

*Final report of the project*  
***Moving Gender Equality to the Center of Development Work (00044999)***  
*How has the Gender TTF made a difference?*

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The Gender Thematic Trust Fund (GTTF) allocated a grant of USD 70,000 to the Belarus Country Office to develop in-house and in-country capacity to mainstream gender concerns in all UNDP practice areas and country programmes through (a) extending gender training to all UN/UNDP staff and partner organizations; (b) developing a CO gender mainstreaming strategy; (c) establishing a UN interagency gender theme group and facilitating the activities of the National Gender Policy Council; (d) creating a gender mainstreaming knowledge platform and sharing experience with the regional Gender Community of practice.

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# 1. ACTIVITIES

## **Output 1. CO Gender equality and mainstreaming policy is operational**

### **1.2. Gender analysis**

#### **1.2.1. Gender analysis of the UNDP programme portfolio**

##### *Process*

The team of gender experts who undertook the gender analysis consisted of 6 persons. The division of labour within the team was:

- 1 person (woman) was responsible for:
- Providing the team with information on methodological approaches,
- Organization of working meetings,
- Development of a questionnaire for interview,
- Elaboration of checklists for analysis,
- Glossary for a common way of understanding a task,
- Production of a joint format for reporting,
- Interviewing of UNDP programme staff,
- 4 persons (3 women- 2 local and 1 international expert - and 1 man) undertook a gender analysis of project documents and interviewed the project staff. 1 person (man) was responsible for proof reading the final gender analysis reports in English.

After the completion of the gender analysis, the team carried out consultations on the results of the analysis with project staff and programme co-coordinators. During these consultations project staff got experts' opinion about gender aspects of their projects and asked questions and gave their own feedback. Finalised reports were placed on the UNDP Belarus intranet.

#### **1.2.2. Gender analysis of Country Office's communication materials and production of a manual on gender correct communication**

The work of UNDP Belarus Communication unit and the UN Department of Public Information (DPI) in Belarus, which is working closely with the CO in the field of communication, was analysed from the gender perspective. The responsible gender experts analysed the major publications of the CO, its communication guidelines and strategy, and a number of UNDP press releases. This research was used to draft the communication chapter of the CO Gender Mainstreaming Strategy. The Strategy identified the lack of guidelines on gender-sensitive communication and recommended to elaborate guiding principles in the local language, Russian.

On the basis of the communication material analysis and after the gender expert's consultation with the Gender focal point and the communication staff, a manual on gender correct communication in Russian was compiled. The gender communication expert also participated in the preparation of the first 2006 issue of the bi-monthly UN bulletin dedicated to gender equality. Due to the raised gender-awareness and enthusiasm of the communication team, it was decided to involve the expert into the organization of the press club and training for journalists to continue the work on gender mainstreaming.

### **1.3 Development of a Country Office gender mainstreaming strategy**

The team of experts that developed the CO Gender Mainstreaming Strategy (GMS) consisted of a project co-ordinator, a project manager, three local experts and one international expert (all women).

The Preparation of the strategy included these stages:

- National experts undertook gender analysis of all UNDP projects;
- The draft of the GMS structure was developed by the UNDP co-ordinator and project manager on the basis of existing GMS Strategies and Manuals and commented by the team of experts;
- Data and materials about gender situation in Belarus had been compiled by the national team and sent to the international expert;
- All members of the team were responsible for a specific part of the strategy. They sent their contribution to the international expert, who incorporated their parts into one comprehensive document – the first draft of the GMS;
- Visit of the international expert to Belarus. During this visit the expert met key UNDP staff, the UNDP gender focal point, UN agencies' staff, representatives of the government, representatives of women's NGOs, academics who work in the field of gender studies and journalists in order to obtain information about the gender situation in Belarus and commitment to gender mainstreaming.
- A pre-retreat meeting was held where all the experts discussed and commented first draft of the strategy;
- A meeting with local project managers to discuss the CO GMS was held. This meeting was attended only by a minority of the managers because of presumable lack of interest in the subject and since the participation in the meeting was not made mandatory;
- A retreat was organized for UNDP Programme Staff to discuss the CO GMS and its implementation. It was also attended by a government representative who is the engine of the National Gender Action Plan. The retreat was lead by an international gender expert and the gender strategy team. The UNDP Office in Belarus enforced participation in the retreat as a requirement; (*Output 2.3.*)
- After the retreat and other working meetings, oral feedback on each part had been collected and incorporated into the draft of Strategy, this version of the text has been sent out to the UNDP staff for comments.
- All written comments were incorporated and the Strategy was sent to the UNDP Belarus Resident Representative for final comments and approval. Her comments were incorporated and the Strategy finalized.

## **Output 2. Gender mainstreaming training provided to UNDP staff and counterparts**

### **2.1. Training of UNDP management and programme staff, project managers and other UN agencies in mainstreaming gender.**

The first training was aimed at imparting new substantive knowledge, new practical skills and tools that could be applied to the every day work of development practitioners working with UNDP in Belarus. It was expected that by the end of the training, participants would gain sufficient knowledge and skills to be able to mainstream gender concerns in their day-to-day work and understand how to implement gender mainstreaming into programming.

The group of international and national trainers designed the training on the basis of the following principles:

1. *A Human Development Approach* that explained gender as part of human development agenda and focused on social and economic analysis of development projects.
2. *Training of trainers:* The methodology was to involve both national and international gender experts and to provide a set of slides that could be used as training materials in Belarus to replicate the training for UNDP and other agencies, for project staff and for partner institutions, including the government, NGOs and statistical/analytical agencies.
3. *Lessons learned:* The findings of gender analysis of UNDP projects (please see Activity 1.1. above) conducted by the national team formed the basis of discussions on concrete projects of

UNDP Belarus.

4. *Tested Tools*: The Gender Mainstreaming handbook and methodology developed by the UNDP/RBEC Regional Centre in Bratislava was used during the training.
5. *Cross-sectoral and cross-portfolio*: the training was aimed at bringing together UNDP management, UNDP project coordinators and project staff, as well as participants from other UN agencies in Belarus to develop a common understanding of the approach.

34 participants (26 women and 8 men) have taken part in the 2-days training. Key target groups of the training were:

- UNDP management and programme staff
- UNDP project managers
- Other interested UN agencies, including UNICEF, IOM, UNHCR and UNFPA

#### *Preparation process*

Prior to the training, the project manager and the gender experts held informal consultations with the staff to identify needs and to prepare them for the workshop. The UNDP Office in Belarus enforced participation in the training as a requirement.

The team of trainers consisted of representatives of different countries, ages, professional background and experience in training activities. After some preliminary discussions by email, the trainers met in Minsk for a working session before the training in order to brainstorm on the modalities and co-ordination of the agenda. The objective was to expose the participants to a variety of approaches: theoretical discussions, applications to the cases of UNDP Belarus and practical exercises on their projects. This necessitated co-ordination among the different trainers so that each could bring to the workshop their particular skills:

- Shahrbanou Tadjbakhsh (Director of the Center for Peace and Human Security at L'Institut d' Etudes Politiques (Sciences Po) in Paris): Analytical skills on integrating gender as part of a human development agenda and conducting socio-economic analysis of development.
- Elena Gapova (Director of the Center for Gender Studies, European Humanities University (EHU), Lithuania): Analytical skills on the social construction of gender in theory and in practice in Belarus and social analysis.
- Dono Abdurazakova (Gender Advisor, UNDP Bratislava Regional Center, Slovakia): Thorough knowledge of gender issues in the CIS region and experience in Gender Mainstreaming of UNDP projects, including corporate requirements and tools.
- Elena Minchenia (researcher, Center for Gender Studies, European Humanities University (EHU), Lithuania) and Natallia Kulinka (Professor, Faculty of Journalism, Belarusian State University): Lessons learned from their assignment of performing gender analyses of all UNDP Belarus projects.
- Alina Ostling (programme officer, UNDP) and Evgenia Ivanova (project manager) for providing inputs on needs of UNDP Belarus programme and project staff and shaping the training in line with the local needs.

