Europe 1648-11-07

Map 41

EUROPE IN 1648

English Miles

Stanford's Geog! Estab! London.

Europe 2012-11-07

Workshop on How to Mainstream Horizontal Themes into Project Implementation

Presentation

Horizontal Themes

part I: Getting your issue on the agenda

part II: There must be a problem

part III: Goals and objectives

part IV: How to achieve your goals

For each part

- Evidence and experience
- Concrete examples
- Interactivity
- Take home message

What is a horizontal issue ?

The Council of Europe's Group of specialists agreed
on the following definition of Gender mainstreaming:

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

Ownership Sustainability

Communication

What does it feel like to work with a horizontal issue ?

Curiosity

Part I

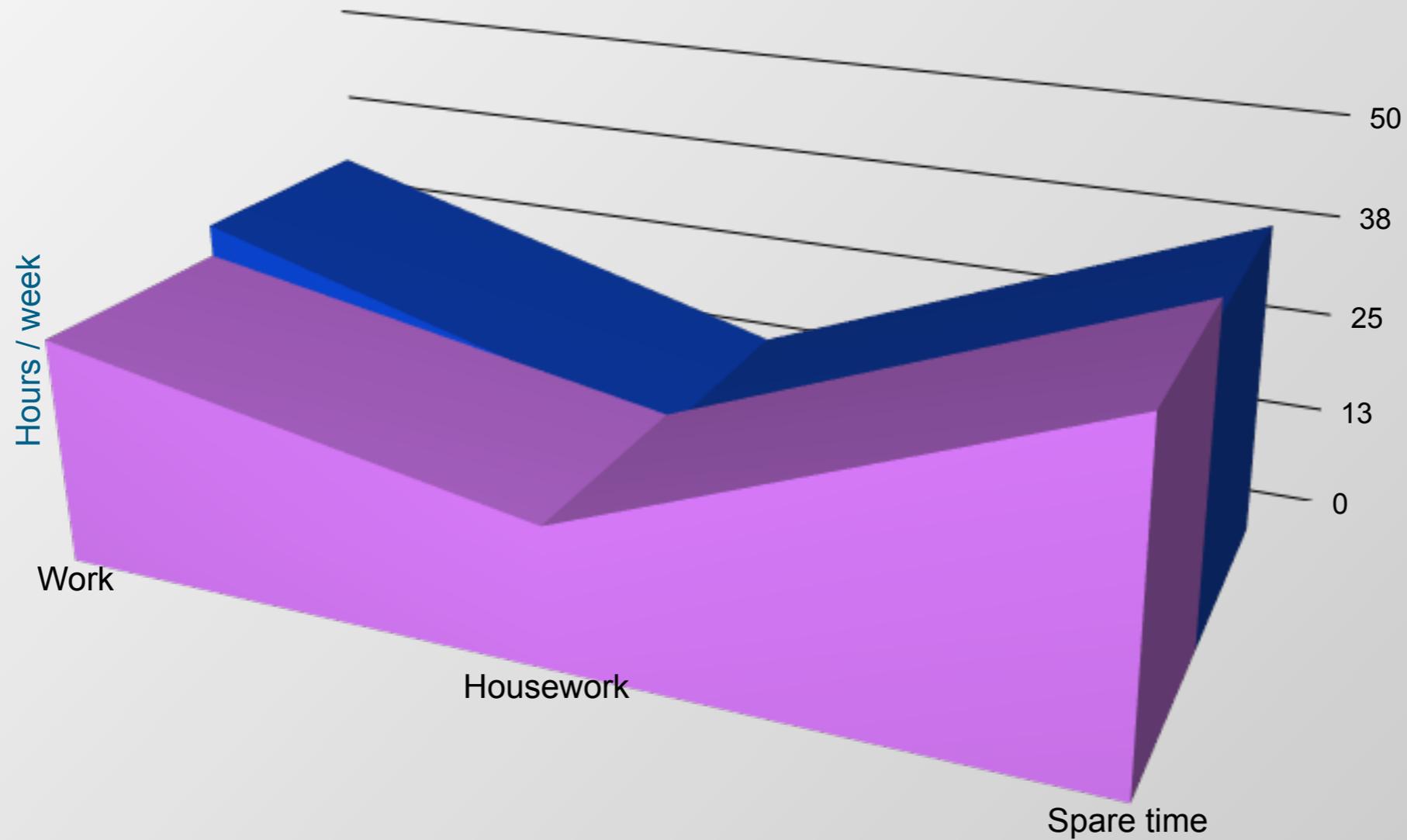# Getting your issue on the agenda

Is gender inequality a big or a small problem ?

- ○ 350 years ago?

- ○ In the world today?

- ○ In Turkey today?

- ○ In your municipality?

- ○ In your family?

