

## Open Forum for CSO Development Effectiveness Thematic Consultation on CSOs working in Gender Equality and Women's Rights

Summary of survey questionnaires for Central Eastern Europe and CIS  
March 2011

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### 1. INTRODUCTION

KARAT Coalition coordinated *Open Forum for CSO Development Effectiveness Thematic Consultation on CSOs working in Gender Equality and Women's Rights* in CEE and CIS countries. This region includes EU New Member States, non EU Eastern European and Balkan countries, Caucasus and central Asia.

#### *How was the data gathered?*

The consultations were conducted based on the electronic questionnaire, prepared by Open Forum and slightly adopted to the region's context by KARAT, as well as a few face to face interviews.

#### *Who took part in the survey?*

The questionnaire was sent to 85 organizations and a few individual experts from 23 countries of the CEE/CIS region based on the list of potential participants of the survey which was carefully compiled of women's organizations, development organizations and other CSOs and individuals that KARAT identified as relevant for gender and development work during its few years experience in this field in the region. Additionally, a number of contacts were identified through the consultations with national platforms of development organizations in EU New Member States as well as with KARAT members. Finally in a few cases the questionnaire was circulated further by the organizations KARAT sent it to (Kyrgyzstan, Bulgaria).

In total 41 questionnaires filled by the organizations from 17 countries of the region were returned to KARAT. 26 of them describe themselves as women's organizations, 21 as development NGOs. Most of them work in urban and rural areas in their home countries as well as in other countries of the region. In general about 70 – 75% of the beneficiaries of their activities are women.

Development cooperation and especially in gender context is very new issue in the region and there are not many experts/organizations able to provide

comprehensive opinion on this topic. We believe that with this survey KARAT managed to reach and consult the vast majority of them.

*What is important to know about the region while looking at the survey findings?*

While analyzing the outcomes of this survey it is important to take into account the specificity of the region in terms of development cooperation.

First of all, it should be noticed that it covers both, donor and recipients countries. At the same time, working together under the framework of development cooperation is a new situation for both groups of the countries. Neither EU NMS are experienced donors nor developing countries of the region see them as such, often they do not identify themselves with widely understood 'Global South' although in many cases they are listed by OECD DAC among low income countries, lower and upper middle income countries, recipients of ODA .

Still, the concept of global South and global North is not really relevant in the region not only due to geographical reasons but also different history background. The NMS and other countries of the region share the experience of the political and economic systemic transition, which, apart from political reasons, also seems to be a basis for the nowadays development cooperation between them. The newly established (or in progress) development policies and programs of EU NMS set the developing countries of the region (Eastern Europe, Balkans, Caucasus and Central Asia) as the priority countries for NMS development cooperation.

The awareness on development cooperation is low in NMS societies and this issue is also not among the priorities of the governments. The development policies and strategies in NMS are functioning for relatively short time or are just being developed. As for gender in development it is an issue hardly recognized by decision makers, CSOs and general public. It is much related to the fact that awareness and understanding of gender equality and women's rights is in general very low in NMS. Development CSOs are not focusing on gender issues and they are rarely mainstreaming gender in their activities. At the same time only few women's organizations are involved in development cooperation, which is not helping the recognition of gender aspects of development by the CSOs and decision makers.

In addition, it seems that the transition process in NMS is not really finalized in the area of gender equality. Women's organizations in NMS are still using international standards (mainly EU) as main tools for gender equality related work, therefore they can share their experience from similar processes as those experiencing by women's organizations in developing countries of the region, rather than their own countries' achievements in the area of gender equality.

In non EU countries of the region, which are often the recipients of development aid from NMS, the situations seem to be similar. Gender equality and women's rights are not mainstream properly in development cooperation activities. Women's organizations are involved in work on various women's issues which are development issues (economic status of women, reproductive health, women's participation in public life, girls' education etc) but they not always see themselves as development cooperation actors. Again, it is due to the low awareness both on development and gender issues as well as the link between them among CSOs, also women's NGOs, decision makers and general public. Important factor is also the approach of development donors' in these countries, who very rarely they include gender issues in their agenda.

In this context assessing development cooperation effectiveness in terms of gender is very difficult in this region. Despite this fact it was extremely important to conduct the survey and involve all the key organizations in the international debate on this topic. The consultation process met with large interest from the approached organizations and hopefully it was the first step for further activities in this area.

## 2. SUMMARIZED ANSWERS:

Question	EU NMS	NON EU
<b>A. Information about your organization</b>		
In what country or countries does your organization undertake its activities? Do you work principally in urban or rural areas?	Except for their home countries, the NMS organizations taking part in the survey implement their activities also in Balkan countries, Caucasus (Armenia, Georgia, Azerbaijan), Central Asia (Kyrgyzstan, Afghanistan, Uzbekistan, Kazakhstan, Tajikistan), Eastern Europe (Moldova, Ukraine, Belarus, Russia), Asia (China, India, Pakistan), Africa (Ghana, Kenya, Uganda), Haiti and middle east region. They also cooperate with different European partners. The majority of the organizations work both in urban and rural areas.	The majority of the NON EU organizations taking part in the survey work both in urban and rural areas, a few (3) work exclusively with rural women. Apart from activities in their home countries some of the organizations closely cooperate with partners from neighboring countries.
How would you define your organization?	Total - 20, Women's Org - 10, Social Org - 10, HR Org - 8, Development NGO - 11, National NGO - 10, Local NGO - 5, International NGO- 2, Federation, Network, Platform - 4, Education institutions - 2.	Total: 21; Women's Org - 16, HR Org - 17; Social Org - 6, Development NGO - 10, National NGO - 12, Local NGO - 1, International NGO- 1, Individual expert - 1.
If your organization is not a women's organization, does it have a program, working guidelines and/or a section or department specifically devoted to women's/gender issues? If yes, what percentage of the total number of people working is involve in such program or section?	50 % of organizations from NMS taking part in the survey are women' organizations. Among 10 others, 4 declare that they implement specific gender programs and allocate to its implementation 15, 35 or 45 % of their staff. 6 organizations admitted that they do not have a specific gender programs, despite that some of them work directly on gender issues.	The majority of the respondents from non-EU countries are women's organizations and all 3 of those which have different profiles (HR, social, development organizations) implement specific women's programs which cover 70-80% of their activities.
What do you estimate is the	The NMS organizations estimate that on average their activities	On average, the activities of NON EU organizations reach in 75%

