



## DAY TWO: Task sheet #2: how to choose the best strategies to promote gender equality from an intersectional perspective

### Guidelines :

- Work with your respective break out Group.
- Look at the Table below and read the 9 gender and intersectional problems presented. Each of them describes an unequal situation requiring some action (strategy).
- Please choose 1 problem/issue and for each of them answer the following questions:
  1. Which strategy would be the most appropriate to address this problem/issue? You can choose one or 2 strategies max. from the Table on page 2 below.
  2. To whom would this strategy be addressed? Choose 2 key target group(s) that you could reach out for a response/approach to the problem.
  3. What would be your expected result?

**Time allocated to this exercise: 30 minutes for discussion in break out groups + 15 minutes for Plenary (5 minutes per Rapporteur).**

Gender/ Intersectional Issues/Problems
<u>Gender/Intersectional issue 1:</u> Despite progress in implementation of laws, Roma women and men and their children are still denied their right to adequate housing, education, among others. Violence against them is met with impunity and there is lack of awareness/willingness at institutional level (police, courts, lawyers) and prejudice/bias among the population. The Covid has exacerbated scapegoating.
<u>Gender/Intersectional issue 2:</u> In Member States, a majority of women are well educated but they remain underrepresented at high positions in the labour market due to unpaid domestic work burdens and family responsibilities, leaving less time and energy for paid economic activities (productive side of the economy).
<u>Gender/Intersectional Issue 3:</u> Women and Youth from so called vulnerable groups received training and have been empowered for political participation at local level; however, local authorities are unwilling to share decision making power in the municipalities with them.
<u>Gender/Intersectional issue 4:</u> Violence against women is the most frequent violation of human rights in the country but it remains underreported and is not a political priority of the government. Level of impunity remains high and prevalence has been exacerbated by the COVID crisis.
<u>Gender/Intersectional issue 5:</u> Sexist and stereotyping images/language in the media have increased during the COVID crisis.
<u>Gender/Intersectional issue 6:</u> In many Member States, citizens' confidence and trust in the actions/decisions of public officials and institutions (including Parliaments) is very low. Moreover, a majority of women and persons from minority groups do not feel their proposals have been heard and complain that they have not been included in decision-making processes. In short, they do not feel represented.
<u>Gender/Intersectional issue 7:</u> Social polarisation has increased in some European countries, leading to a backlash in women's rights (sexual and reproductive, economic, political, social). Innovative activities to promote gender equality in education for democratic citizenship and human rights are urgently needed.
<u>Gender/Intersectional issue 8:</u> Despite legal advances, humiliating anti-doping practices for women athletes when they perform "too well" for being a woman have persisted.



## **Annex: Description of strategies - How to choose the best strategies to promote gender equality through an intersectional approach**

The aim of this tool is to **review** some strategies to promote gender equality, the results expected with each of these strategies, activities that could help you achieve these results, and examples where a specific strategy can be useful.

