

Gender mainstreaming at local level

Kiev, 21-22 February, 2018



GENDERKNOWLEDGEHUB

kuća rodnih znanja i politika

Equal but different



- Public policies are dealing with people
- People are: men and women, boys and girls, Roma women and men, persons with disabilities etc.

Gender roles



Different in various cultures
Can be changed
Learned
Socially constructed

Gender roles

- Patterns that are shaping our opportunities and our access to resources
- Influence what is allowed and what is forbidden/acceptable, unacceptable: behavior, clothes, choices, professions etc.
- Visible at the level of discourse and at the level of practice
- Structural discrimination – unfavorable position – vulnerability

Gender system

“ structured relations between men and women, masculinity and femininity, in institutional and non-institutional environment, at the level of discourse and at the level of practise;

Gender system – regime are context for private and public relations based on power and gender roles



Gender and policies

- Equality by Law
(equal rights)

Affirmative measured –
Equal opportunities

Equality is not always Justice



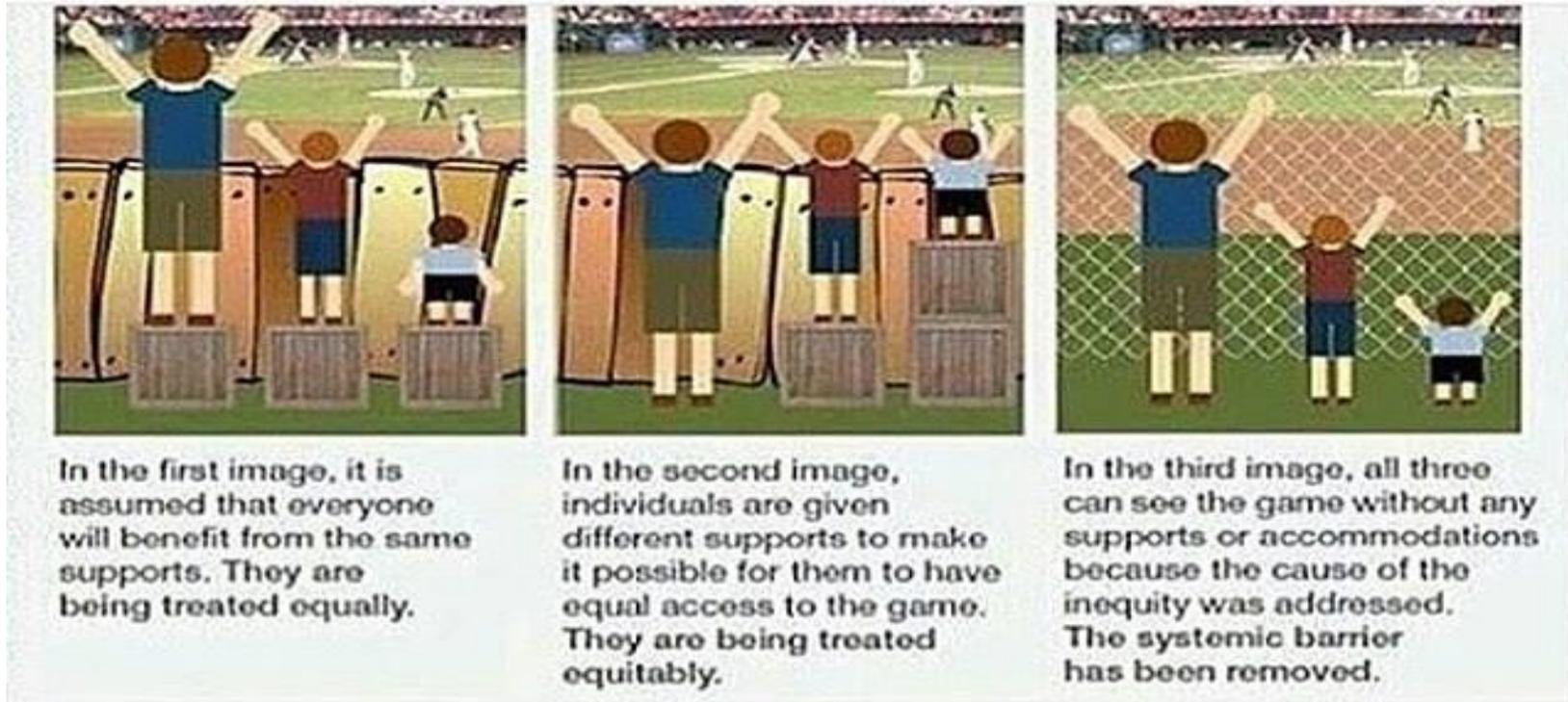
This is EQUALITY



This is JUSTICE

Gender mainstreaming

- To avoid to repeat and rePRODUCE INEQUALITIES
- Policies are also powerful tool for deconstruction of gender patterns and gender roles that are cause of inequalities



