Contribution to: iKNOW Politics e-Discussion on ‘Eliminating Discriminatory Laws, and Closing Gender Gaps’ [1]

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Note: Views expressed below are of the contributor (in individual capacity) AND NOT of the PERC, DCAEEW, SNDTWU (the contributor is employed with presently).
QUESTIONS

Addressing gaps: enactment vs. enforcement:

1. Please share concrete examples of reforms from your country (e.g. type of law, actors involved, recipe for success)? What entities exist to report and track impact of these reforms?

Traditional roles and responsibilities are giving way to new expectations of women and men at work and at home, including shifting models of the division of labour within families. Women’s expectations of themselves in relation to career and breadwinning, as well as men’s expectations in relation to the family and “care giving”, are both changing, although women still bear a disproportionate share of the unpaid work at home. Finally, gender equality is emerging as a new societal norm, particularly as the media and data transparency shed light on the discrepancies and discrimination. These shifts are also creating adaptive pressures in companies and government.

As gender parity becomes a strategic priority for organizations and governments, demand is increasing for benchmarking tools, best practice exchange and other forms of insights and knowledge that shed light on measuring and addressing gender parity. The World Economic Forum has been measuring national gender gaps through the annual *Global Gender Gap Report* for the past decade, providing governments and other constituents with a consistent tool to track progress. In addition, our research tapping into the policies of almost 90 governments pools information on strategies that facilitate women’s integration into the workforce. A public, digital repository of best practices also offers practical information from leading companies on closing the gender gap at the corporate level, along supply chains or in the broader ecosystem.

There is also a growing demand for translating insights into multi-stakeholder dialogue, collaboration and action to accelerate the path to gender equality. In 2012, the World Economic Forum launched the Gender Parity Taskforces to address the need for cooperation between government and business and between businesses to address gender equality. The pilot taskforces aim to close the economic gender gap by up to 10% in three years in Mexico, Turkey, Japan and since mid-2014, the Republic of Korea. In the same year, *G20 leaders committed to tackling the barriers to women’s full economic and social participation for the first time*. They were co-designed
with relevant local government and business constituencies, given the
interest and engagement of relevant high-level stakeholders in these
countries. While these four initial taskforces are designed to address gender
gaps in their respective countries given their unique local context, they are
also expected to serve as potential public-private collaboration models for
other countries and regions seeking to address gender disparities.

Further, the Asian Development Bank (ADB) has made impressive strides
over the last decade on narrowing gender gaps in education, health,
employment and political participation in the Asia and Pacific region. ADB’s
Strategy 2020 highlights gender equity as one of five drivers of change for
promoting and achieving inclusive and sustainable growth, reducing
poverty, improving living standards and achieving the MDGs.

The ADB’s Policy on Gender and Development identifies gender
mainstreaming as the key strategy and approach for promoting gender
equality and women’s empowerment across all sectors. A dual approach is
adopted that includes both gender mainstreaming and targeted approaches to
reduce glaring gender disparities.

The ADB has set corporate gender targets to be met by 2016: 45% of all
operations and 55% of those financed by ADF resources will address gender
equality objectives. In 2013, the ADB’s annual performance exceeded the
2016 gender target; with 55% overall and 59% of ADF financed operations
categorized as “gender mainstreaming”.

A new Gender Equality and Women’s Empowerment Operational Plan,
2013-2020 (Gender Plan) was approved in 2013. The new plan provides the
roadmap for guiding ADB operations and recognizes that more needs to be
done to reduce gender gaps and disparities across the region. The Plan calls
for increased emphasis on improving implementation and monitoring for the
delivery of better gender equality results. While gender mainstreaming
across all operations will remain the priority approach, direct investments in
women and girls will be pursued in areas such as:

- girls secondary education and completion
- vocational and technical skills training for female youth;
- access to productive assets, labor saving technology, employment,
  and income earning opportunities;
- business development services for women entrepreneurs;
- financial services and access to credit;
policy and legal reforms to tackle issues of gender-based violence and anti-trafficking: and
giving women voice in decision-making in formal and informal institutions.

