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Gender Mainstreaming

Industrial cooperation programme in the Global South through technology transfer from Japan
(Global South project)

Agenda

1. Gender, Gender Mainstreaming, and other concepts
2. Gender in today's world
3. UN and other global frameworks on gender mainstreaming
4. UNIDO and gender mainstreaming
5. Global South project and gender mainstreaming
   a. Gender Marker and our requirements
   b. What can you do? Example of gender mainstreaming actions
6. Q&A

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Gender and Gender Mainstreaming

Gender – A marker of identity

- Socially and culturally defined/contextualized ideas and expectations of what it is to be "male" or "female."

Gender Mainstreaming – A tool

- Process of including and reflecting needs and interests of women, men, girls and boys into organization's, system's, program's, and project's strategies, initiatives, culture, and operations.
- It is a strategy to ensure that women and men equally benefit from opportunities and gender inequality, discrimination, and bias are not perpetuated.
- The goal of gender mainstreaming is gender equality.
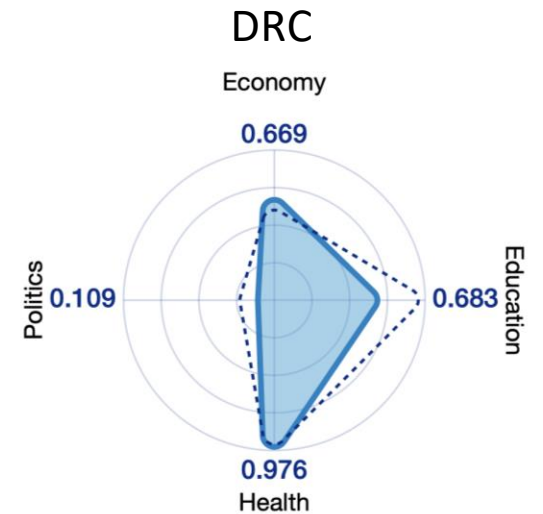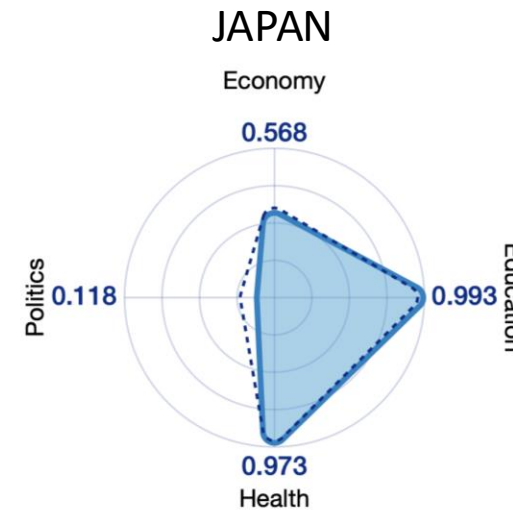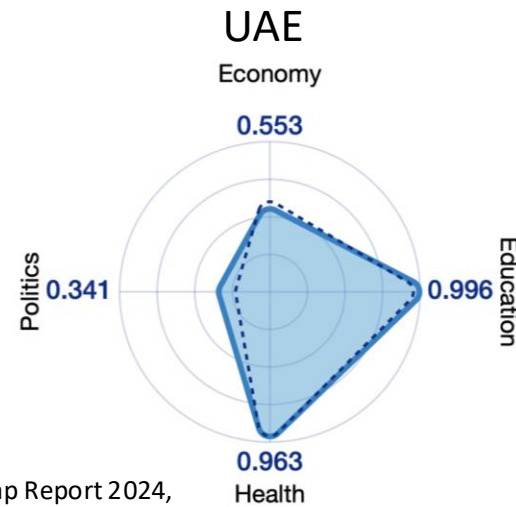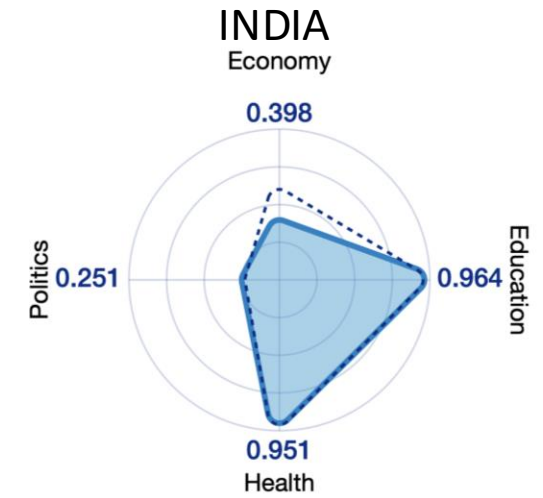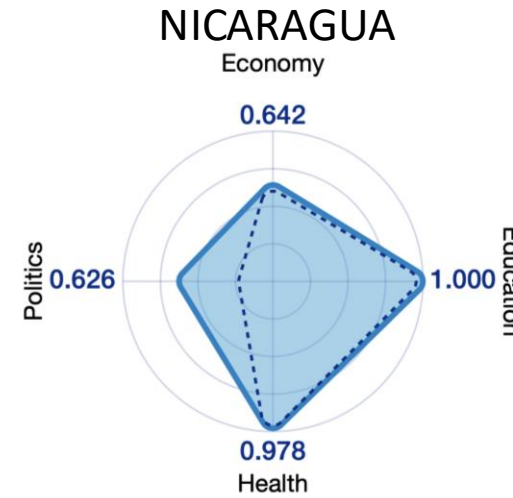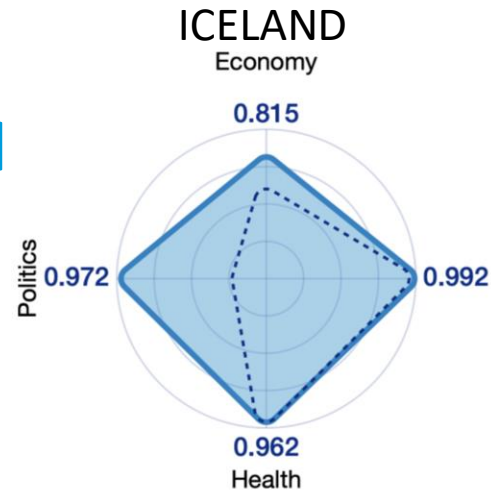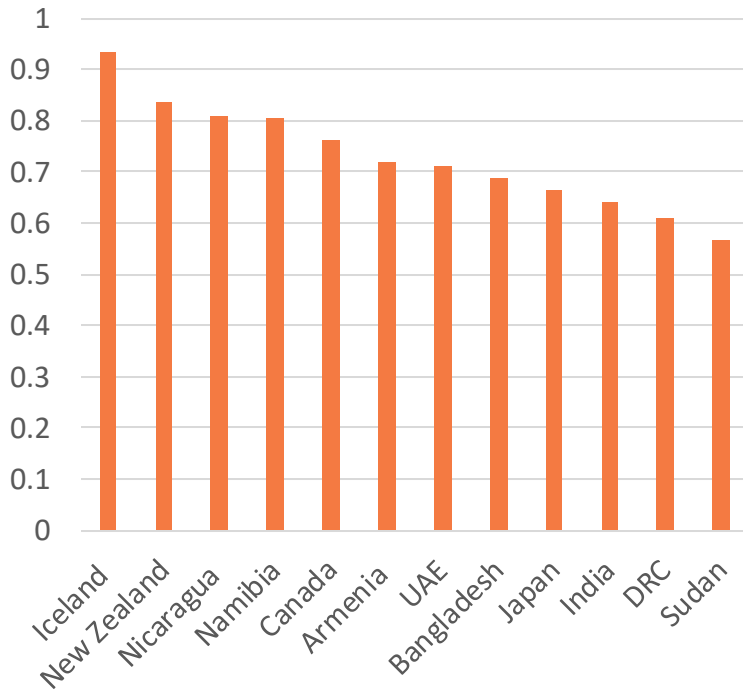
Gender Equality – A goal

