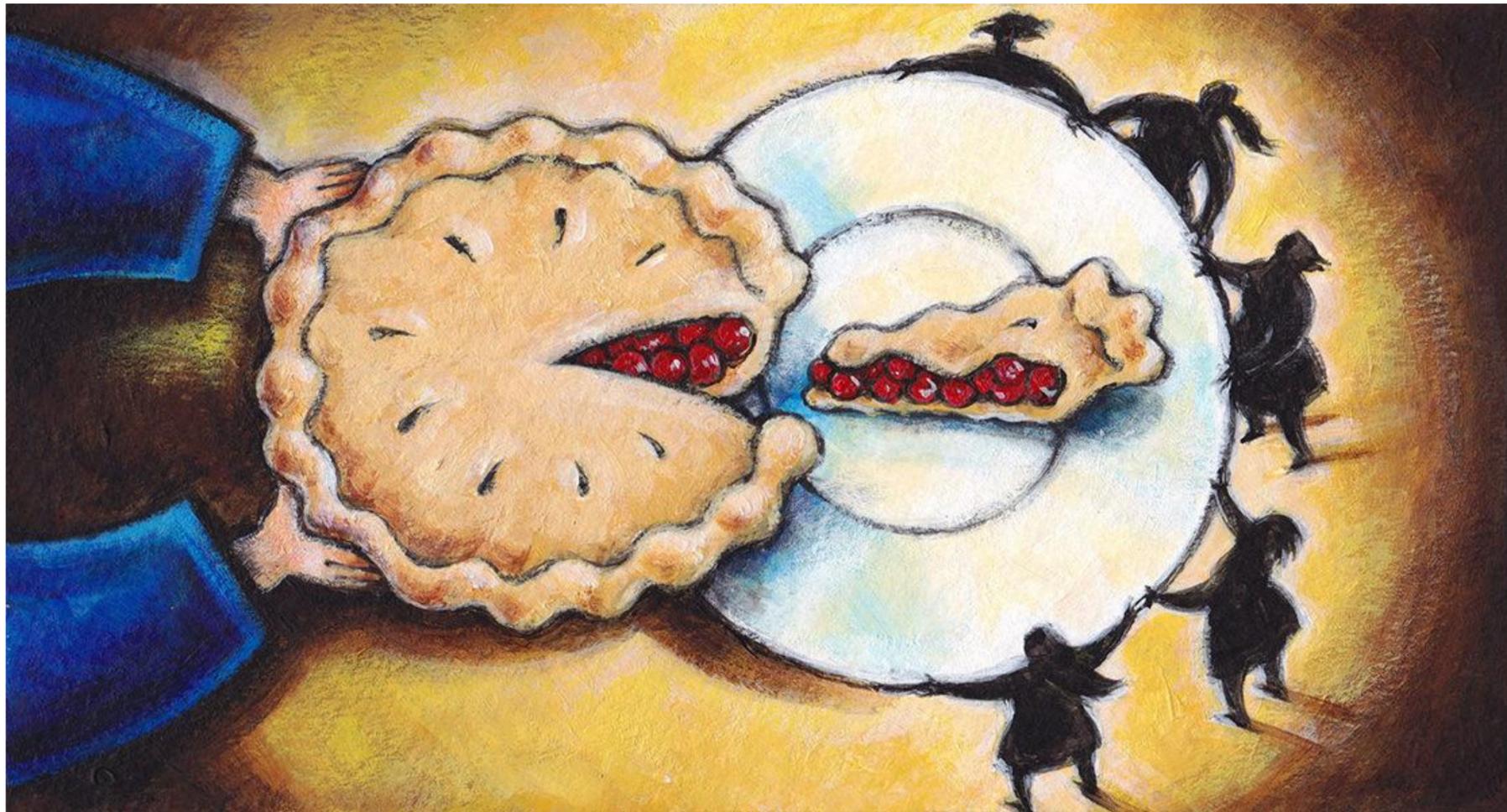


Equity

(Source: [DCED](#))

- Objectives of gender mainstreaming
- Myths of gender mainstreaming

# Inequality and Societal Power Imbalances



(The Cost of Inequality– Kathleen M.G. Howlett, 2016)

- Societal power imbalances exacerbates inequalities, (especially during times of conflict).
- Societal power imbalances create more challenges for women and girls.

# On the International Stage

- Gender mainstreaming and PVE
- Does it Matter and Why?