percentage of men or women you reach in your work?	reach in 70% women and 30% men.	women and 25% men.
<b>B. Assessment of gender equity and gender equality measures</b>		
<p>How are gender equality and equity issues addressed by your organization and by other CSOs in the country(s) you work in? (name the country)</p> <p><i>(e.g. who is doing the gender work, is gender perceived as a 'women's issue'? Is it understood broadly or limited to specific areas (soft areas of development such as education, health etc. rather than economics and trade)</i></p>	<p>The majority of the organizations from NMS taking part in the survey agree that gender equality and equity are perceived as 'women's issues' in their countries. It is mostly women organizations who do the gender related work, what is more, these are mostly women working in CSOs which are the main experts on the issues in NMS. Gender awareness and political commitment to gender issues is very low. CSOs understand the gender equality broadly, economic aspects are very important in CEE/CIS region due to the experience of the transition which economic costs were paid in majority by women. Women's organizations very often focus on raising awareness on gender issues and gender mainstreaming among general public, decision makers, but also other CSOs, incl. development NGOs. This is done through variety of education projects, campaigns and advocacy work. Specific areas of work of women's organizations in NMS are: labour market, decent work, reconciliation of work and family life, gender budgeting, combating trafficking and violence against women. As far as development related work is concerned women's organizations in these countries are mostly involved in development education and awareness raising as well as advocacy for inclusion of gender issues in development policies and cooperation of NMS. The organizations other than women's NGOs declare implementing gender as a cross cutting issue, mainstreamed in their work. Women's organizations are among their local partners in developing countries. The specific areas they work on match those mentioned above.</p>	<p>According to the NON EU organizations in their countries gender equality and equity is perceived as a 'women's issue' and the work in this area is done mostly by women's NGOs, which are the precursors of the topic. There are gender equality laws adopted and a few governmental institutions established with the mandates in this area, this does not mean however that gender mainstreaming is implemented the governments' and public bodies. The declared policies are often not implemented in practice. An important aspect is the low awareness on gender issues and strong patriarchal traditions in the societies.</p> <p>The gender issues are understood broadly by the CSOs, this view is not shared however by the institutions and the societies. Women's organizations and other NGOs working on gender issues undertake awareness raising activities and advocacy in order to change this situation, but at the same time they focus on specific aspect of gender equality and women's rights.</p> <p>The specific focus varies depending on the sub region and particular countries but the thematic areas of activities involve strengthening women's participation in public life, both political and economic, economic empowerment of women and equal rights and possibilities for the access to the economical resources, defense of women's rights to the land and other properties, fighting violence against women, protection of reproductive rights and access to safe services, anti trafficking activities, HIV/AIDS prevention, women role in peace building, strengthening women's leadership, capacity building of women's NGOs.</p> <p>Specific issues in Central Asia are: polygamy, bride kidnapping, child marriages, and unregistered marriages; in Belarus where the 3rd sector is oppressed by the government and women's activists are oppressed mostly by the policemen (violence and sexual abuses) the democracy movement tries to put gender equality (especially participation in</p>

		political life) on its agenda .
<p>What are the main national/regional alliances your organization is working with on gender equality and/or development effectiveness?</p>	<p>There is a different level of involvement in work on development effectiveness among the NMS organizations taking part in the survey. The vast majority of them have come across this theme as almost all interviewed organizations are involved in national platforms of development organizations, members of Concord, some are also involved in AidWatch network and Eurodad.</p> <p>The most concrete example of active involvement in the development effectiveness process, was provided by ProEquality which coordinated the priority theme Gender within FoRS Presidency project focused on CSO Development Effectiveness during the Czech EU presidency.</p> <p>Many organizations became more familiar with the topic through work with KARAT, especially participation in this study. The interviewees mentioned also other networks they work with on gender and development issues: national branches of European Women's Lobby, Gender Task Force, ASTRA, ECCJ, WIDE, RENASIS, GCAP, Slovak-Czech Women's Fund.</p>	<p>For the many of the organizations taking part in this survey was the first time they were involved in any work on development effectiveness. Therefore, while answering this questions most of them were listed networks/alliances they work with on gender equality and/or development issues in broader sense.</p> <p>The international alliances mentioned by NON EU organizations were: KARAT Coalition, Eastern European Alliance for Reproductive Choice; ASTRA – Central and Eastern European Women’s Network for Sexual and Reproductive Health and Rights; Network of East West Women (NEWW), Asia Pacific Women Watch (APWW), Asia Pacific Forum on Women, Law and Development (APWLD), AWID, Central Asian Forum of Women's NGOs, Reality of Aid Network (ROA), Asia Pacific Research Network (APRN) , La Strada International Network, Clean Clothes Campaign, WGNRR, CWLR, WECF, WAVE.</p> <p>Each organization taking part in the survey is also involved in one or more national alliances.</p>
<p>List up to 5 contributions that your organization has been making (it could be economic, political and/or social) that directly aims to change/challenge male bias in the country(s) you work in (name the country)and to build equity and equality among men and women:</p>	<p><b>1. Education/Awareness raising/advocacy</b> aimed at recognition of gender issues by different groups: general public, media, decision makers, CSOs - in different aspects: Gender and development awareness raising and education - campaigns and education actions on gender aspects of development (i.e. presenting MDGs from gender perspective in schools, exhibitions, movies other materials presenting women's economic and social situation in developing countries, work with media, analysis, policy papers, shadow reports, manuals, advocacy work and awareness raising among decision makers, promotion of gender issues through international instruments, like CEDAW, BPfA, etc); Gender stereotypes in education: combating gender stereotypes in education system i.e. gender analysis of textbooks at school and university levels; women’s technological empowerment (education on ICTs); Access to education for girls - supporting equity in access to education in Afghanistan and Kyrgyzstan</p>	<p><b>1. Awareness raising/education/advocacy</b> on gender equality and women’s rights as well as sensitization on burning problems women in these countries face i.e. violence against women. The awareness raising actions target the societies, media, national and local decision makers and other specific groups i.e. policemen. Information and advocacy campaigns for gender mainstreaming in public policies and practices as well as actions aimed at women’s empowerment (i.e. campaigns for the adoption of quotas of women political participation, inclusion of women-informal workers as target groups in national programmes and the campaign against the poverty). A number of organization monitors women’s rights implementation and realization of the CEDAW in their countries and follow with advocacy and campaign actions in specific issues.</p> <p><b>2. Economic empowerment of women:</b> many organizations stressed their contribution to strengthening women’s economic independence through both, building expertise on women’s economic situation and</p>

