

# Gender Working Group

## Training 2012-09-20

SCTM and SKL-International

# Time frame - overall process

First meeting of Gender Working Group - 22/6

Think about possible project ideas!

Basic training on gender mainstreaming - 20/9

Quantitative survey

Study visit to Sweden - 14/10 - 19/10

Qualitative analysis

Early 2013 (preliminary date?)

Policy, strategy, guidelines etc

# Time frame - today

Session One - How to define a good problem

Coffee brake

Session Two - Gender in theory and practise

Lunch

Session Three - The 3R-method with examples

Coffee brake

Session Four - Planning ahead

Presentation of analysis prospects and evaluation

# Session One

How to define a good problem

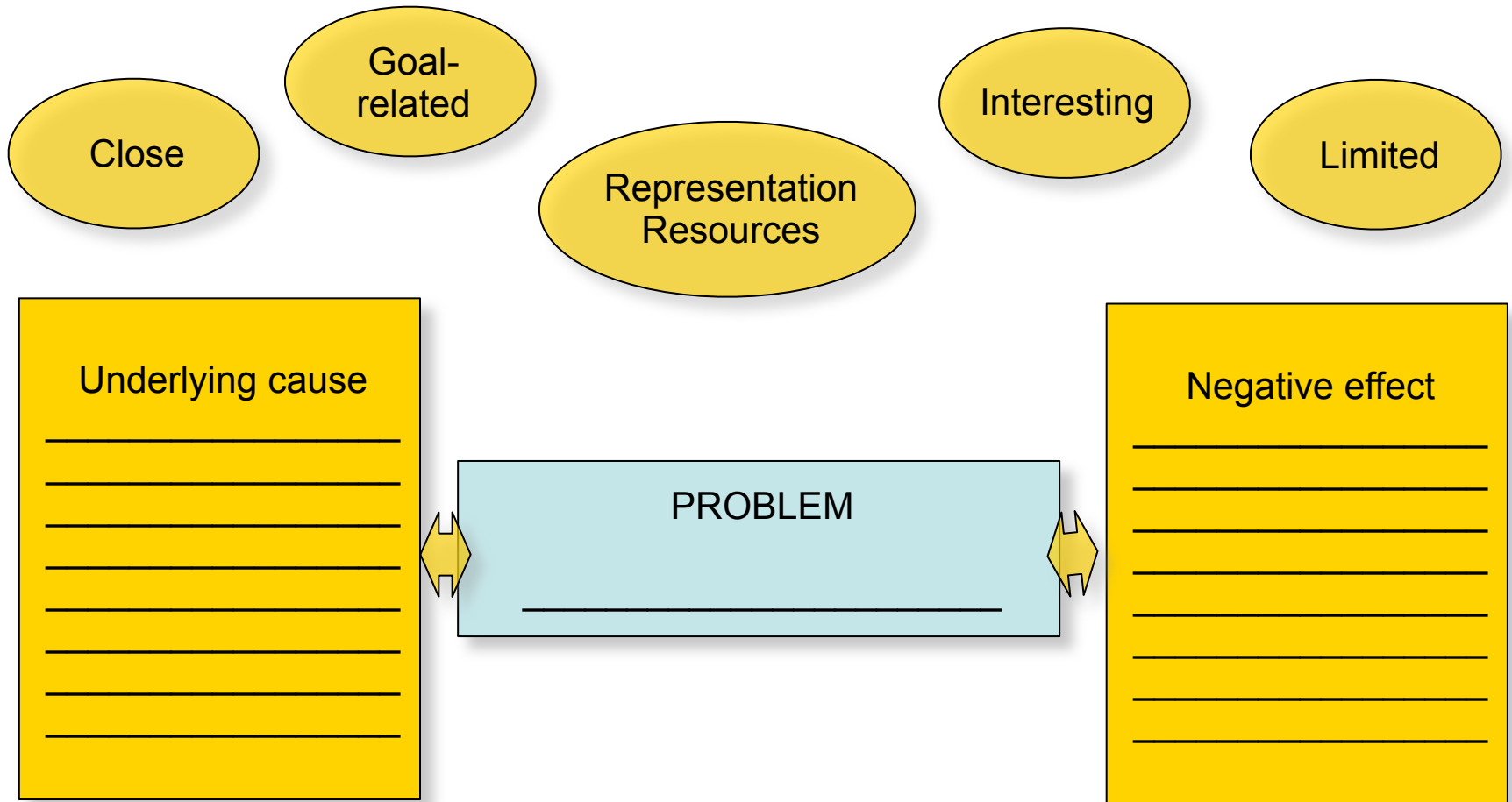
# Is gender inequality a big or a small problem ?