Young couple, no kids
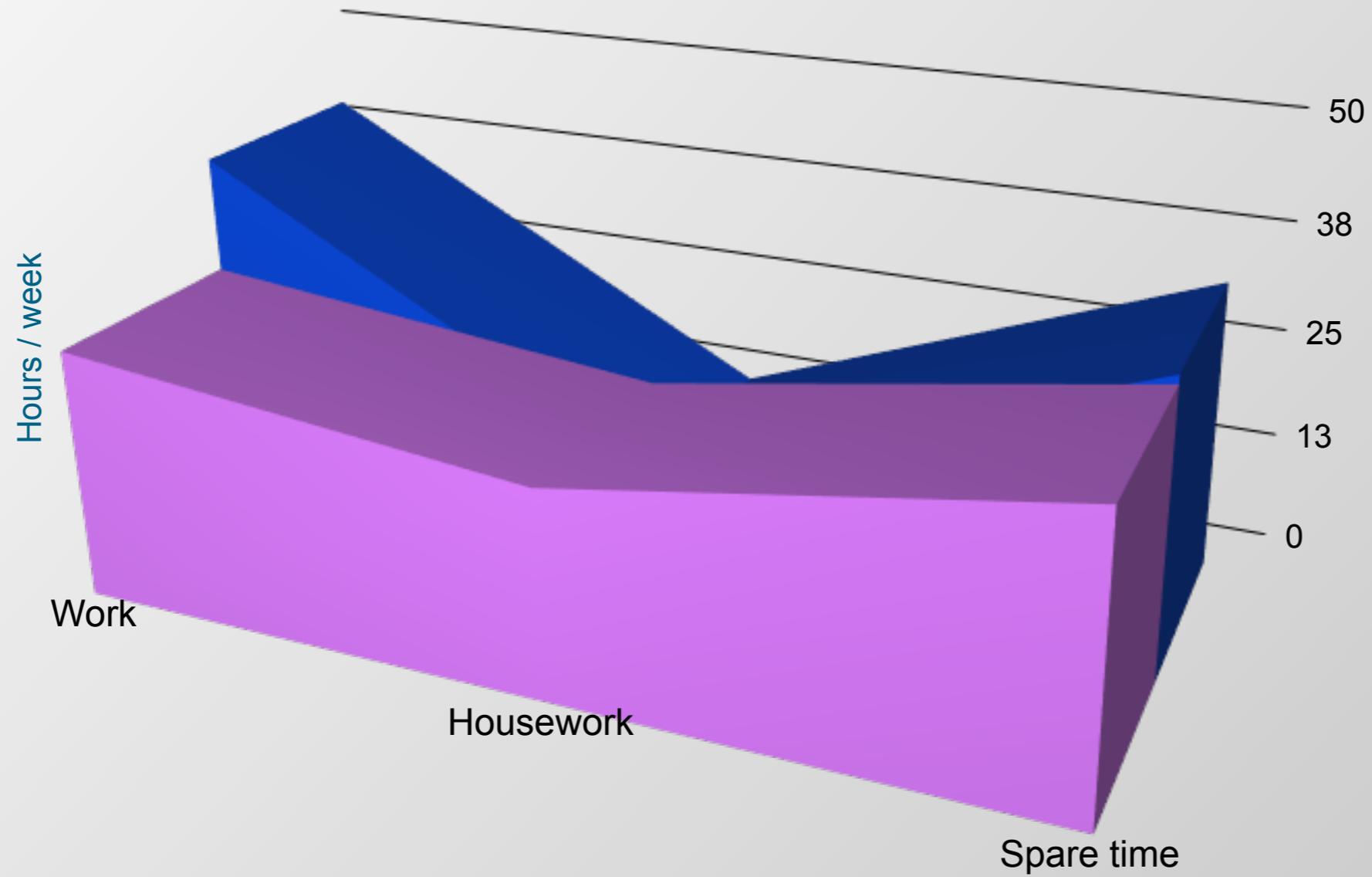
Parents of small children
