

Gender Mainstreaming in the Church and Society

Erich Lehner
Fakultät - IFF/Uni Klagenfurt

Gender Mainstreaming ...

*... the (re)organisation, improvement,
development and evaluation of policy
processes, so that a gender equality
perspective is incorporated in all policies at all
levels and at all stages, by the actors normally
involved in
policy-making."*

(Council of Europe 1998)

Gender Mainstreaming

„... is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.“

(United Nations. Report of the Economic and Social Council for 1997. A/52/3.18 September 1997, at 28)

Gender Mainstreaming is ...

- ... not about content
- ... not about aims
- ... but it's a way
- Analysis
- Strategy
- Process

History of Gender Mainstreaming

- ... developed in the UN development community.
- ... first proposed and discussed at the 1985 Third UN World Conference on Women in Nairobi
- ... **formally** featured at the 1995 Fourth UN World Conference on Women in Beijing

Gender Mainstreaming in Sweden

- Eva Moberg (1961):
 - ... there will be no equality in the professional world as long as women are carrying the main responsibility for the care of children and the household
 - Men should be more involved in house keeping
- equality has become an aspect of all political activities since 80s
- Since 1994 Gender-Mainstreaming is a fundamental principle of governance

Gender Mainstreaming in the EU

- 1957: Art. 119 of the Treaty of Rome: „equal pay for equal work“
- 1970-1990: increasing awareness of social problems
- 1990s Demographic Time Bomb
 - Second European Transition ...
 - ... fertility declined below replacement level
 - ... ageing population in the EU (with the so-called 'dependency ratio' of the old to those of working age increasing)

Gender Mainstreaming in EU

- ... is seen as a sign that the EU will lose its world power status
 - an ageing population ...
 - ... means an overload of the pension systems, health and social services
 - ... means lower economic growth, lower competitiveness, less employment and less power
- 1990s preparations for the accession of Sweden and Finland to the EU
 - „women-hostile“ EU
- Gender Equality ...
 - ... reconciling work and family life
 - ... a sustainable strategy against the „Demographic Time Bomb“

Amsterdam Treaty(1997, 1999)

- Article 2:
The Community shall have as its task, [...] to promote [...] a harmonious, balanced and sustainable development of economic activities,
a high level of employment and of social protection,
equality between men and women,
sustainable and non-inflationary growth,
a high degree of competitiveness and convergence of economic performance,
a high level of protection and improvement of the quality of the environment,
the raising of the standard of living and quality of life,
and economic and social cohesion and solidarity among Member States
- Article 3:
... the Community shall aim to **eliminate inequalities, and to promote equality, between men and women.** . .

4 Step Program

- Analysis
- Goals
- Implementation
- Evaluation

Criteria of Analysis

□ 3 R – Methode

- Representation
- Resources
- Realia
 - law
 - values

Gender Mainstreaming ...

- ... turns men into active players
- ... forces men to contribute to a society in favor of equality

Gender Mainstreaming

- Top-Down-Strategy
 - The heads of the institutions are responsible for equality
- Mixed Commissions
 - ... enable men to be involved
- Analysis
 - Provide Data about female and male worlds
- Consequences
 - to involve men

Justice in the Shared Existence of Women and Men

Bishop Dr. Paul Iby

Key Parameters

- Long tradition of the *kfb* working for the cause of women
- Since 1994 the *KMB* is dealing with topics concerning men and gender relations
 - They assume a profeminist theory
- Since the 90s a cooperation between *kfb* and *KMB* is possible
- The bishop is aware of gender questions and is willing to engage himself in these processes

Three Main Fields of Activities

- Discussions in the parishes based on a paper
- Cooperations with political and social institutions and organisations
- Gender-Analysis of the church as an employer

The Paper

- ... should raise awareness about the problems of gender relations
- ... should motivate discussions about gender in a diocese
- ... the end of the discussion process should be a pastoral letter of the bishop, in which he presents the results of the process
- ... the problem of the priesthood of women was excluded due to political strategy ...
- ... tries to describe all themes as well from a female as from a male perspective

Topics of the Paper

1. Introduction
2. Female World
3. Male World
4. Women and Men in the Family
5. Women and Men in the Professional World
6. Motherhood
7. Fatherhood
8. Sexuality
9. Violence
10. Religiosity and Gender
11. Women's, Men's and Gender Policy
12. Church and Gender Relations

Results

- ❑ There was a very intense public discussion on gender and gender relations
- ❑ The administration of the diocese gained an awareness of gender issues
- ❑ The bishop gave the order to establish the position of gender representatives in the diocese

Gender Justice in the Archdiocese of Salzburg

Goals

- Analysis of working conditions for the employees of the archdiocese regarding to gender
- Interpretation of the data based on national and international genderresearch
- A catalogue of consequences should be proposed

Gathering the Data

- Qualitative Interviews with the heads of the archdiocese
- 4 Workshops involving 90 employees
 - qualitative questionnaire
 - discussions of gender issues
- Online-questionnaire for all employees
- Analysis of structural data

Participations

- 2 counselors
- 1 coordinator of the project
(member of the archdiocese)
- Observation committee
(12 members of the executive staff of the archdiocese)
- Out of 400 employees about 200 were directly involved in workshops and the online questionnaire

Results

- More women in executive positions, more men in the pastoral service
- Transparent decision-making
 - job advertisement
 - mixed commissions for assessing new personnel
- Transparent arrangements concerning working hours and overtime
- Counseling in planning the career
- „Active Fatherhood“
- gender representatives
- Further education in gender issues for priests