

Is this situation familiar to you?



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Gender Mainstreaming in UNDP Turkey

Part 1. Exploring Gender Terms

Part 2. UNDP GM Strategy

Part 3. Concrete Examples

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Gender Focal Point

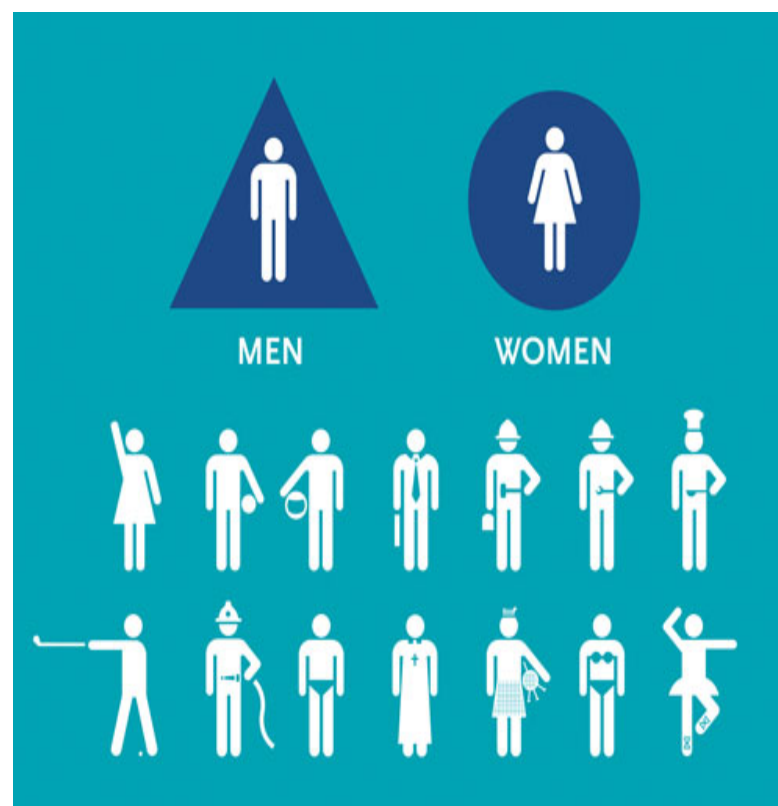
What is meant by "gender"?

Economic, social and cultural attributes and opportunities associated with being male or female.

Gender stereotypes: Ideas on what men and women are capable of doing.

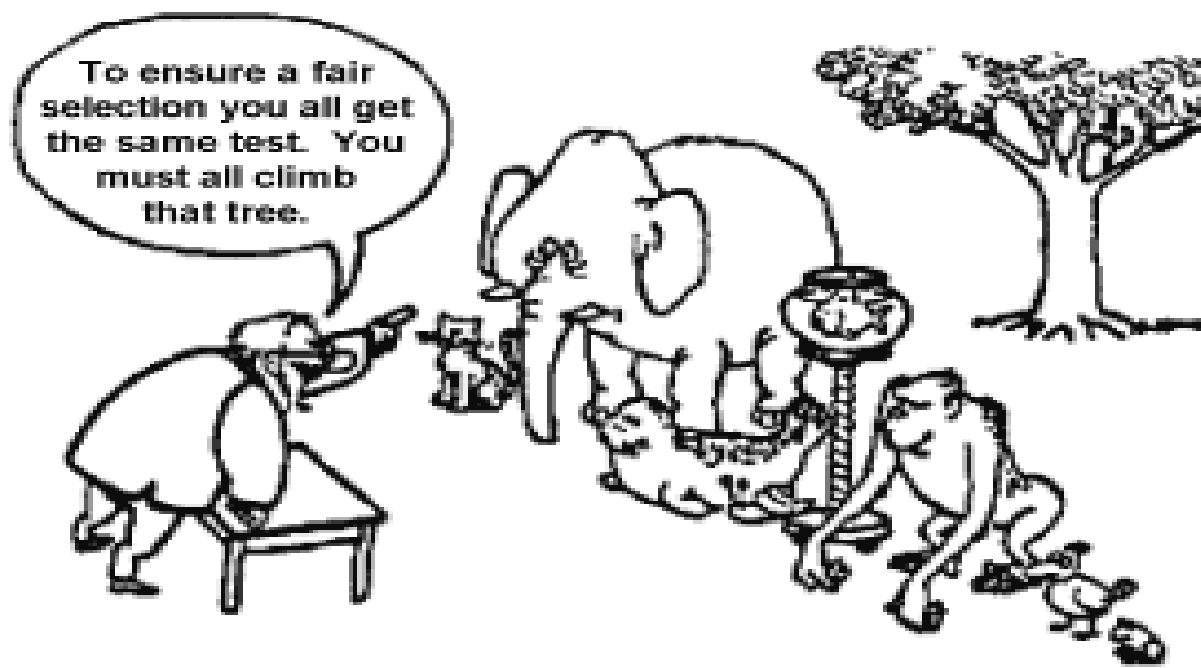
Gender values and norms: ideas on what men and women of all generations should be like.

