



Tesa Casal de Vela
Women and Gender Institute &
Department of International Studies
Miriam College, Philippines

Gender Mainstreaming for CALD Women's Caucus Conference: An Introduction

EXERCISE 1: Introductions

About you and what you do?

**What you already know about
gender mainstreaming?**

**What you hope to gain from
this session?**

Gender Responsive Governance is...



promoting **equality** and
diversity in **gender**
relations, **gender equity**
in **distribution of**
resources/opportunities,
and **empowerment** of all

Gender Responsive Governance is...



transforming government bureaucracies and communities to be sensitive and inclusive to the diversity of voices, needs, and aspirations of women and men.



Why gender mainstreaming emerged



- Gender mainstreaming emerged because of **dissatisfaction with earlier approaches** to gender equality
- A need to **rethink structures** and practices that perpetuate inequalities of all kinds.



- There was recognition that **gender inequality was a relational issue** and that inequalities were not going to be resolved through a focus only on women
- Particularly in the division of labor, access to and control over resources, and potential for decision-making.
- The importance of seeking out male allies, in **jointly redefining gender roles and relations**.

Definition of Gender Mainstreaming:



... 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 perpetuate.



Why gender mainstreaming still matters



Economic Marginalization:

“Women's work” -- child bearing, child rearing, family care, housework -- are not considered as directly contributing to economic development.

Women's jobs outside the home suffer discrimination -- last one to be hired, but the first to be fired, unequal pay, limited access to opportunities, harassment, etc.



- **Political subordination:** Positions of power and leadership in the home, community, workplace and in society at large are generally occupied by men. Women holding elective positions from the national down to the local levels are in the minority.



- **Gender Stereotyping.** Society's institutions, including the family, schools, government, the church and media, reinforce a biased perception of women as the weaker sex and their roles, functions and abilities as primarily tied to the home.



- **Multiple Burden:** Women hold jobs outside the home, with same working hours as the men, and participate in community activities -- housework and child and family care are still primarily considered as a woman's concern resulting in women experiencing multiple burden.



- **Gender Based Violence:** Women become victims of all forms of violence, like battering, rape and sexual harassment, simply because they are women and occupy a subordinate status in society. LGBT people are vulnerable to discrimination and hate crimes.



Why gender mainstreaming is not enough

The analytic tasks



- Gender mainstreaming approaches will differ with the subject under discussion and the mandate of the institution, but several general starting points can be identified...

The analytic tasks



- Ask questions about the responsibilities, activities, interests and priorities of women and men, and how their experience of problems may differ

The analytic tasks



- Question assumptions about “families”, “households” or “people” that may be implicit in the way a problem is posed or a policy is formulated

The analytic tasks



- Obtain the data or information to allow the experiences and situation of both women and men to be analyzed

The analytic tasks



- Seek the inputs and views of women as well as men about decisions that will affect the way they live

The analytic tasks



- Ensure that activities where women are numerically dominant (including domestic work) receive attention

