

## AU PEACE AND SECURITY DEPARTMENT



### GENDER BITE FOUR

What is Gender Mainstreaming?

July 2019

# WHAT IS GENDER MAINSTREAMING?

## What is gender mainstreaming? Is it:

- ☐ Increasing the number of women at all levels?
- ☐ Protecting women from sexual and gender-based violence?
- ☐ Assessing and addressing the impact on women and men; and boys and girls; of any action planned to achieve gender equality?

**Which of the above are correct? How does this relate to your work? Discuss it with your colleagues.**

## Gender mainstreaming



- Is the globally accepted strategy for promoting gender equality;
- Is about incorporating a gender perspective in all activities, projects, programmes and policies at all level and at all stages;
- In peace and security, it is about acknowledging the different ways in which conflict affects women and men in order to develop differentiated responses;
- It is **not** only about gender balance or increasing the number of women (e.g. the number of women in peacekeeping) **but also** about building equal opportunities for both women and men (e.g. to include perspectives, or to participate in post-conflict processes).

## Why does gender mainstreaming seem to focus only on women?

Throughout history, and due to traditional roles and stereotypes (see Gender Bite 3), women and girls have faced more discrimination and have been more disadvantaged in many spheres than men and boys. Interventions have, therefore, often attempted to specifically strengthen women's position to improve gender equality. However, gender mainstreaming can include identifying practical solutions and interventions to respond to the specific impacts and needs of men, women, boys and girls.

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# HOW DOES GENDER MAINSTREAMING TAKE PLACE?



*Commitment to gender equality must be in place*



*Conduct a gender analysis*

## Commitment to gender equality

*The AU has made commitments to work for gender equality, and within the AU PSD we have the Gender Peace and Security Programme and its strategy.*

## Gender analysis

Gender analysis provides the necessary data and information to integrate a gender perspective into policies, programmes and projects. As a starting point for gender mainstreaming, gender analysis identifies the differences between and among women and men in terms of their relative position in society and the distribution of resources, opportunities, constraints and power in a given context. In this way, conducting a gender analysis allows for the development of interventions that address gender inequalities and meet the different needs of women and men.

## The purpose of gender analysis is to:

**1**

Help **identify the gender perspectives** of the sector area/issue, as well as the needs of women and men, boys and girls in the sector and area

**2**

Help **identify the opportunities** existing in the sector for gender mainstreaming

**3**

Help **identify differences** between and among women and men, based on the unequal distribution of resources, opportunities, constraints and power

**4**

**Identify additional actions** that might need to be taken to address a particular issue affecting a specific group (women, girls, men, boys etc.)

**5**

Recognise that policies, programmes and projects can have **different effects** on women and men

**6**

**Seek and articulate the viewpoints** of women and men, making their contribution a critical part of developing policies, programmes and projects

**7**

Help to **promote better** informed, gender-responsive and effective **interventions**

**8**

Help to ensure that the **different needs** of women and men are clearly **identified** and addressed at all stages of the policy cycle



## Examples of gender analysis at the AU PSD



### Peace Support Operations Division:

- i) Internal aspects.* Which are the different needs of female and male uniformed personnel? What obstacles do men and women encounter?
- ii) External aspects.* Which are the needs of women and men within the local communities? How were these groups affected differently by the conflict? What support do they need?



### Conflict Prevention and Early Warning Division:

- i) Analysing trends before and during a conflict.* Which patterns of inequalities existed before the conflict, and how have those been exacerbated? Were women or men excluded from social, economic and political life? Which women or men were excluded?
- ii) Ethnic violence.* Has there been an increase in sexual violence towards women or men of a specific ethnic group? Is sexual violence used as a weapon of war to target a specific group?



### Crisis Management and Post-Conflict Reconstruction and Development Division:

- e.g. QIP for the construction of a primary school.* Conducting an analysis of the different needs of boys and girls in order to attend and prevent them from dropping out. For example, for girls it is crucial that particular sanitation facilities are contracted and accessible. For boys, it is important that they are not expected to take on a role as family provider or that they do not risk being recruited to an armed group.

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## Next Gender Bite

What are sex-disaggregated data and gender-sensitive indicators?



# SILENCING THE GUNS IN AFRICA

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