



Fundamentals of Gender Mainstreaming: Review of GAD and Gender Mainstreaming Concepts

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Presentation Outline

1 Understanding the Concepts of Gender and Development

2 Overview of Gender Mainstreaming

One Word Exercise



WHAT IS DEVELOPMENT?

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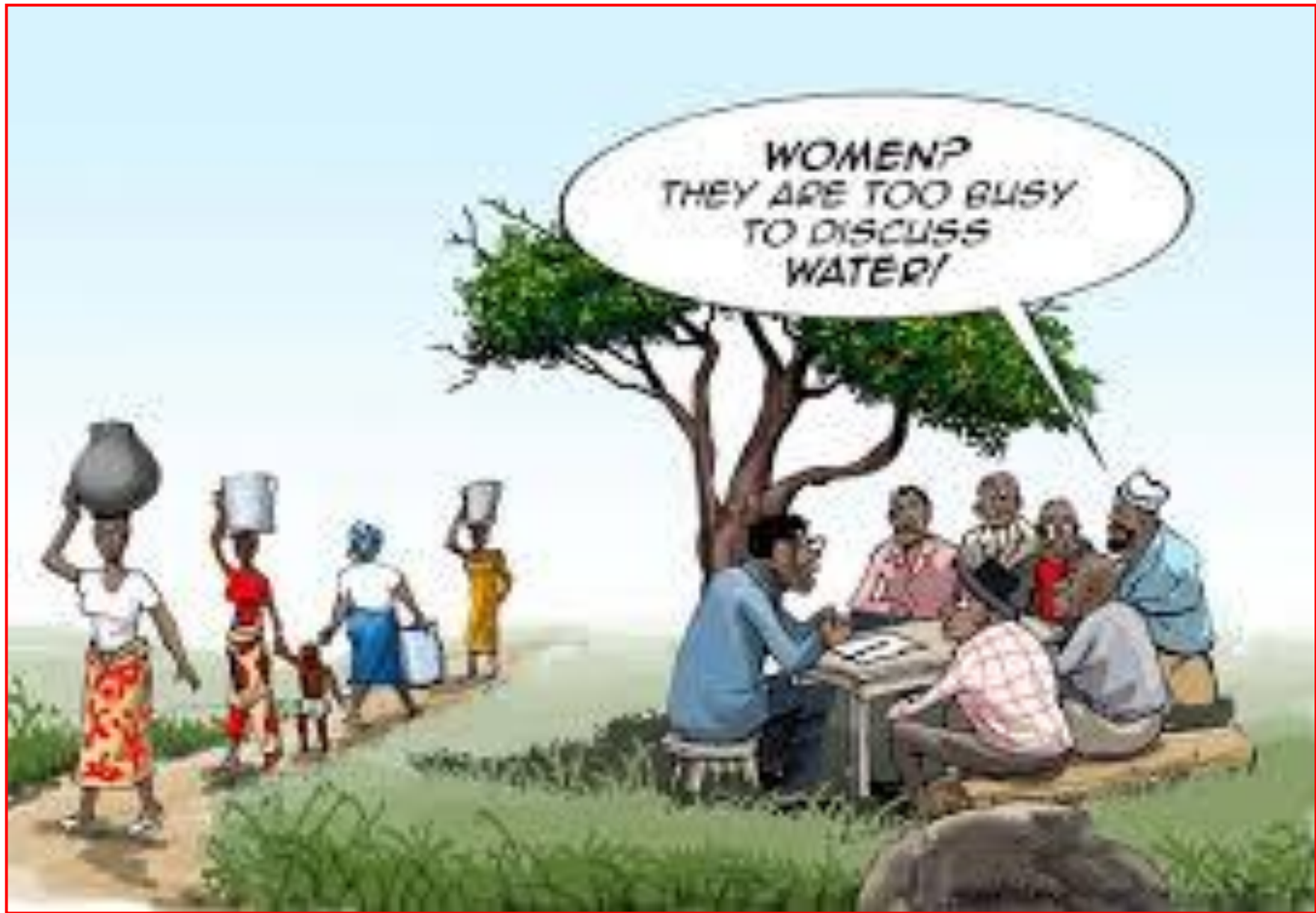
It is about attaining a full and satisfying life for all. Attaining a full and satisfying life for all is a shared responsibility

- ✓ of everyone regardless of age, sex, religion, ethnicity or class
- ✓ of the government as duly mandated authority
- ✓ of all individuals and entities who benefit from development or are affected by the lack of it

HOWEVER....

*D*evelopment work which does not take into account the needs, interests, and constraints of half of the population...

**RISKS MAJOR PROBLEMS WITH
IMPLEMENTATION AND
SUSTAINABILITY.**



BECAUSE....

By most measures of relative status (earnings, education, nutrition, decision-making power) **women are substantially disadvantaged compared to men, and the gaps are widening.**

HUMAN JUSTICE REQUIRES THAT THE PROCESSES WHICH PERPETUATE THIS DISADVANTAGE BE CHANGED!

ALSO....

Problems begin when confusion on sex and gender find its way into decisions affecting:

- resource allocation*
- assignment of roles and responsibilities*
- transactional processes*
- problem analysis*

WHAT IS GENDER?

It is concerned with differentiating people based on perceptions, roles and social expectations.

It is a cultural, contrived, distinguishing variable

It is learned or acquired

*G*ender issues and concerns are often overlooked in development process

Gender roles, expectations and perceptions **box** women and men into situations that constrain their capacity to do and capacity to be, hindering, in turn, their potentials to attain a full and satisfying life.

Gender issues are deterrents to development. Thus, it is important to address them in development planning.

