

---

# ROMANIAN NGOs MORE ACTIVE IN GENDER MAINSTREAMING

---

Cristina Vaileanu  
Sofia July 8-9, 2005



[www.cpe.ro](http://www.cpe.ro)

---

*NATIONAL CONFERENCE AND INTERNATIONAL EXPERTS  
MEETING ON GENDER MAINSTREAMING*

---

This one-year project of CPE was implemented in partnership with ***Center for Women's Studies and Policies***, Sofia and correlates its project ***Gender Mainstreaming in Public Policies and Programs***



Financed by the ***Canadian International Development Agency***



Canadian International  
Development Agency  
Agence canadienne de  
development international

## **Project's aim:**

To increase the contribution of civil society to the elimination of gender disparities in Romania

## Objectives:

- ➔ To strengthen the capacity of Romanian NGOs to mainstream gender in their programs and projects.
- ➔ To establish an informal network of NGOs able to advocate and lobby public administration institutions for gender mainstreaming in policy development and implementation.

## Local Partners:

**Euroregional Center for  
Democracy, Timisoara**

[www.regionalnet.ro](http://www.regionalnet.ro)



**Resource Center for Roma  
Communities, Cluj Napoca**

[www.romacenter.ro](http://www.romacenter.ro)



**ProWomen Foundation, Iasi**

[www.prowomen.ro](http://www.prowomen.ro)



## Activities:

1. **Evaluation** of NGOs' Present **Capacity** for Mainstreaming Gender into their activities;
2. Drawing Up “A Gender Mainstreaming Practical **Guide**” and **delivering training** for NGOs representatives on Gender Mainstreaming methods and instruments;
3. Creation of the **web-site** [www.gendermainstreaming.ro](http://www.gendermainstreaming.ro), as an electronic information resource center on gender mainstreaming, in Romanian Language.
4. Organizing a **National Conference on Gender Mainstreaming** into NGOs activities and into public policies, in the Perspective of Romania's Accession to EU.
5. Impact study – **gender analysis** on CIDA's Governance Support Programme (12 of the projects funded through GSP in Romania).

## Conclusions:

The NGOs' level of knowledge and awareness related to gender issues and gender mainstreaming as a strategy is medium – a strong focus on information sharing is needed.

However, there is a highly rate of a declared prospective availability of NGOs representatives to participate in trainings (92,3%).

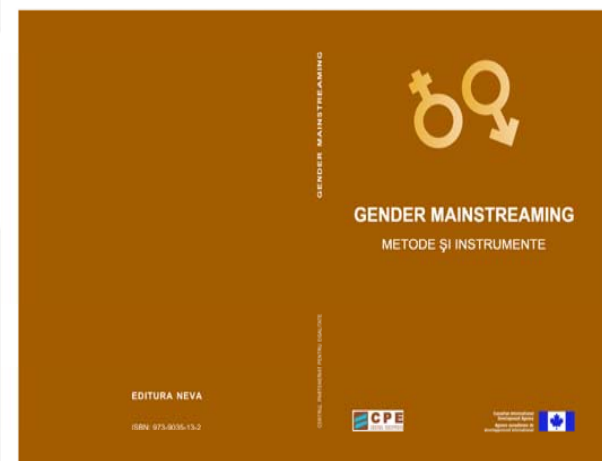
The training sessions should respect an “ideal” 2/3 proportion between theoretical and practical elements to be included in trainings, with more focus on:

- information on national and international legal framework;
- how to mainstream gender into specific areas;
- gender mainstreaming methods, analysis techniques and instruments.

## The practical guide on gender mainstreaming

### *Gender Mainstreaming – Methods and Instruments*

- Published in 500 copies
- Developed taking into account the research report, the Guide covers :
  - The general conceptual framework of gender mainstreaming as a strategy
  - Practical methods and instruments for mainstreaming gender
  - Case studies and good practices
  - Mainstreaming gender into European Structural Funds
  - Anexes (national and European relevant legislation and institutions)





## Training session, in 4 Romanian regions, each in 2 modules

### **1<sup>st</sup> MODUL** : Timisoara, Cluj, Iasi, Bucuresti

- Introduction into gender equality issues
- The concept of gender mainstreaming
- Gender mainstreaming methods
  - **The 4 R Method**
  - **Gender Impact Assessment**
  - **Gender analysis**
  - **Gender proofing**
  - **The PST method**
  - **Benchmarking**
- Practical exercises on GM methods
  - Participant NGOs = 63
  - Persons = 67 (only 12 men)



