



Gender in MENA Projects:

Promoting Women's Economic Empowerment

Training workshop

May 21-23, 2009, Tunis, Tunisia

"Mainstreaming Gender in Projects"

**Main Obstacles for Ensuring
Gender Equality/Equity in
Projects, Devising Solutions, and
Identifying the Right Support**



Promising
approaches

Objectives/expected results:

At the end of this session,

1. Mains obstacles facing Gender Equality, Equity and Empowerment of Women (GEEEW) identified: Reality and approaches,
2. Devising solutions proposed/confirmed,

Gender Equality and Women's Economic Empowerment: The reality

- **In nearly every country, women work longer hours than men, but are usually paid less and are more likely to live in poverty.**
- **In subsistence economies, women spend much of the day performing tasks to maintain the household, such as carrying water and collecting fuel wood.**
- **In many countries women are also responsible for agricultural production and selling. Often they take on paid work or entrepreneurial enterprises as well.**

Gender Equality and Women's Economic Empowerment: The reality

- The need for women's unpaid labour often increases with economic shocks, such as those associated with the AIDS pandemic or economic restructuring.
- Unpaid domestic work – from food preparation to care giving – directly affects the health and overall well being and quality of life of children and other household members.
- Yet women's voices and lived experiences – whether as workers (paid and unpaid), citizens, or consumers – are still largely missing from debates on finance and development.
- Poor women do more unpaid work, work longer hours and may accept degrading working conditions during times of crisis, just to ensure that their families survive.

Intergenerational Gender gaps

The differences in the work patterns of men and women, and the 'invisibility' of work that is not included in national accounts, lead to lower entitlements to women than to men.

Women's lower access to resources and the lack of attention to gender in macroeconomic policy adds to the inequity, which, in turn, perpetuates gender gaps.

When girls reach adolescence they are typically expected to spend more time in household activities, while boys spend more time on farming or wage work.

By the time girls and boys become adults; females generally work longer hours than males, have less experience in the labour force, earn less income and have less leisure, recreation or rest time.

Implications for investments in the next generation: **The vicious circle**

If parents view daughters as less likely to take paid work or earn market wages, they may be less inclined to invest in their education, women's fastest route out of poverty.

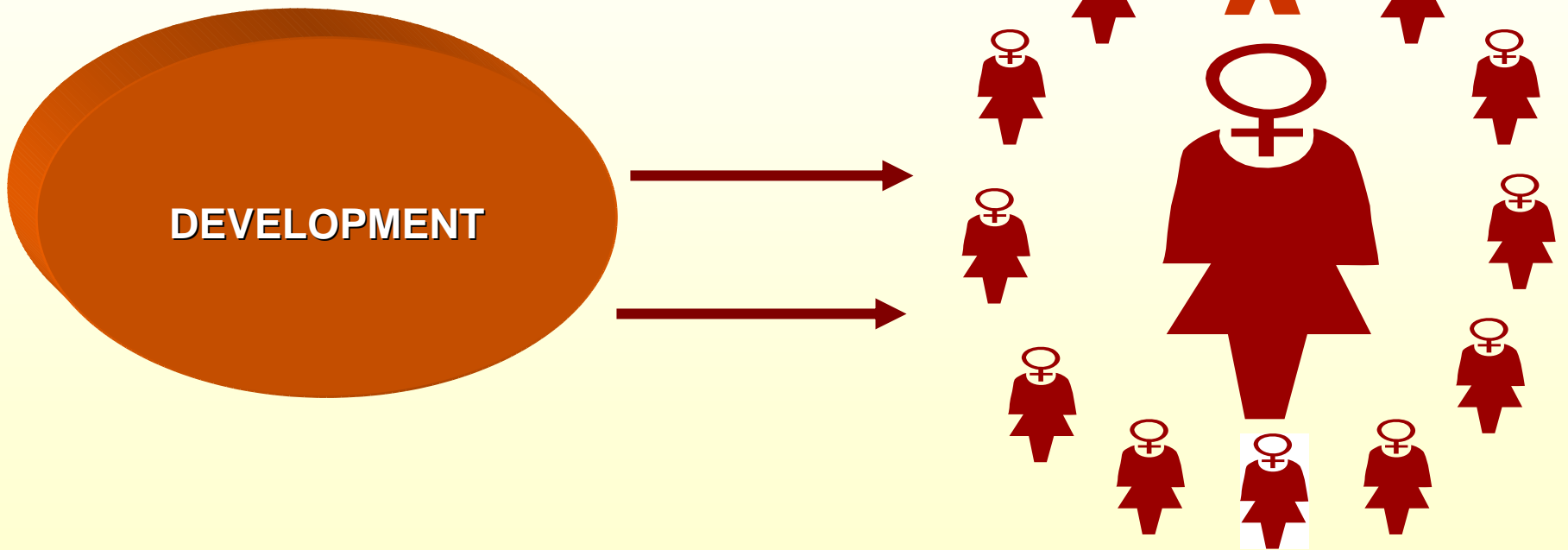
The vision.....

