



Human Development Course 2006: Gender Session – An Introduction

- Who?
- What?
- Where?





Gender and Development

- 'Women in Development' to 'Gender and Development'
- Enclave to holistic development approach
- Gender mainstreaming





Gender Mainstreaming

- Beijing 1995: 4th World Conference on Women
- Globally accepted and used concept
- What is gender mainstreaming:
 - 3min
 - 2-3 sentences
 - 4-5 people





GAD and Gender Mainstreaming

- Both radical concepts that want to achieve equality between men and women

However,

- Developmental vs. institutional politics
- Gender mainstreaming is a precursor but not an 'approach' to development
- Often an unclear distinction





UN Definition of Gender Mainstreaming

the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. **It is a strategy** for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. **The ultimate goal is** to achieve gender equality. (ECOSOC 1997/2)





What does GM involve?

- Recognising the institutional (over the developmental) focus of gender mainstreaming
- Recognising organisations as complex communities of individuals
- Recognising that GM is politically as well as technically challenging
- Institutional change is the same as social change – requires action to change **'norms'** and **'values'**





Matching Institutional change with Developmental approaches

- Creating social change is not easy, it requires long term innovative focused support.
 - 'We Can' campaign
- Why would it be any easier to create similar changes in organisations?
 - Non-negotiables, toolkits, and training?
- To create changes in our work we must first create change in our organisations and our staff





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