



GENDER MAINSTREAMING UNDP BELARUS

final report by

Prof. Ayşe Güneş-Ayata

Dr. Elena Gapova

Dr. Natallia Kulinka

Alina Ostling

Evgenia Ivanova

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INTRODUCTION

Sustainable Human Development for UNDP is about creating an environment in which, people can develop their full potential and lead productive creative lives in accordance with their needs and interests. In this respect, targeting Gender equality in all communities and mainstreaming gender to all its activities is within the mandate of the UNDP. This needs determination and coordinated effort with dedication. In a statement UN Secretary General Kofi Annan said “there is no time to loose if we are to reach the Millennium Development Goals by the target date of 2015. Only by investing in world’s women can we expect to get there.” In this respect, gender equality is not a goal in itself but also is crucial to combat poverty and to stimulate development that is sustainable.

Gender strategies are documents that are prepared to show the political commitment of the country offices to the gender mainstreaming policies. They indicate the action plan of the country office, and show how these actions will be integrated into the programs, the organizational culture and the human resources policy.

The strategy document targets to strengthen the commitment of the whole staff, especially the senior management, to gender mainstreaming. It is a platform for all the stakeholders. In this respect the document claims the following targets:

1. To provide a platform and/or framework for collaboration, coordination and monitoring.
2. To align the international norms and demands with the local needs and align the universal norms of gender equality with the national strategies. The document should be also a means to incorporate cultural sensitivities, so that the people of the country can identify with and internalize the universal norms in the context of their own lives.
3. To enhance the capacity for gender mainstreaming in the country office of UNDP and the relevant stake-holders including the government partners, the civil society, NGOs, women’s empowerment groups and gender experts.
4. To institutionalize the relationship between the stake holders and the country office on gender issues, including sharing documents, discussion of perceptions and dialogue for existing plans and future activities, promotion of best practices and creation of a community with practice of knowledge sharing.
5. To indicate a set of targets for gender mainstreaming and women’s empowerment within the UNDP activities, and indicate benchmarks and monitoring exercises. The document has to ensure participatory action and accountability at all levels.

The strategy has two kinds of functions:

- It is a vision paper that gives a basic framework for action for the UNDP staff. After analyzing some of the basic features of gender mainstreaming issues within the country office, it tries to incorporate a strategic outlook with the potential recommendations and a yearly work plan.
- It is a platform for dialog between the UNDP and other stakeholders. Besides being a platform for action, it aims to be a means for interaction.

Stakeholders can be very diverse:

- First, there are the major partners, such as the government of Belarus, which is the most important collaborator and endorser of projects.
- Second are the civil society partners who are the sources of legitimatization through participation and are expected to bring diversified views from the Belarusian society. It is commonly accepted that many of the development issues can only be solved by public-civil society partnerships; gender equality is one of such issues.
- Third are the women's groups and gender studies experts who have expertise within the field and can contribute with their data, interpretations of the data, scientific knowledge and the representation of their interest groups.
- Fourth is the media, which will be an important means of advocacy, for raising public awareness and instigating consorted action with the stakeholders.
- Fifth are the other UN agencies within the UN family (or umbrella). They constitute major contributors not only as sister organizations, but also share the gender mainstreaming mandate. Therefore complementary collaboration, common projects and shared visions are very important.
- The last but not the least, the remaining international organizations and donors contribute to the ideal of human development and continue to be the source of funding for this common ideal.

I. BACKGROUND

1. CONCEPTUAL FRAMEWORK FOR GENDER MAINSTREAMING

Since 1995 Fourth World Conference on Women, there has been an increasing awareness on realizing the inequalities between sexes. This problem cannot be dealt with only by focusing on women, but needs a deeper understanding of the gender relations within each society with its particularities. Gender mainstreaming as a tool of achieving gender equality has been incrementally accepted by almost all of the developments agencies including UNDP. Gender mainstreaming tools do recognize that in the present state of the world- not only in developing countries but also within the developed world as well – there are inequalities bringing injustices, exclusions, discrimination, oppression and subordination.

Even though in many cases the disadvantaged group out of this discriminatory process is constituted of women, gender mainstreaming does not concentrate on women only. Empowerment of women can be a target in itself, but this target can often be reached through analyzing men's gender roles and identities. The aim is an egalitarian society with full development, where humans from both sexes share happier and more prosperous lives.

We may question the pre-existing inequalities; we should not however, overrule the right to be different for men and women. Gender equality implies fair sharing of responsibilities and power within the society, without overruling the existence of some imminent differences in needs due to either biology and/or lifestyle choices.

Economic and Social Council (ECOSOC) of the UN has a comprehensive and operational definition of Gender Mainstreaming. It is "... the process of accessing the implications for women and men of any planned action, including legislation, policies and programs in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of all policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality."¹

Why should gender equality be aimed?

There are two facets of this question. The first is related to gender equality per se as a goal to be achieved by a society, by a country. The second is related to thinking of gender equality as a

¹ ECOSOC conclusions 1997/2

means to achieve other developmental goals.

Gender equality is deeply entrenched in human rights. It means enjoying those rights fully by men and women. If inequalities persist, the discrepancies in exercising rights between men and women will continue. For example, almost in all countries political participation and representation is a right but it tends to be used and practiced more by one gender group rather than the other.

Other than the injustice, created by inequalities of gender, this phenomena leads to development of wider problems of economic development and democratization.

World Bank Study “Engendering development” has indicated that “societies with large and persistent gender inequalities pay the price of more poverty, malnutrition, illness and other deprivation.” The same study has argued that many macro economic indicators are impacted by gender inequalities. If men or women are systematically excluded from access to resources and productive activities, it leads to higher costs of productivity, decreased efficiency, and economic progress.¹

Non representation of one gender group may lead to representation of “gendered interests” in public life, especially regarding the social services. There are also studies that indicate more egalitarian participation of the gender groups in public life, many lead to better governance, rule of law and less corrupt systems. In short, the happiness of a society can only be achieved when both sex groups agreeing on the legitimacy of the system and with their full participation and sharing of resources.

Gender equality can only be achieved by the joint action of the families, civil society and the public. Without determined action by the public institutions to ensure basic rights, however, guaranteeing equal access to these rights is impossible. We know that in almost all societies the gender stereotypes exist and they can only be overcome by systematic action including law enforcement and discouragement of discrimination on the bases of gender besides the enhanced awareness of the civil society.

2. GENDER RELATIONS IN BELARUS

Since 1991 Belarus has been going through a major structural and ideological change (which is also the case with all post-Soviet nations). The main social process that has been underway since the demise of state socialism is the formation of social distinctions through income inequality: the

¹ Source: World Bank, *Engendering Development Through Gender Equality in Rights, Resources and Voice*, Washington and New York: World Bank Policy Research Report, Oxford University Press, 2001.

level of inequality rose dramatically in the early 1990s, but was somewhat slowed down and repaired with the measures taken by the government in a conscious effort to hamper class formation and provide welfare options, as well as jobs in the state sectors to some vulnerable groups.

The economic, social, and political processes of the transition are not gender neutral: to a large extent, they have different outcomes and repercussions for men and women. Under socialism, the state was the main provider of jobs and resources in general for both women and men. While there was somewhat higher level of gender equality in certain areas (e.g. education and job opportunities) and definitely lower in others (e.g. expression of sexuality, division of household labour, or participation in political decision making), women were rather dependent on the state than on individual men in access to resources. Men did not have an overwhelming superiority over women in resources they possessed.

In post-socialism, more men than women became property owners and job providers, as women were poorly represented in communist managerial elites or in male corporate networks, who later became property owners. As women lacked initial equal opportunities with men in this, currently in Belarus men constitute 80,1% of employers as business owners in the private sector, and women only 19,8%.¹ More women work for men in private businesses, than vice versa. Thus, gender inequality became linked with the formation of income inequality.

Currently, the following tendencies are characteristic of the gender order:

- A gendered division of labour in the economy, with women largely situated at the bottom to the mid-level of the government sector (which is large) and in small businesses in the market sector (which in itself is small).
- Partial relocation of caring work (childcare, care for the elderly etc.) from state agencies (as this largely was under socialism) to families, i.e. into women's hands.
- Commodification of female sexuality, i.e. turning this into a commodity that can be consumed through pornography, prostitution, trafficking etc.
- A gendering of the political sphere, with men dominating decision-making institutions and political parties, and women overwhelmingly representing the non-government sector (NGOs).
- The widespread image of women-mothers and caretakers rather than professionals.

¹ Source: Men and women of the Republic of Belarus, Propilei, 2003 (original title in Russian: «Женщины и мужчины Республики Беларусь». Статистический сборник – Мн.: Пропилей, 2003).

2.1. Poverty

The fact that women are doing somewhat worse than men in the new economy is often overshadowed by the general social stratification, when those who are “well-off” and “poor” are not seen as gendered. But these two groups do have gender distinctions, and women more often than men tend to be poor, due to a number of factors.

1. Women are often trained and work in different professions than men, and these professions are usually valued differently and lower paid. There are 1.5 times more women than men in healthcare, social welfare, education, public services, civil service (state agencies with fixed income).¹ Men are now moving into the areas, which were once female-dominated, such, as finance and insurance, as these fields grow in significance in a market economy. Information technology has also become extremely masculinized (a change from the Soviet times). In all occupations women tend to occupy lower and middle positions, with men disproportionately becoming managers. In the private sector, which emerged after socialism, 9.1% of men had started a business of their own, and only 2.7% of women.²
2. Relocation of responsibility for social reproduction from the state to the family is another major factor involved with the change in women’s status, as women are more likely than men to do unpaid caring work. Women are also disproportionately represented as heads of single-parent households, which is one of the most vulnerable social groups. Because of their caring responsibilities, they are often not “free” to participate in the competitive professions, and tend to have jobs in the public sector, where payment is smaller, but where they can have access to welfare benefits.
3. Situation with low-income or unemployed men asks for special attention. While overall economically men do somewhat better than women, there are factors pointing to problems in their situation. Men’s life expectancy dropped dramatically after 1991 and now is 62.2 years (74,3 years for women).³ Unemployed men or men with low-income jobs have difficulty adapting to their new “unmanly” situation, as there are no socially acceptable role-models of men as primary caretakers or men doing “unmanly” work.

1 Source: Men and women of the Republic of Belarus, Propilei, 2003 (original title in Russian: «Женщины и мужчины Республики Беларусь». Статистический сборник – Мн.: Профилен, 2003).

2 Source: Sokolova, Galina. “The Gender Structure of Employment and Unemployment”, Belarus in the World, no.3 (1998).

3 Source: <http://www.who.int/countries/blr/ru/> (Data are from official web-site of the World Health Organisation).

2.2. Prostitution and trafficking

The society eventually recognized that commodification of female sexuality in the form of pornography, prostitution, and trafficking are persistent social issues, but their root causes remain somewhat overshadowed and are rarely discussed as outcomes of gender inequality. Women are often blamed for “immoral behaviour” and seen as its initiators and perpetrators, rather than victims.