#### *Methodology*

It is important to note that the training was not designed as a one-off event during which all tools could be introduced by trainers and immediately assimilated by the participants. As this was the first time that many participants had had any exposure to gender mainstreaming and given that the background skills and knowledge varied tremendously among the participants, the aim of the workshop was to provide reflection and stimulus. With the tools currently available to UNDP Belarus (including a manual, and training slides), it is very important to organise a series of follow-up discussions and trainings for smaller audiences to go more in-depth and allow participants to internalise and apply their skills.

A variety of presentation styles were introduced in order to combine theory and practice, knowledge and reflection, lectures and discussion to enforce learning in a stimulating environment. These included:

- Lectures with question and answers provided with slides that were distributed among participants after the training
- Group work on thematic areas
- Presentations by groups and general discussions
- Brainstorming where participants were encouraged to design guidelines

Major issues that were raised during the training:

- Conceptual understanding of what gender is and why it matters;
- Professional segregation by gender (the main cause of income inequality between genders);
- The structure of the welfare (“social’noe obespechenie”) system, which was (and still is) designed to function in socialist systems and fails when confronted with market economy;
- The gender issue in such thematic areas as poverty; human rights; HIV/AIDS; trafficking; governance;
- Goals that could be set up for correcting and transforming gender relationships, the context of who is doing what, identification of the interventions necessary at the different levels and indicators and possible measurements within such thematic areas as poverty; human rights; HIV/AIDS and trafficking; governance and regional development;
- Gender mainstreaming tools.

The gender trainers drew a number of conclusions on the gender equality situation in Belarus during the training:

- The construction of gender as a social norm in Belarus is heavily influenced by culture (including religion), institutions, and ideology and has led to specific structural possibilities (opportunities).
- The job market is highly segregated.
- As time surveys show, the division of labour in the household is also highly segregated with women spending 3 times more than men in family chores. In poor families, they spend up to 4 times more.
- Women are highly concentrated in the care economy.
- The informal market is heavily engendered especially in terms of services and small trade. This informal market however is very insecure.
- The institution of marriage is becoming increasingly dysfunctional, with divorces on the rise and childbirth declining.
- At the moment, the Belarus state is still a strong state with strong care and strong care economy. However, the role of the state may gradually erode, leading to the possibilities that inequality may be on the rise. Investments in health and education and social security are still high in Belarus and have a benevolent role for the care economy. The encroachment of the market however may challenge the status quo.
- Although Belarus has not undergone shock therapy, as have many of the countries of the former USSR, inequalities have resulted from the fast pace economic and social development in the country. Belarus has put a number of social measures to ensure the living standards of its population.
- Experience shows that transition brings in vast inequalities. Hence there is a need for prevention of erosion of care economy and widening inequalities.
- At the moment, the most serious inequality is between urban and rural areas and between regions. Geographic and spatial inequality also has a strong gender component, with rural women faring worse than men.

### Participants' Reflection

A questionnaire was handed out to the participants in order to evaluate the following aspects:

- their gender awareness;
- the usefulness of the information on gender issues and of the gender mainstreaming tools presented during the training;
- if and how gender could be mainstreamed into their every-day work.

21 participants filled in the questionnaire (3 men and 18 women), out of these 5 project managers, 6 project assistants, 6 UNDP staff and 4 other UN agencies' representatives.

*Table 1. The participants' self-evaluation*

<b>Level of gender awareness</b>	<b>Amount of participants</b>	<b>Percentage of participants</b>
Very low	3	14%
Low	5	25%
Reasonable	3	14%
Good	9	43%
High	1	5%

It is evident from the table above that the audience of the training had different levels of gender awareness. Moreover the amount of the people who rate their own level of gender awareness as low or very low is close to the amount of the people with an opposing self-evaluations of gender awareness (estimated their level as good or high). It means that trainers dealt with 2 groups of participants with differing needs and expectations from the training. Consequently, at times, it was difficult to provide knowledge adequate to each group's gender awareness level.

*The participants' evaluation of the training*

In general, the training received positive evaluation. 12 participants (57%) thought that the training was very useful in the term of general gender awareness and other 9 participants (43%) believed that the training was partly useful. The information presented during the training was graded between 1 (poor) and 5 (outstanding). Average results were:

- New information – 4.09;
- Interesting information – 3.9;
- Useful information – 3.3;
- Understandable information – 4.05.

As far as usefulness was concerned, 10 stated that the training had helped them to see how to mainstream gender into everyday work, 9 noticed that knowledge and skills received in the training could be partly applied to their work while 2 persons noted that the training had not been useful for their everyday work.

*Attitudes towards gender mainstreaming of projects*

Participants answered that:

- It is very likely that gender mainstreaming makes projects more sensitive toward diversity of the target groups' needs (4.35 out of 5).
- It is also probable that incorporation of gender issues requires:
  - additional financial support (3.8 out of 5),
  - promotes the gender balance among the project participants (3.45 from 5),
  - it means additional work for the project manager (3.4 out of 5).

*Table 2. The possibility and usefulness of incorporating gender aspects in projects*

<i>Gender-related aspects</i>	<i>Is it possible to incorporate this aspect in projects? (1 - not possible, 5 - real) Average result</i>	<i>Does it make sense to incorporate this aspect in projects? (1 - not at all useful, 5 –very important) Average result</i>
Disaggregated data	3.47	4
Involvement of women NGOs	3	3.15
Gender balance among the project staff	3.5	3.4
Gender balance among the participants/beneficiaries of the project activities	3.45	3.35
Women' participation in decision-making	3.9	3.85
Involvement of a gender expert	2.65	2.95
Using gender-related criteria for the project monitoring	3.3	3.65
Incorporation of gender-related issues in the trainings suggested by the project	3.55	3.85
Gender awareness raising activities for the project staff	4.15	4.2

According to the above-presented results, the participants see involvement of gender experts and women NGOs as the least possible and the least useful option for project implementation. Gender awareness raising activities for the staff and women's participation on the decision-making level are considered by the audience as more appropriate for gender mainstreaming of projects.

## **2.2. Two trainings on Gender Mainstreaming for NGOs, UNDP project staff and civil servants**

The main objectives of these trainings were to increase the gender mainstreaming awareness and skills of the participants. Target groups: (I) the first training aimed at members of NGOs from different fields and new UNDP project staff, (II) the second training aimed at civil servants of those state bodies that are the main UNDP Belarus partners.

### *(I) Training for NGOs and UNDP project staff*

17 participants (all women; 2 men applied but did not participate). These were representatives of various NGOs working in the field of ecology, youth problems, reproduction, education and human rights. The participants also represented different region and provinces (Minsk, Vitebsk, Bobrujsk, Gomel, Dora, Kamen.)

### *(II) Training for UNDP Belarus government counterparts*

32 participants (4 men and 28 women). Among these were parliamentarians (3 women, members of the House of Representatives); the Chief Economist from the Ministry of Statistics and Analysis, the Head of the Department for State Legislation from the National Centre of Law–Drafting Activity, representatives from regional administrations; representatives of the Gender Policy Council of the Ministry of Labour and Social Protection of Belarus; the Head of Economy and Management Department of the Institute of Qualification Upgrading and Retraining of the Ministry of Labour and Social Welfare; representatives from the Training Academy of Administration under the President.

