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A Study on the Impact of Gender Mainstreaming on Men and Women in the World

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Abstract

The strategy of gender mainstreaming was implemented as a policy tool with its objective of achieving gender equality and benefitting both women and men. But it has been seen that the strategy had the tendency to present and focus only on one side of the gender coin, which are women and girls. Men and boys are hardly mentioned in gender related issues and appear as hazy background figures, which have further resulted in serious consequences for women and men, as well as the relationship between them in relation to gender equality efforts. This research analyzes the existing literature within the field of gender and development in order to comprehend the complexity surrounding gender equality concerning the policies with gender mainstreaming and its impact on women, men, and on the relationship between them. To increase the reliability of the research, an analytical model in the shape of a triangle was constructed to illustrate the symmetric correlation between gender policies, and their impact on women and men. The results of the research showed that with its main focus on women's issues and empowerment, policies with gender mainstreaming appear to contribute to negative and threatened responses from men towards women's increasing power. This is in relation to men's sense of exclusion and disempowerment. The results further indicate a potential backlash in the objective of gender equality where men's negative reactions can be seen to hamper women's ability to perform their advanced role in households and communities, which further exacerbate the efforts of achieving equality.

Key words: Gender mainstreaming policies, gender equality, women's empowerment, men's disempowerment

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List of Abbreviations

WID: Women in Development
GAD: Gender and Development
ECOSOC: The United Nations Economic and Social Council
UN: United Nation
EU: European Union
OECD: Organization for Economic Co-operation and Development
WB: World Bank
IFAD: The International Fund for Agricultural Development
PRIDE: Promotion of Rural Initiative and Development Enterprises Limitied
SACCos: Savings and Credit Cooperative Societies

1.Introductory

1.1 Research problem

In recent decades, gender equality has been an important element when discussing in terms of development around the world. The strategy of gender mainstreaming, which was shaped by the Beijing women's conference platform in 1995 as a policy tool to help achieve gender equality, became popular within United Nations agencies as well as in international and regional organizations as strategic development and public policy mechanisms. Gender mainstreaming 'emphasizes the importance of considering the impacts on women and men, and on equality objectives, of actions taken in every sector', and gender perspectives were advanced to the center of attention in policies and programmes (United Nations, 2002:13). However, many scholars have criticized the strategy because of its prime focus on women and girls, and for not having considered men's issues. As Hanna Wright argues, the agenda was being about 'women, peace and security', and by taking a "gender perspective" or "gender mainstreaming", it has tended to highlight the roles, needs and rights of women and girls as well as promoting their participation in traditionally male-dominated peace and security processes. When women's issues of inequalities in access to power, influence and resources, and also protection from violence, are vital to address, that is only one side of the gender coin and taking a 'gender perspective' also require an examination of the roles and experiences of men and boys in conflict and peace-building (Wright, 2014:1). As a result, with development programmes and interventions promoting women's empowerment, it has left a gap in the gender equality processes where men's issues are hardly mentioned at all. This is the research problem of the study that is going to be discussed and analyzed in detail.

The challenge of a scenario where men are hardly mentioned in gender related issues is that it poses several problems for both sexes, in particular the potential, invisibility marginalization of men, which further has the potential to have an impact on the men themselves, women, as well as on the relationship between them. To illustrate the condition that many men have perceived concerning the matter, it is necessary to include a citation from the work by Margrethe Silberschmidt where 'men' according to one Kenyan commentator "had been lions in the past but their teeth had been pulled by women's liberation" (Silberschmidt, 1992:253). Certainly, when the development policies with gender mainstreaming are mainly focusing on women's concerns and their empowerment, it is comprehensible that it further puts men under

an increasing pressure and sense of unease and social marginalization. This sense of anxiety may possibly have an impact on the successful results of empowerment for the women that development gender policies are promoting. The level of effectiveness of empowerment can in other words be disturbed by the responses and attitudes of men towards the process, which furthermore impacts women and the capacity of policies to achieve the goals set for them. Such possible symmetric interconnection is illustrated in an analytical model shaped as a triangle, which is going to be explained in more detail next chapters.

Moreover, during the search for literature comprising gender mainstreamed policies direct impact and influence on men for this research, it was rather challenging for the reason that not many have emphasized the attitudes, values and behaviors of men from a gender perspective concerning this matter. Wright also asserts that the influence of socially constructed gender roles and identities on men and boys are often under-examined, if examined at all (Wright, 2014:2). Hitherto, one research was found concerning the impact of gender mainstreaming on men, which is written by Yves-Renée Jennings and is a dissertation of a case study in Liberia. With this being mentioned, it can be said it is evident that there is a lack of research on men's issues and perceptions concerning gender mainstreaming.

1.2 Relevance

By presenting the research problem, this research is relevant because it seeks to highlight the great importance of the impacts of gender mainstreaming on both men and women, where both sexes are affected by the promotion of gender equality, which in turn can have impact on reaching development objectives with women. Because of the extensive literature and research on gender policies, women, and men, there has been much attention on each part of the matter. But a connection of all these notions has not yet been done, which will be the contribution of this study. It makes this study different from previous research concerning the complex gender problem where a complete and comprehensive symmetric correlation between development policies with gender approaches, women, and men will be presented and analyzed. This connection is further illustrated in an analytical model in the shape of a triangle and has the potential to play an important feature for future research and also a contribution for policy recommendations in gender and development. The analytical model is the contribution to the peace- and development field and will be presented and more explained in the analytical framework.

This issue of gender equality is highly relevant to research in today's society where gender mainstreamed policies endeavored to achieve equality by reducing the gender gap between men and women. In her article, Wright mentions that 'gender and peace are closely linked: peace is critical to promote gender equality, and gender inequality can also undermine peace and drive conflict and violence' (The Guardian, 2014). However, with its objective of gender equality, the strategy of gender mainstreaming appears to remain its focus on women and girls where men and boys are comparatively overlooked in processes. With their objective to reach for gender equality, many programmes and activities have instead been developed for the cause of promoting solely on women's issues and empowerment. Nevertheless, with this being said, gender mainstreaming appears to reflect a different agenda concerning gender equality than what the strategy in actual fact stands for, and put women into focus while has not truly considered men's perspectives and issues towards the changing or changed gender relations. In her dissertation, which is as previously mentioned the only research hitherto found concerning the impacts of gender mainstreaming on men, Jennings argued that such changes can have significant impact on men e.g. a sense of vulnerability and disempowerment in relation to women's increasing power. This can particularly be seen in male-dominant societies where men are often socialized to be the leaders and to control women (Jennings, 2012:262).

This study is also relevant in the sense that the promotion of women's empowerment has in some cases also increased women's vulnerability where men have used violence toward them to control them for the reason that men are threatened by the increasing role women are acquiring from development and gender programs. This is an important issue that needs to be taken into consideration when attempting to enhance women's roles and empowerment in relation to gender mainstreaming policies. Conclusively, as such policies are working towards benefitting both women and men, it has in place of that generated unintentional serious consequences for both.

1.3 Research Objective and Research Questions

The general aim of this study is to improve the understanding of the complexity surrounding gender mainstreaming and its impacts on men and women, and on the relationship between them. However, it is necessary to note that the aim of this study is not to criticize the process

of women empowerment since it is a necessary component of gender mainstreaming, or indicate that women are or should be the 'winners' and men the 'losers' in relation to gender development. But the aim is rather to identify the impacts and suggest a possible interrelationship between the processes for an improved understanding of the presented research problem. Also, to come to know if the strategy gender mainstreaming has any possible negative impact on men and women, and if so, it would be necessary to suggest a change in its objective and perspective. Nevertheless, this study should not be seen as an endeavor set out to solve the problematic nature of this issue, but merely as illuminating one part of the possible answer in which requires further investigation.

This thesis is set out to answer the following research questions:

- What do we know about the impact of development policies with gender mainstreaming have on women?
- How have these policies and their impact on women impacted men?
- How has the impact influenced the relationship between men and women?
- How does this changed relationship between men and women impact the gender - mainstreamed policies in terms of their capacity to achieve the goals set for them?

The first three questions are more of a descriptive character and will first be presented in the findings chapter, and are then discussed further in the analysis chapter together with the last question. The last question focuses on incorporating all the previous ones in order to cover the aim of the study.

1.4 Analytical framework

With the research problem presented, this study relies on previous research where scholars have presented their point of view and assertions regarding gender mainstreaming, women's empowerment and men's issues. This chapter underlines a general overview of the existing literature and a presentation of a developed analytical model in the shape of a triangle, which represents the impacts each notion has on one another. The chapter also presents how the analytical model emerges out of the existing literature and together shapes the triangle, which contributes to an improved understanding of the aim for this study and it will be used in relation to the analysis chapter.