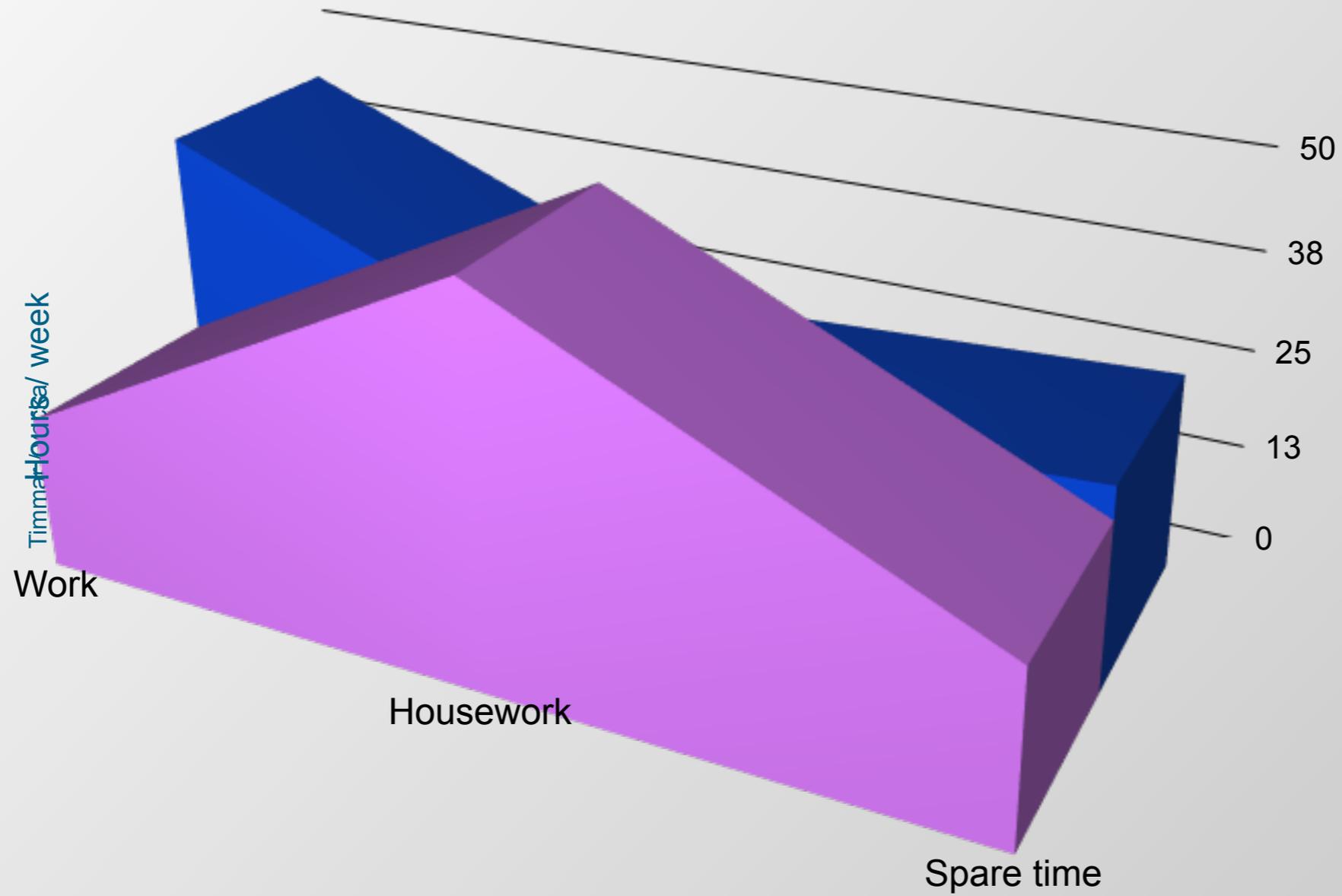
Middle age, no children at home
