

# *Gender Mainstreaming in the Serbian Policy-Making Process What are the Odds ?*

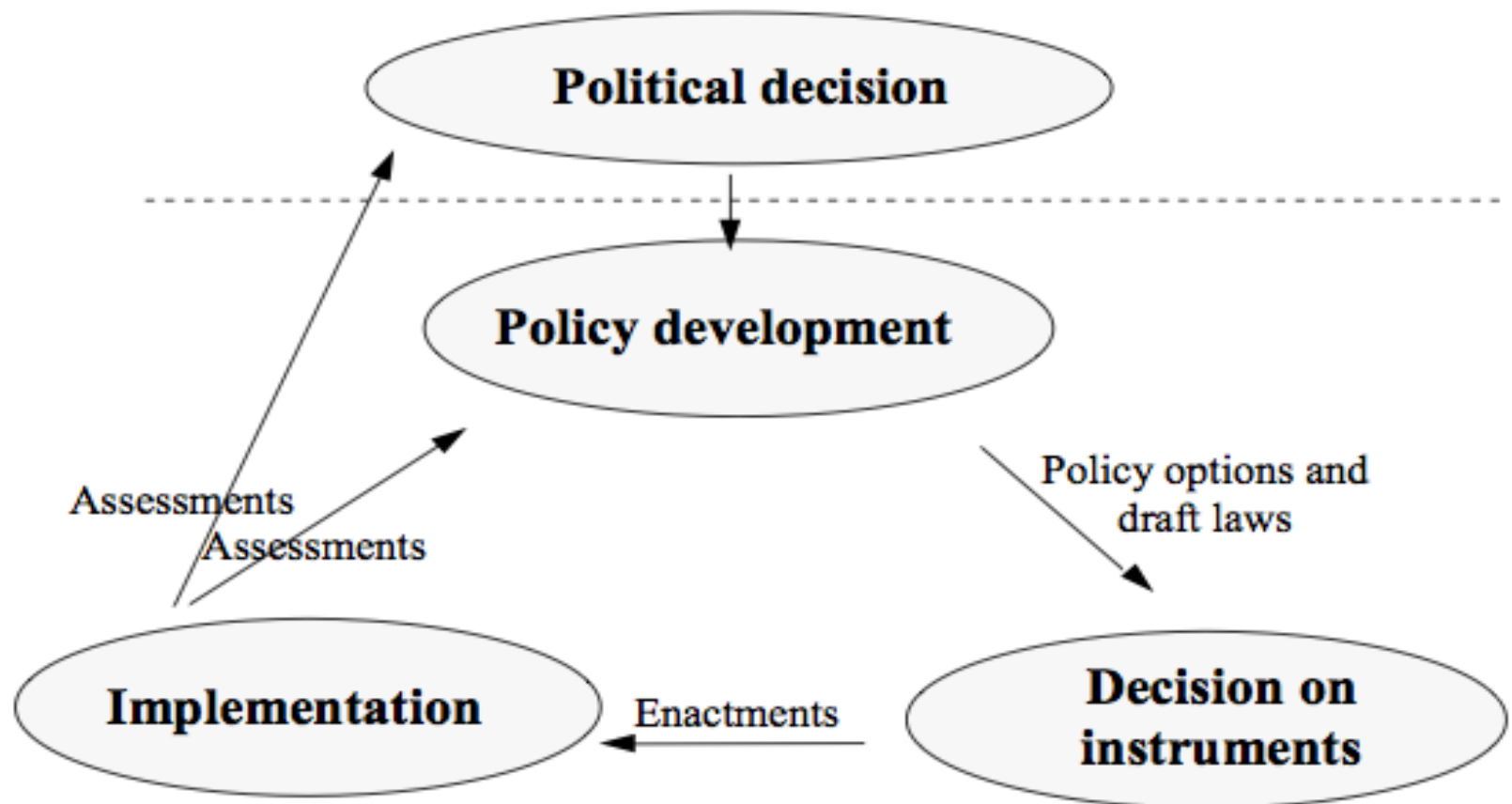
Amanda Orza, Junior Researcher

European Policy Centre

Contact: [amanda.orza@cep.org.rs](mailto:amanda.orza@cep.org.rs)



# Simplified policy cycle



# COUNCIL OF EUROPE FRAMEWORK

Gender mainstreaming is the (re) organization, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and all stages, by the actors normally involved in policy making.

(Council of Europe, 1998)

# Policy-Making and Gender Mainstreaming

- \* Key stages to mainstream gender:
  - \* Policy analysis and planning
    - \* Identify problems and challenges
    - \* Define their scope and relevance
    - \* Define desired outcomes
    - \* Identify target groups and persons concerned
  - \* Policy deciding
    - \* Decide on problems and challenges to address
  - \* Policy Implementation
    - \* Elaboration of concrete actions
  - \* Policy evaluation
    - \* Effects on current gender relations

# Prerequisites for Success Council of Europe

- \* Political will
  - \* Gender equality defined as one of state's main objectives
  - \* Gender mainstreaming made a political issue ...
- \* Specific gender equality policy
  1. Equal opportunities legislation and anti-discrimination laws
  2. Mechanisms for protection against discrimination
  3. National equality machinery with sufficient tools and resources
  4. Specific equality policies and actions
  5. Equality divisions/focal points within each ministry
  6. Research and training on gender equality
  7. Awareness raising

