

GENDER AND DEVELOPMENT NETWORK

REPORT FOR THE

BEIJING PLUS FIVE PROJECT

“How have NGOs fared in working towards the goals of the Beijing Platform for Action?”

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The 12 Critical Areas of Concern

- A) The persistent and increasing burden of poverty on women
- B) Inequalities and inadequacies in and unequal access to education and training
- C) Inequalities and inadequacies and unequal access to health care and related services
- D) Violence against women
- E) The effects of armed or other kinds of conflict on women, including those living under foreign occupation
- F) Inequality in economic structures and policies, in all forms of productive activities and in access to resources
- G) Inequality between men and women in the sharing of power and decision-making at all levels
- H) Insufficient mechanisms at all levels to promote the advancement of women
- I) Lack of respect for and inadequate promotion and protection of the human rights of women
- J) Stereotyping of women and inequality in women's access to participation in all communication systems, especially in the media
- K) Gender inequalities in the management of natural resources and in the safeguarding of the environment
- L) Persistent discrimination against and violation of the rights of the girl-child

The following report was compiled from responses to questionnaires sent to UK based development NGO's by the GAD network as part of a survey to evaluate and report on their progress in achieving the goals of the Beijing Platform for Action.

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Acronyms

VAW	Violence Against Women
NGO	Non-government Organisation
BPFA	Beijing Platform for Action

List of Respondents

- 1) The British Council, Uganda
- 2) The British Council, Bangladesh
- 3) The British Council, India
- 4) The British Council, Palestine
- 5) The Contemporary Women and Youth Foundation, Turkey
- 6) The British Council, Turkey
- 7) The Flying Broom, Turkey
- 8) The British Council, Mexico
- 9) Save the Children Fund, Worldwide
- 10) Latin American Women's Rights Service, UK
- 11) END, South Asia and Africa
- 12) Sancharika Samuma (Women's Media Forum), Nepal
- 13) Asia Development Bank, Nepal
- 14) United Nations Capital Development Fund, Nepal
- 15) Winrock International, Nepal
- 16) Musasa Project, Zimbabwe (WK partner)
- 17) British Council, Ethiopia
- 18) WOMANKIND Worldwide (WK), South Asia Programme
- 19) The British Council, Poland
- 20) HelpAge International, Africa
- 21) United Nations Environment & Development Committee, UK
- 22) WaterAid, Africa & Asia
- 23) Masimanyane Women's Support Centre, South Africa (WK partner)
- 24) VSO, Worldwide
- 25) Population Concern, India
- 26) Oxfam, Worldwide
- 27) Change, Worldwide

The GAD Network would like to thank all of the above for their time and contribution to this report as part of the Beijing + 5 Review Process

1.1 Regional Coverage

Respondents gave either a single example of their work one region or listed a number of regions where they were operational, while 3 specified a worldwide presence. The most represented regions specified were South and South East Asia and Africa, followed by the Middle East, Latin America and Europe. Least represented were Eastern Europe, Central Asia and Northern Africa, while Australasia, East Asia and North America were not specifically cited.

1.2 Coverage Of The Critical Areas Of Concern

Respondents were asked to specify which areas of concern they and their partners were working on (See Annex 1) and to select one or more examples of projects for more detailed analysis. While most agencies listed all the areas of concern they were working on and then chose a specific programme to focus on which generally covered more than one area of concern, a few of the larger organisations gave samples of their work which were not inclusive of all the areas they support or are involved in. In addition, some of the larger agencies consulted widely with their local partners, summarizing the results in their responses.

Due to considerable overlaps between the strategic objectives and areas of concern there is some degree of interpretation involved in categorizing projects, which affects the figures. This is further affected by whether the respondent has chosen to categorize examples of their work in one or multiple areas of concern. This is particularly evident between **Women and poverty**, **Women and the economy** and **Education and training for women**. While in general many organisations cited women and poverty as an area they were working on, very few elaborated with detailed examples, although implicit in many examples given, particularly education and training and women in the economy were poverty alleviation aims. For the purposes of this report, the categories used by the respondents have remained unaltered.