(Melbourne Australia – Banksy, 2004)

# Women Peace and Security Agenda

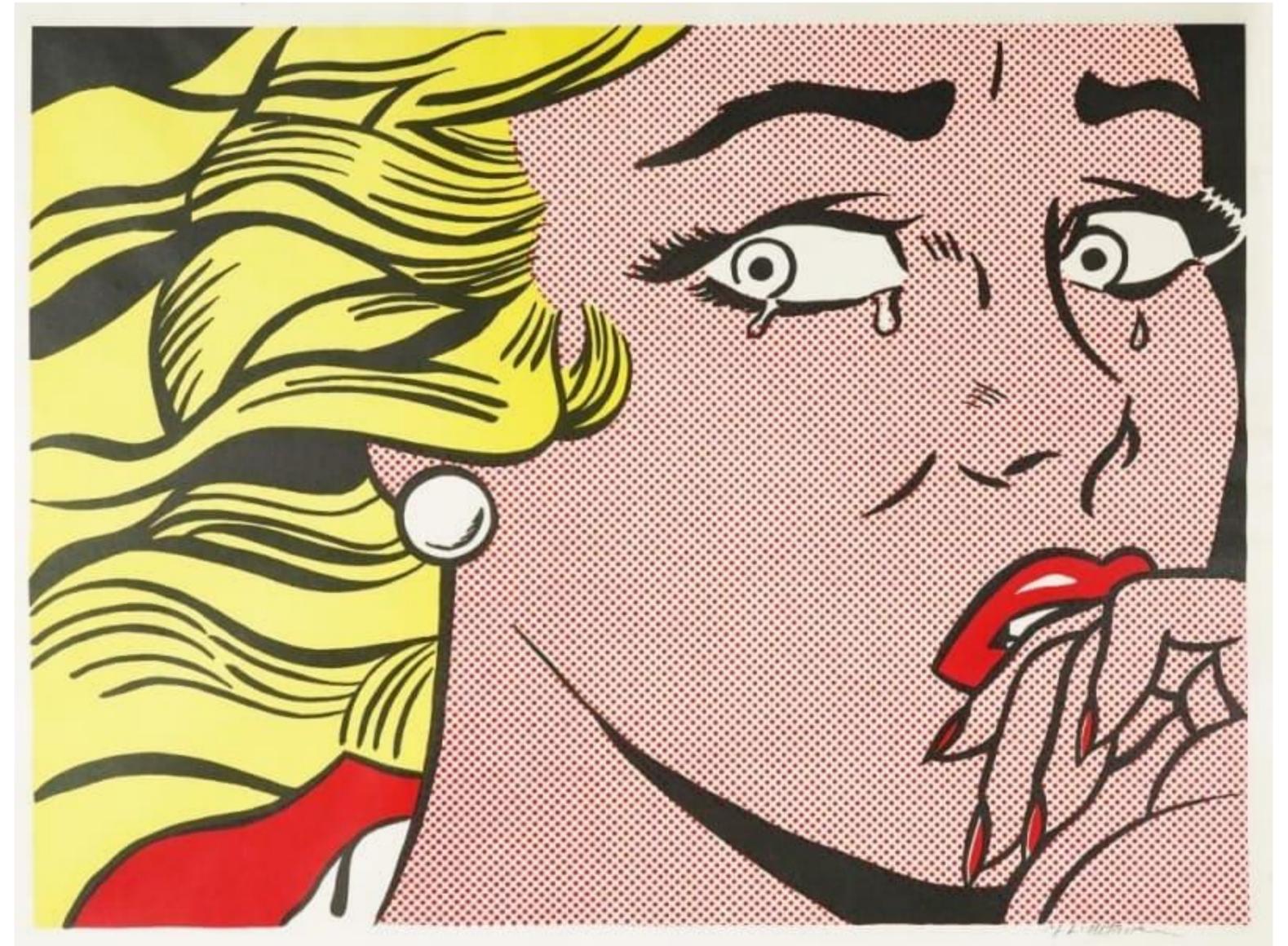


(Tête de Femme– Pablo Picasso , 1962)

- Women, Peace and Security (WPS) is an international agenda.
- Commonly referred to as Security Council Resolution 1325.
- The WPS agenda is informed by 10 UN Security Council resolutions 1325, 1820, 1888, 1889, 1960, 2106, 2122, 2242, 2467, and 2493.

