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**Forum:** Special Focus 2: Sustainable Development

**Issue:** The question of gender mainstreaming in economic development with a special emphasis on the gender wage gap.

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## Introduction

For decades, gender has been a discriminatory fact in business and careers. Especially women were, and still, are being discriminated according to gender roles. According to these gender roles, women must be home-makers, take care of children, do housework, and have other responsibilities. As a consequence of this societal point of view, company owners are prone to reject female applicants more often. Additionally, women who have jobs are less likely to get promoted in their jobs. In this case, the concept of gender mainstreaming steps in to prevent and equalize the circumstances for both genders.

Gender mainstreaming is a public policy concept which assesses the consequences of planned policy actions, including regulations and programmes, on different genders. This concept prioritizes and ascertains gender equality among all policy areas. Gender mainstreaming also encompasses Gender Budgeting, which aims to prepare budgets and analyze policies from a gender perspective. However, Gender Budget does not focus on creating separate budgets for women or it does not only increase spending on women's programmes. It mainly focuses on addressing budgetary gender inequality concerns.

It is also certain that gender mainstreaming has a solemn role in Gender Wage Gap and economic development. But the question is, can this strategy mark a milestone for both economic development and gender wage gap?. According to Sylvia Walby (an important sociologist), gender mainstreaming 'is a new and essentially contested form of feminist politics and policy, existing in the tension between the mainstream and interventions to secure gender equality. Even though its origins are in feminist activism, the proliferation of gender mainstreaming in public sector agencies has seen it become most visible as a practice of governance. Gender analysis begins from the premise that policy routinely (re)produces gender as a relation of inequality. To intervene in those routine policy practices, gender mainstreaming suggests the need for sex-disaggregated statistics and a well- developed understanding of gender as a product of social and political processes.

## Definition of Key Terms

**Gender Roles:** Gender roles are the social roles that society deems people suitable for. For instance, according to gender roles, women should take care of the house and children, while men should work hard and earn money.



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**Economic Development:** The process of transforming into a modern, sophisticated and prosperous economy.

**Gender Discrimination:** Also known as 'Gender Inequality', Gender Discrimination claims that men and women are not equal, and it claims that one gender is superior to the other. To illustrate, if a company or a workplace rejects a candidate because of their gender, this will be gender discrimination.

**Gender Responsive Budgeting:** Budgets ascertain how public funds are used, how it is being raised and who has a benefit from these budgets. Hence, applying undertakings for gender equality needs measures in order to include a gender perspective in budgeting and planning frameworks and investment in addressing gender gaps. However, Gender Responsive Budgeting does not merely increase spending on women's programmes or it does not create separate budgets for women.

**Sustainable Development Goals:** Sustainable Development Goals, also known as 'the Global Goals,' are a set of 17 goals which were set by the United Nations. Reaching 169 targets may result in achieving all 17 goals. The goals are:

- Goal 1: No poverty
- Goal 2: Zero hunger
- Goal 3: Good health and well-being
- Goal 4: Quality education
- Goal 5: Gender equality
- Goal 6: Clean water and sanitation
- Goal 7: Affordable and clean energy
- Goal 8: Decent work and economic growth
- Goal 9: Industry, innovation and infrastructure
- Goal 10: Reduced inequalities
- Goal 11: Sustainable cities and communities
- Goal 12: Responsible production and consumption
- Goal 13: Climate action
- Goal 14: Life below water
- Goal 15: Life on land
- Goal 16: Peace, justice and strong institutions



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- Goal 17: Partnership for the goals

## Background Information

### Gender Wage Gap

Before the early 1960's job postings of women and men were separate. Jobs were entitled and classified according to sex. Higher level and more qualified jobs were generally listed for men. Even though a job would assign both men and women, their pay scales were different. This discriminatory matter lasted until the Equal Pay Act.

