How Gender Mainstreaming Applied in Library Strategy and Action Plan: an investigation, framework, and application

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1 Background

- Women in Development👉Women and Development👉 Gender and Development

- Gender Mainstreaming is an important global strategy advocated by the UN and OECD to assess the different implications of public policies on both men and women, and is one of the most effective ways for gender equality promotion. (OECD，1997)

- The services of the public library are provided on the basis of equality of access for all, regardless of age, race, sex, religion, nationality, language or social status. (IFLA/UNESCO Public Library Manifesto 1994)

- With no appropriate theory and tool, library can not achieve the commitment for "equality of access for all" in development.

2 Literature Review

- Key concepts: Gender and Development, Gender mainstreaming, Gender analysis

- Tools: gender analysis framework

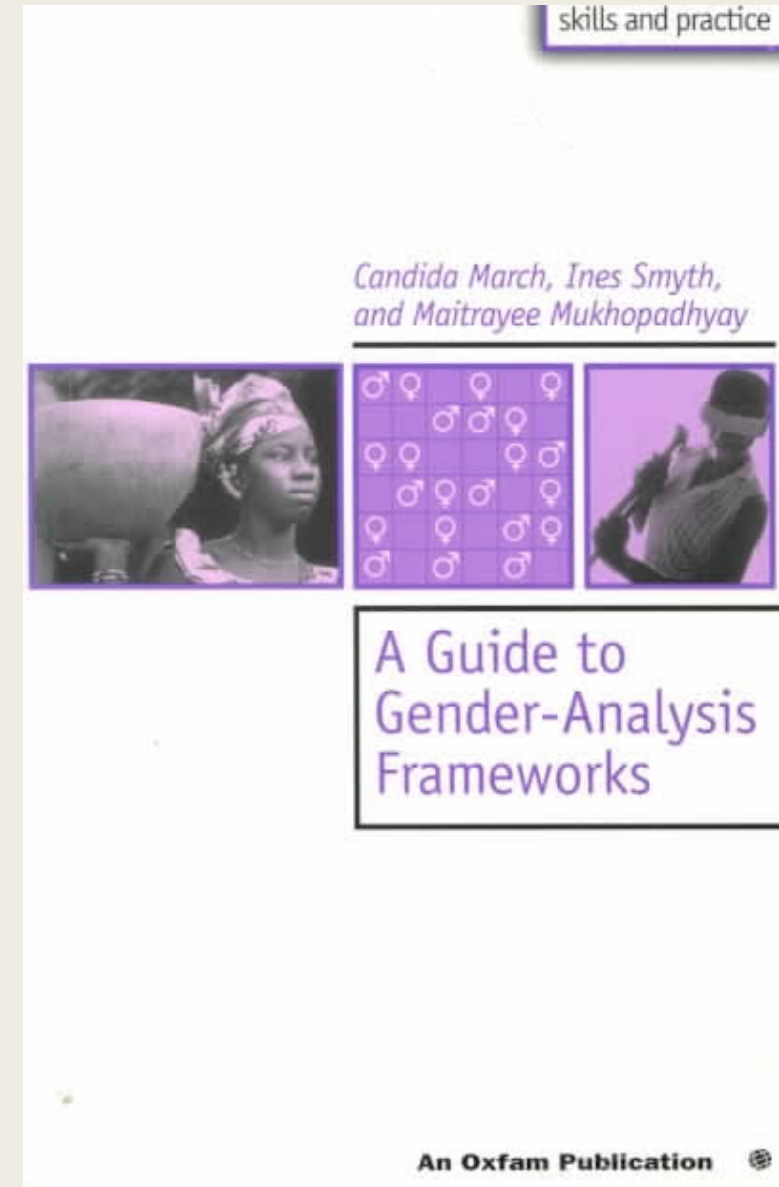Harvard Analytical Framework

Moser Framework

Gender Analysis Matrix

Capacities and Vulnerabilities Analysis Framework

Longwe's Women's Empowerment Framework

Social Relations Approach

March C, Smyth I A, Mukhopadhyay M. A guide to gender-analysis frameworks[M]. Oxfam, 1999.