<b>Strategy</b>	<b>Ex. of Results expected</b>	<b>Ex. of activities implemented</b>	<b>Cases where useful</b>
<p><b>1. Equal Opportunities /Treatment</b> Refers to formal provisions to guarantee that no discrimination will be applied and to ensure equal treatment and opportunities regardless of sex, race, ethnicity, physical condition or other.</p>	<ul style="list-style-type: none"> <li>- Reduced gender gaps/wage gaps</li> <li>- Equal access to decent work conditions</li> <li>- Legislation/Policies are reviewed to tackle gender-bias and or intersectional discrimination.</li> <li>- Only professional qualifications are judged regardless of gender, age, race/ethnicity.</li> </ul>	<ul style="list-style-type: none"> <li>- Actions to ensure equal chances for men and women, boys and girls in all their diversity</li> <li>- Application of gender equality target indicators and pro-active monitoring of the process of reducing the gender gap</li> <li>- Human resource management based on equal opportunities policy</li> </ul>	<p>Useful strategy when gender-discrimination hampers equal access to</p> <ul style="list-style-type: none"> <li>- the education system</li> <li>- employment</li> <li>- vocational training</li> <li>- decision-making levels of state and non-state actors</li> </ul>
<p><b>2. Capacity-building on Gender Equality and Social Inclusion</b> Refers to the development and strengthening of the capacities of institutions, officials, decision-makers so that they can integrate gender/intersectional issues systematically.</p>	<ul style="list-style-type: none"> <li>- Strengthened core competences to address gender/ intersectional issues</li> <li>- Increased gender/intersectional expertise to understand and recognise women's and men's multiple roles in the area.</li> <li>- Gender-responsive and rights-based governance.</li> <li>- -Increases in participatory democracy (at macro and micro level).</li> </ul>	<ul style="list-style-type: none"> <li>- Gender and intersectionality training and curriculum development.</li> <li>- Gender and diversity audits</li> <li>- Gender responsive Institutional change.</li> <li>- Exchanges, study visits, sharing of good practices (for ex. in gender-responsive governance, etc).</li> </ul>	<p>With public institutions, Ministries, public and non-state actors, etc.</p> <ul style="list-style-type: none"> <li>- Supporting officials and other relevant actors to implement commitments (including normative and legal frameworks) related to gender equality and human rights of women and girls and persons from so-called minorities, vulnerable groups (intersectional dimension).</li> </ul>
<p><b>3. National Women's Agencies and or Gender Equality Units /Entities</b> Special authority to coordinate gender and women's issues, frequently composed of representatives of both governmental and non-governmental Institutions.</p>	<ul style="list-style-type: none"> <li>- Implementation at national level of equal rights and gender equality goals and targets as established in national, regional and international legal frameworks and political commitments</li> <li>- Building a common culture on gender equality between the different stakeholders</li> <li>- Impetus and support for Gender Mainstreaming.</li> </ul>	<ul style="list-style-type: none"> <li>- Giving follow-up to international commitments on gender issues and women's rights, such as CEDAW, Cairo ICPD, Beijing Platform for Action (PfA) and SDGs, Istanbul Convention.</li> <li>- promote and boost policies for the advancement of women and gender equality in all areas of all ministries and at all political levels.</li> </ul>	<ul style="list-style-type: none"> <li>-At governmental level where a specific authority (which can be a Ministry, a Secretariat, a Department, a Board or an Institution) is responsible for coordinating the national commitments to women's rights, women's empowerment and gender equality.</li> <li>-Useful to get an independent GE body to assess the GE policies at the national level.</li> </ul>