The analytic tasks



- Avoid assuming that all women or all men share the same needs and perspectives



Advancing women's empowerment
and gender equality

Gender Framing – Re-framing Gender



- Moving from problem-solving to problem-questioning

Gender Framing – Re-framing Gender

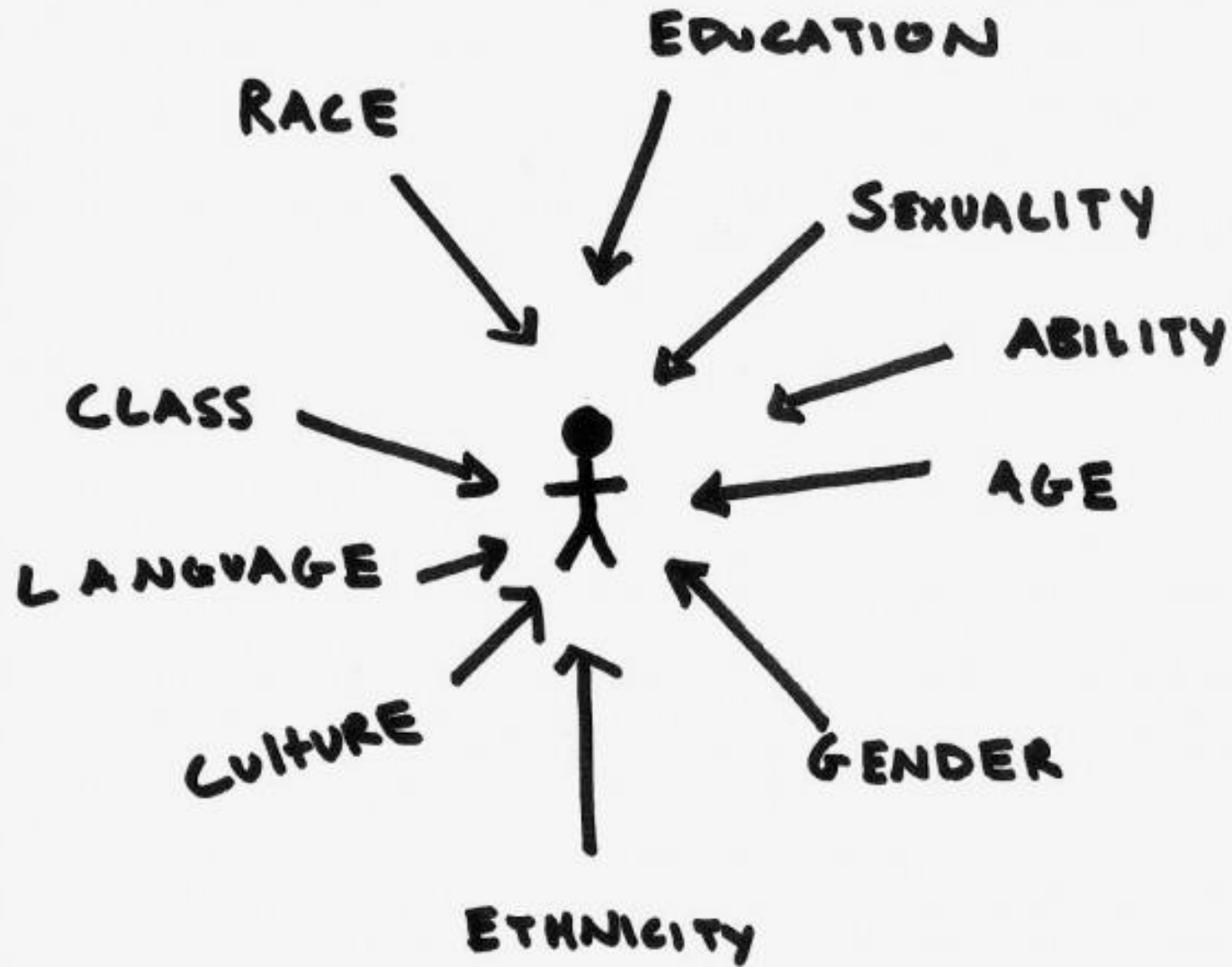


- Challenging heteronormativity and not just male dominance

Gender Framing – Re-framing Gender



- Applying **intersectionality** in our analysis
- Understanding the ways sex, gender identity, and sexuality intersect with **other identities/contexts/structures**
- Understanding how intersections of identities and structures **shape experiences of oppression and privilege** (and eventually, of liberation)



EXERCISE 2:

Think of a specific experience when you were discriminated / oppressed / excluded?

What were the identities / contexts that were salient / relevant for you at that time?

