

TOWARDS GENDER EQUALITY



UNDP ARGENTINA'S CONTRIBUTION

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GENDER EQUALITY AND PROMOTION OF WOMEN'S RIGHTS

UNDP's commitment to gender equality is closely linked to its intense work in fulfilling human rights and human development.

From the point of view of international law, as from the advent of the United Nations System, different instruments such as the Universal Declaration of Human Rights (1948) have proclaimed equality of rights and freedom for all, without distinction of sex, age, race or social status. Then CEDAW (1979) more clearly defined the principles of equality and non discrimination based on gender, and outlined the road map to achieve real equality between men and women in different social spheres.

From the standpoint of human development, gender equality is essential to ensure equitable and sustainable development, improve living conditions and enhance peoples' freedom of choice. The above is also enshrined in the Millennium Declaration (2000) signed by 189 countries, and set forth in the eight Millennium Development Goals (MDGs).

In sync with this mandate,

UNDP Argentina is working actively on gender equality through policies which have an impact on the organization and its cooperation programme, reaching out to areas that design and implement several of the country's public policies.

Building a more egalitarian society leads to undertaking supplementary and versatile action strategies. These are targeted to mainstreaming the interests and needs of men and women in each and every one of a public policy's stages, and to supporting initiatives which recognize, promote and protect women's rights (empowerment).

The UNDP work approach presupposes going beyond the idea of gender as a sector-based outlook and relates it to all actions, analyses and procedures from the very beginning. More than a point of arrival, mainstreaming the gender approach is "a strategy to ensure women's concerns and experiences as well as men's, become an element inherent in the drafting, enforcement, supervision and evaluation of policies and programmes in all political, economic and social spheres so that wom-

en and men benefit equally and perpetuation of inequality is avoided".¹

In Argentina, pathways in this direction were set forth in the gender strategy "Challenges facing Gender Equality in Argentina: Strategic Proposal for the United Nations Development Programme" (2008), and the plan of action implemented within the framework of the guidance and points of entry provided by the UNDP gender equality strategy for the period 2014-2017 "The future we want: rights and empowerment".

UNDP's work on these topics involves the whole of the cooperation programme. Thus the mainstreaming of the gender approach is promoted in public policies, supported by the local office; in the organization's internal areas, bearing in mind the composition of the team, training process and funding of gender-related actions; and through joint work with the UN agencies present in the country.

Activities carried out so far have resulted in a series of valuable experiences, lessons learned, changes at the legislative and institutional levels and, essentially, trans-

¹ UNDP. UNDP Gender Equality Strategy 2014-2017 "The future we want: rights and empowerment". Page 25 in the Spanish version.

“With gender equality in the spotlight as a global priority, we must do all that we can to eliminate the gender-based discrimination which prevents many women from living the productive, fulfilling lives they deserve, and which hinders overall development progress”

**Helen Clark,
UNDP Administrator**

A COMMON AGENDA

The working group comprising 13 UN agencies, funds and programmes present in Argentina was consolidated in 2007. It is a permanent forum for exchanging information and experiences on gender equality. Strategic lines of work are: 1) building and strengthening capabilities within the United Nations System in the country for promoting gender equality; 2) designing and implementing joint Programmes and initiatives to promote gender equality; and 3) generating a forum for exchange of information and experiences on gender equality and women's empowerment.

The following projects are implemented in line with the cooperation strategy:

- Support to the Office for Women at the Argentine Supreme Court of Justice, to mainstream the gender approach in the Judiciary.
- Support to the creation of the National Office against Domestic Violence which has facilitated access to justice for over 50,000 people.
- Capacity-building for promoting gender equality in legislative work.
- Promotion of Gender Equality in trade unions by fostering the perspective of masculinities.
- “UNiTE to end violence against women” Campaign.

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formation of symbolic and cultural practices of several social actors.

The above actions have had an impact on public agencies and programmes promoted by all three Government branches: the Executive, Legislature and Judiciary; and also on the private sector, by supporting the development of businesses committed to gender equality. The UNDP Office in Argentina has also had an impact on civil society organizations, youth groups and different fora committed to gender equality in the country.



Evacuation plan. Workshop on Risk Management with Gender Approach - DIPECHO. Training Programme. Jujuy, Argentina

GOLD GENDER SEAL AWARD FOR ARGENTINA

With a view to increasing capacity and accountability for mainstreaming the gender perspective, UNDP awards a gender equality certification seal to local offices.

The Gender Equality Seal is a tool that is useful to learn about and measure the level of progress made as regards gender equality within UNDP offices, and in the work they perform with their development partners. In this way, progress and challenges in terms of gender equality can be identified, as well as the gaps that must still be bridged.

Furthermore, it allows monitoring inside the organization and also provides information on progress made in the global strategy.

Cumulative experience in these last few years has allowed the Argentina Office to be awarded the highest institutional certification “the Gold Seal”, in 2012 and 2013.

BASIC SOCIAL SERVICES

The human development paradigm shows basic social services are an opportunity for building democratic relations based on shared responsibility, gender equality and education for peace.