The group of trainers for both of these training consisted of 4 local experts and 1 Russian-speaking expert from Ukraine. The preparation process included the following stages:

- The project manager suggested a framework for the training programme and the order of the sessions;
- A national expert developed a questionnaire that was sent out to participants before the training in order to assess their needs;
- The national and the international experts prepared the training materials (presentations, handouts, case studies etc.) for their respective sessions;
- The international expert collected suggestions from the local team and finalized the training agenda;
- A pre-training meeting was held during which all the trainers co-ordinated their parts.

### *Methodology*

A variety of training techniques (lectures, division in small groups on thematic areas, presentations by groups and general discussions, individual work, demonstration of a documentary on gender issues-“Gender montage-films from Post-soviet space”, 2006) were used in order to combine theory and practice, facilitate discussion, engage in learning and reflection, activate the mind and emotions of the participants through the documentary, statistical and case studies. The trainings were highly interactive.

The following topics were discussed:

- What does gender mean?
- What is gender analysis?
- Why do we need gender analysis?
- Is gender an important factor?
- When is gender analysis needed?
- What is gender mainstreaming?
- What are the basic concepts of gender analysis?
- What indicators measure gender mainstreaming?
- What are the stages of gender mainstreaming?

- How could we evaluate gender mainstreaming results?

Participants were introduced to the following definitions and areas:

- Sex and gender
- Gender roles
- Gender relations
- Gender division of work
- Productive work
- Reproductive work
- Access and control on resources and income
- Practical gender needs and strategic gender interests

The participants were very actively engaged and seized the opportunity to discuss gender problems in Belarus. In order to improve the participants (rather vague) understanding of the gender concept, the following topics were discussed:

- Social gender expectations
- Sexism
- Gender discrimination
- Gender stereotypes
- Gender hardness norms for men and women

Participants learned how to develop gender indicators. The following indicators were discussed:

(a) Quantitative:

- Number of women and men participating in public programmes;
- Number women and men at decision making levels;
- Resources directed to gender components;
- Percentage of resources directed to gender components

(b) Qualitative:

- Formal policy regarding people with family responsibility;
- Equal access to educational programmes;
- Participation in decision-making.

### ***The results of the participants' needs assessment and perception of the training***

(I) *Training for NGOs and new UNDP project staff*

#### *Needs assessment*

The questionnaires were sent to participants two weeks before the training by e-mail. However, some of them, who are living in the small districts, do not have Internet access and completed the questionnaire during the registration to the training. In total, 11 participants filled in the questionnaire (all women).

*Table 3. The participants' level of gender awareness (self-evaluation)*

<b>Level of gender awareness</b>	<b>Number of participants</b>	<b>Percentage of participants (%)</b>
Very low	1	9
Low	5	45
Reasonable	5	45
Good	0	0
High	0	0

To the question “How often do you read or hear anything related to gender issues?” the following answers were given:

- **Quite often**– I read texts related to gender issues periodically – **5** participants;
- **Seldom**– I read or hear something related to gender issues occasionally – **6** participants.

Generally, the participants had positive attitude to gender issues:

- **7** of them mentioned that gender problems are important and actual;
- **3** people stressed that gender problems are less important in Belarus than other ones (economical, ecological etc).

With regard to the purpose of their participation in the training, **7** people noticed that they are interested in concrete information, which is applicable to their professional activities, **4** people said that they want to get a general understanding of gender issues.

Among the most relevant gender problems were mentioned:

- Home violence;
- Economics equality;
- Gender education in school;
- Ecofeminism;
- Facts about gender equality in Belarus.

#### *The participants’ perception of the training*

An evaluation questionnaire was suggested to participants at the end of the second training day. **7** participants filled in the questionnaire (all women).

In general, the training received positive evaluation. **6** participants thought that the training was very useful in terms of general gender awareness and only **1** participant believed that the training did not have noticeable effects on her gender awareness.

As for the participants’ estimations of the practical usefulness of the training and the relevance to their work, **5** persons thought that knowledge and skills received in the training could be partly applied to their work, and **2** stated that the training information is fully applicable to their everyday work. As the most memorable training session the participants noticed “Sexism in the media”.

The participants ranked the information presented during the training from **1** (poor) to **5** (outstanding). The result is presented below according to the following criteria:

- New information – **4.7**;
- Interesting information – **5**;
- Useful information – **4.3**;
- Understandable information – **3.5**.

The fact that information was estimated as a not easy for understanding is quite predictable, for the reason of the generally low level of participants’ gender awareness, the richness of the training programme and the complexity of the topic.

**6** participants mentioned that their attitudes to gender issues had changed. When they specified this answer, the most popular opinion was that they had realized that gender is a cross-cutting issue. The participants wrote: “I learned that gender problems are broad and touch on all sorts of activities”, “I would never have thought that these problems are so deep”.

(II) *Training for UNDP Belarus government counterparts*

*Needs assessment*

21 (20 women, 1 man) participants filled in the questionnaire.

*Table 4. The participants' level of gender awareness (self-evaluation)*

<b>Level of gender awareness</b>	<b>Number of participants</b>	<b>Percentage of participants (%)</b>
Very low	0	0
Low	2	9
Reasonable	11	52
Good	6	29
High	2	9

To the question “How often do you read or hear anything related to gender issues?” the following answers were given:

- Very often – It is a part of my professional duties – 9 participants;
- Quite often – I read texts related to gender issues periodically – 7 participants;
- Seldom – I read or hear something related to gender issues occasionally – 4 participants.
- Never – 1 participant

With regard to the topic of the last read gender-related information the participants mentioned: women unemployment, gender aspects of the labour market, the National Gender Plan, the report of the Minister of Labour and Social Protection, a family time-budget survey, health and demographical problems, women’s participation in governance.

In general, the participants had positive attitude towards gender issues:

- **25** of them mentioned that gender problems are important and actual.
- **5** stressed that gender problems are less important in Belarus than other problems (economics, ecological etc).

With regards to the reason for their participation in the training **12** people noticed that they are interested in concrete information, which is applicable to their professional activities, **4** people said that they want to get general understanding of gender issues, **5** people mentioned that they had been just delegated to the training.

Among the most relevant gender problems were mentioned:

- Women’s participation in governance;
- Women empowerment;
- Gender approach in the legislative field;
- Gender in education;
- Women trafficking.

*The participants' perception of the training*

A questionnaire on their perception of the training was suggested to participant at the end of the training. 14 (11 women, 3 men) participants filled in the questionnaire. In general, the training received a positive evaluation. 13 participants believed that the training was very useful in terms of general gender awareness and only 1 participant thought that the training did not have noticeable effect on his/her gender awareness.

As for the training's practical usefulness (its relevance to their work), 8 people stated that the information they received is fully applicable to their everyday work and 6 people affirmed that the knowledge and skills received during the training could be partly applied to their work.

As the most memorable training sessions the participants stated the group discussion of the documentary film, the family time-budget case study and the session on sexism in the media.

The participants ranked the information presented during the training from 1 (poor) to 5 (outstanding). The result is presented below according to the following criteria:

- New information – **4.1**;
- Interesting information – **4.8**;
- Useful information – **4.85**;
- Understandable information – **4.6**.

5 participants mentioned that the training did not influence on their attitude to gender issues, and as many participants noticed that their attitudes to gender issues had actually changed. The following changes were noted:

- Increased understanding of the importance of gender problems;
- Understanding of their own responsibility for gender equality;
- Understanding that men's studies are an important part of gender studies.

### **2.3. Workshop on gender budgeting**

The workshop was conducted for the members of the National Gender Policy Council; civil servants from the departments of demography, family issues and gender problems (Ministry Labour in Belarus), members of women NGOs, economists and academics. This workshop was aimed at:

- systematizing existing knowledge about gender issues,
- imparting new information about budgeting (its notion, procedures, types of budgets)
- teach practical skills and tools that could be used in order to:
  - enable gender expertise of budgets,
  - making gender sensitive budgets,
  - influencing the budget process in order to make it gender aware.