- From a long time and in spite of the social changes, programmes development planners continue to integrate woman in development from her traditional position in the society, in this case, her reproductive role, ignoring her other roles in the family and society.
- This vision led the failure of development programmes and plans concerning the satisfaction of women varying needs and realisation of rights

The Approach...

- This made necessary to define a strategy that goes beyond the purely vision of economic growth for a fundamentally democratic objective.
- This was to realise gender equality as a pre-requisite and achieve the development objectives: equality here means the equality between men and women roles in the society as well as their equal benefits of the products of development and equal enjoyment of their human rights.

Women In Development/WID



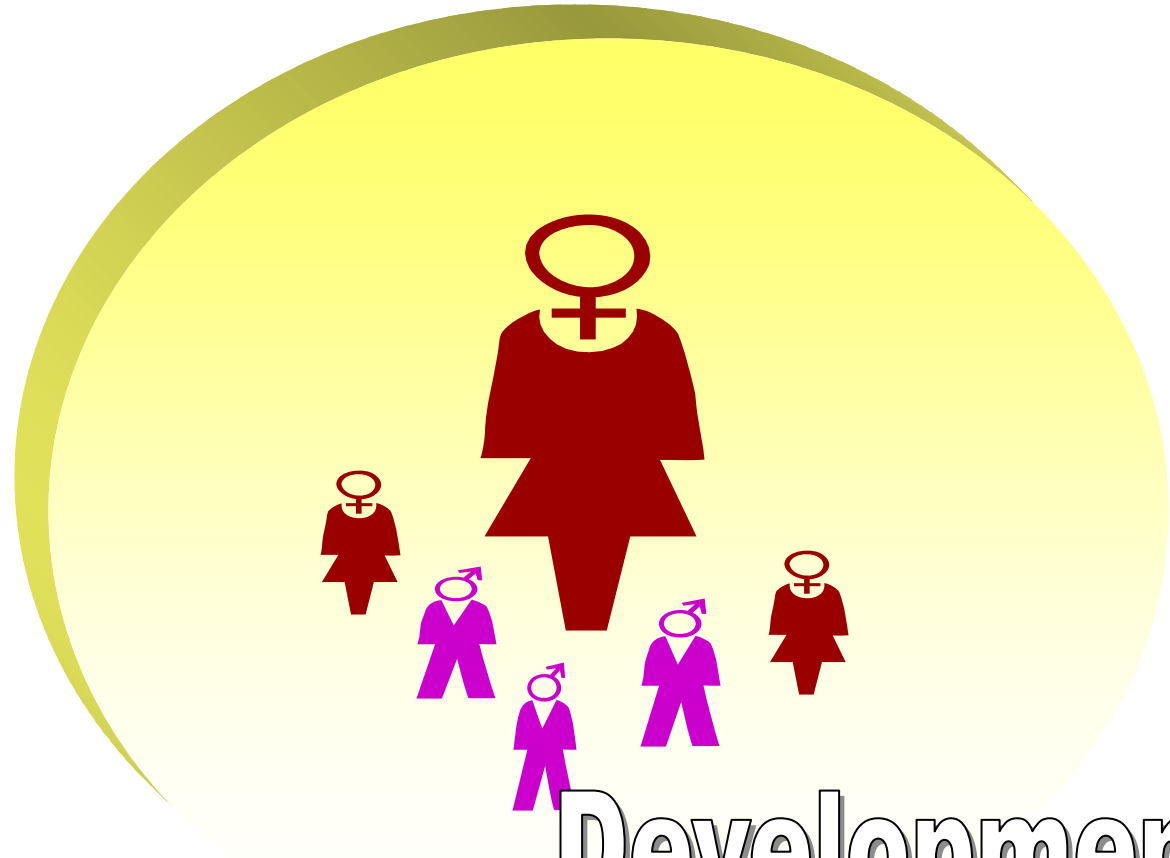
Women In Development/WID

- ✓ Considers that taking away women in the development process does not have negative consequences on women only, but also on the development itself.
- ✓ Focuses action on the reproductive role and satisfaction of practical needs.
- ✓ Proposes specific projects for women.
- ✓ Based on Development approaches: Antipoverty, equity and efficiency.

Critique: It ignores certain aspects the most important of which is the already and effective presence of women in development.

GENDER NEGATIVE

Women And Development/WAD



Development

Women And Development/WAD

- ✓ Woman is integrated a-priori in the development process but in an unequal way vis-à-vis man.