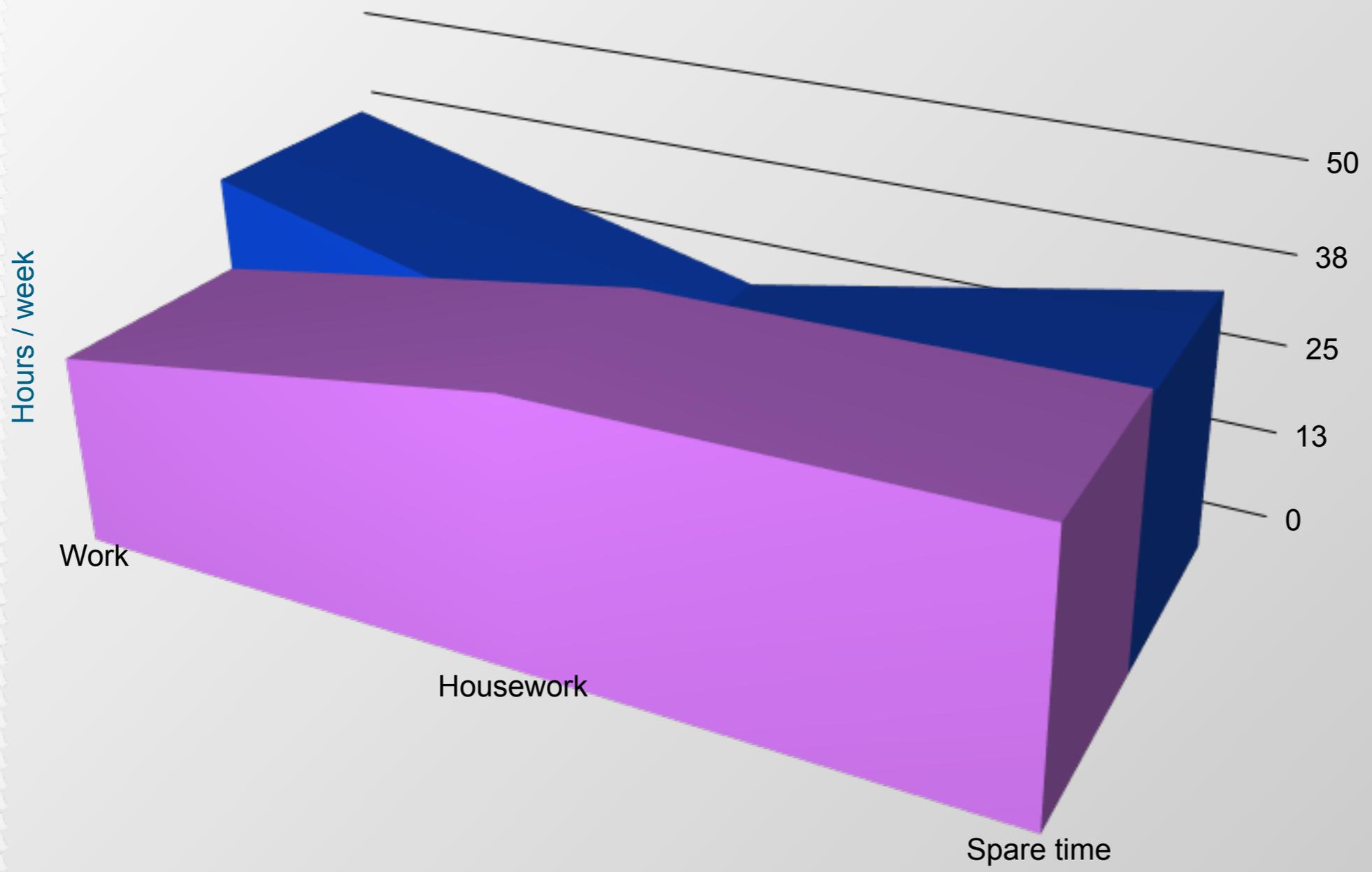
The gender system