Gender roles activities that both sexes actually do.



Different roles.....

1. Foster different needs
2. Require different skills
3. Different access to information, resources and power
4. Different access to benefits of development



And...the difference between gender equality and women's empowerment?

Women's Empowerment: Its about women taking control over their lives.

Gender equality : Equal conditions for

- Realization of human rights and
- Contributing to, and benefiting from, development.



Do we know? FACTS from Turkey

Ratio of girls to boys in Primary education	0.95
Ratio of literate women to men	90.9
Labor force participation rate	71% M - 24% W
Labor force participation rate (15-24 years)	52% M - 25% W
Women in national parliament	9.1
Women mayors	0.56
Women members of provincial councils	1.81
Women members of municipal councils	2.42
Gender Empowerment Measure	0.289 No 90/93
Gender Development Index	0.763 No 112/156

What is “gender mainstreaming”?

Gender Mainstreaming is a strategy to eliminate inequalities and promote gender equality

Why “gender mainstreaming” in EC?

The European Union has committed itself to a set of values to maintain and to promote externally (equal pay campaign) in accordance with:

- Articles 2 and 3 of the EC Treaty (gender mainstreaming)
- Article 141 (equality in employment and occupation)
- Article 13 (sex discrimination work place)

[Roadmap for equality between women and men \(2006-2010\)](#)

UNDP Gender Mainstreaming Strategy

What?

- To ensure gender sensitivity in design, implementation, monitoring and evaluation of the UNDP CO programmes, projects and activities.
- To promote gender mainstreaming in Human Resources and management in the UNDP CO.
- To create greater awareness among national partners on the need to mainstream gender.

How?

- Gender team within UNDP (not focal point)
- Gender questionnaire (gender baseline assessment)

1. UNDP Programming?

- Identify gender-sensitive objectives and develop gender-sensitive indicators in the formulation stage .
- To incorporate gender analysis when collecting relevant baseline information during project development
- Always collect, analyze and use sex disaggregated data
- To include gender aspects in internal reports standard formats
- To include gender requirement in the Term of Reference of Projects
- Participation of Gender Team member in LPAC meetings
- Trainings sessions for the project team, inviting external gender experts with experience in UNDP.
- To create a on-line library

