



Gender Mainstreaming Guide for vocational education and training



GENDER MAINSTREAMING

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1. General aspects

Why the mainstreaming of gender in the Leonardo Assure project?

Sustainable development has an increasingly demand of specialized technicians, including women.

It is very important to consider the aspects of gender integration in the professional profile, curriculum and training program. We must send a key message for the future of our society: achieving equal opportunities for women and men with the aim of avoiding gender discrimination is essential not only for social and economic development but also for the establishment of constructive human relationships.

Career for women

Looking at the quantitative distribution of gender, a picture begins to emerge in the selection of professions "typically male" and "typically female". While men have a wide spectrum of occupations to choose, and also decide in favour of "typically female" occupations as seller or chef, up to 50% of women choose three professions (retailer, hairdressing and seller).

Frequent arguments and stereotypes

- "Girls are not interested in science and technology"
- "We would like to hire women, but there is a lack of qualified women in the field of research"
- "Women are less suitable for leadership positions"
- "Women have less mobility"
- "Women represent a higher risk from the point of view of management"
- "Women are main holders of private obligations, family and partially available so their workload capacity is limited"

2. Gender Mainstreaming – Definition and concepts.

Gender Mainstreaming is based on the fact that all areas of our society are structured by gender.

Gender Mainstreaming implies taking into consideration the different interests and life situations and continuously advance regarding the intentions of society.

Our social model is transmitted from generation to generation through what we call socialization process in which people assimilate and make theirs, cultural and social elements that promote and ensure the adaptation and integration into society.

This socialization process differs depending on the gender of the people, by assigning different models and roles for women and men in terms of what is traditionally established for ones and others.

To explain the reasons why biological differences between sexes are transformed into inequalities we use two basic concepts: sex and gender. While sex refers to the biological differences between women and men, gender disparity explains that women and men are socially constructed, vary across cultures and historical times and, therefore, we can change them.

Who has to do it?

The equality between women and men is recognized in the texts of the constitutions of Western Europe countries. Almost all of these countries include the principle of equality as a fundamental human right that can't be discriminated against on grounds of sex, race, religion...

To achieve real equality it is necessary to work for it. Every person, entity and organization has the ability to change ideas and ways of doing things so that we can enjoy increasingly better organized and fairer societies.

The benefits of working for equality are obvious because in a situation of equal opportunities, women and men can find themselves from an intellectual, physical and emotional point of view, having the opportunity to develop their skills. This situation makes possible the transformation and change, not only in human relationships but also in the environment we live in: family, work, health, the environment, etc.

In this sense, the interest shown by our societies to equality of rights and opportunities between women and men has changed over the times, going from considering that equality only affected women to become a central aspect for the development life (politically, socially and economically).

We have also become aware that we not only need to change and make laws and rules governing relations in these areas but we must work to achieve equality in everyday life, at home, at work...

With the aim of transforming formal equality into effective and genuine equality, public authorities develop measures and put in places mechanisms and resources to promote and boost equal opportunities between women and men in our society.

This way, equal opportunities between women and men policies are designed in order to make sure that women and men can equally participate in all life aspects: economic, political, social, decision-making and on every activity whether educational, training, employment ...

In the workplace, gender mainstreaming is the responsibility of management level, as well as every employee who take into account different life situations

and interests of women and men in advance, to achieve the goal of equal opportunities of women and men:

- In structures;
- In the organization of processes and process sequences;
- In outcomes and outputs;
- Communication and public relations and in management.

Objectives

- Equal opportunities for men and women

The aim is reached when all the structures and decision making processes are directed to the equal treatment of men and women regarding their sexuality, lifestyle and allocation of power, resources and jobs.

Once the reality is known, it is possible to go on following these steps:

- Establishing topics or areas for intervention;
- Defining the objectives of equality of opportunities to be achieved for each area of intervention;
- Setting actions to be carried out in order to achieve each equality objective;
- Determining the resources needed to carry out the actions and commitments of organizations and institutions to develop such actions.

Clarification of different terms

☞ **Equality of opportunity:** as political goal.

Equality of opportunity is a type of social justice advocating that a system is socially fair when everyone potentially has basically the same opportunities to access to social welfare and have the same political and civil rights.

Politically, is contrary to the affirmation that social justice is equality of results. Typically equal opportunities are preferred by the political right wing against effective economic equality, or equality of results preferred by the political left wing.

There is equality of opportunity when every person has the same potential access to a certain social or economic good. Equality of results on the other hand means that each person actually receives the same amount of social or economic good as anyone else.

