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Abstract

This research is on Gender Mainstreaming, Gender Equality, Women's Right and Legislative Drafting: A Historical Perspective. The specific objectives are to investigate the extent on how integration of Gender Perspective can make the concerns and experiences of both women and men an integral part of all political, economic and social fields in society. To examine the achievements of Gender Equality and ascertain if women and men have equal opportunities and are not discriminated against, leading to more equitable society. The scope of the study is centered on the Niger Delta Region of Nigeria. The sample size of the study is eight hundred (800). The study found out that there is a negative relationship between Gender mainstreaming and sustainable development, there is a negative relationship between Gender discrimination and loss of national out-put or productivity; gender in equality has a negative relationship with development. Based on the findings the following interventions were recommended: Government should ameliorate gender discrimination in the society, government should strengthen the relationship between male and female workers. Government should provide fair and equal treatment on gender matters or issues.

Key Words: Gender Mainstreaming, Gender Equality, Women's Right and Legislative Drafting.

1. Introduction

Gender Mainstreaming was suggested in 1985 at the Third World Conference on women in Nairobi and officially endorsed as a global plan of action or policy at 1995 Fourth World Conference on Women in Beijing China. The Beijing platform for action adopted the view point or approach, adopting or making it an international strategy for promoting Gender Equality by integrating a gender perspective into all policies, programmes and projects. In 1995, the term was first introduced at the Third Conference on Women in Nairobi Kenya. While in 1995, the viewpoint or strategy has been further reinforced through various United Nations Resolutions and Agreements, making it a core principle in international development and policy. Gender mainstreaming has been defined as a global strategy and process for achieving gender equality by integrating a gender perspective into all aspects of policy, planning implementation and evaluation. The goal is to ensure that policies benefit both women and men equally by assessing the impact of planned actions on people of different genders and addressing often hidden gender inequalities to promote equality².

The Economic and Social Council (ECOSOC) in 1997 defined Gender Mainstreaming for women and men of any planned action in all areas and at all levels. The concept had roots in countries like Sweden, where it was gaining attention in the late 1980s before becoming a global development agenda item. UN viewed Gender mainstreaming as an index of sustainable Human Development³. while the Cambridge Dictionary defined Gender Mainstreaming as the process of considering the needs and interests of both men and women when making plans, policies, so that men, boys, women and girls are treated equally⁴. Gender Mainstreaming is the public policy concept assessing the implications for people of different genders of planned policy action, including legislations and programmes. Gender Mainstreaming is also said to mean a strategy to improve the equality of public policies, programmes and projects, ensuring a more efficient allocation of resource. Better results mean increased well-being for both women and men, and the creation of a more

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² European Institute for Gender Equality. Available at <https://eige.europa.eu/> accessed on 7th November 2025

³ Un Women. Available at <https://www.un.women.org>. Accessed on 7th November 2025

⁴ Council of Europe. Available at <https://www.coe.int/en/web/portal/home>. Accessed on 24th October 2025

socially just and sustainable society⁵. Gender Mainstreaming has also been defined as a critical strategy for achieving gender equality by integrating gender perspectives into all aspects of sustainable national development⁶. It is also said to mean a strategy to achieve perspective into the design, implementation, monitoring, and evaluation of policies, programmes and projects in all spheres of society. The goal is to ensure that the needs, concern and experiences of both men and women are taken into account, so they can participate in and benefit equally from development processes. This strategy aims to address systemic inequalities by making gender equality, a central component of common policies rather than an isolated concern, ultimately fostering a more just and equitable society.

1.1 Key Aspects of Gender Mainstreaming

1. Integration: Gender perspectives are incorporated into existing policies, programmes, and projects at all levels and in all sectors.
2. Assessment: It involves assessing the implications for both women and men of any planned actions, such as legislations or policies.
3. Systematic consideration: It requires the systematic consideration of the differing conditions, situations, needs and experiences of women and men.
4. Equality in Benefit: The ultimate aim is for both women and men to benefit equally from interventions and development processes.
5. Challenging Norms: Gender Mainstreaming also work to challenge harmful gender norms and stereotypes that contribute to inequality.
6. Beyond Specific Measures: It is not just about adopting isolated measures for women, but about transforming broader policies and institutions to address the structural roots of gender inequality.
7. Address Marginalization: It seeks to overcome the historical marginalization of women bringing their issues into the mainstream of policy and development.
8. Fostering Social Inclusion: By addressing the specific needs of marginalized women and girls, it promotes greater social inclusion and equality.
9. Promoting Empowerment: It contributes to the empowerment of women by ensuring their equal influence, participation, and benefit from development.