- The state of all individuals – women, men, boys, and girls - being equal in status, rights, opportunities, access to resources, and of being valued equally.

Source: All definitions are in line with those presented in the Gender Equality Lexicon by the Bill and Melinda Gates Foundation (see the slide, "References" for more detail.

Gender in today's world

Gender Parity

ICELAND
Economy
0.815
Politics 0.972   Education 0.992
0.962
Health

NICARAGUA
Economy
0.642
Politics 0.626   Education 1.000
0.978
Health

INDIA
Economy
0.398
Politics 0.251   Education 0.964
0.951
Health

UAE
Economy
0.553
Politics 0.341   Education 0.996
0.963
Health

JAPAN
Economy
0.568
Politics 0.118   Education 0.993
0.973
Health

DRC
Economy
0.669
Politics 0.109   Education 0.683
0.976
Health

All data and images on this slide are sourced from the Global Gender Gap Report 2024, World Economic Forum (see slide on "References" for further detail)

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UN Sustainable Development Goals (SDGs)

Goal 5: "Achieve gender equality and empower all women and girls"

Images on this slide are extracted from the "KnowSDGs Platform" of the EU Commision website (see slide on "References")

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

TARGET 5·1
END DISCRIMINATION AGAINST WOMEN AND GIRLS

TARGET 5·5
ENSURE FULL PARTICIPATION IN LEADERSHIP AND DECISION-MAKING

TARGET 5·A
EQUAL RIGHTS TO ECONOMIC RESOURCES, PROPERTY OWNERSHIP AND FINANCIAL SERVICES
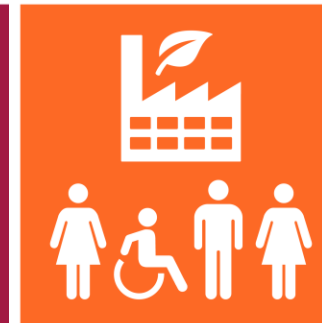
TARGET 8·8
PROTECT LABOUR RIGHTS AND PROMOTE SAFE WORKING ENVIRONMENTS

TARGET 8·5
FULL EMPLOYMENT AND DECENT WORK WITH EQUAL PAY

TARGET 9·2
PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION

TARGET 5·B
PROMOTE EMPOWERMENT OF WOMEN THROUGH TECHNOLOGY

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Global/ National frameworks

1. Global frameworks (Examples)

- The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 1979
- ILO's Fundamental Principles and Rights at Work, 1998, and relevant labor conventions
- Beijing Declaration and Platform for Action, 1995
- UN Guiding Principles on Business and Human Rights, 2011
- Women, Peace, and Security, 2019

2. Global actors and networks (Examples)

All images are from UN, WEF, and 30% club (see slide on "References" for further detail)

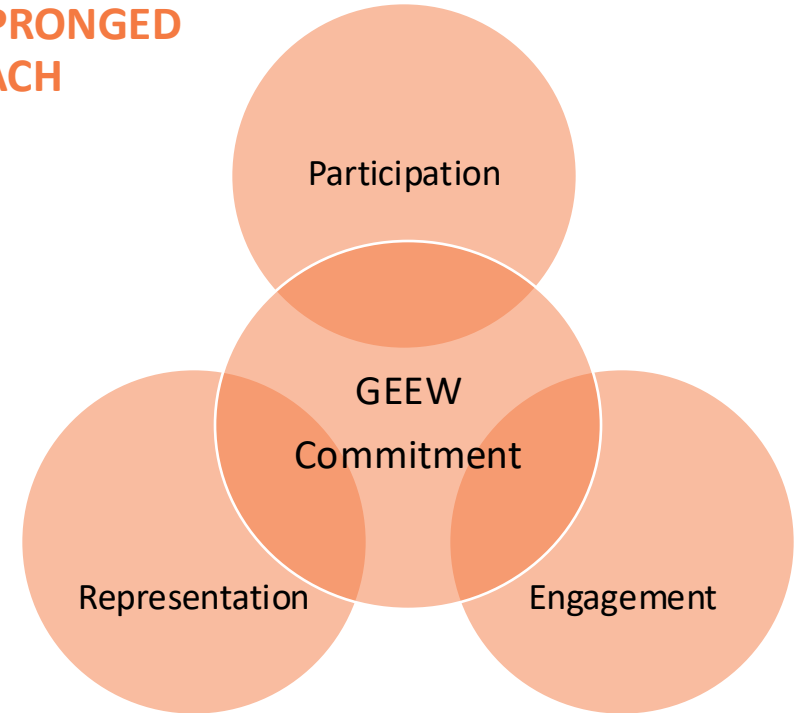## 2. Japanese government's expectations (Examples)