1.5 Methodological framework

For this study, a qualitative approach has been taken as a point of departure in a form of textual analysis for the reason that the study based upon secondary sources that consist of text-based answers. These are mainly from contributors who are the researchers and scholars asserting their point of departure concerning the issue of gender relations. Moreover, to collect its data, this research conducts an analysis of the experts within the field of gender and development, which will be presented in more detail in chapter four. Additionally, this chapter presents how the analysis will be done in relation to the analytical framework of previous literature and the developed analytical model, which also include a discussion on reliability, validity and generalization.

1.6 Delimitations

This research concerns men and women worldwide and focuses on a broader picture, and will not go into depth in certain continents or countries. However, since most cases of women's empowerment processes are taken place in male-dominated societies, this research paper tends to mention developing countries. Moreover, this research will not focus on certain gender policies but rather include the most necessary one when needed. Since the literature on gender mainstreaming and women's empowerment is already very extensive and comprehensive, there are not many authors who have emphasized the strategy as Yves-Renée Jennings (2012) who investigated the direct impacts the strategy had on men in Liberia. The purpose of this study shall not be seen as part of a wider discussion or criticism concerning concepts of feminism/femininity and masculinity for the reason that it may cause confusion for the readers. Rather, this study will focus on interpreting the constructed analytical model where policies with gender approaches, women, and men are interrelated, which has evidently be seen to be lack of research on. And as the empirical material is limited due to the choice of conducting textual analysis, it still provides how the scholars and researchers perceive and approach the research problem, which further contribute to an improved impression of the research problem.

1.7 Possible limitations

The findings are to a large extent based on previous research written by experts within the field of gender and development, women and men studies. Thus, this research is limited by

the scholars' understandings and perceptions due to the conduct of secondary sources. However, since there have been extensive literature concerning gender policies, women, and men on each part of the matter, there is still no comprehensive study incorporating all secondary literature on this issue. For this reason, this study conducts the method of desk research in order to investigate the complex gender issue. But this further means that the research is restricted to the findings and analysis from the obtained previous literature, which can as a matter of fact be a cause of unreliable and misguided facts being presented. The chosen previous research may therefore not be considered as accurate reflection of reality but as the researchers own personal perceptions. However, this has not been the case since caution was taken for this study to ensure that correct and reliable sources were used in this respect, and proper scrutiny has been made before using published sources. And by using secondary sources, there are some advantages for including them in research such as most of the chosen literature conducted fieldworks and interviews to observe people and this further increased the reliability and validity of the statements they made. There is an awareness that much literature can yet to be found for this study concerning the topic. However, with a given limited time to write, the short amounts of literature used were therefore carefully chosen, which was most suitable and useful for this study. Ultimately, when doing textual analysis there are numerous limitations to this developed analytical model, which is presented in chapter three. It needs further research for a deeper understanding of the complex situation of gender mainstreaming but from little what have been found, there are enough reasons to do this study, which further provides good functions for future research.

1.8 Ethical considerations

When looking at research ethics there are ethical problems concerning values and ethical problems concerning responsibility. As the study relies on secondary sources, which makes the research not having direct contact with the research subjects, this study does not encounter any ethical problems with responsibility such as exploitation and deception of its research subjects (Silverman, 2011:88). Ethical problems concerning values are on the other hand more relevant for this study. As this study deals with gender mainstreaming policies' impact on men, women, and the relationship between them, which can be considered as a controversial topic, there is an awareness of the importance to be objective in the analysis and not add any personal views or reflections on the topic. For this cause, this study follows the ethical guideline of 'fair dealing' (Silverman, 2011:102), when analyzing the gender

mainstreaming policies' impact evenly on both men and women. More importantly, there is also an awareness of not making any assumptions regarding what the research objects think or want based on any personal view. Since the majority of the previous studies on this topic has been done in developing countries it is important to consider the different traditions and cultures existing in these societies.

1.9 Thesis Outline

This study will now continue with chapter two, background. It goes more into detail regarding the emergence and evolution of gender and women's issues, and also the subject of men's issues. It also gives a more thorough description regarding gender mainstreaming strategy and its objectives for women and men in the world.

Chapter three focuses on the analytical framework, which embodies a literature overview and presents general information regarding the most important references that are related to the subjects of gender mainstreaming, women's empowerment, and the exclusion of men, that are used for this study. It will also present the constructed analytical model in the shape of a triangle, which sees the possible correlation of gender policies, women, and men, and will be presented in relation to the existing literature.

Chapter four details the methodological framework and consists of a presented and described methodology and method used in this study. It also outlines the sampling process this study is based upon, and how the analytical framework has been used when answering the research questions.

Chapter five presents the findings from the chosen previous literature and also the answers of the posted research questions one by one, with focus on the first three questions. The content of the chapter lays the ground for the developed analytical model in chapter three.

Chapter six is concerned with the analysis, which embodies the findings that are analyzed with the analytical framework as point of departure, and is elaborated on in relation to the analytical model used in this study. This chapter will also give an answer to the research question four.

Chapter seven is the last chapter, which consists of a conclusion where a summary of the main findings of this study will be presented and also presents a conclusion in relation to the context of the research problem being investigated. Moreover, it will seek to contribute to the gender relation's debate and how the findings will possibly impact policy consideration in the future.

2. Background Chapter

This section will present a very brief overview of the emergence and evolution of gender and women's issues, and how it came to be an important debate in contemporary international politics of gender and development. It will also discuss the subject of the emergence of men's issues, which came to be a center of interest for many researchers and scholars. Furthermore, this section will also go into more detail about the development of the gender mainstreaming strategy and the resulting dilemma that this creates for women and men in the world.

2.1 Boserup and the evolution of WID and GAD

There was a growing advocacy on the concern of women in development when greater attention began to be paid to the basic needs, rural productivity and informal sector activity in the 1970s. Before that, gender concerns were not considered as a 'human factor' in development and were missing from early growth-oriented strategies (Kabeer, 2000:11). But the very first call of attention towards women's issues and gender come to begin in the early 1970s where Ester Boserup, who was the first investigator within this field, published her book "Women's role in economic development", which became unique at that time due to her pioneering perspective, which emphasized women's situation in the process of economic and social growth in the developing world. She challenged the argument of modernization at that time, which was assumed that development projects would automatically trickle down to women and other disadvantaged groups in developing countries. Moreover, she highlighted that most of the projects of Western development policies, which would place fragile Third World economies for a "take-off", ignored women and discovered that many technologically sophisticated projects undermined women's economic opportunities and autonomy (Boserup, 2007:v-xxvii). Additionally, another problem identified by Boserup was the illiteracy of women that was to a greater extent than men and formal work thereby became a privilege for men. And despite the fact that women were encouraged to get education, attitudes towards women prevented them from entering the labour market (Boserup, 2007:73-115). In other words, she saw women as economic actors rather than welfare clients with her equity-based argument, and focused thus on the needs to improve their productivity (Kabeer, 2000:12).

In accordance with the empirical findings of Boserup, two main feminist development frameworks were introduced where the necessity to enhance women's status came to focus: Women In Development (WID) and Gender And Development (GAD). By representing a

merging of modernization and liberal-feminist theories, WID advocated strategies with aims to integrate women into development projects, which was believed to enhance women's access to development, whereas such strategies were adopting Western technologies, institution and values. Connelly *et al* further argued that until this happened, development policies would continue to undermine the status of women in the Third World. However, as the authors asserted this became a limitation as the approach relied heavily on modernization theory, concentrated solely on women in terms of integration and 'ignored the possible contribution of indigenous knowledge' (Connelly, Murray and Parpart, 2000:57-58). Subsequently in the 1980s, the GAD perspective emerged as an alternative to WID, which emerged from the experiences and analysis of Western socialist feminists as well. GAD recognized the women's material condition and class position, and also the patriarchal structure since women's status in society is, according to them, deeply affected by these. Additionally, this approach focused on the relationships women and men, not on women alone since 'gender relations are seen as the key determinant of women's position in society'; and men were therefore welcomed as part of the equation. Thus, GAD approach acknowledged gender equality and addressed unequal gender relations, which was said to prevent inequitable development that usually hindered women from full participation (Connelly et al, 2000:62-63).

It was not until over the last decade where the shift in development institutions' focus from "women" to "gender" that sparked an explosion of interest in working with men in order to establish gender equitable societies. As the GAD paradigm promoted the fact that gender equality cannot be accomplished without the participation of men (since the object of change is the relations between men and women as mentioned above), the GAD work revealed the heterogeneity of "men" as a category. Moreover, they drew attention to the different ways men are harmed by gender roles, i.e. through violence used to maintain hierarchies among men. Additionally, as Alan Greig stated in the publication of Women for Women, the GAD approach has also revealed that many men are capable of reflecting on their gender experience and are also interested in making changes in their lives for the benefit of women and for themselves (Greig, 2007:5).

