

Foreign Economic Cooperation Office

Gender Mainstreaming Indicator System

Chapter I Introduction

Gender mainstreaming became widely accepted in China through the World Conference on Women in 1995. The conference made it clear that the responsibility for gender mainstreaming rests mainly with government agencies, and that its idea should be reflected in state policies. Beijing *Program of Action* has stipulated that the first task of agencies tasked with improving women's status be promoting gender mainstreaming in the state policy. The specific strategic goals are as follows:

1. Establishing or strengthening state and local governmental agencies, with specific actions including: (a) Making the highest governmental agencies responsible for women status improvement (b) Making effective political commitments to strengthen existing state agencies, making institutional responsibilities clear, policy gender analysis, monitoring implementation, promotion, transmission and coordination; (c) Providing gender training to staff; (d) Collecting gender data of all the government policies.
2. Including the gender perspective into all legislation, public policy programs and projects
3. Producing and transmitting information sorted by gender so as to facilitate planning and evaluation. ¹

In 1997, the United Nations Economic and Social Council further defined “gender mainstreaming”: Gender mainstreaming is a process, analyzing impacts on women and men from planned actions in all areas and at all levels, including legislation, policies or programs. It is a kind of strategy, focusing on design, implementation, monitoring and evaluation of political, economic and social policies, merging women’s and men’s concerns and experiences into a single whole, achieving equal benefits for women and men alike. The ultimate goal is to achieve gender equality

Gender mainstreaming is a keyword for gender equality. With a set of methods, it focuses on the system construction and system improvement, comprehensively weighing gender relations and interests. Different from previous simple gender equality advocacy, gender mainstreaming emphasizes top-down design and overall layout of the system, taking social gender as concrete practice and having it penetrate into every agency, every project and every step, achieving gender equality of

opportunity and results through gender equalization.

Chapter II Steps and Methods

According to its own characteristics and mission, Foreign Economic Cooperation Office (hereinafter referred to as FECO) has ascertained the following 7 steps and methods to achieve gender mainstreaming:

1. Adhering to the “gender sensitivity” political commitment and related publicity;
2. Improving the structural configuration, promoting women participation;
3. Constantly developing capacity, closing the gender gap;
4. Establishing a gender analysis and evaluation system;
5. Establishing a statistic system that treats gender as a factor;
6. Establishing a gender budget and audit system;
7. Designing and implementing a gender plan for each project;

Gender mainstreaming goals shall be achieved through the above 7 steps and methods, and gender equality and women participation shall be promoted. (This part will be written in detail in the section discussing the methods and system.)

Chapter III Design of the indicator system

Status, opportunity, income and power are regarded as key dimensions of gender equality. To achieve equality of the four dimensions, it is necessary to eliminate the discrimination and inequality in access structures of resources, opportunities and services. Equality access to resources and justice in benefit distribution are the core of gender equality. To eliminate previous unreasonable gender mechanism and scenario, it is necessary to have specific design and guarantee in the system.

By taking its own characteristics into account, this office, together with some experts, scholars, and practitioners, has developed 4 gender equality indicators in their long-term practice and research, which are related to and independent from each other. Like 4 pillars in a frame, their strength and height determine gender mechanism equality and development space. The 4 indicators are as follows:

1. Human resources

The indicator of human resources weighs the results in the empowerment of women and girls, focusing on promotion of women participation, reduction of their life deterioration caused by changes in climate, soil, pollution, and other environmental factors, improvement of their adapting and regulating capabilities so as to achieve gender equality in access to information, resources, and services. The main job is to narrow the gap between men and women, analyze the impact of gender power relations on women access to services, opportunities and benefits, design some actions to meet the needs of different men and women, boys and girls. In terms of

equality in human resources, it is necessary to pay attention to the existence of gender stereotypes and prejudice and the lack of related measures to eliminate them.

2. Economic empowerment

This indicator focuses on reduction of gender inequality in the control of resources, services and properties (such as land and forests), employment, income, information and financial services, and other economic opportunities. It mainly gauges whether women suffer exclusion from economic resources or failure in obtaining equal benefits in project development and agency implementation.

3. Voice and rights

This indicator focuses on women's influence on the decision-making process in the public and private sectors, including the family, market, governmental agencies, representative systems and social organizations. Women participation and leadership in organizations and projects are important in weighing their influence. At the same time, this indicator centers on the elimination of discrimination and violence against women and changes in family relations. As an environmental protection agency, this office has this indicator center on changes in women family burdens caused by environmental problems (such as the family burden increase and consequent longer duration taking care of other family members caused by haze).

4. Gender capacity development

This indicator focuses on women capacity development and equal benefits in the design, implementation and evaluation of policies, projects and programs. It focuses mainly on finding out if there is any women capacity development mechanism available in goal setting, strategic decision, project execution, and many other respects so as to narrow the gap between men and women. At the same time, this indicator centers on gender sensitivity and equality in case of men participation in activities and decision-making.