Responses show a fairly even coverage of the critical areas of concern with the exception of **Women and armed conflict** and **Women and the environment**, which were notably under-represented. **Violence against women** and **Education and training** were most commonly addressed, with **Women in power and decision-making, the Girl child** and **Women and poverty** also receiving significant attention. **Women in power and decision-making** and **Human Rights of women** were notably present in the examples chosen by organisations. The former often in connection with empowerment goals and to different degrees of significance within projects, and the latter in connection with a rights based approach to gender and development. The few agencies working on **Women and armed conflict** may be due to the fact that the majority of respondents were not engaged in humanitarian response.

1.3 Four Areas of Concern

The following four areas of concern were particularly focused on in responses and a summary of respondents' finding is presented below using the format of the questionnaires. While every attempt has been made to be inclusive and avoid interpretation, some generalisation and omissions have been unavoidable.

- **Violence Against Women**
- **Education and Training for Women**
- **Women in Power and Decision-making**
- **The Girl Child**

2.1. Violence Against Women - Strategic Objectives

D.1. Take integrated measures to prevent and eliminate violence against women

D.2. Study the causes and consequences of violence against women and the effectiveness of preventive measures

D.3. Eliminate trafficking in women and assist victims of violence due to prostitution and trafficking

2.1.1. Progress Achieved

With reference to the strategic objectives, projects had succeeded in taking an integrated approach to violence being involved in service provision for victims as well as preventative measures such as raising public awareness and youth education programmes. There was some research and lobbying activity as well as mobilisation of women's groups and to a lesser extent work addressing trafficking of women. Much activity was focused on working with governments, service providers and the criminal justice system on gender sensitisation and developing integrated strategies to tackle violence in the absence of governments fulfilling their obligations to this strategic objective. While some respondents reported progress in raising gender awareness and commitment to gender equality among professionals at this level, this was set in a general context of a lack of knowledge or awareness of gender violence and related issues. Emphasis was placed on networking among women's groups, NGO's and other stakeholders.

Respondents reported an increased awareness among agencies of gender violence as a development issue and subsequent rise in projects and forums following Beijing. Progress tended to be measured in terms of outputs of projects, the development of coherent strategies to tackle VAW and raised awareness of the problem on different levels, policy input and legislative reform.

2.1.2. Positive Trends

- Increased recognition of VAW as a development issue and momentum to address it as agencies adopt rights based approaches
- A shift from viewing violence as a women's issue to a gender issue inclusive of both men and women
- Growing understanding of VAW and expertise among NGO staff
- Growing ethos of collaboration between NGO's & government departments and co-ordination and networking between NGO's & women's organisations
- More successful linkages between local experiences and global initiatives
- Increased willingness among women to participate in, request information and discuss sensitive issues and improved consciousness of survivors of violence of their rights
- Improved gender consciousness within project communities

2.1.3 Negative Trends

- Increases in marginalized groups of women particularly susceptible to violence such as widowed women, young single mothers and children living in poverty
- Lack of recognition of the high levels of violence suffered by elderly women and their general exclusion from programmes
- Negative or harmful customs and traditions intensify during times of conflict or extreme poverty; VAW appears to correspond with general levels of violence within a society
- The spread of HIV/AIDS and related myths has encouraged child sex abuse and child/early marriages
- Government responsibility and support often remains theoretical with legislation representing 'paper rights', placing the onus on the NGO sector for practical initiatives
- Hostility and resistance towards NGO's advocating for women's rights from governments and resistance from men in communities engaging with gender and VAW
- Slow pace of change within the criminal justice system and government

- Violence against women in conflict and non-conflict situations are conceptualised as separate issues, hampering the development of holistic approaches
- The relatively few initiatives emerging aimed at perpetrators of violence

2.1.4 Lessons Learnt

- VAW is a multi-faceted issue rooted in economic, political and social inequality requiring strategies which address and link activities on local, regional and global levels
- Successful outcomes are enhanced through multi-sectoral approaches and collaboration between women, NGO's, governments and other stakeholders
- Disparities exist between government commitments and actual implementation, thereby putting the onus on NGO's to act as 'watch dogs' which affects their financial resources
- Supportive and enabling political and economic contexts positively contribute to the success of projects
- Potential for raising funds through mainstream budget lines for work on gender violence
- Conflict situations can provide the potential space to address VAW through international publicity
- There is a need to increase women's capacity and skills within NGO's and improve NGO's access to information
- NGO's need to recognise that women are not a homogenous group and be able to respond to their different needs and issues

