



Can Women Change Cultures? The Case of Policy Making

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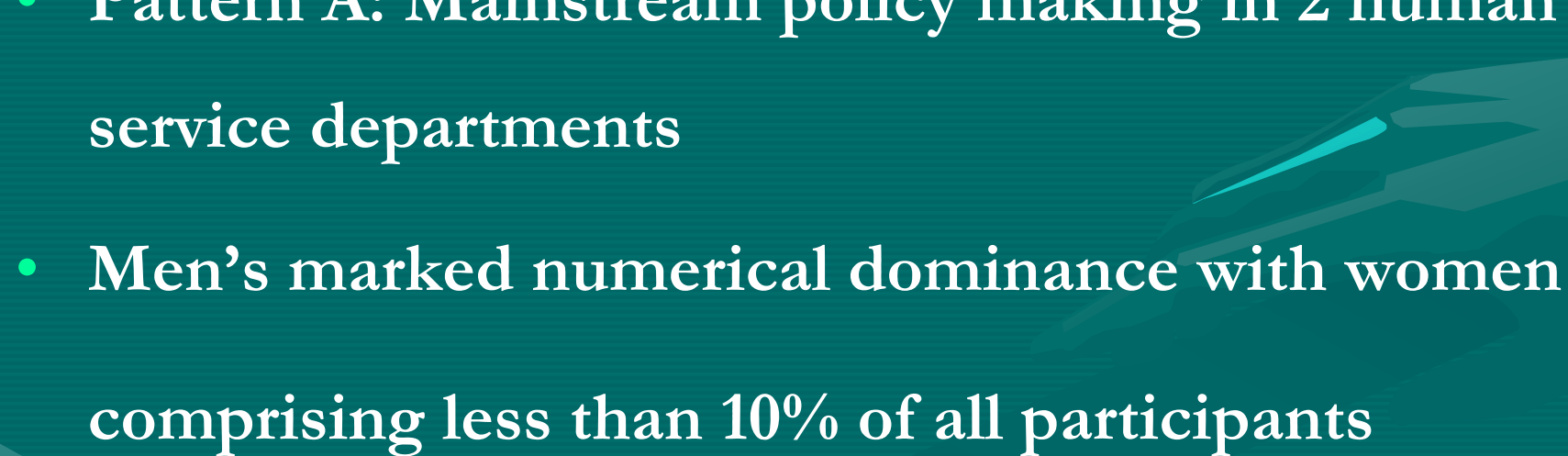
Respondents

- N = 73
- Located in 3 departments and 1 public authority
- Involved in 8 policy making processes
(4 mainstream and 4 gender-specific)

Respondents

- 3 main categories:
 - i. Top-level senior managers-makers (8)
 - ii. Employed policy officers and managers (44)
 - iii. Community-based or specialist expert advisers
- 44 men and 29 women – a ratio of c.11 men: 7 women across all 3 categories

- 2. Different patterns of gendered policy making with different configurations of men's and women's presence/participation

- **Pattern A: Mainstream policy making in 2 human service departments**
 - **Men's marked numerical dominance with women comprising less than 10% of all participants**
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- A faint, stylized illustration of two hands shaking is visible in the background, rendered in a lighter shade of the teal background color. The hands are positioned horizontally, with one hand on the left and one on the right, their fingers interlaced in a firm grip.

- **Pattern B: Gender-specific policy making in 2 human service departments**
- **A rough balance in men's and women's participation BUT with men on top (in management and senior management) and women below (in policy research and writing, and with gender equity expertise).**

- **Pattern C: Combination of mainstream and gender-specific policy making in economic services department**
- **A rough balance of men and women at all levels of the process**

- 3 Gender Regimes and Cultures
 - Power and authority
 - Emotional relations
 - Understandings/representations
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