	<p><b>2. Women's economic empowerment</b> - education on and campaign for women's labour rights and decent work especially in feminized sectors (i.e. consumers' campaigns, trainings for-also male, trade unionists, analysis and education on gender aspects of CSR etc), campaigns combating gender stereotypes and gender discrimination in the labour market, supporting economic participation and economic independence of women by promoting women's entrepreneurship, providing practical skills-based trainings, business skills trainings, financial literacy trainings and access to credit and material support for business development, education and advocacy on gender budgeting at local level.</p> <p><b>3. Women political participation</b> - education, capacity building and campaigning: more women in local parliament campaign, supporting political participation of women from ethnic minority, trainings to support women's leadership and directly encouraging women to take a more active role in community planning, meetings with local authorities and NGO's to raise awareness for gender budgeting in the local budgets, capacity building for Political Parties to improve gender balance in decision-making and overall gender awareness, regional networking of women's local leaders for solving of one concrete local problem of women, ongoing cooperation with authorities through monitoring, consultations, capacity building.</p>	<p>its implications (i.e. rural women access to the economic resources, survey and expertise on property and hereditary women's rights, women's workers' rights, etc) as well as providing women with services enabling their economic empowerment (i.e. professional qualifications trainings for women entrepreneurs, reintegration of women- victims of domestic violence in the labour market, capacity building and facilitation of networking of women informal workers etc ).</p> <p><b>3. Political participation of women:</b> contributions in this area involve above mentioned awareness raising campaigns and advocacy for quotas as well as capacity building for women leaders, election candidates and facilitation of networking among women local leaders which led among others to increased number of women in rural areas actively participating in decision making processes at the level of local communities.</p> <p><b>4. Other.</b> The NON EU organizations also stressed their contributions in education and advocacy for <b>reproductive rights</b> (i.e. access to sexual education, safe abortion, services related to family planning and contraception etc), medical and health care programmes for women, prevention of <b>trafficking</b>, assistance for women victims of <b>domestic violence</b> (emergency services and long term support programs), involving <b>women in peace building</b> processes in post conflict areas, involving CSOs of Central Asia into <b>aid effectiveness</b> discussion and of CSOs <b>development effectiveness</b>.</p>
<p>List up to 3 barriers that women's organizations and movement face in the achievement of their goals:</p>	<p><b>1. Lack of understanding and awareness of gender issues among the societies and decision makers</b> which is often caused by dominating traditional social and culture models, stereotypes and lack of education. This leads to constant marginalizing of gender problems and continuous ridiculization of gender issues in the society.</p> <p><b>2. Lack of political will and real commitment by decision-makers</b> (national and lower levels of administration) to achieve equality and uphold to the rights stipulated in the constitution or binding international instruments related to women's and girls' rights.</p>	<p><b>1. Lack of political will and real commitment by decision-makers</b> , not serious attitude of the state structures towards activities of women organizations and gender equality in decision making processes. The international commitments on gender equality and advancement of women's rights are not entirely implemented and unstable political situation in a few counties in the region interrupts proper functioning and continuity of the states' structures. The problem is also low number of women in decision making and leadership positions.</p> <p><b>2. Lack of understanding and awareness of gender issues</b> caused by traditional perception of women's role in the society, patriarchal</p>

	<p>Gender Policies are underestimated and therefore not given proper attention. Women's organizations are often not recognized as partners for dialogue with the authorities.</p> <p><b>3. Funding</b> - limited funds for gender issues, distributed based on donors' agenda not the actual needs of women, no funding for long term activities which do not bring immediate outcomes, like advocacy. Project based funding causes lack of stability of women's organizations and lack of continuation, sustainability of long term activities.</p> <p><b>4. Weakness of women's movement</b> - apart from instability of women's organizations, the interviewees mentioned: not sufficient solidarity among women, especially successful women who could contribute to women's movement, low interest among young women, lack of role models who would speak up for gender equality and women's empowerment.</p>	<p>stereotypes and prejudices deeply rooted in societies' mentality which is difficult to change especially that also media contribute to preservation of this perception of gender issues. There is also lack of gender sensitive education and upbringing.</p> <p><b>3. Funding</b> - lack of resources and lack of interest from international donors in supporting gender related work, organizations working based on short - time projects are financially unstable and not able to implement long term strategies.</p> <p><b>4. Weakness of women's movement</b> - lack of capacity for strategic positioning in order to make significant and sustainable changes in society, lack of appropriate human resources in women's CSOs, low level organization's management, limited knowledge and skills in using media, etc. Women's organization are also not recognized as partners for dialogue with authorities. Low awareness and motivation of women is not helping in changing the situation.</p> <p>Specific situation in Belarus: risk of facing violence due to undertaken activities, possibility of being imprisoned for 48 hours without any reason, losing job or education, sexual harassment (Centre of Gender initiatives: "Adliga: women for full citizenship", Belarus)</p>
<p>List up to 3 barriers that CSOs face to promote and adopt gender equity and equality and women's empowering in the country(s) you work in (name the country(s)):</p>	<p><b>1. Lack of awareness and 'more in-depth, complex understanding of gender related issues</b> and knowledge on constructive ways how to address the challenges related to lack of gender equality and equity – particularly relevant to the CEE region where development cooperation has a much shorter tradition and hence the level of knowledge and experience is much lower' (People in Peril, Slovakia), 'lack of interest to extend the knowledge to gender equity - this being considered the problem of women's organizations' (ProWomen, Romania).</p> <p><b>2. Lack of capacity in terms of 'know how' and human resources.</b> 'Gender issues are not yet embraced by all CSO, very few organizations have gender policies that guideline their work' (ProEquality, Czech Republic). CSOs staff is not able to work on gender issues due to lack of expertise and experience, there is a need of 'user friendly' trainings for CSOs and networking with women's organizations. 'The language used is too complicated,</p>	<p><b>1. Low awareness and understanding of gender issues</b> and need to work on them as well as lack of interest among CSOs to be involved in this kind of work. It is related to the lack of understanding of gender issues in societies in general, patriarchal culture and traditions, low level of education in this area as well as absence of gender issues in media.</p> <p><b>2. Lack of capacity of CSOs to work on gender issues.</b> The view expressed by many organizations is well summarized by Forum of women's NGOs of Kyrgyzstan, stressing the lack of understanding of the substantial issues of gender equality and women's human rights and thus lack of commitments of CSOs to gender equality and women's rights, lack of equality vision among leaders of CSOs and lack of gender equality in agenda of CSOs. It was also noticed that lack of sufficient and long term funding for gender related work is another barrier so as lack of cooperation of women organizations and other CSOs, there is no strong networks between them and gender activists are too weak and</p>