2.1.5 Obstacles Encountered

- Economic scarcity resulting in insufficient allocation of resources to implement BPFA
- Lack of support services for women and girl survivors of violence
- Lack of awareness or sensitivity regarding gender violence among professionals in the criminal justice system and welfare departments
- Lack of political will to support women's issues, particularly violence, illustrated through insufficient funding and negative or indifferent attitudes of policy-makers, authorities and donors
- Reluctance to open up the 'private' or family sphere to the discourse of human rights
- Where national legislation are directly contradicted by local and/or customary laws
- Humanitarian responses tend to lack in a gender perspective and often do not support women survivors of violence or refugees
- VAW and advocacy work is not always recognised as a priority where agencies' mandate is the alleviation of poverty
- Lack of male responsibility in sexual and reproductive health reinforced by women's health programmes
- Traditional, conservative and patriarchal societal values and culture, reinforced through the media perpetuating myths and beliefs about violence
- Socialisation of women resulting in shame about violence, low self-esteem and poor self image
- Deficiency in research and consultation with older people and subsequent appropriate interventions

2.1.6 Suggestions for Good Practice

- The development of a multifaceted approach to VAW within NGO's which recognises the various contributing factors and addresses them in a systematic way, making linkages between activities on local, regional and global levels
- Integrated approaches to violence through co-operation, networking, and collaborative working between NGO's, NGO's and government departments, donors etc.
- An awareness of the potential for VAW in the context of gendered power relations should be incorporated into all projects at the planning stage to anticipate it and protect those at risk

- Violence against women should be integrated and prioritised within humanitarian relief work, monitored and violations of women's rights documented and reported on
- Prioritisation of confidentiality and space for survivors of gender violence and the development of systematic structures where violations of women's rights are addressed
- The formation of permanent regional committees to coordinate and monitor all activities in the field of VAW
- Recognition and understanding of cultural diversity and a need for NGO's to be able to respond to different needs and issues
- Ensuring legislation that promotes women's equality and non discrimination is fully implemented and enforced at all different levels
- To raise awareness of the gender constructions which promote violent practices against women in order to address the causes as well as the effects of violence
- To develop a programme for older people informed through consultation with elderly women

2.2 Women's Education and Training – Strategic Objectives

B.1. *Ensure equal access to education*

B.2. *Eradicate illiteracy among women*

B.3. *Improve women's access to vocational training, science and technology, and continuing education*

B.4. *Develop non-discriminatory education and training*

B.5. *Allocate sufficient resources for and monitor the implementation of educational reforms*

B.6. *Promote lifelong education and training for girls and women*

2.2.1 Progress Achieved

Programmes addressed both formal and informal women's education, with successes achieved at local and national levels. Programmes were diverse in approach, methods and target groups with few specifically aimed at eradicating illiteracy among women. Providing gender training, rights based education and capacity building for community women, professionals and NGO's were popular activities. For instance, one respondent's work focused on providing intense gender training courses to women, NGO's, ministries, human rights activists and community organisers to press for legislative changes, which resulted in significant amendments to civil law and the decision taken to establish a women's unit at state level.

Other programmes included advocating for and providing the expertise and training for gender sensitisation and equal opportunities within a National Curriculum; vocational training to enhance women's economic opportunities; scholarship programmes which successfully attracted women into traditionally male dominated fields; and rights based educational radio programmes.

Progress was measured through numbers of participants who achieved personal and professional goals, numbers of girls enrolling in primary and secondary education, expansion of programmes, numbers of women's NGO's engaging in national debates etc. However many respondents had either not developed measurable indicators yet or it was too early to measure impact or did not specify how they were measuring progress.

