Gender mainstreaming

WHY BOTHER?
1. Gender is about all of us
Women 54%  
Men 46%
2. Gender equality makes good sense
Gender equality is good for:

- Countries
- Families
- Companies
3. Belarus is not there yet.
Why no one likes ‘gender’ in Belarus?
Breaking the barriers: gender imbalance in the labour market

- Healthcare
- Education
- Finance
- Hospitality
- Trade
Economic power: distribution of economic resources and power
Gender equality for the future: awareness of equality in education

- art (voc)
- art (HE)
- health (voc)
- health (HE)
- education (voc)
- education (HE)
Women suffer, men die: equal opportunities for women and men to achieve good health
A reflection of the population? Equality in representative government

- Heads of organizations, deputees
- Heads of departments, their deputees
- Chief specialists
- Leading specialists
- Specialists

Bar chart showing the distribution of resources, power, access, and control among different categories of officials.
4. Development programs may help
Gender mainstreaming

To force men to stay home with children or train to be nurses.

To pressure women to return to working life just after giving birth or into leading positions.

Women’s programs: gender-blind way, targets women as a “vulnerable” group alongside “children, the old, the disabled, the unemployed”

Recognise that women and men often have different needs and priorities, face different constraints, have different aspirations and contribute to development in different ways.
Gender mainstreaming in development: Approach 1

Equality through Sameness: equal opportunities or equal treatment

- facilitate female participation in decision making in project local action groups;
- check for the inherent pay gap in the workplaces that are to be created within the project;
- encourage the development of child and elderly care as prerequisites for local economic development.
Gender mainstreaming in development: Approach 2

Equal valuation of differences

- develop public transportation scheme based on the evidence of different male and female modes of transportation use;
- introduce waste management practices taking into account the knowledge of who produces, collects and chooses to recycle waste and for what reasons.
Gender mainstreaming in development: Approach 3

Transformation of gendered practices

- public campaigns on prevention of non-communicable diseases are designed to challenge the traditional image of strong and fearless masculinity;
- introduce gender budgeting as one of the practice of inclusive and transparent governance
Why bother with gender equality

1. Because gender equality is about all of us
2. Because gender equality makes good sense
3. Because Belarus is not there yet
4. Because development can be of great help