## Gender Mainstreaming linked to WPS

- Patchwork Agendas,
- Propagate Stereotypes/biases,
- Box Ticking Exercises,
- Lack of political willingness,
- Backlash against women's rights.



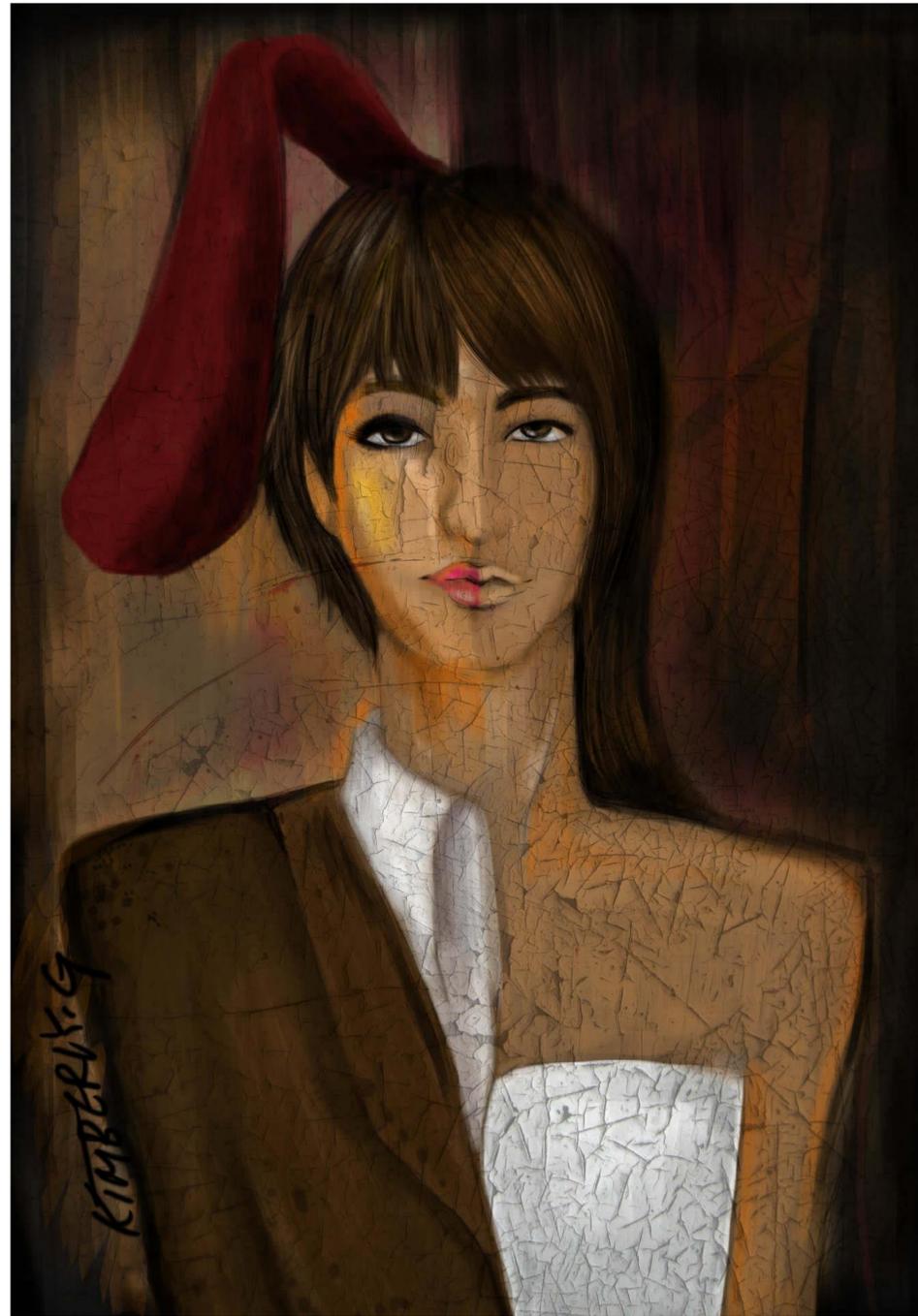
(Crying Girl– Roy Lichtenstein, 1963)

# **Part 3**

## **Gender Mainstreaming in Theory and Practice**



# Theory and Practice



- **A gender sensitive approach**
- **Entry points of gender mainstreaming for PVE:**
  - Institutional,
  - Policy, and
  - Program levels