As soon as the Equal Pay Act was in effect, it became illegal to pay a lower rate for women. In 1970, two landmark court cases were served to promote the Equal Pay Act. *Schultz v. Wheaton Glass Company* had put different titles for the same job that was performed by both men and women. However, according to the Equal Pay Act, an employer is not allowed to change the job titles of women to pay them less. This case was significant for both the Equal Pay Act and the limitations of the equal pay chapter of the Civil Rights Act. The second case was the *Corning Glass Works v. Brennan* case. The Supreme Court declared that Corning violated the Equal Pay Act since they paid male night shift inspection workers higher wages than female night shift inspection workers.

### Gender Mainstreaming

While the fights to close the gender wage gap were continuing in the 70s, the idea of Gender Mainstreaming had not yet been discovered. The birth of Gender Mainstreaming was in the Third United Nations Conference on Women which was held in 1985. In this conference, existing policies were being criticized exceedingly, which caused a demand for the integration of women into the mainstream. This demand was also reflected in the Final Report from Nairobi. Even though this paper does not contain the idea of 'Gender Mainstreaming', Third United Nation Conference on Women is one of the most crucial events which helped to develop the strategy of Gender Mainstreaming.

In 1994, Steering Committee for Equality between women and men was set up by the Council of Europe. For the first time ever, the strategy of Gender Mainstreaming was taken up to the level of the Council of Europe. Furthermore, the Council of Europe regarded equal opportunities for men and women as one of the primary tasks of the European Union at its conference in Essen in 1994.

At the 4th World Conference on Women in Beijing, which was held in 1995, Gender Mainstreaming gets acknowledged as a strategy in international gender equality policy. After this conference, Member States had to conceive a concept for the implementation of Gender Mainstreaming as part of their strategies for the accomplishment of the 4th World Conference on Women.

In the early 1997's, as a consequence of a strategy paper that was submitted by the Inter-Directorate Group, the European Commission started to appoint Gender Mainstreaming Officers in order to develop some of the Gender Mainstreaming policies. Also in 1997, the European Parliament recommended continuing the double strategy to achieve gender equality.

It was March 1998 when the European Commission published a very significant report about equal opportunities for men and women. This report contained information about past experiences



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with Gender Mainstreaming and criteria for the future of the process. In 2001, the 5th Action Programme on Gender Equality started.

The purpose of the 5th Community Programme on Gender Equality was, in particular, to lend assistance and back up the Community framework strategy on gender equality. This programme lasted until 2005. In recent years, few reports have been submitted about Gender Mainstreaming. In addition, none of them were sufficient enough to promote and improve this strategy.

## Timeline of Major Events

1985	Third United Nations World Conference on Women in Nairobi, Gender Mainstreaming Strategy was first proposed in this conference.
1994	Steering Committee for Equality between men and women was set up by Council of Europe.
1995	4th United Nations Conference on Women in Beijing
1996	European Commission takes the strategy of Gender Mainstreaming on as a duty.
1997	European Commission assigns Gender Mainstreaming Officers
1998	Council of Europe defines the meaning of 'Gender Mainstreaming
1999	Treaty of Amsterdam enters into force
2001	5th Action Programme on Gender Equality
2003	European Parliament's resolution on gender mainstreaming in the European Parliament
2005	Report on the equality of women and men in the European Union
2006	Fiftieth Session of the UN Commission on the Status of Women
2007	European Institute for Gender Equality
2007	Treaty on the functioning of the European Union



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## Major Countries and Organizations Involved

### EUROSTAT

Eurostat is the Directorate-General of the European Commission which is located in Luxembourg. Its primary responsibilities are to ensure statistical information to the institutions of the European Union, to promote statistical methods among member states of European Union and candidates for accession as well as EFTA countries. This organisation conducts a crucial survey called 'Structure of earnings survey'. Structure of earnings survey provides information about earnings, individual characteristics of employees (sex, age, occupation, length of service, educational level) and their employer (economic activity, size of the enterprise, etc.). This survey is conducted every four years in the Member States of the European Union. First survey was conducted in 2002.