- ★ A hundred years ago?
- ★ In the world today?
- ★ In Europe?
- ★ In Serbia?
- ★ In your municipality?
- ★ In your work?
- ★ In your family?

# Problem definition

	<b>Problem</b>	<b>Action</b>	<b>Objective</b>
<b>Work</b>			
<b>Power</b>			
<b>Family</b>			
<b>Body</b>			

# How to define a good problem







# Session Two

Gender in theory and practice

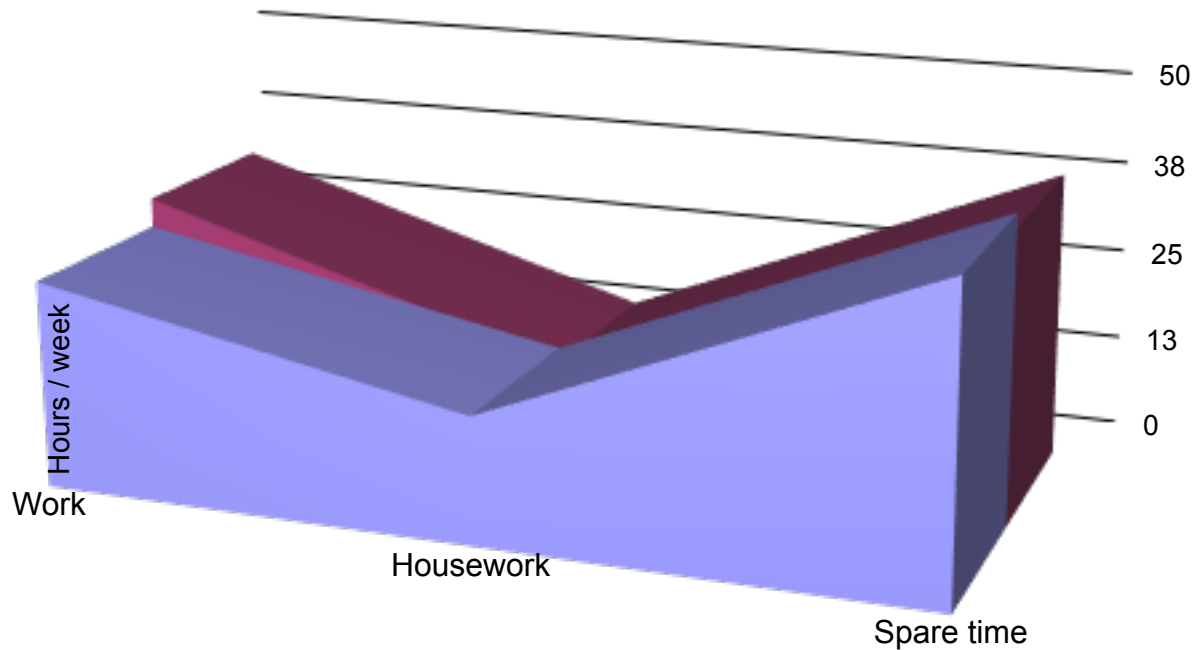
# The definition of Gender Equality

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:

