



PRIMERS IN GENDER AND DEMOCRATIC GOVERNANCE #1

Quick Entry Points to Women's Empowerment and Gender Equality in Democratic Governance Clusters

PRIMERS IN GENDER AND DEMOCRATIC GOVERNANCE



**1. QUICK ENTRY POINTS TO WOMEN'S
EMPOWERMENT AND GENDER EQUALITY
IN DEMOCRATIC GOVERNANCE CLUSTERS**

This paper explores some of most common questions on gender, recalls basic obligations for UNDP staff, and develops a human rights-based approach to practical tools for democratic governance practitioners in terms of gender programming per Cluster.

Author: Nadia Hijab (prepared during 2006–2007 under commission by UNDP)

Editor: Jessica Hughes, UNDP

Design: Suazion (New York)

Production coordinators: Jessica Hughes and Maureen Lynch, UNDP

Production: Automated Graphic Systems

The analysis and recommendations of this report do not necessarily reflect the views of the United Nations Development Programme, its Executive Board or the United Nations Member States. The report is an independent publication by UNDP and reflects the views of its authors.

© 2007 United Nations Development Programme

Contents

	Acknowledgements	2
	Acronyms and definitions	3
	Introduction	5
1	Gender mainstreaming and the human rights-based approach to development	7
2	Obligations and capacity of UNDP staff towards gender equality	12
3	Cluster I: Fostering inclusive participation and gender equity	14
	Electoral systems and processes	14
	E-governance and access to information	16
4	Cluster II: Strengthening responsive government institutions	19
	Parliamentary development	19
	Access to justice and human rights	22
	Decentralization, local governance, urban/rural development	24
	Public administration	27
5	Cluster III: Integrating UN principles into democratic governance	29
	Anti-corruption	29
	Resources	31
	Boxes	
	Box 1. Human rights principles	8
	Box 2. Strengthening electoral systems and processes	14
	Box 3. Strengthening e-governance and access to information	16
	Box 4. Strengthening parliaments	19
	Box 5. Strengthening access to justice	22
	Box 6. Strengthening local governments	24
	Box 7. Strengthening public administration	27
	Box 8. Strengthening transparency	29

Acknowledgements

This primer was written by Nadia Hijab, Director, Development Analysis and Communication Services. It is one of five primers being produced on different aspects of gender and democratic governance by the United Nations Development Programme Bureau for Development Policy. The aim is to support BDP Democratic Governance Group (DGG) staff and networks in promoting gender equality and women's empowerment through their programme and policy advice.

The project was supported by funds generously made available to the UNDP/BDP Gender Unit by the Government of the Netherlands, and was managed and overseen by Marie-Ange Bunga, the Democratic Governance Group gender focal point, in close collaboration with the Gender Unit.

We would like to thank the following colleagues who served as the Readers Group: Zena Ali-Ahmad, Laurence Beck, Bjoern Foerde, Ludovic Hood, Jessica Hughes, Patrick Keuleers, Elizabeth McCall and Lenni Montiel. We would also like to thank DGG HQ managers and advisors for their support throughout the DGG gender capacity development exercise during the second part of 2005: Nina Berg, Giske Charlotte Lillehammer, Randi Davis, Emilie Filmer-Wilson, Froniga Greig, Haley Horan, Thomas Huyghebaert, Zanofer Ismaleble, Linda Maguire, Magdy Martinez-Soliman, Jocelyn Mason, Else Leona McClimans, Pauline Tamesis, Patrick Van Weerelt, Gita Welch, Alexandra Wilde, Robertson Work, Atsushi Yamanaka and Raul Zambrano. Thanks also



to Negar Mortazavi for her assistance during production. The key contribution of UNIFEM colleagues, particularly that of Anne Marie Goetz, was greatly appreciated.

The other four resources are primers on:

- Electoral Financing to Advance Women's Political Participation: A Guide for UNDP Support
- Gender Equality and Justice Programming: Equitable Access to Justice for Women
- Gender Responsive E-Governance: Exploring the Transformative Potential
- Corruption and Gender Relations: Five Dimensions for Democratic Governance

UNDP hopes that these materials will make a modest contribution to the empowerment of women and the advancement of gender equality through democratic governance. We encourage colleagues to continue to share their experience and ideas through dgp-net@groups.undp.org, the electronic discussion network serving UNDP democratic governance practitioners.

Acronyms and Definitions

Gender

The social attributes associated with being male and female and the relationships between women, men, girls and boys, as well as the relations between women and those between men. These attributes and relationships are socially constructed and are learned through socialization. They are context- and time-specific and changeable. 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 (UN/OSAGI, n.d.). The concept of gender also includes the expectations about the characteristics, aptitudes and likely behaviours of both women and men (femininity and masculinity). The concept of gender, applied to social analysis, reveals how women's subordination (or men's domination) is socially constructed. As such, the subordination can be changed or ended. It is not biologically predetermined nor is it fixed forever (UNESCO, 2003).

Gender relations

The social relationships between men, women, girls and boys, which shape how power is distributed between women, men, girls and boys and how that power translates into different positions in society. Gender relations vary depending on other social relations, such as class, race, ethnicity, etc. They will greatly impact how an individual man or woman experiences processes and institutions such as trials and courts and how they interact with other individuals within those institutions.

