



*Presidenza del Consiglio dei Ministri*  
**Dipartimento per i Diritti e le Pari Opportunità**

**W.In.D.**  
**Women In Development**

**Strategies and experiences carried  
on local development processes at a  
European level**

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# **European Report's Structure (1)**

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# European Report's Structure (2)

- **Female participation into local development process**
  - ✓ European strategies to support female participation into local development process
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- **Gender mainstreaming into local development interventions**
  - ✓ European strategies to internalise gender mainstreaming into local development interventions
  - ✓ Action Plan/Programmes/specific Policies on GM at Regional/Local Level
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# The role of gender equality and local dimension in development

**Strong positive correlation emerges between economic growth and gender equality**

Both equity and efficiency arguments to support women presence in (local) labour markets and in policy making. Discrimination and segregation entail inefficiency. The benefits for the (local) economy of the elimination of discrimination, come from the better utilisation of resources which may enhance the competitiveness of the (local) economy.

# The role of gender equality and local dimension in development (2)

Several reasons for which local dimension assumes a strategic role in the implementation of gender equality (gender mainstreaming and positive actions):

- ✓ The local level is becoming increasingly relevant in the design and implementation of most policies
- ✓ The adoption of a gender mainstreaming approach is easier to be accomplished at the local level
- ✓ At the local level it is probably easier to involve all the relevant actors
- ✓ The involvement of women and their representatives in decision making at the local level has positive effects in the implementation of gender equality policies
- ✓ All relevant local actors can play an active role in pursuing gender equality policies

# Gender equality in the EU an overview (1)

Persisting gender gaps in the European labour markets and in social, political and economical participation:

1. In almost all Member countries the unemployment rate for women is systematically higher than for men (EU25: 2 percentage points) and women's employment rate remain lower than men's (EU25: 15 percentage points).
2. The gender pay gap remains high even when accounting for compositional effects of the workforce and of the employment position.
3. Gender segregation across sectors and occupations is high even in Nordic countries.

# Gender equality in the EU an overview (2)

European strategy to tackle these gaps:

1. Gender equality, as defined by the Council of Europe (1998), “means an equal visibility, empowerment and participation of both sexes in all spheres of public and private life. Gender equality is the opposite of gender inequality, not of gender difference, and aims to promote the full participation of women and men in society.”
2. In tackling Gender equality the EU has adopted a dual approach strategy which encompass both proactive intervention (gender mainstreaming) and reactive intervention (specific measures such as policies tackling gender gap, reconciling policies, etc).

# Gender equality in the EU an overview (3)

3. Gender mainstreaming requires the mobilisation of actors and resources, which have important implications for policy making:
- ✓ it suggests that equal opportunities for men and women are no longer reachable through gender specific policies alone, but require a holistic approach, which incorporates equality goals into all traditional policy areas. This means horizontal integration, across all policy areas, and vertical integration through all levels of the policy hierarchy;
  - ✓ this approach assumes that in order to achieve equality it is necessary to transform and innovate the policy-making process and the institutional or power relationships with the adoption of an equality approach at all stages of the policy cycle.

# Female participation into local development process

- All the 25 Member States of the European Union, in compliance of the Beijing Declaration, have developed political institutions in order to facilitate the integration of the gender equality principle in all actions and processes (mainstreaming) at governmental and parliamentary level.
- The forms of administrating gender equality policy and gender mainstreaming process greatly varies among MS.

# Gender mainstreaming into local development interventions (1)

- At national level all Member States have some written documents as formal political support for the implementation of gender mainstreaming. (apart from Poland and Slovakia).
- The obligation to conduct gender mainstreaming as a strategy to reach gender equality can be adopted either legally, (in the constitution, in the gender equality act, as a separate law) or as a governmental instruction.
- In some Member States the adoption of gender mainstreaming is formulated as a plan or a program.

# Gender mainstreaming into local development interventions (2)

As regards specific National plans for gender mainstreaming approved by government or parliament, MS can be clustered into for types:

1. States with plans for gender mainstreaming (Austria, Denmark, Estonia, Finland, Germany and Sweden);
2. States with mixed plans for gender equality policy and gender mainstreaming (France, Latvia, Lithuania, Luxembourg, The Netherlands, Portugal);
3. States with gender equality plans but no have a special plan for the implementation of gender mainstreaming (The Czech Republic, Greece, Hungary, Slovenia, Spain);
4. States without plans - neither have plans for gender equality policy nor for gender mainstreaming (Belgium, Cyprus, Italy, Malta, Poland, Slovakia, United Kingdom)