# Critical Approaches to Gender Mainstreaming

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## Gender Mainstreaming: Failings in implementation

*Journal of International Development*  
*J. Int. Dev.* **26**, 303–316 (2014)  
Published online 14 October 2013 in Wiley Online Library  
(wileyonlinelibrary.com) DOI: 10.1002/jid.2947

## ESCAPING THE MYTHICAL BEAST: GENDER MAINSTREAMING RECONCEPTUALISED

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**Abstract:** Since the early 2000s, disappointment has grown about the realization of the transformative potential that was ascribed to gender mainstreaming at its launch at the Beijing conference in 1995. The critiques on gender mainstreaming tend to represent gender mainstreaming as a ‘mythical beast’, and as such take for granted the social change it is intended to produce. This special issue seeks to look both beyond and inside the mythical beast. By approaching policy making as a social practice embedded in discursive politics, we seek to advance the theoretical underpinnings of gender mainstreaming and argue for a rethinking of agency and transformation. Copyright © 2013 John Wiley & Sons, Ltd.

**Keywords:** gender mainstreaming; gender; discourse; international development; change; governmentalities; agency

BY CAROLYN HANNAN

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Published online 14 October 2013 in Wiley Online Library  
(wileyonlinelibrary.com) DOI: 10.1002/jid.2948

## EXPLORING THE TRANSFORMATIVE POTENTIAL OF GENDER MAINSTREAMING IN INTERNATIONAL DEVELOPMENT INSTITUTIONS

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# Toward Gender-Transformative Interventions



## Gender Discriminatory

Projects, programmes, policies and attitudes that **reinforce or take advantage of harmful and negative gender norms and might actively cause harm.**

## Gender Blind

Projects, programmes, policies and attitudes that are gender blind **do not take into account gender norms, roles and inequalities, maintain the status quo** and will not help transform the unequal structure of gender relations.

## Gender Sensitive

**Gender norms, roles and inequalities have been considered, and awareness of these issues has been raised**, although appropriate actions may not necessarily have been taken.

## Gender Responsive

Gender norms, roles and inequalities have been considered, and **measures have been taken to actively address them.** Such programmes go beyond raising sensitivity and awareness, and aim to do **something definitive and practical about reducing gender inequalities.**

## Gender Transformative

Gender norms, roles and inequalities have been considered, and **measures have been taken to transform the root causes of gender inequality**, harmful gender roles, norms and relations, **fostering progressive changes in power relations** between men, women, and gender-diverse people.

Sources: Adapted from [thematic note 1\\_gender\\_final.pdf \(unfpa.org\)](#)

[Gender Responsive Communication for Development: Guidance, Tools and Resources \(unicef.org\)](#)

# Toward Gender-Transformative Interventions

➤ Example: Data collection using a focus group

## Gender Discriminatory

Focus groups that **exclude** females, **assuming** that only males can exercise decisions related to households or community.

## Gender Blind

Focus groups that bring all community members together in one space— this could put diverse groups of women/girls and/or men/boys **at risk** when gender related social norms, roles and behaviours are discussed.

## Gender Sensitive

Gender-separated focus groups that happen simultaneously and ask the same questions, but do not further probe gender differentiated experiences.

## Gender Responsive

Gender-separated focus groups that happen at the **time best suited for each group**. Questions are tailored to surface any **gender differentiated experiences**; childcare and transportation are offered to everyone.

## Gender Transformative

Same as gender-responsive, plus: **intersectionality** of gender and other identities is taken into account; composition of the focus group and guiding questions are designed after **consultation** with an Evaluation Reference Group with an understanding of the **gender context in the community**. Analysis and validation of focus group data and findings is **participatory**.