- More than 19% of the executive board of management to be filled with women by 2025 for companies listed in Japanese prime market / more than 30% by 2030
- Strengthen corporate capacity building strategies to have a pool of candidates of female managers/leaders
- More than 20% of the startups invested by the J-Startup program shall be female-owned businesses by 2033
- Network with academic institutions to foster female leaders and researchers in STEM field
- Strengthen regulatory frameworks on sexual harassment and abuse in corporate and academic settings
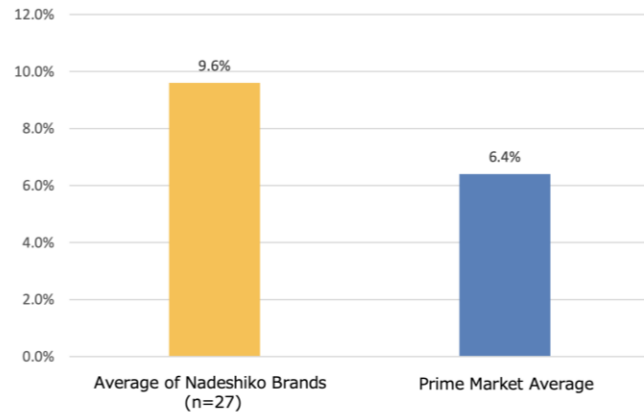- Tackle gender-pay-gap
- Link to the reference: 女性活躍・男女共同参画の重点方針2024

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Private sector engagement

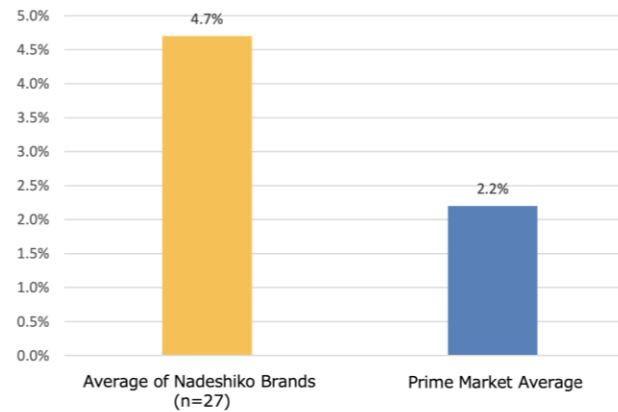Sales Operating Profit Margin of Selected Nadeshiko Brands for Fiscal Year 2023 (Full Fiscal Year 2022)

Dividend Yield of Selected Nadeshiko Brands for Fiscal Year 2023 (Full Fiscal Year 2022)

MULTI-PRONGED APPROACH

Participation

GEEW Commitment

Representation

Engagement

All data and images on this slide are sourced from the METI and MHLW (see slide on "References" for further detail)

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Examples of gender-mainstreaming practices

Commitment
- Comprehensive CSR report on data and progress exhibiting strong management commitment
- Clear cooperate strategy on diversity, gender discrimination, and profitability

Participation

- Gender parity in recruitment
- Cooperation with academic institutions to foster female STEM researchers
- Gender training on unconscious bias for recruiters

Representation

- Setting gender quotas for leadership/executive positions
- Soft skills and hard skills training for self-efficacy
- Allocate funding for female STEM researchers
- Strategic capacity building of future female leaders in the pipeline and gender quota for succession planning
- Transparent appraisal and compensation system

Engagement

- Offer diverse and comprehensive childcare/ elderly care leave
- Awareness raising on men's engagement in childcare
- Internal survey with gender perspective

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UNIDO and Gender Mainstreaming

- UNIDO is committed to promoting gender equality and ensuring that women and men can equally lead, participate, and benefit from industrial development measures.
- UNIDO ensures that different needs and situation of women and men are reflected in the project design and all stages of the project cycle.

- Link to UNIDO GUIDE to Gender Analysis and Gender Mainstreaming the Project Cylcle