	<p>too technical and “gender mainstreaming” is often perceived as just another burden on development planners and practitioners' (People in Peril, Slovakia). Apart from these two main barriers the particular organizations also mentioned: lack of funding, patriarchal attitudes, lack of attention to women's issues, lack of public support to the topic.</p>	<p>not successful in influencing other CSOs. Specific problem of migration(brain drain)negatively influencing NGOs staff was observed by Organization Nasl, Tajikistan.</p> <p><b>3. Political environment.</b> Many organizations from different sub regions (Balkans, Caucasus, Central Asia, Eastern Europe) stressed the importance of this factor. They mentioned general lack of mechanisms of interacting with the state, ignoring by state organs national and international commitments on human rights, rights of women; lack of institutions responsible for monitoring of implementation of such commitments; not recognizing gender equality and women’s rights as issues to be included in states policies, strategies and budgeting; patriarchal attitude and beliefs of core number of individuals responsible for decision making, corruption, bureaucracy.</p>
<p>Describe in one/three sentences how your organization recognizes social class and ethnicity differences among women in your work?</p>	<p>The majority of NMS organizations did not present comprehensive approach in recognizing social class and ethnicity differences among women in their work. Most of them, however, work on social inclusion problem and target their activities to different, specific groups of beneficiaries such as: Roma women, rural women, migrant women, women from national minority, etc.</p> <p>The most elaborated answer on recognizing social class and ethnicity differences among women in organization's work was provided by People in Peril, Slovakia: 'Principally in recognizing the diversity of beneficiaries in the target area – e.g. understanding that the categories such as “community” or “rural population” are not homogeneous but contain various subgroups or even individuals who are different from one another. In most cases (but not all unfortunately) when new projects/programmes are being developed, the context is analyzed and various salient factors are assessed including gender, age, ethnicity, or class'. Another example of systematic approach was provided by Polish development organization IGO: ‘Our organization’s internal management is based on principles of Total Participation Management (TPM). Both, in theory and practice, we are governed by principles of equality, inclusiveness and</p>	<p>The NON EU organizations mostly work on concrete problems regardless the background of involved women although these problems have sometimes class, race, nationality implications which is taken into account while identifying roots and looking for the solution of the problems. At the same time it happens that the organizations intentionally work with specific disadvantaged groups: minorities, refugees, poor, informal workers, victims of violence, rural women, young women etc.</p> <p>A number of organizations declare that principles of equality, diversity and universal human rights are basis for their missions and all activities, therefore they include different classes, ethnicity, nationality etc in their work (i.e. through comprehensive research recognizing these aspects). A few organizations work in broad networks and/or partnerships with organizations focusing on particular minorities, disadvantaged groups’ problems. This approach is well presented by Forum of women's NGOs of Kyrgyzstan: As a feminist organization Forum recognizes intersectionalism of various women’s identities. Differences are reflected in the tactic of work, in the agenda, in the support programs so that women from different groups were not excluded or marginalized.</p>

	<p>transparency - on all levels of our work and management. In practice, it enables equal participation of organization's staff and volunteers and promotes advancement of less privileged participants'.</p>	
<p><b>QUESTION FOR EU COUNTRIES:</b> Assess the gender awareness among decision makers and CSOs involved in the development cooperation in your country? Are the policies and instruments available gender sensitive in the development cooperation?</p>	<p>In general the NMS organizations agree that the awareness on gender in development among decision makers and NGOs is not sufficient and that the policies and instruments of development cooperation which are still new or just being developed and do not cover sufficiently the gender aspects of development. Still, even if some issues are included in documents they are hardly ever properly implemented in practice. Despite this common facts the situation is different in different NMS vary, below some quotations on country specifics:</p> <p>Bulgaria - 'Gender awareness of decision makers is rather low. Concerning the CSOs working in the development cooperation field – gender NGOs are well represented and gender is recognized as an important aspect of development' (GERT). According to GPF the awareness is sufficient in MFA, the problem is lack of recognition of the development and gender issues among other decision makers in government therefore '(Bulgaria)lacks any polices and gender sensitive instruments in the development cooperation'.</p> <p>Czech Republic - '(There is) no official gender strategy for development cooperation, however, in the new Concept for Czech Development Cooperation 2011 – 2017 gender equality is mentioned as a cross-cutting issue and dual approach to gender mainstreaming is stated' but 'decision makers lack the knowledge and expertise to bring these commitments into practice'. At the same time 'awareness among CSOs is growing due to the policy and awareness raising work over the last 2-3 years' (ProEquality).</p> <p>Estonia - 'there is increasing awareness about gender in development cooperation, but not yet sufficient(...) not yet any gender mainstreaming in development cooperation in Estonia among CSOs' (Estonian Women's Studies and Resource Centre).</p> <p>Poland – 'Gender mainstreaming in Poland does not really exist in practice (...) It is partly the effect of a very low gender awareness among decision makers and authorities, but also many CSOs involved in the development cooperation in Poland are also not really committed to gender issues' (Women's 8 of March Alliance) 'There is lack of understanding of gender issues in development context, the existing policies and programs are referring to gender in very limited way. Current consultations on long term strategy for Polish development cooperation and involvement of a few gender aware NGO representatives give some hope for improvement' (KARAT)</p> <p>Romania - according to Org,AUR and ProWomen gender aspect is not included in development policies and instruments which are not very well defined yet. In general the link between gender issues and development cooperation is not clearly emphasized. Gender organizations do not work on development and only few development NGOs work on gender.</p> <p>Slovakia - 'There is a broad consensus on supporting gender equality in target countries. In reality, it seems, there is little attention paid to these issues in the policy documents or projects funded' (People in Peril). 'There is no real cross cutting policy' (SCCD).</p>	
<p><b>QUESTION FOR NON-EU</b></p>	<p>Almost all of the NON EU organizations agree that the gender awareness of the decision makers is low. The situations varies depending on</p>	