Trafficking is currently recognized as a serious problem and a crime, and some efforts are made to curtail the issue, though their effectiveness is problematic. The government restricted licensing of modelling businesses and international marriage agencies, and in 2004 the Government organised a national beauty contest, which was widely publicized by the media as a way to “countervail” trafficking of “our women abroad”. UNDP has been actively supporting the government in its counter-trafficking measures. Among its most significant results are: a comprehensive review of the national legislation and recommendations for its amendment in the field of combating trafficking in women; the establishment of a hotline offering free information to persons travelling abroad and a rehabilitation shelter for victims of trafficking in Minsk providing its clients with medical, social, psychological and legal aids.

2.3. Political Representation

Women currently make 37% of officials at the local level. But until recently, women’s representation in decision-making bodies was not sufficient. The general tendency is that the more important the body, the fewer the number of women in it. For instance, they made only 10% of deputies in the House of Representatives of the National Assembly.¹ After the President demanded that their number be around 30%, they now make about one third of the deputies.

2.4. Civil society, women’s NGOs and gender studies

Civil society is underdeveloped in Belarus, and the number of NGOs is quite small. Women’s groups make between 1.46 and 8.38% of all NGOs according to different sources.² Some of them address traditional “women’s” issue of support for mothers/caretakers or reproductive health, while others is concerned with women’s political participation and violence against women.

Gender studies are not institutionalized as a field in the academia, and in this situation there are no criteria to evaluate the quality of research. Some scholars claiming that they do research in gender, unaware of the basic theories in the field and promote patriarchal ideologies (glorify

¹Source: www.ipu.org/wmn-e/arc/classif231202.htm

²Source: Surveys of the information portal for Belarusian NGOs: <http://www.ngo.by/en/db/f6db3327685dc7ae.html> and <http://www.ngo.by/ru/monitngo/anlt/napr/diagr/>

womanhood and traditional gender roles). The only institution that provided training for a master's degree in gender studies and had international recognition was the Centre for Gender Studies at European Humanities University (EHU) in Minsk, which closed in 2004.

3. CORPORATE COMMITMENT OF UNDP IN GENDER MAINSTREAMING

UNDP is fully committed to gender mainstreaming. This mandate bases its legitimacy not only on the directives given by the Executive Board and the Administrator, but also has basis in international agreements such as Convention on the Elimination of all forms of Discriminations Against Women (CEDAW) and Beijing Platform for actions and ECOSOC resolutions.

Gender equality is also a part of the Millennium Development Goals (MDGs) particularly being explicit in Goal 3 and implicitly included in all the other goals. Under this mandate, UNDP as a corporate entity (including the country offices) has an obligation to take responsibility of leadership in promotion of gender equality.

In this respect, UNDP has taken significant corporate measures. Some of the milestones in this endeavour have been the establishment of Gender in Development Programme in 1987 within the Bureau for Development Policy, Adoption of Gender Balance in Management Policy in 1994 to be followed by two more phases in 1998 and 2003 and the adoption of Gender and Diversity Score Card to monitor the effectiveness of these policies. In 2000, gender became a strategic goal within UNDP's Strategic Results Framework and a cross cutting issue for six practice areas. In 2004 Gender Equality became a driver of development effectiveness and a service line within the aim of reducing Human Poverty and in achieving MDGs.

In this process, there were attempts to strengthen the UNIFEM's advisory position to UNDP so that the visibility of gender could be enhanced. And finally in 2005 Executive Board adopted UNDP Corporate Gender Strategy and Actions Plan, and gave the directions towards "expanding its work on gender mainstreaming including through the increase of financial and human resources to support the implementations of the action plan". Within this strategy document not only there are funds reserved to enhance gender related activities but also a gender action plan has been introduced. The action plan has five goals and the corresponding outcomes, activities, indicators responsibilities and resources are indicated in detail.¹

¹ For details see; Corporate Gender Strategy Implementation Plan, 2005, pp. 7-14

Table 1 The five goals of the UNDP Corporate Gender Strategy and Actions Plan

1	<i>Developing capacities through training, knowledge sharing and negotiating</i>
2	<i>Mainstream gender in the core practices of UNDP (and in country offices, programs and services)</i>
3	<i>Establish and strengthen UN system on gender at country level: Gender Theme Groups</i>
4	<i>Develop and use new methodologies, knowledge products and best practices in gender mainstreaming</i>
5	<i>Human resources policies and practices aligned with corporate commitment to gender equality and gender balance</i>

3.1. RBEC and its Focus on Gender

The Regional Bureau for Eastern Europe and Central Asia (RBEC) has been a very close follower of the gender mainstreaming policies. In RBEC there is a resident gender advisor, a virtual gender library with the gender mainstreaming tools as well as soft copies of publications. The centre tries to provide a newsletter, establish networks of gender experts and gender focal points in the country offices. There are innumerate training programs organized to build the capacity in the country offices. The documentation includes a roster of consultants' examples of projects documents, best practices, legislation models, etc.

A gender strategy document in Bratislava has been prepared in 2003 (and reaffirmed in 2005) which is concise but comprehensive and addresses many gender issues related to the transition society and economy.

Regional Bureau for East and Central Europe in New York has responded to 2005 UNDP Corporate strategy document by highlighting four areas of concentration for the region. These areas are:

1. Capacity building for gender mainstreaming.
2. Gender statistics.
3. Human trafficking.
4. Gender legislation and gender communication

II. THE INSTITUTIONAL SET UP IN BELARUS COUNTRY OFFICE

1. CAPACITY BUILDING TOWARDS GENDER EXPERTISE AND COLLECTIVE GENDER MAINSTREAMING RESPONSIBILITY

When we assessed the current project documents of the UNDP Belarus Country Office (CO)

we realized that the gender mainstreaming in these programs are not uniform. Some of the projects have a strong gender emphasis (e.g. project on trafficking), other directly target gender equality and/or women's empowerment, (e.g. public participation of women). However, there is a number of projects where the gender dimension is coincidental, i.e. there is an unintended gender dimension, and there are other projects which can be considered as missed opportunities.

When we analyze the reasons for such non uniformity we can come up with a number of explanations.

- The projects are not designed to include gender dimensions, or gender mainstreaming tools have not been adopted in the project design. Many programme officers and project staff tend not to use these tools unless it is required by either the donor and/or the stakeholders.
- The project managers themselves are pressured by the time and the funding constraints and they tend to pay more attention to what they consider to be “the main substance and outcomes of the projects”.
- Some of the programme areas such as energy is usually “considered” to be gender neutral by the staff and stake holders.
- In many countries, including Belarus, there is relative gender equality according to basic indicators such as education and employment. So, many members of the staff and stakeholders may not be aware of the existing inequalities or tend to overrule them.

Therefore, the missed opportunities tend to be an outcome of the lack of information on gender situation in the country and the lack of knowledge of the gender mainstreaming commitment of UNDP and deficiency of skills in using gender mainstreaming tools. So, except in cases where there is a backlash and/or resistance, the issue is related to commitment and capacity.

In a questionnaire disseminated at the CO gender mainstreaming training in 2005, about half of the country office and project staff claimed they have a “good” to “very good” level of gender awareness, whereas the other half lacked such confidence. The same training was attended mostly by women (three men and eighteen women).

The same questionnaire also indicates that there is a tendency to assume that gender related problems are less important than the issues such as economy and environment (seven participants out of eighteen) and many of participants claimed that gender mainstreaming would lead to an extra financial burden and extra work for the project manager. In short, the questionnaire indicates that the willingness amongst the staff is limited and there is a tendency to put the blame on efficiency

constraints.

However, gender mainstreaming in UNDP is one of its primary mandates and although this may need a certain determination and effort, it should not be considered as additional work. It is important to underline that these deliberate and/or non deliberate deficiencies in gender awareness and gender mainstreaming can only be overcome by capacity building. In this respect following **recommendations** can be made.

- The Resident Representative and the Deputy Resident Representative should make it clear that gender mainstreaming is within the mandate of the UNDP and the CO. To ensure that each one of the members of the staff realize the importance of gender mainstreaming (GM) there has to be repeated and firm political statement from above.
- Gender mainstreaming is a collective responsibility, not only a responsibility of the gender focal point (who is a resource person). In staff retreats 'gender' should be included into the agenda and the senior management should reinstate the commitment. The staff, however, should be encouraged to discuss their problems, so that the capacity can be built for solving these problems.
- From the date of entry to the UNDP system everybody should be given a clear ToR, where gender mainstreaming as a corporate policy is included.
- All the staff (including every new recruit and all the project staff) should go through gender awareness and mainstreaming training. In the trainings some areas may need special attention such as environment, energy and ICT. It is also important to consider the possibility of extending the trainings to non-managerial personnel.
- There should be a 'gender' section in the website under focus areas. This leads to greater awareness both in the country office amongst the staff and increases the potential of participation of the outside stakeholders.
- The corporate capacity can only be enhanced by ensuring collaboration with the stakeholders, who should be asked to take part in trainings and should be encouraged to apply GM policies in their own activities.
- In country, gender expertise should be improved. The more specialized, sophisticated and extensive the gender expertise is within the country, the easier it will be to persuade the stakeholders and staff to implement gender mainstreaming. Although there are some very good gender experts in Belarus, active support may still be needed to increase their numbers and their expertise through increasing the number of gender studies centres and graduate programs.

- There has to be a greater gender awareness created among the public. The media should be encouraged to discuss the issue. The country office should support gender meetings and conferences, by organizational support or funding contributions. This usually leads to further demand from the civil society and creates a synergy within the office and with the stakeholders.
- Equal representation of men and women in all activities should be encouraged in public meetings.
- NGOs, especially women's NGOs, should be encouraged to participate in stakeholder meetings (e.g. LPAC meetings, where they could propose improvements to the projects from the point of view of gender mainstreaming) and bring in their gendered perspectives and demands to the projects. For this, it may also be necessary to build the capacity of the NGOs, because they may have little awareness of participatory methods and may find it difficult to formulate their demands.

2. GENDER FOCAL POINT

The gender focal point (GFP) is the 'heart' of the gender mainstreaming of programs. S/he oversees that all programs and projects have gone through the gender analysis, that the project documents contain gender indicators and that the outputs are engendered, when relevant. Such a task requires gender sensitivity and awareness as well as expertise and/or information on how to access such expertise.

The following can be **recommended** to further improve the position of the GFP and to facilitate the execution of her/his duties:

- The GFP should have extensive gender knowledge, hold an authority position (such as being a senior programme officer) and have the clout to implement gender mainstreaming policies.
- The GFP should be included in the peer review of project proposals, even if the stakeholders and/or the UNDP project team think that the project does not have any gender aspects. If s/he finds it difficult to perform gender analysis of a specific project, outside expertise should be sought.
- The GFP should keep an updated library of Gender Mainstreaming tools and share it periodically within the office. Many of the missed opportunities occur because of ignorance of the existing practical tools.