For example, there is equality of opportunity in a raffle for a cake in which each person receives a raffle number. However, in this example there wouldn't be equality of results, and in the end a person would get the cake and others have nothing. Equality of results would exist if the cake is divided into identical pieces and shared among the participants.

☞ Gender Mainstreaming:

Gender Mainstreaming within the European Union (EU) was firstly defined by the European Commission (COM) in 1996 (COM (96) 67 final) as: (...) *mobilising all general policies and measures specifically for the purpose of achieving equality by actively and openly taking into account at the planning stage their possible effects on the respective situations of men and women.*

It was underlined that: *The systematic consideration of the differences between the conditions, situations and needs of women and men in all Community policies and actions, this is the basic feature of the principle of "mainstreaming" which the Commission has adopted. This does not mean simply making Community programmes or resources more accessible to women, but rather the simultaneous mobilisation of legal instruments, financial resources and the Community's analytical and organisational capacities in order to introduce in all areas the desire to build balanced relationships between women and men.*

A situation in which all human beings are free to develop their personal abilities and make choices without the limitations imposed by traditional roles, and considering, valuing and equally promoting different behaviours, aspirations and needs of men and women.

This approach identifies the different roles and tasks carried out by men and women in a society, helps to identify the causes that produce them and helps formulate mechanisms for overcoming these gaps, as the problem lies not in women or men, but in socially constructed relations of power and exclusion.

The goal is to achieve gender equality. The term of equality has been used in different contexts and traditions of thought, and therefore it is fundamental to enclose it. Following Adela Cortina equality term refers to equivalence in the sense that the subjects have the same value, and therefore are "equal". Equality admits differences but not inequalities.

Gender equality means a full and universal right of men and women to enjoy citizenship, not only political but also civic and social. This does not mean that women and men should become equal, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female. The means to achieve equality is gender equity, understood as justice in the treatment of women and men according to their respective needs.

☞ **Woman/man development:** ability to adjust for unequal treatment.

Along the history of mankind the biological differences between the sexes have resulted in inequalities between men and women when it comes to participate in society, being women the most disadvantaged because, in general, what "a man must do" is more valued than "what a woman must

do". Women neither participate the same way than men in social and political life where decisions are made about the future and evolution of our society. Having a look around, it is evident that women are less involved in all activities related to the public sphere.

☞ **Equal treatment:** prohibition of direct and indirect discrimination (equal inclusion, working conditions, sexual harassment).

Equal opportunities for women and men applied to employment is a balanced participation of men and women in the workplace thus avoiding discriminatory treatment based on sex and making the fundamental right of everyone to be treated on equal conditions.

The equal participation of men and women in the labour market allows a better use of the individual's capacity, achieving women and men to express themselves freely, without the existence of stereotypes and roles that determine their behaviour. This way, equality of opportunity allows identifying skills and abilities of people, regardless of social roles and stereotypes awarded.

