

WHAT IS GENDER MAINSTREAMING?

Gender mainstreaming is an approach that considers the different interests and concerns of all genders.

Why do gender mainstreaming?

- It shows that almost any topic of the world has a gender aspect, and in order change the status quo that needs to be understood
- It showcases existing power dynamics and ways to change them.
- Existing disadvantages for any genders are dismantled (social justice).
- Prevention of disadvantages is more (cost-)efficient than their subsequent dismantling
- It is an act of economic rationality: it furthers a change of existing unequal structures and enables everyone to fulfil their market potential.
- It increases awareness, inclusion and ensures that partners are responsible in the process.

Indicators can be:



SEX-DISAGGREGATED
(number of people).



GENDER-SPECIFIC
(number of pregnant people).



GENDER-NEUTRAL
(km of road tarmacked).

Avoid widening the **gender data gap** and start collecting it evenly and disaggregating for all relevant aspects of your project.

Results, indicators, and assumptions should be at least gender sensitive, ideally gender transformative.

Gender sensitive approaches understand and **consider** gender norms, roles, and inequalities. Gender transformative approaches **challenge and seek to change** them.

5 PRINCIPLES of gender mainstreaming:

1

Gender-sensitive language.

2

Gender-specific data collection and analysis.

3

Equal access to and utilisation of services by addressing access barriers.

4

All genders are meaningfully involved in decision making (no decision about us without us).

5

Affirmative actions to balance an unequal world.

An intersectional approach considers the fact that every person embodies different identities stemming from factors like race, class, or gender. Each identity influences how oppression and vulnerabilities are experienced. Since identities may overlap (i.e. black working class women), each person experiences oppression differently because of their identities.

Hence, oppressive problems and vulnerabilities cannot be solved alone as they are interlinked with the different identities of a person.

Including an **intersectional perspective** into **gender mainstreaming** results in a more inclusive approach that addresses the issues that overlapping identities and oppressions create.