

Table of Contents

Acknowledgements | 9

1. Gender Bias in Policy Making | 11

- 1.1 Research Motivation, Questions and Structure | 11
 - 1.1.1 Motivation | 12
 - 1.1.2 Questions | 14
 - 1.1.3 Structure | 16
- 1.2 Choice of Language | 17
- 1.3 Good Governance and Better Regulation | 18
- 1.4 Impact Assessment and Public Policies | 21
 - 1.4.1 Policy Analysis and Impact Assessment | 21
 - 1.4.2 Evaluations | 30
 - 1.4.3 Policy Cycle | 32
- 1.5 Controlling for Gender Mainstreaming—Through Tools? | 33
 - 1.5.1 Gender Mainstreaming as a Genealogy | 34
 - 1.5.2 Gender Mainstreaming as a Technology | 37
 - 1.5.3 The Technology of Gender Analysis | 45
 - 1.5.4 Gender Analysis Between Accountability and Controlling | 54
 - 1.5.5 Implications for Research | 62
- 1.6 Tool Typologies and Quality Criteria | 63
 - 1.6.1 Typologies of Gender Analysis in the Context of Impact Assessment Tools | 64
 - 1.6.2 Quality Criteria for Gender Mainstreaming Tools | 75
 - 1.6.3 Implications for Research | 80

2. Methodology | 83

- 2.1 Reflexive Standpoint Approach | 83
 - 2.1.1 Relevant Concepts of Feminist Standpoint Theory | 84
 - 2.1.2 Standpoint Theory between Feminist and Critical Empiricism | 87
 - 2.1.3 Implications for Research | 91
- 2.2 Governance | 95
 - 2.2.1 From Government to Governance | 96
 - 2.2.2 Multilevel Governance and Comparability | 97

- 2.2.3 Epistemic Governance and Gender | 103
- 2.2.4 Implications for Research | 115
- 2.3 Gender | 118
 - 2.3.1 Sex, Gender and Intersectionality—Beyond the Binary? | 118
 - 2.3.2 Gender and the Othering of Knowledge | 126
 - 2.3.3 Implications for Research | 128
- 2.4 Methods and Research Design | 129
 - 2.4.1 Positioning and Transdisciplinarity | 129
 - 2.4.2 Mixed-method Research | 131
 - 2.4.3 Expert Interviews | 132
 - 2.4.4 Triangulation | 144
- 2.5 The Analytic Framework | 146
 - 2.5.1 Institutional Mechanisms for Gender Mainstreaming | 147
 - 2.5.2 Gender Mainstreaming in Organisations:
The Moser and Moser Framework | 148
 - 2.5.3 Institutionalisation of Gender Analysis:
The Analytic Framework | 151
 - 2.5.4 Summary | 157

3. Gender in Federal Canadian Policy Analysis | 159

- 3.1 Gender-based Analysis in Canadian Federal Administration | 159
 - 3.1.1 Canadian Political System and Policy Analysis | 159
 - 3.1.2 Legal Basis for and Advancement of Gender-based Analysis | 162
- 3.2 Gender-based Analysis: “Mother of All Manuals” | 169
 - 3.2.1 Status of Women Canada and Gender-based Analysis | 170
 - 3.2.2 Gender-based Analysis in Canadian Federal Government | 183
 - 3.2.3 Tool Re-launch: GBA+ | 185
- 3.3 Departmental Implementation of Gender-Based
Analysis: Case Studies | 190
 - 3.3.1 Canadian International Development Agency | 191
 - 3.3.2 Department of Aboriginal Affairs and Northern
Development Canada | 201
 - 3.3.3 Health Canada | 210
- 3.4 The State-of-the-Art of Gender-based Analysis: Empirical Findings | 220
 - 3.4.1 Tools: “We Gently Knock On Their Door” | 220
 - 3.4.2 Responsibilities: “Here Is Our Policy, Have Fun” | 244
 - 3.4.3 Training: “We Are Going to Decrease Your Comfort Level” | 246
 - 3.4.4 Resources: “We Don’t Have a Budget” | 251
 - 3.4.5 Knowledge: “Putting a Face on That Population Base” | 254
 - 3.4.6 Accountability: The “Ultimate Utopia of Mainstreaming”? | 259
- 3.5 Summary: “I Can See a Difference Already” | 275

4. Gender in the Impact Assessment of the European Commission | 279

- 4.1 Political System, Policy Making and Impact Assessment | 279
 - 4.1.1 Policy Making Process and the European Commission | 280
 - 4.1.2 Legal Mandate for Gender Mainstreaming | 286
 - 4.1.3 Impact Assessment between Economy, Sustainability and Gender | 287
- 4.2 Gender in Impact Assessment: Experiment in Subordination | 300
 - 4.2.1 Gender Impact Assessment | 300
 - 4.2.2 Other Gender Mainstreaming Impact Assessment Tools | 305
 - 4.2.3 Gender in the Integrated Impact Assessment Guidelines | 309
- 4.3 Gender Impact Assessment and the Gender Equality Architecture | 321
 - 4.3.1 Gender Impact Assessment in the Gender Equality Strategy | 322
 - 4.3.2 Gender Equality Architecture and Equality Governance Through Impact Assessment | 324
- 4.4 Gender in the Impact Assessment of the European Commission: Empirical Findings | 332
 - 4.4.1 Tools: “Demonstrate That [...] We’re Doing What We Preach” | 333
 - 4.4.2 Responsibilities: “You Need a Strong Institutionalised Framework” | 351
 - 4.4.3 Training: “I Still Have Plenty of Things to Learn” | 355
 - 4.4.4 Resources: “That’s [...] a Very Theoretic Question” | 360
 - 4.4.5 Knowledge: “An Indicator As Such Doesn’t Say Much” | 365
 - 4.4.6 Accountability: “Monitoring Is the Only Way to Check It” | 370
- 4.5 Summary: “It Doesn’t Make a Critical Mass for Us to [...] Answer On This” | 385

5. Present and Future of Gender in Impact Assessment: a Standpoint— a Paradigm Shift? | 389

- 5.1 Gender Equality Governance through Impact Assessment: Comparative Conclusions | 389
 - 5.1.1 Tools: Fit for Use? | 390
 - 5.1.2 Responsibilities: Linking Gender Equality and Impact Assessment Governance | 397
 - 5.1.3 Training: Building Sustainable Gender Competency for Impact Assessment | 398
 - 5.1.4 Resources: Doing Gender Is Taking Time | 402
 - 5.1.5 Knowledge: Bridging the Science-Gender Gap | 404
 - 5.1.6 Accountability: Conflict For and Over Oversight | 408
 - 5.1.7 Summary: Hidden Leadership Disowned | 414
- 5.2 Equality Governance Through Impact Assessment | 421
 - 5.2.1 Feminist Standpoints in Impact Assessment | 422
 - 5.2.2 Feminist Empiricism in Impact Assessment | 434
 - 5.2.3 Reflexivity in Impact Assessment | 438
- 5.3 Conclusion | 443

Annexes | 449

Annex I: Interview Sample | 449

Canada | 449

European Union | 454

Annex II: Invitation Letters | 457

Invitation Letter—English | 457

Invitation Letter—French | 458

Annex III: Form of Consent | 459

Annex IV: Interview Questionnaire | 460

Annex V: Analysis of Commission Impact Assessments 2011 | 463

Annex VI: Canadian Gender-based Analysis Tools | 464

Annex VII: Coding Tree | 466

List of Tables | 471

List of Abbreviations | 473

Bibliography | 477

Detailed Table of Contents | 563