Thus policies contributing to caring for, feeding, healing, educating and providing emotional support can become platforms to promote relationships between men and women based on equality and non discrimination.

Along these lines, it is worth highlighting the work carried out within the framework of the Community Approach and Early Childhood programmes, which started adopting this perspective with the contribution of UNDP Argentina.

TOWARDS INCLUSIVE FOOD POLICIES

The Community Approach programme of the Argentine Ministry of Social Development is placed within the food policy which seeks to turn assistance policies into social investment policies, working with civil society organizations. Its main intervention strategy is the

financing of the actions the programme carries out, with a view to reinforcing and enhancing social promotion services for the community.

Food supply projects contribute to food security of the poorer sectors of the population while institutional strengthening projects aim at improving the conditions for such food services and other community activities carried out by the organizations.

When the programme was reviewed in 2009, the general objective of mainstreaming the gender perspective was included, with regard to the rationale and design of interventions in general, and more specifically in relation to social organizations.

UNDP supported the inclusion of the gender perspective in the Community Approach Programme as follows:

- Carrying out a participatory diagnostic study on the situation and expectations of the programme's organizations as regards the mainstreaming of the gender perspective.
- Performing a diagnostic exploration on the willingness of those responsible for the different areas to mains-

NON-SEXIST GAMES

“To restrain games according to sex presupposes the impoverishment of girls and boys' vital experiences. We believe games, toys, literature, music favour a value system for the full development of girls and boys: tenderness, sensitivity, expression of a range of emotions, practical intelligence for daily life, decision-making, among others. From the above there arises the capacity to think of the well-being of others, co-existence for peace, body care, responsibility, sensitivity vis-à-vis human problems”.

Booklet “La perspectiva de género en los primeros años” (Gender perspective in early childhood); Argentine Ministry of Social Development, 2011.

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tream the gender approach.

- Organizing awareness-raising and training workshops for the central technical teams and provincial teams in the field of gender and women's rights.
- Amending operations and procedures manuals, as well as evaluation instruments, to include a gender-sensitive approach in all its programme areas
- Systematizing the experience and recommendations so the food policy includes this approach and the perspective of care economics.
- Carrying out gender-based strategic planning.

By framing the programme within this perspective, great

importance was attached to care policies within social policies, focusing on reproduction under conditions favouring the well-being of the community, without negatively affecting the well-being of women.

GENDER IN EARLY CHILDHOOD

In 2010, UNDP contributed to strengthening the mainstreaming of the gender perspective in the National Programme on Early Childhood- Argentine Ministry of Social Development.

Emphasis was placed on eliminating gender stereotypes and on promoting gender

relations that contribute to a greater democratization of household responsibilities, in rearing children and in the family's relationship with the community.

- Six regional meetings were organized with the participation of 625 programme technicians –men and women- to reach a unified approach.
- Recommendations were set forth for the perspective to be included in all child development activities carried out by the technical teams and community facilitators, according to the thematic pillars of their activities: games, reading, food sovereignty, comprehensive sexual education and communication.
- Support to the develop-



LESSONS LEARNED

Below are a few of the lessons learned in mainstreaming the gender perspective in the “Community Approach” programme:

- Political will is a decisive factor for working on these topics.
- Training and sensitization of local technicians is of strategic significance.
- It is important to publicly disseminate the commitments undertaken by the country within CEDAW.
- Training calls for the coordination of theoretical-conceptual contents with successful practices and experiences.
- It is advisable to include progressive, gradual goals related to the mainstreaming of the approach.
- It is important to coordinate with other public policies on income distribution to allow paid jobs within the organizations.
- It is necessary to move forward in developing new paradigms, such as that of the economy of care and/or social economy, to frame food policies and state/civil society coordination.
- Forums for civil society participation are essential for reviewing the link between violence and domesticity.
- Gender stereotypes should be reviewed to promote redistribution and acknowledgment of care-related tasks.



ment of the Booklet “La perspectiva de género en los primeros años” (The gender perspective in early childhood), that under the paradigm of full protection of the rights of the child and the gender perspective questions ideas, values and behaviours that stress inequality between sexes.

- Training of over 70 officials

–men and women– on the topic of masculinities.

The processes for mainstreaming the gender approach were adjusted to ongoing thematic pillars and methodological approaches because the purpose of the intervention was to strengthen and systematize a policy that was already underway.



GENDER AND WORK

Although significant progress has been made as regards women's participation in work, there is still an important gap between "formal equality" and "real equality". This means the formal recognition of women's rights does not translate into an effective enjoyment and realization of such rights.

The UNDP Argentina Office addresses concerns on concealment of gender gaps and unpaid work. Therefore, besides promoting the economic independence of women, it is striving so that the different State levels, businesses and trade unions –each one undertaking its own responsibilities- include this issue on their agendas and commit themselves to seeking solutions in support of gender equality.