2.2 Gender mainstreaming strategy

Following the WID and GAD debates, the agenda of gender mainstreaming was established as a gender equality strategy and was shaped by the Beijing women's Conference platform in 1995. In her dissertation, Yves-Renée Jennings gave a description of the strategy and explained it as a policy initiative adopted internationally in order to address gender inequality within the context of development (Jennings, 2012:23). When presenting the essence of this policy, the report of the United Nations Economic and Social Council (ECOSOC) in September 1997 has broadly articulated gender mainstreaming as:

"The process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality" (ECOSOC, 1997:2).

International and regional organizations such as UN, the European Union (EU) and Organization for Economic Co-operation and Development (OECD) adopted this notion as part of their work in countries worldwide and within their own structures as well. Gender mainstreaming became popular as a strategic development and public policy mechanism, which contained programs that connected poverty and gender inequality to help developed or developing countries to establish projects that promoted a field of both women and men by giving them equal opportunities for their needs to be met. This is due to the belief of development institutions that such connections would mitigate the escalation of poverty in countries through women's participation in governance to ensure that women's needs, which differed from men's, were met. (Jennings, 2012:24).

With its objective of reaching gender equality, the strategy of gender mainstreaming works towards benefitting both men and women equally with programmes and activities taking conscious account of the significantly of gender, rather than being gender neutral (Haataja et al, 2011:13). However, some studies have shown that the gender-mainstreaming efforts to help societies work toward gender equality do not consider how such social change and its

implementation impact men at a socio-psychological level, particularly in male-dominated societies (Jennings, 2012:262). This was the case in Liberia's male-dominated culture in which Yves-Renée Jennings has put in writing, which is the single research found that covers this issue of gender mainstreaming and its impact on men and women. Jennings further asserts that in cases where gender mainstreaming efforts adopt strategy that primarily focuses on women's empowerment can further lead to negative reactions from men, which detrimentally affect families and societies as well. As the country focused its attention and resources on women's development and gender mainstreaming during its post-war period by implementing its gender equality agenda, Liberian women were put into numerous types of leadership roles in various sectors including the government. Liberian men, who were superior to women and should be the leaders and dominate and control women, were systematically excluded in the processes related to the purposive social change where "the legacy of their socialization has remained vibrant in their minds, even in the minds of the few who support this change and the majority who resist it" (Jennings, 2012:280).

At present, efforts have been made to include men into the process of gender equality in relation to enhance women's empowerment in communities and also in households. Many researchers and scholars have addressed the importance of including men in the gender equation including Wright who asserts that men play a crucial role as clients, partners and agents of change (Wright, 2014:6). The contributors of the journal of UN Millennium Project suggested that gender equitable programs to involve men should also address power relations, and supportive and positive definitions of masculinity should be reinforced to improve the situation of both women and men (Millennium Project, 2006:18). Men must be reached and included in the achievement of gender equality in order for the interventions of promoting women and girls, do not get disrupted by men's resistance (Women's Commission for Refugee Women and Children, 2005:2).

3. Analytical Framework

This chapter will outline the theoretical understanding made in this research, which represents a general overview of previous literature, which comprises the main arguments that set out an analytical framework for the analysis chapter. It will go into more detail in the findings chapter. The chapter will also present the analytical model in relation to previous literature by presenting how the model emerges out of the literature. The order of this chapter is structured around the research questions in order to step by step deliberately construct the analytical model that will provide an understanding of the overall aim of this research.

3.1 Literature Overview

The existing literature regarding gender policies, women and men's issues in development are extensive. In relation to the developed gender mainstreamed policies, much of the literature is discussing the importance of gender equality and how it is necessary to promote women's empowerment in societies and households, and involve men in the processes for the reason that men are also recognized as agents of change in order to eradicate gender inequalities (Millennium Projects, 2006:18). The perspective of men as potential agents of change and not merely objects of blame has been an increased interest across a range of development issues and institutions (Greig, Kimmel & Lang, 2000:2). Such statements came after the formulation of the gender mainstreaming strategy, shaped by the Beijing women's conference platform in 1995 with its objective to advance women's empowerment and promote gender equality. It also includes involving men in the processes since they play a crucial role in promoting gender equality (Millennium Projects, 2006:135).

There has been an increasing focus on women's empowerment that has been acknowledged worldwide and gender policies are developed to their advancement in societies and households. Scholars who have focused on gender relations in terms of women's increasing advancement have presented positive and vital successes. By conducting methods of in-depth interviews and focus group discussions, Amuyunzu-Nyamongo and Francis investigated the experienced changes in the nature and form of the main sources of livelihoods in Kenya where such changes affected relative gender power relations in households. The authors highlighted and demonstrated that through efforts of development agencies and the government 'women acquired status that can no longer be ignored even by the men in their households' and it has further contributed to an improved quality of life for them and also for

the families and communities. They concluded that efforts with focus on gender empowerment, liberation of women, girl-child protection, and affirmative action have influenced the women's confidence as they are having access to their own income (Amuyunzu-Nyamongo & Francis, 2006:227). Such impacts policies with gender mainstreaming have on women is illustrated in the constructed analytical model (Figure 1) presented in the next section and corresponds to the arrow A that is pointed at women from development policies with gender approaches.

However, while many scholars have been studied women's empowerment in relation to gender equality, there have also been some literatures discussing the impacts of development and gender policies on men, which are nevertheless in relation to women's increasing power. This phenomenon can be seen in the work of Alan Greig, Michael Kimmel and James Lang, where they argue that 'men continue to be implicated rather than explicitly addressed in development programmes focusing on gender inequalities and the advancement of women' (Greig, Kimmel & Lang, 2000:1). Literatures concerning direct impact on men from gender-mainstreamed policies were not as extended as wished for. Helen Brereton and Vannak Lim approached this matter by implicating their findings of a qualitative study where many men interviewed acknowledged their wives' empowerment and spoke of the positive developments for women in general, as well as for family members in particular (Lim, 2008:19).

In line with this, there are several of development scholar-practitioners who have carried out research about the challenges and success of gender mainstreaming strategy and its implementation. Maria C. Correia and Ian Bannon are asserting the discussion of prevailing gender development policy and the reasons it excludes men. The authors are arguing that men are appearing as hazy background figures, who are only included to the extent that they contribute to the needs and interests of women; and not as a development issue in and of themselves (Correia & Bannon, 2006:245). They are approaching the topic of development policies with gender mainstreaming from a normative angle, highlighting the need to reflect the concept of gender mainstreaming by making it more critical to address and reflect upon, regarding that gender and development remains very much on a female bastion. Many researchers have approached this critical view on gender mainstreamed policies as being too close to solely focus on women's issues. Hanna Wright has examined the strategy by conducting a desk research and approached the gender perspective from a more critical angle,

asserting that a perspective on men through a gender lens is vital for the reason that various lenses exist in the concept of gender mainstreaming. She demonstrated in her publication for Safer World concerning conflict and peace-building that gender mainstreaming tend to only present one side of the gender coin, which is highlighting the roles, needs and rights of women (Wright, 2014:1) and that the roles and experiences of men and boys in the matter of conflict and peace-building also require an examination.

Following this, another research debate within this context is worth to mention as it focuses on gender identities and norms where scholars have examined the interplay between masculinities and social and economic development, and touched upon the social psychological field. Drawing from her own experiences in Kenya, Margrethe Silberschmidt (2001) for example, has her focus in men's disempowerment and argues in the sense that traditional gender roles and relations have changed due to occurred changes in the societies. By conducting a fieldwork she further emphasized the disempowerment of men when their value, identity and self-esteem are degraded due to a combined of factors but mainly due to socio-economic factors (Silberschmidt, 2001:669). In line with this, Kabeer (2003) emphasized that as the increasing importance of women's groups are set up by development organizations, it constitutes a further source of resentment for many men that has left them out in the policies' processes. In the analytical model, this can be seen in arrow B that is pointed at men from development policies with gender approaches that illustrates the impact gender policies have on men. Moreover, literature discussing such kind of resentment from men towards the increasing role of women in societies and households have increased in numbers in recent decades in line with the fact that issues of men became interested by many researchers.