- ***I***t is important for development practitioners to determine practical and strategic needs borne out of a gender analysis so that appropriate interventions will impact and benefit women and men.
- ***T***he GAD approach seeks not only to integrate women into development, but to look for the potential in development initiatives to ... **TRANSFORM UNEQUAL GENDER RELATIONS and EMPOWER WOMEN.**

What is **Gender and Development** then?



GAD is a development perspective that recognizes the different roles, interests and needs of women and men



GAD is about recognizing that gender biases impede development



It reflects a change in focus from women and their exclusion from development initiatives to the **RELATIONS OF INEQUALITY BETWEEN WOMEN AND MEN**



AND DELIBERATELY ADDRESSES THEM...

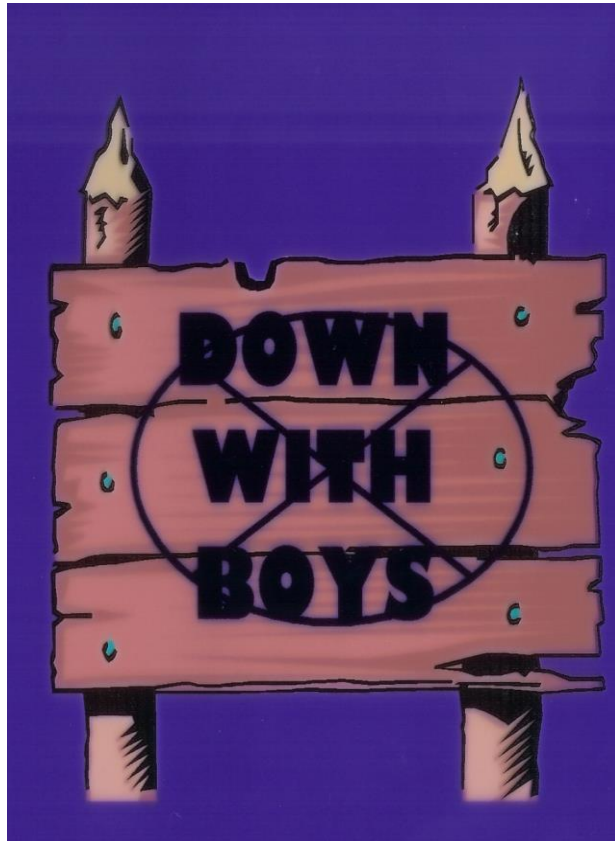
*In the processes of developing, budgeting, implementing, monitoring and evaluating programs, projects and services, particularly in **government agencies.***

What GAD is NOT...



... “war of the sexes”

What GAD is NOT...



GAD is not anti-male

What GAD is NOT...



GAD is not pitting women against men

What GAD is telling us...



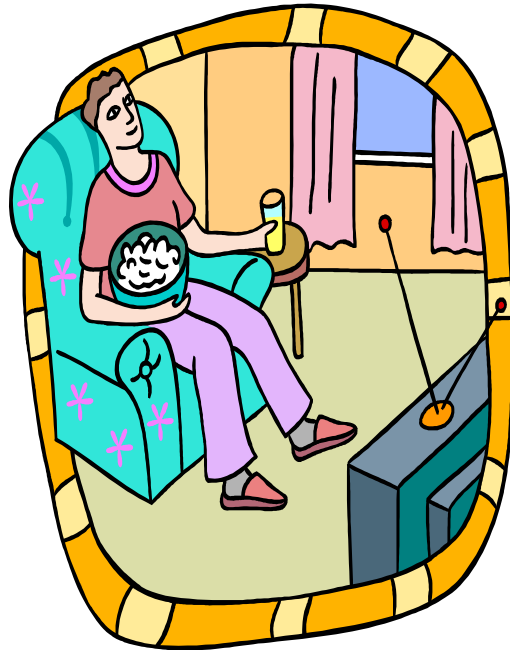
Both women and men are victims of stereotyping

What GAD is telling us...



**Not role reversal but
understanding relationships**

What GAD is telling us...



**... gender issues affect women
and men differently.**

WHY GAD?

Because, GAD ---

- **Sharpens** the focus of development on people
- **Enhances** the capacities of women and men to contribute to the attainment of development goals
- **Reduces** social inequities that stem from unequal gender relations



Why GAD?

GAD is about being faithful to the principle that.....

Development is for all!



Fairness and **equity** demands that everyone in society, whether male or female, has the right to the same opportunities to achieve a full and satisfying life.



Gender Equality Now



Gender Mainstreaming

2

The GAD paradigm is translated
from theory to practice through

GENDER MAINSTREAMING



GENDER MAINSTREAMING




- ♀♂ A strategy to ensure the recognition of *gender issues* on a sustained basis
- ♀♂ A strategy to ensure that gender equality is considered in the “mainstream”



WHAT IS THE “MAINSTREAM”



It consists of:

-  interrelated set of dominant ideas (views about gender roles promoted by culture);
-  development directions and priorities; and
-  mechanisms for decision-making on resource allocation (resource distribution among social and economic programs).



WHAT IS THE “MAINSTREAM”



The ideas and practices in the mainstream determine *who gets what* and provide the rationale for the allocation of societal resources and opportunities.



The mainstream is not always positive. It may have patriarchal, undemocratic and discriminatory elements.



What is your **Mainstream**?

PLEASE TYPE IN THE CHAT BOX



PCW_GMEF_Full Video_Draft3



What is your **Mainstream**?

