

Overview of the questions asked during the CIB Gender Webinar on April 2nd, 2020
Answers provided by the panellists Anastasiia Zablotska, Racheal Atukwase and Shannon Lövgren

1. Questions raised during presentation of Anastasiia Zablotska

Background about Anastassia Zablotska

Anastasiia served as acting mayor of the Ukrainian city of Irpin and is the sitting President of the City Council Women's European Assembly, combining her experience on local governance with the themes of women empowerment and inclusion policies in local governments. Moreover, as a result of the previous positions she held, Ms. Zablotska has a large network among policy makers on local and national level that is very interested to contribute to strengthening exchange between reform-minded government officials and facilitating exchange between women in government and leadership positions. Ms. Zablotska will be sharing first hand experiences on her involvement as young local female leader, and will elaborate on the challenges she experienced during her instalment.

Q1: How do the political parties support women elected representatives as regards sexism/harassment from their colleagues? (Jaimie Just)

Anastasiia: Dear Jaimie, thank you for interesting question. In Ukrainian law, the term "sexual harassment" is mentioned in the 2005 Law on Ensuring Equal Rights and Opportunities for Women and Men. Unfortunately, the legislation of Ukraine still contains inaccuracies and incomplete interpretations of the term "sexual harassment", as well as the related actions. And it is very difficult to prove. However, you can complain to the leadership of the party, and colleagues will have a conversation with the abuser. Everything is based simply on good friendships and respect.

Q2: Hello am Tala from Jordan, Can you please share with us the best practices on women leadership in local resilience and crisis management ? (Tala Khrais)

Anastasiia: Dear Tala, thank you for interesting question. We have many resources on best practices for women's leadership in Ukraine, but unfortunately they are all in Ukrainian language. For example, my NGO "European Assembly of Women Deputies" also organizes a competition for the best women's initiatives every year, here are publications with winners:

<http://ccwea.org.ua/book-2019.pdf>

http://ccwea.org.ua/book_online.pdf

Please try google translate. If I find the resources in English, I will send you immediately.

Q3: Who decided to change the seats of parliament? And why did this result in having less women? (Somene Emens)

Anastasiia: Dear Simone, thank you for your question. I think you are asking about seats in the government (Cabinet of Ministers). The number of women since March 2020 has really shrunk to 1 place. The President and Parliament have decided to change the Government because of the crisis. The new Government was elected by this procedure: the President and new Prime-Minister nominated candidates for ministry positions and Parliament approve them. So this is a common decision and responsibility of the President and Parliament.

Q4: Data concerning women participation in politics especially at local level are quite good in Ukraine. Were you able to show the benefits of such situation in local politics? Also: how did you get to more women in local politics in Ukraine? (Sandra Ceciarini)

Anastasiia: Dear Sandra, thank you for your question. It is difficult for me to point out the benefits of women's participation in numbers, but I can definitely say that communities with more women in power have lower levels of corruption, greater development of social programs, higher inclusivity, support for women, mothers, children, retirees, veterans, disabled people. I am convinced that the growth of women's participation in politics in Ukraine is explained by the activities of public awareness campaigns conducted by NGOs and international donor organizations.

Q5: In this male dominant society, what strategy would you suggest to women to deal with all those challenges that you faced. How women should stay strong and raise their voice. (Maham Ahmed)

Anastasiia: Dear Maham, thank you for your question. We need to use the strategy "Weaknesses should become our strengths". Men and women are very different in behaviour and communicative styles, and methods of "muscle play" or "raising the voice" do not always help a woman to win the battle. A woman needs to develop inner strength, resilience and confidence, and then even a soft smile and a gentle voice make difference more changes than a group of brutal men. Sharing is very helpful for that. When women share their experiences with each another, that really helps. It's hard for everyone to be on the fire line every day. And the circle of support of family and friends for a woman is very important.

Q6: Given that women are often more impacted (economic, social and physical) by crisis how can we support women in leadership (on council) and in communities to help mitigate these impacts. (Stephanie Hoey)

Anastasiia: Dear Stephanie, thank you for your question. Of course, more discussions about values are needed in society. Respect for a woman is a general indicator of respect for a person in society. We need to talk about standards of respect and values at work and in everyone's personal life. But if you want to change the world, start with yourself. Simple tools for analyzing simple self-respect for people are needed. But most people can't use them. We need to learn. Learn – practice – share: the only way for any situations.