## Training session, in 4 Romanian regions, each in 2 modules

**2<sup>nd</sup> MODUL** : Timisoara, Cluj, Iasi, Bucuresti

- Homework: practical assignment performed by the participants;
- Developing the informal Network of NGOs supporting gender mainstreaming into public policies.
  - Participant NGOs = 61
  - Persons = 61



## [www.gendermainstreaming.ro](http://www.gendermainstreaming.ro)

An electronic information resource center, available in Romanian Language, for NGOs, trade unions, public administration, decision-makers, etc. that offers up-to-date information regarding:

- The concept of „gender mainstreaming”
- International documents related to GM
- GM practical methods
- Relevant case studies and good practices
- About the Network of NGOs supporting gender mainstreaming into public policies.
- Discussion forum for the members of network as well as for other interested persons.



## **The National Conference *Civil Society's Role in Mainstreaming Gender into Public Policies***

- sharing and promotion of the *Romanian NGOs More Active in Gender Mainstreaming* project's results;
- encouraging partnerships between public administration and NGOs for gender mainstreaming;
- strengthening the informal NGOs network as a social partner in the decision-making process regarding the development of policies and implementation of gender mainstreaming;
- identifying concrete ways of lobbying for completing and improving legislation and implementing mechanisms of gender mainstreaming.

On February 18<sup>th</sup> 2005, the NGOs representatives participating at the National Conference decided to establish

## **G.E.N. Network**

(**G**ender **E**quality **N**etwork), formed by 35 NGOs from all over the country, active in different domains.



## **G.E.N. Mission:**

**To promote the mainstreaming of gender equality in all the public and private life domains.**

## **G.E.N. Objectives:**

1. To support the member organisations in mainstreaming gender into their programmes and projects;
2. To strengthen the capacity of non-member organisation to mainstream gender into their programmes and projects;
3. To increase public awareness regarding equal opportunities for women and men;
4. To influence the legal framework in terms of mainstream gender into local and national public policies.





## Impact study – gender analysis at GSP programme level.

We aimed to develop a comprehensive case study on gender mainstreaming as a cross-cutting issue at the GSP Program level in Romania.

- ➔ Training in GM methods for 10 representatives of NGOs that developed/are developing projects funded by GSP.
- ➔ Setting up a working instrument for assessing the degree of gender integration as a cross-cutting issue in 12 projects funded by GSP.

## Conclusions:

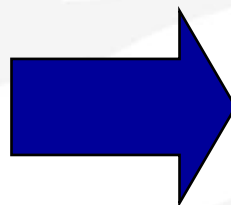
At organisation level and/or project's team – more women than men, but women have rather execution/organizing tasks, while men have leading/expertise providing tasks.



Gender disparities in allocation and use of different organisation and/or project resources

## Conclusions:

Establishing  
objectives/activities relevant  
to gender equality



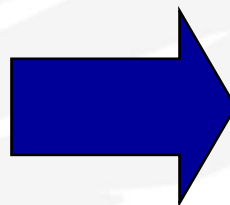
Only because of the donor's  
requirements

Encouraging a gender  
balanced participation  
within a project

Not because of commitment

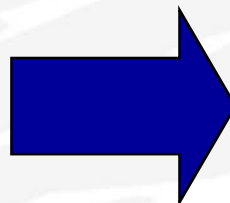
## Conclusions:

The persons involved in project development totally unaware of possible gender specific needs of the target group or even a different impact on women and men.



Some projects were completely gender blind

However, most of the analyzed projects had a gender dimension – a relatively balanced participation of women and men within activities.



Only as a consequence of the existing gender structure of their target groups (NGOs, civil servants, social workers, etc.)

## Conclusions:

Gender mainstreaming within programmes and projects or at organizational level is not a fully known, understand and systematic assumed strategy for achieving gender equality and equity.

## Recommendations:

Undertaking a gender analysis in the project planning phase in order to maximize the efficiency and effectiveness of the impact (gender equitable results);

### Benefits:

- Reducing the chances to appear totally unpredictable gender disparities;
- Avoiding the necessity to undertake major corrective measures;
- Gender efficient costs of the project;
- Increased project credibility in front of donors;
- All the persons involved in project have something to gain (directly or indirectly).

In-depth exploration of the gender dimension of all the activities undertaken (more than a relatively gender balanced participation of the target group).

## CPE thanks to

- ➔ Our local and Bulgarian partners for their commitment and support in the implementation of this project.
- ➔ The participants in trainings, from which we've learn more than we've tried to teach them.
- ➔ All the NGOs representatives for working along with us for developing and making the G.E.N. network functional.
- ➔ Our donor, CIDA, for giving us the opportunity to implement such an innovative project for Romania.