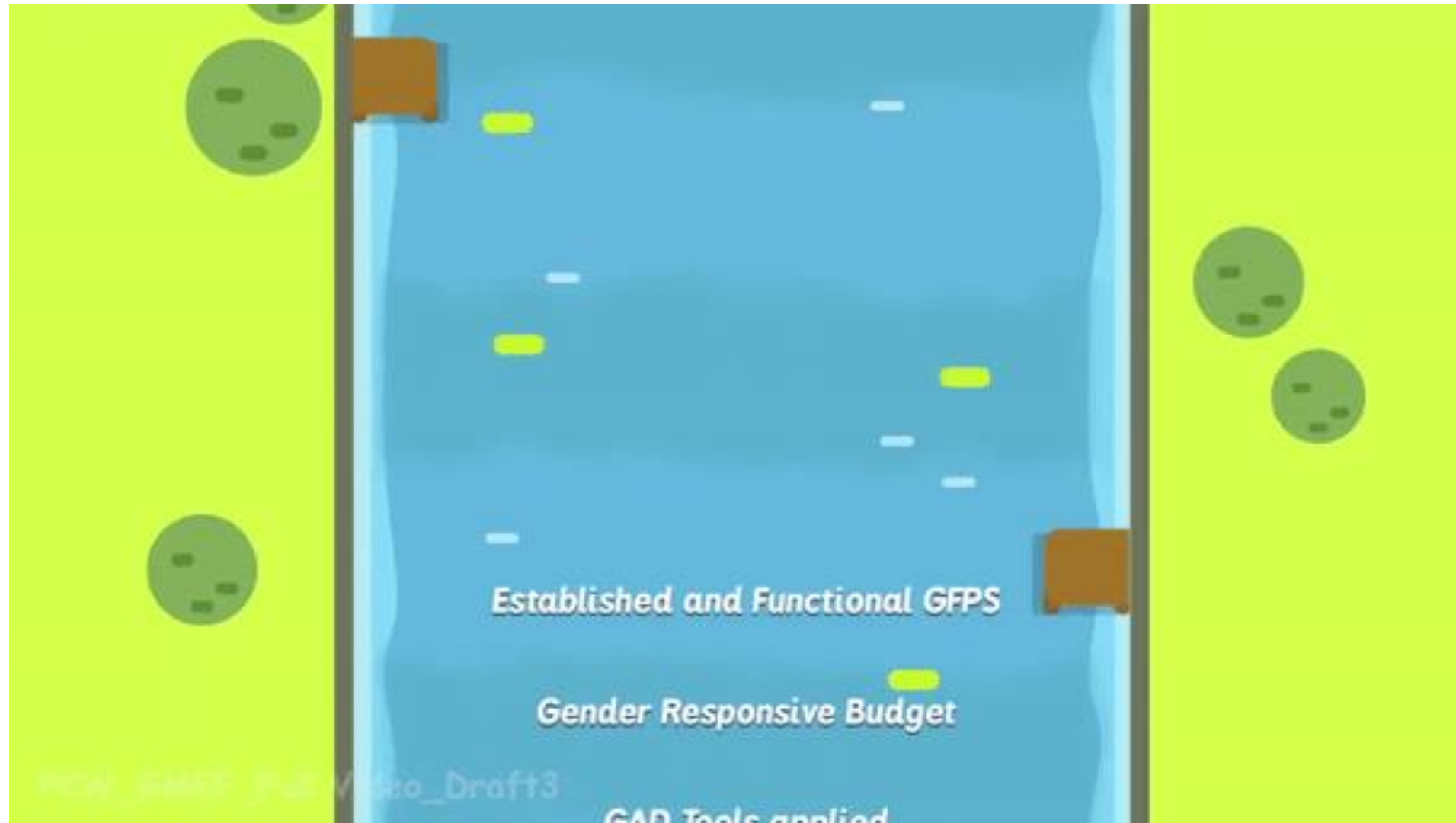




Gender Mainstreaming



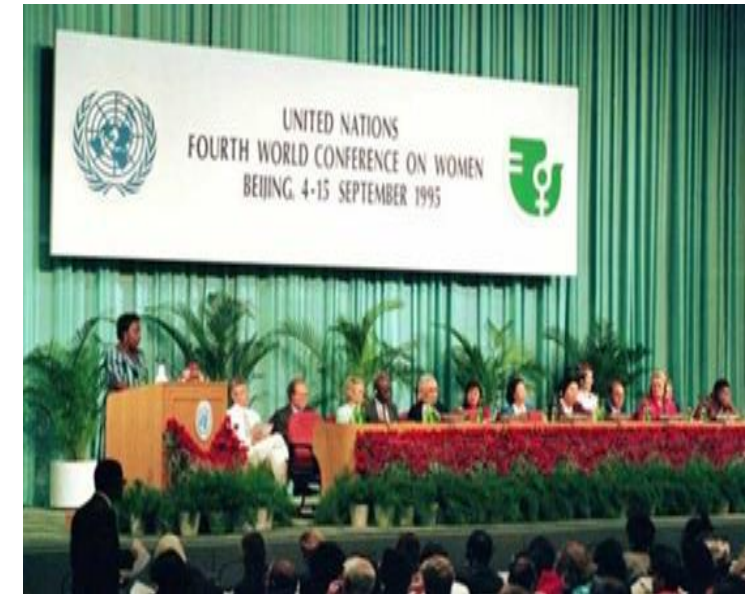
Gender Mainstreaming





Beijing Platform for Action (BPfA)

Endorsed **Gender Mainstreaming** as a strategy to ensure that a gender perspective is reflected in **all policies and programmes** at the national, **regional**, and international levels. *So that, before decisions are taken, AN ANALYSIS is made on the effects to women and men, respectively.*





Beijing Platform for Action (BPfA)

Adopted MAINSTREAMING as a strategy or PLATFORM FOR ACTION *emphasizing 2 aspects:*



Requires the integration of equality concerns into the analyses and formulation of policies, programs and projects, to ensure positive impact on women and reduce gender disparities; and



Includes the interests, needs, experiences and visions of women in the definition of development approaches, policies and programs and in determining the overall development agenda





GENDER MAINSTREAMING

Strategy for making **women's and men's** concerns and experiences an **integral dimension of the design, implementation, monitoring and evaluation** of **policies and programs** in all political, economic, societal spheres so that men and women **benefit equally** and inequality is not perpetuated.