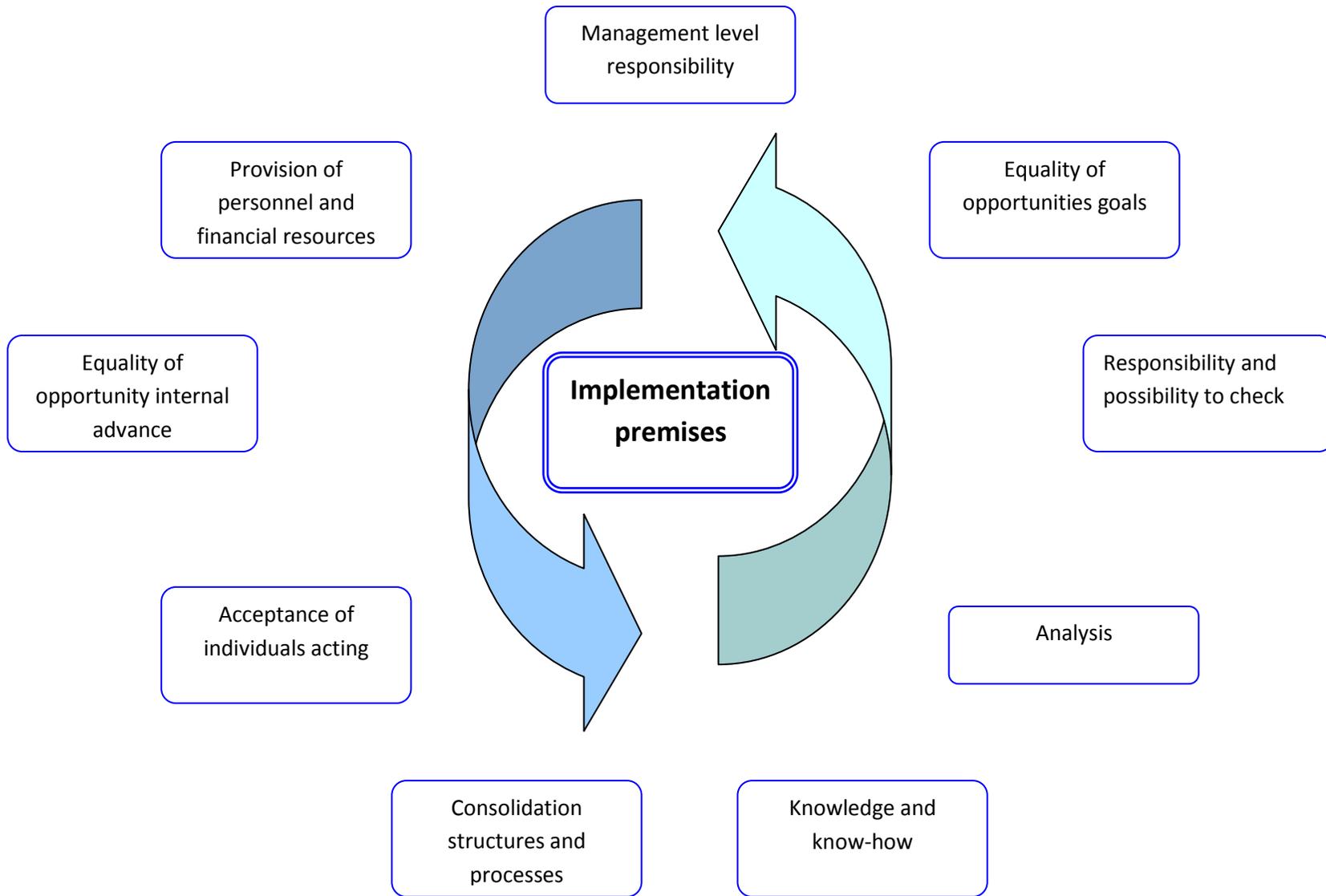
☞ **Progress of women:** Extending the principle of formal equal treatment. Promotion of measures for women. Is directed to adjust women discrimination in gender.

As opposed to "equality", the term discrimination means to separate, distinguish, differentiate with the intention that a party would benefit more than the other.

Direct discrimination involves giving inferior treatment to a person or group based on sex, racial, religious, politics, etc.

Today it is very difficult to find a case of what we call direct discrimination as it is penalized by law.

However, it is not rare to find cases of indirect discrimination because even though many laws, social standards or practices equally treat men and women, in the end they have a negative or unequal effect for women, because the baseline is of disadvantage for women with regard to the situation of men.



3- Gender Mainstreaming - Analysis

Procedure of processes oriented to the integration of gender dimension in the development of a project:

- Basic analysis
- Definition of objectives
- Development of measures
- Implementation
- Evaluation

a. Integrating the gender aspect - Matters relating to the implementation of a basic analysis.

- *What are the inequalities of gender integration aspect in the field of project intervention?*
- *Do men and women of the target group have different problems and needs? What are they?*
- *Are there specific barriers to the participation of gender integration? What are they?*

b. Integrating the gender aspect - Matters relating to the objective.

- *What equality of opportunity objectives have been integrated into the project's objectives?*
- *Have goals or partial goals relating to equal opportunities for men and women been defined?*

c. Integrating the gender aspect – Matters relating to the development of measures.

- *How to ensure the equal access and participation opportunities for men and women?*
- *How to ensure that women and men benefit equally from the project?*
- *How can we prevent a recurrence of the gender inequalities in the project?*
- *How does the project contribute to the reduction of inequalities?*

- *What possible options are available for the performance based on the results of the analysis?*
 - *What difficulties can arise in the practical implementation?*
 - *What option can be implemented to achieve the objectives in the best way possible? Why?*
- d. Integrating the gender aspect – Matters relating to implantation.**
- *Have you taken into account all the criteria for the implementation of the project?*
 - *What difficulties arose during the practical implementation?*

4- Gender Mainstreaming and gender equality in the EU.

Treaty on European Union- Article 2: The EU is founded on common values for all Member States including equality between women and men.

