



Ministry of
Gender Equality and
Ecclesiastical Affairs

Guidance and tools on implementing Gender Mainstreaming in National Policies and Programmes

- a Danish EU-Progress project

Presented by Dorte Bindslev
Brussels, November 12, 2012

Agenda

- Why this project?

Purpose and goal

- What seems to be the challenges?

Experiences from camp 2011

- What was done?

Activities and results

- Why this project?
 - Purpose and goal.
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Activities

- ▶ Collecting good examples
- ▶ Focus group with civil servants
- ▶ Consultancy with national expert
- ▶ Camp for civil servants and deputy permanent secretaries
- ▶ Develop new web site

Camp on gender mainstreaming

12 hours strategy laboratory

37 participants (civil servants and deputy permanent secretaries)

The method

A firmly facilitated process

One day – one task – one dead line:

Find challenges, goals and actions

Process management

A process leader for each group

Knowledge and inspiration from "outside"

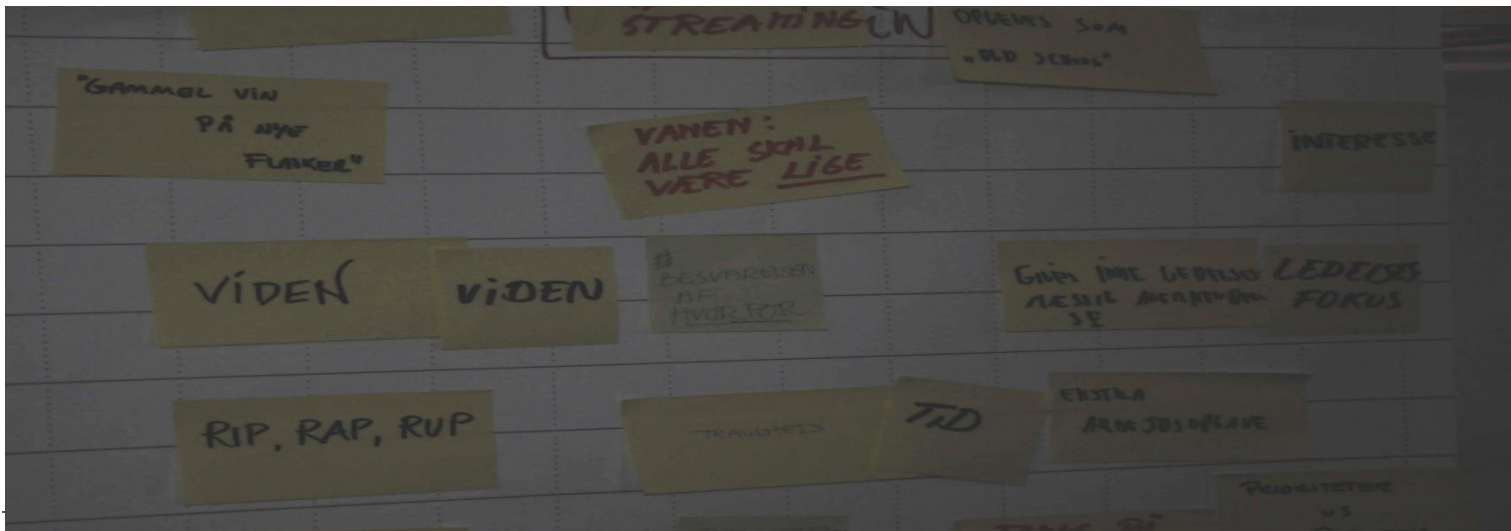
Panel

Inspiration from other branches and disciplines



Gender mainstreaming – a challenge!

- Gender Mainstreaming” – a difficult concept
- Hard to see relevans and purpose – what is the actual problem?!
- Agenda is up side down – no focus on benefit and effects
- Lack of political support – no visibility, prestige and managerial backing
- Low on the agenda in an every day reality with many other priorities
- No anchoring in ministries– only related to Human Ressource Departments
- Lack of knowledge and support on tools, statistics and good examples



Possible solutions..

- Find a new concept!
 - Create a new story!

 - Create support on management level
 - Create political attention

 - Focus on goals, values, benefits and effects – what's in it for them?
 - Provide tools, guidelines, good examples and "gender training"
-

Results – based on the camp

- New knowledge on challenges and possible solutions
- A new story!
- New web site – tools, guidelines and 40 “best practise” examples

- *Political attention*
- *New strategy*

VÆRKTØJER

Relevanstest

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Lovforslag

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Kampagner

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Budgetanalyser

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Faglige initiativer

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Data og statistik

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FAGOMRÅDER

Beskæftigelse / Erhverv / Skat / Økonomi

Forsvar / Politi / Domstole

Internationalt samarbejde og udvikling

Kultur / Fritid

Miljø / Klima / Energi

Personale

Social / Integration

Sundhed / Fødevarer

Trafik / by- og regionaludvikling

Uddannelse / Forskning

GOOD PRACTISE



Ligestilling og beskæftigelse

I Beskæftigelsesministeriet har man udarbejdet en fast procedure for, at alle lovforslag skal ledsages af et ligestillingsnotat, som beskriver, hvilke ligestillingsmæssige konsekvenser det

LÆS CASEN >



Drenge i undervisningen

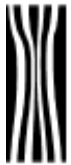
I Roskilde Kommune har man konstateret, at drengene klarer sig dårligere end pigerne i skolen. Det gør man nu noget ved.

LÆS CASEN >

Thank you

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