UN-ECOSOC, 1997



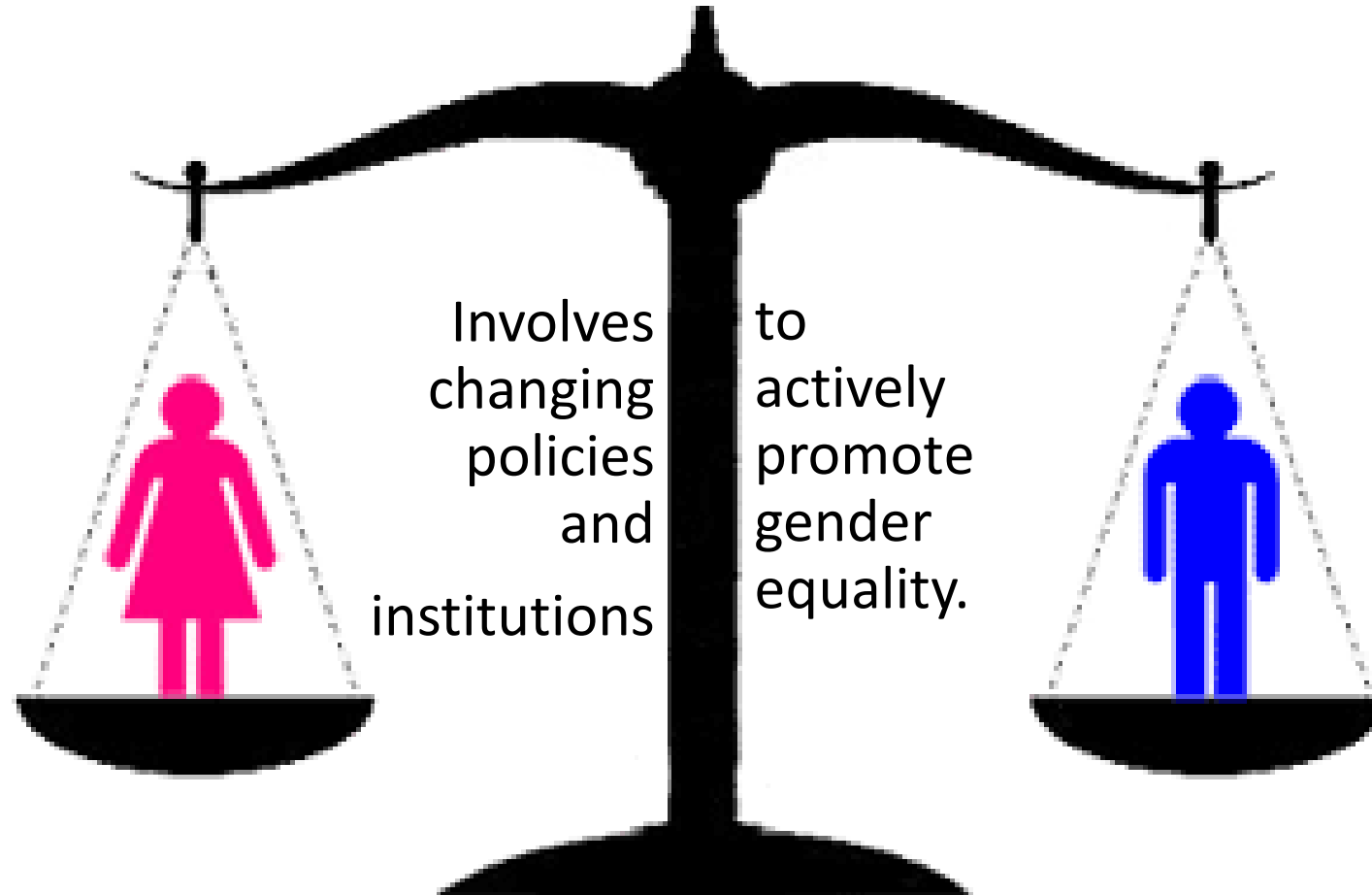
GENDER MAINSTREAMING

Inclusion of a **gender perspective** in the design and implementation of plans and programs to carry out organizational mandates