Gender mainstreaming – definition

- *“Gender mainstreaming is the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies, at all levels and at all stages, by the actors normally involved in policymaking.”*

Better Quality of Services

Citizens oriented

More efficiency

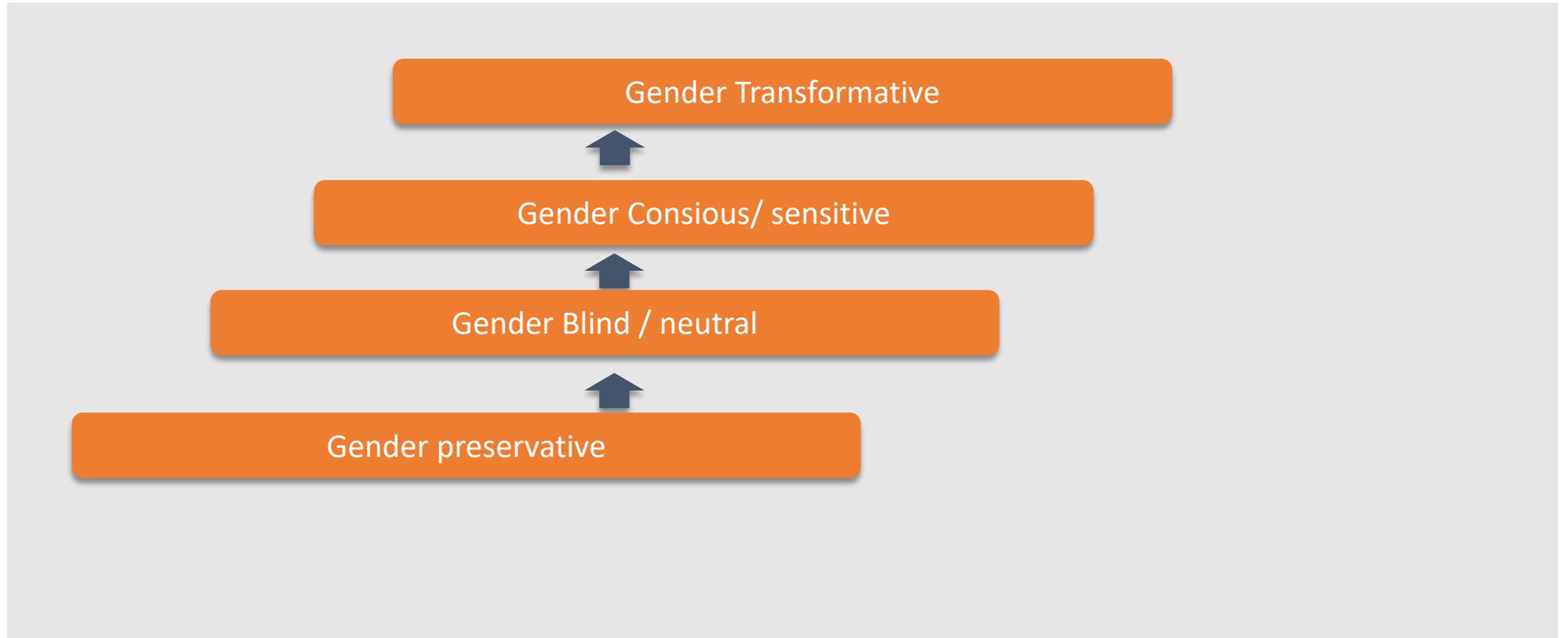
Prevent discrimination

Live up to the law

Use taxes in a fair way

WHAY NOT?