GENDER EQUALITY IN BUSINESS

Statistical information shows that inequalities between men and women in the private sector are deeper and more persistent than in the public sector. In the country, women account for only 25% of management positions in the private sector, vis-à-vis

50.3% in the public sector. This low percentage is even more worrying if you bear in mind that this figure has only slightly changed in the last decade; and that the private sector employs more workers than the public sector (around 80% of the workforce).²

In view of the above, the UNDP Argentina office is carrying out a line of work with the business sector, including training and awareness-raising workshops targeted to businesses and experts in human resources; the implementation of a gender module in the Global Compact Chair; and the setting up of a Working Group on Business for Equality. Likewise, in 2014, a discussion group was organized by the

Regional Global Compact Forum. In the future, one of the challenges is to create a Certification Seal for those businesses committed to gender equality.

EMPLOYMENT AND ECONOMIC INDEPENDENCE OF WOMEN

Women overall, and particularly young women, are the most affected by inequality in employment and the lack of conditions favouring their economic independence.

With a view to helping remove these barriers which hinder women's training and labour market insertion, UNDP has supported 400 vulnera-

TRADE UNIONISM AND MASCULINITIES

Promoting the perspective of masculinities at the workplace is also a matter addressed by the United Nations in Argentina.

In view of the above, a joint programme was started up on this topic within the trade union sector. This initiative encompasses a diagnosis involving trade union male and female delegates, and a training guide for promoting gender equality at the workplace.

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ble young women in Buenos Aires Province, in a process taking into account their needs, skills and interests as well as the possibilities and restrictions the labour context offered them.

The above participants carried out occupational projects, were provided professional training and advice when looking for a job, besides an economic stipend. These activities were supplemented with workshops on labour law, sexual and reproductive health, domestic violence, equal opportunities and gender at the workplace.

On the other hand, together with the Employment Secretariat, Argentine Ministry of Labour and Social Security, another initiative aimed at generating greater equality in employment but, in this case, focused on unemployed women.

The above initiative was implemented at the Employment Offices, and capacity-building as regards gender equality for those male and female employees working at these offices was among the initiative's priorities.

ACCESS TO CREDIT AND GENDER RELATIONS

The Project on "Actions for poverty reduction and improving the living conditions



Graphic from Contributions for Human Development 2014 - Gender at work: Gaps in access to decision-making positions

of mothers and children in Argentina" was implemented by UNDP and the Italian Cooperation Agency to promote access to microcredit among economically vulnerable inhabitants.

At a first stage, actions focused on delivering financial resources to women so they could develop productive undertakings, and thus be empowered. Seventy-seven percent (77%) of micro-businesses funded by the project were headed by women

and 40% were women heads of household.

Anyhow, the experience of incorporating gender into the project allowed a shift from the Women in Development approach to a Gender in Development perspective. In this manner, gender relations were duly considered, looking at how they affect development and the implementation of productive initiatives.

The following was carried out within this context:

² Permanent Household Survey, National Institute of Statistics and Censuses (INDEC), 2012.

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- Training targeted to organizations providing technical assistance to the project, so that they could mainstream this perspective within their activities.
- Guidelines for mainstreaming the gender approach in developing micro-enterprises and considering this perspective in topics connected with access to credit.
- Workshops including male and female micro-entrepreneurs to address gender relations in their productive and reproductive activities.
- An impact assessment – including the gender perspective- allowing to view the incidence of gender inequality on micro-businesses, contributions of women to households, decision-making power within families, and development of personal projects, among others.

BUSINESS FOR EQUALITY

The Working Group on “Business for Equality” deals with matters concerning human rights, labour rights, gender equality and social responsibility. It is made up of 25 Argentine companies and has the following objectives:

- Understand the main inequalities between men and women on the labour market, causes and consequences.
- Learn about the key notions for promoting equality from a social responsibility perspective.
- Exchange useful tools and experiences to implement/strengthen an equality policy in each of the participating businesses.

UNDP has supported the Group since its inception, organizing meetings for capacity-building in this field. Meeting participants addressed: staff recruitment and selection, professional development, training, performance, remuneration, family and work life, sexual and workplace harassment.

In the future, joint activities will be set up to outline plans on gender equality in businesses, non-sexist communication, gender violence, health and safety, and implementation of the INDICA system (regional indicators for measuring gender equality).



HUMAN DEVELOPMENT REPORTS AND GENDER

The lack of gender-sensitive information and knowledge-related outputs conditions the development of public policies that appropriately address the barriers not allowing women to enjoy their rights on a leveled playing field.

With a view to promoting the inclusion of the gender-equality approach in Human Development Reports, the UNDP Argentina office incorporates the gender perspective into the Argentine Human Development Reports and, furthermore, has developed a specific line of publications on gender equality in the Se-

ries “Contributions to Human Development in Argentina”, which focuses on topics of great importance for acknowledging the rights of women in the country:

- Gender in figures: men and women in Argentine society (2011).
- Gender at the workplace: gaps in accessing decision-making positions (2014).