GENDER MAINSTREAMING





GENDER EQUALITY



**GENDER
MAINSTREAMING**

GOAL

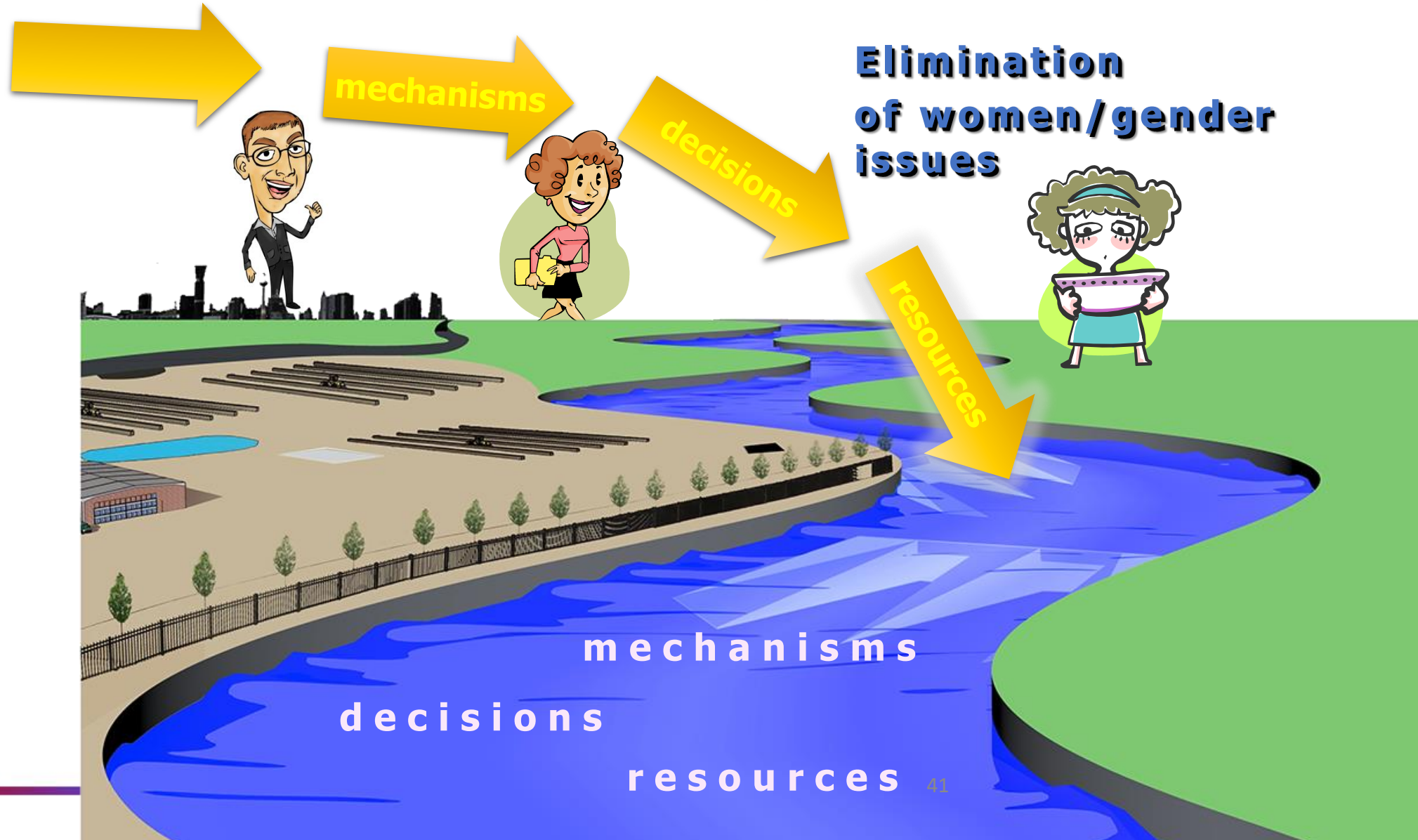


make gender equality as a
fundamental value in
development choices and
institutional practice

GENDER MAINSTREAMING

HENCE, efforts to achieve gender equality are brought into the **“mainstream”** decision making criteria and processes, and are pursued from the center rather than the margins