Some of the relevant initiatives of the ADB are:

- **Investing in gender equality:** The ADB projects to improve the lives of women and girls in the region have included support for education, health, basic infrastructure and financial services. ADB projects that directly support gender issues span across both the social and economic sectors.

In some of poorest borrowing countries such as Bangladesh, Nepal, Cambodia and Lao PDR, the ADB has built schools in remote and rural areas to improve and expand access, provided scholarship to poor girls and trained female teachers to support girls’ school retention rates.

In Papua New Guinea, Cambodia and Timor-Leste, the ADB is providing rural water supply and sanitation to reduce women and girls work burdens. In Vietnam, the ADB is helping ethnic minority girls in 20 of the most disadvantaged districts by building schools with boarding facilities and teacher housing, providing scholarships and training ethnic minority teachers.

Girls’ skills development is being pursued through increasing support for technical and vocational education In Lao PDR and Cambodia to assist girls make the transition from school to work and enhance their chances of better employment outcomes.

In Uzbekistan and Nepal, the ADB is providing financial and business services to help women start and expand their business enterprises. In Bangladesh, the ADB has supported women’s economic empowerment through constructing and reserving spaces for women vendors in rural markets; providing employment opportunities for destitute women in road construction and maintenance; helping women farmers to diversify into cash crops that yield higher incomes, and; building the capacity of locally-elected women leaders to give them ‘voice’ in decision-making in local governance institutions.

Even in some of our middle-income countries such as Indonesia and Philippines we are tackling the remaining “pockets of disadvantage” in
access to education and health in remote and disadvantaged areas and; supporting conditional cash transfer programs to tackle the demand side issues in education and health.

- **Gender mainstreaming tools:** To ensure gender equality objectives are realized, the ADB has adopted the project gender action plan (GAPs) as a mainstreaming tool to ensure concrete strategies and actions are designed into projects to deliver gender equality outcomes. GAPs include clear targets, quotas, gender design features and quantifiable performance indicators to ensure women’s participation and benefits. Key aspects of the GAP are incorporated into project assurances to encourage buy-in from executing agencies and other project partners.

The ADB has also developed Gender and Development Plans of Action as guide and roadmap for translating the GAD Policy into concrete actions and programs. The plan of Action prioritizes 3 areas of action: country strategy partnership and projects; GAD capacity development and policy support and organizational effectiveness.

The Country gender assessments (CGAs) are prepared to feed the development of country partnership strategies and programs. The CGAs are also used by governments as strategic planning documents.

The ADB regularly conducts gender assessments of projects under implementation to assess progress on implementation of the gender and development policy. Also, it engages in policy dialogue in countries and in the region to encourage and support gender-responsive policy and law reforms. Examples include gender equality laws, temporary special measures for women’s representation in local government bodies and community-based organizations, and joint titling by husbands and wives when land is allocated.

- **Partnerships:** The ADB collaborates at the project level with many UN agencies, development partners, and nongovernment organizations in different countries to improve gender equality results. The External Forum on Gender and Development established in 2001 promotes dialogue between the ADB and external experts and advocates on gender and development issues. The ADB has been active in various gender knowledge networks, such as the UN regional thematic working group on gender, Multilateral
Development Banks Working Group on Gender, and GenderNet under the Organization for Economic Co-operation and Development.

- **Sharing knowledge:** The ADB supports gender equity through knowledge products such as country gender assessments, gender mainstreaming toolkits, a guide to mainstream anti-trafficking concerns into projects and research and studies on human trafficking, and gender-responsive HIV prevention programs in infrastructure projects. The ADB’s community of practice on gender meets regularly through knowledge seminars and events to share experiences on gender-related activities and learn from cutting-edge research.

- **Gender equality within ADB:** The ADB also pursues and supports gender equality within the institution. Females make up nearly 35% of international staff and 27% of senior staff. A new Diversity and Inclusion Framework was adopted in 2013 to ensure a more gender balanced, diverse and inclusive workplace.

