

Ref. No: 02-58

MARRI RC GENDER AGENDA

Referring to the existing strategic document (MARRI RC GENDER MANIFESTUM), MARRI RC GENDER AGENDA serves as a practical guide for the implementation of Gender mainstreaming with a focus on two dimensions:

Internally: Applying 'gender standards' continuously in all MARRI RC products and activities.

Externally: Assisting MARRI administrations in strengthening their capacities for **general** and **thematic** Gender mainstreaming in partnerships with other regional, international, and civil society organizations and academia.

Gender mainstreaming in an institution or organization consists of the systematic, continuous, and explicit integration of gender equality principles and gender perspectives in all the organization's policies, strategies, procedures, programs, and administrative and financial activities, work culture, in order to reduce gender inequality and create a gender-friendly and inclusive environment. It involves transforming or reorganizing institutions in such a way that they become capable of promoting and implementing gender-responsive policies with the aim to provide a more impactful and meaningful performance of all assigned tasks, which means their better overall operational effectiveness and efficiency.

An essential starting point in Gender Mainstreaming is a **gender analysis** that identifies the multi-faceted nature of gender-based inequalities, discrimination, exclusion, and the underlying causes of unequal gender relations.

Institutionalization is critical for gender mainstreaming. It refers to ensuring that general 'gender standards' (balanced gender representation, use of gender-sensitive language, gender-disaggregated data, gender visibility) are incorporated in typical tasks of institutions, such as description and distribution of tasks and jobs, supervision and awards, human resources, budget planning and execution, monitoring and evaluation, strategies, cooperation, projects, research, and studies, etc.

A crucial tool for the institutionalization of gender mainstreaming is the establishment and strengthening of internal institutional **gender mechanisms** (gender focal points, gender advisors, gender coordinators, human rights and gender units, etc.).

Thematic gender refers to the integration of gender-related aspects in the MARRI-mandated areas. For gender equality and gender perspective to be implemented as a cross-cutting issue in migration, asylum, readmission and return, trafficking in human beings, and other migration-related topics, clear

general institutional directives and accountability mechanisms, adequate support, and guidance, as well as strong and consistent organizational leadership are required.

The three key elements are to be addressed within the framework of **thematic gender**:

- Sufficient capabilities of specific services or departments to recognize and take into consideration gender-specific dimensions of all migration-related topics;
- Adequate capabilities to provide gender-specific services to the final beneficiaries;
- Effective identification and quality of support and assistance to the vulnerable categories of people on the move i.e., women, minors, unaccompanied minors, persons with disabilities elderly, victims and potential victims of human trafficking and smuggling, as well as to all other vulnerable individuals and groups.

MARRI RC is strongly committed to continuing its efforts in promoting, advocating, and implementing gender as a cross-cutting issue as well as gender equality as a fundamental human right.

Sashko Kocev

Director
MARRI Regional Centre