Both publications were broadly disseminated in the mass media since they provided statistical and detailed information on realities that, although palpable in daily life, had so far not been quantified in the country.

Sensitization workshop for HR staff belonging to Business partners for Equality Initiative





GENDER AT THE WORKPLACE: GAPS IN ACCESSING DECISION-MAKING POSITIONS

PROPOSALS FOR RE-THINKING EDUCATION AND MASCULINIZED ENVIRONMENTS

For women's potential and educational achievements to translate into fuller access to the labour market and decision-making positions, among other matters, it is necessary to discuss the conveyance of attitudinal capabilities in the education system, access to early childhood education and organizational changes in masculinized environments.

Building trust and autonomy through the education system

Being able to face difficult situations with independence, initiative, interpersonal skills, flexibility to adjust to change, communication and decision-making are not idiosyncratic individual traits. These capabilities must be promoted, nurtured and built at all stages of the education system.

More and better access to reconciliation strategies

It is necessary to consolidate efforts to design and implement public policies for reconciliation, particularly as regards the care of under-three-year-old girls and boys. Likewise, maternity and paternity leave regimes, fragmented by occupation and jurisdiction, have not changed despite the existence of bills proposing the extension of such leave.

Transforming organizational environments to achieve new kinds of leadership

The elimination of gender stereotypes and prejudices which bring about highly masculinized environments calls for changes in organizational perspectives and cultures. This entails transforming selection, evaluation and performance criteria which tend to reinforce inequality between men and women for accessing managerial positions.

Furthermore, it is essential to understand the differences between men and women at organizational level, bearing in mind their work priorities are different, and also the current stage of each one's life.

UNDP (2014). "Género en el trabajo: brechas en el acceso a puestos de decisión" (Gender at the workplace: gaps in accessing decision-making positions). Series: Aportes para el Desarrollo Humano en Argentina (Contributions to Human Development in Argentina)

Statements expressing gaps

Women in decision-making positions in big companies perceive gender stereotypes in their workplace environments.

"...I was at a meeting at which most participants were men and, when I spoke, they did not hear or listen, they did not seem to care about what I was saying". (CEO, Industry)

"...I was sitting with my partners, three men and myself, and other people came along and addressed mainly the men. Only when you ask a question, then they say, well, she seems to be saying something clever". (CEO, Technology)

"...with customers I have to redouble my efforts because someone who knows less than I do, sits down and says you have to do this and that, and no arguing. They look at me as if they were thinking: why did they send her... they probably had no one else to send ... Until they hear what I have to say. But I always have to make greater efforts". (former Senior Manager, Technology)

Statements taken from "Género en el trabajo: brechas en el acceso a puestos de decisión" –Gender at the workplace: gaps in accessing decision-making positions (UNDP, 2014)





DENATURALIZING GENDER INEQUALITIES

Although relations between men and women have been changing deeply, there are areas such as education, the mass media and other institutions that continue conveying –to a greater or lesser degree– gender roles and stereotypes that contradict the notion of equal rights.

Several studies have led to

realizing that most of the media and educational messages and ads deem gender inequality to be something natural: they express male power and the subordination of women: they use exclusion-prone language and make the different forms of sexuality invisible. These studies also show how a sexist use of time and space is reinforced, presenting the

body of women as if it were a passive, fragmented and available object vis-à-vis men's sexual desire.

Discriminatory stereotypes nurture social imagination and cut across social practices turning into an element of common sense and cultural history. In this way, they become a part of daily life and

AGAINST VIOLENCE IN DATING

The campaign “#QuéOnda” (What's Up) is targeted to adolescents and youths with a view to raising awareness and preventing abuses when dating.

Made up of a series of printed material and audiovisuals, the campaign under the slogan “Love does you good; otherwise it's something else” considers social networks as a forum of strategic interactions.

Its purpose is to provide visibility to violent situations taking place between young couples and that are generally accepted, minimized or justified. Different topics are addressed, such as, jealousy and control, disqualification, humiliation and sexual pressure.

The campaign is based on the premise that adolescents and youths are at a time of their lives in which it is possible to build other forms of relating to one another based on respect and the promotion of their rights. Within the global campaign “UNITE to end violence against women”, this initiative is promoted by the *Fundación AVON*, the United Nations in Argentina, and the *Fundación Civil Trama*.



generate unfairness which can only be changed by promoting new values based on equality and equity principles.

UNDP believes these new values must be shared by men and women and to this effect, it is necessary to review traditional models and recognize their influence on the ways of thinking, feeling and acting.

Since 2009, and within this context, the UNDP Argentina Office launched communications campaigns and joined forces to carry out actions in Argentina regarding the UN Secretary-General's "UNiTE to end violence against women" campaign, together with agencies, funds and organizations of the United Nations System in the country.

THE RIGHT TO A LIFE WITHOUT VIOLENCE

Argentina's campaign on gender equality and against violence coordinated three lines of work: awareness-raising, information and greater participation, through audiovisual material, in-person events, multimedia competitions and messages on different mass media.