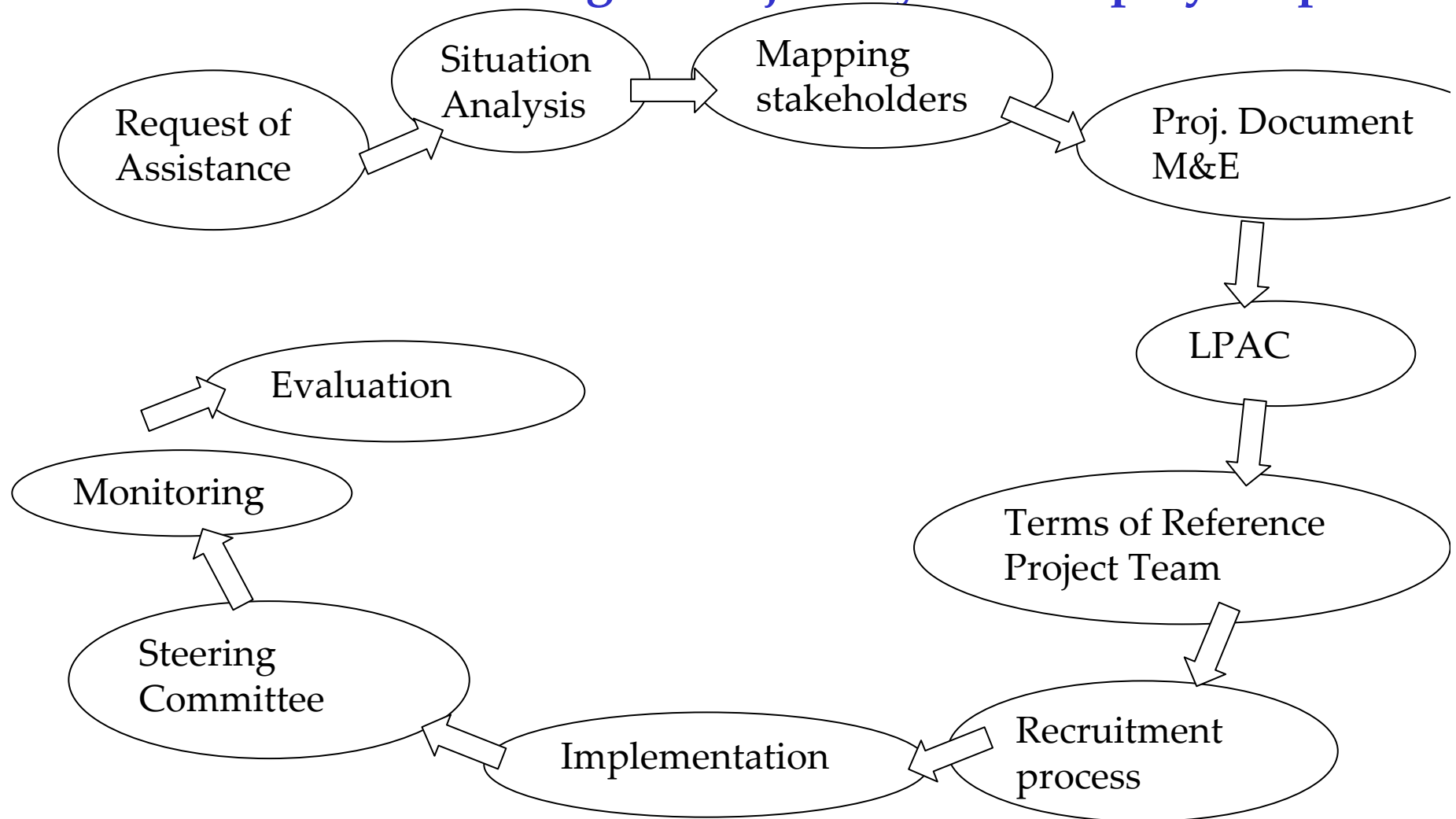
2. UNDP Operations

- Gender in briefing package for new staff
- Include “promotion of gender equity and human rights” in all selection and recruitment processes
- Monitor gender balance in staffing at all levels and decide on ways of redress
- Monitor gender balance on all Committees and Appointment and Promotion panels
- Ensure compliance with Work life Balance Policy such as: paternity leave, breastfeeding mothers
- Continue zero tolerance to sexual harassment (in the field/website)

3. Stakeholders

- Liaise with the national gender responsible people in the relevant ministries/agencies in all phases of the project cycle
- Incorporate gender sensitization/capacity-building session for programme/project national counterparts during inception workshop
- Organise a session to sensitize media, publishing houses, and film producers on gender

Gender Mainstreaming in Project Cycle – Step by Step



Mapping Stakeholders

Beneficiaries (Direct and Indirect):

Consult women and men separately to ensure that women's priorities, needs, and motivations, as well as men's, are reflected in the project framework.

Government Counterpart:

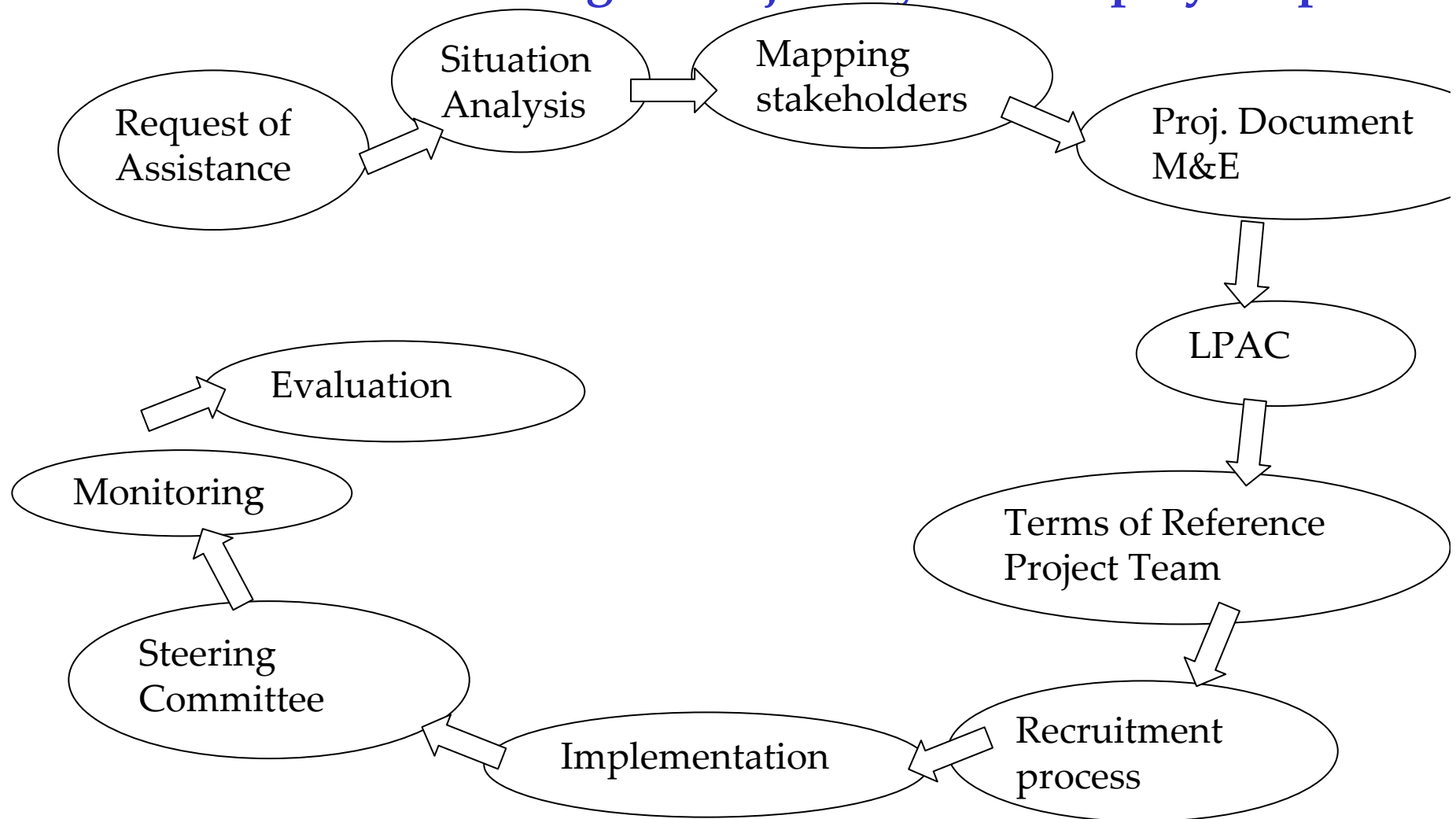
Promote equal participation of men and women in preparatory meetings and follow up meetings

Civil Society Organizations:

Avoid using just male intermediaries as local representatives from CBO.