1.2 Similarities between Gender Mainstreaming and Gender Equality.

1. Share Ultimate Goal: Both Gender mainstreaming and Gender equality aim to achieve a state where individuals of genders have equal rights, responsibilities, and opportunities regardless of their gender.
2. Focus on Equal Access: Both concepts emphasize on ensuring equal access to resources, opportunities, education, health and decision making for all genders.
3. Recognition of Different Needs: Both are built on the understanding that different genders have different needs, experiences and circumstances due to social construction and power dynamics, which must be taken into account for equality to be achieved.
4. Aims to Address Inequality: Both are fundamentally about combating and resolving gender inequalities and discrimination that exist across all sectors of society.
5. Holistic Approach: Both view gender equality as a cross – cutting issue that needs to be integrated into all aspects of life, including development, policy-making and institutional structures.

1.3 The Differences Between Gender mainstreaming and Gender equality

Gender Mainstreaming is the process of integrating a gender perspective into all policies programmes and actions to ensure this outcome. Whereas Gender equality is the state where both men and women have equal needs and are treated equally. Gender Mainstreaming means integrating a gender equality perspective at all stages and levels of policies, programmes and projects. Women and men have different needs and objectives

⁵ <https://rsisinternal.org>. Accessed on 24th October 2025

⁶ *ibid*

which they pursue in society. While Gender equality aims at the ultimate objective or goals. It is the state of being; an end-state to be reached, a method or approach; means to an end.

1.4 The Importance of Gender Mainstreaming and Gender Equality in Society.

1. Promotes gender equality, gender mainstreaming aims to achieve gender equality by transforming systemic inequalities and offering equal opportunities to all genders. It works to dismantle discrimination and ensure that all genders have equal prospects in all areas of life.
2. Empowers all genders by integrating a gender perspective, it addresses the unique needs, interest and experiences of both men and women. It empowers individuals by taking into account their diverse knowledge and interest, leading to economic, financial, and social empowerment.
3. Creates fair and just systems. It ensures that policies, programmes, and legislations designed and implemented in a way leads to fair outcomes for everyone, not just for one gender. It involves assessing the different implications for women and men of any planned policy action to ensure that it does not inadvertently create or reinforce inequalities.
4. Enhances Development and Effectiveness. It improves programmes efficiency by ensuring that interventions are relevant and effective because they account for the diverse needs of different communities. It helps in creating better development outcomes by ensuring that the benefits of policies and programmes are distributed equally.
5. Fosters Holistic and Sustainable Development. Gender Mainstreaming contributes to holistic development by fostering political commitment and providing resources for gender equality initiatives. It helps to move beyond gender blindness” and ensures that the needs and rights of all genders are acknowledged and addressed, contributing to overall social progress.

1.5 Aim of the Study.

The main aim of this study is to investigate how the concerns and experience of both women and men can be achieved to ensure sustainable national development in a society.

1.5.1 The Specific Objectives are:

1. To thoughtfully or meditatively investigate the extent on how integration of gender perspective can make the concerns and experiences of both women and men an integral part of all political, economic and social fields in society.
2. To examine the achievements of Gender equality and ascertain if women and men have equal opportunities and are not discriminated against, leading to more equitable society.
3. To ascertain if there is perpetuate equal benefits, then design and implement policies that benefit both genders rather than creating or enforcing inequalities.
4. To investigate how systemic inequalities can be transformed to change the structures, legislations, and policies that perpetuate gender inequality.

2. Conceptual Clarifications

The five concepts which have been used in this study need clarification. These include Gender, gender Equality, Gender Mainstreaming, Women's Right and Legislative Drafting⁷.