# Gender Analysis for Gender Mainstreaming

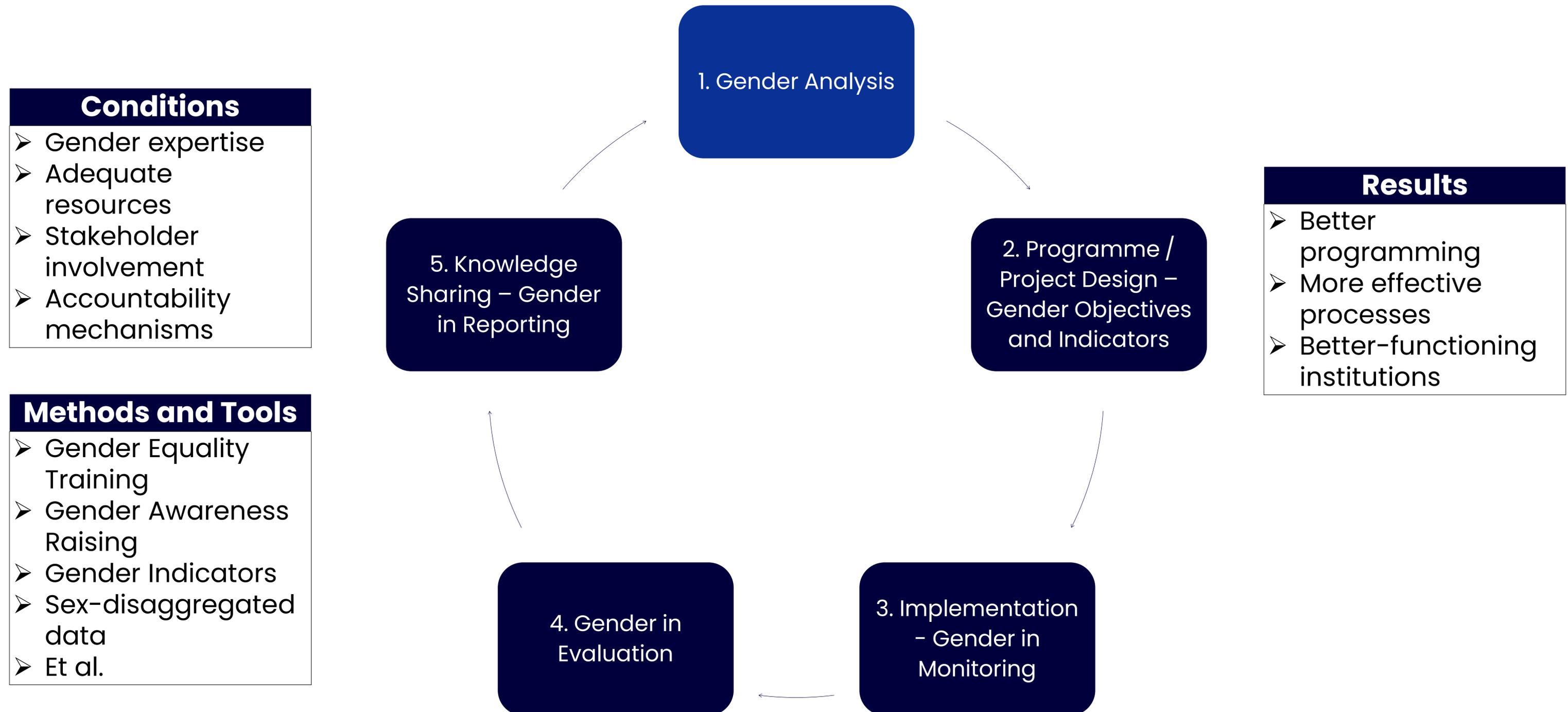
- Gender mainstreaming requires that all analyses in policy and practice systematically and explicitly incorporate gender equality as a routine part of the analysis.

Gender analysis is a **tool** and **actionable process** to:

- Identify major areas of gender-based inequality, discrimination, and exclusion and specific challenges and constraints, as well as the actions needed to address them; and
- Reveal opportunities for building on the knowledge, experience, contributions, and leadership of women, men and gender-diverse persons, and for meeting their self-expressed needs, priorities, and aspirations.



# Gender Mainstreaming in Programming - 1



# Gender Mainstreaming in Programming - 2

Situation analysis	Project Management	Gender Indicators
<p>➤ <b>Strategic Context:</b> Is the different impact of policies, regional and national strategies on women and men, boys and girls considered?</p>	<p>➤ <b>Staffing:</b> Is there gender-balanced recruitment of project/programme personnel and gender-balanced representation in project/programme review committees?</p>	<p>➤ <b>Training Module:</b> The number or % of case studies and training modules that address gender-related issues and gender stereotypes</p>