This initiative was launched at the national level and involved several government and civil society agencies, among them, the Ministry of Education and the National Council of Women.

"Everyone has a responsibility to prevent and end violence against women and girls, starting by challenging the culture of discrimination that allows it to continue. We must shatter negative gender stereotypes and attitudes, introduce and implement laws to prevent and end discrimination and exploitation, and stand up to abusive behavior whenever we see it. We have to condemn all acts of violence, establish equality in our work and home lives, and change the everyday experience of women and girls. Women's rights were once thought of as women's business only, but more and more men and boys are becoming true partners in the battle for women's empowerment"³

**Ban Ki-moon,
UN Secretary-General**

Besides addressing citizens overall, it focused on questioning the victims of violence based on the slogan "Another life is possible. We have a right to a life without violence".

The great impact of the campaign helped to place the issue on the public agenda, promoting the development

of an overarching regulatory framework to address gender violence.

UNITE: TO END VIOLENCE

In 2008, the UN Secretary-General launched the "UNiTE to end violence against women" campaign.

³ Message delivered by UN Secretary-General, Ban Ki Moon on the International Day to Eliminate violence against Women, 25 November 2014.



MEN FOR EQUALITY

The network of “Men committed to Equality and to end violence against women” comprises male leaders from the spheres of politics, culture, sports, the private sector, the mass media and civil society, who undertake the commitment towards women’s rights and the prevention of gender violence, by signing a letter.

The initiative was promoted within the framework of the UN Secretary-General’s campaign “UNiTE to end violence against women”, the National Council of Women, the *Fundación AVON*, and a university - *Universidad Nacional de San Martín*.

During its launch, the UN Resident Coordinator in Argentina, René Mauricio Valdés urged men to join the network so as “to re-think our masculinities, where violence cannot be present”.

The campaign aims at having a world without violence against women and girls and, for this to be possible, it calls upon governments, civil society, women’s organizations, the private sector, the media, men and youths, and the whole of the UN system to join in with communications, awareness-raising and mobilization actions.

The following are the three pillars of the campaign for Latin America and the Caribbean:

- **No more impunity:** streng-

then public institutions to eradicate violence against women and girls, enforce the laws, and implement public services for the care of victims.

- **Not a single female victim more:** promote a preventive approach at schools and communities to transform gender relations and promote dispute settlement without violence.

- **It is the responsibility of all:** encourage social mobilization and proactive participation of non traditional partners, particularly young men.



Red de hombres comprometidos por la igualdad y contra la violencia hacia las mujeres.



In Argentina, the campaign is taking place on the basis of different initiatives developed by the United Nations agencies, funds and organizations participating in the Inter-Agency Gender Group.

Among them are the Argentine versions of the campaign “Show Red Card to Abusers”, and the regional campaign “The brave are not vio-

lent”, which emphasize the responsibility of men to end violence against women. “The brave are not violent” resorts to courage as a positive attribute of masculinity which can be linked to the values of non violence, while the campaign “Show Red Card to Abusers”, calls the attention of men based on football-related topics and collections.



RE-THINKING MASCULINITIES

In patriarchal societies as ours, hegemonic or dominant masculinity is how men are taught how to behave, what they have to think and how they have to handle their feelings.

- Men are stronger than women.
- Women are more tender, soft and emotional than men.
- Men “by nature” need more than one partner and, therefore, infidelity should be tolerated.
- Women “by nature” need only one partner and infidelity should thus not be tolerated.
- Men’s work is more important than women’s.
- Women are “owned” by men and must accept their rules.
- True men are only heterosexual.

Masculinity means different things for different men, at different ages, at different times and in different societies. Therefore, and fortunately, not all men are alike. They are not and we are not condemned by our biological sex to behave in a certain manner, nor is a man less of a man if he avoids the traditional virility stereotypes and behaviours linked to male domination, and if we object to any of the forms in which misogynist, homophobic and violent masculinity is expressed.

An unequal and violent world not only affects women, girls, boys and youths but also men regarding their opportunity for a more decent and fuller life.

“Masculinidades plurales. Reflexionar en clave de géneros” (Pluralistic masculinities; reflecting on gender), UNDP Argentina.



Furthermore, within the framework of “UNiTE to end violence against women”, UNDP together with UN agencies in the country support the campaigns “What’s Up” and “Men for Equality”.

Campaign messages are conveyed on social networks, the Internet and mass media. Moreover, they also include workshops on awareness-raising, lectures, public presentations, multi-media competitions and events at important places in the country, for instance, at the International Book Fair.



“REFUGEE” AND A MESSAGE OF COMMITMENT AGAINST GENDER VIOLENCE

Diego Lerman is a filmmaker and member of the Network of Men for Equality. Within the framework of the 59th Session of the Commission on the Status of Women (CSW59) he presented his film *Refugee* and participated in the panel “Involving men in gender violence prevention through art”. These interventions were jointly promoted by UNDP globally, the UNDP Office in Argentina and the Permanent Mission of Argentina to the United Nations.