### Organisation for Economic Co-operation and Development (OECD)

This organisation was formed in 1948. Its missions are promoting the policies that will improve the welfare of people both economically and otherwise, expediting global trade, and most importantly analysing, publishing and researching in economic and social development, finance, trade, the environment, etc. This organisation's statistics, analyses, researches about gender wage gap has enlightened and spread awareness about the issue immensely.

### Austria

The city council of Vienna took several gender mainstreaming measures for areas and public facilities in the late 1960's. Marking emergency escape paths by a square table featuring a long-haired lady running in her high heel boots, including 'unisex' playgrounds for city parks were one of those measures.

### European Union

European Union officially put the gender streaming on their agenda for the first in the 1990s. In 1991, gender mainstreaming strategy was introduced in the European Community as a part of the Third Action Programme on Equal Opportunities. In 1990, European Women's Lobby was created as an important organisation at EU level. In 1997, gender mainstreaming has become a part of the European Employment Strategy, which is a concept by European Council. As seen, European Union encourages and promotes gender mainstreaming exceedingly.

## Previous Attempts to Solve the Issue

### Treaty of Rome (1957)

Equal pay for men and women was introduced in 1957 as an article within the Treaty of Rome.

### Fourth Equal Opportunities Programme (1996-2000)

In the fourth medium-term programme for action on equal opportunities for women and men, Gender Mainstreaming is the central theme. This programme aimed to promote equal opportunities for men and women. In order to achieve the aim, the programme focuses upon the following six objectives:



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- promoting the integration of equal opportunities into all policies and actions;
- mobilising those who play an active role in economic and social life in order to achieve equal opportunities for women and men;
- promoting equal opportunities in a changing economy, particularly in the fields of education, vocational training and the labour market;
- reconciling family and working life for women and men;
- promoting balanced participation of women and men in decision-making;
- enabling people to exercise their right to equal opportunities.

## Treaty of Amsterdam (1997)

The Treaty of Amsterdam proclaimed the advancement of equality between women and men to be a significant task of the EU. The treaty also urged Member States to promote gender equality in all areas

## 5th Action Programme on Gender Equality (2001-2005)

As mentioned in the Background Information, 5th Action Programme on Gender equality aims to lend assistance and back up the Community framework strategy on gender equality. The 5th Action Programme on Gender Equality intends to promote and disseminate the values and practices gender equality. Furthermore, it aims to engrain understanding and awareness about gender equality. Moreover, it aims to gather more people to promote gender equality.

## European Parliament resolution on gender mainstreaming in the European Parliament (2003)

European Parliament's first resolution on gender mainstreaming strategy. The resolution suggests the implementation and adoption of the gender mainstreaming strategy.

## Roadmap for equality between women and men (2006-2010)

The "Roadmap for equality between women and men 2006 - 2010" of the European Commission ensures:

- inter alia, to promote the elimination of wage differences between men and women
- the fighting of people trafficking
- work-life balance
- supporting gender budgeting and the equal treatment of the sexes all around the world.

These areas of action were prior for the period from 2006 to 2010 :

- equal economic autonomy for women and men;
- a better working, family and private life
- promoting equality of men and women in decision-making processes
- eliminating gender-related violence, gender-related people trafficking and gender roles (or as known as gender stereotypes)
- promoting gender equality outside of European Union.



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## Treaty on the functioning of the European Union (2007)

The Treaty takes gender mainstreaming into account in the following fields: Principle of gender mainstreaming: ‘In all its activities, the Union shall aim to eliminate inequalities, and to promote equality between women and men’ (Article 8).

## Possible Solutions

There are several possible ways to use gender streaming for the sake of economic development and closing the gender wage gap. And raising awareness is one of them. Awareness should be raised about gender discrimination & gender wage gap, and its devastating effects on the economy.

As mentioned in the introduction, one of the facts that handicap women to get promoted or find a job is them being responsible for nearly every household duty. Supporting these women may lead to tremendous progress on both gender mainstreaming and the gender wage gap.