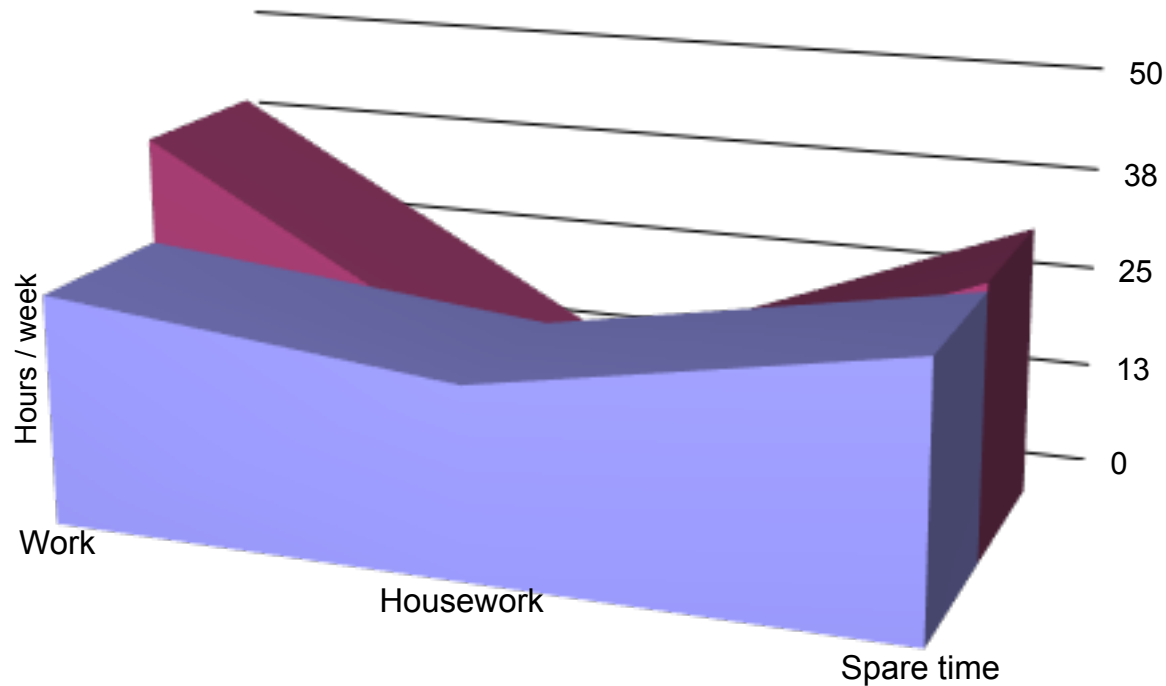
- Equal distribution of power and influence
- Equal opportunities for financial independence
- Shared responsibility for the home and children
- Freedom from gender-related violence