- The GFP should keep an updated roster of gender experts in the country and be able to advise on where to seek expertise outside the country. The local experts should include generalists as well as specialists.
- The GFP should oversee that all programme and project staff receives gender awareness training. S/he should try to organize periodical trainings and, if this is not feasible, s/he should try to make sure that everyone has access to Internet courses.¹
- S/he should oversee that gender mainstreaming is included in the staff retreats. This will reinstate the importance of the issue to all staff and may be an opportunity to discuss the outcomes and problems that may incur.
- The GFP and the communications officer could prepare an annual newsletter to inform all the staff and stakeholders on the gender outcomes of the projects and programs. This will be a reminder for the staff and an award for those who carefully mainstream their portfolios.

3. ORGANIZATIONAL CULTURE

In most of the UNDP country offices there is a very positive organizational culture. Belarus country office is one of the good examples where there are harmonious, cordial relationships and a good gender balance. No sexual harassment has been reported in the office. There are no complaints regarding abuse of sexual stereotypes, on the contrary, the gender equality and balance in division of labour and work loads have been guarded carefully. However, the gender sensitive organizational culture has to be carefully protected and constantly improved. Some issues that need perpetual attention are:

- In many languages, including Russian, there is a difference between masculine and feminine words and persons. So, there is a tendency to use gendered language, especially where some positions are assumed to be filled by one sex rather than the other.
- All written communication should use gender sensitive language unless the sex of the person to be addressed is definite. UNDP has to be exemplary, so such a language should be used within the project documents as well as with outside communication.
- Gender stereotypes should be avoided in informal division of labour.
- Discussion of the gender experiences, e.g. organized by the staff association, should be encouraged to create empathy and awareness to gender roles and inequalities.

¹ The UNDP-HQ Learning Resources Centre, in collaboration with the Gender Unit, BDP, will launch a community level gender sensitivity online training module in early 2006. This module, entitled "Welcome to the Gender Journey: Let's Think Outside the Box", will be a requirement for all new and existing UNDP staff, and a certificate will be provided upon completion of the module and its assessment questions.

- It is widely known that organizational cultures that facilitate participation tend to be more productive. The utmost care should be taken to ensure that gender stereotypes do not hamper the full participation of all the staff. Precaution should be taken so that gender stereotypes are not reflected into formal and informal hierarchies.

4. COMMUNICATION STRATEGIES TO MAINSTREAM GENDER

Analysis of the UNDP and UN CO communication from the gender point of view was carried out. The goal of this analysis has been to discover gender gaps in communication as an institutional problem, not as personal shortcomings of the personnel responsible for communication.

There are three persons responsible for communication at the UNDP and the Department of Public Information (DPI), who work very closely with UNDP country office. (one woman and two men) A questionnaire prepared by the gender team was filled in by all of the communication staff. The DPI and the UNDP personnel demonstrated a rather high level of gender knowledge and understanding of the necessity to incorporate the gender approach into all the UNDP and UN CO projects, programmes and activities.

UNDP's mandate is to work with partners – such as the state, the private sector and NGOs. Incorporating a gender approach is possible only when all partners are informed and interested in it. There is a lot of information about the UNDP activities and projects in the Belarusian mass media. This information is mainly prepared by journalists after press-conferences and gives a basic description of the situation and information about projects. However, sometimes journalists lack the sex-disaggregated data or other gender-sensitive background information when preparing their texts. As a result, their accounts of some problems are very narrow. For example, the problem of trafficking in women is often represented as a problem of imperfect Belarusian legislation, but not as a social problem due to low living standards, lack of well-paid work, and low social status of women. Another example is the information on human and sustainable development that does not specify what the human development means for men and women separately. This leads to inefficient communication of UNDP's gender mainstreaming policies to the stakeholders.

The communication personnel work on the basis of two communication manuals. They have been analyzed from a gender perspective. The manual of the UN Information Centre and 2005 communication strategy for UNDP have no specific sections on gender. However, there are a lot of opportunities to integrate the gender approach into activities planned in the current communication strategy, e.g. raise gender issues in meetings with project managers devoted to communications, in booklets on projects, in press-kits and in training for project managers on communications.

Recommendations

- It is extremely important to promote gender mainstreaming and give sex-disaggregated data, where possible, during press-conferences to journalists, otherwise UNDP's efforts on gender mainstreaming risk to remain just within the framework of its own organization.
- It is necessary to develop basic gender guidelines in the Russian language with recommendation on ways of a more effective integration of gender perspective in communicating. The absence of gender communication manuals or substantial gender parts in Russian in communication manuals impedes the personnel to work with mass media effectively on the problem of promotion of gender equality and equity in the society.
- Finally, an analysis of the UNDP and DPI mailing lists showed that there were no women journals included. In Belarus there are at least two women's magazines and a few women's newspapers. The office should attempt to include them in the mailing list.

5. COLLABORATION AND PARTNERSHIP AMONGST UN AGENCIES

In addition to the analysis of the programme documentation of UNDP, a similar analysis was also carried out with regard to UNFPA, UNCHR, UNICEF and IOM materials. This analysis revealed that the concept of gender equality is integrated into their activities. Thus, there is already a basis for gender mainstreaming in most of their projects. In the case of cooperation between all these agencies gender mainstreaming could be improved more effectively.

At present there are a few examples of collaboration between UN agencies in Belarus, e.g. UNFPA collaborates with UNICEF in a project aiming at providing users-friendly service in reproductive health for young people. Some UN agencies implement their projects in similar thematic areas (e.g. human trafficking-related projects are implemented by UNDP and IOM) and work with the same national partners and stakeholders. If they could unify their collaboration efforts with government institutions, NGOs and journalists and concentrate their human and financial efforts, they would be able to do more and more effectively. This would lead a more efficient use of the modest resources available for gender mainstreaming of projects.

An interagency Gender Them Group (GTG) has recently been established in order to provide leadership towards systematically and effectively addressing gender perspectives in the context of the UN assistance to Belarus. It is **recommended** that the GTG should:

- Be constituted of high level representation.

- Serve as a means of information exchange, deliberation, coordination and cooperation on gender issues.
- Consider strategic interventions as a group activity to demonstrate the political commitment of UN system to gender mainstreaming.

Four potential lines of action for GTG proposed are:

1. Advocacy

- All UN agencies must emphasize their commitment to gender mainstreaming in their public events. This may be better executed, if there is coordinated action and visible presence of all agencies.
- Gender Thematic Group may develop a joint section under UN website where each of the agencies have links to the gendered activities and programmes

2. Joint data collection initiatives

- There are major deficiencies in sex-disaggregated data in Belarus. At the same time this data is necessary for gender analysis and for advocacy. Collection of such kind of statistics is expensive so it may necessitate coordinated action of UN agencies.
- The GTG may also find it useful to collect survey based data on time use and gender attitudes. Such work can also provide the necessary baseline data for each of the UN agencies in their respective activities.

3. Trainings

- Conducting trainings is expensive, especially when using foreign trainers. Projects that work in adjoining areas (reproductive health, prevention of HIV/AIDS, trafficking in human beings, drugs etc.) can develop joint gender training programs for staff and stakeholders.

4. Coordination

- Sharing an email list for members of UN GTG in order to facilitate the exchange of ideas, knowledge and information about gender related topics can be useful.
- UN GTG can organize annual thematic meetings with participation of national partners and/or stakeholders. This would allow members to discuss their projects and share experiences on (un)successful practices on gender mainstreaming in particular

areas for better exchange of lessons learnt.

6. HUMAN RESOURCES

At present in UNDP country office in Belarus there is a very good gender balance in the upper and middle level management. There is still a tendency however to have division of labour according to the gender stereotypes (e.g. men being the project managers, men doing outside works such as drivers, women carrying out administrative functions and office work). This correspondence to gender roles can only be changed with advertent action.

The following strategies can be **recommended** to ensure that existing gender balances are preserved and enhanced.

- Gender equality commitment of the UNDP should be reaffirmed on staff meetings and through the staff association.
- Human resource (HR) officer(s) should be rendered sensitive to the gender issues. Even in most equalitarian societies and institutions, there is a need for careful action for preserving the gender equalities.
- New staff should be briefed on gender mainstreaming in programmes and in HR policy, including work life policies, gender sensitive language in communication and sexual harassment. It should be clearly stated to the staff that UN gender equality policies embrace HR issues. The HR officer and the staff association should give a briefing on gender equality policies including work life, policies and sexual harassment to all staff.
- Work life policies should be encouraged, so that work should not lead to over emphasized double burden for one gender group and lead the other gender group to be totally cut off from the family life. A full job satisfaction as an individual employee should be the main target of the HR Policy.
- The staff association with appropriate gender balance should be encouraged to take active part in gender related issues.
- Zero tolerance to sexual harassment as a human resource policy should be reaffirmed and the staff association should be encouraged to participate in solving these problems if they occur.¹
- The UNDP has to be exemplary in gender equality. In all its public activities there has to be gender sensitivity. Where appropriate there has to be a gender balance in panels,

¹ In line with the aim to ensuring harassment free environment, UNDP has recently introduced an online course on 'Workplace Harassment, Sexual Exploitation and Abuse of Authority and UNDP policy on this issue'. The course is mandatory for all staff and the failure to take the course and certify will be recorded in the RCA".

speeches, guest invitation, in nominations to committees and in representation of the UNDP officials in stakeholder meetings/bodies.

- A rewarding system for gender champions in the office can be established.
- ToR of programme and project staff could include gender knowledge as one of the assets, if relevant for the job in question.
- Gender sensitivity training should be taken by all of the staff. A gender sensitivity kit, with a list of gender mainstreaming tools and the relevant websites, should be presented to all new staff, including core project staff.
- Vacancy announcements should encourage candidates of the underrepresented sex in particular areas to apply.
- During interviews, gender knowledge or/and gender sensitivity of all short-listed candidates should be checked.

III. PROGRAMMES

A careful gender assessment of the documents and programmes of the UNDP Belarus office has been carried out. This has revealed that there are non uniformities at the levels of gender mainstreaming in the programming activities. This gender mainstreaming strategy document is forward looking, so wherever there has been assessments made, they are for developing future strategies and to draw lessons learnt from the past experiences.

1. UNDP STRATEGY DOCUMENTS

The Multi Year Funding Framework (MYFF) of the UNDP country office for 2005 indicates three outcomes that directly address gender issues:

1. Women's leadership capacities developed with emphasis on parliamentarians, policy advocacy groups and women's networks;
2. Women's leadership capacities developed through special education programs and monitoring of gender sensitive legislation;
3. 10 women - MBA graduates, 30 graduates of the annual certified programme for university students (gender mainstreaming, leadership in business), 15 participants of short-term courses in business for socially disadvantaged and unemployed women; recommendations provided for preparation of the national action plan for attainment gender equality (2006-2010).

