

# Gender Mainstreaming

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# Mainstreaming is Key

## Beijing Platform for Action 1995

‘Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes so that, before decisions are taken, an analysis is made of the effects of women and men respectively.’ (para 202)

‘It is impossible to realise our goals while discriminating against half the human race’ - Koffi Annan 2006

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What's your place in restoring justice?

# Mainstreaming has two major aspects

- The integration of gender equality concerns into analysis and formulation of all policies, programmes and projects
- Initiatives that enable women, as well as men, to formulate and express their views, and participate in decision making across development issues

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# Key aspects of gender mainstreaming

- Makes gender equity the objective rather than women as a target group
- Calls for transformation in power relationships
- Enables men and women to participate fairly in development projects
- Emphasises the empowerment of women as a mainstreaming strategy
- Includes men in the struggle for gender equity

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# Mainstreaming Approach

## Internally

- Staff training
- HR Policies and procedures
- All aspects of the organisation
- Both men and women participate, benefit and challenged

## Externally

- Communities
- Policy arena
- Local governance
- National governance
- Networks

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# Internally

- Gender Policy
- Gender strategy
- Gender Principles of Good practice
- Theological Framework
- Challenging and changing organisational culture
- HR recruitment, policies and practices
- Organisational risk issues
- Identify organisational influences
- Capacity development

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# Externally

- Ask questions
- Link into the networks and influence for change
- Lobby government for change and keeping to commitments
- Raise awareness within the communities
- Empower women
- Empower men
- Education – what are the schools teaching?
- What are we practising in our own homes?

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# Action planning

- What areas are missing in the organisation?
- Who are the key stakeholders?
- Who can influence change?
- Who can take what forward?
- What can you do?
- Where can you gain further information and resources? ( inc other organisations?)

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# Gender Conventions

- Beijing Platform for Action – 1995
- CEDAW – UN Convention on the Elimination of all forms of Discrimination Against Women
- African Union Protocol on Women’s Rights in Africa
- UN MDG’s esp 3
- Universal Declaration of Human Rights
- UN Convention on the Rights of the Child

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# Remember: change does happen

We, as individuals co-create our culture and environment together. We can choose to contribute to its status quo or challenge and change it.

To what part do you want to contribute?

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