Gender mainstreaming

“The process of assessing the implications for women and men of any planned action,

including legislation, policies or programmes, 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 programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetrated. The ultimate goal of this strategy is to achieve gender equality” (UN/ECOSOC, 1997).

Gender equality

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

ACRONYMS

BCPR	Bureau for Crisis Prevention and Recovery
BDP	Bureau for Development Policy
CEDAW	The Convention on the Elimination of All Forms of Discrimination Against Women
DEVAW	Declaration on the Elimination of Violence Against Women
DGG	Democratic Governance Group
GBV	Gender-Based Violence
HRBA	Human Rights-Based Approach (to development)
ICT	Information and Communications Technology
MDGs	The Millennium Development Goals
NGO	Non-Governmental Organization
UNDP	United Nations Development Programme
UNIFEM	United Nations Development Fund for Women

of both women and men are taken into consideration, recognizing the diversity of different groups of women and men (UN/OSAGI n.d.).

Gender equity

The process of being fair to men and women. To ensure fairness, measures must often be put in place to compensate for the historical and social disadvantages that prevent women and men from operating on a level playing field. Equity is a means—equality is the result (UNESCO, 2003).

Gender analysis

The collection and analysis of sex-disaggregated information. Men and women perform different roles in societies and within institutions, such as police forces and courts. These differing roles lead to women and men having different experiences, knowledge, talents and needs. Gender analysis explores these differences so that policies, programmes and projects can identify and meet the different needs of men and women. Gender analysis also facilitates the strategic use of the distinct knowledge and skills possessed by women and men, which can greatly improve the long-term sustainability of interventions (UNESCO, 2003).

Gender neutrality

An assumption that development interventions will benefit men and women equally, leading to a failure to analyse and plan for the social relationships between men and

women and how those relationships will impact programming.

Gender justice

“The protection and promotion of civil, political, economic and social rights on the basis of gender equality. It necessitates taking a gender perspective on the rights themselves, as well as the assessment of access and obstacles to the enjoyment of these rights for women, men, girls and boys and adopting gender-sensitive strategies for protecting and promoting them” (Spees, 2004). Much of the broader gender justice agenda falls outside the scope of UNDP Access to Justice programming. However, increasing women’s access to justice, be it formal or informal, hinges on removing economic, political and social barriers to participation, as articulated by the gender justice agenda (UNIFEM & ILAC, 2004).

Gender-based violence (GBV)

A generic term used to describe any harmful act perpetrated against an individual against his or her will based on his or her socially defined identity as male or female (UN, 2005). The UN General Assembly defined violence against women in the 1993 Declaration on the Elimination of Violence Against Women as “any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private” (UN, 1993).

“ Gender is defined as the social attributes associated with being male and female and the relationships between women, men, girls and boys, as well as the relations between women and those between men. ”

Introduction

During the second part of 2005, the UNDP Bureau for Development Policy Democratic Governance Group (DGG) undertook a gender capacity development exercise for its headquarters and field staff to strengthen their ability to provide gender-sensitive policy and programme advice. The exercise included a desk review of DGG materials in August, an electronic discussion amongst the 1,300-strong democratic governance network in October, a learning day on gender at the annual DGG retreat in November, and a gender session at a pilot course on democratic governance for UNDP Resident Representatives and Deputies in December.

This resource aims to provide something more substantial than a checklist but less demanding than a programme manual. It is produced for the busy democratic governance practitioner who will—one day—read up on the subject or sign up for a workshop, but who needs to know, right now, some of the main gender issues that s/he should factor into his/her advisory services.

Section 1 of this primer explicitly draws the link between work on gender, human rights and work in the area of governance. Section 2 outlines the responsibilities of UNDP staff to integrate gender equality into their work. The final sections 3, 4 and 5, provide summaries of entry points for mainstreaming gender equality in each cluster within the governance group. This document has been designed so that the section on each Cluster can be used independently without reference to the rest of the publication.



“ Gender-sensitive governance gets the numbers right while also ensuring that governments provide services in a way that promotes the human rights of women and men. ”

To ensure that this document is easy to use, a few general points have been repeated in the different sections. The document also avoids acronyms and references to the extent possible for ease of access.

The integration of a gender perspective and subsequent gender analysis is a powerful tool which enables governance practitioners to understand and respond to social norms, culture, beliefs, and other factors that are normally removed from technical discussions. However, substantial knowledge and expertise in these areas is still lacking. It is hoped that this primer will further understanding in the following areas:

- How to increase the number of women in politics;
- How to promote women’s active participation in the civil service;
- How to ensure gender equity in the workplace;

- How to engage men and women to hold governments accountable;
- How to mobilize interest groups and civil society to monitor the work of government;
- How to assess the different impacts and experiences that policies, programmes and initiatives have on men, women, boys and girls; and
- How to collect and manage the right information and data.

Gender-sensitive governance gets the numbers right while also ensuring that governments provide services in a way that promotes the human rights of women and men. Fundamental to this approach is the recognition that most women still start from a different, less privileged place than men.

This resource is framed by the Human Rights-Based Approach to Development, which is now informing the work of the UN development system. By adopting this

预览已结束，完整报告链接和二维码如下：

https://www.yunbaogao.cn/report/index/report?reportId=5_12690