**References:**

2. **Please identify the major challenges to amend and repeal discriminatory provisions in existing laws in your country and/or to introduce new legislation protecting women, including young women, and girls where no law exists and/or implement existing gender equality legislation. If possible, please explain the steps and actors involved in making these changes.**

There are several challenges ahead:
- **First,** it is critical that the rationale for gender parity is clearly developed and articulated as part of any national process to close economic gender gaps. For example, in Japan, as in many ageing economies, as labour forces shrink and talent shortages emerge, women’s integration into the labour force is key to promoting dynamism. This rationale needs to be clearly articulated by and to
government and business leaders, creating the necessary consensus for change.

- **Second**, long-term strategies to address gender diversity **ARE NOT** designed to withstand political cycles or business investment horizons.

- **Third**, a common starting point and common vision is critical in ensuring the commitment of key actors. For example, Mexico was the first taskforce country in which a status quo assessment of taskforce member companies was executed. Using this information as a basis can help to ensure that commitments are targeted towards identified challenges. Mutual accountability, knowledge sharing and best-practice exchange between companies helps companies adopt the right measures and practices to ensure progress. In addition to wider national analysis, industry-specific analysis is also needed to accelerate impact.

- **Fourth**, a highly structured, metrics-based approach for the implementation of commitments and tracking progress are also key factors in ensuring continued mobilization, sustained momentum and the sharing of best practices. In addition to individual company commitments, agreement on collective action helps to multiply impact.

- **Fifth**, beyond political and business leadership, the engagement of media, academic experts and civil society representatives helps to ensure transparency and success in this transformation process.

In view of challenges encountered, there is need for public-private collaboration for gender parity. Government policies are critical for shaping the type of ecosystem that facilitates women’s economic participation, and many governments now institute policies that encourage women to work and make it easier for them to return in the workforce. Governments have various tools at their disposal to influence gender diversity in the workplace. Support mechanisms such as childcare facilities and parental leave, and also tax incentives and adapted legislative structures, can encourage more women to work or remain in the workforce. In turn, companies have a role in developing a favourable environment to avoid leaks and blockages in their talent pipelines, through ensuring commitment from leadership, monitoring
women’s representation, setting targets and developing accountability mechanisms or addressing corporate culture on diversity.

These interventions do not work as a checklist of actions. The right leadership context is critical and must be accompanied by a holistic set of priorities, a long-term commitment with a deep understanding of the industry context, organizational culture and the local policy environment. While different companies face different barriers to change, depending on their industry and other factors, there is an opportunity for accelerating change through the sharing of experiences. There is also opportunity for improved dialogue between governments and business to address the impact of various policy measures and incentives. There is, thus, a growing need for intra-industry and inter-industry as well as cross-sectoral dialogue and collaboration to:

a) *share* learning,

b) *align* on goals, and

c) *reduce* complexity.

This type of cooperation, as outlined above, has been rare, if non-existent, in the gender space in many countries. The Gender Parity Taskforces, thus, enable these unique interactions among businesses and between business and government and serve as a neutral platform for new or existing initiatives to accelerate progress through a data-driven approach adapted to local realities.

In Australia, the *Workplace Gender Equality Act 2012* (Act) replaced the *Equal Opportunity for Women in the Workplace Act 1999*. The new, strengthened legislation aims to improve and promote equality for both women and men in the workplace. The Act requires non-public sector employers with 100 or more staff (relevant employers) to submit a report to the Workplace Gender Equality Agency between 1 April and 31 May each year for the preceding 12 month period (1 April – 31 March reporting period). The principle objects of the Act are to:

- *promote* and improve gender equality (including equal remuneration between women and men) in employment and in the workplace.

- *support* employers to remove barriers to the full and equal participation of women in the workforce, in recognition of the disadvantaged position of women in relation to employment matters;
promote, amongst employers, the elimination of discrimination on the basis of gender in relation to employment matters (including in relation to family and caring responsibilities);

foster workplace consultation between employers and employees on issues concerning gender equality in employment and in the workplace; and

improve the productivity and competitiveness of Australian business through the advancement of gender equality in employment and in the workplace.

