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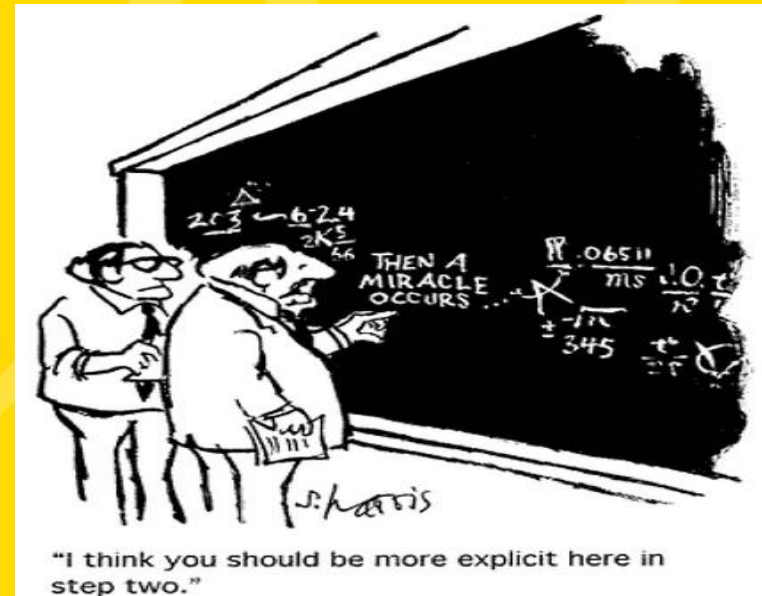
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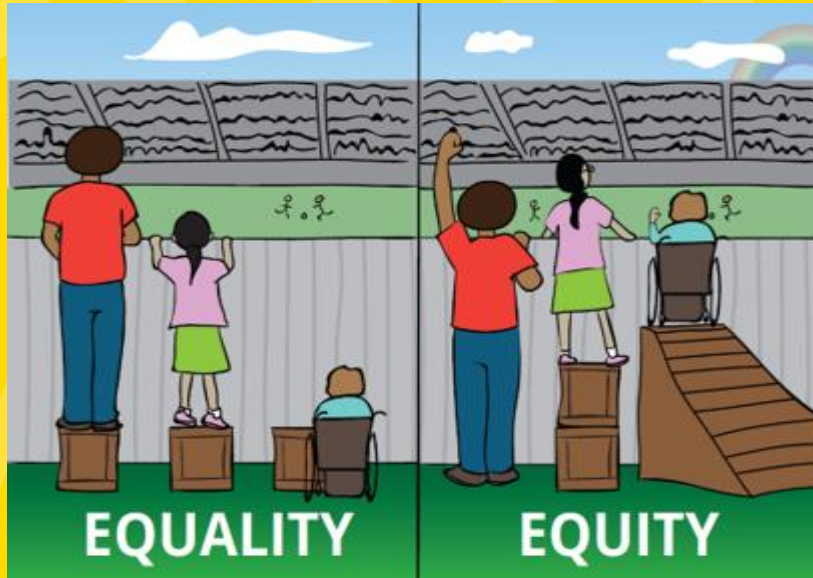
**Gender
mainstreaming**

Gender mainstreaming – How transformative can we be ?

Why is it so complex to mainstream gender into our work and organisations ?

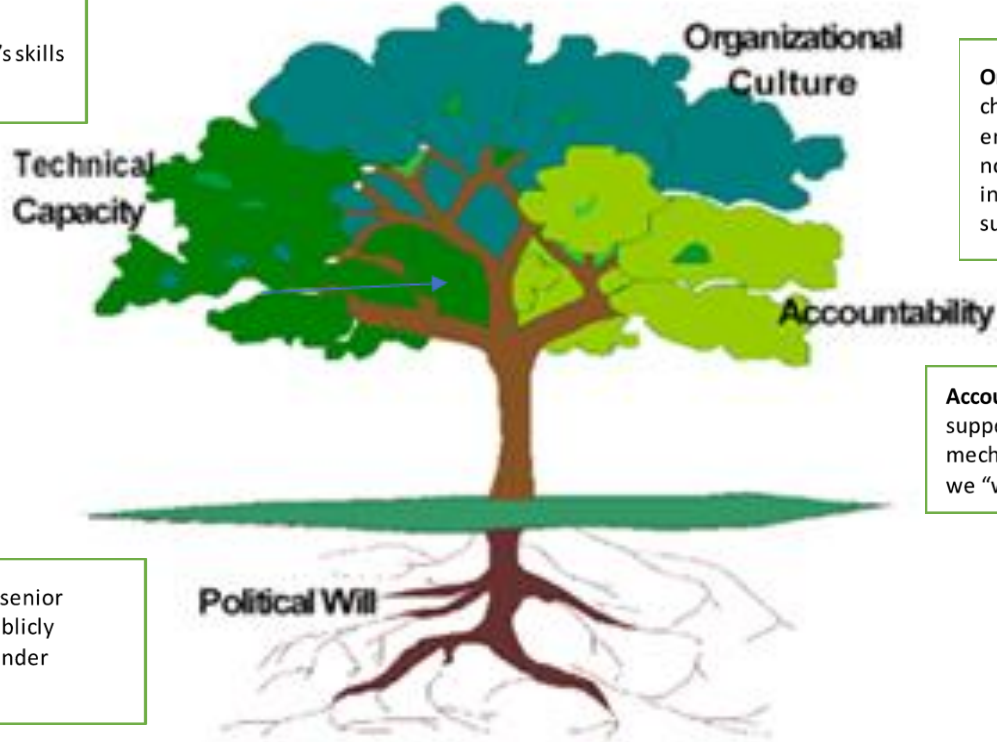


What are success factors for Gender mainstreaming?



→ Gender
Integration
Framework

Technical capacity:
building individual's skills



Organizational culture:
challenging informal norms and
embedded attitudes that are
not supportive of gender
integration; encouraging and
supporting new behaviors

Accountability: developing and
supporting procedures and
mechanisms that help assure
we “walk our talk”

Political will: senior
leadership publicly
supporting gender
integration

Gender Integration Framework – GIF

Partners for Resilience

Building resilient communities, saving lives and livelihoods in face of natural hazards

“To address risks effectively the inclusion of all groups ...in participatory assessment, decision making and planning to address risks is a precondition”

“the programme will specifically focus on... the differences in roles, access to resources and impacts of risks on women”

Successes



Challenges

1. internal organizational culture and priorities
2. moving beyond tools and ticking the box to transformation of norms and practices
3. monitoring and documentation

YOUR ACTIONS HAVE IMPACT!

Indigenous rights will be respected in the #Lote192



Land Rights Now



OXFAM

TRANSFORMATIVE LEADERSHIP for Women's Rights

WHAT IS ?

Transformative Leadership



WHY IS IT SO CRITICAL?

Social justice depends on gender justice

FOR INCLUSIVE, EQUAL AND SUSTAINABLE DEVELOPMENT



HOW DO WE ACHIEVE THIS?



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PARTOS

samen werkt.



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#metoo

To summarise – the main challenges regarding gender mainstreaming

1. Capacity continuum: we too often assume that gender issues are taken into consideration in all the work we do. This is not the case: it requires continuous efforts and attention
2. Linked to that: continuous capacity building of all staff is required: this requires political will at the management level → ensure good investments in staff capacity on gender.
3. Culture, people, versus very technical approaches on gender mainstreaming
4. Mainstreaming of gender in our work is often not one of the specific objectives: we are not setting a clear agenda on gender and we are not measuring. Often no clear indicators are set to measure our progress



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