Guaranty Representation of all segments of society

Gender Mainstreaming in Project Cycle – Step by Step



Gender Sensitive Indicators and Gender Disaggregated Data

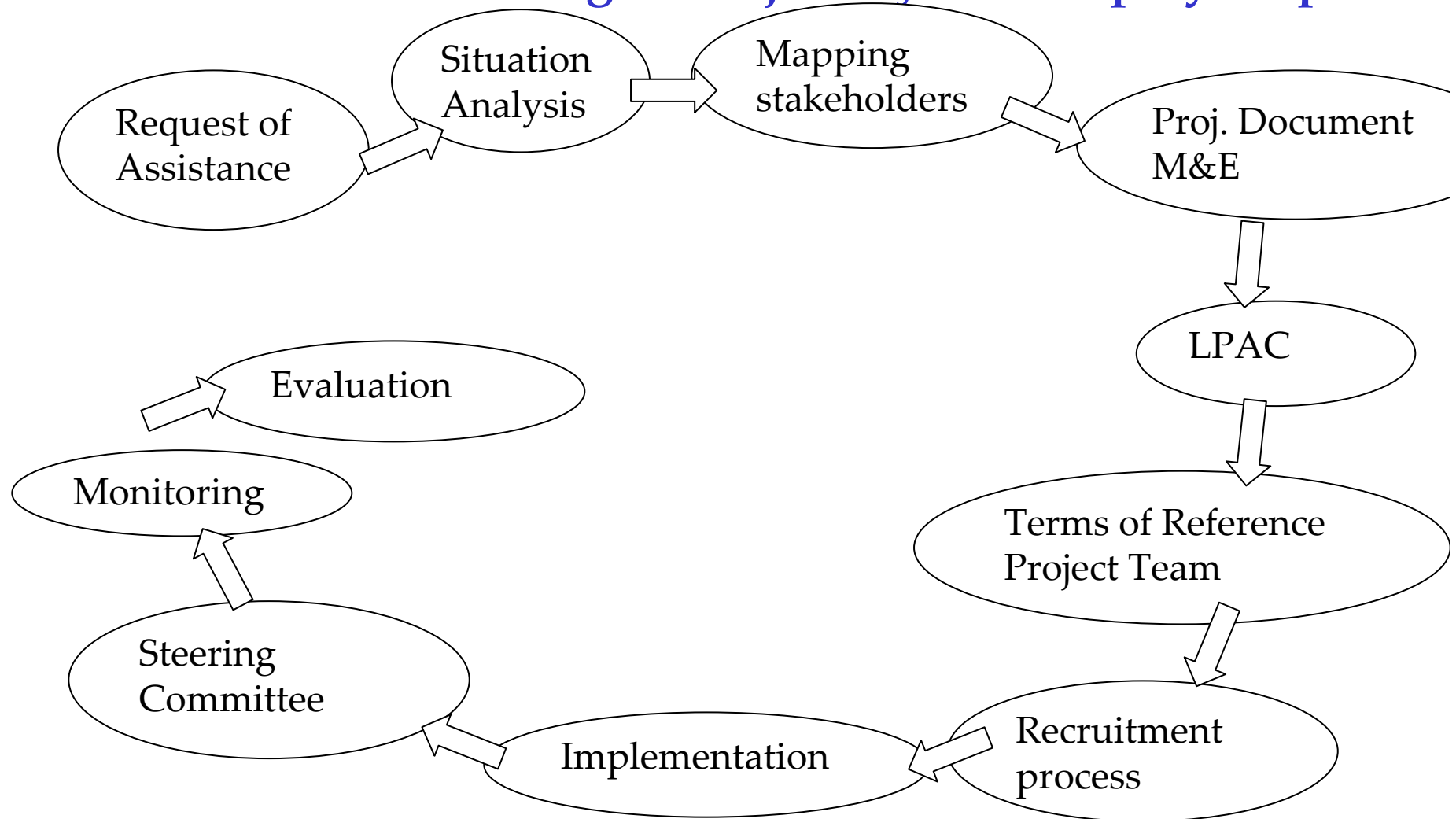
Some quantitative gender sensitive indicators:

- Increase/decrease in violence against women/men.
- % of union members who are women.
- Average household expenditure of female/male headed households on
- education/health.
- Mobility of women/men within and outside their residential locality, as compared to men.

Some qualitative gender sensitive indicators:

- The quality of women's participation in the decision-making and consensus-building processes;
- Whether women who do participate are representative;
- Whether women/men perceive that they now have greater economic autonomy?
- Whether gender relations are good among the employees who work in the implementation of projects.