The following is a simplified outline of the Workplace Gender Equality Act 2012:

This Act requires various employers (relevant employers) to lodge reports each year containing information relating to various gender equality indicators (for example, equal remuneration between women and men).

Those reports are available to the public, subject to some exceptions for information that is personal information, information relating to remuneration and information of a kind specified by the Minister.

There is a Workplace Gender Equality Agency. Its functions include advising and assisting employers in promoting and improving gender equality in the workplace and undertaking research and programs for the purpose of promoting and improving gender equality in the workplace.

There is a Director of Workplace Gender Equality, who manages the Agency.

The Agency may review a relevant employer’s compliance with this Act by seeking further information from the employer.

If a relevant employer fails to comply with this Act, the Agency may name the employer in a report given to the Minister or by electronic or other means (for example, on the Agency’s website or in a newspaper).
Furthermore, for many years the focus of the European Union (EU) action in the field of non-discrimination was on preventing discrimination on the grounds of nationality and gender. A few years ago, however, the EU countries approved unanimously new powers to combat discrimination on the grounds of gender by implementing the principle of equal treatment of men and woman in matters of employment for example.

References:


Measures, mechanisms and institutions:

1. Did your country adopt temporary measures that increased women’s representation in politics and public administration? What gender quality mechanisms or structures exist in your Parliament (committee, caucus etc...)?

Women continue to experience significant discrimination related to their participation in public and political life in most domains of the public sphere and in all geographical regions. For example, The European Commission recently acknowledged that: “Across the EU, women are still largely outnumbered by men in positions of responsibility in all fields. The reasons for the under-representation of women in power and decision-making are multifaceted and complex”. There are significant barriers to women’s participation in public and political life that stem from economic, social and cultural issues, as well as from negative stereotypes about women and entrenched gender roles.
One key issue, when conceptualizing gender discrimination within the public sphere, is the issue of how public and private spaces are differently gendered. For over two decades, feminist scholars have been working to dismantle the divide between public and private space. A 2005 IDEA report underlines how the public sphere has traditionally been a domain for men, stating that “[m]en, across virtually all cultures, are socialized to see politics as a legitimate sphere for them to act in”. While at the international level, there is increasing consensus about the obligations of States to address the barriers to women’s full and active participation in the public sphere; at the domestic level, there is still progress to be made in advancing women’s equality in this domain. National legislation and constitutions adversely affect women’s participation in public and political life in some states by limiting women’s participation through exclusionary or discriminatory clauses, thus restricting women’s ability to fully engage in the public sphere.

The indivisibility of women’s human rights underpins women’s participation in public and political life. The issue of gender equality in political and public life cannot be considered in isolation, as women aspiring to participate in political and public life continue to face complex barriers related to the attainment of their full range of human rights, such as social, economic, cultural, family, health and safety rights. The indivisibility of these rights is made evident, for example, when analyzing the continuing financial crisis in Europe, which has significantly impacted women’s participation in national parliaments and gender equality issues in political policy.

Another important theme is how entrenched gender roles and negative stereotyping can act as a persistent practical hurdle to women’s participation in political and public life. Entrenched gender roles and stereotypes serve to reinforce discrimination against women through the persistence of harmful norms, practices and traditions, and patriarchal attitudes regarding the roles, responsibility and identities of women and men in all spheres of life. For example, the disproportionate burden on women of child-rearing and family responsibilities hinders progress in women’s participation in political and public life in many geographical regions. This may be because “[t]ypically, institutions in the public domain were established on the assumption that those who worked in them had few or no domestic responsibilities”. This phenomenon is identified as the “sexual division of labor”, which is reflected in the lack of an equitable division of labor in the family. This has
a significant impact on women, since the options to balance work and family responsibilities are still very restricted.