During his presentation, Lerman talked about his experience in documenting cases of gender violence which nurtured the film’s script, and called upon men from all disciplines and professions to commit themselves to the prevention of violence against women.

Under-Secretary-General and UNDP Associate Administrator, Gina Casar, highlighted the importance of the film *Refugee* to make visible the silent and daily drama of gender violence. Furthermore, she pointed out that: “Despite all efforts made, the problem is still there. It is thus essential to document it on the basis of surveys and records, and place it on the political agenda. We need gender violence not to be an anecdote or a rumour, but ensure it is clearly and firmly spelt out in public policies and the different sectors of society.”

The Argentine film *Refugee* was supported by UNDP Argentina within the framework for strengthening the Network of “Men committed to equality and to end violence against women”.

GENDER VIOLENCE AND ACCESS TO JUSTICE

Eradication of violence against women is a priority among UNDP's objectives, since it is one of the violations of human rights happening more often worldwide. It is estimated that one out of every three women will be the victim of physical and/or sexual violence if nothing is done to stop this scourge.

Within this context, the local office is supporting the implementation of the "Comprehensive Protection Law to Prevent, Punish and Eradicate Violence against Women in the areas in which they develop their inter-personal relationships". Law No. 26,485, enacted in 2009, provides an important framework for acting to end violence against women since it defines, in line with UNDP, that: "violence is any act or omission, that directly or indirectly, whether occurring in public or private life, based on an unequal relationship, affects women's life, freedom, dignity, as well as physical, psychological, sexual, economic or financial integrity and personal safety."

Actions to eradicate violence against women supported by UNDP in the country are mainly targeted to rein-

forcing mechanisms to facilitate access to justice and the institutions responsible for enforcing the law. The following outcomes were achieved together with the National Council of Women:

- Coordination with different government and civil society actors, through a virtual platform to move forward in validating the law's regulation.
- Creation of an Observatory on Violence which carried out research on the topic and developed indicators to set up a single registry of cases of violence.
- Move towards a "National Plan for rendering assistance, preventing and eradicating gender violence", based on the definition of strategic objectives, pillars for action,

programmes and agents to prevent gender violence.

- Local meetings convened approximately 50,000 persons to work on: a) creation and strengthening of offices for protecting women's rights at the provincial and municipal levels; b) reinforcement of social organizations working on gender-related topics; c) coordination between the Argentine Executive Branch and the Judiciary, with the purpose of mainstreaming gender in public policies and ensuring access to justice for the victims of violence; d) coordination with the Argentine Ministries; e) Signing of agreements with the Public Ministry (Defense) for setting up the first free legal

LINE 144

The National Council of Women (CNM in the Spanish acronym), together with UNDP Argentina, established a national telephone line (No. 144) to provide support, information and advice on gender violence.

Calls are answered by an inter-disciplinary team of selected and trained staff to provide support to the victims and refer them to available services at the person's place of origin.

Line 144 is free and takes calls 24/365.



OFFICE AGAINST DOMESTIC VIOLENCE

The Office against Domestic Violence (ODV) was created by the Argentine Supreme Court of Justice and supported by the United Nations in Argentina, with a view to facilitating access to justice of the victims of domestic violence who are in a particularly vulnerable social situation.

This agency works in an inter-disciplinary manner, 24 hours a day, every day of the year. On a daily basis people spontaneously come to the institution in the quest for information and guidance. It also addresses cases of domestic violence referred by police stations, hospitals and NGOs in Buenos Aires City.

It thus grants real access to justice for citizens, and services to the judges, providing the necessary resources for it to fully exercise its jurisdiction.

counsel office in the Argentine Republic; f) signing of an agreement with the National Institute of Statistics and Censuses, with a view to preparing a single official measurement instrument.

- Design and validation of a general action protocol at Homes for the Integral Protection of Women experiencing situations of violence.
- Setting up of 13 Provincial Groups on non-violence, comprising the areas pro-

moting the rights of women at the provincial and municipal levels, and in civil society organizations.

- Outreach activities to promote support of the provinces to the national law, and for women to become aware of their rights.
- Implementation of a single telephone line across the country to provide support, information and advice to women experiencing a situation of violence.

The following outcomes were achieved within the framework of the joint work performed by the United Nations System to promote gender equality, with the active contribution of UNDP:

- Theoretical-methodological training for a unified care approach.
- Provisional system of statistics on domestic violence.
- Provincial meetings for exchanging experiences and good practices.

- Guidelines for replicating the experience at the sub-national level and within a framework of cooperation between countries.
- Device for mental health protection at the workplace.
- Supervision to avoid burn-out in daily work.
- Awareness-raising workshops to understand the peculiarities of the migrant and refugee population.
- Coordination with consulates in several of the region's countries to improve quality of services.

JUSTICE AND EMPOWERMENT

Free legal counsel and access to information are two of the services that UNDP deems essential in support of achieving MDGs and gender equality.