The UNDP Belarus Country Office's vision for activities between 2006 and 2010 is indicated

in the Country Programme Document (CPD) and the Country Programme Action Plan (CPAP). Both of them address gender separately 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.

2. PROGRAMME PORTFOLIOS

The projects implemented and/or planned by the UNDP office in Belarus fall into several thematic areas. Every one of them is gendered, as gender is a general category of social life, but each portfolio of projects has some specificity as far as gender is concerned.

2.1. Economic growth and increase in living standards

In a number of National Human Development reports (NHDR), there have been sections on gender; all of them indicate the importance of gender discrepancies in Belarus. 1997 Report, titled 'Belarus: A State for People' highlights the problems in labour power of women. 1999 report on "Past and Future" gives a good analytical description of the gender differences in the country by drawing examples from sex segregated data on education, work life, political participation. Moreover, it describes the public policies designed to overcome the gender differences as well as incorporating the past experiences into analysis. The NHDR of 2000, "Choices for the Future", is almost an in-depth and extended form of the previous report, discussing the health system, domestic violence, women's participation in public life, and the institutional mechanisms for women's advancement. In this report we see reflections of commitments by the Belarusian Government to advancement of gender equality and the development of gender analysis. NHDR of 2003 "Human Capacity of Belarus" argues that whereas education provides an important mobility asset for women, they may not enjoy the same advantage in employment and wages.

The last NHDR report of 2004-2005 "Addressing imbalances in Economy and Society", indicates gender as one of the most important sources of 'imbalances' in Belarusian society, moreover such an imbalance leads to further social problems in the society ranging from domestic violence to trafficking.

In 1997, the UNDP country office has published a comprehensive report on Belarusian Women.¹ This report investigates the impact of transition from planned economy to more democratic politics and market economy. The report indicated that in many aspects of social life

¹ Title: Women of Belarus Seen through the Era, National Report on the Statuse of Women, Minsk, Belarus, UNDP, 1997.

such a change increased inequalities between men and women. The report draws attention to a rise in female unemployment and female poverty, reduced levels of state support for health care and the education system. The report also voices a demand from women on integrating women's needs into development policies.

However different the projects in this portfolio try to improve the living standards and the socio-economic situation of the Belarusian people, by either providing training, information, job opportunities, or conducting research in helping to understand persistent social and economic problems of the nation. It is important to remember, though, that the population of Belarus consists of various social groups, which differ by their age, gender, place of residence, education, skills, marital status, number of dependants (small children or the elderly) in the family, property ownership, socially acceptable behaviour patterns, etc. This means that each group has its own structure of available resources (skills, education, time, etc.) or can resort to a different set of practices, based on the available resources, trying to solve their problems.

Unless we know these specificities and understand the principles according to which some resources are available to different groups, while not to others, we cannot design projects that would help different social groups in a most effective way. Gender is the most important of these principles. For example, a project that aims to promote employment and self-employment in single-industry cities should take into consideration that industries are often segregated by gender. For example, a single industry city may be involved with textiles. In this case, women are more likely to have jobs, while men are more likely to be unemployed, and then the project proposals should target men more than women. If a city concentrates on the oil refinery or machine building businesses, the situation would be different. In that case women, not men, are more likely to be unemployed. The project should accordingly target different groups of people and incorporate different strategies and practices.

Projects in the socio-economic portfolio generally deal with reduction of poverty, employment and self-employment, quality of life, welfare, health, access to resources, etc. It is important to know that as far as gender is concerned; the following broad generalizations are often operating:

- Labour and work is gendered at every level. This means that men and women often tend to have education and skills in different areas and do different types of work. The work that women do often “costs” less (or is less valued), than men's.
- Women are more involved into reproductive work (both biological and social reproduction), than men. This work, though glorified by the society, is usually time-

consuming and unpaid, making women less autonomous and competitive for participation in the labour market and, thus, dependent either on husbands or welfare. Women are more likely to leave work for personal reasons.

- Women are likely to have a narrower range of career options, than men; men's and women's options tend to occur in different fields.
- Men, if they wish to participate in reproductive work, can meet serious obstacles, because many societies see these roles as unacceptable for men.
- In the market economy, women are likely to be the first affected by lay-offs (fired first and hired last).
- Men's and women's poverty is often caused by different factors; its results may differ for men and women and they are likely to resort to different strategies to cope with poverty.

Having made the above statements, the following **recommendations** should be considered by the management and staff:

- Gender, as an integral part of socio-economic life, should be included right from the beginning of any project that aims to solve social problems. If gender equity is taken into account as objectives, appraisals, activities, budget allocation and monitoring/evaluation activities are developed and carried out, the contributions of both women and men will enhance and reinforce the project goals. If gender issues are not accounted for in the project proposal, they are unlikely to be implemented, losing a key opportunity for fulfilling women and men's practical and strategic needs.
- To make the activities of the projects more effective, it is necessary to collect sex-disaggregated data concerning project beneficiaries and the situation in the relevant area. This permits to understand the needs of the target groups and bring better results. Survey data that reveal the qualitative aspects of gender differences, such as time use surveys, data on women's unpaid labour and quality of life research, should be encouraged.
- At project related communication, journalists should be provided with information and related materials concerning the importance of the gender issues with statistical sex-disaggregated data.
- As women are constituting majority of the income poor, and they tend to participate less in public life there has to be specific actions that target economic empowerment of women.
- Project training materials (manuals, publications etc.) produced for national partners and/or stakeholders should include gender-related sections.

2.2. Environmental sustainability

The primary goal of most environmental projects is to improve the environment and enhance the sustainable use of natural resources (e.g. biomass energy for heating). Project managers often consider improved environment as the primary outcome of the project activities, arguing that it will benefit both men and women. In fact, environmental projects are sometimes viewed as purely “technical”, i.e. they supposedly provide clean water, restore wetlands, reduce air pollution, etc.

However, the deterioration of the environment most often results from human activities (industrialization, use of natural resources, exploitation of land etc.) and when we try to “improve” the harm done to nature, these “technical” or environmental changes affect people, who live and act in these environments. Thus, environmental problems are also social problems (which is why we perceive them as important), and all social problems are gendered.

Each environmental project is different and therefore requires a differentiated approach when it comes to gender analysis and gender mainstreaming. However, gender can be seen as a cross-sectoral, general theme, which is relevant at various levels of intervention and across all sectors and subsectors. As far as gender in environmental projects is concerned, it is important to consider that:

- Men and women tend to interact with the environment in a different way, using natural resources differently, e.g. women are more likely to be involved with growing vegetables on small plots of land, while men are expected to be involved with machinery or technology to produce crops on larger areas.
- Some environmental projects may change the established patterns of life, which also affects men and women differently.

The participatory approach by itself does not equal appeal to both sex groups. Specific measures need to be taken in order to ensure that all stakeholders, including local women, are actively taking part in the planning stage of the project. It is also necessary to keep in mind that “communities” or “households” are not homogenous units. Therefore, the project should consider women and men, their experiences, strategic needs and priorities from the very start. It is also very useful to work with mixed and separate groups (men and women groups) and consolidate findings with local communities.

Having mentioned above, the analytical characteristics of the programme area, we would like to **recommend** that:

- The energy sector is a technical sector where more men than women traditionally work. This makes it difficult to find women candidates for technical positions such as engineers. However, projects should avoid perpetuating this gender imbalance in project teams and make an effort to hire more women for technical positions.
- If environmental projects are to be implemented as social, not “purely technical” projects, gender should be included right from the beginning of any project that aims to support and enhance environmental conservation and promotion. Gender equity should be taken into account as an objective in the appraisals, activities, budget allocation, and monitoring/evaluation of the activities that are developed and carried out. The contributions of both women and men will enhance and reinforce the environmental goals.
- All planning and evaluation data need to be disaggregated by sex (e.g. data on female ratio in top positions in environmental decision-making and female activists in environmental NGOs), whenever possible. From the gender perspective, it is very important to identify the number of beneficiaries and disaggregate this information by sex. There should be a section on beneficiaries in the project document, and if possible on the situation of Belarusian women in the relevant environmental area (energy, land tenure, biodiversity, tourism activities etc). However, it is important to point out that the deficiency sex disaggregated background information often impedes a proper gender analysis.
- Gender training is an important component to seriously address gender issues in this portfolio. Engineers and environmental experts often perceive gender issues as too time consuming, costly or irrelevant. It may be necessary to strengthen their capacity through awareness raising activities and training in gender methods and tools. It is important to keep in mind that if the staff is not gender aware and has no knowledge and skills on gender, they are unlikely to incorporate gender in their work.
- The civil society has an important role in putting pressure on local authorities and others who deliver services to their communities. Women groups can be key partners for the implementation of gender-sensitive environment projects.
- Data on whether the activities of project will enhance or challenge traditional gendered division of labour and ideology about men’s and women’s roles should be analyzed while planning and implementing the project.

2.3. Cross-border cooperation and HIV/AIDS

The projects in this portfolio deal with the issues that are “extremely gendered”, because public health is a social as well as a medical problem. Economic factors and poverty may affect the

incidence of disease; the gendered division of roles means that men and women largely spend their lives in different environments and may be subjected to different hazards.

HIV/AIDS as a public health issue is especially involved with societal attitudes. In Post-Soviet countries are one of the regions with fastest growing incidence of HIV/AIDS, and especially among young women. As incidence of HIV/AIDS is often tied to sexuality, there is still a strong stigma attached to the disease: those infected are often regarded as “immoral”. Women who are most often infected are prostitutes, while social inequality of prostitutes and their male clients is usually undermined even by social workers. Male clients may or may not want to use condoms, most prostitutes are usually in a drastic need of money. This is why they tend to risk dangerous sex with uneducated male clients, in many cases, HIV/AIDS may be related to violence, either sexual, or physical and psychological.

Another point that should be taking into consideration is unprotected sex that is common for long- term sexual relationships in Belarus. Using condoms by male partners inside marriage, for instance, is not a strong tradition of Belarusian sexual culture. As the social attitude toward active sexual life of men and sex with different partners is positive (or at least non-condemning), women as a group are vulnerable for HIV/AIDS. Thus the data of 2005 shows that 70% of all infected are women. According to data of the Ministry of Health of Belarus in 2002 among all HIV-positive people in the country 21% were infected through a sexual intercourse; moreover as prostitution is on the rise, there may be a growth in this ratio.¹

Drug use and trafficking are also an issue related both to globalization (porous borders, growing amount of international travel) and the problems of transition. The social environment of drug trafficking and use is highly gendered. As men and women are both involved into drug use, they may do this for different reasons and/or in different environments. Women can work as drug traffickers and be used in this role by their male partners, but they almost never get to the top of drug hierarchies. The main “beneficiaries” of drug trafficking are usually men.