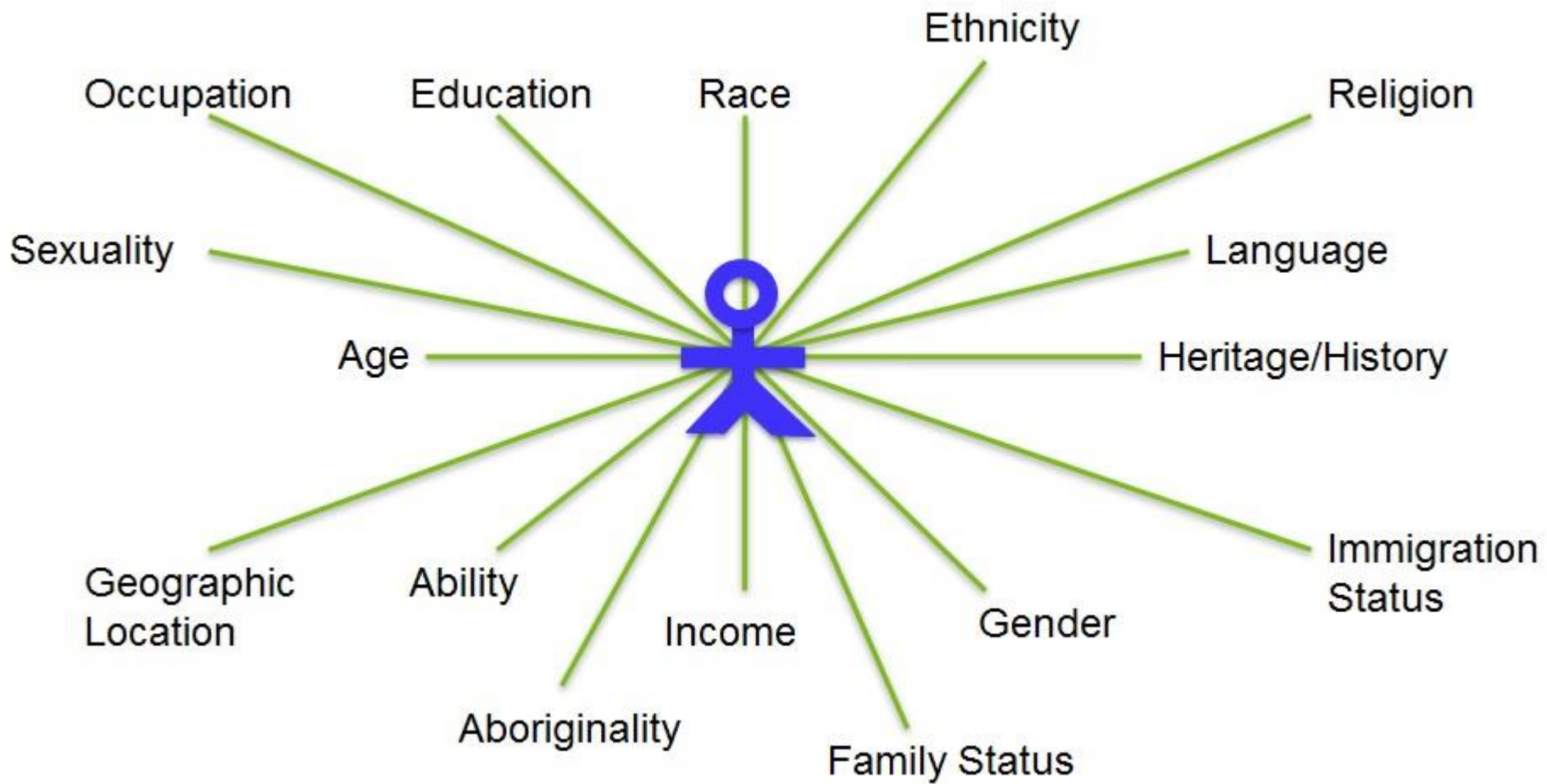
Try to map visually how salient each identity was for you at that time.

EXERCISE 3:

**Think of a specific experience when
you were privileged / benefitted?**

**What were the
identities / contexts that were
salient / relevant for you at that time?**

**Try to map visually how salient each
identity was for you at that time.**



**THERE IS NO SUCH THING
AS A SINGLE-ISSUE
STRUGGLE BECAUSE
WE DO NOT LIVE
SINGLE-ISSUE LIVES.**

- AUDRE LORDE

Thank You.