22 participants (all women, 14 of them from Minsk and 8 from the regions) have taken part in presentation. The team of trainers consisted of 1 international expert from the Russian federation and 2 local experts. This mix of trainers from different countries with different background and trainers experience had as the objective to expose to the participants to theoretical knowledge, practical skills and an overview of comparatives of approaches.

After some preliminary discussions by email, the trainers met in Minsk before the workshop in order to coordinate their speeches, to avoid overlaps and elaborate a general approach to definitions. A variety of presentation styles were used in order to combine theory and practice. These included:

- Interactive session on definition of gender and gender approach to budgeting,
- Lectures with questions and answers provided with slides (distributed among the participants after the training),
- Group work on gender analysis of local budgets,
- Presentations by groups and general discussions,
- Brainstorming where participants were encouraged to design guidelines for making gender aware

budgets.

*Major issues that emerged during the workshop:*

- Notion of budgets, types of budgets and budget procedure in Belarus
- Indicators of gender sensitivity of budget
- Models and methodology of gender expertise
- Russian experience of gender analysis of budgets
- Legal mechanisms for lobbying gender interests in the budget sphere

By the end of the workshop, the trainers asked the participants for written feedback on the workshop in a free format. 13 participants provided their assessments. Their responses showed a high estimation of the quality of the workshop, great interest in the topic and a demand to continue education in this field. Here are some quotations made by participants:

“This day was worth to experience, it brought new and important knowledge”;

“My expectations were fulfilled more than 100%”;

“I am glad you introduced me to this very important problem”;

“The workshop was really good. Let’s find the way to continue the work in this direction”

#### **2.4. Ensure participating of the Gender Focal point and national experts in a gender-mainstreaming workshop in Central Asia arranged by the ECIS SURF**

The Gender TTF project manager and a project expert (both women) participated in UNDP ECIS SURF Gender Mainstreaming Briefing/Consultation Workshop in Tashkent (Uzbekistan) in November 2005. During the meeting, Belarusian experts presented results of the GTTF project in Belarus, shared their project experience, discussed success factors and short comings.

#### **2.5. Ensure participation of UNDP Programme Officers in training sessions dedicated to gender issues**

3 UNDP Belarus project coordinators (1 man and 2 women), respectively responsible for the Democratic Governance portfolio, the Chernobyl recovery portfolio and the Environment and Energy portfolio took part in the gender mainstreaming trainings related to their portfolio thematic organized by UNDP ECIS SURF. These trainings included the following aspects:

- General principles of gender equality, related vocabulary;
- Basic principles and practical application of gender mainstreaming, how it differs from other approaches to promoting gender equality; added value of gender mainstreaming approach to programming;
- Explicit links between UNDP planning and programming tools and the gender mainstreaming process, based on concrete examples of how these have been linked in the region;
- Using UNDP planning and programming tools for gender mainstreaming;
- Introduction to gender-based analysis and data collection, practical use though case study in the relevant fields;
- Use and design of gender impact assessment, practical use though case study in the relevant fields;
- Learning from gender mainstreaming efforts in the CIS region, practical group exercises.

### **Output 3. UNDP and its partners have established a coordination mechanism for gender equality**

#### **3.1. Establish and strengthen a UN interagency gender theme group with the UN Country Team**

As a follow-up to the last UN country team (CT) meeting (in autumn 2005) and as a result of the gender mainstreaming activities implemented within the framework of this Gender TTF project, there was a decision to create a Gender Theme Group (GTG). The GTG will aim to become a forum for further developing capacities, providing technical support to agencies, the Resident Coordinator, and the various coordination groups of the UN CT in Belarus in the field of gender. The GTG will contribute to systematically and effectively addressing gender perspectives in the context of the UN assistance to Belarus, particularly within the context of the Millennium Development Goals (MDGs). It will be an instrument for dialogue and the development of common strategies, programmes and action plans.

The purpose of the GTG is to promote and support the mainstreaming of gender as a crosscutting issue in UN programmes and activities and to promote a deeper understanding and commitment to gender-responsive development programming in Belarus. According to its terms of references, the GTG should:

- Identify and promote common ways for the UN agencies to mainstream gender in their programming and other activities, as well as other strategies for addressing gender-based inequalities and inequities;
- Promote cooperation and coordination between UN Agencies, donor agencies and humanitarian organizations to support and build national capacities, including government and civil society in the area of gender;
- Identify opportunities for advocacy, and provide leadership for gender equality and equity, by the UN System in Belarus as outlined in international legal instruments;
- Undertake any other responsibilities/tasks at the request of the RC/UNCT.

The GTG consists of a chairperson selected by the GTG members and rotated among members every year. The members of the GTG are the representatives of UNDP, UNFPA, UNICEF, IOM, UNHCR, other interested UN agencies, gender experts and representatives of women NGOs.

In order to strengthen the GTG, our project has organized:

- A gender analysis of the project documents, project outputs and initiatives of UNHCR, UNFPA, IOM and UNICEF in Belarus;
- Working meetings for the gender focal points and other representatives of the UNHCR, UNFPA, IOM, UNICEF led by a team of gender experts. During these meetings, the experts presented the results of the gender analysis and recommendations on improved gender mainstreaming of projects; shared the materials prepared within the framework of the Gender TTF project and presented the existing gender mainstreaming tools (publications and web sites). 9 persons took part in the meetings (2 men and 7 women);
- Presentation of the Ukraine UNDP Gender project's experience on establishing and strengthening a UN interagency gender theme group. The presentation was carried out by the UNDP Ukraine gender focal point, Larysa Kobelyanska.

During the working meetings, the discussion about possible ways of cooperation within the frameworks of the GTG has been initiated. Three possible directions have been identified:

- 1 Design and implementation of joint gender related project;
- 2 Thematic meetings with discussions and experience exchange on particular development areas and the relevant problems;
- 3 Organization of a GTG Advisory Board that in cooperation with gender experts will discuss new projects documents of each agency in order to mainstream gender in each of them

### **3.2. Facilitate activities of the National Gender Policy Council and UNDP partners**

#### **3.2.1. Seminar on Men's Crises Centres**

A seminar on Men's Crises Centres from Lithuania and Ukraine was carried out for civil servants of the departments of demography, family issues and gender problems (Ministry Labour in Belarus), members of women and men NGOs, staff of crises centre for women and children in Belarus and academics.

22 participants (4 men and 18 women; 18 participants from regions - among them two men) have taken part in the seminar. The team of trainers consisted of 2 international experts (both men) from Ukraine (Volodymyr Martsenyuk, Project manager of Ukrainian-Swedish project OLEH) and from Lithuania (Algirdas Davidavicius, European social, legal and economic projects, ex-project manager of the UNDP Lithuania project Men's Crises and Information Centres). After some preliminary discussions by email, trainers met in Minsk to prepare for the workshop together with the project manager.

*Major issues raised during the presentation:*

- Involvement of men in Gender equality policies;
- Men's crisis and Information Centre: Lithuanian and Ukrainian case. (Main activities of the centres; approach to the problem of gender based violence and methodology of work with clients; social portrait of clients. Main challenges, achievements and disadvantages of the project in general and the centres in particular).

By the end of the presentation participants got a substantive knowledge about new approaches to the elimination of gender based violence through the changing of attitude toward men's culture as a culture of violence and existing dominant, patriarchal role of men. During the workshop presenters shared their experience in the creation and development of Men's crisis and Information centres and answered questions of the audience.