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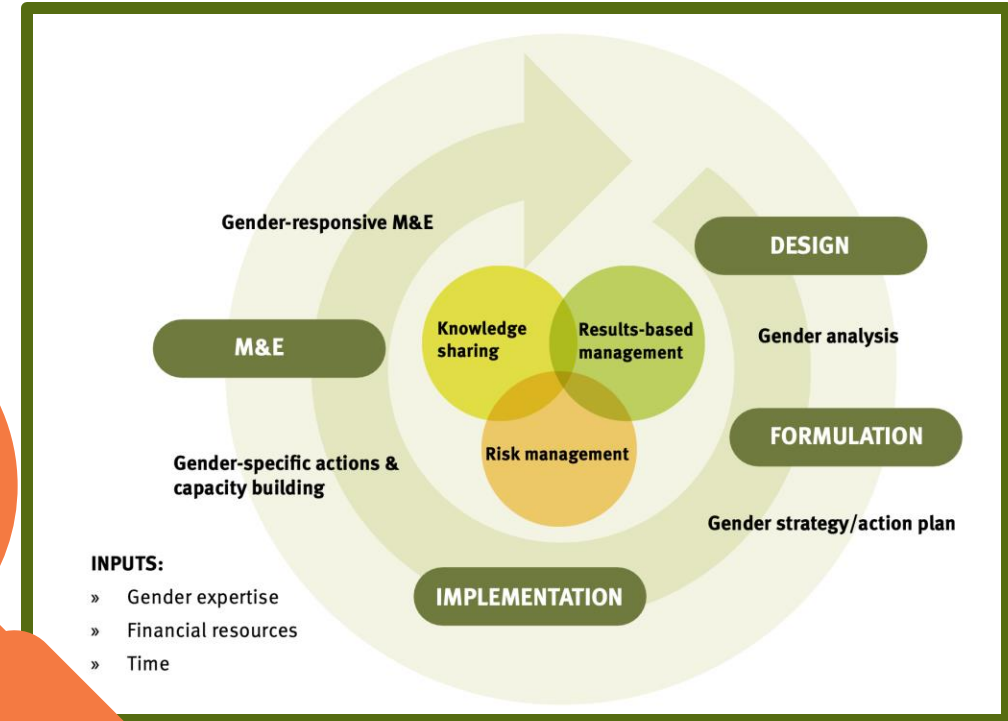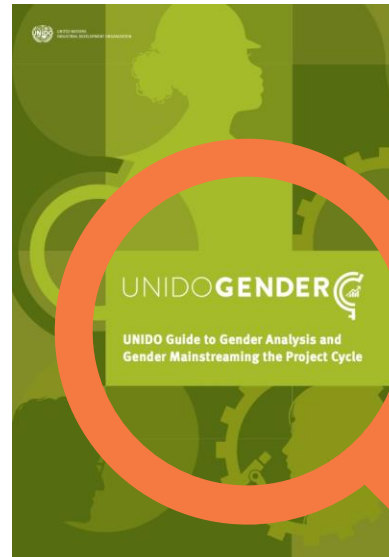
Gender Marker

1. As a precondition to approval for implementation, UNIDO requires that all projects and programmes are assessed on their envisaged contribution to gender and equality and empowerment of women.

2. Ideally, all projects and programmes score Gender Marker 2A and 2B are considered desired good practices.

3. Any projects that score Gender Marker 0 is encouraged to revise and improve their design to achieve score "1" before implementation.

AS FOR THE GS PROJECT, WE EXPECT ALL PROPOSALS REACH GENDER MARKER "1" AS A MINIMUM!

Gender Marker Score	Definition of the score	Requirements to be met
0	No expected contribution to gender equality	1
1	Limited expected contribution to gender equality	1+2+3
2A	Significant expected contribution to gender equality	1+2+3+4+5+6
2B	GEEW is the main focus	1+2+3+4+5+6+7

SCORING GENDER MARKER "1"

Requirements to be met	
1	Gender analysis
2	Analysis-informed design of the F/S and demonstration
3	Data and indicators are disaggregated by gender/sex
4	Gender-specific indicators, baselines and targets to track outcomes/impacts
5	M&E framework reports on GEEW
6	At least one activity on GEEW
7	Principal objective of the F/S and demonstration is GEEW

- What is "Gender Analysis"? – Examples:
  - Identify gender gaps in labor force participation, skills, career progression in the specific industrial sector
  - Identify any discriminatory policies/practices
- What is analysis-informed design? – Examples:
  - Introducing technology to enable women to perform tasks that require physical strength
  - Training women into positions/job roles that are dominated by men
  - Flexible and fair compensation packages
- What are gender/Sex-disaggregated data and indicators? Examples:
  - % of women among training participants
  - % of women in management roles
  - % of women in technical/STEM roles

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Examples of actions on gender equality and women's empowerment for the GS project

1. Human Resource Management

- Recruit women for under-represented roles and positions
- Advertise for jobs and trainings in a gender-sensitive language and use of imagery
- Set a defined target for proportion of female employees in management/leadership positions
- Ensure that office/factories/training venues are located in a safe neighborhood and/or provide safe transportation

2. Capacity Building

- Train female employees for STEM/technical roles
- Offer leadership/soft skills training
- Offer career counselling for female employees
- Ensure trainings are conducted during appropriate hours

> Remember that all these actions are based on gender analysis!

3. Policies

- Design and implement policies on childcare support and elderly care support that are accessible for both female and male employees
- Identify existing national policies that limit women from undertaking certain occupations and access working conditions (e.g. bans against women handling hazardous materials, night work, sexual harassment), by also providing equal equal career and better corporate policies

Q&A

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