



# BMO

## Bureau Meesters en Oudejans

### Haarlem, The Netherlands

Independent consultancy bureau

Advised the Dutch government on the field of gender mainstreaming

Development and application of instruments for gender mainstreaming



# History GM Dutch government

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- Department for emancipation, specific Deputy Minister, focal points in Ministries (partly gone), interdepartmental commission of emancipation
- Transition from specific policy to gm in early 90's
- 1998 – 2002: each department formulated specific goals for emancipation



# Policy of GM

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- Government policy GM accepted in 2001
- This policy still stands after the elections (although less commitment)
- Important aspects:
  - General preconditions for success
  - Instrumentation
  - Departmental and interdepartmental structure



# Importance of commitment and support

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- Commitment of the government
- Commitment of high ranking officials
- Support of parliament
- Support of NGO's
- Support by international and EU legislation and treaties



# Instruments of GM (good practices)

- Guidelines for policy makers
- The necessity of checks on GM
  - Gender Budget Analysis: especially Gender Impact Assessment (GIA)
  - Emancipation auditing committee
- The necessity of data
  - Emancipation monitor (every two years)



# The Dutch GIA

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A GIA is an ex ante evaluation, designed to identify gender effects in general policy and to develop alternatives.

The GIA instrument has a solid theoretical basis and has already been used for 10 years.

There are four important domains in which inequality is embodied:

- Labour,
- Private life,
- Citizenship
- Knowledge.



# The Dutch GIA

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The inequalities embodied in those four domains are maintained by several principals.

- The distribution of and access to resources
- Rules relating to gender
- Violence



# Evaluation criteria GIA

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General criteria that reflect the final goals of the process of bringing about social equality

- Equality
- Pluriformity
- Autonomy
- Social responsibility and care

The Dutch policy goals, national legislation, international goals and agreements.





# Other good practices

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- Knowledge centres
  - E-Quality
  - Opportunity in Business
  - IIAV
- Ambassadors network



# Conclusion

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- A common conceptual framework helps
- Commitment, inside and outside the government, is essential