# Facts and figures from Sweden

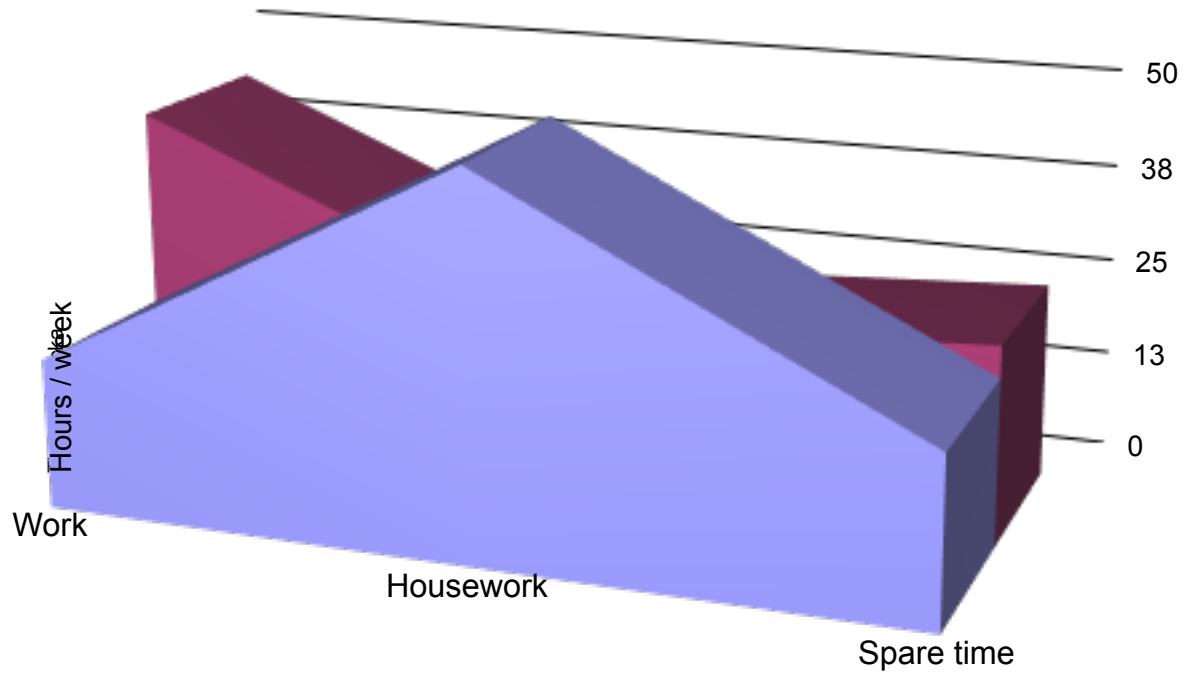
## Singles without children



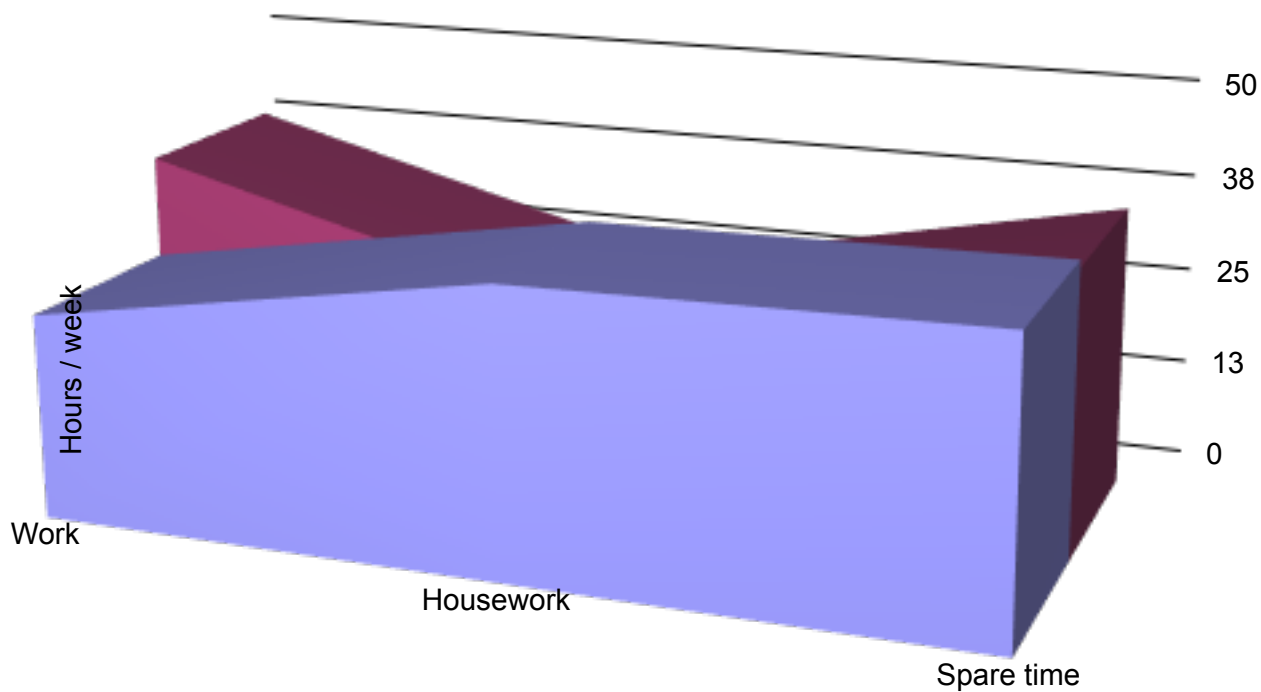
## Young couple, without children, living together



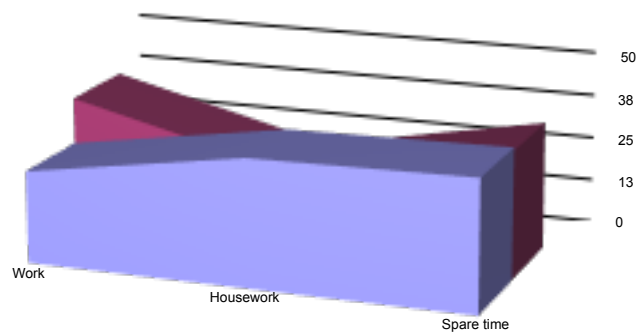
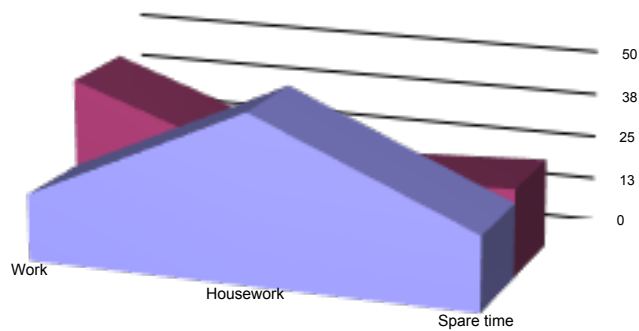
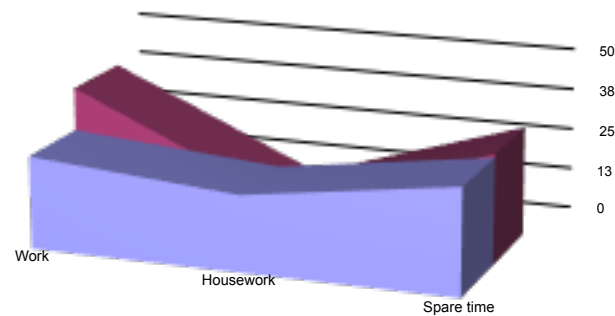
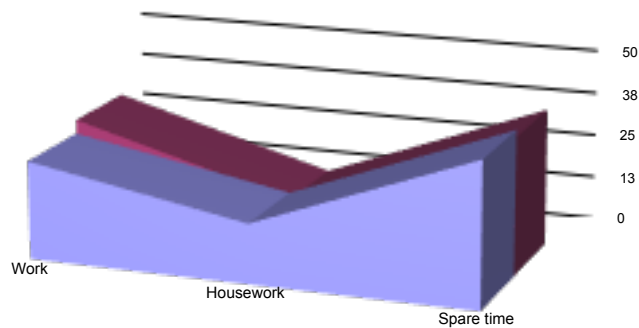
## Parents of small children