Q7: We see lot of women parliamentarians, is this mandatory by law or political parties nominate by their own? (Anwar Hussain)

Anastasiia: Dear Anwar, thank you for your question. No, it's not in fact. The Law of Ukraine "On Equal Rights and Opportunities for Women and Men" (2005) stipulates the need to represent women and men in policy and decision-making, but does not specify the mechanisms for achieving this goal. Amendments to the Law of Ukraine on Political Parties of Ukraine in 2013 provided for a 30% voluntary gender quota in the electoral lists of candidates, but non-compliance with this principle did not impose any sanctions on offending parties. As a result, 20 of the 29 parties did not meet these requirements during the 2014 parliamentary elections, and those parties that adhered to the quota principle of electoral rolls allotted women places in the bottom of the list. The same law situation arose in 2019.

However, the level of public debate on gender issues played a decisive role, and most parties began to use gender quotas as useful PR instrument. Successfully for parties and women.

Q8: Did you also experience these stereotypes and types of reactions from public/citizens, or mainly from business men? (Judith Geerling)

Anastasiia: Dear Judith, thank you for your question. Of course, the biggest reaction was from the people for whom my decisions mattered. If my decisions were not desired by businessmen or political opponents, they included a mechanism for journalistic attacks. For attacks they use stereotypes. In Ukraine, this is the case: most journalists are politically involved and receive money from political orders. So spreading journalists fakes as instrument of political struggle is very popular nowadays. If the price of my decision is high, opponents pay more to discredit me. You either play by someone's rules or fight for your principles to death. I ran one of the richest cities in Ukraine. There were many clashes of great interests on a daily basis. I did not use corrupt practices due to principles. I was helped by personal ability to maintain balance, avoidance of acute conflicts, constant negotiations with the position to the maximum satisfaction of all parties. It is very tedious. Also helped that the society like to see the results of your work in clean streets, renovated roads, new gardens, and more. People try to judge by real actions than fake sensations.

Q9: What kind of tool, specifically, are you using for gender budgeting? (Lynda D)

Anastasiia: Dear Lynda thank you for your question. Gender budgeting is the application of a comprehensive gender approach in budgetary and budgetary processes at the state and local levels, which includes gender budgeting. The focus is on specific people - women and men from different social and demographic groups. Each financial program and each budget item is evaluated in terms of equity and availability of resources for all segments of the population.

Q10: Thanks to all presenters, great leaders, for inspiring presentations. I think we need more work with pupils on GE and leadership issues. It would be good if we could share best practices on methodology for schools, different initiatives for youngsters. (Mudite Priede)

Anastasiia: Dear Mudite, thank you for your question. It is difficult for me to point out the benefits of women's participation in numbers, but I can definitely say that communities with more women in power have lower levels of corruption, greater development of social programs, higher inclusivity, support for women, mothers, children, retirees, veterans, disabled people. I am convinced that the growth of women's participation in politics in Ukraine is explained by the activities of public awareness campaigns conducted by NGOs and international donor organizations.

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situation arose in 2019. However, the level of public debate on gender issues played a decisive role, and most parties began to use gender quotas as useful PR instrument, successful for parties and women.

Q11: What successful methods have the presenters used to empower women already in key positions within local government, to use those positions to act and change their institutions? (Paskaliah Kachienga)

*Anastasiia: Dear Paskaliah, thank you for your question. I'm strongly convinced that the best methods to support women in positions are gender education (community discussions), sharing of own positive experiences, and to support the woman personally. As a sharing of best experiences are campaigns. For example, my NGO "European Assembly of Women Deputies" also organizes a competition for the best women's initiatives every year. We meet, we talk, we publish. Here are publications with winners:
<http://ccwea.org.ua/book-2019.pdf>
http://ccwea.org.ua/book_online.pdf
These brave women from different spheres really inspire!*

Q12: One more question, how can we highlight the continued need for gender equality and mainstreaming in countries which already have good "gender numbers" without people feeling they have been over-sensitised? (Paskaliah Kachienga)

Anastasiia: Not an easy question. The answer seems to be a sense of balance, golden intersection, sensitivity to human moods.

2. Questions raised during presentation of Racheal Atukwase

Background information Racheal Atukwase

Racheal is currently involved as gender expert in the five-year IDEAL programme. This is programme funded by the Netherlands Ministry of Foreign Affairs. The IDEAL programme contributes to better futures for dozens of communities in seven seven countries facing fragility or conflict: Burundi, Mali, Palestine, Rwanda, Somaliland, South Sudan and Uganda.