Therefore, the UNDP Argentina Office supported the implementation of the project for "Houses of Justice in Buenos Aires Province", to assist the poor in their legal empowerment and access to justice, particularly

the vulnerable groups living in marginal urban areas.

The project started with a diagnosis from a gender perspective on unmet legal needs and the start-up of a pilot project for improving services at the Houses of Justice, from an institutional standpoint.

As was noted in the survey, services required from the Houses of Justice are mainly related to non fulfillment of child support obligations and custody.

OFFICES AGAINST DOMESTIC VIOLENCE, A MODEL TO BE REPLICATED

The Argentine Supreme Court of Justice initially created an Office against Domestic Violence for the Buenos Aires Metropolitan area, but soon the model was extended and offices were opened in the High Courts of Tucuman, Santiago del Estero, Salta and Santa Cruz.

Furthermore, the Supreme Court signed cooperation agreements with all 23 provincial Supreme Courts and High Courts of Justice to work on family violence in an overarching manner.

At present, the Office against Domestic Violence is a model to be followed by other courts within the Argentine judiciary that can adopt, perfect and replicate it. Furthermore, it is a reference for work in this field in other countries.



MAINSTREAMING THE GENDER APPROACH IN THE LEGISLATIVE BRANCH AND THE JUDICIARY

Sustainable development with social equality calls for placing women and men on equal grounds, adopting a multi-dimensional approach having an impact on all spheres.

Therefore, the United Nations in Argentina focuses part of its efforts on mainstreaming this approach within the Legislative Branch and the Judiciary, based on institutional practices and the potential consequences that public interventions could have on the life of men and women if they do not take into account a gender-sensitive outlook.

Mainstreaming of the gender approach in these branches is resulting in the development of an innovative agenda, with the possibility to reverse socially-installed gender gaps.

OFFICE FOR WOMEN

The Office for Women is placed within the structure of the Argentine Supreme Court of Justice. Its mission is to promote the incorporation of the gender perspective into the Judiciary's justice system.

The following actions are carried out within the above framework:

- Data collection, research and diagnosis for identifying and removing sexist and patriarchal biases embedded in the Judiciary.
- Awareness-raising and training in topics related to women's rights.
- Outlining of proposals for mainstreaming the gender perspective as, for instance: establishment of rooms

for breastfeeding at different court premises, interactive guide on women's rights, and workshops attended by the human resources, management and finance units. UNDP supports this work within the inter-agency initiatives to promote gender equality. So far the following outcomes have been achieved:

- Protocols to train in gender

MODELING THE OFFICE FOR WOMEN

Since the Office for Women has been consolidated as a strategic area within the Argentine Supreme Court of Justice, UNDP Argentina, through inter-agency actions to promote Gender Equality, has helped in the design and start-up of a tool allowing the replication of this working model, within a strategic planning process.

The modeling of the Office for Women is posted on a website that can be freely accessed and where you can find the steps to be followed for starting up such services, either at provincial courts, or in cooperation between countries. Recommendations arising from the lessons learned during the implementation of this initiative have also been posted on the website.



and trafficking in persons for sexual exploitation purposes.

- Within the training plan, 745 training and outreach workshops on protocols for judicial officials.
- Plan to update international and national case law for high-level judicial authorities.
- Five Offices for Women operational at the provincial level.
- Gender Map of the Argentine Justice System.
- Statistics system of the Judiciary from a gender approach.
- Review of judgments to analyze their adjustment to international standards in the field of human rights (CEDAW and CDN), and systematization of gender-sensitive case law.
- 18 local jurisdictions have declared the mandatory nature of addressing gender-related topics at the Schools of Law.
- Modeling a tool for the ope-

ration of Offices for Women and strategic planning.

- Ibero-American Protocol on gender and trafficking in persons, and replication of the experience of Offices for Women within the Uruguayan Judiciary.

The work of the Offices for Women has an impact on approximately 21,000 court officials (both men and women), and favourable changes have already been noted in case law.

GENDER IN LEGISLATIVE WORK

Within the framework of inter-agency activities on gender, UNDP Argentina promotes the development of a gender-based agenda in the legislative

branch, and the adoption of a gender mainstreaming strategy to support the institutional strengthening and modernization of this body.

The adoption of a gender approach in the Legislative Branch:

- Enhances its representative nature, by recognizing the rights and needs of men and women.
- Contributes to a more effective and efficient management, by appraising the effects of legislative measures in gender relations.
- Favours greater technical eligibility by being aware of the gender perspective and including it in the drafting and discussion of legal measures.
- Contributes to institutional quality by favouring dialogue

TOWARDS GENDER EQUALITY: UNDP ARGENTINA'S CONTRIBUTION.



and accountability vis-à-vis civil society and its organizations.

Within this context, a document was prepared on “Practical tools for mainstreaming the gender approach in legislative work in Argentina”, and its discussion was promoted at several fora in the country and region.

This material is targeted to national, provincial and municipal legislators (both men and women) and advisors. It was presented to MERCOSUR and to the Inter-parliamentary Union, the Federal Council of Women and local legislative branches. Furthermore, based on this instrument, training workshops were organized together with

the National Council of Women and work was carried out on a web platform.