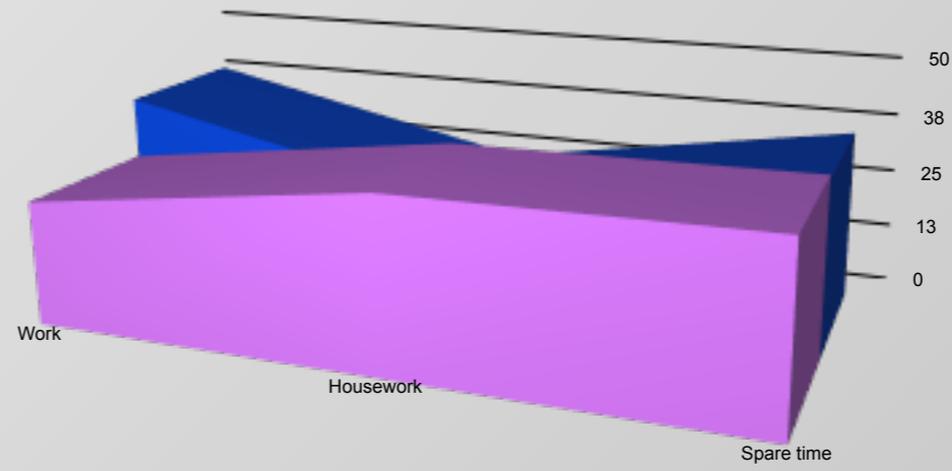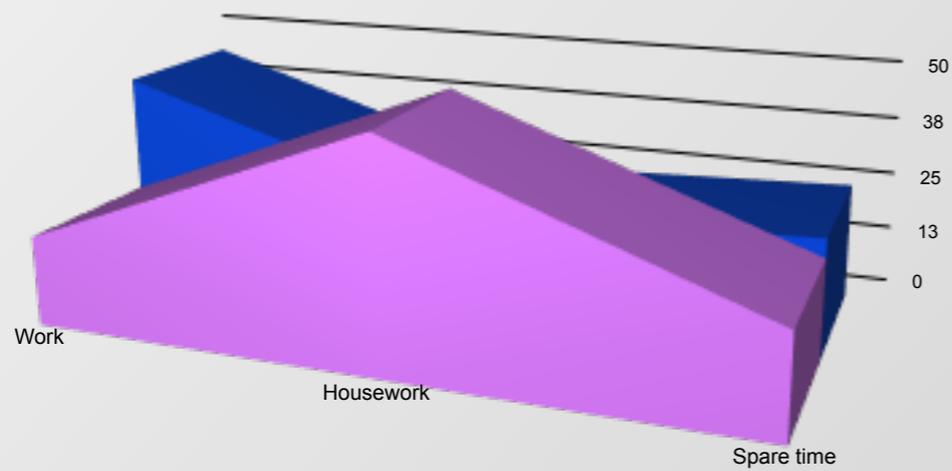