Under such circumstances, the programme area involved **recommended** the following measures:

- It is necessary to consider the social statuses of risk groups of different sexes, and the social reasons of their involvement in HIV epidemic. In order to work effectively over the problem it is necessary to obtain as much sex-disaggregated data (age, place of residence, etc.) as possible and to consider **the most typical** ways of becoming infected with

¹ Ministry of Health citation in the publication Demographic situation and reproductive rights in Belarus, Women’s independent democratic movement, 2002. The title in Russian: Демографическая ситуация и репродуктивные права в Беларуси. Женское Независимое Демократическое Движение. Мн., 2002

HIV/AIDS for women and men of certain age, place of residence, etc.

- Gender experts should be involved in the implementations and monitoring of the project, and ToR of the project staff should also include some gender knowledge/awareness.
- As HIV/AIDS is ten years old issue for Belarus, that is a quite new in terms of social (gender) analysis, HIV/AIDS projects could become important starting point for public/media gender awareness campaigns. The point of these campaigns is not just education about sexually responsible behaviour, but raising issues of social inequality between different groups of women and men and how these are involved with the epidemic.
- If some volunteers are participating in the project, their vocational training must include information on gender problems. There should be both men and women among the volunteers.
- Gender training, with special emphasis on gender problems of the epidemic, should be conducted in order to increase the gender awareness of the project personnel.
- With regard to the dissemination of condoms among female workers of the sex-industry, this should be considered in a multifaceted context. It is important to remember that these women can be forced to serve a client without condom. Strategic and more forward looking gender needs should be considered. The data collected on women/girls on highways within the project (as well as data about members of other risk groups), including their social portrait and the reasons of their “work”, should be visible to the public and analyzed and interpreted by a gender expert. This information may help these women and prevent other women to end up in the same situation.
- Information on the quality of care, attitude of medical personnel and service providers to HIV positive clients; inclusion of information whether HIV-positive persons are re-victimized by the legal and healthcare systems also should be collected and analyzed from gender, as well as information on the existing national policy in reproductive health and
- It is necessary to consider the social statuses of risk groups of different sexes, and the social reasons of their involvement in the HIV epidemic.

Anti-drug related initiatives:

- The struggle against illegal drug circulation in the country should not be seen only as a technical problem. This extremely narrow understanding leads to an ineffective struggle with consequences instead of causes. One needs to see persons beyond the problem.

- Different educational and information programme aimed both at female and male drug-traffickers and drug-users should be developed. It could also be useful to collect separate data on the sex groups and segregate it on the basis of economic standing, education, age, rural/urban locality, etc.

There are three main fields of gender mainstreaming interventions related to this field:

a) Analysis: Information on the sex-disaggregated data of drug-traffickers and drug-users, defining the risk groups (necessary for the prevention of the drug abuse and rehabilitation of the drug users) is crucial. At the same time there is no survey and research on this topic in Belarus in general and from gender perspective in particular.. Potential sources of such data are:

- The Ministry of Internal Affairs, the Customs and the Ministry of Health have information about drugs-traffickers and drugs-users, although this information is not always disclosed.
- NGOs working in this field also have information about drugs-customers.
- Such analysis could be included amongst the activities of “drug observatory” this project should include gender experts.

b) Information: Educational anti-drug products (advertising, documentary films, etc.) should target both boys and girls, and take into account the social characteristics and needs of each group.

c) Trainings: Special courses for custom officers, teachers of primary and secondary schools, social workers about the working with different target groups should be developed.

2.4. Chernobyl recovery

As Belarus is the nation that was hardest affected by Chernobyl disaster (it received 70% of radioactive fallout), many UNDP projects are focused on recovery efforts. Some of them are long-term, complex projects, while others may be short-term local initiatives focused on actual needs. As these projects are built around socio-economic, public health or environmental issues, gender is a factor in all of them. Many of these projects are initiated by local communities, local social institutions, and even separate families. They are, on the one hand, beneficial for women and/or special groups of women (pregnant women, mothers and children) and provide them with resources. On the other hand, these projects, while reaching some short-term goals, may largely enhance

women's traditional roles of mothers and caretakers and thus their "dependent" status. That is why it is very important to raise gender awareness of the project's target groups. In this respect following **recommendations** can be made:

- To analyze the data disaggregated by sex, age, and place of living, to define target groups.
- To involve a gender expert into work with initiative groups to help them identify gender issues in their project proposals.
- To facilitate gender awareness of project participants: to include gender issues in the trainings, to encourage discussions of men's and women's needs during the meetings, to organize workshops devoted to the gender approach in education, social welfare, and health care system.
- To encourage project proposals, which promote the development of skills and qualities, which challenge or reverse traditional gender roles.
- To include gender criteria in the programme monitoring and to consider the project target group characteristics (family, public organization, educational institutions, etc).

2.5. Democratic Governance

Democratic governance is built around the issues of equal participation and representation. Quite often it is presumed that men and women have “common interests” as citizens, their participation or fail of participation in political processes (or to be represented), are seen as genderless. In general, civil society is often viewed as a conglomerate of public organizations or unions of citizens, as well as principles of law, ideas, and perceptions through which group and individual interests of the society members are realized.

Gender analysis reveals that sometimes women and men do not share common interests, and that politics and governance is the area to which women traditionally have had less access, than men. Systematic barriers (lack of money, time, social connections, negative attitude to female politicians, lack of media representation, exclusion from male political networks, etc.) often keep women from equal participation in political life. These barriers must be systematically addressed in order to involve more women into the process of democratic governance.

The primary task in this portfolio is to look at who the citizens are, what their characteristics are, what specific difficulties they might have in promoting their interests, whether these interests are in conflict with the interests of other groups, whether they have equal access to resources (media, equipment, volunteer work, time, etc) when trying to promote their interests and whether there are special provisions in law addressing specific problems of these groups.

Some specific **recommendations** might include:

- include gender-disaggregated data when formulating the project.
- include gender-related issues in trainings for NGOs for increasing their gender awareness.
- develop a special “gender course” for the women’s NGOs, ensuring participation of international experts/women’s NGOs in order to develop partnerships.
- invite women’s NGOs to participate in project events.
- collect and include when necessary following information: data on male-female ratio among civil servants (both top and mid-level positions), information on the existence of national policy on gender equality and on the mechanism this policy tends to use to promote equality, information on women’s NGOs, their number and membership.
- encourage establishment of women’s caucus amongst women politicians.
- encourage male politicians to have interest in gender issues, and to encourage female politicians to discuss gendered perspectives in discussions in parliament.

IV. STRATEGIC INTERVENTIONS AND ACTION LINES

Two kinds of strategic action lines are proposed. The first one is general and should be incorporated into the organizational culture and be institutionalized in the country office. The second is targeted to projects and programmes. In some cases it may mean enhancement of some of the programmes, in some others it may mean development of projects, in others; they may be integrated to already existing projects as new dimensions and/or gender impact.

General Suggestions

- Gender mainstreaming is in the mandate of UNDP; this is a corporate commitment that can be achieved only when there is uniformity in implementation. All the programmes and projects should be gender mainstreamed. There is very rarely any issue that has no gender dimension.
- Gender mainstreaming is a corporate responsibility. The upper management of the country office including Resident Representative and Deputy Resident Representative, should clearly and repeatedly indicate that this is within the UNDP mandate, and gender equality is part of the MDGs not only as Goal 3 but is an integrated part of the others. They should also indicate their commitment when they are interacting with UNDP partners.
- Gender equality and women's empowerment policies success depend on collaboration with the stakeholders. Many of the gender stereotypes are deeply entrenched into the culture and social values. They can only be changed with advocacy. UNDP as a respectable UN organization, partner of government of Belarus, represents universal human rights values, so should be proactive in defending gender equality. In this sense, the banner of gender equality and human rights has to be present and visible at high levels of representations in public.
- The gender focal point is very crucial in effective gender mainstreaming. S/he should be a committed person, with the authority and clout, and should hold a senior managerial position. The gender focal point does not have to be a well experienced expert in his/her field, but they should be considered as resource persons and knowledge manager. The gender focal point should be supported with a group of experts and should have knowledge of the tools and on how to access to them. Within this framework employment of a gender expert in house should be considered.
- Gender mainstreaming should be applied by all the staff. Creative initiatives should be encouraged. In every project there should be clear gender targets and identifiable gender indicators and they should be monitored. Gender targets can be achieved by the support of

the stakeholders especially the civil society. The projects should be prepared and complemented with the participation of stakeholders, especially women, as there may be cultural and social reasons that may refrain them from such a close involvement.

- To enable the staff to gender mainstream, ‘capacity building’ should take place. That is to say, besides creating awareness within the staff and stakeholders, they should be equipped with skills and tools. In many cases this will involve training. Information on where and how to access to the tools and experts should be available and simple. As the support of stakeholders is very important, where appropriate, it is necessary to include them to the training.
- There is already a balanced gender score card of Belarus country office. This should be carefully preserved, with paying due attention to life-work policies.
- Gender mainstreaming is a mandate not only for UNDP but for all UN organizations. So there should be coordinated action amongst them towards making the interventions complementary in order to create synergies and to snowball impact into the society. One strategic intervention in this respect is the development of Gender Thematic Group with high level representation.

Action Lines in Programme Areas

1. Economic growth and increase in living standards

2.1. Improvement of gender statistics and gender disaggregated data

Poverty monitoring is very important for reduction of poverty and improving living standards. This can only be accessed through correct data gathering. This also enables the countries to trace their developments in MDGs.

In many cases aggregated data hides away the discrepancies and makes it extremely difficult to do targeted interventions. Human Development Reports of Belarus indicate that there are significant discrepancies related to gender issues. Therefore collection of gender disaggregated data is of utmost importance.

The data collection should be supported by surveys on household labour, quality of life, time use and gender attitudes. Gender differences are usually disguised in many statistics so more in depth and qualitative analysis may be necessary (UNDP Belarus CPAP Goal 1.1).

2.2. *Development of Private Sector*

Development of the private sector is considered to be one of the most important targets for development in Belarus. Furthermore, the data indicates that women tend to be less represented in the business sector in the country. UNDP has already taken action to improve the management skills of women in the country by opening courses on management. There can be follow ups to this project by integrating women into SME development.

There can be various measures taken:

- Creating means of access to capital including micro credit arrangements
- Encouraging women to participate in business incubators by reserving space for them and giving incentives. Such incentives can be in the form of micro credits and/or business skills.

These women should also be provided with business training (appropriate for their own business activity), integration ICT knowledge should also be considered. This should ensure that women are not left out from the strategic business areas. (UNDP Belarus CPAP Goal 1.5)

2.3. *Gender Targeted Projects*

Projects targeting gender directly should always be part of the programs until gender equality is achieved.

