

Background

The workshop stimulated and enabled a dialogue among the staff of the gender equality unit in exploring frameworks for innovation in promoting gender equality developed in academia and innovative approaches emerging from the field of values-led approaches to social change. The workshop was organised by the Fondazione Giacomo Brodolini (FGB) and the European Commission as part of the Scientific Analysis and Advice on Gender Equality (SAAGE) initiative.

Frameworks for Innovation

Introduction

Professor Claudia Padovani, Senior Lecturer in Political Science and International Relations at the University of Padova, in Italy, introduced the topic of frameworks for innovation in the pursuit of gender equality. Different frameworks have been developed in the field of gender equality for framing the problem, defining the issues, and pursuing change. These can encompass very different perspectives but offer a useful means for examining and re-inventing the work being done on gender equality.

Stimulus

Framework for Problematizing Gender

Women political analysis: The objective is to show the gap between women and men and identify where the power is. This analysis asks the questions where are women and how are women and men represented?

Gender political analysis: The objective is posed not as women vs. men but in terms of socially constructed relationships. This analysis asks the questions how is gender understood and how are gender roles constructed?

Intersectional political analysis: The objective is posed in terms of gender intersecting with other inequalities. This analysis asks the question what power inequalities, privilege and marginalisation are the result?

Discursive political analysis: The objective is to deconstruct the concepts. This analysis asks the questions who defines the concepts, who is responsible for the issue, and what are the solutions envisaged?

Framework for Definition of the Concept

Equality is defined in terms of the sameness of women and men. Equal opportunities are deployed.

Equality is defined in terms of the difference between women and men. Affirmative actions are deployed.

Equality is defined in terms of the transformation of systems. Gender mainstreaming is deployed.

Framework for Establishing Change to be Pursued

Institutional change: Institutions, understood as rules, norms and procedures that structure behaviour, can be: displaced with the creation of new institutions substituting old institutions; layered with the creation of new institutions to operate in parallel with old institutions; and converted with change pursued from within using existing institutions.

Policy implementation: The implementation of policy is crucial to the achievement of its goals. The mechanisms or processes of implementation need to receive more attention.

Knowledge transfer: Knowledge is crucial to innovation and feminist knowledge is a matter of contestation. There is institutional resistance, the risk of de-politicising it as a set of techniques, and the risk of gender-washing and tokenism.

Behavioural design: It is necessary to intervene to change organisations and environments rather than individuals and mindsets. We need to focus on designing organisations differently if gender bias is to be eliminated.

Dialogue

There was dialogue and exchange among participants throughout the presentation to clarify and apply the ideas. The frameworks, once fleshed out, help clarify the underlying assumptions in problem definition, objective setting, and intervention logic behind initiatives for gender equality. They offer a way of examining and testing current work and priorities and can stimulate innovation in future work.

Values-Led Approaches to Social Change

Introduction

Niall Crowley, co-founder of the Values Lab and SAAGE event moderator with FGB, introduced the topic of values, how values work and values-led approaches to social change as a stimulus for innovation in the pursuit of gender equality.

Stimulus

Values are those ideals that are important to us and that motivate us. At a personal level, values shape our attitudes, beliefs and behaviours. At an organisational level, values shape priorities pursued and work processes implemented. Values-led organisations are explicit, coherent and consistent in applying their values.

The same set of values can be found across countries and cultures. We all hold these values. Where we differ is in the importance we attach to particular values. When specific values are engaged or primed, this increases behaviour associated with that value. When specific values are repeatedly engaged or primed, this strengthens those values and their importance. The goal is not to impose values but to engage values people already hold.

Values can be grouped by the motivational goals they embody: self-transcendent values that look beyond personal interests; self-enhancement values that seek to satisfy personal interest; conservation values that look to maintain a status quo; and openness to change values that pursue freedom of thought and action. Self-transcendence values are associated with a concern for equality and a valuing of diversity and openness to change values with positive attitudes to diversity. Self-enhancement and conservation values are associated with higher levels of prejudice and negative attitudes to diversity.

Values-led approaches to gender equality promote communication with the general public, decision-makers and within institutions that primes and engages self-transcendence values. They support values-led organisations that are explicit about their self-transcendence values, give meaning to these, and establish the implications of these values for organisational objectives and work processes.

Dialogue

There was dialogue and exchange among participants throughout the presentation to clarify and apply the ideas. Values offer a framework to audit communications: are we engaging self-transcendence values, do we avoid

engaging self-enhancement values, are we creative in doing so? Values provide a means of engaging with institutional change. Can we promote and support values-led organisations where organisations are explicit, consistent and coherent in applying their self-transcendence values?

Resources

Resources to assist in fleshing out the frameworks for innovation:

Problematising gender: Kantola Johanna and Lombardo Emanuela (2016). *Gender and Political Analysis*. Palgrave.

Definition of the concept: Verloo Mieke (2007) *Multiple Meaning of Gender Equality. A Critical Frame Analysis of Gender Policies in Europe*. Central European University Press.

Institutional change: Mahoney James and Thelen Kathleen (2010). *Explaining Institutional Change: Ambiguity, Agency and Power*. Cambridge; Helmke Gretchen and Levitsky Steven (2004). 'Informal institutions and comparative politics: a Research Agenda', *Perspectives on Politics*, 2(4); and Understanding institutional change: a gender perspective. ERC project (EU funded)

Policy implementation: Gender Equality Policies in Practice. GEPP Program

Knowledge transfer: Bustelo Maria, Ferguson Lucy, Forest Maxime (2016). *The Politics of Feminist Knowledge Transfer*. Palgrave.

Behavioural design: Bohnet Iris (2016). *What works. Gender Equality by Design*. Belknap Press of the Harvard University Press.

Resources to assist in fleshing out values-led approaches:

Values Lab, Ireland: www.values-lab.ie

Common Cause Foundation, Britain: <https://valuesandframes.org>