Gender Mainstreaming in Project Cycle – Step by Step



Terms of Reference / Vacancy Announcement

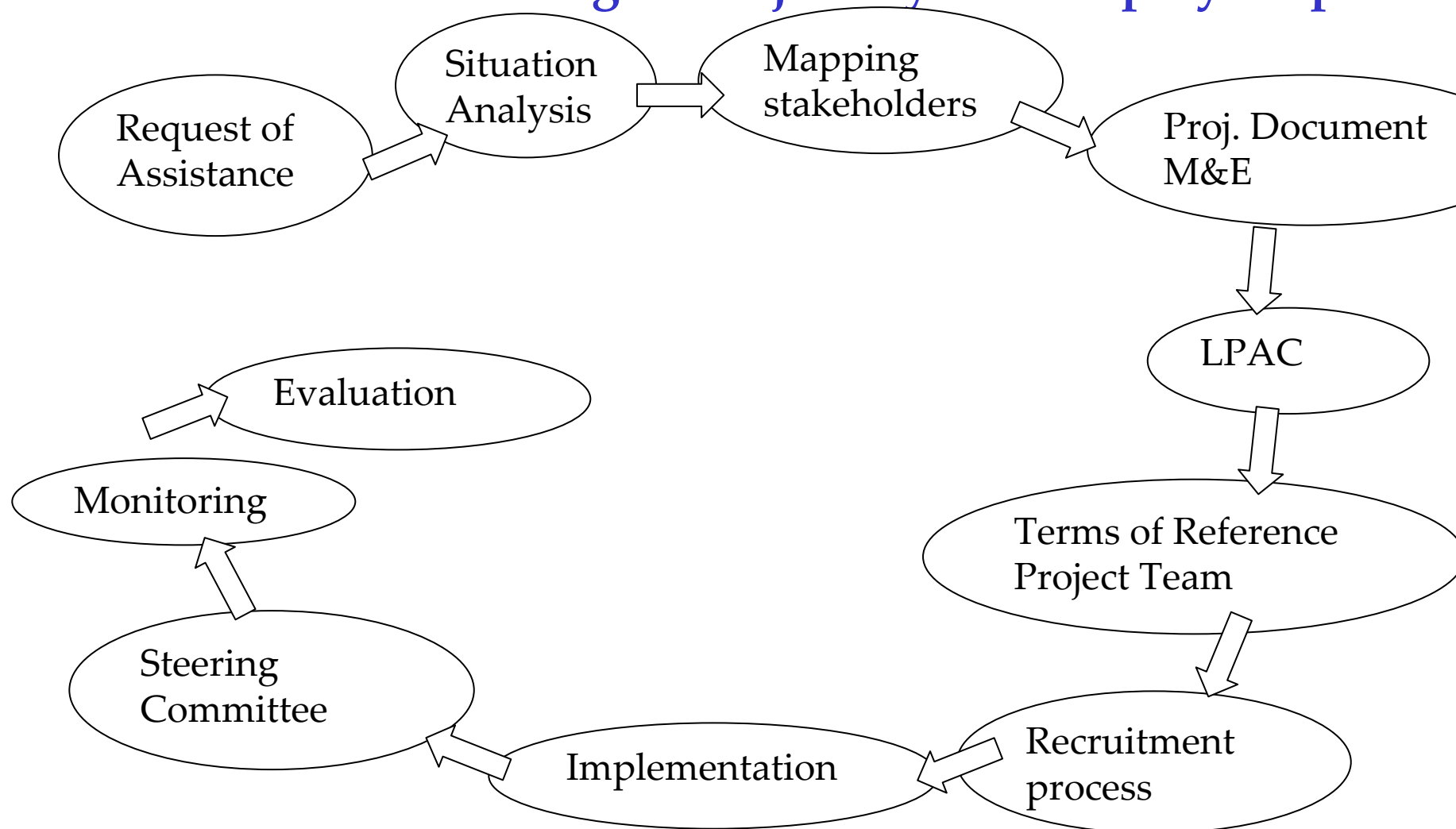
Skills & Competencies

- Solid level of understanding on Gender Equity, Equality and Diversity issues
- High-level knowledge of gender based program planning and monitoring and evaluation.

Roles & Responsibilities in TOR:

- Must play key role for ensuring implementation of Gender Policy Operationalization Guidelines in the project/program
- Must ensure for keeping an identified provision of budgeted amount in the annual budget of program/project
- Must ensure maintaining enabling environment for female staff as no sexual harassment incidents occurred
- Ensure JDs/TORs, Annual Work Plans and Annual Appraisals of all staff cover responsibility and performance in regard to gender sensitivity
- Create scope and venues for developing the capacities of female staff through nominating different trainings/forums/cross visit etc.

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**Thanks for your great attention!!
I hope you will now know how to put your gender
Lens on!!**