Treaty on European Union - Article 3: The EU shall combat (...) discrimination and shall promote (...) equality between women and men (...).

European Charter of Fundamental Rights - Article 23: Equality between women and men must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex.

Equal opportunities between men and women became a special task of the European Union and were defined as a horizontal objective for all policy areas. The promotion and EU funding is related to the realization of the strategy of gender integration (mainstreaming).

Equal opportunities within the European Union

Much of the European Union legislation focuses primarily on the impacts of sex discrimination in labour. These measures, which provide advantages in certain fields to one of the sexes, are necessary if you want to correct the difference that exists today. According to the Declaration of the International Labour Organization (ILO), a positive special treatment won't be considered discriminatory during a transitional period aimed at reaching an effective equality of genres. Positive action, far from undermining the principle of equality is an essential part of the program to carry out this principle.

The EU Strategy for equality between women and men 2010-2015

This Strategy represents the work programme of the European Commission on gender equality, aiming additionally to stimulate developments at national level and to provide the basis for cooperation with the other European institutions and with stakeholders.

The actions proposed by the EU follow the dual approach of gender mainstreaming (meaning the integration of the gender dimension in all policy areas) and specific measures.

The Strategy focuses on the following issues:

- Equal economic independence
- Equal pay for equal work and work of equal value
- Equality in decision-making
- Dignity, integrity and an end to gender-based violence
- Gender equality in external actions

Other EU tools for gender equality:

- The European Commission **Annual Report** on equality between women and men, focusing each year on a particular theme and identifying good practices of Member States.
- The **Advisory Committee** composed of Member State representatives, European social partner organisations and civil society. Their role is to advise the European Commission on policy and legislative initiatives.
- Better regulation and **Impact Assessment**. Gender mainstreaming is an integral part of the Commission's policymaking, including via the impact assessment and evaluation processes. The Commission will increase the knowledge base on gender equality.
- The **Gender Equality indicators**. These indicators were established under the Beijing Platform. These indicators cover different areas as women and poverty; education and training of women, women and health, violence against women, women and armed conflict; women and the economy; women in power and decision-making; institutional mechanisms for the advancement of women; human rights of women; women and the media; women and the environment and the girl child

Specific indicators in the field of women and environment are:

- Proportion of women and men in climate change decision-making bodies at the national level in the EU Member States
 - Proportion of women and men in climate change decision-making in the European Parliament and the Commission
 - Proportion of women and men in climate change decision-making bodies at the international level
 - Proportion of women and men among tertiary graduates of all graduates (ISCED levels 5 and 6) in natural sciences and technologies at the EU and Member State level
- The **European Institute for Gender Equality**. The Institute was established by Regulation (EC) No 1922/2006 and its office is in Vilnius, Lithuania.

Gender equality and the Structural Funds

The Structural Funds Regulation aims in particular and in terms of equality between women and men, to create new forms of work organization to the reconciliation of family and professional life, reduce gender disparities and promote no segregation in employment.

Gender Equality has been present as a key principle in the EU cohesion policy and their supporting frameworks.

In the last programming period (2007-2013) with the objective of encourage the Member States to make greater use of the Structural Funds in support of measures aimed at eliminating inequalities and promoting equality between women and men.

The General Regulation for 1083/2006 for the Structural and the Cohesion Fund dedicated a specific article (Art. 16) to “Equality between men and women and non-discrimination”. This Article, states that the Member States and the European Commission shall ensure that equality between women and men and the integration of the gender perspective is promoted during the various stages of implementing the funds.

The Social European Fund has been so far the main SF financing gender equality programs and projects. The European Social Fund Regulation 1081/2006, refer to the promotion of gender equality. Furthermore:

Art. 3.1, (b), (iii) specifies “mainstreaming and specific action to improve access to employment and increase sustainable participation and progress of women in employment, and to eliminate direct and indirect gender-based segregation in the labour market inter alia by addressing the root causes of the gender pay gaps”.

Art. 6 requests Member States to promote, in their operational programmes, gender equality and equal opportunities and to include a description of how this is organised throughout the policy cycle (preparation, implementation, monitoring and evaluation).

Art. 10 contains an obligation for Member States to report on the implementation of gender mainstreaming and of any gender specific action.

5. The gender and equality dimension of green jobs focused on the sustainability technician profile

Current worldwide lifestyle significantly influences climate and environmental conditions in general and its character and intensity is unsustainable from a long term perspective. To decrease environmental impact, it is absolutely urgent and necessary to change current conditions to a green economy that is socially, economically and ecologically sustainable.