In addition to women’s caregiver responsibilities, women’s participation in political and public life can be significantly limited by patriarchal culture, where women are not considered socially fit to enter politics. This can be connected to their stereotyped role as caregivers, such as in the case of Uzbekistan where major media outlets have called for women to return to “the bosom of the family and to refuse the prospect of a public career”. This limiting factor is broadly related to women’s and men’s entrenched gender roles in society, such as in the case of behaviour norms for Cambodian women, known as Chba’p, which constrain their ability to access opportunities outside of the household, or in Timor-Leste, where there exists a dominant patriarchal system that delegates different functions to men and women, excluding women from many decision-making processes, especially in politics. Traditional views on gender roles and stereotypes can be an impediment to the realization of full gender equality and these cultural beliefs can permeate all action within the political and public spheres of the State. Cultural beliefs can constitute direct, indirect and structural discrimination against women.

Intersectionality is a key theme when considering discrimination against women, as women may encounter overlapping forms of discrimination that reinforce their marginalization and unequal access to public and political space. These intersectional forms of discrimination may include their status as indigenous or minority women, migrant women or women with precarious citizenship status, women from the lesbian, bisexual, trans and queer community, and rural women, among others. The Special Rapporteur on violence against women, its causes and consequences has recently stated that multiple and intersecting forms of violence have contributed to and exacerbated violence against women.

States have an obligation to exercise due diligence to prevent, investigate, and in accordance with national legislation, punish acts of violence against women whether those actions are perpetrated by the State or by private persons. The case of Bolivia offers a good practice, where the House of Representatives in 2009 passed an Act on anti-gender-based-harassment and violence in politics, to defend the rights of female political candidates in elections from violence and harassment. Included in this Act is the prohibition of pressure, threats, harassment, or persecution against a woman
candidate, as well as pressure on a female candidate’s family. Political violence and harassment against women can significantly limit their capacity to engage in public and political life. It is increasingly clear that violence against women not only affects women in the private sphere, but also can hinder their participation in the public sphere and in political life.

References:

2. Are you aware of the existence of gender analysis efforts and gender impact analysis initiatives taken in your country’s governmental or parliamentary bodies? Can you share information on the way such analysis are carried out? Can you share good practices and lessons learned in this regard?

Some of the country-specific gender evaluation initiatives are:
Nicaragua: Social Interactions with Female Community Leaders Change Aspirations for the Future and Outcomes: In Nicaragua, social interactions with community leaders affect household attitudes and improve program impacts on human capital and productive investments.

Peru: TB Treatment Adherence: Does Gender Make a Difference?: In Peru, a local NGO provided psychological, social, and economic support to families affected by TB and the World Bank assessed how this changed TB treatment adherence in different ways for men and women.

Haiti: How does life skills and vocational training impact employment and empowerment outcomes? In Haiti, life skills training and vocational training were randomly applied and evaluators are assessing the impact on labor market entry for adolescent girls, empowerment and agency.

Ecuador: What is the role of agency in teenage fertility decisions? Evaluators are working with the Government of Ecuador to assess what interventions drive changes in decision making and action to deter pregnancy and why.

Argentina: Do infrastructure improvements impact women and men’s self-esteem differently? In Argentina, evaluators will assess how road construction and water sanitation projects affect men and women differently.

Colombia: What are the long term impacts of CCTs on post-secondary education and labor market opportunities for men and women? In Colombia, evaluators are tracking CCT recipients and non-recipients to assess the impacts over the long term.

Bolivia: How does Community Driven Development (CDD) affect empowerment and community participation for men and women? Economists are working with the government of Bolivia to assess the impacts of female and male participation in CDD.

Reference:

Collective action:
1. Can you give successful examples of concerted coordination between decision makers, civil society organizations and women’s rights networks that have made significant changes to legislative frameworks in your country? What factors made it a success?