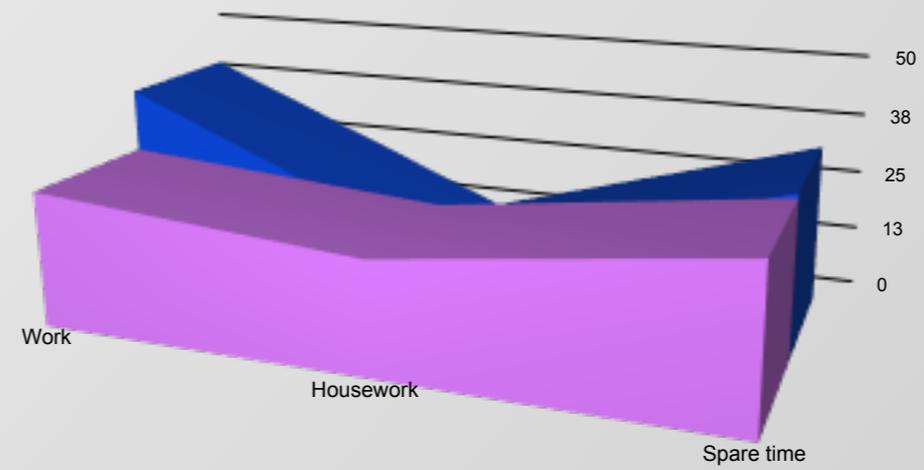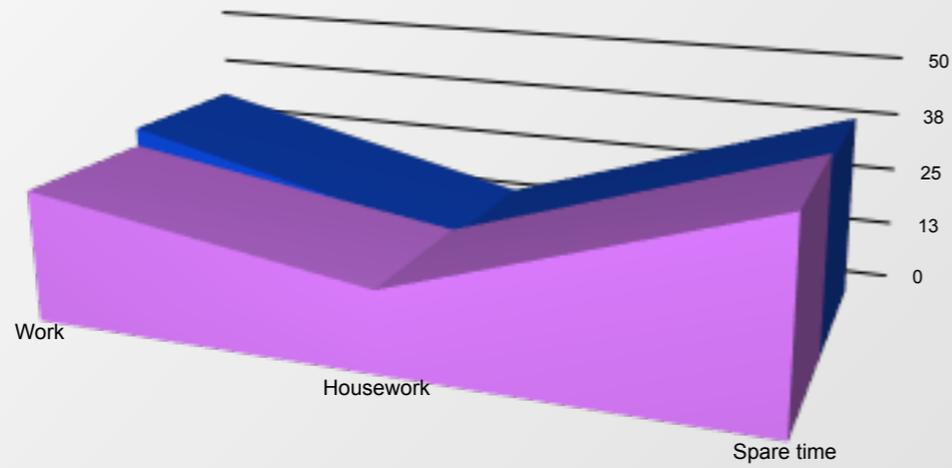
Examples