2.2.2 Positive Trends

- Active and increasing participation and enthusiasm of women
- Women gaining confidence and skills
- Increase in requests from women for education
- Leaders emerging from groups who are contributing towards activities and increased ownership of projects and thus responsiveness to women's needs
- Improving status of women and better reproductive health as a result of literacy and health education

- Improvements in women's economic status
- Raised awareness of gender discrimination and conscientization of participants equipping women with the skills and knowledge to work towards implementing BPFA
- Provision of more appropriate information for women

2.2.3 Negative Trends

- Resistance from local communities and fundamentalist groups
- Lack of support from local authorities
- Shifts in funding priorities from some donors render programmes insecure and undermine their capacity
- Lack of gender mainstreaming

2.2.4 Lessons Learnt

- Greater impact can be achieved through developing broad coalitions and partnerships with other organisations, especially when influencing authorities and where there is active opposition
- Necessity to maintain good relations with government institutions eg to promote educational programmes that projects were providing
- The need to raise awareness of gender as a priority within NGO's and increase the gender expertise and capacity of staff
- Changing attitudes towards women's roles represents a central challenge for women's NGO's
- Necessity to develop strategies to deal with community pressure to maintain status quo
- Need for affirmative action policies and programmes to attract women into traditionally male dominated fields
- The need to gain commitment from all the stakeholders
- Community participation is essential for lobbying and advocacy work
- Need to develop indicators to monitor and evaluate the success of projects
- Utilizing the media for women's rights based education created considerable interest among women and had a wide reach including men
- Approaches to ageing need to recognise that investment in productive and social roles of older women yield high results in terms of community welfare and economic returns

2.2.5 Obstacles Encountered

- Lack of action and political will from government ministries to implement the BPFA and little support for NGO's in the field
- Government mistrust of NGO's
- Lack of prioritisation of women's education among authorities resulting in a lack of funding, and other material resources which limits scope and utility of projects
- Vulnerability of projects due to lack of funding
- General lack of awareness of gender discrimination
- Different levels of capacity and stages of development of partner NGO's
- Regressive government policies, particularly relating to the family which reinforce women's traditional roles
- High demands on women's time due to productive and reproductive responsibilities
- Women prioritised economic activities and vocational skills over more academic rights based training
- Social, cultural and religious opposition to women's advancement and rights
- Resistance from men and boys at community level who were excluded from the activities and reluctance of men to support women's participation

2.2.6 Suggestions for Good Practice

- Greater exposure and exchange between NGO's and agencies internationally of gender sensitive educational materials and information generally

- To gain support from central government for funding and capacity building of women's NGO's
- Ensuring the broadest possible coalition when undertaking campaigns and strive for unity among civil society groups to strengthen position
- Build the capacity of experts with community credibility who can respond to religious and fundamentalist opposition
- Encouraging co-operation between NGO's and the state
- The creation of a women's forum to debate issues
- Develop strategies for long term financial sustainability of programmes
- Projects should be defined and determined by all stakeholders with clear ownership
- Capacity building for women's NGO's and women's groups enhances sustainability of projects
- Affirmative action policies have been successful in attracting women into traditionally male dominated fields
- Ensure that men and boys are involved in community education projects to avoid hostility that might obstruct women's participation
- Need to involve and sensitise communities with the aims of projects
- Need to develop a range of strategies is required for changing social attitudes and women's empowerment which work on an individual as well as wider levels

2.3 Women in Power and Decision-making – Strategic Objectives

G.1. *Take measures to ensure women's equal access to and full participation in power structures and decision-making*

G.2. *Increase women's capacity to participate in decision-making and leadership*

2.3.1 Progress Achieved

Projects varied in whether they worked directly or indirectly on this area of concern, working on different levels and ranged from grooming women as candidates for formal elected offices to including women as an interest group in the design and implementation of projects.

Activities were mainly centred on training, capacity building and networking among women and establishing women's groups and leaders. Progress was also achieved in networking at local, regional and national levels.

The establishment and increased capacity of grassroots women's organisations, women's participation in local community structures etc resulted in women's interests being represented and an increased ability to affect the direction of local development. Results included increased mobilisation, leadership and involvement of women in the community/project with a corresponding rise in self-confidence and status. In general, capacity building and mobilisation generated greater recognition of women's contribution and value in society and positively impacted on their ability to access government welfare schemes.