Not only are gender mainstreaming indicators meant for use in the audit results, but their perspectives and methods are to be implemented in the design, implementation, evaluation, and other aspects of agencies and projects. If necessary, the indicators can be thoroughly weighed in the following 4 aspects.

In practice, these indicators are analyzed and studied on 2 different levels: Agency and project.

The agency level: This office, its gender indicator systems for project implementation departments.

Project level: 4 indicators to be thoroughly weighed in project design, audit, implementation and evaluation.

Chapter IV The indicator system

Agency level

Indicator	Goal	Specific indicators
Human resources	Promoting women participation, establishing a gender-friendly working environment, reducing women life deterioration caused by changes in climate, soil, pollution and other environmental factors, developing their adapting and regulating capabilities so as to achieve gender equality in access to various resources.	Proportion: Agency gender proportion and configuration Data: Establishing specialized gender work groups or liaison officers Evidence: Creating a gender-friendly working environment Figure: Gender time ratio in participation in various activities Evidence: Compared with men, women position in access to various resources (can be supplemented) Figure: Absolute numbers and proportions of women and men surviving and developing on nature Evidence: Different impact of changes in climate, soil and other environmental factors on men and women
Economic empowerment	Gender equality in control, employment, income, information and financial services and other economic opportunities in resources, services and properties (such as land and forests).	Proportion: Compensation proportion of man and women staff Figure: Changes in income of women and men caused by agency activities Figure: Women loans and other financial services Figure: Gender budget and audit
Voice and rights	Women decision-making influence in public and private sectors, including the family, market, governmental agencies, representative systems and social organizations, and elimination of gender discrimination and women social status improvement	Proportion: women influence in decision making Proportion: Expression of opinions of women and men on related activities Figure and material: Specific measures to eliminate gender discrimination Evidence: Impact of public activities on family affairs
Gender capacity development	Women capacity development and equal benefits in design, implementation and	Evidence: Whether the gender analysis method is taken to weigh the impact of changes in natural environment on women and men

	evaluation of policies, projects and programs.	Data and evidence: Number of times and quality of men and women in respect to gender training Evidence: Gender sensitivity utilization at all levels
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Project level

Indicator	Specific indicators	
Human resources	Proportion and configuration of women participation in the project	Figure: Number of women participating in activities Proportion: Proportion of women participation in activities Proportion: Proportion of women taking lead in decision making
	Women's and men's benefit in the project training	Figure: Number of families involved in the project Proportion: Gender proportion of participation in training Figure: Proportion of gender training in all training programs Evidence: View of men and women on impact of the project on natural environment
	Improvement of women and men from different projects	Evidence: Women's and men's assess to project resources Evidence: Proportion of women and men in technical growth Evidence: Changes in women working environment
Economic empowerment	Gender proportion of project participants	Proportion: Number and proportion of women professionals Evidence: Priority of women in employment
	Contribution of the project to women employment	Figure: Number and proportion of women employment driven by the project Evidence: Design of the project promoting women employment and development
	Project funding to women	Figure: Funds offered to women by the project Proportion: Proportion of women and men in obtaining project funds Evidence: Project additional fund support to women
	Economic benefits	Figure: Whether men and women benefit plans are clear
	Gender statistics	Data and figures: Gender statistics progress
	Gender budget	Evidence: Reasonable and fair gender budget

	Gender assessment	Evidence: Whether men and women are equal in economic benefits
Voice and rights	Men and women enjoy equal participation in the project	Figure: Numbers of women and men involved in project implementation Proportion: Proportions of women and men participating in relevant meetings and training courses
	Effective protection of women rights and interests	Evidence: Improving the critical status of women caused by changes in natural environment Figure: Whether the project poses physical or psychological risk to women participants Figure: Indicators weighing men and women benefits
	Improvement of women capacities of understanding and analyzing environmental protection policies	Figure: Women participating in public discussions Evidence: Specific measures to eliminate gender discrimination and improve women status
Gender capacity development	Men and women's participation in gender training	Data: Proportion of men and women participating in the project gender training Evidence: Providing gender analysis tools for project staff
	Women capacity development and equal benefits in design, implementation and evaluation of policies, projects and programs	Evidence: whether gender analysis is taken to weigh different impacts of changes in natural environment on women and men Data and evidence: Number and quality of participation in gender training Evidence: Gender sensitivity utilization at all levels, ensuring gender issues are emphasized in project training Evidence: Providing gender mainstreaming information and data for project participants
	Communication platform development	Evidence: Establishing a women communication platform Evidence: Regularly engaging gender experts
	Project evaluation, summary and feedback	Evidence: Project evaluation, summary and discussion from the gender perspective Evidence: Following up feedback

This 2-level, 4-dimension indicator system shall be made detailed and concrete based on the concrete project implementation agencies, project and previous researches. The specific project gender mainstreaming indicator system shall be established through the three intuitive levels of figure, proportion, and evidence.