PAVLE KARLEČIK

PAVLE IS AN EXPERT ON GENDER BUDGETING AND PUBLIC PROCUREMENT FROM ZRENJANIN IN VOIJVODINA. HE IS ANALYSING THE PUBLIC PROCUREMENT PROCESS IN ZRENJANIN, BOTH CONCERNING THE PUBLIC PROCESS AND WHO ACTUALLY WIN THE CONTRACT.

AGRON HAXHIMALI

AGRON IS THE AAC EXECUTIVE DIRECTOR. HE IS ANALYSING THE AACS OWN MATERIAL FROM A GENDER PERSPECTIVE. THE AIM IS OF COURSE TO GIVE A GENDER BALANCED IMAGE OF THE COMMUNES AND THA AAC AND TO AVOID UNNECESSARY GENDER STEREOTYPES.

Take home message

- ☑ **You must have an issue, an idea**
- ☑ **Take the current agenda into acount**
- ☑ **Invite active participation**
- ☑ **Be clear and distinctive about your issues**
- ☑ **Start off with a general perspective**

Part II

There must be a problem !

Planning frame

	Problem	Action	Goal
Work			
Power			
Family			
Body			

How to define a good problem

Goal-related

Close

Representation Resources

Interesting

Limited

Underlying cause
_____
_____
_____
_____
_____
_____
_____

PROBLEM

Negative effect
_____
_____
_____
_____
_____
_____
_____

The problem tree

Underlying cause	Problem	Negative effect
women less education	gender pay gap	less motivation
tradition		lack of team work
biology		conflicts
discrimination		low pariticipation
gender power system		

Example - the car park facility

Gray concrete gave a dark and gloomy impression.

Quantitative problems

Representation:

How many women and men use the facility during one hour?

Resources:

What parts of the facility are most popular?

What is the coverage in percent?

What is the cost/income per user?

Qualitative problems

☑ **What is it like to be a woman/man in this setting?**

☑ **to bring small children to this setting?**

☑ **Does it feel safe?**

Conclusions

The parking house was lacking in safety, security and function

☑ The car park didn't fell safe (insufficient lighting, dark corners, small closed spaces)

☑ Pedestrians walking to and from their cars were forced to walk on the drive with the cars. This was especially problematic for visitors with children.

☑ There were no signs pointing to the lifts. The lifts were on every second floor creating difficulties for elderly visitors and visitors with small children.

Light in corners,
white paint on ceiling

UTFART

Separation of cars and pedestrians

The stairwell on the outside of the building gave a shut-in feeling and was unpleasant. Visitors could not see or be seen, hear or be heard.

PARKERINGSHUS KV. NANNA UMEÅ
före ombyggnad

Example, UMT Guest House

NERMIN İVEYNAT

NERMIN IS A CITY PLANNER AT THE UMT BUILDING AND URBANIZATION DEPARTMENT. HER 3R-PROJECT IS A GENDER ANALYSIS OF THE UMT GUEST HOUSE. SHE REVEALS GENDER PATTERNS IN FREQUENTATION, PLANNING AND MANAGEMENT OF THE GUESTHOUSE.

Take home message

- ☑ **Relate to core issues**
- ☑ **Stay with the problem**
- ☑ **Contexualise your problem**
- ☑ **"Turn the camera around"**

Part III

Goal definition

Lines of argument

Human Rights

"Recalling that discrimination against women violates the principles of equality of rights and respect for human dignity, is an obstacle to the participation of women, on equal terms with men, in the political, social, economic and cultural life of their countries, hampers the growth of the prosperity of society and the family and makes more difficult the full development of the potentialities of women in the service of their countries and of humanity"

CEDAW

Lines of argument

Political standpoint

"Women are despite formal equality opressed in the society, by an order of men. The gender order is creating structures that assigns women and men of different positions both in private and in public spaces. These power relations have an impact on all areas of society."

Feminist Initiative

Lines of argument

Efficiency and profitability

"One advantage of bringing equality initiatives in a broader policy for dealing with differences is that the increasingly diverse needs of individual women and men have to be taken into account in a way that also fits the employer's production requirements. Such an approach also contributes to increased support and commitment from both male and female workers."

Framework for gender equality, social dialogue, EU

Leveling the goal

Structural	Underlying cause	"Don Quijote"	Vision
Actor	Problem	Activities	Goal
Ad hoc	Negative effects	"aspirin politics"	Symtom reduction

The definition of gender equality

The overall objective of a gender equality policy is a society in which women and men have the same **opportunities**, **rights** and **obligations** in all major spheres of life. This is:

- ☑ Equal distribution of power and influence

- ☑ Equal opportunities for financial independence

- ☑ Shared responsibility for the home and children

- ☑ Freedom from gender-related violence

How to define a goal or objective

problem-related

Close

Representation Resources

Interesting

Limited

Vision

_____
_____
_____
_____
_____
_____

OBJECTIVE

Positive effect

_____
_____
_____
_____
_____
_____
_____
_____

Examples

CEREN UÇAR

CEREN IS A GENDER EXPERT AT THE CENTRAL GOVERNMENT. SHE HAS USED THE 3R-METHOD TO ANALYSE THE PARTICIPATION OF WOMEN AND MEN IN UNEMPLOYMENT PROGRAMS. EVEN THOU WOMEN HAVE A WEAKER POSITION ON THE LABOUR MARKET, THEIR PARTICIPATION IN THE UNEMPLOYMENT PROGRAMS ARE MUCH LOWER, ONLY 27%.

GÜLŞEN ÇULHAOĞLU

GÜLSEN IS A MEMBER OF THE EXECUTIVE BOARD AT THE KADUM, CENTER FOR WOMEN'S STUDIES AT ÇANKAYA UNIVERSITY. HER SURVEY SHOWS THAT THE UNIVERSITY MANAGEMENT IS LAGGING BEHIND THE STUDENTS, REGARDING GENDER EQUALITY.

Gender Policy

Equality between women and men is a fundamental human right, essential for every level of governance in any democracy. Despite formal equal rights, gender inequality is still an obstacle for the full development of the albanian society. Social, political, economical and cultural inequalities persist. AAC defines gender equality as equal rights, possibilities and obligations for women and men in all major spheres of life.

Communes and municipalities, have a special responsibility to combat gender inequality, since they are the spheres of governance closest to the people. Their competences enables them to undertake concrete actions that has a direct impact on the daily lives of women and men, girls and boys. Much of these actions has to be taken in cooperation with other local and regional actors.

In order to achieve a higher degree of gender awareness and in the long run equality, gender stereotypes must be challenged and countered. For example; presentations of communes in information material, media, and on the internet should be gender balanced and inclusive rather then stereotypical and discriminating.

Gender Policy

AAC standpoints

Wish to stress that gender equality is a key issue to enable the development of the albanian society to its full potential

Promotes gender mainstreaming as the major strategy to achieve gender equality at the local level

Encourages all communes in Albania to sign the CEMR charter for equality of women and men in local life

Take home message on goal definition

- ☑ **Be problem oriented**
- ☑ **Define and stay on the actor level**
- ☑ **Please avoid obvious trivialities**
- ☑ **There is room for creativity**

Part IV

How to achieve your goals

Gender mainstreaming

"If you don't know where you're going, any road will take you there"

Alice in wonderland

The 3R-method

- **Representation**

- **Resources**

- **Realia**

Representation

- **Who ?**

- **Decision-makers**

- **Personnel, managers**

- **Users**

Resources

- **What ?**

- **Time**

- **Room**

- **Money**

Realia

- **Terms and conditions?**

- **Norms and conceptions?**

The 3R-method

- **Representation**

- **Resources**

- **Realia**

Examples

DIDE TAYFUR

DIDE IS WORKING WITH SUPPORT TO ABUSED AND BATTERED WOMEN. HER SURVEY IS BASED UPON A NUMBER OF INTERVIEWS WITH DECISION-MAKERS ABOUT THEIR VALUES AND IDEAS CONCERNING THE MANAGEMENT AND FINANCING OF WOMEN SHELTERS.

KUJTIM QEFALIA

Mayor of Dajti commune

Kujtim is looking into how much time he spends meeting men and women in his duty as Mayor of Dajti commune. His estimate is that he meets about 70 men and 45 women in one week; and that women get less time per meeting. He also has an ambition to employ more women in his commune.

Take home message

- ☑ **Understand your opponent! Curiosity!**
- ☑ **First quantitative, then qualitative**
- ☑ **Awareness raising**
- ☑ **Trust in participants**

Horizontal Themes

part I: Getting your issue on the agenda

part II: There must be a problem

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Evaluation

Positive

Negative

Interesting

Take home message