Female candidates were groomed in leadership, management and political skills for forthcoming elections, with increased numbers of women participating in local authority elections, being successfully elected and taking up their positions. At a district level, elected women's contribution has been recognised and valued. One respondent noted an increase in transparency and reduction in corruption in local and district political bodies.

Progress has been measured through increase in number of women taking part in local and national debates on women's issues, number of women in decision-making bodies or elected to local authorities, number of women who achieved their personal and professional goals, increase in women's interests represented at local level, increases in formations of local women's groups etc

2.3.2 Positive Trends

- Increased willingness among women to participate and non-participant women requesting training
- Growing political awareness among women
- Growing awareness of BPFA and the importance of implementation among women participants
- Increased mobilisation of women, campaigning on issues they identify and prioritise
- Improved co-ordination between women's NGO's and organisations
- Women successfully elected on to local authorities acting as role models and encouraging other women to get involved
- Local women's organisations increasingly recognised by local communities
- Raised status and self esteem of women who participate in community decision-making structures and take on positions of responsibility within the community
- Increased voice and power of women in community decision-making structures
- Increased uptake and access to government welfare schemes by women

2.3.3 Negative Trends

- Resistance and sometimes violent opposition to women organising, participating politically, or involvement in women's organisations from men, fundamentalists & local powerful elites
- Lack of political will to implement new policies and plans formulated for women
- Personal sacrifice involved for women who took up positions in political life

2.3.4 Lessons Learnt

- A recognition that all critical areas of concern need to be tackled in order to overcome obstacles to women's equal participation in power and decision-making
- Intense need to build capacity of women, women trainers, women's NGO's and the recognition of the role of education to build a cadre of women leaders
- Peer learning is an effective method for empowering women since strength, commitment and determination increases with numbers producing a critical mass of activists
- Direct financing of women's groups to enable them to meet their practical needs through improving livelihoods while engaging in more strategic objectives
- Women's leadership need not be confined to the political sphere but should also be directed to social and economic arenas
- Positive discrimination policies ie. Seat reservations at local authorities present opportunities for programme development
- Programmes need to recognise potential resistance and backlash and incorporate mechanisms of support for women ensuring their personal safety
- Programmes and actions needed to change attitudes in society and challenge gender stereotypes is key to counter resistance to women's advancement and realise the BPFA
- Women's role in decision-making and leadership needs to involve the whole community in order to gain support
- Training needs to be tailored to real opportunities otherwise benefits cannot be realised
- Recognition of women's domestic responsibilities and ensure steps are taken so that women are not excluded from political life as a result

2.3.5 Obstacles Encountered

- Androcentric and male dominated election systems undermining women's efforts to participate
- Lack of political will by governments to implement new policies, plans etc
- Lack of interest in, exposure to, knowledge/awareness of political processes and decision-making among women, requiring significant inputs to redress

- Lack of access to education and information among women
- Women lacked confidence and/or knowledge of their rights needed to claim their rights
- Language barriers
- Constraints from domestic and reproductive responsibilities, dependence on wage labour, lack of mobility and poor health
- Coercion by spouses who utilise wife's political position to meet own agenda
- Resistance from fundamentalist groups, men and powerful local elites to women's participation in formal decision-making bodies and politics
- NGO's lack ability to meet the high demand from grassroots women's organisations for technical support and funding country-wide, particularly in rural areas
- Traditional and socio-cultural structures and conservative attitudes
- Competition among women's NGO's

2.3.6 Suggestions for Good Practice

- To promote definitions of democracy that address the needs and priorities of minorities as well as majorities while avoiding infringement of other people's rights
- Empowerment and conscious-raising knowledge is crucial starting point where gender relations deny women the self-esteem and confidence to acknowledge or know their rights – *women's political participation can only be facilitated*
- Mainstream gender in all projects, ensuring local women's participation in project identification, planning and implementation to guarantee training is relevant and responsive to women's needs
- Women's participation in programme development can become part of the training for political participation
- To conduct gender reviews of NGO's, projects and programmes to improve gender sensitivity and performance
- Long term NGO support is needed to strengthen women's organisations and address current weaknesses of political structures, such as improving transparency and accountability of decision-making processes
- Emphasis should be placed on capacity building of women's groups and NGO's to enhance the achievements and sustainability of any project
- Projects need components which aim to work with men to change attitudes and resistance to women's empowerment
- Utilization of sex disaggregated data as a tool for research, advocacy etc
- Attempts should be made to co-ordinate between governments, NGO's and other stakeholders to avoid repetition
- Attempts should be made to develop recognised qualifications which will increase women's employment opportunities and ensure training results in practical gains