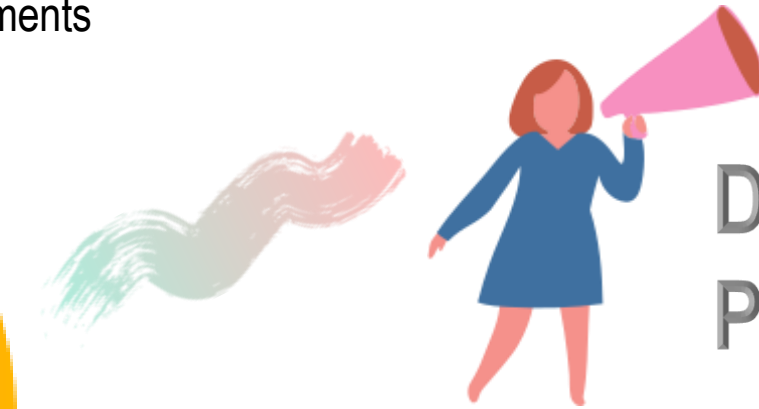
GAD MAINSTREAMING





The Philippine Gender Mainstreaming (GM) Strategy

Agency policies and work environments



Development
Planning

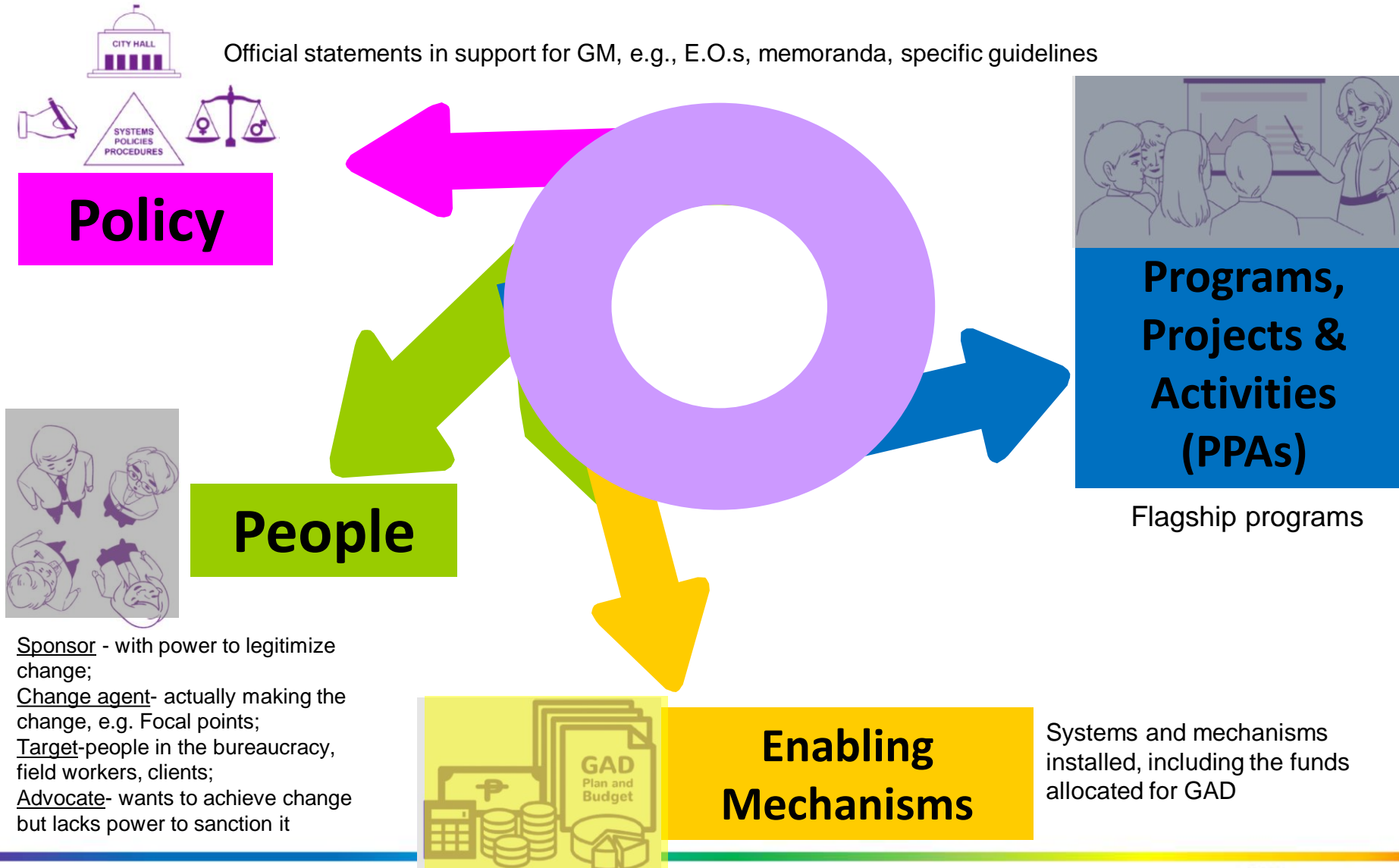
Programs, projects and activities



Institutional
Development

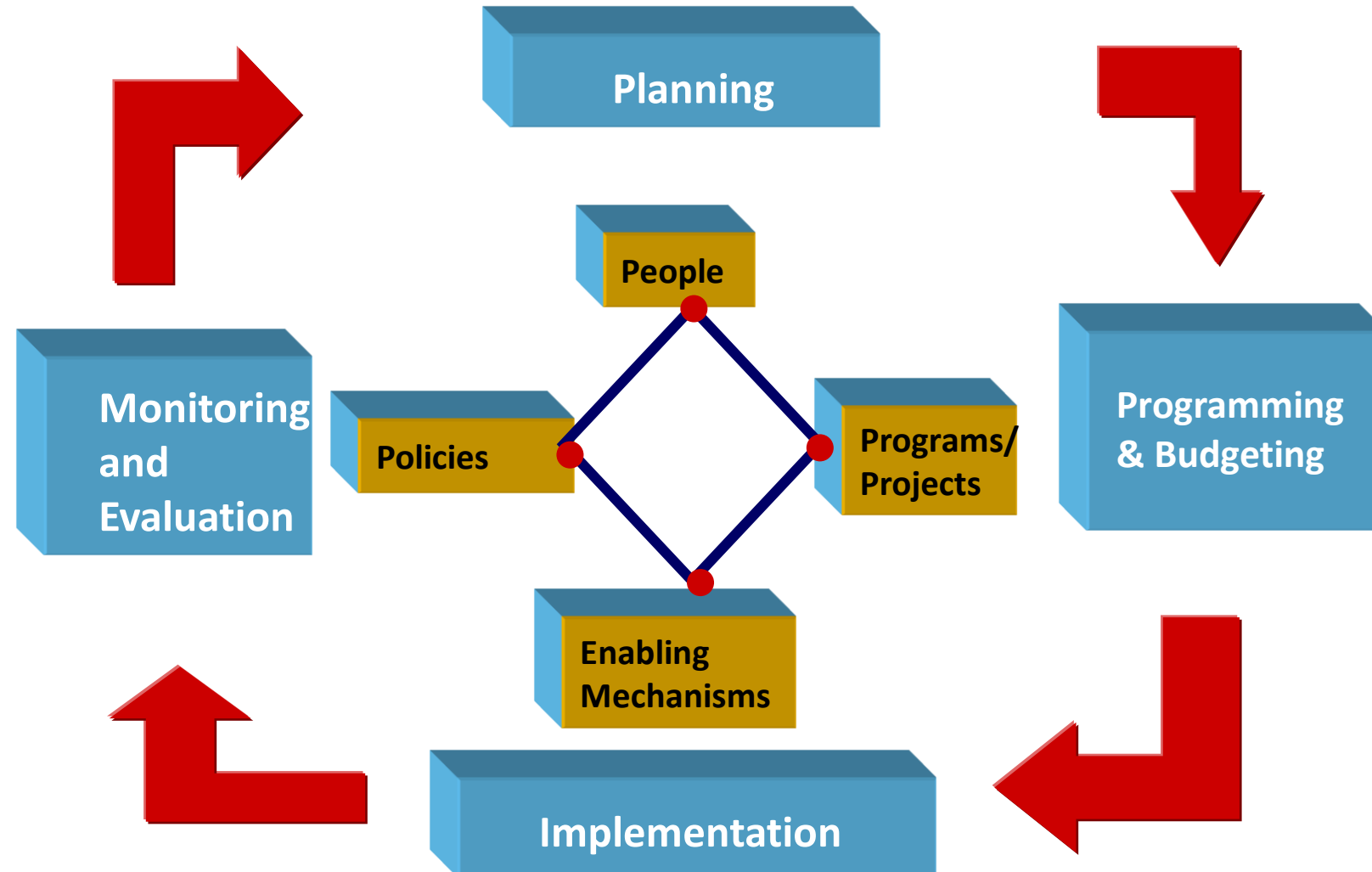
Additional support (CSO, Private Organizations and ODA community)