<p><b>COUNTRIES:</b> Assess the gender awareness among decision makers and CSOs in your country? Are the policies and instruments available gender sensitive?</p>	<p>countries, some , i.e. Caucasus organizations see signs of improvement mainly as far as adopting of gender related legislation is concerned, others, for example Ukrainian organizations perceive the situation very negatively and provide examples of total ignorance of the decision makers in the area of gender equality.</p> <p>The majority agrees however that while the situation is not dramatic in terms of the adopted laws (numerous examples of relevant acts on gender equality, women’s rights and other related laws are provided by the surveyed organizations) at the same time the implementation of the law leaves a lot to be desired. The laws are often not understood by the decision makers due to their lack of gender awareness which is a consequence of already mentioned deeply rooted and not addressed gender stereotypes and traditional patriarchal cultures.</p> <p>A few examples:</p> <p>‘There were many legislative acts adopted but mechanisms of adopted strategies and programs were not developed’ (Social Foundation Panorama, Tajikistan)</p> <p>‘State organs do not make use of legislative norms, provisions: criminal legislation, legislation connected with relation to violators of women rights- bigamists, bride kidnapers’ (Alliance for Reproductive Health, Kyrgyzstan).</p> <p>‘Our analysis of Local Development strategies from 10 Municipalities all over Serbia, has shown that none of them respected the Law on Gender Equality or postulates of national strategies’ (Femina Creativa, Serbia)</p> <p>Despite of lack of proper implementation of the gender equality laws, there is still a view expressed that better any laws than no laws: ‘There is gender sensitiveness only in those areas in which the gender concept is regulated by law, so there is forced and formal gender awareness not a real one’ (National council for gender equality, Macedonia)</p> <p>Again, unstable political situation influence negatively the continuity of work on gender related issues. It is also mentioned that very often CSOs manage to cooperate with gender sensitive decision makers who do not however have enough power, strong position and abilities to foster the wider implementation of gender related legislation.</p> <p>Gender awareness among CSOs is assessed more positively, the majority agrees that despite there is still much to do the CSOs awareness of gender issues and interest in working on them is growing. there is a number of examples of successful implementation of the projects/initiatives jointly by women’s organizations and other CSOs</p>	
<p>Assess the role of the donor community and other stakeholders, and availability of financial resources for gender equality and equity, and women’s empowerment in your country.</p>	<p>This question was differently understood by NMS organizations, the majority focused on describing the access to funds of NMS organizations, only a few provided their opinion of the role of NMS as donors to development countries. In both cases however the conclusion is that the funding for gender related work is not sufficient.</p> <p>In general all respondents agree that there is lack of funding specifically for gender equality and women's empowerment activities. Gender is usually included as a horizontal issue. EU is the main, sometimes the only, donor in the NMS. These funds are difficult to access and to manage, in addition the requirement of own contribution makes it impossible for majority of women's</p>	<p>The majority of NON EU organizations share the view that the role of the international donors is essential as far as the funding of gender equality and women’s rights related activities is concerned, due to the fact that they are relatively more sensitive to these issues in comparison to other donors. ‘The role of the country’s development partners and donor community is crucial to achieving progress in this domain from both points of view – that of financial support and that of informational assistance and experience’ (Political Club of Women 50/50, Moldova).</p> <p>In spite of the appreciation of donor’s engagement, it was also noticed that the funds available are not sufficient and decreasing in many countries. It is an opinion shared by many organizations that the donors</p>

	<p>NGOs (small, unstable, with no other funding) to become beneficiaries of EU grants. What's more EU finance project activities according to its own agenda, long term statutory activities based on needs of women often do not match EU priorities.</p> <p>As for the national development funds in NMS there are no specific allocations of financial resources to gender issues or women's empowerment projects. In some cases the calls for proposals require gender mainstreaming in the general development project, however, evaluation of this requirement either on the stage of the selection of proposals or reporting on project implementation is not done professionally and effectively.</p> <p>It happens (Poland) that the feminist organizations are competing for limited funds with church related groups and often loose due to the general strong influence of church in Polish society.</p> <p>NMS as donors for developing countries fail to properly support gender equality, it is not surprising in the situation when these issues are not recognized sufficiently also in NMS. 'The current role of Polish donor community for gender equality and equity (as well as financial resources) is clearly below our expectations' (Institute of Global Responsibility, Poland) 'There is no specific allocation of financial resources to gender issues or women's empowerment projects (bilateral development cooperation). In terms of multilateral development cooperation, the Czech Republic provides only marginal support to gender issues – the only support to UNIFEM was 50 000 USD in 2004 and 2005 (which made only 0,05 and 0,04 % of the budget that year)' (ProEquality, Czech Republic).</p>	<p>are not in effective dialogue with local women's NGOs, which leads to the situation where the actual needs are often not addressed, the funds are not spent most efficiently and there is not enough partnership in implemented activities.</p> <p>'Donor community is at political declaration level is gender sensitive at the level of its commitments implementation is very weak. Joint country support strategy is not gender sensitive. Adequate resources are not allocated for gender equality and women's rights advancement, it is not adequately mainstreamed and capacity of their staff is not sufficient to make their policies and program in the county gender sensitive. Women's organizations are not involved into the priorities development as well as into the joint monitoring process. Lack of effective and constructive cooperation process led to lack of sustainable dialogue among donors' community and women's organizations on women's issues and gender equality' (Forum of Women's NGOs, Kyrgyzstan)</p> <p>'Donor organisations' role is satisfactory, but not at the proper level. Significant part of the donor organisations' budget covers administrative costs. Gender programs for many donor organisations are not main priority' (PPC Shtip, Macedonia) .</p> <p>'These funds are relatively available, in the sense that sometimes it is easier to get funds directly from the headquarter of an international organisation, than from its country representative' (Political Club of Women 50/50, Moldova).</p> <p>A few organizations mentioned that the international donors; agencies compete with the local organizations in accessing the funds as well as by implementing their own projects.</p> <p>'Although some donors support gender projects, this contribution remains weak. Most of such donors have "their own organizations" and are not opened to new initiatives (and organizations) in spite of evident lack of results' (VESTA, B&amp;H)</p> <p>'CSOs organization in Georgia has no viability of financial resources for this issue, as UN agency and other international organization take all financial resources and they themselves implemented projects' (Women's Center, Georgia)</p>
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### C. Ways to change current gender inequalities