2.3.1. *Strengthening Gender Expertise*

Strengthening the gender expertise in the country is very important. There are already well qualified gender experts in Belarus but their numbers have to be increased and their capacity enhanced by further specialization related to gender studies. In some programme areas of UNDP such as environment and energy, there is a systematic gap of gender mainstreaming. These areas are usually considered as 'gender neutral' by the project staff. However, a more informed scrutiny will reveal the gender problems in these areas. No action in some areas may lead to only not negligence, but may lead to inverse impacts and /or may result in new inequalities. Therefore, it is very important to enhance the capacity of gender expertise in these areas. Having an in-house gender expert may improve the efficiency in gender mainstreaming the activities and programmes.

Another area where curriculum development can be considered is masculinity studies. Gender disaggregated data reveal problems amongst men that are reflected in life expectancy at birth,

education and domestic violence. These issues cannot be dealt with by targeting women only. So, more in depth study and research on men's problems is an important expertise area to be enhanced. (UNDP Belarus CPAP Goal 1.6) Another suggestion can be conducting a gender attitudes survey. This would reveal the gender stereotypes and expectations from men and women in their 'typical' gender roles. Such knowledge will enable the stakeholders (including the government of Belarus) to take targeted action towards reducing gender inequalities.

2.3.2. Women shelters-men's crisis centres

The data reveals that one of the biggest gender problems is domestic violence in Belarus. This is a major crisis situation that has significant human rights repercussions. The most recent interventions in this area include refuges for victims of violence, as well as appropriate legislations to protect the victims. In most cases, the victims are women, but this is a gender related problem and it is generally known that violence occurs, because of patriarchal values as well as social problems being manifested in such a crisis. Research has shown that men's crisis centres can be important intervention to discuss men's problems in transition societies. NGOs can be encouraged to discuss such establishments. (UNDP Belarus CPAP Goal 1.6)

3. Effective and Accountable Governance

3.1. Legal Literacy and Assistance

Good governance means egalitarian access to public resources by everyone, men and women. One side of such an access is to create awareness on the legal situation. The other is to design the legal framework in such a way that the legislation itself will be conducive to gender equality.

There can be gender discrepancies in knowledge of the legal framework and in access to justice. In many cases women tend to have less access, because they have low public participation and awareness. Special care has to be given to legal literacy for women. Women's legal rights in Belarus should be discussed within the gender sensitivity training programmes. Also gender sensitivity training for legal professionals (judges, public prosecutors and lawyers) have proven very successful in many countries. In many parts of the world including Republic of Belarus there is a tendency to promote ICT tools for participation into policy dialogue. Unfortunately ICT usage has a gender dimension, where the ICT literacy is lower amongst women. Future projects on enhancement of ICT usage should pay particular attention to encouraging women to learn and use such technologies. (UNDP Belarus CPAP Goal 2.5)

3.2. *Gender Sensitive Legislation*

It is a very important step forward by the Belarusian government to do a project on impact analysis of laws. This important advancement has to be further strengthened by adding a gender impact dimension to it. This project can be further strengthened by bringing in two components that have been the targets of UNDP/ RBEC regions into the scene.

1. Gender aware legislation
2. Gender budgeting

These two dimensions will enable the government (and other stakeholders) to monitor their advancement in gender equality (UNDP Belarus CPAP Goal 1.6)

3.3. *Civil Society development and women's public participation*

Effective and accountable governance can be achieved through interaction between government and civil society. Women's leadership programme has been very effective in promoting women's participation in politics. This has to be further strengthened by the development of women's NGOs that have the capacity to be partners with local and national governments. Improving the capacity of the civil society as a reliable partner in public policy formulation will contribute to the accountability and transparency in public services thus will enhance the integrity of public service. (UNDP Belarus CPAP Goal 2.7)

Local Agenda 21 activities in other countries have proven to be very fertile grounds for women to participate in public life. It is known that women show more interest in local issues, as it is close to their immediate environment, (e.g. homes) and this leads to demand on improvement of services. Local Agenda 21 can be an experimental ground for civil society development, NGO capacity building and women's political participation. (UNDP Belarus CPAP Goal 3.1) It is also important to build the capacity of NGOs (especially women's NGOs) in project development and implementation. Crash courses on project design, project writing and implementation are always welcomed by the civil society members in small communities.

4. Environmental Sustainability

As has been stated before, in many cases, gender issues have not been addressed in energy and environment projects. We would like to suggest two strategic actions in this programme line.

4.1. *Energy efficiency*

The energy use patterns at homes are a reflection of gender roles. Women tend to use most of household energy as they are doing most of cooking and they need more heating energy, because they spend more time at home. The sources of energy and energy saving patterns have direct relations to gender division of labour in the household. The national energy-efficient housing programme can be a good example of engendering the energy portfolio, (UNDP Belarus CPAP Goal 3.3) where policy can be developed towards optimal use of energy considering the needs of both of the gender groups.

4.2. Biodiversity and sustainable environment

Although women are very important both as consumers and preservers of the environment, they tend to be neglected in project design. Women should be both data providers and active participants in environmental projects. In many cases, they have been proven to be better informants especially on plants as they have had a tradition of using them as food and herbal medicine. Small Grant GEF projects and other opportunities can be used to encourage women and their NGOs to participate in these projects. (UNDP Belarus CPAP Goal 3.5.)

5. Cross Border cooperation and HIV/AIDS

There has been a clear commitment from the Belarusian government on combating trafficking. Human trafficking violates gender equality but what is probably even more important is the human rights dimension involved. Commodification of the human body and enslaving labour has to be stopped at all costs. Control of the borders has a very solid human and women's human rights dimension. The border control projects should integrate a gender dimension because increasingly not only women are trafficked but more women are forced to be the carriers in drug trafficking. The second dimension is improvement and implementation of legislation as well as the enhancement of state agency's capacity to prevent trafficking. This may involve very intensive gender training for government officials. A third element can be the creation of public awareness with the help of NGOs and media. In this campaign there can be extensive roles played by women and their NGOs. (UNDP Belarus CPAP Goal 2.7.)

The HIV/AIDS initiatives have very important gender dimensions. Not only because in the recent years most of the inflected victims are young women, but it also has gender power relations built into the spread of epidemic. Many of the patients may also be victims of trafficking and drug abuse. The gender analysis has to be an integral part of all HIV/AIDS projects. In this area coordinated UN action is very important so this can also be considered as a potential line of action for the Gender Thematic Group. (UNDP Belarus CPAP Goal 5.2)

6. Chernobyl Recovery Program

The implementation of the current Chernobyl recovery programme reflects both how the gender stereotypes persists as well as how improvement in women's participation can be achieved. On the one hand, the majority of the projects are prepared by women but, on the other hand, the contents of these projects mostly focus on traditional female roles/areas, from education to health. In larger projects, such as CORE AGRI, most of the credit beneficiaries are men. This can be related to many social and cultural values, as well as awareness of potential benefits. The project has to take utmost care to encourage men to be part of networks, to participate in the community development projects, and women to be interested in projects that involve them into areas that less traditional for them (UNDP Belarus CPAP Goal z4.2)

ANNEX I

GENDER WORKPLAN FOR 2006

Activity	Timeframe	Responsible
Development and application of standard procedures for gender mainstreaming (GM), including: <ul style="list-style-type: none"> • lines in project managers' ToRs reflecting their duty to work on GM of projects, when applicable; • GM screening of new project documents and participation in LPACs by gender experts, when appropriate; • terminal project booklets and information about the projects on web-sites should include gender aspects and statistics; 	February - December	GFP, Programme unit, gender experts
Development and use of GM guidelines for project and programme staff - Gender sensitivity kit - especially targeted at new recruits	February-December	GFP, gender experts, Programme unit
Engendering UNDP/UN communication: <ul style="list-style-type: none"> • Development of gender specific communication guidelines in Russian; • Finalizing www.gender.by web site in order to complete it with relevant material and contact lists of women NGOs and experts both in Russian and in English; • Publish gender booklet in Russian with basic gender information and contact lists, as on the web site; • Promoting gender communication by contributing to the first 2006 issue of UN bulletin- main theme gender; • Publishing the translated text Men, Masculinities & Development in Russian 	February-March	UN DPI, UNDP Communication officer, gender expert, GFP
Improving gender statistics by commissioning and elaborating disaggregated data relevant to UNDP/UN programme areas in consultation with other UN agencies GFPs	February-May	UN GFP, gender expert, Programme unit, other UN agencies
Screening of documentary films from the series "Gender Montage: Films from Post-Soviet Space - 2006", exploring the lives and struggles of women in post-Soviet countries at the cinema Pobeda.	April	GFP, gender experts
Workshop on a good practice of GM for civil servants and academics, in order to raise awareness about gender issues among counterparts and strengthen the cooperation between them and UNDP CO in the field of gender. Examples of good practices from UNDP Russia.	March	GFP, gender experts
Introductory course on Gender for NGOs, in order to improve the GM capacity of local NGOs and to improve the cooperation between NGOs and UNDP CO in the field of gender	March	GFP, gender experts

ANNEX II

CHECKLIST

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 perpetuate 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 extend 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 References?
- ✓ 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)?
- ✓ Has gender balance in project training been ensured?
- ✓ How far has gender balance among participants in all project meetings been attained?
- ✓ Does UNDP staff raise relevant gender issues in project monitoring meetings (LPAC)?
- ✓ Does programme staff include gender knowledge and experience as a requirement for personnel's terms of reference?
- ✓ Does 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?

5. Sex-dissaggregation 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. Gender sensitive project monitoring and evaluation.

- ✓ Gender dimensions of the project implementation are expected to be analyzed.
- ✓ Gender dimensions of the project implementation are analyzed
- ✓ Do evaluation mission terms of reference require relevant gender expertise and experience?
- ✓ Are (internal or external) evaluators briefed on relevant gender issues and provided with documentation?

- ✓ Does programme staff review the draft evaluation report to ensure that gender-related omissions and successes in the project/programme are reflected?
- ✓ Do Programme and Project Evaluation Reports (PPERs) reflect gender issues, and is all information disaggregated by sex?
- ✓ Do final project reports systematically identify gender gaps and gender-related project successes?

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, etc.).
- ✓ Basic training in Gender Mainstreaming for the project counterparts to ensure that they can incorporate principles of the concept into their work.

ANNEX III

Glossary¹

Discrimination

The action or practice of systematic humiliation of a group or a person.

Equality between sexes (equality between men and women, gender equality)- the concept includes not only legal equality (already declared in many countries), but also the social conditions where men and women have equal access to resources: really equal chances to get education and receive income, to participate in political activity, equal amount of free time etc.

Feminization of poverty

Tendency of increasing number of women and children among the poor.

Gender

1. Social "sex". The concept which takes into consideration not only biological differences between men and women but also the entire set of social and cultural characteristics of sexual differentiation in the society.
2. Socially determined behaviour and expectations related to men and women. The procedure for scrutinizing gender relations in certain situations or for the implementation of the programme of change of that situation. Various methodologies of gender analysis make possible a more impartial effort at examining the de facto situation of men and women in various areas of their lives today.