## Middle-aged, no children at home



# The gender system



# Session Three

The 3R-method with examples



# 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

# Attention at morning assemblies at a kindergarten

Teacher addressing each child

Number of opportunities the pedagogue allowed a child to interrupt

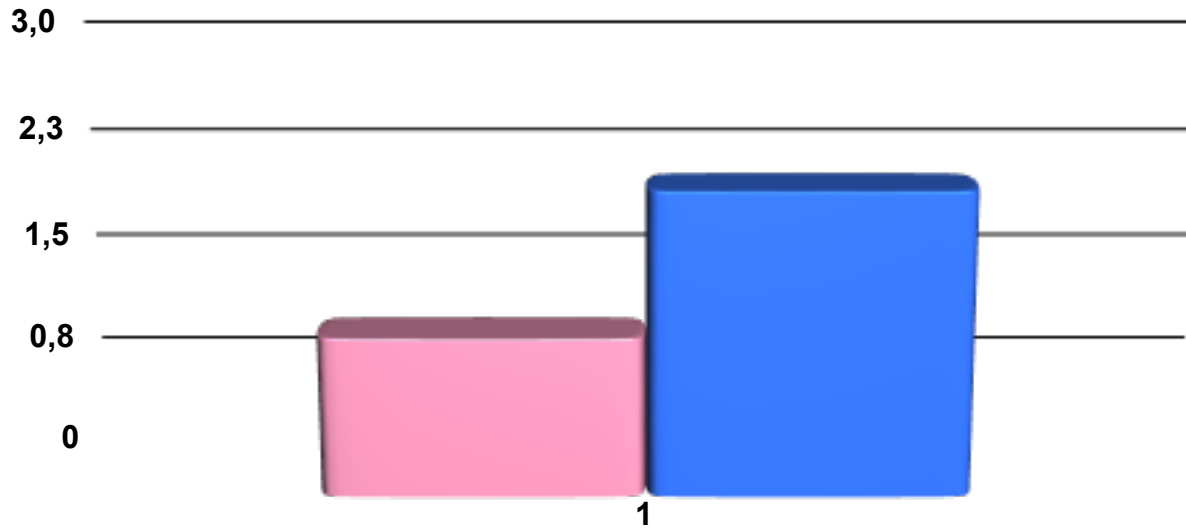
Number of times a child heard his/her name spoken by the pedagogue

Numbers of comments each child received for measurable qualities such as speed and strength