In accordance with the assertion of Joyce P. Jacobsen, who introduced men's issues in her descriptive publication where her addressed the importance of considering men's issues. Jacobsen mentions the importance of recognizing and considering the direct effects of men's issues as she argues that many of the issues that have a direct impact on the well being of men, are sometimes inseparable from the question of how men further affect the well being of women (Jacobsen, 2006:1). In this respect, literature concerning the resistance of men towards women's increasing power in communities and households have been given much attention where researchers and scholars have taken much account on the cultural and

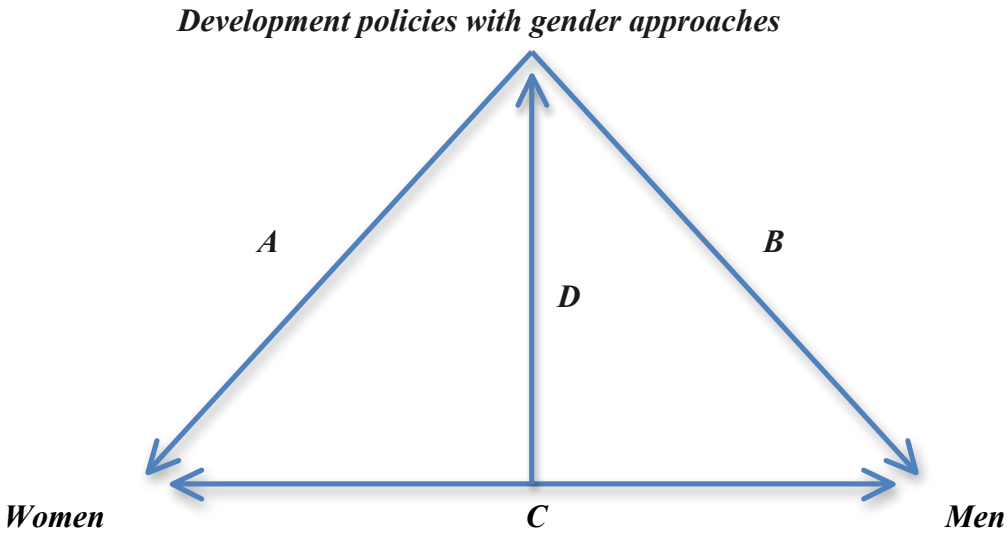
traditional issues when discussing gender disputes. Referring to Tina Sideris, she investigated men's sense of threat towards women's empowerment and reflected on men's insecurities in gender relations in South Africa whereas ideology and culture/traditions still construct masculinity, which also justifies the authority men have over women (Sideris, 2007:240). Moreover, mentioning Amuyunzy-Nyamongo and Francis once again, they discussed the potential impacts on women in relation to men's responses towards women's increasing roles and by presenting a survey of Kenya Demographic and Health Survey in 2003, they confirmed that women with a higher status were most likely to report physical violence (Amuyunzu-Nyamongo & Francis, 2006:243). Additionally, they further implied that although women's roles and responsibilities have increased in household's duties, men still control most household spending decisions (Amuyunzu-Nyamongo & Francis, 2006:230). Hence, with the promotion and focus solely on women and girls, it has further contributed to a possible changed relationship between men and women whereas women are obtaining more benefits from the gender policies compared to men, which further has serious consequences. Such impact gender policies have on the relationship between men and women can be seen and correlates with the horizontal arrow C in the analytical model.

3.2 Analytical Model

After having presented the extensive literature overview of different approaches from the researchers and scholars, it altogether illustrates the possible symmetric correlation between development policies with gender mainstreaming, women, and men, which is presented as an analytical model in the shape of a triangle (Figure 1, see below). The arrows A, B and C were previously mentioned that illustrates the impacts the notions have on one another, which comprises the different approaches from previous research. Thus, the analytical model is shaped around the previous literature in which the model emerged out of. Following this, possibly the most important connection for this study is the vertical arrow D, which relates to the fourth question and the interpretation of this arrow will further be analyzed in the analysis chapter in which corresponds to the answer for the last question. Nevertheless, with the illustration of the symmetric relationship, there is a comprehensible understanding of the impacts brought by the development policies with gender approaches on women and men, where it further has the potential to shape the relationship between men and women. The vertical arrow D illustrates the potential impact of the changed relationship between men and women, which is due to the impacts of gender policies on women and men, is having on the

objectives of gender mainstreaming policies. All the impacts the notions are having on one another shapes this analytical model and are constructed as a symmetrical triangle:

Figure 1: The Symmetric Relationship between development policies with gender approaches, women and men



What has evidently been seen is that the arrow D has not really been regarded in gender and development studies since there has been much attention and research on the other arrows (A-C). The arrow D represents the potential backlash of the objective of gender equality in which the strategy gender mainstreaming is promoting because with the continuous focus on women and girls where men and boys are appearing as hazy background figures in the development processes, it can further have adverse results. This backlash arrow is therefore important to emphasize as it has the potential to restrain the empowering actions taken by international agencies and programmes with objective of advancing women's position and to achieve gender equality. It is also vital in the sense that it implies further consequences of increasing vulnerabilities on women because of the negative behavior and attitudes men conduct. Therefore, the analytical model is important to take into account concerning gender issues, particularly for policy creators when designing gender policies since much consideration can be left out, and also for other researchers and scholars to use it for future research.

With the illustration and the reasoning behind it, this analytical model is used as an analytical tool to organize the findings and also to guide the analysis in this study. The model is suitable

when trying to comprehend how the development policies with gender mainstreaming has an impact on both women and men when attempting to empower women's conditions with gender equality approach. This further has the potential to shape the relationship between women and men. The constructed analytical model also provides a further interpretation of this gender issue, which represents the arrow D with the potential backlash impact on reaching development objectives with women. Therefore, by combining the interrelated theoretical understanding of previous literature, this analytical framework is constructed in order to facilitate a rationale for a deeper understanding of this gender issue and also make it possible to clarify the symmetric relationship concerning gender mainstreaming and its impact on men and women. Additionally, the analytical model is created to increase the comprehensibility and should also be understood in relation to the methodological and theoretical discussion at large. The gender issue cannot only be seen as a practical issue but it encompasses serious consequences for both sexes as well as for the gender policies. Thus, in relation to the previous discussions, this study intends to analyze the research questions with the help of the developed analytical model and apply the model into the discussion of gender mainstreaming in order to support the understanding of the context of the research problem. Furthermore, as the contribution of this research is to compile the previous literature on each part of the matter and put them together to construct the analytical model in order to see the full depiction of the reality of the gender issue, it has the potential to make significant contribution towards implementing gender policies in the future as well as for others to use as analytical tool.

4. Methodological framework

This section presents the research design, methods and materials used for this research, and it refers to the previous chapter when combining the methodological and theoretical understandings. The chapter further explains how the analytical model was used in relation to textual analysis research. Moreover, a discussion concerning validity, reliability and generalization is also included.

4.1. Research strategy

For this study, qualitative research strategy was conducted in order to fulfill the research aim and to answer the research questions. As Ariadne Vromen explained, 'when we seek to understand or explain how and why a political institution, event, issue, or process came about, we are necessarily asking questions that can be answered through using qualitative methods' (Vromen, 2010:249). Moreover, since explanation and understanding of human social and political analytic cannot be independent of context for the qualitative researcher, they try to convey the full picture, which is often referred to as 'thick' description. As the qualitative researchers cannot provide the full picture unless they have collected the full picture from undertaking detailed in-depth research to answer the research questions (Vromen, 2010:257). Since the research questions for this study concern interpreting perceptions and behaviors of men and women in the particular context of gender mainstreamed policies in which are based on the descriptions of previous literatures from different approaches, it altogether provides a full depiction of the reality of this complex gender problem, which can be seen as being illustrated in the analytical model. Therefore, qualitative approach is the most suitable research strategy for the aim of this study by using textual analysis as research method.

4.2 Textual analysis method

The choice of research method – textual analysis, was made considering that the research problem is of an understanding nature and according to David Silverman, texts are criticize data for even novice researchers to analyze with an effect that texts influence how we see the world and the people in it and how we act. It also provides close analysis that reveals presentational subtleties and skills, and documents what participants are actually doing in the world – without being dependent on being asked by researchers (Silverman, 2011:229-230). However, criticizing documents can also have some disadvantages and one obvious trap is where researchers may tend to scan texts in terms of their correspondence to 'reality'. On the

other hand, as Silverman argues, 'the role of textual researchers is not to criticize or to assess particular texts in terms of apparently 'objective' standards. It is rather to analyze how they work to achieve particular effects – to identify the elements used and the functions these play (Silverman, 2011:234). Such conscious action was considered when choosing the applicable literatures for this research where the intention was to identify them and categorize the arguments from the literatures based on the analytical model. The analytical model is used as a way to step by step illustrate how the impacts influence one another, and how it further correlates. The different approaches from the literatures provided a broad, comprehensible understanding in which altogether created the model in the shape of a triangle. Since the analytical model is largely the aim of this research, to improve the understanding of the complexity surrounding gender equality concerning gender mainstream policies and its impact on men and women, and on the relationship between them, conducting textual analysis is therefore the most suitable method compared to other methods e.g. case study or comparative study.