- ✓ The development would become better managed and evaluated if women's efforts are evaluated inside and outside household.
- ✓ The participation of woman in development is characterised by its non-rewarded and non-visible aspects.

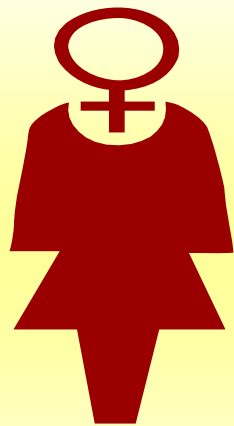
Proposition :

- ✓ to widen women's opportunities, their resources and skills
- ✓ Based on equality in development programmes, taking into consideration the efforts of division of roles.

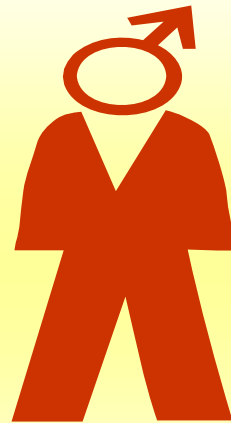
GENDER NEUTRAL

Gender And Development

Society



+



Development

Gender And Development

- ✓ Women integration is characterised by a secondary position in comparison with and dependence to men.
- ✓ Gender and Development is particularly interested in relation between men and women as well as power positions.
- ✓ Women are victims of a multi faceted discrimination: sex, race, social class, and religion.
- ✓ Women's main problem is their inferior position in the society in comparison with that of men.
- ✓ Evolved from development model that addressed women's concerns to one addressing larger power structures.
- Examine the relationships between men and women, challenging existing power structures, as well as the ideologies and institutions that preserved that power.

GENDER SENSITIVE AND TRANSFORMATIVE

Main Obstacles for Ensuring Gender Equality/Equity

Systemic and Systematic...

- *Institutionalized Gender-based inequality*
- *Gender-based division of labour*
- *Gendered balance of power*
- *Gender Relations*
- *Gender-based Discrimination and inequality*
- *Gender and construction of masculinity...*