Gender analysis

Дискриминация

Действие (практика), направленное на систематическое унижение группы или индивидуума.

Равенство полов, равенство между мужчиной и женщиной, гендерное равенство означает не только законодательно закрепленное равноправие (что достигнуто в большинстве стран мира), но и достижение той социальной ситуации, при которой мужчины и женщины обладают равным доступом к ресурсам: реальной возможностью получения равного образования и дохода, политического участия, наличием свободного времени и т.д.

Феминизация бедности

Тенденция увеличения доли женщин и детей среди общего количества бедных.

Гендер

1. Социальный «пол». Концепция, которая учитывает не только биологические различия между мужчинами и женщинами, но и весь набор социально-культурных характеристик в дифференциации общества по признаку пола.
2. Социально детерминированное поведение и ожидания, касающиеся мужчин и женщин. Приемы и методы исследования отношений полов в определенных условиях, а также подход к реализации программ, изменяющих эти условия. Различные методики гендерного анализа дают возможность более объективно оценить реальное положение мужчин и женщин в различных сферах современной жизни.

Гендерный анализ

¹ Translated by Alexei Screbniow.

This is analysis that makes visible any disparities between genders into account, analyzes these disparities according to established sociological (or other) theories about gender relations. Also referred to as gender-sensitive, gender-based or gender-aware analysis.

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.

Each of these terms emphasizes a different aspect of gender analysis, but they are often used interchangeably. Remember, the name is not the most important thing – our focus should be on the general principal that all of these concepts refer to.

Gender and development

While planning, implementing and evaluating the activities to be undertaken, the conceptual framework for development takes into consideration the balance of power between the sexes. Such an approach puts forward not simply the goal of improving economic/social situation but (in the final analysis) of establishing more just gender relations.

Gender balance

De facto or planned situation when social, economic and political situation of men and women become equal. The attainment of gender balance is grounded in the entirety of core indices, among which equal distribution of incomes, holding the prominent political and governance positions, the degree of being burdened with keeping the household and doing local public affairs, level of

Анализ, который выявляет различия между полами, анализирует данные различия на основе существующих социологических (или иных) теорий о гендерных отношениях. Также используется в словосочетаниях гендерно-чувствительный, основанный на гендерных принципах, построенный с учетом гендерных аспектов анализ.

Гендерно-чувствительный анализ: данный термин предполагает, что существующие различия по признаку пола не всегда очевидны, и необходима особая чувствительность для того, чтобы их выявить и применить в законотворчестве и практической деятельности.

Анализ, основанный на гендерных принципах: термин подчеркивает, что особое внимание уделяется гендерным различиям.

Анализ, построенный с учетом гендерных аспектов: термин напоминает о том, что традиционный анализ и традиционные методики не всегда дают возможность осознать существующие гендерные различия, и что для этого необходима особая гендерная перспектива рассмотрения проблемы.

Каждый из этих терминов подчеркивает свой аспект анализа гендерных параметров, но часто они используются как эквиваленты. Необходимо помнить, что словесная оболочка здесь не главное—важен главный принцип, на который ссылаются эти концепции.

Гендер и развитие

Концептуальный подход к развитию человеческого потенциала, который при планировании, реализации и оценке результатов программ и мероприятий учитывает распределение власти между полами. Такой подход имеет целью не только улучшение социально-экономической ситуации, но и, в конечном счете, установление более справедливых отношений между полами.

Гендерный баланс (гендерное равновесие)

Реальная или планируемая ситуация, когда мужчины и женщины равны в социальном, экономическом и политическом отношении. Достижение гендерного баланса базируется на целом наборе показателей, среди которых наиболее важными являются равное распределение доходов, возможность занимать значительные посты в политике и правительстве, степень занятости в домашнем труде, степень участия в местном самоуправлении,

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educational attainment, health status and life expectancy are of crucial importance.

Equality between sexes (equality between men and women, gender equality)

The concept includes not only legal equality (already declared in many countries), but also the social conditions where men and women have equal access to resources: really equal chances to get education and receive income, to participate in political activity, equal amount of free time etc.

Gender identity

Characterization of Self based on the realization of what it means to be woman or man.

Gender Impact Analysis

1. This is a specific type of gender analysis that is public policy or legislation. It analyses the existing and/or potential effects various groups of men and women) that the policy has or will have.
2. Type of gender analysis that has all the components of any gender analysis, but focuses on how existing or intended projects or policies will or do impact men and women differently.

Gender roles

1. Examples of women and men's behaviour based on traditional expectations related to their sex.
2. In cultural perspective, the entirety of accepted norms and behaviours, which are dictated by people's certain social-cultural situation. In countries with different cultures gender roles are different and change over time.

возможность получить образование, уровень здравоохранения, продолжительность жизни.

Равенство полов, равенство между мужчиной и женщиной, гендерное равенство

Означает не только законодательно закрепленное равноправие (что достигнуто в большинстве стран мира), но и достижение той социальной ситуации, при которой мужчины и женщины обладают равным доступом к ресурсам: реальной возможностью получения равного образования и дохода, политического участия, наличием свободного времени и т.д.

Половая идентичность

Представления о себе, основанное на понимании того, что означает быть женщиной или мужчиной.

Анализ результатов для мужчин и женщин

1. Особый тип гендерного анализа, применяемый в административном деле и законодательстве. При нем анализируются уже существующие или предполагаемые результаты проекта (мероприятия) для различных групп мужчин и женщин.
2. Особый тип гендерного анализа, в который входят все компоненты любого вида гендерного анализа, однако в центре исследования находится та разница, с которой существующий или планируемый проект повлияет на мужчин и женщин.

Гендерные роли

1. Примеры поведения мужчин и женщин, основанного на традиционных ожиданиях для данного пола.
2. В культурной перспективе—совокупность принятых норм и моделей поведения, диктуемых конкретной социально-культурной ситуацией. В обществах с различной культурой гендерные роли различны и изменяются с течением времени.

Gender sensitivity

One of the criteria for the evaluation of planned changes, programs, research methods and analysis. The planned changes and methods are gender sensitive if they take into consideration the current situation of men and women, do not aggravate it and assist in achieving gender balance.

Gender socialization

Internalization, by a person, of a social role determined by the society and depending on whether they were born male or female (i.e. depending on gender role).

Gender stereotypes

Gender stereotypes arise from (often outdated) presumptions about the roles, abilities and attributes of men and women. While in some specific situations, such stereotypes can be found to have a basis in reality, stereotypes become problematic when they are then assumed to apply to all men or all women. This can lead to both material and psychological barriers that prevent women and men from making choices and fully enjoying their rights. Gender stereotypes reinforce the existing gender differences and obstruct the changes in the status quo in the field of gender relations.

Gender stratification

Gender-based hierarchic distribution of the society's economic and social resources

Gender-based occupational segregation

Concentration of one sex in a certain professional sphere. For example, a school teacher is considered an occupation typical for women, and they account for over 80% there. Professional segregation reflects gender inequality in economy,

Гендерная чувствительность

Один из критериев оценки планируемых изменений, программ, методов исследования и анализа. Такие изменения и методы могут считаться гендерно-чувствительными, если они учитывают нынешнее положение мужчин и женщин, не ухудшают его, и помогают достичь большего равенства полов.

Гендерная социализация

Принятие индивидуумом некой социальной роли, определяемой обществом и зависящей от биологического пола (т. е. от принятых в данном обществе гендерных ролей)

Гендерные стереотипы

Гендерные стереотипы - это результаты представлений (зачастую устаревших) о ролях, возможностях и характеристиках мужчин и женщин. Хотя иногда в отдельных ситуациях эти стереотипы и могут иметь основания в реальной жизни, как правило, они применяются слишком огульно, ко всем мужчинам и женщинам. Такие неоправданные обобщения могут создавать материальные и психологические барьеры, которые не позволяют мужчинам и женщинам делать свободный выбор и по-настоящему пользоваться своими правами. Гендерные стереотипы укрепляют сложившееся неравенство полов, мешают изменению отношений между полами.

Гендерная стратификация

Иерархическое распределение экономических и социальных ресурсов общества, основанное на признаке пола.

Профессиональная сегрегация по признаку пола

Концентрация лиц одного пола в рамках той или иной профессии. Так, например, типично «женской» профессией в нашем обществе является профессия учителя, где женщины составляют более 80%. Профессиональная сегрегация отражает неравномерное распределение ролей между

resulting in income differences and social statuses for different sexes. Thus, women are more often engaged in professional activities unfavourable for career development, with lower salary and stability.

Gender-disaggregated data

Gender-based division of statistical data. Not infrequently the statistics mentions only the aggregated figure, e.g., per capita income level or the total number of leaders. The data are gender neutral, i.e. they do not specify the relations between sexes in a given society. In fact, if income level is computed separately for the groups of men and women, it turns out, quite often, that it is higher for men. Or, as was the case with leaders, statistics demonstrates that women do not hold the responsible positions and usually hold the positions of deputies. Thus, disaggregation of data provides an opportunity to find out in which sectors women (more seldom men) are in an unfavourable situation and where, hence, special efforts are required to restore the upset gender balance.

Gender-sensitive policy

A system of affirmative actions based on affirmative legislation, which encourages women with different social experience and social capital (divorced, pregnant, with small children or single mothers, coloured etc.) get real chances to pursue professional career and increase their social status. Gender-sensitive policy challenges the traditional gender hierarchy and helps to achieve real gender balance.

Glass ceiling

A well-known expression, which describes an invisible "ceiling", i.e. invisible and informal, but still existing blocks hampering women's career development. The metaphor is often used to define a situation when a woman with the same or higher qualification still cannot go up and stops at mid-level or becomes a

женщинами и мужчинами в экономике. Одним из основных последствий профессиональной сегрегации оказывается неравенство доходов и социальных позиций разных полов. Как правило, женщины гораздо чаще мужчин заняты на работах, отличающихся незначительными возможностями карьерного продвижения, невысокой заработной платой и нестабильностью в плане занятости.

Статистические данные с разделением по полу

Разделение (детализация) статистических данных по полу. Зачастую статистика приводит только не детализированные данные, например, доход на душу населения или общее число лидеров. Такие данные не выявляют отношения между полами в данном обществе. Например, если подсчитать уровень доходов отдельно для мужчин и женщин, часто оказывается, что доходы мужчин выше. Или, как в примере с лидерами, не детализированная статистика не показывает, что женщины не занимают ответственных постов и часто находятся на должностях заместителей. В то же время детализация статистических данных согласно гендерным переменным дает возможность определить, в какой сфере женщины (реже—мужчины) ущемлены и, следовательно, где необходимы усилия для восстановления гендерного баланса.

Гендерно чувствительная политика

Система протекционистских действий на основе протекционистского законодательства, позволяющих женщинам с разным социальным опытом и социальным капиталом (разведенным, беременным, с маленькими детьми и/или одиноким матерям, цветным и т. д.) получить реальные жизненные шансы сделать профессиональную карьеру, повысить свой социальный статус. Гендерно чувствительная политика создает предпосылки для устранения иерархии полов и установления реального равенства.