The active participation of civil society organizations, particularly, women’s groups, in developing security policies and overseeing the structures,
policies and practices of security institutions is a critical element of the sector’s accountability and can:

- ensure the diverse perspectives and security needs of different groups within the population are considered when planning and developing national and local security measures;
- help strengthen local ownership of security sector reform processes;
- improve the value and relevance of community-level security initiatives; and
- advocate for greater action to eliminate violence against women and girls.

Civil society organizations need to be represented and contribute to policy discussions in order to play an effective role in monitoring the sector’s accountability. In this regard, formal security oversight bodies should include the participation of women’s organizations, particularly groups that advocate for and work with survivors of violence (e.g. civilian review boards, public complaints commissions and independent monitoring groups). These joint civil society-government bodies can develop, review and coordinate implementation of national policies and action plans on violence against women, ensuring that they include specific measures and outline key responsibilities for security institutions.

Specific actions that civil society can take to hold the sector accountable for performance include:

- **Monitor national security laws and policies** for their compliance with international and regional laws regarding women’s security needs, violence against women and girls and the role of the security sector. Organizations can play a vital role in monitoring the compliance of national laws with internationally and regionally agreed commitments, for example, through a shadow report alongside the official government report on implementation of a convention or resolution such as CEDAW or Security Council resolution 1325. For examples of shadow reports monitoring national commitments, see the country reports submitted to the CEDAW Committee (see column *Information provided to the Committee*) during annual sessions and Peace Women’s National Commitments Initiative.

- **Monitor police and military reform processes**, such as through conducting independent reviews of the process and outcomes, to ensure they include measures to improve responses to violence against
women, and providing analysis and recommendations to policymakers, advocating for increased accountability of security institutions for their performance in addressing the issue.

- **Monitor implementation of policies and practices, including by documenting cases of violence against women and make recommendations** on how institutions should respond. Organizations can conduct gender assessments of institutions, processes, policies and budgets with regards to prevention and response (including collection of gender-disaggregated data), presenting findings and concrete recommendations for security institutions. Civil society and community-based organizations can also play a vital role in the collection of data on different types of violence against women, especially where police capacity is low. For example, in Timor-Leste, the non-governmental organization Fokupers collects its own data on reported cases of violence from women seeking help from the group, which it publishes, shares and discusses with the Police Vulnerable Persons Unit, to complement police data and as part of a national referral mechanism for cases of gender-based violence.

- **Raise public and media awareness about the responsibilities of security actors**, the importance and process for reporting incidents to the police, and mechanisms available to hold them to account.

- **Establish networks working on security issues and violence against women**, which can contribute to:
  a) **Sharing** of relevant information on resources and ‘know-how’ on the role of security institutions in violence prevention and responses;
  b) **Building** solidarity between organizations working on violence (via research, dialogue and exchange);
  c) **Strengthening** capacity of members on critical issues and methodologies for research and advocacy;
  d) **Facilitating** coordination of referral systems and service provision for women and girls;
  e) **Assisting** police to identify vulnerable locations that increase insecurity;
  f) **Advocating** across regions for improved responses to conflict and trafficking;
g) Informing national and international policies and programs on women, peace and security; and

h) Advocating for increased interest and investment in gender-based violence prevention.

- Focus on the long-term sustainability of initiatives engaging the sector on the issue (e.g. working to institutionalize training on women’s rights and gender-based violence; promoting joint service provision with national and local government agencies; helping to build a functional referral network).

**Box-1: Example: The Policy Advocacy Partnership on Violence against Women and Children in Ghana**

The Ark Foundation, Ghana, is an advocacy-based women’s human rights non-governmental organization. To achieve a coordinated policy framework for addressing violence against women and children in Ghana, it spearheaded a Policy Advocacy Partnership comprising state and non-state actors to lobby for the adoption of a National Policy and Plan for the implementation of the Domestic Violence Act (Act 732 of 2007), and to ensure that the Policy addresses sexual and gender-based violence issues broadly in institutional arrangements. It also successfully lobbied for adoption of an integrated, coordinated approach to addressing violence against women and girls in the policy framework. From 2008 to 2010, the initiative conducted monitoring to assess the status of implementation of the Act.