<p>Please suggest up to 5 ways to encourage women to take</p>	<p>The NMS organizations propose two areas of activities: 1. <b>Building capacity of women</b>, through: gender equality,</p>	<p>Creating enabling environment and building women's capacity. First the <b>awareness of women's rights and gender equality</b> has to be</p>
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<p>up decision making at their local and national level.</p>	<p>empowerment workshops and trainings on specific leadership skills; strengthening women's economic independence and participation and thus increase their status within household; provide services enabling women reconciliation of their public involvement and family life; strengthening women's movement and networking aimed at exchange of experience and expertise as well as support.</p> <p><b>2. Creating enabling environment</b> for women's participation in decision making through: raising awareness of societies, challenging the existing stereotypes, work with media and decision makers as well as community leaders, involvement of men in discussing, understanding and ultimately supporting women's public roles and finally creating policy and instruments encouraging women to take up decision making at their local and national level: effective Women's Machineries, quotas in public and economic spheres, other forms of institutional support.</p>	<p>increased in the societies, the existing stereotypes have to be challenged. This should be done through the education system, media work (presenting alternative images of women's roles in the society, promoting good practices, etc) and appropriate legislation, strategies and institutions which would enable effective bringing gender equality and women's rights into practice. Some organizations advocate for quotas for women's participation in public and economic life and propose gender trainings of decision makers. Apart from structural changes it is absolutely necessary to improve women's economic status and ensure services that would allowed them to be able to participate in public life (i.e. childcare).</p> <p><b>Women's capacity</b> have to be built in terms of their knowledge (on gender equality, women's rights and functioning of democratic mechanisms) and skills (i.e. leadership, advocacy, speech writing, debating, political communication, political negotiation etc). It is also important to facilitate women's networking at local, national and international level.</p>
<p>How can CSOs promote and adopt gender equity, equal opportunities and women's empowering into their own functioning? List up to 3 strategies that you see CSOs as well as women and feminist organisations can undertake.</p>	<p>NMS organizations propose following actions for the CSOs to promote and adopt gender equity, equal opportunities and women's empowering into their own functioning:</p> <ol style="list-style-type: none"> <li>1. Analysis of their work from gender perspective and identification of its gender aspects followed by development of comprehensive and easy to access policy, applicable to projects and services implemented by the CSO and including specific objectives on these matters.</li> <li>2. Gender mainstreaming of all CSOs' activities, identifying gender component, in each implemented project.</li> <li>3. Capacity building of the CSOs' staff, trainings on gender equality and equity.</li> <li>4. Networking with gender focused and women's organizations and profiting from their expertise, both in donor and recipients countries, sharing gender policies and best practices within the Networks (i.e. 'platforms of NGOs should be more serious about promoting this agenda in national policy making on development aid' –People in Peril).</li> </ol>	<ol style="list-style-type: none"> <li>1. Elaboration, adoption and implementation of gender policy</li> <li>2. Capacity building of CSOs' staff in order to developed best gender sensitive methodology of work in the organization's specific context.</li> <li>3. Mainstreaming gender in all organization's activities at all stages, starting from gender sensitive needs assessment, through elaboration of the projects, its implementation, management and evaluation.</li> <li>4. Agreeing common understanding of basic issues which women's organizations and other CSOs work on, developing common agenda and undertaking joint actions . As a result gender dimension included in CSOs work on human rights, social justice, democratic mechanisms, education etc. Joint actions may involve, common advocacy, awareness raising through education, public events, media, research, campaigns etc.</li> <li>5. Developing strategic partnerships of women's organizations and other CSOs at all levels, in order to exchange experience, involve in global movement and strengthen civil society.</li> <li>6. Providing career opportunities for women</li> </ol>

	<p>5. Evaluation of the implemented gender policies through for example gender audits (organizational structures as well as activities).</p>	
<p>List up to 5 factors that you see as indicating that CSOs are enabling women's empowerment?</p>	<p>NMS organizations listed following factors as those indicating that CSOs are enabling women's empowerment:</p> <ol style="list-style-type: none"> <li>1. Gender policy document that defines standards and objectives of the organization in relation to gender equality and women's empowerment both in its activities and internal structures and practices.</li> <li>2. Gender mainstreaming in practice: applicable and transparent practices used for everyday activities, gender aspect in all phases of the project cycle, starting from project identification; gender impact assessment of projects, development cooperation projects, that have the gender component (part of the MDGs), involvement of experts, in particular local advocates, feminists, practitioners in developing countries CSOs work in, support for local advocacy efforts regarding gender equality promotion.</li> <li>3. Staff involvement and management, content wise: 'staff's familiarity with the gender equality agenda (not just general, but more in-depth understanding related to the county and sector in which the organization is working), especially the staff responsible for programming and M&amp;E and middle and senior managers who make decisions' (SCCD, Slovakia), 'gender sensitiveness among the staff, (...) knowledge on what women's empowerment is about, seeing women as agents of change, as new leaders and not as victims and disadvantaged group' (ProEquality, Czech Rep); management wise: created special post for person responsible for gender inclusion in CSO's work, equitable distribution of roles between women and men in the organization, more women in managerial positions in CSOs, support for women's leadership, etc</li> <li>4. Resource allocation to gender related activities related to promoting gender equality – how much and for how long initiatives are funded.</li> <li>5. Public visibility – gender in CSOs activities communicated to</li> </ol>	<p>While listing the factors indicating that CSOs are enabling women's empowerment, the NON EU organizations referred to both, the results of CSOs' activities and the way of their functioning:</p> <ol style="list-style-type: none"> <li>1. Increased gender awareness in the societies, demonstrated in media, education as well as public debates with the participation of the decision makers</li> <li>2. Increased awareness among women on their rights</li> <li>3. Gender sensitive legislation and legal acts on women's rights adopted and implemented through effective strategies, gender responsive budgeting, programs supporting various groups of women. Gender equality institutions established, financed and well functioning at local and national level.</li> <li>4. More women at all level of decision-making (maybe thanks to quotas)</li> <li>5. Economic empowerment of women achieved, i.e. more women employed, also on higher positions in public and private sector, increased number of women entrepreneurs, equal access to economic resources</li> <li>6. Less women suffering domestic violence</li> <li>7. More educated women</li> <li>8. Issues important for women as stake-holders are in the CSOs agenda</li> <li>9. The policies and strategies are adopted with the consultation/public debates. CSOs' proposals are taken into account in the draft of the new gender equality laws and programs.</li> <li>10. CSOs joined and supported a women's organization's initiative on aid effectiveness</li> <li>11. Number of women employing in the CSOs, especially in leading positions</li> <li>12. Women benefit directly from CSOs' activities</li> <li>13. Support from society, women trust the CSOs</li> </ol>

	<p>the public and contributing to gender awareness raising among the societies.</p>	
<p>Suggest up to 3 strategies that your organization would support that would bring together women's and feminist agendas with the agendas of other social movements working for justice and democracy.</p>	<p>The NMS organizations agree that there is a need of strengthening the link between gender and development issues which is not understood in NMS and raise awareness of gender aspects of development which is very weak both among women's and development organizations, then it is necessary to develop cooperation between women's and development organizations which is not existing in many of NMS and undertake common activities:</p> <ol style="list-style-type: none"> <li>1. Education/awareness raising on gender in development , strengthening the link between gender and development and understanding of gender aspects of development among women's, development, and other involved organizations, through 'Wide distribution of information of the gender aspects of every one political, social, cultural, etc. sphere/policy/ decision, challenging stereotypes and building bridges (Org. AUR, Romania), 'Training for CSOs' staff and Boards, educational activities on gender and development, gender and democratization and human rights' (ProEquality, Czech Republic)</li> <li>2. Networking between women's and development organizations based on common agenda on gender in development, in various networks, national NGDOs platforms, etc. 'Identify the join targets – e.g. human rights, food security, poverty alleviation – and join forces to advocate for change' (Institute of Global Responsibility, Poland), 'CSOs actively seek cooperation with gender Institutes and Women's rights Organisations '(Red Cross, Bulgaria); 'Enhancing involvement of gender CSOs in international issues' (ProEquality, Czech Republic)</li> <li>3. Common activities addressing gender and development issues in various areas and through divers actions, at national, regional and global level, i.e. Joint debates, constructive and inspiring – e.g. at national level and in the CEE region – with the participation of speakers/facilitators from western Europe where there is more experience in working with gender issues in</li> </ol>	<p>The NON EU organizations declare they would support strategies that:</p> <ol style="list-style-type: none"> <li>1. ...are aimed at social solidarity</li> <li>2. ... aim to ensure full respect of women human rights</li> <li>3. ... lead to economic empowerment of women , including rural women empowerment and full protection of women's workers rights</li> <li>4. ... aim at reducing the poverty with gender-sensitive measures</li> <li>5. ... widen women's agenda</li> <li>6. ... promote equal condition and opportunities creation</li> <li>7. ... ensure gender sensitive methodology: gender budgeting, gender-disaggregated statistics, gender sensitive research.</li> </ol> <p>Almost all surveyed organizations stress the importance of the strategies based on co-operation between women's NGOs and other CSOs. Successful gender mainstreaming of social justice and democracy movements would be an ideal situations. In order to achieve this the organization propose capacity building of both women's organizations and other CSOs aimed at joint agenda development in the areas of economic and social justice, human rights and democratic society development. This should be followed by common activities: awareness raising, research, advocacy, activities targeting general public and decision makers. This should be done through networks/specific forums of cooperation/platforms between women's organizations and other CSOs.</p>

