



Berlin, July 2003

Current state of the implementation of gender mainstreaming in the work of the Federal Government

1. Statutory background and implementation concept

With its cabinet decision of 23 June 1999 the Federal Government, based on the national objective enshrined in Article 3 para 2 sentence 2 of the Basic Law, recognised the equality of women and men as a consistent principle guiding its governance and decided to promote this endeavour by means of the gender mainstreaming strategy. Adopted on 26 July 2000 subsequent to this decision, section 2 of the Joint Rules of Procedure of the Federal Ministries requires all departments to observe this approach in all political, normative and administrative measures of the Federal Government. Section 2 of the Federal Equality Act also stipulates the gender mainstreaming principle.

To implement these provisions, the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth developed a relevant concept built around the Interministerial Working Group on Gender Mainstreaming (IMA). The IMA constituted itself in May 2000 with the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth as its central co-ordinator. It includes heads of directorates-general from all ministries who are responsible for introducing gender mainstreaming in their respective ministries. As a motor of the further development and implementation of gender mainstreaming, the IMA takes up results from the working level and transfers them in a top down approach into the ministries. The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth co-ordinates the IMA; responsible for doing so is the IMA's National Agency that, since February 2003, has been located at the cross-directorate-general division on Gender Mainstreaming at the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth.

Identifying a guiding principle for the implementation of gender mainstreaming, the IMA agreed on that each department is itself responsible within its remit for the implementation of the measures agreed upon.

Projects of **phase 1 of the implementation process (2000 - 2002)**, as agreed by the IMA:

- All ministries organise, on their own responsibility, further training and sensitisation measures for their staff including executives.
- Every ministry pilots gender mainstreaming by carrying out at least one project.
- Instruments for the implementation of gender mainstreaming in administrative practice are to be developed and organisational structures built up.
- The Federal Ministry for Family Affairs, Senior Citizens, Women and Youth manages the public relations work on gender mainstreaming and the implementation process within the Federal Government, involving the ministries.

2. Objectives reached and outcomes of phase 1 of the implementation process

a) Further training

In line with what had been agreed upon, the ministries have carried out numerous measures on the information and sensitisation of their staff. Some ministries have included gender mainstreaming modules in their in-house further training events.

b) Pilot projects

Pilot projects have been carried out or at least launched at all ministries: a total of 34 projects. Some ministries resorted to outside expertise for their pilot projects.

The pilot projects cover the full spectrum of political administrative activity and can be categorised by the following subjects:

- Measures to activate third parties (e.g. promotion guidelines, commissioning of research, public relations),
- Legislative projects, and
- Approaches involving intradepartmental management (such as organisation of administrative routines, personnel development concepts).

Those in charge of the pilot projects regularly share their experiences in three relevant working groups.

c) Instruments and organisational structures

The pilot projects have produced initial findings and instruments that were presented by the respective ministries in the IMA setting: e.g. Federal Ministry of the Environment (Gender Impact Assessment for Specialised Tasks of the Ministry), Federal Ministry of Health and Social Security (Gender mainstreaming in the allowance field - pilot project on professional rehabilitation), Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (Guidance on department-commissioned research; legislative projects manual), Federal Ministry of Economics and Labour (Gender mainstreaming in public relations - pilot project economic report 2001), Federal Ministry of the Interior (further training event for that Ministry's heads of division on the proper implementation of gender mainstreaming).

In some ministries, structures (e.g. working groups across the directorates-general) were created for the in-house introduction of gender mainstreaming. This form of implementation has proven its worth for the development and enforcement of projects and instruments, the sustained securing of the results and the promotion of acceptability.

d) Public relations

In April 2002, an Internet presentation of the Federal Government on gender mainstreaming was designed by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth and activated (www.gender-mainstreaming.net) It includes links to the individual ministries and their pilot projects. It has been agreed that the ministries publish relevant information on their individual pilot projects on their own home pages and on their own responsibility. Visitors of the Gender Mainstreaming Homepage have the option to contact the National Agency on Gender Mainstreaming at the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth if they have any questions on the implementation process.

3. Further measures: Phase 2 of the implementation process (starting 2003)

The coalition agreement affords a sound basis for carrying forward in the new legislative period what has been attained so far.