In accordance with Silverman, Alan Mckee's defines textual analysis as whenever we produce an interpretation of something's meaning e.g. a book or television program, we treat it as a text, which is something that we make meaning from (Mckee, 2003:4). Therefore, by analyzing texts, we make a meaning of the interpreted reality. As for this study where the use of existing material are based on previous literature that are mainly around text-based answers from personal reflections from participants in which researchers and scholars have observed. Such usage of materials is necessary in order to use information and insights as context knowledge (Flick, 2006:59), and for this research, the literatures further provided an interpreted reality of the complex gender issue. Moreover, for this study when conducting textual analysis, the techniques the authors used to achieve their purposes of their works were examined and how it further helped to achieve the authors' intended purposes. By doing so, it increases the reliability of the statements that they make, such as quoting or referring to credible sources. In the analysis, all the arguments are presented one by one followed by the evidence and quotes found in the literatures. The structure is based on the analytical model, starting with the two arrows A and B illustrating the gender mainstreaming policies' impact on women, respective men. This is followed by the analysis of the arrow C demonstrating impacts on the relationship between women and men, caused by the policies. Lastly, the vertical arrow D presenting the potential impact of the changed relationship has on the

objectives of gender mainstreaming policies is discussed to cover up the whole aim of this research.

4.3 Material and sample

The empirical materials used for the thesis and for answering the research questions are mainly secondary written sources, but also organizational research reports in which presents the political context they are originated from, e.g. the United Nations among other international organizations. Since this study is mainly based on previous literature concerning the gender mainstreaming policies impacts on men and women, secondary written sources were valid in this sense that they contribute to an understanding of how people view certain subject issues and put it into writing. Together with the different approaches from all researchers, it provided an analytical context and final results of this study, and by doing a literature overview in the analytical framework chapter, some of the most important secondary sources that are used in findings and analysis were presented. When presenting the previous research, as well as the background chapter, it provides a broader understanding in gender relations in the world and also enabling observations to create a context of it in the developed analytical model. In this way, the symmetrical correlation of gender and development policies, and the impact on women and men, is illustrated.

As previously explained, the secondary sources were carefully chosen by emphasizing the techniques the authors used to get his or her point across but also by examining who the authors are. This was to ensure that correct and liable sources were used in this respect. However, since most of the chosen literature conducted fieldworks and interviews to observe the targeted people, it further increased the reliability and validity of the statements that the authors made. And since the focus became men's issues in relation to women's empowerment as proven to have been a vague description earlier concerning gender issues, previous research regarding gender studies with a focus on men's vulnerability was therefore searched for. Research by Silberschmidt (1992, 2001), Correia and Bannon (2006), Amuyunzu-Nyamongo and Francis (2006), and Wright (2014) are just few of the used studies that came across of interest and relevance for this study. Additionally, the dissertation of Yves-Renée Jennings (2012) that concerned specifically my case but that her focus was the impact of gender mainstreaming on men in Liberia was also included. The literatures used in findings and analysis will also be based on experts in this area.

When reading through the scholars' fieldwork of observations and participations through methods as interviewing groups of people in focus groups, there was evidently a sense of collective agreement in that the stereotyped notions of gender relations and roles can have severe implications on the lives of both men and women. Nevertheless, all these research have in distinct means contributed to the controversial gender debate between women and men, and by using such sufficient secondary materials, it gave clarity in the purpose of this study, which is to improve the understanding of the complexity surrounding gender equality concerning gender mainstreaming policies and its impact on men and women, and on the relationship between them. However, since much of the literature used for this study has touched upon the impact of gender mainstreaming on men as well as on women, there is still no research that covers the overall picture where each notion impacts on one another. Hence, by illustrating the symmetrical analytical model that emerged out of the previous literature, it contributes to a full depiction of the reality of the gender issue, which is necessary to take into consideration in gender and development issues.

4.4. Validity, Reliability and Generalization

Throughout this thesis, the validity of the study is based on the concept used by Hammersley, an account that is "valid or true if it represents accurately those features of the phenomenon that it is intended to describe, explain or theorize" (Hammersley, 1987:69). The qualitative component of textual analysis allowed the study to gather the perspectives of scholars and researchers who are experts within the contextual setting of the topic under research. Such approach has eased the way to understand how gender equality promotion has impacted men around the world, and to gain deep insights into the factors and issues underlying these impacts. Regarding the quality aspects of this study, the findings that emerged from interpreting previous research were valid as the given explanations from literature fit the given descriptions of the presented gender issue in this thesis. Therefore, I consider the similarity that exists across the material collected from previous research as a validity measure of the resultant findings, which will be presented in the following chapter. Likewise, as McMillan and Schumacher (2006) stated, validity refers to the degree of compatibility between the explanations of the phenomena and the realities of the world.

Hammersley defines reliability of a study as "the degree of consistency with which instances are assigned to the same category by different observers or by the same observer on different

occasions" (Hammersley 1992:67). Using secondary sources enhances the reliability of the study in the way that it reflects various researchers findings on the phenomenon, identifying the consistent arguments and definitions of the concepts across important studies in the field. Thus, results of this study do not rely on accidental circumstances but can be found by similar studies. Lastly, the concept of generalization is defined as "an act of reasoning that involves drawing broad conclusions from particular instances – that is, making an inference about the unobserved based on the observed" (Polit and Beck, 2010:1451). This study does not intent to generalize the results to a broader context concerning international policies, but rather illustrate the ways that needs and perspectives of individuals are influences. Though worth to mention is that this study relies on various secondary sources on the phenomenon in different settings, yet reaching similar conclusions and observations. This implies that the phenomenon can be generalized to some extent. However, one should be caution when generalizing as different social contexts and circumstances can give alternative outcomes.

5. Findings

In this chapter, the existing literature will be analyzed in relation to the three first research questions. The order of this chapter is structured around the research questions in order to step by step deliberately demonstrate how the analytical model with the shape of a triangle illustrate the symmetric correlation between gender mainstreaming policies, women and men. This will provide an improved understanding of gender mainstreaming and its impacts on women and men, as well as the relationship between them, which is the overall aim of this study.

5.1 Impacts of gender mainstreamed policies on women

Since the shaping of gender mainstreaming agenda by Beijing women's conference platform in 1995, gender policies have been implemented within the structures of international and regional organizations, which included Economic Co-operation and Development (OECD), World Bank (WB), UN (United Nations), and the European Union (EU) (Jennings, 2012:24). Concerning the objectives on women, such gender policies have focused on gender equality and women's empowerment and has for instance put emphasis on increasing the capability of women and girls for them to realize their rights, determine their life outcomes, and influence decision-making in societies, communities, and households (USAID, 2012:10). Such objectives are set in order to improve the lives of the world's citizens by advancing equality between women and men, and empowering women and girls to participate fully in and benefit from development of their societies (USAID, 2012:iv), in order to reduce the gender gap. In developing countries, many gender policies have been implemented in the context of agricultural and rural development where focus has mostly been on women, as they are perceived as the most vulnerable group with few assets. The International Fund for Agricultural Development (IFAD) has for instance implemented The Policy on Gender Equality and Women's Empowerment with an objective of closing gender gaps and improves the social and economic status of rural women in rapidly changing rural environments (IFAD, 2012:5).

Although women and girls are mostly the targets in development programs, the objectives of gender policies are to benefit both men and women in the attempt to reduce the gender gap and to provide equal opportunities, resources, and life prospects so both men and women can shape their own lives and contribute to their families and communities. Referring to Jeneviéve

Mannell, "development agencies target social structures that assign valued forms of labour to men (e.g. paid work, higher-paid professional occupations) and devalued forms of labour to women (e.g. unpaid care work, lower-paid domestic labour) through policies that support women-focused microfinance and cash transfer programmes, provide leadership or entrepreneurial training for women, and establish care positions specifically for men" (Mannell, 2014:455). Thus, with the objectives of development programs on women, it aims to benefit men as well.

Based on the previous literatures, there is evidence that women have obtained greater roles with increasing power and opportunities through gender policies and programmes. As Amuyunzu-Nyamongo and Francis argued, efforts with focus on gender empowerment, liberation of women, girl-child protection, and affirmative action have further influenced the women's confidence as they are having access to their own income. Moreover, through the efforts of development agencies and the government, 'women are acquired status that can no longer be ignored even by the men in their households' (Amuyunzu-Nyamongo & Francis, 2006:227). Additionally, the case in Liberia in which Jennings has emphasized, the gender mainstreaming strategy ensured that women's issues and concerns were part of the various aspects of the country's post-war reconstruction and development agenda. This contributed to a significant involvement in various activities where women sought to promote their advancement, including getting their public voices heard due to their marginalized roles; and efforts of such activities ensured that women became actively involved in public leadership positions in various capacities (Jennings, 2012:40). Another case study with comprehensible impact on women is by Rosanna Rörström who conducted a fieldwork in Tanzania where women's empowerment has recently been put into practical contents (2012:1). Rörström demonstrated that the Land Act and Village Land Act were implemented in 2001 and 'constitutional amendments improved the rights of women ownership by giving them rights to acquire, hold and use land. Furthermore, local microfinance institutions were established namely PRIDE and SACCos and provided women opportunity to level with men by loaning them capital in hopes of gaining economic autonomy and increasing social influence (Rörström, 2012:2).