2.4 The Girl Child – Strategic Objectives:

- L.1. Eliminate all forms of discrimination against the Girl-child*
- L.2. Eliminate negative cultural attitudes and practices against girls*
- L.3. Promote and protect the rights of the girl-child and increase awareness of her needs and potential*
- L.4. Eliminate discrimination against girls in education, skills development and training*
- L.5. Eliminate discrimination against girls in health and nutrition*
- L.6. Eliminate the economic exploitation of child labour and protect young girls at work*
- L.7. Eradicate violence against the girl-child*
- L.8. Promote the girl-child's awareness of and participation in social, economic and political life*
- L.9. Strengthen the role of the family in improving the status of the girl-child*

2.4.1 Progress Achieved

With reference to the strategic objectives, progress has been achieved increasing girl's enrolment in primary and secondary schools, vocational and skills training and promotion of equal opportunities in national curriculum. Some schools were undertaking their own work in response to sensitisation from NGO's on the needs and rights of girl children while others were supporting peer education on the rights of girl children.

Research and assessments were undertaken on various issues such as trafficking, sex abuse and rights in marriage for the development of strategic plans, raising previously silent issues. Among the wide variety of issues addressed around the girl child's rights was the development of a strategy and framework for action on violence against girls, which covered 8 countries in South and Central Asia; information dissemination, awareness raising and training for professionals; supporting young single mothers etc. Networking and collaboration was also particularly evident, for instance in work with child prostitutes in India which had established links with police for referrals.

2.4.2 Positive Trends

- Increased co-operation between NGO's and international agencies resulting in a more co-ordinated approach
- Increasing recognition of the value of and practice of children's participation in design and planning of programmes.
- Emergence of leaders among girls participating in projects who become active in design and implementation of programmes
- Increased participation and valuing of girl child through community participation in programmes
- More positive attitudes towards child mothers

2.4.3 Negative Trends

- Hostility and negative reactions from boys where girls were participating in 'girl only' programmes
- Reluctance to open up the private sphere especially marriage to the discourse of girl's rights
- Continued pressure from communities and families for girl's to marry earlier

2.4.4 Lessons Learnt

- Recognition of the need for participatory research from girls perspective for understanding the factors affecting them and impact of policies and programmes designed to benefit them and dissemination of such research
- Necessity for action planning at country and regional levels which is reviewed and monitored consistently
- Necessity for holistic approaches that involve different stakeholders and groups at different levels
- The importance of eliciting proposals from children for the appropriate design of programmes
- Necessity to gain management support while developing new proposals and strategies
- Recognition that an enabling environment and political will is needed to fulfil project objectives
- The importance of working in partnership with other agencies and government bodies
- The need for perseverance and partnerships with other local organisations when dealing with intransigent authorities
- Recognition needed among NGO's themselves of rights and issues of girl child

2.4.5 Obstacles Encountered

- Sexual division of labour negatively impacting of girls access to education, placing high work burden on girls

- Social and cultural traditions such as early/forced marriage, dowry systems etc increasing girl's vulnerability to violence
- Often collective resistance from governments, religious extremists, conservative forces to intervene in the private sphere, particularly with respect to legal age of marriage
- Lack of freedom and mobility among girls
- Lower value of girl children as a result of traditional attitudes which negatively impacts on the quality of care, access to services, opportunities and quality of schooling enjoyed by girls
- Poverty which further exacerbates girl's vulnerability
- Lack of recognition of girl's rights and participation in general including participation in decision-making within the household
- Insufficient funding and material resources
- Lack of infrastructure to implement child supportive legislation
- Religious and social pressures for male children