3 Goals

1) How national library strategic plan cope with the issue of gender equality: commitment, attitude, problems, focus and actions.

   ↳ Aim: generally figure out how gender mainstreaming applied;

2) What are the implicit problems impede gender equality in library strategic plan.

   ↳ Aim: identify key factors in gender analysis framework;

3) How to use the framework to do gender analysis in the library strategic plan.

   ↳ Aim: a case study to see its functions and solutions.

4 How Gender Mainstreaming Applied

Nation/Place	Department	Name	Awareness to GE	Commitment to GE	Statements to GE	Aspects related with women
Global	IFLA	IFLA Strategy 2019 - 2024	√	×	Not clear	Not clear or everywhere
America	ALA	American library association strategic directions	√	√	Equity, Diversity, and Inclusion strategic	The critical need for access to library and information resources, services, and technologies by all people
Nordic	Norwegian Ministry of Culture	National strategy for libraries 2015–2018	√	×	Not clear	Not clear or everywhere
China	National Ministry of Culture	Nationwide Public Libraries Strategic Plan During The "13th Five Year" Period	√	√	Improve the service efficiency and promote the equalization of public library services.	Rural left-behind women Collections, tools and facilities for Rural left-behind women, help them to learn ICTs, get reading instructions, books home and network services for them。
Nigeria	Not clear	Not clear	Not clear	Not clear	Not clear	UN Culture and Public Policy for Sustainable Development
Australian	ALIA	ALIA Australian Public Library Alliance National strategy and action plan 2019-2022	√	√	Supporting literacy and lifelong learning; Stronger and more creative communities; Digital inclusion	4.6 literacy and numeracy 1.4 equal rights appropriate new technology 5.b Enhance the use of enabling technology, in particular information and communications technology 5.1 End all forms of discrimination against all women and girls everywhere 8.5 achieve full and productive employment and decent work

4 How Gender Mainstreaming Applied

Commitment:
o Several;
o Thinks that gender inequality will disappear naturally with the development of librarianship.

Attitude:
o Aware the disadvantage for women, but pay no more attention to gender equality than poverty and racial problems;
o Women are in together with the seniors, the disabled, and children as groups need special care in words.

Feature :
o Different countries/places show different sensitivities to gender issue, and it is structured in social value and public discourse.

Problem:
o Blind in evaluating consequences for development;
o Macro level directions, need to implement with assorted programs and actions;
o Equality≠Equity

Focus and actions:
o information literacy, the use of ICTs, digital inclusion, work/career instructions.

5 Key Factors In The Gender Analysis Framework

Key factors	Men	Women

Resources
  contributors
  sources
  range
	Most written by men;
	Men's experiences, thought and knowledge;
	Public domain, involve almost all ranges.
		Rare collections for women's history and record;
		Private sector, more closed with resources of
		household, cook, garden, beauty, romantic , and health;

Technologies
  application
  usage
  analysis
	More able to applicate
	Use more and frequently
	Be able to use certain functions to do analysis,
	design, and do hard work
		Less able to handle, especially for women in rural
		places and girls

Access
  work description
  retrieval
	Create subject headings and classification
	system by men's language and idea
	Use the system to organize knowledge
		Accept work descriptions or remodify some of them
		Use the retrieval language system created by men

Reading	Write with their symbolic system and read from their own perspective	Cannot tell the discrimination and oppression for women in works

Learning
  space
  facilities
  instruction
	Learn from their own knowledge	Learn from men's knowledge and extend them to
		actual life

Empowering
  skills for life
  skills for work
  skills self development
	Duplicate the practice to have men in a
	dominant place
	……
		Manipulated by men's knowledge
		……

6 How To Use The Gender Analysis Framework

The case study in China

❑ National & local level strategic plan for the library development

《"十三五"时期全国公共图书馆事业发展规划》

《中华人民共和国公共图书馆法》

《中华人民共和国公共文化服务保障法》

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❑ Consequences for different gender groups:

Men/Women in the city/country

Boys/girls in the city/country

Solutions:

Women's collections

Better Organization of Women's materials

Critical literacy

ICT/STEM programs for women/girls

Thank you!

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