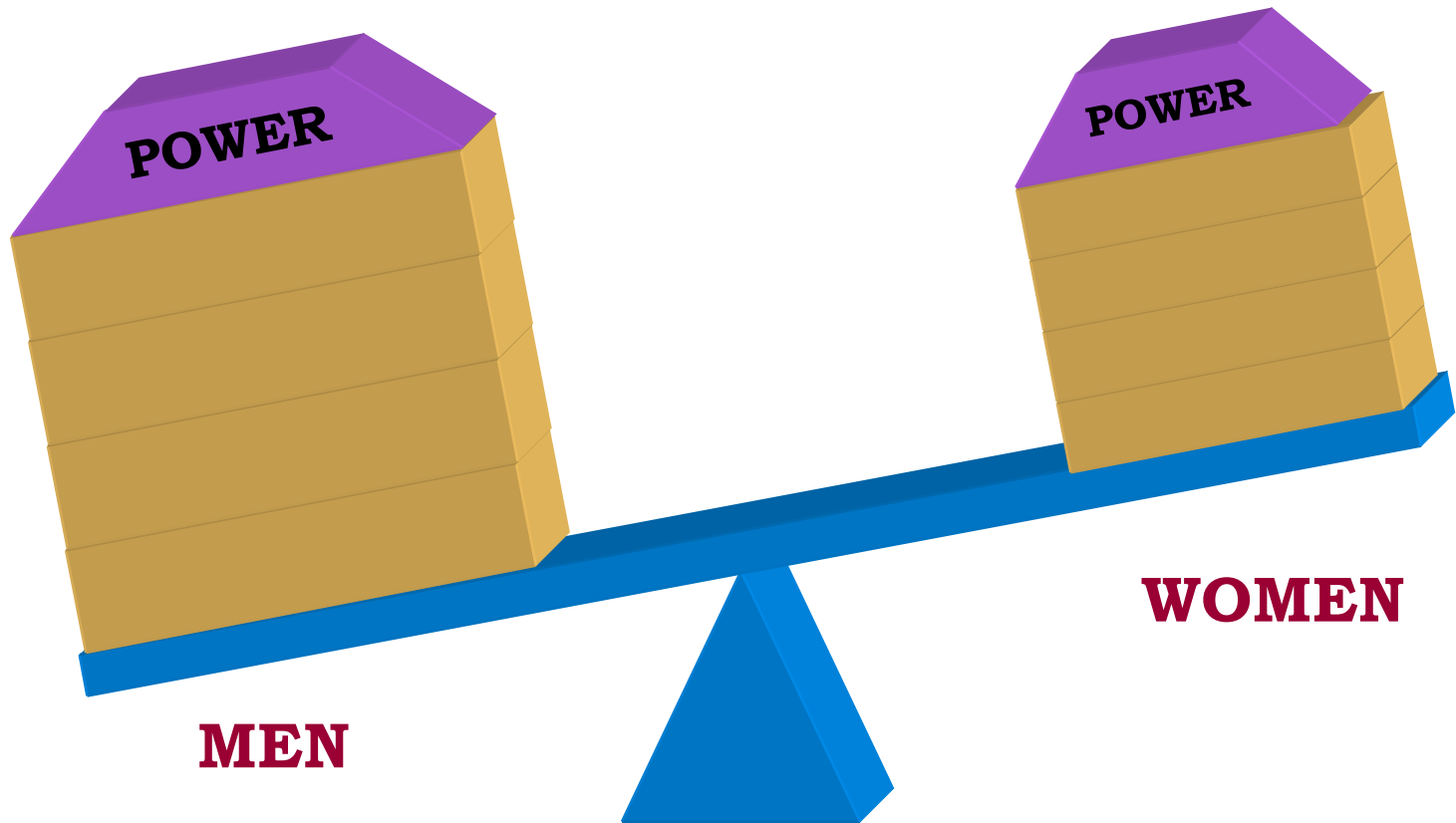
Gender-based inequality is often institutionalized

- o Gender-based inequality is systematically legitimized and institutionalized through laws, policies, programmes and practices.

The gender-based division of labour

- ❑ ...is far from a simple sharing of responsibilities, and is at the root of women being under-valued and their low status in society.
- ❑ Gender differences are transformed into gender-based inequalities in the way resources and power are distributed.

Gendered Balance of Power



Gender Relations

- ... constitute and are constructed by a range of institutions such as the family, legal systems, or the market. Gender relations are hierarchical relations of power between women and men and tend to disadvantage women.
- These **hierarchies** are often accepted as “natural” but are socially determined relations, culturally based, and are subject to change over time but still and for many reasons face resistance

Discrimination and inequality

- Gender inequality is imbedded in many institutions in society, including health, education, economic... institutions. If society does not value women's input, institutions are unlikely to do so either.
- If society does not give women access to decision-making, none of the institutions will not either.
- Likewise, if society does not value women's status and rights, none of the institutions probably won't either.
- It is also important to analyze whether and how institutions reinforce gender inequalities actively and explicitly, or more passively, by omission

Gender and construction of masculinity

While gender-based differences disadvantage women much more than men, men are also constrained by the construction of masculinity.