*Source:* Ark Foundation. Monitoring and Advocacy Unit.

**Box-2: Example: The role of women in Fiji’s national security and Defense review**

Following discussions at a Peace Vigil led by women during the May 2000 hostage crisis, the National Council of Women of Fiji made contact with the military, learning to negotiate and communicate with security forces, who had strong influence in addressing instability in the country. As a result, the Commander of the Fiji Military Forces brought together members of the Military Council and other senior officers to meet with representatives of the Peace Vigil, who presented a statement known as ‘The Women’s Letter’. It
outlined the need for Fiji to return to parliamentary democracy; for the military to uphold the 1997 Constitution as the supreme law of the country; and urged the military to respect human rights. While the letter was received respectfully and favourably, the delegation learned a critical lesson that the language of the military and the security sector needed to be used for future dialogue and peace initiatives.

In 2003, the National Council of Women and the Military Council held a national dialogue, which resulted in the Fiji Women, Peace and Security Coordinating Committee and the National Council of Women making formal submissions to the National Security and Defense Review. This demonstrated the valuable contribution that women’s networks (from community and national levels) can make into early warning interventions, while also identifying key entry points for women at local and national decision-making levels. The submission focused primarily on women’s participation in security decision-making, identified violence against women as a barrier to participation, and included the following recommendations:

- The Minister for Women should be included on the National Security Council.
- The Permanent Secretary of the Women’s Ministry should be a permanent member of the National Security Advisory Committee.
- Women should be effectively and equitably represented on Provincial and District Security Committees.
- Women should be included in the National Security Assessment Unit.
- Gender balance in the decision-making levels of the security forces should be ensured, and efforts made to recruit women into the Military Forces.

During the process, the Government of Fiji publicized a cabinet paper on these issues, held additional consultations and had implemented the first two recommendations. In 2008, Fiji’s Minister for Women was appointed to the National Security Council by the interim Government. Through this appointment, the Director for Women became a member of the Intelligence Advisory Committee and other security committees.


**Box-3: Examples** *Security-focused civil society networks addressing violence against women*

The International Association of Women Police aims “to strengthen, unite and raise the profile of women in criminal justice internationally”. Its specific goals include to: raise the profile of gender issues through policy and procedural changes, (for example in resource policies); improve women’s ability to excel by providing professional development opportunities; ensure that the women’s achievements and contributions to criminal justice and society are recognized; and encourage networking and peer support.

The southern-led Global Consortium on Security Transformation aims to bring new voices and perspectives into debates on security sector reform through research, dialogue and networking. It is supporting projects on women’s security and violence against women in Africa, Asia and Latin America – including looking at the response of security actors.

The Women Peace and Security Network Africa (WIPSEN-Africa) was established in 2006 in Ghana as a women-focused and led Pan-African organization with the core mandate to promote women's strategic participation and leadership in peace and security governance in Africa. The network primarily operates in West Africa and implements programmes related to women, peace and security (including security sector reform), women’s leadership and decision-making in peace and security issues, and their role in post-conflict recovery.

Gender Action for Peace and Security in the United Kingdom, is an expert working group of peace and development NGOs, academics and grassroots peace builders founded in 2006 and focused on advancing the implementation of UNSC resolution 1325 and facilitates and monitors the meaningful inclusion of gender perspectives in all aspects of national policy and practice on peace and security.
2. Please provide examples of initiatives that built the capacities of institutions to map, investigate and push for the amendment of laws and if available the positive tangible impacts these had on advancing gender equality in your country.

As a strategy for achieving gender equality, gender mainstreaming involves a process of incremental change in policies, strategies and activities. The long term objective is that attention to gender equality will pervade all policies, strategies and activities so that women and men influence, participate in, and benefit equitably from all interventions. Documenting good practice in mainstreaming gender equality entails recording positive steps made towards achieving this goal. Although the policy, project or activity may not yet be perfect from a gender equality perspective, it is still possible, and important, to record positive steps in the right direction.