2.1 Gender

The Collins Dictionary defined Gender as the state of being male or female in relation to the social and cultural roles that are considered appropriate for men and women.⁸ According to the United Nations Educational Scientific and Cultural Organization (UNESCO) Gender refers to the roles, behaviours, activities, and attributes that a given society at a given time considers appropriate for men and women.⁹

⁷ Collins online Dictionary. Available at <https://www.collinsdictionary.com>. Accessed on 27th October 2025

⁸ UNESCO World Heritage Convention. Available at <https://whc.unesco.org>. Accessed on 27th October 2025

⁹ Wikipedia. The Free Encyclopedia. Available at <https://en.wikipedia.org>. Accessed on 29th October 2025

2.2 Gender Equality

UNICEF (an agency of the United Nations) defined Gender Equality as “Women and Men, and girls and boys, enjoy the same rights, resources, opportunities and protection. It does not require that girls and boys or women and men. Be the same, or that they be treated exactly alike.”¹⁰ Moreso, a generally accepted definition of gender equality refers to the state where people of all genders have equal rights, responsibilities, opportunities and access to resources. It means that an individual’s rights and life chances are not determined or constrained by their gender.¹¹ UNESCO defines gender equality as the equal rights, responsibilities, and opportunities of women, men, girls, and boys, where the interests, needs and priorities of all are considered.¹²

2.3 Gender Mainstreaming

For UN, mainstreaming involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities – policy development, research, advocacy/dialogue legislation, resource allocation, and planning, implementation and monitoring of programmes and projects.¹³ UNESCO defines gender mainstreaming as the process of assessing the implications for both women and men of any planned action, including legislation, policies, and programmes. It is a global strategy for achieving gender equality by making women’s and men’s concerns and experiences an integral part of all political, Economic, and societal activities.

2.3.1 Key Aspects of Gender Mainstreaming

Integral Dimension: Gender mainstreaming integrates the concerns and experiences of both women and men into the design, implementation, monitoring, and evaluation of policies and programmes. Goal Oriented: The ultimate goal is to achieve gender equality by ensuring that women and men have equal access to opportunities, rewards, and valued resources. Action – Oriented: It is a strategic approach that involves considering gender perspectives in all activities from policy development and legislation to resource allocation and project implementation. Comprehensive: The process requires addressing both the representation of women and men and ensuring a gender perspective content in policies and programmes across all phases.¹⁴

2.4 Women’s Right

Women’s Right is defined as the rights that promote a position of legal and social equality of women with men. In other words, women’s rights are the rights and entitlement claimed for women and girls worldwide.¹⁵

3. Legislative (Writing) Drafting

Legislative drafting is the process of converting a policy or idea into the formal language of a bill that can become a law. It is a specialized form of legal writing that involves translating policy intent into clear, precise, and enforceable legal text, ensuring the final legislation is comprehensive, consistent and (understanding) understandable to the public and Courts. The goal is to create laws that are legally sound, reflect the intent of lawmakers, and address societal needs effectively.

4. Data, Methodology and the Study Area

The study is located in Niger Delta region of Nigeria. A survey research design is adopted for this study which is a procedure in quantitative research. This design has the advantage of measuring current attitudes

¹⁰ UNESCO. Available at <https://www.unesco.org>. Accessed on 29th October 2025

¹¹ UN, ‘Peace, Dignity and Equality on a Healthy Planet’. Available at <https://www.un.org>. Accessed on 29th October 2025

¹² UNESCO Strategy on Education for Health and Well-Being. Available at <https://unesdoc.unesco.org>. Accessed on 29th October 2025

¹³ Oxford English Dictionary. Available at <https://www.oxfordlearnersdictionaries.com>. Accessed on 29th October 2025

¹⁴ Legislative Drafting Manual – Agora. Available at <https://www.agora-parl.org/event/international-day-parliamentarism-world-parliament-day-2025> Accessed on 30th October 2025.

¹⁵ *ibid*

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or practices. All the sample twenty (20) indigenes from the Niger Delta region were listed and numbers were assigned to them. However, all the persons from 18 years and above were properly listed. Through a simple random sampling procedure to choose (1200) respondents for the data collection exercise of this study. The questionnaire was the major instrument for data collection for this study. The researcher used both qualitative and quantitative techniques of data analysis. In this analysis, percentages (%) and other statistical methods, including graphic illustrations were used to describe the main characteristics of the study subjects.

4.1 Results and Discussions

Table1: There is a significant relationship between Gender mainstreaming and sustainable national development.

Categories	Response		Total
	Yes	No	
Male folks	70	30	100
Female folks	45	55	100
Gross Total	115	85	200

Source Questionnaire Data 2024.

Table 2: There is a relationship between Gender discrimination and loss of national output or productivity.