In order to develop the Gender Mainstreaming strategy, more Gender Mainstreaming Officers should be assigned, people should be educated about the strategy of Gender Mainstreaming and they should be encouraged to practice it. Also, introducing gender mainstreaming into particular units of an organization may be considered as a solution. Such pilot projects might be very useful, to illustrate, these projects may contribute to the acceptance of gender mainstreaming within an organization.

Women’s leadership capacity should be strengthened by using participatory strategies. This can be achieved with participatory planning and monitoring processes, or strategies which enable women to work together or gain support from each other.

Lastly, gender perspectives should be involved in the formulation of the policy issue/question to be addressed. The scope to examine gender issues and to develop a constructive approach to gender roles & inequalities should be determined by the definition of the issue. This action will prevent narrow definitions of the issue. Furthermore, it will increase the consideration of gender issues. Gender perspectives should also be taken into account in the when it comes to the determination of who will be consulted and how on matters. For instance, the formulation of the issue, the definition of information needs, and assessment of options.

## Useful Links For Further Research

<https://www.coe.int/en/web/genderequality/gender-mainstreaming>

<http://www1.aucegypt.edu/src/engendering/definitions.html>

<https://www.wien.gv.at/english/administration/gendermainstreaming/principles/five-principles.html>

[https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/equal-pay/gender-pay-gap-situation-eu\\_en](https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/equal-pay/gender-pay-gap-situation-eu_en)

<https://eige.europa.eu/news-and-events/news/gender-equality-boosts-economic-growth>



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<https://www.idrc.ca/en/economic-growth-and-gender-equality>

[https://www.ilo.org/empent/Publications/WCMS\\_141223/lang--en/index.htm](https://www.ilo.org/empent/Publications/WCMS_141223/lang--en/index.htm)

[https://unctad.org/en/Docs/ditctncd200713\\_en.pdf](https://unctad.org/en/Docs/ditctncd200713_en.pdf)

[http://www.oitcenterfor.org/sites/default/files/file\\_recurso\\_didactico/wcms\\_141223.pdf](http://www.oitcenterfor.org/sites/default/files/file_recurso_didactico/wcms_141223.pdf)

[https://www.jstor.org/stable/10.20851/j.ctt1t30564.15?seq=1#metadata\\_info\\_tab\\_contents](https://www.jstor.org/stable/10.20851/j.ctt1t30564.15?seq=1#metadata_info_tab_contents)

[https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms\\_540889.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_540889.pdf)

<http://www.un.org/womenwatch/osagi/pdf/e65237.pdf>

<http://www.unesco.org/new/fileadmin/MULTIMEDIA/HQ/SHS/pdf/Gender-Mainstreaming.pdf>

<https://rm.coe.int/1680630394>

[http://ec.europa.eu/employment\\_social/equal\\_consolidated/data/document/gendermain\\_en.pdf](http://ec.europa.eu/employment_social/equal_consolidated/data/document/gendermain_en.pdf)

[https://www.afdb.org/fileadmin/uploads/opev/Documents/Evaluation\\_Matters\\_March\\_2014\\_-\\_Gender\\_Inequality\\_and\\_You\\_-\\_article\\_9\\_.pdf](https://www.afdb.org/fileadmin/uploads/opev/Documents/Evaluation_Matters_March_2014_-_Gender_Inequality_and_You_-_article_9_.pdf)

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UN Women’s “Resources and Tools for Capacity Development on Gender Mainstreaming within the United Nations System” Repository, 10 February 2015.

<http://www.unwomen.org/-/media/headquarters/attachments/sections/how%20we%20work/unsystemcooordination/resources%20and%20tools%20for%20capacity%20development%20on%20gender%20mainstreaming%20within%20the%20un%20system.pdf?la=en&vs=1132>

European Institute of Gender Equality, “What is gender mainstreaming”, 13 January 2017.

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