Good practice examples should document how gender equality concerns were made central to policy-making, legislation, resource allocation, planning implementation and monitoring of projects and program. They should, if possible, document the transformational aspect of mainstreaming - the impact that consideration of gender equality aspects has in terms of changes to goals, strategies, actions, outcomes and impacts. A taskforce within the Interagency Network on Women and Gender Equality worked to develop an inventory of good practice examples on gender mainstreaming taken from the United Nations system.

As the United Nations lead agency for agriculture and rural development, FAO has a clear comparative advantage in addressing rural gender issues. For decades, FAO has championed the contribution of women to food production and food security, and spearheaded efforts to remove the barriers that limit their opportunities, and the full enjoyment of their rights.

Between 1989 and 2001, two six-year FAO plans of action for "Women in development" focused on improving rural women's access to resources, training and other services. In 2003, a new plan for "Gender and development" defined the different roles and unequal power relations between women and men as a central category of analysis, applying it not
just to "women's projects" but to the Organization's wider program of work, and linking it to the achievement of the Millennium Development Goals.

The three key instruments for implementing the 2003-2007 plan - which are now at the core of Strategic Objective K - were capacity development, raising awareness, and gender-sensitive indicators and statistics. FAO led efforts to promote gender mainstreaming in agriculture through socio-economic and gender analysis training courses for an estimated 4 000 development specialists in more than 100 countries. FAO also trained national policy analysts in the collection and use of sex-disaggregated data, and developed gender-sensitive indicators in technical fields ranging from animal health and water management to nutrition, fisheries and rural employment.

Through capacity building and access to more reliable data, FAO has promoted gender-sensitive policy and planning in 30 countries. Botswana and Namibia have adopted national action plans for food security, which seek to eliminate inequalities in women's access to productive resources. FAO's technical assistance contributed to mainstreaming gender in Chile's agricultural policy and helped to increase the use of gender statistics by policymakers in China.

In FAO, a Gender, Equity and Rural Employment Division (ESW) was created in 2007, within the Economic and Social Development Department, with corporate responsibility for gender equality. A training programme has enhanced both staff commitment to gender mainstreaming and the skills needed to carry it out. A network of senior-level focal points in the Organization's technical units has been created to mainstream gender in all FAO's technical programmes. For example, gender perspectives are now seen as central to FAO's strategy for disaster risk management, and have been incorporated prominently in its emergency relief and rehabilitation operations.

Reference:
Brief Bio Contributor (Dr. Santosh Kumar Mishra)

I am researcher & demographer employed as Technical Assistant (since August 1987) with the Population Education Resource Centre (PERC), Department of Continuing and Adult Education and Extension Work, S. N. D. T. Women's University (SNDTWU) located at Mumbai in India. I underwent training in demography & acquired Ph. D. in 1999. Also, I completed Diploma in Adult and Continuing Education & HRD, and Certificate Course in Hospital & Health Care Management. My subject areas of research include: population & development education and allied subject areas. Responsibility at the PERC, SNDTWU is assistance in: (a) research studies, (b) training/orientation for various levels of personnel, (c) material production, and (d) evaluation of population education programs. My work experience includes research studies, material preparation, data collection, documentation/dissemination, preparing reports, organizing training programs, and monitoring & evaluation. In addition, I am involved with:

a) publications;
b) contribution of papers in national and international seminars/conferences; &
c) review of papers for national and international journals, and proposals for international conference sessions.

I am Reviewer/Editorial Board Member for 55 international journals & have also reviewed papers for 15 international conference sessions. I have authored (some co-authored) 5 research studies; 32 papers for national conferences & 11 papers for international conferences; 5 handbooks; 5 books, & 11 book chapters. Also, I have 32 and 22 articles published in national and international journals respectively. In the past, I was awarded Government of India fellowship & travel scholarship for sharing my research views at international conferences and summits held in Pakistan, Tanzania, Sweden, USA, Tajikistan, and Australia. I can be reached at: Email: drskmishrain@yahoo.com. My institutional affiliation and mailing address is:

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