Nevertheless, such progressive impacts of gender policies have on women correspond to the arrow A in the analytical model in which is pointed at women from development policies with

gender approaches. Furthermore, many scholars have put into writing concerning the importance of women's empowerment that has been acknowledged all around the world where women's issues have primarily been the main focus in development and gender programmes. Correia and Bannon, who are among the many, approached this matter by discussing the tendency of all the main actors in international development who are subscribing the basic premise of gender relations in development where empowering women is vital in the sense that women, often in traditional societies, are victims of patriarchal systems, violence, inequities, discrimination and subordination, while men are the ones who exercise power and dominate women (Correia & Bannon, 2006:245).

5.2 Women's increasing power impact on men

As previously mentioned, nearly every international institutions have been committed by the adoption of the working strategy gender mainstreaming, with its efforts to achieve gender equality. However, what can be seen in the previous literatures is that the strategy of gender mainstreaming tends to only present that one side of the gender coin, and is too close to solely focus on women's needs and right with their gender equality and development programmes. Although there have been cases where men have been included in development and gender programmes since they are perceived as an important agent in order to achieve gender equality, men seems to only be included to advance women's role and empowerment. This can be seen in the work of Alan Greig, Michael Kimmel and James Lang where they emphasized that 'men continue to be implicated rather than explicitly addressed in development programmes focusing on gender inequalities and the advancement of women' (Greig, Kimmel & Lang, 2000:1). This has in turn given rise to serious issues for both men and women. Kapur argues in this matter that in effect, 'mainstreaming has become the hegemonic discourse for addressing women's rights (Kapur, 2008:27).

In accordance with this, there is evidence that with a focus on women and girls, men are influenced by women's increasing power in a way that it constitutes a source of resentment for many men. Tina Sideris emphasized such resentment and sense of threat from men's perception towards women's empowerment in South Africa and reflected men's insecurities in gender relations where ideology and culture/traditions still construct masculinity in which also justifies the authority men have over women (Sideris, 2007:240). Additionally, Senorina Wendoh and Tina Wallace investigated the problem of rapid change concerning the adoption

of gender mainstreaming in some African NGOs in four different African countries. One male NGO director expressed the sense of resistant towards the agenda by stating:

"… Everybody was uncomfortable with it but nobody talked about the discomfort. When Beijing came, some women reacted and went quickly. This led to conflict and divorce in families. Women from town and foreigners don't tell them the truth because men and women can't be equal. Some women reacted radically, others skeptically and other indifferently. The speed with which Beijing was adopted in the country, it threatened traditional structures, because "man is the chief and if you come with power, he resist"." (Wendoh & Wallace, 2010:74).

With gender mainstreaming policies focusing primarily on women's rights, needs and issues and not taking men's issues into account, it appears to have affected men's self-esteem in a way that they feel disempowered. Silberschmidt approached this matter by arguing that men felt disempowered when their value, identity and self-esteem were degraded, which is due to a combined of factors but mainly due to socio-economic factors. As women's role became substantial and gained importance with increasing responsibilities, men experienced a frustration of their less important role as husbands and undermined role as head of the households, and also as previous role of power (Silberschmidt, 2001:669).

Following Silberschmidt's statement, Jennings also emphasized men's perception but in a way that it affects them at a socio-psychologically level when women are obtaining greater roles and benefits through programmes and strategies with gender equality as objective. Jennings investigated the case of Liberia with a male-dominated culture where gender equality social changes occurred. By conducting a survey with 1 to 19 statements, Jennings asked Liberian male and female participants their perspectives regarding the majority of Liberian male and the possible outcomes of having men and women working together to achieve gender mainstreaming and equality agenda in their country. Some of Jennings's conclusions were that 'Liberian men experienced ambivalence about Liberia's proactive gender equality and gender mainstreaming agenda, which has focused on increasing Liberian women's involvement in the country's public leadership at the political, civil society, and grassroots levels'. Moreover, since there was a gendered divergence of views concerning whether men expressed fear that women will take over the resources, social status, position,

and privileges to which men had access, and feel threatened by the significant changes in gender roles and responsibilities in which Liberian male participant disagreed with; Jennings based her conclusion on the consistent responses of the female participants, who believed that men became anxious as Liberian women became empowered, in contrast to past practices (Jennings, 2012:108). Based on the statements of Silberschmidt and Jennings, there is thus evidence that with gender equality social changes, it has negative socio-psychological impact on men, particularly with regard to the fact that social changes focuses solely on women, and consequently this social change has lead men to negatively reactions against women as women are becoming empowered. All these influences that gender policies and their impact have on women, has consequently impacted men. Such impacts can furthermore be seen in the arrow B pointed at men from development policies with gender approaches above.

Additionally, based on the previous literatures, there is evidence that men are not only threatened by women's empowerment but also the processes of gender equality that gender and development programmes are promoting. Such hostility seems to also be due to the main focus on women in providing women more opportunities and benefits in communities and households, which subsequently leave men to feel excluded or threatened by such processes. Geoffrey Jobson approached this matter with his investigation on HIV prevention education where organizations with programmes tended to focus on providing women with information about HIV. Jobson argued that this further had the potential to exacerbate men's negative or dominant behavior in relation to their sense of exclusion and hostility because knowledge and the provision of knowledge affects power dynamics in relationships. Consequently, men 'may disregard information that comes from a source that is considered not to be of 'equal' status' (Jobson, 2009:241). Additionally, referring to another case of such hostility towards gender equality work, Wendoh and Wallace investigated such works in some African organizations and communities where gender equality efforts are perceived as being 'foreign' and 'threatening' by governmental men for the reason that they perceive such works are external with a plan to 'usurp men's power'. One clear case of example concerning gender-mainstreaming initiatives in a developing African country:

"I appreciate that women have been marginalized but I do not agree with the approach used to emancipate them. The whole movement has eroded our culture; women no longer respect their husbands, not even elders. The process has been so fast with little consideration of our

cultural values. When women get money for instance, they forget cultural norms. The whole question of women empowerment is not our culture, it has failed even in the west" (Wendoh & Wallace, 2010:77).

Another case of example from the literature illustrates the situation and perceptive from a man who responds to women's empowerment and gender equality:

"We are moving to equity very fast. Even in the work sphere there is equity. Men feel threatened by this. We don't know what the role of men is any more. This is a challenge. If you look at a man's status culturally, it was above, also in the church and in religion. One has to pore oneself. Some men resort to force to protect their status". (Sideris, 2007:241)

5.3 Impacts on the relationship between men and women

When discussing the impacts on the relationship between men and women after the implementation of the extensive gender mainstreaming policies that numerous international and regional organizations have adopted, it is evident that such impacts through gender policies and the promotion of gender equality have numerous effects on both men and women, as well as the relationship between them. That is on the basis of previous literatures where such impacts on the relationship are also in relation to how men have reacted to the promotion of gender equality as previously mentioned. Such case was apparent in the publication of Amuyunzy-Nyamongo and Francis where men saw how women were receiving benefits through development programmes and agencies, which further generated feelings of hostility and threats from men's side. This could be seen in the decision-making role in households where women were acquiring more responsibilities as their status were improved due to the advancement of gender mainstreaming policies. Simultaneously, in that case of Kenya, respondents in some districts indicated that it was easier for women to get casual jobs compared to men, which perhaps is because women are perceived as more trustworthy or are able to do variety of chores concurrently, including caring for children, cooking and other households activities (Amuyunzu-Nyamongo & Francis, 2006:229). And as a result, the authors argued that men who felt threatened by women's empowerment were most likely to cling on the decision-making role, which made it more difficult for women to possess their advancing role. Men, who were becoming less able to provide for their households, sought to

mark their authority on the households by holding on into their decision-making role (Amuyunzu-Nyamongo & Francis, 2006:230).