#### **3.2.2. Presentation on UNDP Ukraine project "Programme of Equal Opportunities"**

Presentation targeted the members of the National Gender Policy Council and civil servants of the departments of demography, family issues and gender problems (Ministry Labour in Belarus). This presentation aimed to sharing the experience of the UNDP Ukraine project "Equal opportunities programme", which may be estimated as one of the best gender mainstreaming practice in the CIS region and had been specifically demanded by the Belarusian partner – the department of demography, family issues and gender problems.

20 participants (1 man, 19 women; out of these 8 participants from the regions) have taken part in presentation.

*Major issues discussed during the presentation:*

- Gender mainstreaming strategies and state policy in Ukraine: strategies and experience of integration on the state level;
- Gender mainstreaming in practice: strategies and experience of integration on local level in Ukraine;
- Gender education in Ukraine;
- Policy on elimination of sexism in mass media;
- Policy on prevention of gender based violence;
- Gender mainstreaming in UNDP Ukraine;
- Achievements of the project, its failures,
- Key success factors and obstacles of gender mainstreaming policy in Ukraine.

## **Output 4. A knowledge platform is created to institutionalize and multiply good practices in gender mainstreaming**

### **4.1. Gender Mainstreaming knowledge platform**

This activity is seen as a way to ensure sustainability of the gender mainstreaming process in future. The main products of this activity are:

- A project web site – [www.gender.by](http://www.gender.by) - that contains information on the project, a list of gender experts as well as women and men NGOs, briefing papers, teaching materials, gender surveys on Belarus, national statistics and other documents on gender mainstreaming.
- The publication “Sex/gender. Manual for civil servants” has been prepared, published and accessible on the project web site. (Distributed among UNDP staff, civil servants of gender related departments, members of the National Gender Policy Council, women NGOs).
- A CD with normative documents, both national and international, was produced as addition to the book “Sex/gender. Manual for civil servants”. (Distributed among UNDP staff, civil servants of gender related departments, members of the National Gender Policy Council, women NGOs).
- The publication “Gender in Development Monograph Series #10 “Men, Masculinities & Development: Broadening our work towards gender equality” after Alan Greig, Michael Kimmel, James Lang was translated into the Russian language, published and sent out to civil servants, women's NGOs and academics and made accessible on the project web site.
- An information booklet “On the Way to Gender Equality” with data on women’s NGOs and glossary of the main gender terms published and sent out to civil servants, women's NGOs. The full version of this booklet was published on the project web site. To complement the booklet electronically, the Optional Protocol to Convention on the Elimination of All Forms of Discrimination and the application form to request international protection in case of violation of women’s or men’s rights was published on the project web site.
- A calendar for year 2007 from the series of calendars “Women in Belarus: Everyday history” devoted to women-entrepreneurs in Belarus from 16th to 19th century is prepared as the result of thorough research activity and will be published by the end of May 2006. It will be distributed to UNDP counterparts in order to promote a positive view and empowerment of the Belarusian women.
- The demonstration of 7 documentaries from the international project “Gender Montage – films from post-Soviet space”, 2006, has been organized. During two days, at prime time UNDP staff, UNDP partners, academics, students and the general public will have a chance to see 7 stories from 7 countries devoted to gender problems and participate in discussion about them.
- A Gender Sensitivity Kit for UNDP Belarus CO is developed both in English and in Russian. This document is designed for UNDP Belarus CO staff and project staff, as well as for the personnel of other UN agencies in the country. It aims to provide the staff with some of the necessary knowledge and tools to integrate gender issues into their work. As gender mainstreaming is considered to be one of the UN priorities, this commitment must be translated into concrete policies and this kit will be a tool to do so. The kit covers the gender related information devoted to different aspects of the work in UNDP – from the project design and implementation to the recruitment policy and organizational culture.
- A Manual on Gender Correct Communication in Russian was developed for UNDP staff responsible for communication, PR and work with the journalists. The manual deals both with problems of gender correct representation of topics and gender correct usage of language.

### **4.2. Gender Statistical Database**

As a result of the recommendations of the UNDP Belarus Country Office Gender Strategy and due to the

prolongation of the Gender TTF project, a Gender Statistics in Belarus Compilation for UNDP, other UN agencies and project experts has been prepared. The compilation is based on statistics provided by the Ministry of Statistics and Analysis in Belarus and organized in line with the development areas of UN agencies in Belarus. The compilation is recorded on CDs for easy access and consultation.

## **2. GENERAL RESULTS OF THE GENDER TTF PROJECT IN BELARUS**

### **1. Success factors**

- Regular meetings of gender experts involved in the project facilitated a common understanding of the tasks, methodology and expected results. During these meetings, experts:
  - Were provided with useful information on gender mainstreaming, handouts and checklists
  - Discussed achievements and challenges in particular projects
  - Developed a common approach to the gender analysis of projects
  - Elaborated a structure for the gender analysis reports
  - Reported about progress made
- Readiness of the majority of programme and project staff to co-operate during the gender analysis and training on gender mainstreaming.
- Teamwork was the priority form of work during the project and important mean of reaching the goal successfully.
- Use of different argumentation for the groups of people with different level of gender awareness and commitment (e.g. use of the arguments about: gender mainstreaming being the mandate of UNDP and indicator of professionalism of staff, legal protection of gender equality with reference to the Constitution of the country for civil servants, economic effectiveness of gender equality in the long run for the UNDP management etc.)
- Cooperative attitude from the head of the department of demography, family problems and gender issues at the Ministry of Labour and Social Protection in Belarus, also the engine of the National Gender Action Plan.
- Gender Mainstreaming as one of the UNDP corporate priorities.
- The National Gender Action Plan aimed at gender equality and commitment of the state bodies to take gender into account.

### **2. Obstacles and challenges**

Lack of people with gender education and knowledge among the target group resulted in some opposition to the subject and rendered the awareness-raising about gender mainstreaming and the introduction of relevant tools more difficult.

- Unavailability of gender experts in specific areas such as environment and energy.
- Different levels of knowledge on gender issues and gender awareness/sensitivity among project staff (almost polar groups).
- Difficulties in communication between local and international experts caused by distance as well as experts' different previous experience and background.
- Lack of sex-disaggregated data in some of the UNDP project areas makes it hard or impossible to suggest concrete recommendations on gender mainstreaming.
- There is no effective circulation of information of the existing sex-disaggregated data
- Being financially dependent on non-UNDP donors, projects encounter difficulties in gender mainstreaming if gender mainstreaming is not a priority of the UNDP partners. (e.g. Global Environment Facility requires a particular project design and promotes activities that are often not gender sensitive).
- Good arguments: emphasizing that Gender mainstreaming is a UNDP mandate and indicator of

professionalism of project staff. However, these arguments are undermined if people have difficulties in understanding what gender is about, in particular, in a society where gender inequality is concealed or formally eliminated.

- Some of the UNDP Belarus projects are procurement projects that are being implemented on behalf of the EU and other donors. In such projects, mainstreaming of the human element is a challenge, let alone the gender component. In projects that are more or less related to socio-economic issues (poverty, HIV/AIDS, NHDR, governance, etc), these opportunities are more pertinent. We have to recognize that gender cannot be integrated into everything; if not we will end up diminishing the power of the message and border on militancy.
- Because of the disparity in background of the participants, a general workshop had to be designed as a first step. Future trainings in Belarus should break the groups into thematic areas or functional areas in order to provide focused discussions using the gender mainstreaming tools provided by our project.
- The first training was a requirement by UNDP Belarus and a number of people (especially men) who participated were not highly motivated. Participants' motivation varied:
  - UNDP programme staff were the most motivated and gender aware,
  - project staff were not as aware and not always motivated, especially if they represented "procurement" type projects or worked with government agencies that could not see the linkages of their project to human development,
  - staff of other agencies (UNHCR and UNICEF) were motivated and aware if they were managing a project portfolio but less aware if they occupied administrative positions and had been sent to the training simply because they were women.
- While the trainers were able to "persuade" the participants that gender "does exist", many of them are still unable to see how they can mainstream it into their concrete projects. This is not because they have not understood the need or how to do social analysis but mostly because of the nature of the projects that they are implementing. Future work may be focused on the gender analysis of upcoming projects, helping to shape gender issues on the design stage.