The initiative reached out to over 250 public officials in the legislative and executive branches, many of which ask for advice to be able mainstream the gender approach in bills they are drafting.

GENDER MAP OF THE ARGENTINE JUSTICE SYSTEM

The Gender Map of the Argentine Justice system reflects the distribution of men and women working in each of the Judiciary's jurisdictions, and the positions they hold.

The first map was drawn up manually in 2010. There is currently an IT system which updates information from the Argentine Supreme Court of Justice and provincial High Courts: National and Federal Courts of Appeal across the country, as well as the Public Ministries at the national and provincial levels: and the provincial and national Magistrates Councils.



GENDER AND THE ENVIRONMENT

At the global level, and in the country, there is an evident correlation between inequality, gender relations and risk. Within this context, the most affected by disasters and environmental crisis are women, mainly when they live in a situation of poverty and social vulnerability.

Addressing this issue is a significant challenge since it relates to having dynamic agendas and working approaches, which are still under development.

DISASTER RISK MANAGEMENT FROM A GENDER-SENSITIVE APPROACH

UNDP Argentina helped in developing a good practice in disaster risk management

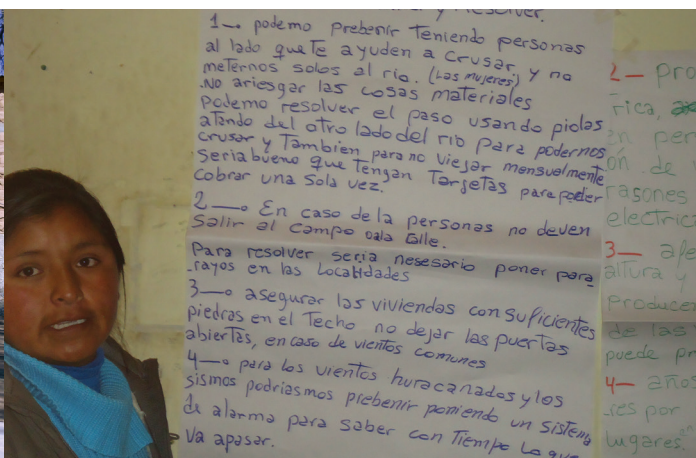
by including a gender outlook in a Country Document for the first time. These actions were performed within the project on “Strengthening Coordination between National, Provincial and Local Governments in Response to Emergencies in Argentina”.

In the “Country Document 2012, Disaster Risks in Argentina”, a specific chapter was included on gender, besides mainstreaming the approach in chapters addressing the regulatory and institutional frameworks.

The gender perspective was also mainstreamed in the risk plans, and moreover addressed in the training sessions carried out with the main disaster risk management actors in Argentina.

UNDP also worked with these actors in launching a tool for gender-sensitive capacity building, which included the peculiarities of risk management according to the national reality and its nuances at the local level. In turn, community plans were outlined for disaster risk management from a gender equality approach thus allowing the implementation of the developed tools.

UNDP's work on this topic helped to set up a legislative agenda, to consider the mainstreaming of the gender approach in civil protection laws. Within this context, moreover, institutional bonds became relevant to ensure the feasibility of implementing risk management from a gender equality perspective.





GENDER, THE ENVIRONMENT AND CIVIL SOCIETY

The Small Grants Programme aims at finding environmental solutions at the global level to foster the participation of local inhabitants and civil society organizations in the quest for direct benefits for the community. It is a part of the Global Environment Facility (GEF) and is managed by UNDP.

As from 2006, 165 projects were carried out, having an impact on over 50 communities, including indigenous

peoples, small peasant landowners and the inhabitants of peri-urban areas and small villages.

The task of mainstreaming gender equality and the environment in policy formulation, in planning and implementation of programmes and projects calls for defining strategies that explicitly acknowledge different roles for men and women in social and economic life, as well as the relationship of both genders in access to, control, management, benefits and conservation of natural resources, differences that in

many cases place women in a disadvantageous situation.

UNDP Argentina supports this task based on the mainstreaming of the gender perspective in all lines of programme and community projects to be funded. Within this framework, guidelines were developed for project submission from a gender perspective, and the Office also rendered advice to the National Steering Committee and programme authorities. Furthermore, training sessions were organized for civil society organizations.

RISK MANAGEMENT AND GENDER

Hereunder are a few of the outcomes achieved when starting to include disaster risk management and gender equality within the framework of the project on “Strengthening Coordination between National, Provincial and Local Governments in Response to Emergencies in Argentina”.

- Mainstreaming of the gender equality approach in a Country Document for the first time.
- Workshops on mainstreaming gender equality in Risk Management, with key actors.
- Community plans for disaster risk prevention from a gender-sensitive approach.
- Recommendations for mainstreaming gender equality in civil protection laws.
- Institutional coordination among national agencies involved in the process.
- Contribution in disseminating an agenda acknowledging the links between risk management and gender equality.