# Cont'nd

- \* Statistics
  - \* Disaggregated acc. to sex
- \* Comprehensive knowledge of gender relations
- \* Knowledge of the administration
- \* Necessary funds and human resources!!!
  - \* crucial
- \* Participation of women in political and public life and in decision-making processes

# INSTRUMENTS

## Analytical techniques and tools

- \* Statistics
- \* Surveys and forecasts
- \* Cost-benefit analyses
- \* Research
- \* Checklists, guidelines and terms of reference
- \* Gender impact assessment methods

## Educational techniques and tools

- \* Awareness-raising and training courses
- \* “Mobile or flying expertise”
- \* Educational material for use in schools
- \* Booklets and leaflets
- \* Manuals and handbooks

## Consultative and participatory techniques and tools

- \* Working or steering groups and think tanks
- \* Directories, databases and organisational charts
- \* Participation of both sexes in decision-making
- \* Conferences and seminars
- \* Hearings

# Prerequisites in Serbia



# Political will

The European Partnership (2007/49/EC), Employment and social policies:

“Upgrade the capacity of the Ministry of Labour and Social Welfare on policy formulation and monitoring, with emphasis on labour market integration of young people, women and vulnerable groups.”

Yet:

- not considered as a state-wide policy with a clear method of coordination
- Gender Equality Directorate constricted in policy making

# Specific gender equality policy

- \* Legislation

- \* Law on Gender Equality (2009)

- \* Strategy for the Advancement of Women and Gender Equality for the period 2010-2015 (2009) and Action Plan (2010)

- \* National Strategy for the prevention and elimination of violence against women 2011-2015

...

- EC : implementation and administrative capacities are a challenge

- Distribution of responsibilities, frameworks for implementation, monitoring and evaluating results??

## \* “Gender Machinery”

### 1. 1. Directorate for Gender Equality within the Ministry of Labour, Employment and Social Policy

Units: Law Drafting, Study and Analysis Unit and the Gender Equality Promotion Unit

Responsibilities:

- \* analysis and recommendation
- \* drafting laws and regulations
- \* promotion

### 2. Committee on Human and Minority Rights and Gender Equality

- \* legislative level
- \* Review draft laws and other govt acts
- \* Monitors implementation

### 3. Commissioner for the Protection of Equality

- \* Law on Prohibition of Discrimination (2010)
- \* Carry out procedures based on complaints in cases of discrimination

4. Deputy Ombudsperson in charge of gender equality

- \* controlling the functioning of public institutions

5. Gender Equality Council in the Government

- \* representatives of

- \* Ministries,

- \* Civil society

- \* Gender experts

- \* Recommendations to the Govt

6. Provincial mechanisms in Vojvodina

7. Local Mechanisms

> 50 gender equality commissions and ombudspersons on municipal level

## \* Statistics

- \* gender-specific data

- \* good practices

- \* Law on Gender Equality

- \* NGO representative : not standardized nor compared, which prevents effective analysis

- \* Comprehensive knowledge of gender relations

Directorate

- interactive role with the NGO sector, research and conclusions used

Ignjatović, Autonomous Women's Center

„under the pretext of ‘participation’, women CSO are formally invited to participate in working groups for creation of state policies, but without substantial impact”

- 44 women's rights organizations sent an open letter to the Directorate requesting improvement

- \* Knowledge of the administration
  - \* capacity-building initiatives
  - \* Directorate organizes trainings for civil servants
- \* Necessary funds and human resources

## UN Economic Commission for Europe

- \* Obstacles : slow reform of public finances
  - “material and human resources of institutional mechanisms are insufficient for the competence and range of tasks which they are entrusted with”
- \* Participation of women in political and public life and in decision-making processes
  - \* a positive change in the representation of women in the Parliament 21% in 2008 to 34% in 2012
  - \* Government 35.7%

# Strengthening Gender Mainstreaming

## ***Stimulate political will***

- \* Stimulate the presence of women and femocrats
- \* Official support from the highest government level
  - \* EU accession negotiations?
  - \* Commission reports? “stick and carrot”
  - \* Gender equality acquis?
- \* NGOs stimuli

## ***Increase implementation of specific gender equality policy***

- \* parliamentary Committee to systematic overview of the actual effect of government policies on the ground

## ***Policy coordination and Increase of gender mechanisms' powers***

- \* responsibilities, powers and capacities should go hand in hand
- \* give the responsible institutions the possibility to exercise a top-down approach

## ***Cooperation with CSOs***

The Beijing Platform for Action:

“The growing strength of the non-governmental sector, particularly women's organizations and feminist groups, has become a driving force for change. Non-governmental organizations have played an important advocacy role in advancing legislation or mechanisms to ensure the promotion of women. “

- \* Civil sector female
- \* Woodward “velvet triangle”



# European Policy Centre project

- \* Institutionalization of cooperation between public and civil sector
  - \* CSOs poorly involved yet offer additional capacities and human resources
  - \* Complementary work
  - \* CSOs as “honest brokers” and providing constructive criticism
  - \* E.g.
    - \* Sectoral Civil Society Organizations (SECO)
    - \* Serbian State Audit Institution
- \* EU partnership principle

Thank you for your attention