Creation of rigid gender roles also may be harmful to men.

Examples include social pressure to:

- Prove masculinity through sexual conquest, physical force, or violence...
- Serve as economic providers
- Remain emotionally strong or hide emotions

TO BE BY DENYING THE OTHER

Political...

For many conscious or unconscious reasons

(systemic, cultural, institutional, technical, conflict of interest...)

**GENDER IS DRESSED MORE
THAN ADRESSED:**

GE/GM is not about having well-written statements, policies or strategies... – it's about changing the way we think, we behave and we work

Institutional...Methodological...Technical

1. Inappropriate vision/approach,
2. Unclear objectives from GEEEW perspective
3. Insensitive/negative culture of the organisation,
4. Institutional/individual practices,
5. Lack of accountability mechanisms,
6. Weak referral framework (international standards),
7. Discriminatory legislation, non enforced legislation
8. Lack of/weak technical capacities

Gender Assessments to explore the gender-responsiveness

- Modest or inconsistent use of data
- Concentration on the education, health and microeconomic sectors
- Missing on finance, taxation, industry and employment
- Irregular inclusion on agriculture, transport, water, environment
- Few links with CEDAW – Convention on the Elimination of all Discrimination against Women (1979, General Assembly) UN Conferences : gender and human rights, 93,94,95 and their revisions ; MD/Millennium Development Goals (2000) , Goal 3 and others
- No use of information provided by CEDAW Reports or implementation of the CEDAW Committee
- Few links with national plan of action/strategies (gender, women empowerment, rural women...)
- Discriminatory legislation, non implementation of the national legislation and international commitments in addition to various levels of contradiction
- Modest use or no inclusion of initiatives related on Laws and Policies

Devising Solutions

Challenges ???



Devising Solutions

1. Sensitive/transformative culture and practices of the organisation,
2. Set up of accountability mechanisms,
3. Appropriate vision/approach and legislation,
4. Clear referral framework (international standards),
5. SMART objectives from GEEEW perspective
6. Strong technical capacities



Gender principles



Gender equality means equal treatment of women and men in laws and policies, and equal access to resources and services within families, communities and society at large

Women Empowerment Equality is not always equitable and that means it often requires women-specific programmes and policies to end existing inequalities: affirmative action/positive discrimination.



Gender equity means fairness and justice in the distribution of benefits and responsibilities between women and men.

Prerequisites for gender mainstreaming?

- **A legally backed, public duty to promote equality (national legislation and policies, international commitments),**
- **Appropriate Institutional Arrangements,**
- **Awareness Raising,**
- **Training,**
- **Expertise,**
- **Reporting Mechanisms,**
- **Commitment from the Top,**
- **Incentives to Build Ownership (Increasing Efficiency and Effectiveness :by maximizing human resource potential internally and by identifying and addressing local needs more effectively**

Tools for gender mainstreaming?

Educational

- Awareness-Raising
- Transfer of Knowledge
- Flying Expertise
- Manuals, Handbooks, Booklets and Leaflets
- Educational material for use in schools

Consultative and Participatory

- Working groups, think tanks
- Directories, databases, organizational charts
- Participation of both sexes in decision-making
- Conferences and seminars
- Hearings

Analytical

- Gender Disaggregated Statistics
- Equality Indicators
- Gender Impact Assessments
- Monitoring, Evaluating, Auditing

Identifying the Right Support Networks

- **What is *Gender Mainstreaming*?** The (re) organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated into all policies at all levels and at all stages, **by the actors normally involved in policy-making.** Dr. Roberta Lepre B.A. LL.D. Gender Liaison Officer, National Commission for the Promotion of Equality (Malta)
- ***Who are these actors?***

1. Primary, secondary and tertiary stakeholders
2. Primary, secondary and tertiary Claim holders and Duty Bearers
3. Women's groups as social actors provide a rationale for linking a gender perspective to human rights and poverty concerns...
4. Community leaders
5. government and civil society for a policy dialogue to promote, respect and defend gender Equality and human rights.
6. Development Agencies and Donors (bi-and multi-lateral cooperation)



Merci

THANK YOU

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