In accordance with this, efforts to promote gender equality has in some cases be seen to have unintended and negative consequences for women and has for instance increased women's burden and contributed to increased violence against them in relation to men's resistance and negative attitudes towards the emphasis on women's empowerment. Joyce P. Jacobsen approached this matter by indicating that many of the issues that have direct impact on the well being of men are sometimes inseparable from the questions of how men further affect the well being of women (Jacobsen, 2006:3). Given an example of such case is the presented survey of Kenya Demographic and Health in 2003 that Amuyunzy-Nyamongo and Francis reanalyzed for their study. The authors found that women with higher status were most likely to report physical violence, and the domestic violence transcended all social and demographic characteristics, including education and employment (Amuyunzu-Nyamongo & Francis, 2006:231). Such impacts that gender mainstreaming policies have with its objective of gender equality by improving women's positions can thus be seen to increase women's burden and vulnerabilities, which is due to the sense of disempowerment men feel that exacerbates violence against women in their homes. This contributes to a changed relationship between men and women and can be illustrated in the analytical model where the arrow C between men and women demonstrates the impacts on the relationship between the sexes. Furthermore, another factor for increased violence towards women is alcohol consumption, which can be seen to have the potential to increase in relation to men's unemployment. Gary Barker and Jennifer Schulte addressed this problem and emphasized the case in India, where among the 'men who reported being stressed or ashamed because of unemployment were nearly 50 % more likely to have used violence against a partner, twice as likely to have used sexual violence, had less consistent condom use (putting them and their partners at risk of HIV), and higher rates of alcohol use' (Barker & Schulte, 2010:11). Consequently, in compliance with Jacobsen, with direct impact on the well being of men it can further affect the well being of women, which in this case is increased violence.

Based on the previous literatures, there are clear evidences that gender mainstreamed policies with its focus on women has brought rapid changes in the relationship between men and women. As women are having more to say in the households and more responsibilities in

communities, men are most likely to feel subordinated in comparison with women's increasing role and status, which is through gender and development programmes. Consequently, such changes may have implications in the gender relations that concern both men and women. Caroline Sweetman emphasized this matter by discussing the difficulty to ascertain whether gender mainstreaming attributed positive or negative changes to gender relations, and that the role of development organizations need to base their mainstreaming in reflection about how change happens to gender relations (Sweetman, 2012:392). Additionally, it appears that changes in gender relations, which is due to the promotion of advancing women's positions, further contributes to a challenge towards traditional roles, particularly male-dominated societies where men who usually are seen as being socialized and expected to be the leaders and to control women. This can evidently be seen in the case of Latin America in which José Olavarría has put in writing where dynamic processes in the region affected both the private and public lives of men and women. Men's condition as household authority and main breadwinner was in question with regard to an increased presence of women in labour markets, and increased demands for equity and the acknowledgement of women's rights. Olavarría indicated that as men's jobs and salaries were unstable where they faced constant anxiety about potential salary cuts and unemployment, men's paid work – the axis of family life – underwent a crisis. Furthermore, in relation to such crisis according to Olavarría, 'gender relations and identities within the family were being questioned, and for men, the concept of masculinity that prevailed for most of the 20th century is also in crisis' (Olavarría, 2006:38).

6. Analysis

In this section the findings from the previous research and the answers to the research questions, including the fourth question, will be analyzed in relation to the constructed analytical model outlined in the analytical framework chapter. This in order to portray how the policies of gender mainstreaming, resulting in impacts on both women and men, can be seen to have affected the relationship between men and women, which further resulting in possible restraints for empowering actions adopted by development policies with gender approaches with objective to empower women and achieve gender equality. The analysis will cover an improved understanding of the research problem by considering the analytical framework as an analytical lens.

6.1 The importance of empowering women

The finding portrayed an important feature of the policies of gender mainstreaming and it is evident that the objective of the strategy, which is to achieve gender equality, has unintentional and unfavorable implications for women and men, as well as for the relationship between them. Regarding the arrow A that illustrates the impacts of gender mainstreaming policies have on women, it can be seen to have positive and successful impacts with the objective to achieve gender equality. Programmes and actions were developed in order to advance the equality between men and women, in order to reduce the gender gap. However, this further contributed to a primary focus on women and girls, which is not the actual intention as the objective of gender mainstreaming is to provide equal benefits for both sexes. It is evidently due to the basic premise of gender relations in which the main actors in international development tend to subscribe to. Such basic premise of gender relations were previously mentioned discussed by Correia and Bannon (2006) where women were perceived as being victims of violence, discrimination, subordination, and patriarchal systems; while men were associated with the dominant role who exercised power and control over women. Hence, based on this it is possible to understand the reason why gender equality is being mainly perceived as women's issue rather than being about both sexes. Moreover, issues regarding gender have a tendency in which can arguably be said to be synonymous with women, which has been seen in cases where policies with gender approaches has their main focus on women's issues. Based on the reasoning behind, we live in a world where women do not often have the benefits of equality and are the subordinate while men are the superiors, and this reality runs so deep that it is still perceived as inevitable or natural. Thus, the

importance of incorporating women's empowerment in everyday policies is comprehensible where women's needs and issues can be addressed in order to improve their lifestyles. Women will then live in less oppressed societies where gender equality will be visible and benefit them.

6.2 Men's responses to women's empowerment

Despite the fact that women have in many cases obtained legally equal rights and status as men through gender policies, they are still discriminated against in many areas of life, which is as previously mentioned important that policies and programmes promote women's empowerment and put emphasis on their vulnerability and needs. However, the transparent focus on women in gender policies where women have primarily been the targets in such policies has been seen to generate negative impact and severe consequences. This includes negative impacts on women themselves, on men, and the relationship between them as well. Women's quality of life and opportunities have been affected as it has put them under severe conditions where they are subject to increased violence, abuse and discrimination, which can evidently be seen in the survey of Kenya Demographic and Health in 2003 presented by Amuyunzy-Nyamongo and Francis (2006). This is in relation to men's reaction towards women's increasing power, which is evidently an impact deriving from the continuously focus on women in which development policies with gender approaches has put on the forefront. Such impact illustrates the arrow B between policies with gender approaches and men in the analytical model, and it affirms that it has impacted men in a way where they feel marginalized and threatened by the process of women's empowerment. In line with Kavita Kapur (2008) reasoning concerning the fact that mainstreaming has become the hegemonic discourse for addressing women's rights, men's issues have rarely been discussed with regard to gender equality until recently. Efforts to promote gender equality has been seen to focus solely on one side of the gender coin, which is women, and it has further left men in the processes.

Nevertheless, women are often perceived to be the weaker and vulnerable sex in gender relations, which is more or less related to the harmful expected gender roles where women are expected to act in accordance with roles as fragile caregivers. However, men can be vulnerable too. As women are suffering and held back by gender expectations, it applies equally to men where they often face pressures of hyper masculinity and the role as provider

for the family. Hence, in line with José Olavarría (2006) reasoning, as there was an increased demand for equity and acknowledgement of women's rights, men's condition as household authority and main breadwinner was in question in relation to unstable jobs and salaries, which further generated feelings as anxiety. Consequently, it can be seen that in relation to men's feelings of marginalization due to the main focus on women deriving from development and gender policies, along with the pressure of head of the household, it has evidently further contributed to negative and hostile responses towards women's increasing power. Furthermore, despite the efforts of including men into the development processes, there is also evident in some cases where men are only included in order to advance the role and of women in relation to gender equality. This has in turn more or less further increased and worsened men's resentment towards the processes.

6.3 Power relations

In line with Kabeer (2003) reasoning, the level of resentment has been seen to be transparent in men's behaviors and attitudes in relation to gender equality processes where an increasing importance of action has been taken for empowering women's conditions. Such resentment has evidently been reflected in men's insecurities in gender relations for the reason that equality efforts have the potential to threaten men's roles as head of the households, masculinity, and also their conferred privileges. In many developing countries, particularly in male-dominated societies where traditional norms and values can still be found in the family and community, it is most likely that such resentment towards women's empowerment are manifested. Considering the dominant role and great control of power men have possessed throughout the history, the sense of vulnerability and disempowerment can be expected from men's perspective. Due to their powerful roles in all time, it is possible that most men are feeling deprived from their masculinity roles as head of the households and the main breadwinners when women are acquiring more powerful status in communities and households.

Nevertheless, in countries where ideology and culture still construct masculinity, many men as well as women, are bound to their traditional roles and norms, which makes it even more likely that men will perceive gender equality as something where they have little to gain and much to loose, particularly in terms of power. However, the power relation between men and women does not necessarily mean a zero-sum game where one person's gain is equivalent to

another's loss so the net change in wealth or benefit is zero (O'Brien & Williams, 2010:21). This is important to highlight because as women are acquiring more power with increased opportunities and responsibilities, it does not mean that women are the winners and men are the losers in terms of power. Similarity, women's empowerment is not equivalent to men giving up their powers to advance women's roles and to ensure gender equality, although many people including both men and women around the world may believe so. Certainly, gender equality does not indicate that men have to give up their powers to advance women's empowerment, but as previously mentioned, men have in some cases been included in development processes in relation to advancing the roles of women. Hence, in line with this, men may believe that through gender policies' efforts of achieving gender equality, it will require them to give up their powers so women can step up to the same level as them. Consequently, it is most likely that such belief and sense of threat further contribute to negative and resisting attitudes towards women's advancing roles as well as the efforts to promote gender equality.