# Gender Mainstreaming in Institutions

Key Priority 3: Ensure Adequate Funding for Gender Mainstreaming			
Required Action	Responsible	Means of verification	Supporting Actions
<b>a) Financial Resource Tracking and Allocation</b>			
A.1: Hold consultations across the UN Secretariat to find best practices in tracking and allocating the 15 per cent financing target for gender;	Gender Unit	<ul style="list-style-type: none"> <li>Highlights from the consultations are shared with senior management and SPPSS;</li> </ul>	Global Compact Gender Working group will support the definition of relevant entities to be consulted;
A.2: Develop a baseline assessment of current funding allocation for gender;	SPPSS and Gender Unit	<ul style="list-style-type: none"> <li>Baseline assessment is shared with senior management;</li> </ul>	
A.3: Develop a dedicated financial resource tracking and allocation tool for gender, which is integrated into the Office's programming budget;	SPPSS, Gender Unit, UMOJA IPMR team	<ul style="list-style-type: none"> <li>Financial resource tracking and allocation tool is put in place;</li> </ul>	USG and DUSG will revise and approve the tool;
A.4: Develop expenditure guidance tool for the allocation of the 15 per cent;	Gender Unit and SPPSS;	<ul style="list-style-type: none"> <li>Expenditure guidance tools sets out the requirements for the expenditure to count towards the 15 per cent;</li> </ul>	
A.5: Track financial expenditure on gender;	SPPSS	<ul style="list-style-type: none"> <li>Financial allocation for gender is reported periodically;</li> </ul>	
A.6: Devise and put in motion a plan to comply with the Secretary General's call for a 15 per cent financing target for gender by 2024;	USG and DUSG	<ul style="list-style-type: none"> <li>Financial allocation for gender is measurable, attributable and corresponds to at least 15 per cent of the programming budget;</li> </ul>	

# Twin/Dual-Track Strategy for Gender Mainstreaming

- Complementarity between gender mainstreaming and specific gender equality policies and measures.

<b>Integrated Approaches (Gender Mainstreaming)</b>	<b>Targeted Approaches</b>
<ul style="list-style-type: none"> <li>✓ Attention to relevant gender equality issues as a regular, routine part of policies and programmes in all areas</li> </ul>	<ul style="list-style-type: none"> <li>✓ Interventions or actions focussing on specific gaps and challenges to gender equality (i.e. interventions meeting the requirements of a particular demographic)</li> </ul>
<ul style="list-style-type: none"> <li>✓ Principle goal is related to another sector but gender equality is a significant objective</li> </ul>	<ul style="list-style-type: none"> <li>✓ Gender equality is the principle or primary objective</li> </ul>
<p>e.g. Undertaking a Gender Analysis to identify gender-based inequalities</p>	<p>e.g. Mandating gender quotas for the membership of high-level committees</p>

# Some Risks and Considerations

- It is important to be critical at all times about how a PVE project relies on stereotypes about women and men and find ways to challenge those stereotypes (e.g. programming is based upon the notion that women are either/only mothers or victims).
- It is important that women's rights and gender equality efforts do not become a 'security instrument' in the service of PVE work, and that this work does not become militarized or securitized. Building such an association in policy, but also in people's minds, may put women's rights activists at greater personal risk of violence and retaliation, and undermines their very cause.

✓ **Conduct careful risk-assessments when it comes to CSO engagement, ensuring that new PVE engagement does not place CSOs and activists at risk, nor disrupt their current gender equality efforts.**

# **Perspectives from the Global Community of Practice**

## **Questions & Feedback**

**Part 4:  
Gender Mainstreaming  
in Practice -  
Case Study & Break  
Out Rooms**



# Break-Out Room Facilitators



**Justine**



**Alessia**



**Emma**



**Juliette**



**Danai**

# Case Study: Guiding Questions

**1. Consider how gendered power dynamics are at play in this case study (Context)**

**2. Reflect on the local CBO's Programme-PEACE**

- How can thinking about gendered power dynamics improve Programme-PEACE?
- How would you mainstream gender in Programme-PEACE and/or the local CBO? (What additional steps/information would you need?)

*At every level: what are the challenges, unintended consequences, institutional structures, power dynamics you would need to consider?*

# Case Study: Closing Plenary

➤ How are gendered power dynamics at play in this case study?	
➤ How can thinking about gendered power dynamics improve Programme-PEACE?	
➤ How would you mainstream gender in Programme-PEACE and/or the local CBO?	
➤ What additional steps/information/resources would you need?	

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# Thank you!



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