### **3. Gaps identified during the project**

- Lack of statistical data and sociological research to support gender mainstreaming in policy areas specific to the region
- Underutilization of available gender statistics and research in UNDP projects
- Insufficient number of professional gender specialists at the national level. There is only one higher education institution (the Center for Gender Studies) that offers professional gender related education in Belarus, i.e. a Master Programme on Gender. In addition to gender experts with a formal gender education, the project cooperated with gender specialist in specific fields that have another main topic of education (e.g. economics or psychology) but have an extensive practical experience in the field of gender.
- Weak institutionalization of gender issues in UNDP Country offices (no full-time Gender Focal Point, lack of resources and accountability mechanisms)
- Lack of regular gender training for UNDP staff, including project staff
- During the working meeting of GTTF projects staff from the CIS region in Uzbekistan in November 2005, the need for trainings for the local statistical offices on gender statistical disaggregating and analysis was identified. This also applies to Belarus. The RBEC/Bratislava Regional centre could facilitate the exchange of methodologies between various statistical offices in the CIS region.

#### **4. Lessons learnt**

- Sex-, age-, economic standing-, occupation-, urban/rural - disaggregated data collected in every project would help gender experts to analyse the situation and make concrete recommendations based on facts (versus general assumption)
- The preparation for the training on gender issues should start at the moment of interviewing people (as estimation of their needs). Insure that training participants have taken part in the first step – that is interviewing.
- International experts should be aware of the context of the country she/he works in and preference should be given to experts that speak the local language.
- Trainings on gender issues should be regularly provided by UNDP for new programme and project staff (for instance as a part of basic knowledge of policy and procedures of UNDP CO)
- ToR of project managers should include the requirement to have gender knowledge or/and work in cooperation with a gender expert, when relevant.
- Project managers should be aware about the existing UNDP employment policy and develop their own scheme in order to provide gender balance among staff, beneficiaries and consultants in their projects.
- Gender experts should be members of advisory boards of projects and/or take part at least on the project design stage
- Gender should not be seen as simple synonym of “women”:
  - Simply talking about numbers of women or men without analysing structural issues and accepting the status quo without challenging it will never solve the problem of gender inequality.
- The problem that projects aim to resolve should have a “human face”, i.e. be formulated considering the impact it makes on the people. This would allow including gender aspects in projects.
- UNDP programme and project staff is overloaded with work, thus reading and discussion of new gender related documents and participation in gender mainstreaming trainings and other related activities are difficult and interpreted as extra-work.
- The initial gender mainstreaming training for UNDP programme and project staff should be duplicated for smaller groups according to thematic areas. The slides and the manual from the first training can be used for this purpose. These materials were translated into the Russian language in order to be more easily absorbed by local training participants, a need that was identified during the initial training.

### **3. INDICATORS**

#### **1. Building internal capacities for gender mainstreaming**

*Involvement and support of senior management - who was present at training sessions and verbal and financial commitments made by RR/DRR.*

The RR and DRR were present at :

- the training sessions for UNDP management and programme staff, project managers and other UN agencies in mainstreaming gender in October, 2005;
- at the retreat organised for UNDP Programme Staff in order to discuss the CO GMS and its implementation.

*Positive post-workshop evaluations, completed by participants - what the participants had to say about the training sessions if available*

Most of trainings received very good ranking by the participants (please see the relevant training activities chapters above for further details). For instance, with regard to the training on gender mainstreaming for UNDP staff: 57% of the participants stated that the training was very useful in terms of general gender

awareness and 43% marked that the training was partly useful. After that training, the UNDP Programme Manager, who participated in a number of gender activities, noted that for the first time she heard *how* exactly gender mainstreaming should be applied to her day-to-day work. The training for NGO was evaluated as very useful by 86% of participants. All participants of the workshop on gender budgeting who gave their feedback evaluated the workshop as very useful.

#### *Expressions of interest in more training*

The participants of the workshop on gender budgeting, the training on gender mainstreaming for NGOs and civil servants, all expressed high interest in regular trainings on gender mainstreaming in different areas. A woman parliamentarian (House of Representatives of The National Assembly) expressed the wish to continue discussions on gender and underlined the need of a gender conference, where experts could discuss their research and findings. There were suggestions to develop topics such as gender and age, gender and people with limited capacities, gender-sensitive budgeting (deeper analysis), gender and education.

These are some quotations from the participants:

- “We gained a lot of knowledge and skills but we need more trainings to become more aware and confident”
- “It is important to have joint discussions on gender to be more confident in the area”
- “The situational analysis of gender issue in Belarus gave us the opportunity to understand the the necessity of gender mainstreaming”
- “We created a complete picture from separate puzzle pieces”
- “ It was cognitive, interesting, useful”

#### *Changes in office/attitudes - cultural shifts towards more gender sensitive practices*

As a result of the gender mainstreaming activities and awareness-raising, the management verbally supported the idea of conducting gender analysis of all new projects, during their formulation, and to invite gender experts to take parts in the Local Project Appraisal Committees (LPACs) with the national counterparts that gather in order to approve the launch of projects.

The UN Depart of Public Information (DPI) in Belarus that works closely with UNDP CO on communication, proposed to dedicate the first issue of the UN bulletin to gender. A gender expert was involved in the elaboration of the bulletin and the issue has recently been published.

#### *Mobilization of additional resources for gender mainstreaming outside of the GTTF*

No

#### *Expressions of interest/creation of gender clusters within the office*

The UNDP Belarus office is rather small (only 5 programme officers) so it does not make sense to have any separate gender cluster.

#### *Number of participants as well as the number of men participating*

147 participants of trainings and seminars (19 men and 128 women).

## **2. Ensuring systematic gender mainstreaming in all programmes**

#### *Specific projects/programmes into which gender has been mainstreamed*

Gender experts analyzed and gave recommendations on measures for gender mainstreaming to all of UNDP Belarus ongoing and planned projects:

- CORE, the Project Manager;
- National Poverty Reduction Strategy

- Support to human poverty monitoring and social policy development for poverty reduction at the regional level
- Support to socially important activities of the Belarusian NGOs and development of inter-sectoral cooperation
- Job creation: piloting multi-service community Centres in small town in Belarus, the Project Manager (Candidate)
- Catalyzing sustainability of the wetland protected area system in Belarusian Polesie through increased management efficiency and realigned land use practices
- Renaturalization and sustainable management of peat lands in Belarus to combat land degradation, ensure conservation of globally valuable biodiversity, and mitigate climate change
- Capacity Development for Sustainable Land Management in Belarus
- Biomass Energy for Heating and Hot Water Supply in Belarus,
- Removing barriers to energy efficiency improvements in the state sector in Belarus, the Project Manager
- Integrated management of key biodiversity sites of Polesie,
- Environmentally Sustainable Development in the Belavezhskaya Pushcha Belarus-Poland Region: combining protected area management with rural sustainability
- Belarus, Ukraine and Moldova actions on drugs (BUMAD), Phase II
- Preventive measures against HIV/AIDS spread among the women rendering sexual services on highways
- Enhancing the capacities of the Penal Committee of the Ministry of Internal Affairs of Belarus for HIV-prevention in penitentiary institutions of the Republic of Belarus
- Preventive measures against HIV/AIDS spread among the women rendering sexual services on highways
- Creating a youth employment promotion centre in Minsk
- Enhancement of Partnerships between Belarusian NGOs and Government Structures and Professional Development of NGO Workers
- Prevention, Fighting and Addressing the Social Consequences of Trafficking in Human Beings in the Republic of Belarus

4 of the new projects in the CO have incorporated the gender mainstreaming recommendations into the project documents.