Стеклянный потолок

Устоявшееся образное выражение, которое обозначает некий невидимый «потолок», т.е. невидимые и формально не обозначенные, но реально существующие барьеры, которые препятствуют карьерному росту женщин. Эта метафора используется для обозначения ситуации, когда женщина,

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deputy in the best case

House work

As a concept it describes all those household functions that have to be carried out on a daily basis to keep it going. The division of labour in the household, i.e. the division of functions between men and women is marked by specific inequality, since women's burden is incomparably higher. The introduction of household appliances only insignificantly eased the woman's burden; not infrequently these innovations were accompanied by the transfer of functions from men to women. The growth in women's employment outside home did not change the division of that labour: women continue to perform the same functions at home alongside their employment. Even if a man loses his job, woman is still in charge of the larger part of work about the house.

Masculine

It is a psychological description of behaviour and mentality, which fits the stereotypes about men in contrast to those about women, feminine.

Person's sex

Can be determined in terms of biological differences (biological sex) and of social roles (gender or social sex). Thus, there exist two biological sexes, male and female, and two social-cultural. The basic theoretical and political problem is whether sex-gender, as a socially constructed phenomenon, is connected to and determined by human biology. Anthropological studies revealed that sex-gender, sexuality and sex roles are culturally determined. Despite the wide spread of gender differentiation, social tasks of men and women are volatile, and in different societies the ties between social and biological roles are not the same. Psychologists tend to perceive gender identity as an outcome of education. Ethnomethodologists study sex-gender as an issue of formation of individual sexuality.

обладая одинаковым либо превосходящим по сравнению с коллегами-мужчинами уровнем профессионализма, тем не менее, останавливается в карьерном росте чаще всего на уровне исполнителя или же, в лучшем случае, заместителя руководителя.

Работа по дому

Концепция, обозначающая все работы и обязанности, связанные с домашним хозяйством и семьей, необходимые для их нормального функционирования и выполняемые ежедневно. Разделение труда в работе по дому, т. е. разделение этих функций между мужчинами и женщинами — особенно яркий пример неравенства, т. к. здесь нагрузка на женщин несравнимо больше. Приспособления и аппараты для работы по дому снижают эту нагрузку незначительно. Часто применение таких приспособлений и аппаратов приводит к тому, что соответствующие функции, бывшие ранее мужскими, передаются женщинам. Увеличение занятости женщин вне дома и семьи сложившегося разделения труда не изменяет, и женщины продолжают нести прежнюю нагрузку по дому вместе с работой вне дома. Даже если мужчина теряет работу вне дома, женщина по-прежнему остается ответственной за подавляющую часть работы по дому

Маскулинность (мужественность)

Психологические характеристики поведения и ментальности, которые отражают сложившиеся стереотипы о мужчинах и мужских качествах в противопоставлении их женщинам и женским качествам.

Пол личности

Может определяться посредством биологических различий (биологический пол) и посредством социальных ролей (гендер, или социальный пол). Таким образом, можно сказать, что существуют два биологических пола (мужской и женский), и два социо-культурных. При этом основной теоретической и политической проблемой является то, каким образом пол-гендер как социально конструируемый феномен связан и определяется биологическими характеристиками. Антропологические исследования показывают, что социальный пол, сексуальность и половые роли определяются культурой. Несмотря на то, что гендерные различия широко распространены, социальные роли мужчин и женщин непостоянны, и в различных обществах связи между социальными и биологическими ролями отличаются.

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Психология часто рассматривает гендерную идентичность как результат образования. Этнометодология изучает социальный пол как фактор формирования индивидуальной сексуальности.

Позитивная дискриминация (компенсационная дискриминация, предоставление преимущественных прав)

Positive discrimination

One of the ways to attain gender balance. In practice that means giving preference to women over men in all the core sectors, viz. in appointments to high-visibility, well-remunerated positions and in admissions to colleges and universities, in nominating candidates to the positions in power structures, in awarding State prizes, etc. The policy is grounded in the idea that if the selection between equally qualified men and women is made on the "same grounds", the preference is given to the former almost by inertia reinforcing the stereotype of men's superiority. If the positive discrimination principle is applied, women are given a fairer chance. In its turn, the increase in the number of women in high positions in the governance and in other core areas is conducive to more just gender stereotypes.

Один из путей достижения гендерного баланса. На практике означает, что во всех ключевых сферах, а именно при назначении на общественно значимые и заметные, а также на высокооплачиваемые должности, при поступлении в высшие учебные заведения, при выдвижении кандидатур в органы власти, при награждении государственными наградами и т. д., при прочих равных условиях предпочтение отдается женщинам. Такая политика основывается на предположении, что если выбор между мужчиной и женщиной одинаковой квалификации происходит по «обычной» модели, то практически по инерции выбирают мужчину, усиливая тем самым стереотип мужского превосходства. В этом случае принцип компенсационной дискриминации дает женщинам более равные шансы. Увеличение же числа женщин на высоких руководящих должностях в различных сферах способствует формированию более справедливых гендерных стереотипов.

Practical gender needs

1. Needs as perceived by women in the roles they perform in the society. These do not pose a challenge to a gender division of labour or to the subordinate status of women in the society, even though they follow from those.
2. Response to an immediate, manifest necessity in a certain context, e.g., water supply, medical services, etc.

Практические гендерные потребности

1. Потребности, осознаваемые женщинами как исполнителями определенных социальных ролей. Не нацелены на изменение текущего положения с разделением труда по половому признаку и улучшение статуса женщин, хотя эти потребности и определяются ими.
2. Реакция на непосредственную и явную необходимость в определенном контексте, например, на необходимость водоснабжения

Reproductive Labour

This refers most often to work in the domestic sphere or other caring work (often done by women) that is performed without pay or the expectation of pay, and is not calculated as part of the gross domestic product. It involves the maintenance of social and family structures upon which productive labour depends. It is also referred to as social reproduction.

Репродуктивный труд

Этот термин чаще всего обозначает работу по дому или по уходу за членами семьи. Эта работа выполняется в основном женщинами и при этом не оплачивается, ни непосредственно, ни в перспективе, и не считается частью валового национального продукта. При этом от такой работы по поддержанию социальных и семейных структур зависит продуктивная сфера. Данный феномен может также обозначаться термином «социальная

репродукция».

Strategic gender needs

The needs identified by women as a result of their position of subordination to men. They are differentiated depending on context and are relate to gender division of labour, power and control. They may include the issues of legal rights, family violence, equal pay, women's health, etc. The satisfying of strategic gender needs helps women to achieve gender equality and, consequently, challenges the subordinate status of women.

Sexism

Sex-based discrimination against a person.

Sexist stereotypes of social consciousness

The stereotypes of inequality between sexes. Originating in the depths of mass social consciousness they are many a time reproduced and reinforced via the press, mass media, fiction and education system. As a rule, these manifest themselves through malevolent, distorting or degrading ideas and images of women: exploitation of women sexuality for advertisement, the reduction of women's roles to three functions of a wife, mother and housekeeper, capitalizing on the pornography, etc. On the hand, the ideal of superman whose goals are success, conquest of women, etc., is advocated.

Sexual harassment

The man's behaviour which is degrading to woman's honour and dignity and which is manifested through explicit hints, indecent proposals, expressions and derision thrown at her. That may be an encroachment by a man in the street, on the job or in public place. Woman finds herself in especially vulnerable situation when sexually harassed by her superior, since very often her career growth is impossible without his consent. The methods of withstanding are openness, legal action, skilful manoeuvring, maintaining dignity, etc.

Стратегические гендерные потребности

Потребности, осознаваемые женщинами как результат их подчиненного положения по отношению к мужчинам. Различаются в зависимости от контекста и соотносятся с разделением труда по половому признаку, распределением власти и контроля. Могут включать в себя юридические аспекты, проблемы насилия в семье, равной оплаты за равный труд, медицинские аспекты и т. д. Удовлетворение стратегических потребностей помогает женщинам достичь гендерного равенства и, как следствие, изменяет положение, при котором женщины имеют подчиненный статус.

Сексизм

Дискриминация личности по половому признаку.

Сексистские стереотипы в общественном сознании

Стереотипы, укрепляющие неравенство полов. Они возникают в глубинах массового сознания и многократно воспроизводятся и усиливаются в СМИ, литературе, образовании. Проявляются они, как правило, посредством такой репрезентации женщин, которая унижают их достоинство, искажает их потребности и желания, является недоброжелательной. Примерами использования сексистских стереотипов могут быть использование женской сексуальности в рекламе, сведение роли женщины к трем функциям (жена, мать, домохозяйка), порнография и т. д. В то же время пропагандируется образ мужчины-супермена, чьи жизненные цели—успех, победы над женщинами и т. д.

Сексуальные домогательства

Поведение мужчины, унижающее и оскорбляющее женщину и выражающееся в явных намеках, неприличных предложениях, высказываниях, насмешках в ее адрес. Это может быть как приставание на улице или в общественном месте, так и агрессивные действия на работе. Особенно уязвима женщина, если к ней пристает начальник, т. к. от него практически полностью зависит ее карьера. Противостоять домогательствам можно путем открыто обсуждаемых действий, применяя юридические процедуры, путем повышения (само)уважения достоинства женщин.

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Women in development

The conceptual framework which places women at the heart of development activities. That approach presupposes activities carried out by women and for women as well as assistance to women's groups and organizations. Not infrequently the framework is used mostly to meet only practical gender needs.

Social Justice

Social justice is a goal of sustainable human development. It refers to the situation of fairness and equality of treatment of all peoples. It is specifically „social,“ since it refers not only to equality before the law, but of just treatment in practice. According to social justice, people and their well-being take priority over other (economic) concerns. Gender equality is a critical and indivisible component of social justice. Social justice cannot exist if men or women are being discriminated against.

Женщины в развитии (в процессе развития человеческого потенциала)

Концептуальная платформа, которая основной целью деятельности по развитию человеческого потенциала считает решение проблем женщин. Такой подход предполагает мероприятия, организовываемые женщинами и для женщин, а также помощь женским группам и организациям. Зачастую эта платформа используется для достижения только практических целей гендерной политики.

Социальная справедливость

Цель устойчивого развития человеческого потенциала, обозначает положение, при котором все члены общества равны и отношения между ними справедливы. Особенно необходимо подчеркнуть социальный характер такой справедливости, т. е. она обозначает не только равенство перед законом, но и фактическое (реальное) равенство. Согласно принципу социальной справедливости, интересы человека и его/ее благосостояние имеет приоритет перед другими (например, экономическими) интересами. Равенство полов—важная и неотъемлемая часть социальной справедливости. Последняя не может существовать, если в обществе есть дискриминация мужчин или женщин.