<p><b>4. Temporary special measures</b>  Strategy based on the international legal provision of CEDAW, article 4:  <i>“Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.”</i></p>	<ul style="list-style-type: none"> <li>- Equality of opportunity and treatment of women and men in the political, economic, social, cultural, civil or any other field.</li> <li>- Action Plans designed by state actors and non-state actors to favour women temporarily in order to accelerate the process of correcting gender disparities.</li> </ul>	<ul style="list-style-type: none"> <li>- Establishing gender quotas by law for women’s political participation in parliament, in government, or in local authorities</li> <li>- Voluntarily introduction of gender quotas by political parties.</li> <li>- Implementation of Action Plans for Affirmative Action, Positive Action, or Quota systems at sector level (e.g. in the education system) or at organizational level (in the project, in the company, in the Ministry, etc.)</li> </ul>	<p>In politics to increase women’s participation in parliament, in political parties, in national and local decision making, in private sector, Governmental bodies</p> <ul style="list-style-type: none"> <li>- To apply in situations where women and other intersectionally discriminates groups are excluded from social, economic and political participation and decision-making.</li> </ul>
<p><b>4.a. Specific actions to enhance gender equality</b>  Target groups of specific actions can be men or women or both. Specific actions are tailored to each specific situation and can include any combination of strategies such as: temporary special measures, capacity- building, advocacy, awareness campaigns, or policy/political dialogues.</p>	<ul style="list-style-type: none"> <li>- Ending violations of women’s human rights</li> <li>- Addressing specific cases of gender inequality or violations of women’s human rights, which cannot be addressed effectively with one of the previously mentioned strategies.</li> <li>- Redressing serious inequalities/human rights abuses including those endured by intersectionally discriminated groups (Roma, migrants, vulnerable youth, persons with disability, etc)</li> <li>- Increased awareness of specific target groups (men and/or women) about their role in respecting and promoting women’s human rights.</li> </ul>	<p>Examples, but they should be tailor made to specific groups:</p> <ul style="list-style-type: none"> <li>- media/awareness raising campaigns and other specific actions to prevent and protect affected groups and or individuals;</li> <li>- advocacy work to raise awareness among decision-makers (shifting mindsets, tackling (un)conscious gender/racial/ethnic/class bias, etc.</li> </ul>	<p>Useful in cases of:</p> <ul style="list-style-type: none"> <li>- violations of women’s human rights, gender- based violence, other forms of violence (ex. cyber violence, hate speech, sexual harassment, etc)</li> <li>- Trafficking, exploitation and sex-slavery of women and girls</li> <li>-</li> </ul>

<p><b>5. Gender mainstreaming</b> Refers to the process of assessing the implications for women and men of any planned action, legislation, policies or programmes, in any area and at all levels in order to enhance gender equality so that women and men benefit equally, and inequality is not perpetuated un 1995).</p>	<ul style="list-style-type: none"> <li>- Responding to the practical and strategic needs of both men and women</li> <li>- Reduction of gender gaps in legislation, policies, Recommendations and Standards.</li> <li>- Ensure that men and women are equally favoured and benefited by policies, programmes and projects.</li> </ul>	<ul style="list-style-type: none"> <li>- Conducting a gender analysis (access to and control over resources and assets, gender discrimination in laws and by-laws, political commitments to gender equality, stereotypes and gender norms that (re)produce social inequalities)</li> <li>- anticipating impact: how will the law/policy address existing inequalities and enhance gender equality?</li> <li>- Collection of disaggregated data on men's and women's status (intersectional dis..).</li> </ul>	<ul style="list-style-type: none"> <li>- In all Areas/sectors, for all target groups at all levels of Legal policy design/implementation/enforcement.</li> <li>- <b>Attention:</b> Gender mainstreaming does not replace <ul style="list-style-type: none"> <li>- specific actions for women or for men from minorities or vulnerable groups.</li> </ul> </li> </ul>
<p><b>5.a. Gender Budgeting</b> is an application of gender mainstreaming in the budgetary process. It means a gender- sensitive assessment of the budgetary process (restructuring revenues and expenditures) in order to promote gender equality (Council of Europe, 2005).</p>	<ul style="list-style-type: none"> <li>- Budgets address the concerns/needs of diverse social groups and reflect the goals of gender equality policy.</li> <li>- A more transparent public finance system which enables the tracing of the effects of budget revenues and expenditure on citizens' centred institutions and State's Accountability</li> </ul>	<ul style="list-style-type: none"> <li>- Gender-sensitive policy appraisal</li> <li>- Gender-disaggregated beneficiary assessment</li> <li>- Gender-disaggregated public expenditure incidence analysis</li> <li>- Gender-disaggregated analysis of the impact of the budget on time-use</li> <li>- Gender-aware and socially inclusive budget statements</li> <li>- Participatory budgeting at local level</li> </ul>	<ul style="list-style-type: none"> <li>- useful for national /local governments to be applied in their finance management system</li> <li>- Gender budgeting can also be applied at project level, for example to assess the impact of the project interventions and budget allocations on the men and women, boys and girls of the target groups/intended beneficiaries.</li> </ul>

*Adapted from Thera van Osch, 2013.*