*Specific projects/programmes into which gender has been mainstreamed that mention women's rights – give examples/quotes*

No

*Additions and/or changes that came about due to portfolio reviews - examples/stories*

After the gender analysis of the NHDR-2005 and training on Gender Mainstreaming, the responsible UNDP coordinator involved a gender expert in the formulation of the NHDR-2006. The expert's recommendations were included and the expert was invited to the discussion of the project on the LPAC.

*Gender mainstreaming into all aspects of the project cycle – design, implementation, monitoring, evaluation and reporting.*

The gender experts analyzed and gave recommendations regarding all UNDP Belarus ongoing and planned projects with regard to their design, implementation, monitoring and evaluation. The projects: NHDR, "Sustainable Development on the Local Level in Belarus", "Promotion of a wider application of international human rights standards in the administration of justice in Belarus", "Promoting human rights within the framework of the administrative procedures reform in Belarus" were designed in collaboration

with a gender expert.

### **3. Supporting the United Nations Resident Coordinator System**

*How has the Gender Theme Group been strengthened*

Please, see section 3.1, p. 14.

*Engendering the CCA/UNDAF - completed yes or no and examples*

UNDP Belarus does not have any CCA or UNDAF.

*Engendering PRSPs, MDGRs, CPDs, NHDRs - completed yes or no and examples*

- PRSP-not available in Belarus
- MDGR-The latest MDG report includes a separate chapter on gender equality in Belarus.
- NHDR-2005 was analyzed by a gender expert. The results of the expertise were sent out to all of the involved staff and later discussed with the gender expert. A gender expert was also involved into the formulation of the NHDR-2006. The expert's recommendations were included and the expert was invited to the discussion of the project on the LPAC.
- The UNDP Belarus Country Programme Document (CPD) 2006-2010 and the Country Programme Action Plan (CPAP) 2006-2010 drafted at the end of 2005, both address gender as a cross cutting objective. There is a clear determination in the coming programme framework to incorporate gender mainstreaming in programming and to increase the number of gender targeted projects.

*Engendering of other national policy frameworks*

No

*What other organizations have been involved*

- The Belarusian Center of Gender Studies: staff and fellows of the Centre were actively involved as experts and trainers in different activities.
- UNDP ECIS SURF; Dono Abdurozakova provided a very valuable support and advice during the project implementation and participated as trainer in the UNDP CO and project staff training in Minsk.
- UNDP Ukraine: a colleague from UNDP Ukraine was invited for presentation of the outstanding results of their gender programme. She also provided recommendations on other international trainers that the project later employed and who showed to be excellent. Publications and other relevant materials were shared between the COs.
- UNDP Russia: although the expert of UNDP Russia was unable to participate in the project activities, she shared very useful books that were prepared within the framework of the UNDP Russian gender projects;
- UNDP Lithuania: provided contacts to the experts that conducted the seminar on the Men's Crisis Centres in Lithuania and Ukraine.
- The Department of demography, family problems and gender issues of the Ministry of Labour and Social Protection in Belarus: provided recommendations on the needs of the Belarusian civil servants, assisted the project with the invitations of civil servants and took an active part in the trainings.

*Which partnerships have been built*

- UNDP Uzbekistan: after the presentation of team of GTTF project in Belarus at the UNDP Regional Centre for Europe & the CIS Gender Mainstreaming Briefing/Consultation Workshop in Tashkent in November 2005, one of experts were suggested to organize training for journalists in Uzbekistan on gender issues.
- Women's NGOs, women parliamentarians and civil servants: most of participants of trainings/workshops expressed their willingness to continue the work on gender equality in

cooperation with UNDP CO.

#### **4. Developing mainstreaming tools, knowledge products and best practices**

*Which tools have been used.*

We used such tools as Gender Mainstreaming Strategies of UNDP Albania, India, Salvador; Information and Learning Pack; Gender Mainstreaming Manual developed by RBEC/Bratislava Regional.

*Gender mainstreaming tools developed – please provide us with an electronic copy*

- Gender Analysis guidelines (Annex I);
- Gender Analysis Report structure (Annex II);
- Gender Mainstreaming Strategy;
- Gender Sensitivity Kit;
- Manual on Gender Correct Communication

*Knowledge products produced*

- Manual on gender for civil servants accompanied with CD with normative documents related with gender equality issues;
- Translation and publication of the Monograph “Men, Masculinities & Development: Broadening our work towards gender equality” after Alan Greig, Michael Kimmel, James Lang;
- Informative booklet “On the Way to Gender Equality” with data on women’s NGOs and glossary of the main gender terms;
- Project web site;
- Calendar-2007 from the series of calendars “Women in Belarus: Everyday history” devoted to women-entrepreneurs in Belarus;
- Gender Kit for UNDP Belarus;
- Manual on Gender Correct Communication;
- Gender Statistical Database;

*Other creative initiatives*

- Gender Terms Glossary in English and in Russian (the Russian translation was developed locally).
- Demonstration of 7 documentaries from the international project “Gender Montage” for UNDP staff, UNDP partners, academics, student and the general public.

#### **5. Aligning human resources policies and practices with a commitment to gender balance**

*Change in human resource practice in the office – gender integrated in ToRs and competency profiles*

Two of the newly developed projects include an appeal for gender knowledge in the relevant staff ToRs.

*Awareness raised of staff about the work-life policy*

The gender sensitivity kit developed by the project, that will be distributed to all current and new CO and project staff, includes references and recommendations regarding work-life policy.

*Awareness raised and attitudes changed on the UN policy on Sexual Harassment and abuse of Authority.*

Yes. Most of the CO staff passed the UNDP sexual harassment on-line course.

## Appendix 1 Gender analysis guidelines used by the project

### Gender Analysis

According to UNDP policy, gender analysis should ensure that women and men have equal access and control over resources, development benefits and decision-making, at all stages of the development process. Gender analysis means evaluating the degree of specific attention paid to gender issues. Gender analysis is sometimes also referred to as:

- **Gender-sensitive analysis:** This term reminds us that gender-related differences are not always obvious. We need particular *sensitivity* in order to make these real and potential differences visible to policy makers.
- **Gender-based analysis:** This term stresses that we are specifically looking for differences that are *based on gender*.
- **Gender-aware analysis:** This term reminds us that although gender differences often exist, traditional research and analysis does not always make us *aware* of these differences. We require a specific gender perspective in order to create this awareness.

According to the gender analysis logic a specific situation or policy could be evaluated as:

- **Gender-blind:** Gender blindness is the failure to recognize that gender is an essential determinant of social outcomes impacting on projects and policies. A gender blind approach assumes gender is not an influencing factor in UNDP projects, programs or policy;
- **Gender-sensitive:** Gender sensitivity encompasses the ability to acknowledge and highlight existing gender differences, issues and inequalities and incorporates these into strategies and actions.

Before you start to compile information into logical sections suggested below, ensure that you worked over the situation analysis, project formulation, implementation and project evaluation. It is important not to just analyze project documents, but also the project outputs. It is also very useful to interview project managers and project staff. This will permit you to estimate the level of the project staff's commitment to gender equality and clarify the project aims and activities that are not clear enough in the project document. When you collected all data, you may start to compose it into logical clusters shaped around components such as sex-disaggregation of project actors and project beneficiaries, gender expertise used during any stage of the project, etc.