Categories	Response		Total
	Yes	No	
Male folks	65	35	100
Female folks	33	67	100
Gross Total	98	102	200

Source Questionnaire Data 2024.

Table 3: There is a relationship between Gender inequality and underdevelopment

Categories	Response		Total
	Yes	No	
Male folks	57	43	100
Female folks	25	75	100
Gross Total	82	118	200

Source Questionnaire Data 2024.

Table 4: There is a relationship between Gender inequality and gross national growth

Categories	Response		Total
	Yes	No	
Male folks	51	49	100
Female folks	73	27	100
Gross Total	124	76	200

Source Questionnaire Data 2024.

Table 1: above shows that all the respondents both male and female categories had their points here. The male folks, out of 100 respondents 70 of them asserted in affirmative of the hypothesis while 30 of the respondents reacted to the contrary. Also, out of the 100 respondents in the female folks 45 of the respondents gave favourable answer to the statement in the hypothesis while 55 of the respondents from the female folks gave negative responses from the foregone analysis, it was asserted that there is negative relationship between Gender mainstreaming and sustainable national development.

Table 2: It is clear that there is no significant relationship between Gender discrimination and loss of national output or productivity. Out of the 100 respondents in the male folks 65 of the respondents gave affirmative to the assertion in the hypothesis while 35 of the respondents gave a contrary opinion. In the female folks out of 100 respondents 33 of them gave support to the assertion in the hypothesis while 67 of the respondents from the female folk reacted to the contrary. From the forgone analysis, it was asserted that there is a negative relationship between Gender discrimination and loss of national output or productivity.

Table 3: Above shows that there is negative relationship Gender inequality and under-development in Niger Delta region. It is easily seen from the table that out of 100 male folks' category 57 of the respondents gave affirmative to the assertion in the hypothesis while 43 of the respondents reacted to the contrary. In the female folk's category out of 100 respondents 25 of the respondents gave favourable answer to the hypothesis while 75 of the respondents gave contrary opinion. From the forgone analysis, it could be asserted that gender inequality has a negative relationship with underdevelopment.

Table 4: Above shows that Gender inequality have negative effect on gross national growth. It is obvious that from the category out of 100 respondents 51 of the respondents gave affirmative to the hypothesis while 49 of the respondents reacted to the contrary. In the female category, out of 100 respondents 73 of the respondent gave affirmative of the hypothesis while 27 of the respondents reacted to the contrary. From the foregone analysis, it could be asserted that Gender inequality has negative relationship with gross national growth.

5. Conclusion

Gender mainstreaming is a crucial strategy for achieving gender equality by embedding a gender perspective into all policies, programmes, and actions. The aim is to make policies more effective by ensuring the respond to the needs of all individuals, preventing the perpetuation of inequality and promoting social cohesion and development. The successful implementation of gender mainstreaming requires a long-term commitment to institutional and social transformation, often involving both mainstreaming strategies and targeted measures for women's advancement. The broad objective of this study is to consider the different concerns, needs and experiences of women and men, policies become more relevant and effective for all citizens. Prevention of inequality, mainstreaming works to stop the creation or reinforcement of gender-based inequalities through careful analysis and action. Gender mainstreaming promote social and economic development. Gender equality fostered through mainstreaming, is linked to better economic outcomes, improved health, and higher educational attainment.

Women's right are rights that promote a position of legal and social equality of women with men. They have concerns and experiences which should be recognized in the day-to-day administration of a given country to promote gender equality. The legislative drafters during preparation of legislations should prepare clear provisions for women's rights, and inclusion in the decision-making process of laws that concern women and provision to include women participate in decision's concerning the well-being of women for example legislations concerning reproductive right of women in other to avoid making decisions that will promote gender inequality.

7. Recommendations

Based on the research findings and conclusion reached the following interventions were recommended.

1. Secure Leadership Commitment: Ensure senior leaders are involved in designing plans and lead by example through training and support.
2. Establish Accountability: Create accountability mechanisms, clear roles for gender focal points, and systems for monitoring and evaluation.
3. Conduct Organizational Analysis: Examine the internal and external dimensions of the organization to assess its capacity for gender mainstreaming.
4. Develop a work plan: Create a realistic, step-by-step plan with objectives, timelines, and resource allocation, according to sources like the YouTube video.