	<p>development. There is a number of religious organisations who have access to funding, but can be overlooked/excluded in national/regional debates on these issues; Joining global campaigns – gender equality agenda needs to receive more attention globally, more visibility (...)The CEE region is often overlooked when such global campaigns are taking place in the world. (...); Lobbying for the increasing of focus on gender equality in the EU development policy, with a possible trickledown effect on the Slovak national development policy.(People in Peril, Slovakia)</p>	
<p>List up to 5 international instruments that you see as effectively promoting women's rights and gender equality in the public polices in your country. If appropriate, please briefly describe an inspiring way such international institutional policies have effectively contributed to the strengthening of women's organizations in your country .</p>	<p>Almost all NMS organizations indicated CEDAW, Beijing Platform for Action and EU directives on gender equality as the main instruments effectively promoting women's rights and gender equality. Other mentioned instruments are: ILO conventions protecting women's right (maternity, working hours, equal pay), MDGs , UNCSCR, European Consensus on Development (2005), European Court of Human Rights – European Council. 'UN gender instruments (CEDAW, Beijing Platform for Action, UNSCR 1325) have been the foundation of national policies, even though not all the instruments have been utilized' (ProEquality, Czech Republic). 'EU directives on gender equality and related requirement led to passing the Gender Equality Act in Estonia (like in other new EU member states) and the establishment of the office of the gender equality commissioner' (Estonian Women's Studies and Resource Centre, Estonia). 'In Slovakia national policy on development refers only to the MDGs, but there is no clear link between the Millennium Declaration and the Slovakia's development planning. Such instruments as CEDAW, Covenants on Economic, Social and Cultural Rights or Civil and Political Rights have not been mentioned in any documents related to development cooperation as far as I can recall' (People in Peril, Slovakia). 'Possibility to approach Tribunal in Strasbourg may be very effective - vide the case of Alicja Tysiac' (Women's 8 March</p>	<p>As effective in promoting women's rights and gender equality the NON EU organizations identified a few international instruments and processes of UN, Council of Europe, EU and OECD. Almost all surveyed organizations mentioned CEDAW and OP CEDAW, other listed instruments are: Beijing Platform of Action, Beijing +10, MDG, ILO conventions , Universal Declaration of Human Rights, UPR reporting, UNESCR, UNSCR 1325. The organizations mentioned also UN institutions: UN Women, UN Human Rights Council and UN Special Reporters. Other listed instruments were European Convention of Human rights and recommendations of the Committee of Ministers of the Council of Europe to member states for gender equality (especially: Recommendation CM/Rec (2003)3 of the Committee of Ministers to member states on balanced participation of women and men in political and public decision making and Recommendation CM/Rec (2007)17 of the Committee of Ministers to member states on gender equality standards and mechanisms), draft of Council of Europe Convention on preventing and combating violence against women and domestic violence. Kyrgyz organizations mentioned also High level Forums on aid effectiveness and the Ukrainians - EU standards (as a part of Action Plan Ukraine – EU – the guideline for development legislative and policies). Examples of using the international laws and mechanisms: 'Forum prepared and submitted a shadow report on implementation of</p>

	<p>Alliance, Poland). This was a case of women who was denied right to abortion which she was entitle to even based on very restrictive Polish law, due to the serious threat of pregnancy to her health.</p>	<p>CEDAW in 2008 on two issues: VAW and Women's participation in political processes. All major recommendations of our organization were included in CEDAW Committee's 2008 Concluding Observations for Kyrgyzstan and a State matrix of actions. Forum was able to send four network members to the UN CEDAW committee meeting and made global a local process'</p> <p>' UNSCR 1325 - Forum of WNGOs was using this tool to document VAW during the conflict and integrate women into peace building process after the ethnic conflict in June 2010 in Kyrgyzstan'.</p> <p>'High level Forums on aid effectiveness – Forum WNGOs participated at and led various discussions and integrated women's rights and gender equality issues into the CSOs, development and aid effectiveness agenda and gain reputation as a strong NGO with a capacity to mobilize CSOs for addressing aid effectiveness in the country'.</p> <p>Forum of women's NGOs of Kyrgyzstan, Social Union "Association for women-entrepreneurs of Kyrgyzstan" (WESA).</p>
<p>Please state the 3 main advocacy demands for effective gender equity in government policies and programs financed with International Aid Development Cooperation resources?</p>	<p>NMS organizations formulated following demands for effective gender equity in government policies and programs financed with International Aid Development Cooperation resources:</p> <ol style="list-style-type: none"> <li>1. Effectively incorporation of gender perspective in all programming and all phases of development cooperation projects. (ProEquality, Czech Republic, GERT, Bulgaria, KARAT, IGR, Poland)</li> <li>2. Matching the rhetoric with financial support to these activities. Allocation of funds to the gender equality theme and strengthening the capacity and expertise of the Ministries of Foreign Affairs and/or other institutions responsible for the planning and implementation of development policies and cooperation (ProEquality, Czech Republic, People in Peril, Slovakia, KARAT, Poland)</li> <li>3. More vocal support for strategic goals for gender equality, not just addressing immediate needs of women and girls. More effective engagement with local advocacy groups. (People in Peril, Slovakia)</li> </ol>	<ol style="list-style-type: none"> <li>1. Human rights based approach in development cooperation, especially reflection of the gender dimensions of human rights (Center for Women and Modern World, Azerbaijan)</li> <li>2. Inclusion of gender as a crosscutting issue in all International Aid Development Cooperation projects at all stages and inclusion gender experts in all International Aid Development Cooperation projects at all stages Women's Information Consultative Center (WICC), Ukraine</li> <li>3. Greater acknowledgement of the importance of economic empowerment (VESTA , B&amp;H)</li> <li>4. More support to gender education and awareness-raising campaigns aimed at combating existing stereotypes which sustain gender inequality and do not allow women to fully benefit from development (Social Fund "DIA" , Kyrgyzstan, Women's Rights Center, Armenia)</li> <li>5. Development and wider use of gender sensitive methodology in development programs planning: gender segregated statistics, gender budgeting, conducting gender-related legal expertise of the legislation in force and draft laws and normative acts (La Strada-Ukraine, Social Fund "DIA" , Kyrgyzstan, VESTA , B&amp;H)</li> </ol>