These questions will help you to perform a thorough gender analysis:<sup>1</sup>

### A. Checklist for the “Gender Analysis” for reporting

#### Project formulation

1. Have gender issues relevant to each project, including gender impact and anticipated outcomes, been systematically identified, and updated as appropriate?
2. \*How far have UNDP staff members informed themselves substantively of the gender dimensions of the development problem(s) to be solved?
3. \*How far have individuals and women's NGOs with knowledge and experience of gender mainstreaming participated in project identification, formulation and appraisal?
4. Do the terms of reference of project/programme formulation missions reflect a requirement of relevant gender knowledge and experience?

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<sup>1</sup> Learning & Information Pack. Strategy Development. September, 2000. (draft)

5. \*Have women been consulted equally with men during the formulation process, especially female beneficiaries?
6. \*Have project staff been briefed on gender issues?
7. Have gender-related linkages with other projects and programmes been identified and incorporated in documentation?
8. Has all background information been disaggregated by age, sex, social origin?

### **Project implementation**

1. \*Have all possible steps been taken to ensure gender balance in project staff (including full briefing of UN Office of Operations (HR, Finance) on gender balance priorities)?
2. \*Has gender balance in project training been ensured?
3. \*How far has gender balance among participants in all project meetings been attained?
4. \*Do UNDP staff raise relevant gender issues in project monitoring meetings (LPAC )?
5. Does programme staff include gender knowledge and experience as a requirement for personnel's terms of reference?
6. Do programme staff monitor project disbursements to ensure that inputs are used in such a way as to ensure equality of outcome for both women and men project/programme beneficiaries?

### **Gender sensitive project monitoring and evaluation**

1. Do evaluation mission terms of reference require relevant gender expertise and experience?
2. Are (internal or external) evaluators briefed on relevant gender issues and provided with documentation?
3. Does programme staff review the draft evaluation report to ensure that gender-related omissions and successes in the project/programme are reflected?
4. Do Programme and Project Evaluation Reports (PPERs) reflect gender issues, and is all information disaggregated by sex?
5. Do final project reports systematically identify gender gaps and gender-related project successes?

\* marked are the questions that probably should be discussed with project managers.

## **B. Checklist for the “Conclusion” in the gender analysis reports**

### **1. Gender sensitivity of project formulation**

Ensure that potential gender-related aspects are sufficiently taken into consideration in the development of project.

*This may mean, for instance,*

- ✓ There is explicitly specified needs for any gender-related outcomes or outputs in projects.  
*If not (there is no “gender” or gender mainstreaming as a part of project), we may check such positions as:*
- ✓ Men and women will be able to equally contribute to and benefits from the direct outputs of the project.
- ✓ The overall project will not contribute to perpetuated inequalities (social isolation, increasing unpaid work, decreasing paid work, strengthening structural inequality, stereotypical attitude to the gender roles, style of life, etc. if it perpetuates inequality and facilitates sex discrimination).

2. Sex-disaggregation of project actors.
  - ✓ What is the extent to which men and women participate in the project?
  - ✓ To what extent individuals and women's (or men's) NGOs with knowledge and experience of gender mainstreaming participated in project formulation?
  - ✓ Have women been consulted equally with men during the formulation process?
  - ✓ Is there any sustainable disproportion of male/female participation in decision making processes?
  - ✓ Is there any hierarchy and who occupies power/subordination position?
  
3. Sex- disaggregation of project beneficiaries.
  - ✓ Is there any data on benefits from the project disaggregated by sex. (Benefits those representatives of different sex got/get/will get).
  - ✓ Have female beneficiaries been consulted equally with men during the formulation process?
  
4. Gender expertise as part of project development.
  - ✓ Are there any gender aspects in the analysis of situation in the project documents?
  - ✓ Do gender experts take part in any stage of the project management (design, implementation, monitoring)?
  - ✓ Does anybody of project actors get gender issues in their Terms of Reference or guidelines?
  
5. Sex-disaggregation of all research/ data collected under the auspices of the UNDP projects.
  - ✓ Have all background information been disaggregated by sex (age, social origins, etc.).
  - ✓ Does all the data produced under UNDP projects make visible any difference between men and women?
  - ✓ If the difference is significant there, is any analysis of its reasons and impacts undertaken and included in project documents?
  - ✓ Do final project reports systematically identify gender gaps and gender-related project successes?
  - ✓
  
6. Is there any monitoring on the project from gender perspectives?
  - ✓ Gender dimensions of the project implementation are expected to be analyzed.
  - ✓ Gender dimensions of the project implementation are analyzed
  
7. Commitment to Gender Mainstreaming.
  - ✓ Evaluation of basic knowledge on the gender mainstreaming of project counterparts. (May be evaluated with a special questionnaire. It can provide, for instance, information concerning self-evaluation of respondent's level of knowledge upon the topic, and etc.).
  - ✓ Basic training in Gender Mainstreaming for the project counterparts to ensure that they can incorporate principles of the concept into their work.

## Appendix 2 Gender analysis report structure

Name of expert: \_\_\_\_\_

Title of the Project: \_\_\_\_\_

Status of the project: \_\_\_\_\_

### a. Introduction.

Short description of the project (field, main goal/s, activity/is). Analysis of the situation in Belarus in the particular project area from gender perspectives.

### b. Gender Analysis.

- project formulation
- project implementation
- project evaluation and monitoring

### c. Conclusion.

Evaluation of the project from gender perspectives. Main notes and outcomes.

### d. Recommendations

What aspects should have been taken into consideration in the project, what should be changed, added, etc.

### Appendix 3 Questionnaire structure

This questionnaire had been prepared within the frameworks of the Gender Analysis component and disseminated to UNDP programme staff and project managers prior to the training sessions. Originally, the questionnaire was developed in the Russian language. The unofficial translation into the English language was made for the international expert, Prof. Ayse Ayata, from Turkey, who participated in the development of the UNDP Belarus CO Gender Mainstreaming Strategy.

Please note that this questionnaire is confidential and only for the purpose of gathering general information about the trainee group. Your answers will not be singled out or attributed to you in public at any time.

**1. How would you rate your own level of expertise in terms of gender equality issues?**

- Very low – I really do not know anything about this topic
- Low – I know the very basic issues
- Reasonable – I am aware of the important issues
- Good – I have been trained in or have studied these issues and consider myself quite competent
- Very high – I have been trained in or have studied this topic extensively and I consider myself an expert

**2. In your opinion, what sort of priority should gender mainstreaming receive in the fulfilment of your project unit or thematic cluster's goals?**

- Very high – gender aspects should be prioritized in all projects.
- Moderately high – We should integrate gender equality concerns into all of our activities, but we should remember about realistic objectives.
- Moderately low – We should make an effort, but it can't be put before or even on par with the specific goals of our thematic cluster.
- Very low – We can include gender aspect if we would have extra resources and time.
- Don't know.

**3. Are you currently integrating a gender perspective into your work?**

- Gender mainstreaming is priority in my work.
- I do, significantly
- I do, but not to the large extend
- Do not integrate
- Don't know

**4. Which statements indicated below to your mind are determined by impact of social factors (as distinct from biological factors)?**

- Women deliver children, men are not
  - Girls are more polite then boys,
  - According to statistics currently there is 29.4% of women in Belarusian Parliament.
  - Women got long hair, man got short hair.
- Etc

**5. Which proverb indicated below, according to you opinion, is discriminative? (list of proverbs follows)**

**6. Please mark with any sign which characteristics are important for female-personal and male-personal (the set of such characteristics as hardworking, ambitions, childless, etc. are suggested)**

**7. What are the most pressing thematic issues that you think need to be addressed from a gender perspective during the training?**

- Poverty
- Equality and elimination of sex discrimination
- Environment and energy issues
- Labour market issues
- Budgeting, etc