To preserve and protect the environment while creating a fair society where all basic needs are met in equal conditions for every human being (present and future) is absolutely necessary. Therefore, gender equality is an integral part of the on-going transition towards a green economy that must be “green for all”, as the European Parliament has stated.

As part of this transition and talking about jobs, two trends are in place:

- The creation of the so-called “green jobs” in a wide range of sectors, mainly energy industries (renewable energies), construction (energy-efficient buildings, machines and new materials), transport (ecological systems and vehicles, eco-mobility), agriculture and food industries, technology and IT research, etc.
- The greening of traditional jobs in traditional sectors such as health, food production and processing, retail trade, tourism, administration, advertising, management, education, etc. This means new skill requirements to fulfil environmental standards.

The creation of new green jobs has a huge potential as an engine of development but implies certain risks: it strongly depends on the training, skills and experience of workers and it tends to concentrate in traditionally-male dominated industries and occupations.

On the other hand, the traditional sectors that should also be part of the conversion to a sustainable economy such as administrative jobs, health, education and care services, etc. are currently more female-dominated sectors.

For these trends to be changed under a gender equality perspective, both education and the fight against traditional behaviours and stereotypes are basic. Furthermore, green jobs are not necessarily fair. Education and employment policies have to take all this aspects into account implying awareness rising within the decision making bodies.

The starting point

Several studies have shown that women's consumption patterns are different than those of men (less energy intensive, less resource intensive) and moreover their willingness to act environmentally friendly and initiate green actions seems to be stronger comparing to men.

This should be an advantage to start with when talking about women's participation in a green economy (all levels: decision making, education choices, job career) but the reality is that women have to face many barriers:

- Women are usually under-represented in sectors more likely to create new green jobs (science and technology intensive jobs) because...
- They often lack the necessary skills, qualifications and experience to take advantage of opportunities in the green economy because...
- They are less likely than men to choose scientific and technological subjects; vocational training programmes are still seen in certain countries as male-oriented both because...
- They are influenced by traditional social and cultural gender roles and by insufficient gender-sensitive career counselling and guidance and the absence of models.

In addition to these access difficulties, women are also under represented in decision making bodies, partly because of the above mentioned causes and partly because of the work-life balance and existing inequalities (gender pay-gap) that currently makes it more difficult for women to reach these positions.

The gender dimension of job creation in a green economy has so far been relatively absent from policy initiatives leading to gender inequalities.

Education is key to break the stereotypical view of women in certain industrial sectors and occupations and to incentive women to have a positive look to green careers having in mind that green jobs can be a chance for anyone, starting with any skill level in multiple ways and sectors, at any age.

Green economy needs both men and women to reach its full potential and qualified entrepreneurs and skilled workers are fundamental on the process.

The way ahead

There is a transition in place and gender equality needs to be present in all environmental areas including decision making bodies, which would ensure women voice in planning and realizing environmental, energy and green jobs policies, as well as their contribution to the development of new policy proposals in the field.

To achieve the equality of men and women in the contest of a greening economy, women need to have the same skills, qualification and competences of men.

For this to be a fair reality, many measures and policies need to be launched or reviewed under a gender perspective:

- There is a need for specialized education and training for green or greening jobs. Competence and qualifications of both women and men must be the same so they can compete on an equal basis for employment and individual career development.
- There is a need to promote sustainability expertise and the equal participation of women in education and training programmes must be ensured.
- There is a need to fight against traditional gender-roles and stereotypes in education, job career and reconciliation of family and working life.
- There is a need to increase women's participation in decision-making and social dialogue.
- There is a need to support sustainable enterprises and green entrepreneurship run by women specialized in environmentally friendly technologies and environmental protection.

The equality between women and men on the contest of green jobs will enrich the economy by benefiting from the talent and resources of everyone. The different perception of risk assessment, different level of consumption and consumption patterns, diverse willingness to preserve the environment of women and men can lead to wider perspectives, multiple points of view and more complete solutions for the challenges of environmental and employment policies and the combination of both. When managing green jobs creation, special attention should be paid on the green areas where the unemployment of women is extremely high.

As labour market is not currently equal for women and men, a transition to a sustainable economy must ensure equal access conditions to green and greening jobs for the whole society, starting with education and training in environmental issues under gender equality. In order to assure the diversity of points of view, women and men must have the same opportunities to influence.

6. Supporting resources

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