Gender Mainstreaming Entry Points



Sponsor - with power to legitimize change;
Change agent- actually making the change, e.g. Focal points;
Target-people in the bureaucracy, field workers, clients;
Advocate- wants to achieve change but lacks power to sanction it

Gender Mainstreaming in the Development Planning Cycle



Gender Mainstreaming Evaluation Framework (GMEF) TOOL



The enhanced GMEF was launched last March 8, 2016 during the celebration of women's month in Malacanang

USE OF GMEF TOOL

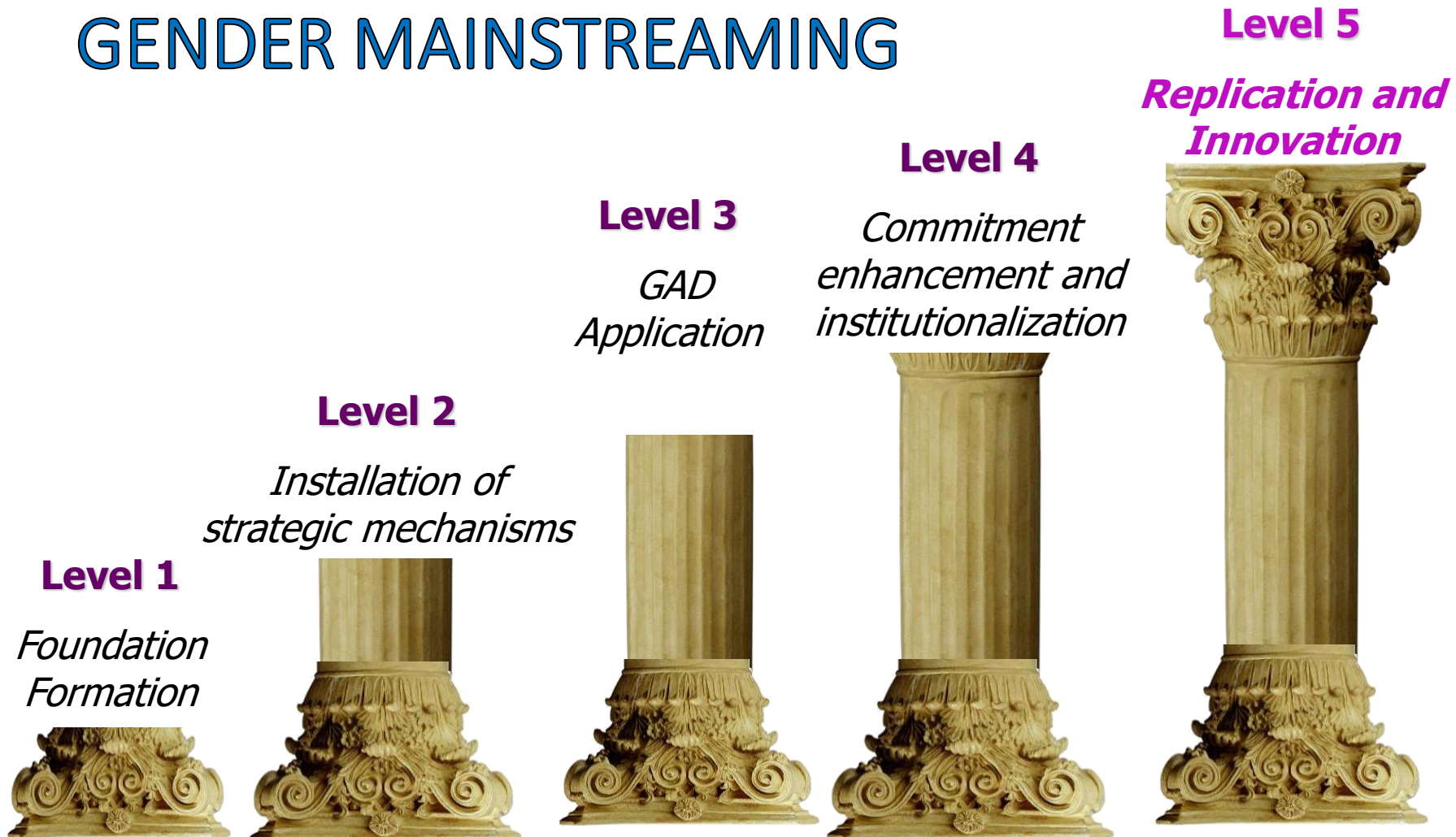


Provides a holistic view of the gender mainstreaming process.



Serves as a tool to track and assess progress of gender mainstreaming activities.