2.4.6 Suggestions for Good Practice:

- Utilizing the educational system to challenge gender stereotypes of women and girls
- Developing a holistic approach to programmes that integrates social, health and economic issues
- Maintaining participation and involvement with children and develop strategies based on having listened to their needs and issues
- Directly supporting girls through awareness raising, capacity building, confidence building, training etc
- Taking an integrated approach that includes all sections of the community
- Grassroots community based interventions which include community participation in raising awareness, attitudinal change and providing support
- Advocacy to promote better state policy and implementation, inclusion of discrimination against girl children onto other agencies agendas, and for networking; using issues and approaches identified by girls.
- Inclusion of gender analysis in all programmes with monitoring components
- Collaboration between groups from different sectors such as women's groups and street children's organisations
- Promoting issue of discrimination of girls among women's groups and onto other actors agendas
- Creation of leadership forums for girls

3.1 New and Emerging Issues

Respondents raised a wide range issues including:

- Lack of a gender perspective and expertise in humanitarian responses in emergency situations
- Increase in trafficking of women, particularly in Central and Eastern Europe, the Middle East, South and East Asia and West Africa and difficulty in addressing it due to lack of expertise in agencies and its secretive nature
- Rights of older women need greater consideration, particularly as many populations are ageing and the trend is set to continue
- Women in human settlements – lack of access, control and rights to basic needs such as housing as a pre-requisite for attaining women's other rights
- Co-ordinate the processes of Beijing+5 and Copenhagen+5 to ensure a focus on women's social and economic rights as well as civil and political
- Environmental concerns such as pollution, global warming, water and genetically modified foods
- Rights of women in marriage which hitherto has not been adequately addressed
- Need for more research into the private sphere

- The psychological and physical effects of child sex abuse, ethnic cleaning and violence and the need for long term support to reintegrate into society

3.2 Three Emerging Issues

3.2.1 Gender Division of Labour

A common obstacle experienced relates to women's 'double day' whereby women lacked the time to engage in project activities due to their domestic and reproductive responsibilities. For instance, one respondent reported that the majority of participants being groomed for election to local councils were single women and that once married, women found it extremely difficult to combine their public and private duties. Women's double duty as both workers and household carers produces conflict in the workplace as well as in the home and is often reinforced by conservative family policies and legislation. In one region, legislation stipulates that women may have employment as long as it does not interfere with their primary purpose as household carers and husbands have the right to oppose it if household work is suffering as a result. Clearly women's work burdens affects their participation in programmes and well as generally undermining their development and career opportunities. Thus the promotion of more equitable gender division of labour where men are responsible for reproductive activities as well is crucial for women to gain the time and freedom for other activities. More progressive family policies could encourage this such as independent taxation, paternity leave etc

3.2.2 Inclusion of Men

The issue of men's inclusion in programmes was clearly an area of concern, both in the context of violence through addressing perpetrators and in programmes in general. This was either with the intention of countering resistance to women's participation and promote support for women's empowerment or to engender responsibility among men in what are traditionally seen as 'women's issues'. It has been argued that women's NGO's should be involved in initiating programmes for perpetrators of violence to ensure accountability to women's experiences of violence and conceptual understandings of the problem. In programmes dealing with violence, theoretical frameworks and strategies have been developed which address male identity and deconstruct cultural assumptions about being a man associated with power and dominance. Less developed perhaps was how to counter general resistance to women's advancement in the context of gendered power relations. Respondents gave a clear message that changing patriarchal values and attitudes was the key task ahead for their programmes.

3.2.3 Legislation

Related to the above points is the issue of the effectiveness of legislation. Rather than being a panacea for gaining and protecting women's rights, respondents raised concerns over the growing gap between legislation and practice with legislation often representing 'paper rights'. Respondents experience was that legislation alone was not sufficient to change patriarchal practices, attitudes and social, cultural and religious traditions. Furthermore, it did not guarantee implementation and many respondents felt there was a significant lack of political will to enforce international conventions and national legislation. While progressive legislation provides opportunities for civil society to organise around and put pressure on governments, legislation is vulnerable to change and therefore strategies need to address other levels in conjunction.