



# Men and Gender Mainstreaming in European Union's Policies

Prof. Elaine Weiner (Supervisor) & Élisabeth Graveline (Intern)

## 1-Introduction

When, in 1996, the European Union (EU) formally introduced gender mainstreaming, it seemingly connoted a major turning point in terms of its recognition of—and its proposed redress to—the pervasiveness of gender inequality. However, despite nearly two decades since gender mainstreaming's launch in the EU, its promise of transformative change remains unmet. The concern over its shortfall has arguably intensified in the wake of the economic and financial crisis set off in 2008, provoking warnings of a new crisis "of gender equality." We posit that the crisis has not fundamentally challenged the EU's approach to gender mainstreaming. However, it has refocused our attention on the ability of contemporary policy processes to grapple with complex problems, such as gender inequality, in crucial cross-cutting fashion.

The crisis is both a lens and launching off point in this four-year research program (2015–2019) that raises a more fundamental set of yet unconsidered questions about the emerging (dis) connections that take shape when complex problems such as gender inequality meet the policy process. We ask: 1) what is the impact of instability (or crisis) on gender mainstreaming? 2) how are gender mainstreaming's cross-cutting imperatives realized and not? 3) how is a "gender equality perspective" taken up across policy spheres, across levels of governance and across policy lifecycles?

## 2- Study Objectives

In its core intent, gender mainstreaming seeks to upend the "status quo (the mainstream)" via "removing inequalities between women and men." While feminist scholars, activists and femocrats have—and continue to—quite actively contemplate gender mainstreaming's impact on women in the EU, its effects on men remain of marginal consideration.

Since 2001, multiple *Strategies*, *Roadmaps* and *Pacts* have set out EU action on the promotion of gender equality. While women's gaining ground, economically and politically, constitutes an explicit and defining aim, what mainstreaming gender connotes for men is more amorphous.

Consequently, this study aims to answer this question: "Whither gender mainstreaming for men?"

## 3- Methodology

General documents on gender equality produced by European Union were subject to a qualitative text analysis. These documents are the *Community Framework Strategy on Gender Equality 2001–2005*, *A Roadmap for Gender Equality 2006–2010*, *Mid-term Progress Report on Roadmap to Equality (2006–2010)*, *Strategy for equality 2010–2015*, *European Pact for Equality 2011–2020*, *Mid-term review of the Strategy for equality 2010–2015*, *A Strengthened Commitment to Equality between Women and Men: A Women's Charter*, *Strategic Engagement for Gender Equality 2016–2019* and *New Strategy for Gender Equality and Women's Rights post-2015*. The researcher tried to locate implicit and explicit mentions of men (their role in gender inequality and gender equality, their specific gendered needs, etc.) and coded them into MAXQDA coding program. These texts were then analyzed in order to answer the research question.

## 4-Results

GENERAL - EU Gender Equality Overarching 'Plans'	322
Strengthened Commitment - Women's Charter (2010)	13
MID-TERM Review of the Strategy for Equality 2010-2015	72
New Strategy for Gender Equality post 2015 (2016)	3
MID-TERM Progress Report on Roadmap 2006-2010	33
European Pact for Gender Equality 2011-2020	18
Strategy for Equality 2010-2015	45
Strategic Engagement for GE 2016-2019	32
Roadmap for Equality 2006-2010	46
Community Framework Strategy on Gender Equality 2001-2005	60
Sets	0

MAXQDA12	
Code System	
Solution - Women in family-based businesses	1
Sets	246
WOMEN AND MEN IN GENDER EQUALITY	36
WOMEN IN GENDER EQUALITY	170
MEN IN GENDER EQUALITY	40

## 5-Key Findings

As it is possible to see in the result section, there is an important gap between the numbers of coded segments in the Women in Gender Equality data sets, and the Men in Gender Equality data sets. Our analysis has shown that men are, most of the time, either completely invisible or only implicitly included in European Union's pacts, strategies and roadmaps for gender equality. According to these documents, European men are only facing three major gendered issues; they have specific health problems, such as a lower life expectancy or dangerous working environment, boys are more prone to early school leaving than girls, and they lack male models in non-traditional fields. Unfortunately, these issues are never analyzed through an intersectional approach and men are often depicted as being part of one monolithic group.