Excerpt from the Coalition Agreement of 16 October 2002 on Gender Mainstreaming:

“We will continue our large social policy reform package to implement the “equality of women and men”. Only a gender-equity policy allows the modernisation of our society. Article 3 of the Basic Law requires us to establish the framework conditions that facilitate the equitable sharing of power and responsibility between the genders. We are striving to achieve a speedy implementation of gender mainstreaming. The translation into actual reality of the equality between women and men is a consistent guiding principle pursued by the Federal Government in every ministry...

Gender mainstreaming is to be established in a sustained manner throughout all ministries of the Federal Government as a method to implement article 3 of the Basic Law. Gender Budgeting forms part of this strategy. We will build up a gender competence centre that supports the introduction of gender mainstreaming in all policy fields, initiates research, co-ordinates knowledge and will train experts.

We will regularly draft a report on the state of the equality of women and men in the Federal Republic of Germany.”

For **Phase 2 of the implementation process**, the IMA has identified and agreed upon the following:

- The main task of the IMA is the transposition of the implementation process gender mainstreaming into application routines.

For this purpose, any unfinished pilot projects are to be completed by September 2003 by the respective ministry in charge by means of a final report or the presentation of the developed procedure to the IMA: Developed by the ministries, the instruments are to be concerted by the IMA to shape them in such a way that can be used by everyone. Starting 2004, the instruments and further findings resulting from the pilot phase are to be available to

the Federal administration via a knowledge network (equality manual and intranet). Subsequently, existing instruments are to be optimised and further instruments for use routines elaborated. With the foregoing, the knowledge network is to be continuously developed further.

The ministries are to set up sustainable organisational and information structures and optimise existing ones to secure the further implementation of gender mainstreaming in their ministries.

Gender competence, i.e. sensitivity for the gender impacts of policies in each subject area and the methodological skills of how to use gender mainstreaming as a strategy, is of major significance. Gender competence must be ensured on all levels of the hierarchy, particularly through:

- Basic training and further training. Here, more courses and schemes offered by the BaköV (Federal Academy of Public Administration) are to be developed and used.
- The knowledge network
- Optimisation and continuation of the information offered on the website (www.gender-mainstreaming.net) and the brochure
- Establishment of the gender competence centre at the Humboldt-Universität of Berlin in October 2003

The Gender Competence Centre at the Humboldt-Universität is a free-standing research and consulting facility that is expected to support especially the implementation of gender mainstreaming in the Federal Government.

The Centre is to assume the function of coordinator and intermediary between the ministries on the one hand and the gender experts, institutes and practitioners on the other. It is to be a competition-neutral interface between the two sides in the consultation process.

Therefore, the Centre's prime task will be to cover the initial counselling demand of the Federal Ministries. This will be done by providing ad hoc counselling to the ministries, specifically, by supporting the work of their subject specialists. Moreover, experts are to be given information and, where appropriate, also targeted offers to enable them to fully meet the ministries' demand for in-depth counselling. For these purposes, good use will be made

of the Humboldt-Universität's gender competence, where the "Centre for transdisciplinary gender studies" already has relevant literature and data and looks into gender issues in 15 fields. The Gender Competence Centre will ease the burden on the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, as it will have to do less counselling on isolated issues and will thus be able to focus more strongly on gender policy model policies and the implementation process as such. While the Competence Centre cannot accomplish anything without the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth with its responsibility for implementation, this Centre will be able to attract more publicity and bring about the greater knowledge transfer that are vital for equality policy.

One of the next steps on the agenda is to have a sub-working group set up by the IMA GM on 2nd July 2003 develop suggestions on how to implement gender budgeting in the Federal Government. Gender budgeting is the financial policy instrument of gender mainstreaming and mainly involves a gender sensitive analysis and reporting of budgetary approaches.

For further information, please do not hesitate to contact:

Federal Ministry for Family Affairs, Senior Citizens, Women and Youth
Gender Mainstreaming Division
D – 11018 Berlin

fon: ++49 (0) 1888-555-0

email: gender-mainstreaming@bmfsfj.bund.de

www.bmfsfj.de

www.gender-mainstreaming.net