	<p>4. Including women’s NGOs from recipient’s countries in developing concept and drafting the programs (GERT, Bulgaria, Informal Gender Group -Institute of Sociology UJ,Poland)</p> <p>5. Involvement of Gender Equality State Institutions in foreign policy issues related to gender equality incl. development cooperation (ProEquality, Czech Republic)</p> <p>6. Serious approach to monitoring and assessing the impact of development aid from gender perspectives (People in Peril, Slovakia, Women’s 8 March Alliance, Poland )</p> <p>7. Fair participation of women’s NGOs in providing development cooperation (GERT, Bulgaria)</p> <p>8. More attention paid to gender budgeting (Estonian Women's Studies and Resource Centre, Estonia, ProWomen, Romania)</p> <p>9. Gender as crosscutting issue in all development strategies, programs and project cycles (SCCD, Slovakia, GERT, IKAR Association, Bulgaria)</p> <p>10. Twin-track approach: gender mainstreaming (mainstreaming gender issues into all aspects of development policy) and specific measures (aimed at socioeconomic and political empowerment of women) (Org. AUR, Romania)</p> <p>11. Setting up the post of the gender adviser in PDC responsible for operationalization of GE and GM in all undertaken interventions (IGR, Poland)</p> <p>12. Including gender perspective should be the condition to get financial or other assistance from International Aid Development Cooperation (Women’s 8 March Alliance, Poland)</p>	<p>6. Integration of gender equality and women’s issues as one of national priorities to the country development strategy and ensure its effective implementation in terms of funds, human resources and coherence with other policies (Women’s Center , Georgia , Forum of Women's NGOs of Kyrgyzstan, Femina Creativa, Serbia)</p> <p>7. Budget for gender mainstreaming in all International Aid Development Cooperation projects at all stages and allocation of adequate funds for national plans of actions on gender equality and women’s advancement (Women’s Information Consultative Center (WICC), Ukraine, Forum of Women's NGOs of Kyrgyzstan)</p> <p>8. Transparency, openness of the programs (Social Union "Association for women-entrepreneurs of Kyrgyzstan" (WESA))</p> <p>9. Participation of CSOs and local authorities in decision making processes, monitoring and assessment of development cooperation ( Alliance for Reproductive Health, Kyrgyzstan, Femina Creativa, Serbia)</p> <p>10. Financing for long term projects focused on achieving sustainable outcomes, also those not possible to achieve in short term actions i.e. change of mentality, advocacy goals, etc ( Social Organization "Nasl")</p>
<p>Briefly describe an inspiring experience of institutional policies that has effectively contributed to the strengthening of women’s organizations in your country.</p>	<p>Not all NMS organizations were able to recall an example of inspiring experience of institutional policies that has effectively contributed to the strengthening of women’s organizations. Some because there were no such experiences, others because they are not women’s organizations and are not following all initiatives related to gender issues. The examples mentioned were as follows:</p> <p>‘Establishment of the Council on Equal Opportunities of Women</p>	<p>A few organizations notice that despite a number of legislation acts and strategies related to gender issues were adopted these were not implemented and therefore, in the end, did not contribute to strengthening of gender equality and women’s organizations in different countries.</p> <p>Still some examples of good practices were provided:</p> <p>‘30% quotas established by Łaukaszenka in the parliament since 2004.</p>

	<p>and Men as advisory body of the government which serves as a formal dialogue between the government and NGOs -experts from gender NGOs are included in the Council and in its Committees (ProEquality, Czech Republic).</p> <p>' The establishment of the National Agency for Equal Opportunities between Women and Men, in January 2005' (Org. AUR, Romania).</p> <p>'In 2009, during state institutions restructuring, dissolution of the National Agency for Equal Opportunities (ANES) was decided by Romanian government. Pro WOMEN Foundation and other NGOs at local and national level protested against the measure and the government has backtracked. As a result, only county structures of ANES have been cancelled, and the National Agency continues to function' (ProWomen, Romania)</p>	<p>Even when the parliament is chosen by Łukaszienka himself not in the public voting process' (Centre of Gender initiatives: "Adliga: women for full citizenship", Belarus)</p> <p>'Gender Equality National Plan gave a frame and legitimization for women's organization to act. It loses its significance and radicalism but still can be seen as a document we can appeal to while working on women's and gender issues' (Evgenia Ivanova, individual expert, Belarus)</p> <p>'There are several networks of Women NGOs, by presidential decree, 1996 was declared the year of the Woman in Kyrgyzstan, the Beijing Declaration was adopted in Kyrgyzstan in 1995, CEDAW and the Optional Protocol were ratified' (Social Fund "DIA", Kyrgyzstan)</p> <p>'National council for gender equality and the Ministry of Labor and Social Policy supported by OSCE contributed to making amendments of the Criminal and Family Code for including provisions on sanctioning of domestic violence' (National Council for Gender Equality, Macedonia)</p> <p>'In 2009, in the frameworks of UNIFEM " Strengthening economical safety of rural women in Tajikistan" monitoring of mechanisms of implementation of Law "On governmental guarantees of equality of men and women and equal possibilities of its realization" has been introduced. Taking into account the results of the monitoring President of Sogdiysk Region Kohir Rasul has given decision on establishing 12 more Regional Consultative Centres under committees on women and family affairs in every region. Nowadays there are 18 Regional Consultative Centers functioning with the Government's support' (Social Organization "Nas!", Tajikistan)</p> <p>'The Ministry of Ukraine for Family, Youth and Sport is a government body authorized to address complaints against discrimination and to provide its recommendations. A special expert board to consider these complaints was set up in 2009 by the Decree of the Minister for Family, Youth and Sport. However, when a complaint was filed against the direct superior of the Ministry, i.e. Prime-Minister of Ukraine, the mechanism for dealing with complaints demonstrated its total incapability' (La Strada, Ukraine)</p> <p>'During the EU accession process the Advisory Body to the</p>
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