## 6- Conclusion

Our review of these action plans reveals that the European Union has, more often than not, erred in promoting a "short agenda" that aims to "elevate women to the way men are" (Hearn 2001) versus a "long (transformative) agenda" that transforms women and men. The EU's own support agency for gender equality, the *European Institute for Gender Equality (EIGE)*, highlighted in its *Analysis Note: Men and Gender Equality* (2010) the imperative for a "framework for action on men as part of an integrated gender equality strategy" (EIGE 2010). Further research will be needed in the coming years to see if this trend is changing and how the "migrant crisis" has (or does) influence EU's intersectional approach on men in gender equality.

## 7-Bibliography

Commission of the European Communities. (2000). *Towards a community Framework Strategy on Gender Equality (2001–2005)*. Brussels: Commission of the European Communities. <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=LEGISSUM:c10932> (Accessed on 12/08/17).

Commission of the European Communities. (2006). *A Roadmap for equality between women and men 2006–2010*. Brussels: Commission of the European Communities. <http://eur-lex.europa.eu/legal-content/en/ALL/?uri=CELEX:52006DC0092> (Accessed on 12/08/17).

Commission of the European Communities. (2008). *Mid-term progress report on the roadmap for equality between women and men (2006–2010)*. Brussels: Commission of the European Communities. <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52008DC0760> (Accessed on 12/08/17).

Council of the European Union. (2011). "European Pact for Gender Equality (2011–2020)." *Official Journal of the European Union*, May 25, 2011. <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A52011XG0525%2801%29> (Accessed on 12/08/17).

European Commission. (2010). *A Strengthened Commitment to Equality between Women and Men: A Women's Charter*. Brussels: European Commission. <http://eur-lex.europa.eu/legal-content/DA/TXT/?uri=LEGISSUM:em0033> (Accessed on 12/08/17).

European Commission. (2010). *Strategy for equality between women and men 2010–2015*. Brussels: European Commission. <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=LEGISSUM:em0037> (Accessed on 12/08/17).

European Commission. (2013). *Mid-term review of the Strategy for equality between women and men (2010–2015)*. Brussels: European Commission. [https://ec.europa.eu/anti-trafficking/eu-policy/mid-term-review-strategy-equality-between-women-and-men-2010-%E2%80%93-2015\\_en](https://ec.europa.eu/anti-trafficking/eu-policy/mid-term-review-strategy-equality-between-women-and-men-2010-%E2%80%93-2015_en) (Accessed on 12/08/17).

European Commission. (2015). *Strategic Engagement for Gender Equality 2016–2019*. Luxembourg: Publications Office of the European Union.

European Parliament. (2016). *New Strategy for gender equality and women's rights post-2015*. Strasbourg: European Parliament <http://www.europarl.europa.eu/sides/getDoc.do?type=TA&language=EN&reference=P8-TA-2016-0042> (Accessed on 12/08/17).

Hearn, Jeff. 2001. *Men and gender equality: Resistance, responsibilities and reaching out*. Men and Gender Equality Conference, 15–16 March 2001, Örebro, Sweden. [https://s3.amazonaws.com/academia.edu.documents/46281056/Men\\_and\\_Gender\\_Equality\\_Resistance\\_Respo20160606-5948-nx5f15.pdf?AWSAccessKeyId=AKIAIWOWYYGZ2Y53UL3A&Expires=1502555621&Signature=80Tn6lhP6yQ6PITAFR7JWE9gVvA%3D&response-content-disposition=inline%3B%20filename%3DMen\\_and\\_gender\\_equality\\_resistance\\_respo.pdf](https://s3.amazonaws.com/academia.edu.documents/46281056/Men_and_Gender_Equality_Resistance_Respo20160606-5948-nx5f15.pdf?AWSAccessKeyId=AKIAIWOWYYGZ2Y53UL3A&Expires=1502555621&Signature=80Tn6lhP6yQ6PITAFR7JWE9gVvA%3D&response-content-disposition=inline%3B%20filename%3DMen_and_gender_equality_resistance_respo.pdf) (Accessed on 12/08/17).