

NCCE GENDER MAINSTREAMING POLICY

October 31, 2016

This policy aims to promote, support, and ensure gender mainstreaming in-office and in all NCCE activities. As such, this policy should guide all NCCE staff, users, beneficiaries and partners in their day-to-day work to be gender-sensitive leaders in their communities. Additional policies governing other important aspects of gender mainstreaming are addressed in the NCCE Employment Policy, such as sexual harassment provisions, and therefore are not the subject of this policy. Nevertheless, the Gender Mainstreaming Policy should be reviewed and practiced in concert with the NCCE Employment Policy.

This policy may be updated as needed, based on feedback by staff and beneficiaries, as well as lessons learned based on NCCE's annual review of work.

I. Definitions

Sex: The biological difference between male and female.

Gender: “Refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/time-specific and changeable. Gender determines what is expected, allowed and valued in a women or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age.”¹

Gender equality: “Refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women’s and men’s rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women’s issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development.”² Notably, effective efforts towards gender equality do not necessarily only involve women, but rather acknowledge and attend to gender relations: the relationships between women and men.

¹ UN Women, “Concepts and definitions,” at: <http://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>.

² Ibid.

Gender mainstreaming: “[T]he process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated.”³

2. Gender Equity Legal Framework and Institutions in Georgia

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW, 1979) ⁴ signed by Georgia in 1994.

Beijing Declaration and Platform for Action⁵. Adopted by governments at the 1995 Fourth World Conference on Women, this document sets forth governments’ commitments to enhance women’s rights.

UN Security Council Resolution 1325 on Women, Peace and Security (2000) recognized that war impacts women differently, and reaffirmed the need to increase women’s role in decision-making with regard to conflict prevention and resolution.

Millennium Declaration and Millennium Development Goals were embraced by all UN Member States and outline a set of time-bound and measurable goals and targets to promote gender equality and to combat poverty, hunger, disease, illiteracy and environmental degradation by 2015.

Istanbul Convention. Georgia signed the Council of Europe’s Convention on preventing and combating violence against women and domestic violence in June, 2014. The Convention is pending ratification by the Parliament of Georgia.

Law on Gender Equality # 2844 adopted on March 26, 2010 by the Parliament of Georgia legally denounces discrimination and promises state action to support equality and eliminate all forms of discrimination.

Gender Equality Policy Implementation Action Plan 2014-2016 adopted by the Parliament of Georgia on January 1, 2014.

Law on domestic violence titled as the law “On the Elimination of Domestic Violence, Protection of and Support to Its Victims” adopted by the Parliament of Georgia on May 25, 2006, and the respective National Action Plan for 2013 - 2015.

Antidiscrimination Law passed by the Parliament of Georgia in May 2, 2014, guarantees protection against discrimination on the grounds of race, color, language, gender, age, citizenship, native identity, birth, place of residence, property, social status, religion, ethnic affiliation, profession, family status, health condition, disability, expression, political or other beliefs, sexual orientation, gender identity, and “other grounds.”

³ UN, 1997.

⁴ Available at: <http://www.un.org/womenwatch/daw/cedaw/cedaw.htm>.

⁵ Available at: <http://www.un.org/womenwatch/daw/beijing/platform/>.

Gender Equality Council in the Parliament of Georgia;

Gender Equality Department at the Public Defender’s office of Georgia;

Gender and Human Rights Advisor to the Prime Minister of Georgia;

Gender Advisors to the Minister of Regional Development and Infrastructure (MRDI) of Georgia and gender advisors in each municipality throughout Georgia under MRDI.

Interagency Council for the Prevention of Domestic Violence created to ensure identification of and relevant response to cases of domestic violence, according to the procedures established by the Law on Domestic Violence.

3. NCCE Gender Mainstreaming Commitments

NCCE will ensure that:

- A balanced number of women and men, at least 40% from each sex, attend and participate in the events organized and hosted by CCEs.
- CCEs proactively reach out to women in the community who may be less likely to participate in CCE activities, encouraging them to participate and/or strategically addressing obstacles to their participation. This includes considering gender roles that may prevent women from attending activities, and organizing activities at particular times, locations, etc., that enable their participation.
- Men, women, girls, and boys participate actively in various events/discussions/meetings including identifying reasons that hinder either group’s active participation, and facilitate their inclusions and integration for active participation.
- Through Women’s Club activities, CCEs address issues that are particularly relevant to: furthering gender equality or addressing gender inequalities in their communities; assessing the impact of a particular problem/issue on women, men, girls, and boys; identifying the special needs of each gender; and/or assisting in planning to effectively address those unique needs. This includes assessing how a proposed project/initiative/meeting might impact women, men, girls, and boys differently.
- All PR and public outreach materials produced, distributed, and shared on behalf of the CCEs have gender-neutral and sensitive language.
- Ensure that all CCEs collect data disaggregated by sex and report on their gender-related activities and compliance with this gender mainstreaming policy.

3.1. Public Outreach

NCCE public outreach materials and activities are expected to comply with the gender mainstreaming provisions described below. This includes the NCCE website, public documents, newsletters, fact sheets, success stories, press releases, and public events.

NCCE will:

- Ensure that messages delivered during and through the project’s public outreach events and publications address both women and men in oral, verbal, and visual terms.

- While designing public campaigns, consider the special channels and ways in which men and women receive and process information.
- Strive to ensure that women and men are represented in a balanced way in all project visual messages such as graphics, pictures, etc.
- Ensure that women are not depicted in a discriminatory way in oral, verbal, and visual messages disseminated by NCCE, such as the website, slogans, publications, graphics, pictures, and any other messages. NCCE will strive to present women and men in diverse gender roles when possible. Stereotypical representations of gender roles will be avoided, such as portrayals of women serving as assistants to a male boss, doing household chores, or taking care of the children or the elderly. For men such stereotypical portrayals include doing work that requires physical strength, serving as bosses to women, and avoiding domestic work. Instead, NCCE will seek to present diverse women and men undertaking a range of activities.
- Strive to ensure that the project’s public outreach efforts reach equally women and men. This includes using diverse distribution methods to ensure public outreach materials reach both women and men.
- When organizing a public event, strive to ensure that:
 - ✓ There is balanced participation of women and men as speakers and participants, at least 40% from each sex.
 - ✓ Moderators and speakers encourage both women and men participants to be equally involved in the event.
 - ✓ Moderators, speakers, and participants do not use examples that discriminate against women or men.

3.2. Monitoring and Reporting

NCCE staff will:

- ✓ Keep and report sex-disaggregated data on all CCE events, including issue-based discussions, town-hall meetings, trainings, activities, roundtables, conferences, and consultation meetings. This data must enable NCCE to ensure its compliance with this policy, including regarding the 40% representation threshold for each sex.
- ✓ Feature in all project reports data and pictures that capture the balanced participation of men and women in project-supported reforms and activities.
- ✓ Review public outreach documents and internal communication for gender mainstreaming purposes and provide recommendations to the team on an as-needed basis.
- ✓ Include progress on gender mainstreaming as part of NCCE annual reporting.

4. Responsibilities

All NCCE staff is responsible for implementing this policy in their everyday work. For questions and assistance in implementing this policy, they should contact Chair of the NCCE Board who serves as the Gender Focal Point for NCCE.

NCCE Finance Manager is responsible for providing all NCCE staff with a copy of this policy.

Approved by:

NCCE Board