LEVELS OF GENDER MAINSTREAMING





Overview of GMEF





PCW GADtimpala

GENDER **A**ND **D**EVELOPMENT **T**RANSFORMATION &
INSTITUTIONALIZATION THROUGH **M**AINSTREAMING OF **P**ROGRAMS,
AGENDA, **L**INKAGES & **A**DVOCACIES



- GADtimpala was officially launched as the incentives and awards system of PCW on GAD in August 2018;
- The Official Gender and Development Incentives and Awards System of the Philippine Commission on Women; and
- Aims to recognize the outstanding performance of government agencies on gender mainstreaming and their invaluable contribution in achieving (GEWE)



PCW GADtimpala

GENDER **A**ND **D**EVELOPMENT **T**RANSFORMATION &
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COMMISSION ON FILIPINOS OVERSEAS

Six (6) government agencies were recognized, led by the Commission On Audit (COA) followed by the Commission On Higher Education (CHED), Department Of Labor & Employment (DOLE), National Housing Authority (NHA), National Economic & Development Authority (NEDA), and Commission on Filipinos Overseas (CFO).

Official pictures during the GADtimpala awarding



GADtimpala awarding during the MCW@10 last March 14, 2020



GADtimpala awarding during the MCW@10 last March 14, 2020



Major Challenges in Gender Mainstreaming in the Philippines



Policy

-Absence of a GAD agenda to serve as a guide for the agency's GAD program



People

-Need to sustain capacities of GFPS members and program implementers on gender analysis



Enabling Mechanisms

-Low GAD budget utilization
-GAD is not integrated in the M&E system
- Monitoring GAD mainstreaming results at the local levels

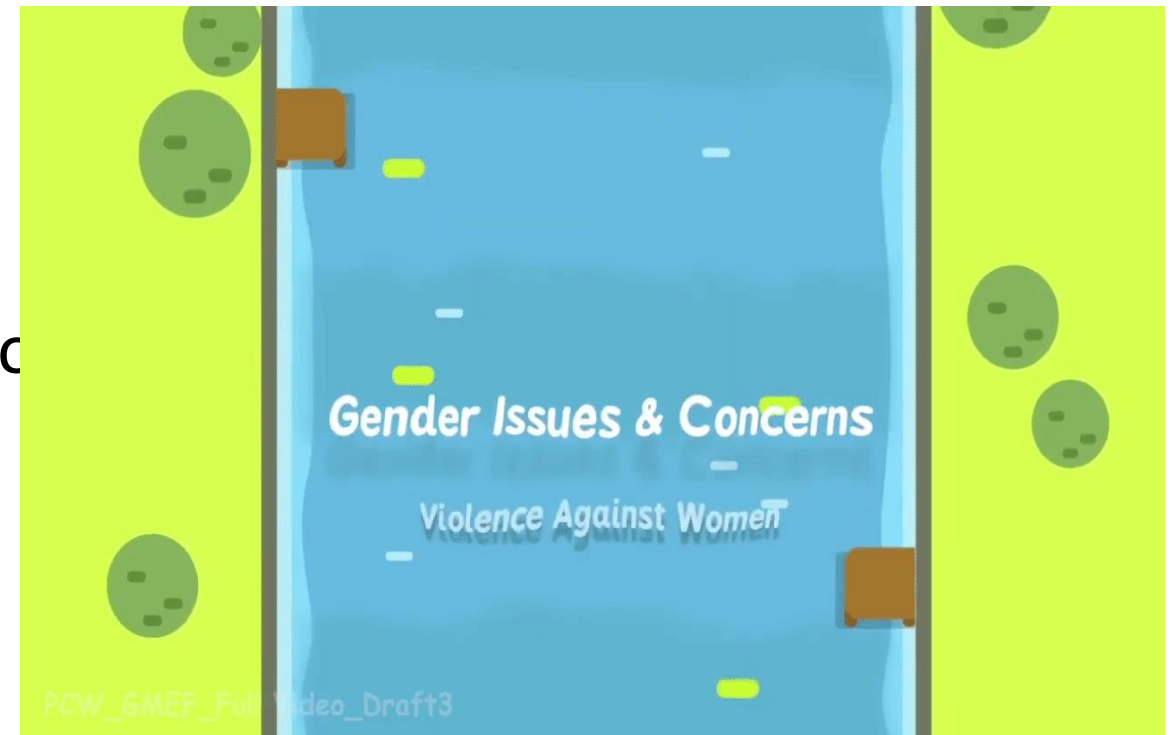


PAPs

-Need to conduct gender impact assessment of major anti-poverty and economic development programs

HOW DO WE MAKE GENDER MAINSTREAMING WORK?

- Analyze and transform the mainstream
- Challenge issues of redistribution of power both institutional and national level, and in the global political economy;





HOW DO WE MAKE GENDER MAINSTREAMING WORK?

- Be **creative and innovative** in identifying problems, devising solutions, testing interventions and monitoring and assessing development **gender impacts and results**;
- **Develop** technical **gender expertise** in **multiple sectors**, especially **economic development** and poverty reduction, research and analysis, project implementation and monitoring and evaluation;



Why Us?

Because of **GEWE**

- **G**ender issues affect all of us. But instead of solving them, we all contribute to their perpetuation.
- **E**veryone who believes in the vision of attaining a full and satisfying life for all has an obligation to help pursue GAD





Why Us?



We are mandated by international treaties/commitments, laws and policies.



We are custodians of peoples' trust and resources. We have the capacity, knowledge, skills, and resources to make development work for everybody.



What can we do?



Start by respecting every person/individual, regardless of age, ability (physical or mental), belief/religion, educational attainment, race, ethnic group, status in society, marital status, region of origin, color, sexual orientation and gender identity.



Recognize that there is inequality in the home, in the community and institutions that should be changed.



Apply 'Gender lens' in fulfilling your respective tasks in your agency which will enable you to examine and assess differential needs of both men and women.

Maraming Salamat!



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