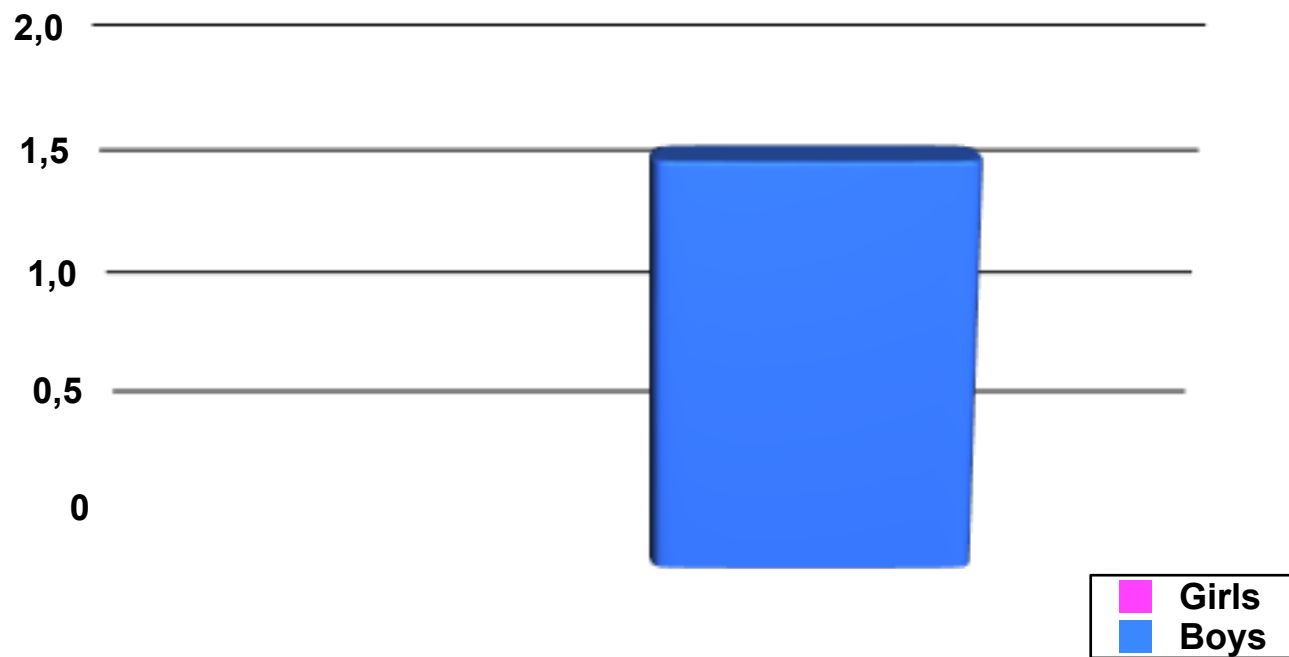
Numbers of comments each child received for being nice, neat and good at relations