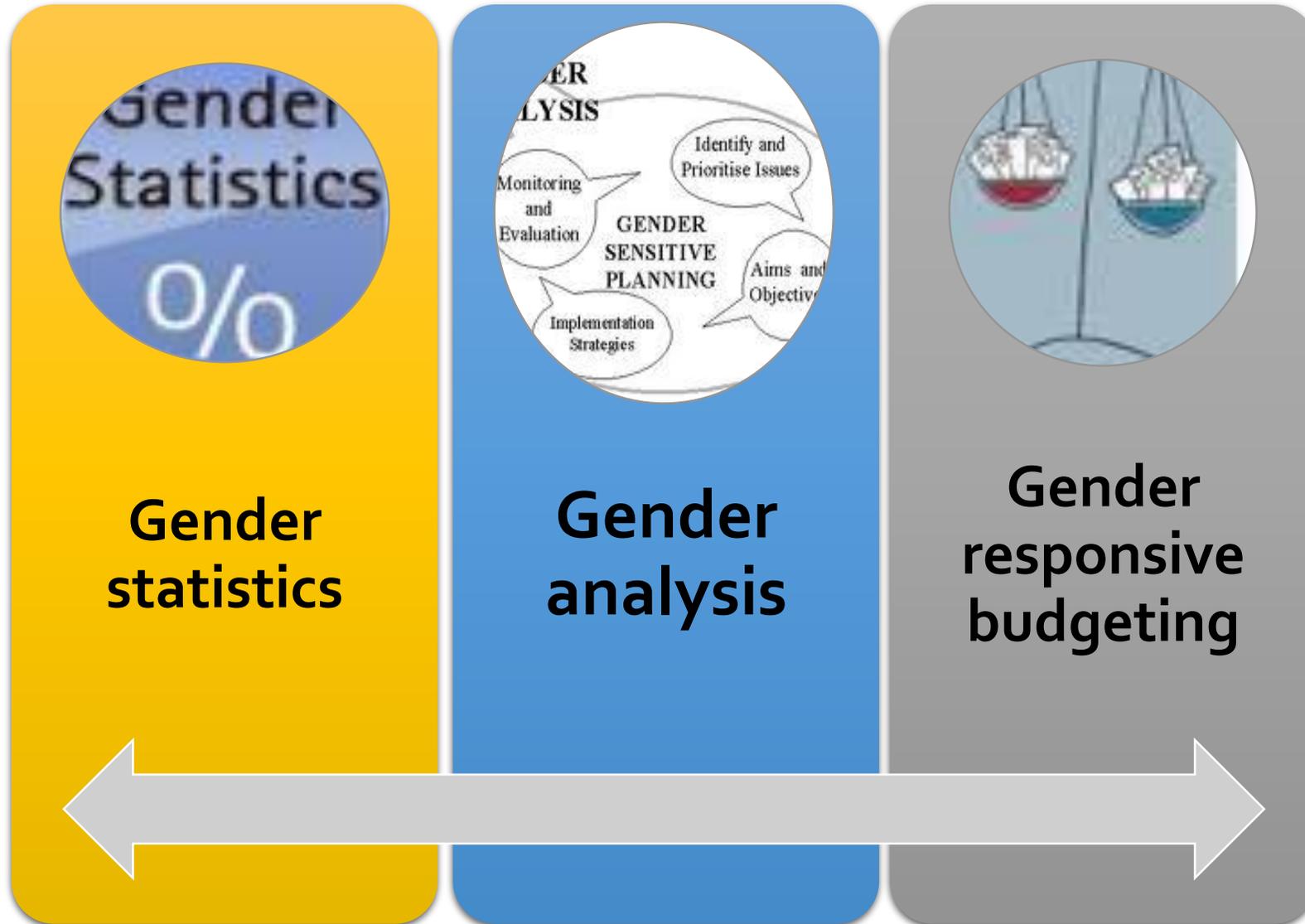
Gender and policies



Gender equality policies

- International obligations and contracts (international law)
- National obligations, constitutional guarantees
- Law, national strategies – programme – on HOW the State will fulfill its obligation and ensure equality and equal rights
- Affirmative measures and various programmes
- Implementation by various actors in different sectors

Basic GM tools



Current situation in Ukraine

- Legal framework
- National programme
- Gender equality mechanisms (at national and at local level (oblast level))
- Various programmes and projects (including gender responsive budgeting)
- Weak or limited implementation (also challenges in coordination, monitoring and transparency)

Key preconditions

- Capacities (understanding of gender mainstreaming and gender equality as a matter of policies, not only ideology or activism)
- **Women's organisations very important because of expertise and articulation of women's interest and needs*
- Procedures (on how gender mechanisms will perform their ToR and mandate and participate in decision making) including tools
- Coordination and cooperation

SUGGESTIONS ABOUT PRIORITIES AND CHALLENGES?

What could help?

- Practical examples – good practices
- EU Charter on gender equality
- Active women's organisations or female decision makers
- Available capacity building programmes with practical implementations (learning and doing)
- Decisions on gender equability
- Recognition of gender issues in different sectors

Role of association(s)

- Providing support to LSG in implementation of legal and policy framework (information, coordination etc.)
- Capacity building and tools development
- Integration of gender in all activities

.... ?

Planing

- What we have?
- What we need?

- What GM tools could be used - developed?
- What would be gender issues in our current project and programmes?
- How we can work on gender issues and what we would like to achive?