6.4 Direct impact on well being of men affect the well being of women

As previously mentioned, a focus on women in gender policies has been transparent in the efforts of achieving gender equality and it has evidently been seen to generate negative impacts on both women and men, as well as the relationship between them. Such impact on the relationship, which illustrates the arrow C between women and men in the analytical model, can be seen to have impacted in a way where the act of violence towards women has increased as previously mentioned in the findings chapter. This is due to many factors including men's responses towards the continuously promotion of women's advancement. As many development and gender actions are designed to promote women's empowerment, the sense of threat and marginalization have evidently been transparent in men's behaviors and attitudes. In line with Joyce P. Jacobsen (2006) reasoning, issues that have direct impact on the well being of men can further affect the well being of women, which can be seen to be in relation to men's responses towards the processes of women's empowerment. Efforts to promote gender equality can thus in some cases be seen to have unintended and negative consequences where such efforts have contributed to an increased burden has been put on women. Women's quality of life and opportunities have evidently been affected as it has put them under severe conditions where they are subject to increased violence, abuse and discrimination. The direct impact on men can thus be said to relate to the exclusion and threat

they perceive with regard to actions of gender and development policies as men may regard that they are not benefitting from the processes as much as women. Nevertheless, the level of women's empowerment has been seen to shape men's attitudes and behaviors towards women, and also their subjective understanding of gender policies within their societies as it possibly makes men feel excluded and threatened by the assistance of international organizations.

The increasing violence against women can be seen to be in relation to women's rising status in communities and households, and possible also because of men's perception of having the same status as before or a degraded role, which can be due to different factors such as socio-economic changes where unemployment among men are high, and are feeling left out from the development processes. Nevertheless, based on the findings on increased violence, it is evident that when men's senses of threat and hostility are increasing in relation to being deprived from their powers and control over women while women are simultaneously acquiring an increasing role and status, it further generates a possible pressure that men feel to defend their dignity. Hence, one may say that violent behaviors towards women are therefore not occurring unexpectedly. Furthermore, a possible explanation for men's sense of threat is the fear that processes of gender equality and women's empowerment may erode the gender and power relations between men and women. In line with Jennings (2012) reasoning regarding social changes in gender equality and the potential to destabilize gender relations, it can evidently be seen in the situation Geoffrey Jobson (2009) emphasized where HIV education was mainly offered to women. In this sense, as knowledge and the provision of knowledge was perceived to affect dynamics in relationships, it is most likely that men are feeling excluded from such benefits in which development programmes provide.

6.5 Backlash in the objective of gender equality

Based on the findings from the previous literature, there is evident that the objective of gender mainstreaming, which is to achieve gender equality, cannot be seen as being visible in their programmes and actions but rather a transparent focus has been on only one side of the gender coin, which covers women's needs and issues. However, the ways in which we attempt to celebrate and empower women around the world has in some circumstances only served as ways to increase their burden and vulnerabilities even further. Such impacts stem from the changed relationship between men and women, as presented before, in relation to the gender

mainstreaming policies. This illustrates the arrow D in which relates to the forth question that points out how such effects in the gender relations resonate in the policies of gender mainstreaming.

To begin with, gender mainstreaming is essential for gender equality as it moves the attention of such policies to everyday policies and by doing so, issues concerning gender equality will become visible and integrated into the mainstream of society. However, as previously mentioned, it can be seen in some cases that men are threatened by gender equality and women's empowerment because once women are brought up to the same equal opportunities and status as men, it will become equal between them where both will share equal status and opportunities. But in developing countries with male-dominated societies, it has evidently been seen to have resisting reactions from men. Along with feelings of marginalization and hostility men have toward the efforts of gender equality in which has been seen to focus solely on women and girls, it can be said to further exacerbate the actually aim of gender policies in a way that men are increasingly becoming resistant towards women's increasing positions as well as the promotion of gender equality. This can be said to have contributed to a backlash in the objective of achieving gender equality in gender mainstreaming policies, where it moves even further away from equality as the policies' impact have contributed to a resisting attitudes stemming from men towards the promotion of gender equality and women's empowerment. This can be seen in the analytical model where arrow D indicates the consequences of such backlash with possible restraints of the empowering actions taken by international agencies and programmes with objective of advancing women's position and to achieve gender equality. This further implies a consequence on women's security with increasing vulnerabilities because of the negative behavior and attitudes men conduct.

In this connection, if the primarily focus of gender mainstreaming strategy remains on women and girls and not take men's issues and vulnerabilities into consideration, the backlash of its objective will inevitably be produced. Based on this reasoning, there is a critical sense that policy actors have to consider the other side of the gender coin, men and boys, when implementing gender policies as it has an immense responsibility to prevent any adverse effects that might ensue. As there has been seen in the analytical model that excluding men in the development and gender processes and not addressing their issues and needs have further generated negative consequences for men themselves, women, and the relationship between

them; policy actors have to address men's vulnerabilities and their masculinity in relation to the continuously changing gender roles and relations. By doing so, the adverse effects in the event of changes will possibly be restricted. However, in today's society, we are moving really fast in terms of globalization processes, and regarding gender equality, there is a high necessity to improve women's position and let them have the same opportunities as men. This changing gender roles and relations is altering gradually in developing countries in particular male-dominated societies where men are expected to use violence toward women and control them. Hence, what have been seen is that this gradually changing gender roles and relations have a rather considerable impact on both sexes. This is why international organizations and policy actors have to consider about such adverse effects on this gender issue since it affects people all around the world, and is particularly evident in countries with male-dominated societies.

7. Conclusion & Future Research

This final chapter will present the conclusions that can be drawn form this research and offer some general guidance for future research. The conclusion will summarize the results of the findings and analysis section, and the future research section will take a point of departure in the implications drawn from this research.

7.1 Conclusion

The objective of this study was to improve the understanding of the complexity surrounding gender equality concerning gender mainstreamed policies and its impacts on men and women, and on the relationship between them. The thesis has focused on the impacts on both women and men, as well as the relationship between them, regarding the impacts deriving from gender mainstreamed policies with its primarily focus on women. It has further been seen to affect the efficiency and capacity of policies with objective to achieve gender equality. Such impacts are illustrated in the constructed analytical model where it clarifies the symmetric interrelationship between development policies with gender approaches, women, and men. In the case of the symmetric relationship, the vertical arrow D further indicates that gender equality may in some cases be hard to achieve, and that the outcome of gender equality processes can instead be seen as creating a state of backlash where such processes have been seen to contribute to increased burden for women and negative responses from men.

The findings from this research indicate that the continuous focus on women and girls in development and gender policies can be seen as hampering the ability for women to perform their advanced roles, which is also due to men's responses. Gender mainstreamed policies apparently places men in emotionally troublesome situations with its focus on women, resulting in problems of increasing resentment and sense of exclusion, violent behaviors and attitudes, which can be seen to hamper men's ability to acknowledge gender equality processes and women's empowerment. This aspect has further been seen to contribute to a sense of threat and foreignness toward gender equality where men perceive the strategy as something eroding the gender relations and traditions. Nevertheless, the continuously main focus on women cannot be seen as furthering the process of gender equality in any positive direction. Instead, it restrains and procrastinate the process of achieving equality and contribute to a backlash. In order for this scenario to change, men's issues and vulnerabilities must be included and taken into consideration in gender equality processes, just like women,

since gender equality will not be resolved through a focus only on women.

7.2 Future Research

As this research has shown, the issue of gender mainstreamed policies when focusing solely on women can be seen to restrain the ability for achieving their objective, which is gender equality. But since this study is based on a limited number of samples, it can therefore not outline any general conclusions. Nevertheless, in order to see to what extent the complex issue of gender mainstreamed policies influences the ability to achieve gender equality, it would be of interest to conduct a fieldwork study in a male-dominated society, and use the constructed analytical model as guidance. As this research has pointed out, it is evident that the issues and perception of men concerning gender mainstreaming strategy and its impact have not been subject to much academic publication. Therefore, since this study shall not be seen as an endeavor set out to solve the complex nature of this issue but merely as illuminating one part of the possible answer, it further contributes to a necessary outlook to the debate of gender mainstreaming and additional research with improved investigation. At this stage of the gender debate it is to try and look at the big picture and this can be done by studying the constructed symmetrical analytical model, which has the potential to influence the policy deliberation in the future as the international and policy actors take the backlash arrow into consideration. Thus, by deliberately giving a full depiction of the reality of the gender issue, this research further suggests that gender equality can be achieved through the model by considering and adopting the analytical model as an analytical tool into the gender debate where efforts of gender equality are not harming women and men, or the relationship between them.

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