Numbers of orders and reprimands from the pedagogue towards each child

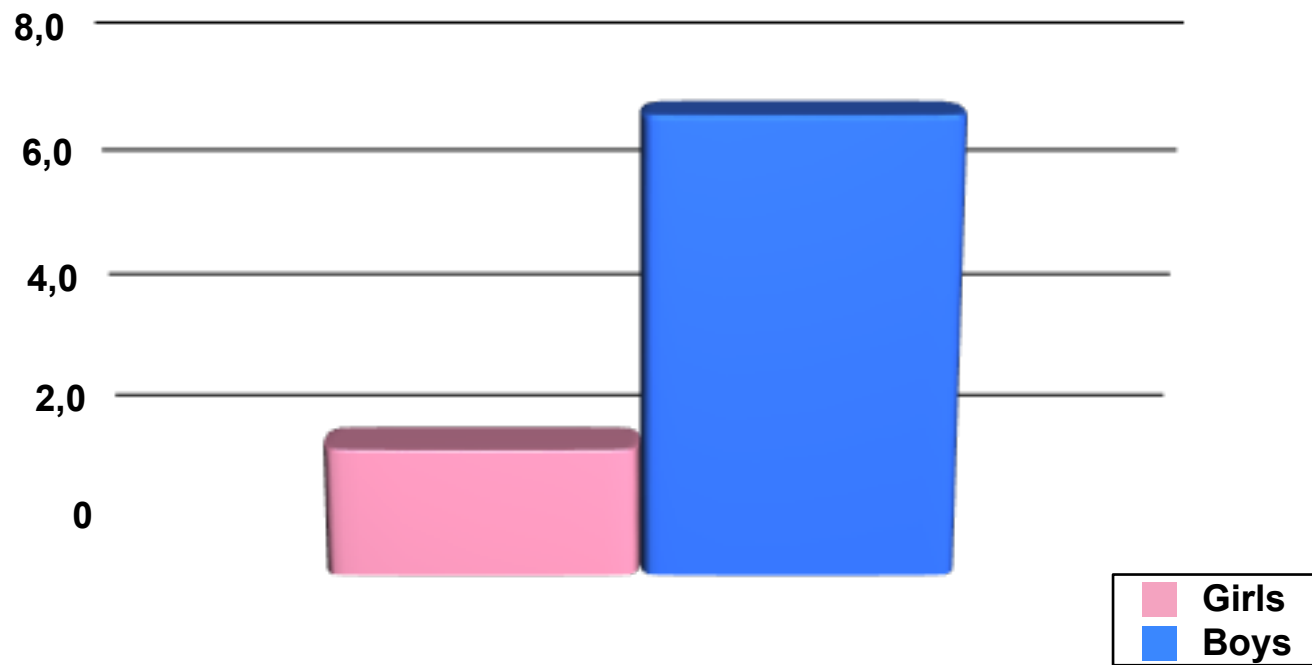
# Teacher addressing each child



# Allowed interruptions

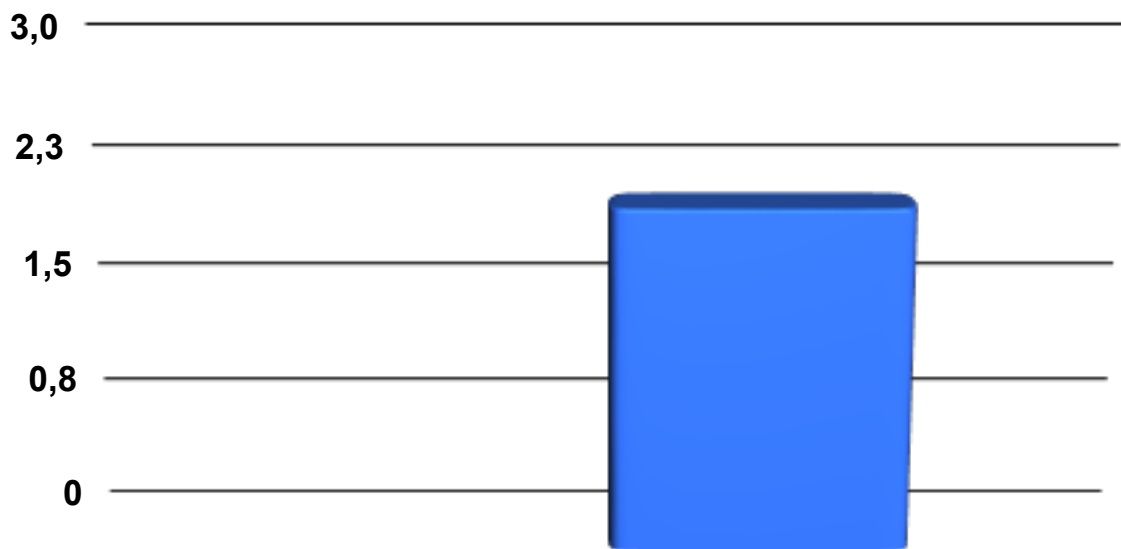


# Name spoken

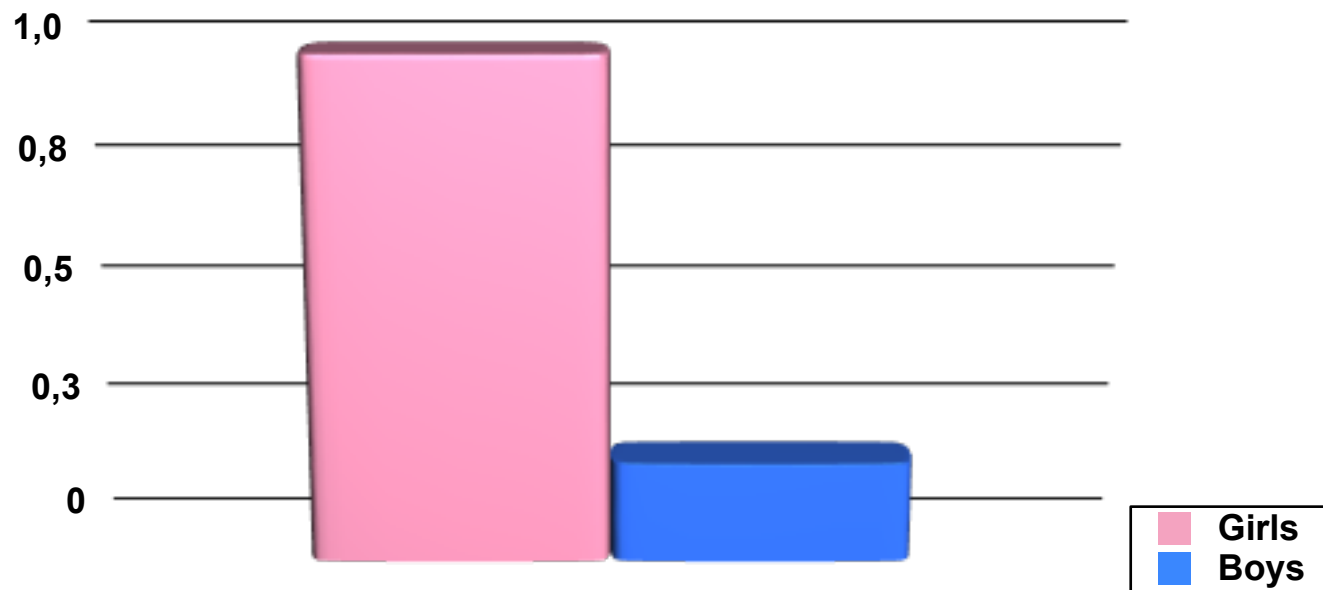




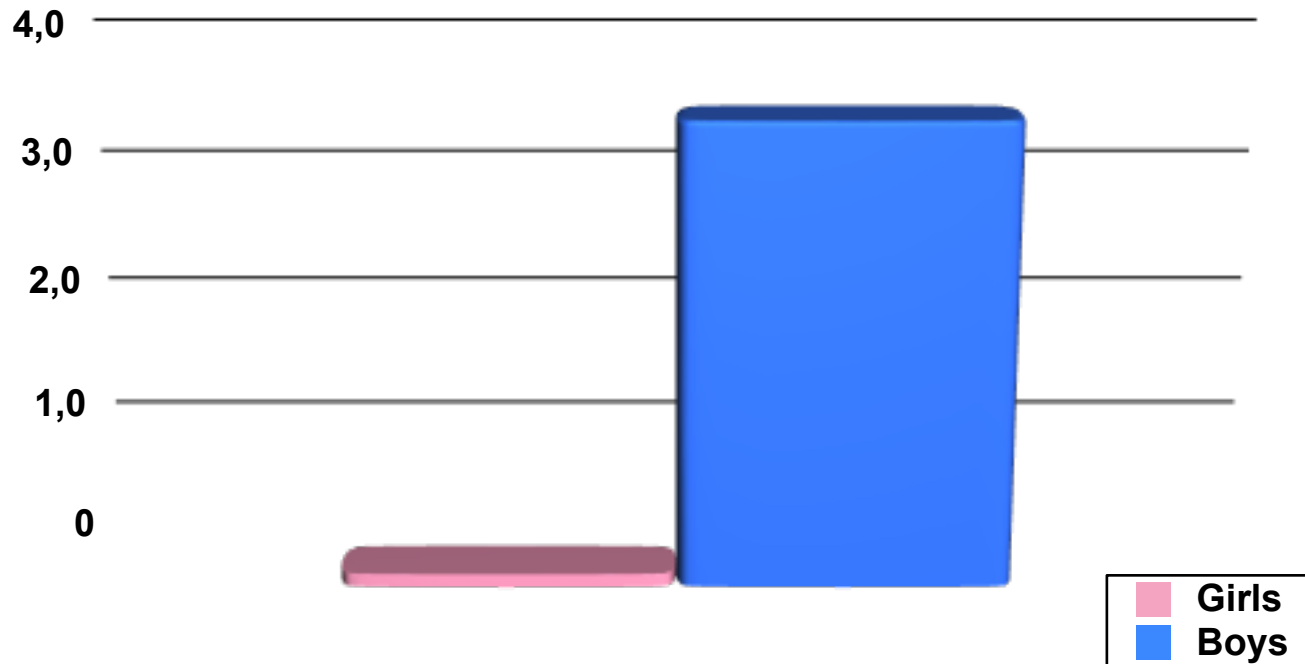
# Quantitative comments



# Qualitative comments



# Orders and reprimands.



# UPAB

Owned by Municipality of Umeå

Turnover 30 Million SEK

19 employees

Economical problems, too few users

What is gender equality in a car park facility?

# Nanna

## - the multi-storey car park

The city council directed all committees, administrations and city-owned companies to begin (1999) the implementation of a basic approach to equal opportunity in all their day-to-day operations

Umeå Parkering AB's board decided to evaluate Nanna, a multi-storey car park in the centre of Umeå



# Representation and Resources

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?

# Realia

- What is it like to be a woman/man in this setting?
- What is it like to be a woman/man with small children in this setting?
- What is it like to be an older woman/man in this setting?
- What is it like to have an elderly passenger with you in this setting?
- Does the car park Nanna feel safe?
- Why do/don't people use Nana for parking?

# Conclusions

## **The Parking house is lacking in safety, security and function**

- The car park didn't feel 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.



# Session Four

Planning ahead

# Time frame

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Think about possible project ideas!

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Qualitative analysis

Early 2013

Policy, strategy, guidelines etc

Problem definition

Representation

Resources

# Analysis presentation

Presentation of  
individual analysis prospects.

- ★ max 5 minutes
- ★ what is the problem?
- ★ representation?
- ★ resources?

# Evaluation

Positive

Negative

Interesting

Expectations study visit