Q1: Can you share your IDEAL programme experiences how you ensure marginalized groups to engage and participate in the planning and budgeting process? (Yin Yin Min)

Racheal: We have not interacted directly with the marginalized groups but we work with gender experts (TOTs) at the district level through capacity building to engage the marginalized groups in budget work and ensure their issues are addressed during planning needs identification, prioritisation and budgeting. We have supported the TOTs in identifying the marginalized groups, gaps and ensure that their issues are included in planning and budgeting process.

Q2: What is really working in your country to minimize the gender gap? (Anwar Hussein)

Racheal: In Uganda, through the 1995 Constitution, Articles 32(1), 33(2), 22(3), 33(4), 33(5), 78 (1) (b) all encompass affirmative action seats for women. More so National Objectives XV and VI also encompass affirmative action which objectives led to the establishment of the Equal Opportunities Commission by an act of parliament.

The framing of Affirmative Action; Article 32 (1) of the constitution states that: Notwithstanding anything in this Constitution, the State shall take affirmative action in favour of groups marginalised on the basis of gender, age, disability or any other reason created by history, tradition or custom, for the purpose of redressing imbalances which exist against them. For example, Affirmative Action admission policy at the university level where women are given university entry points in government universities in order to favourably compete for professional courses. There is also a requirement for all companies to promote gender equality at their work places.

The legal framework and enabling environment; this has been enhanced by the Constitution of Uganda, the Gender Policy, the National gender action plan, the Ministry of Gender, Labour and Social Development and the Equal Opportunity Commission. For instance, the constitution of Uganda the Local Government Act 1997 through section 180 (1) (b), provides for women representation in local governments. It provides for “one-third of the membership of each local government council to be reserved for women.” More so the constitution further provides for women’s political representation in article 78 (1) which provides for members directly elected to represent constituencies; one-woman representative for every district; the special groups representatives such as; the army, youth, workers, persons with disabilities and other interest groups as Parliament may determine...”

More women NGOs are engaged in national advocacy efforts to demand for more female representation at different politics levels. Through capacity building and mentoring for example

organisations like Forum for women in Democracy (FOWODE) has mentored over 800 young leaders in alternative and transformative leadership since 2004, trained over 20,000 women to navigate the political landscape and to elevate the impact of their leadership. Other organizations such as the Uganda Association of Women Lawyers of Uganda (FIDA) has provided financial support to women standing as political candidates and contributed to an increase in legislations that reflects women's needs and girls' priorities.

At community levels, different programmes run by the government and community structures have greatly enhanced the participation of women through improvements in access to finance, training and capacity building in enterprise development, support in reproductive health rights initiatives among others.

Q3: Any other approaches you use to reach out ordinary citizen specially women rather than through civil society organizations in your experiences? (Yin Yin Min)

Racheal: We work with local women leaders and Local Government structures such the Community Services Department to reach out to ordinary citizens. IDEAL Uganda does not directly implement in communities and therefore work through these structures to reach out to the community. For example, through Community Development Officers, meetings on gender inclusive governance are held in communities with Local women groups and associations, cultural institutions, local leaders and religious institutions to identify and address the challenges and concerns of citizens.

Q4: Do you think that gender sensitive education for school students is also important? To promote gender education (Tala Khrais)

Racheal: Yes, it is necessary to create a gender sensitive education for school students in which the social and physical environment and community take into account the specific needs of girls and boys. Secondly it contributes to the retention of students in schools especially girls; we have seen cases were inadequate sanitary facilities, inappropriate language, bullying, absence of life skills knowledge and support has contributed to girls' dropping out of school.

On the other side, we have seen cases where teachers have also contributed to girls dropping out as a result of luring girls into love relationships, segregating tasks and roles by gender and making statements implying that 'a particular girl is too old', 'a girl is a marriage material' etc, that demoralise girls from continuing in school. Having a gender sensitive school environment, teaching and learning approaches ensures that all the students needs and interests are met and that they are protected to ensure they have full access to quality education until they complete a school cycle without any form bias or discrimination.

Q5: What successful methods have the presenters used to empower women already in key positions within local government, to use those positions to act and change their institutions? (Paskaliah Kachienga)

Racheal: Strengthening the capacity of Local government structures at community and district level in Gender and Inclusive Governance through conducting trainings to engage them in decision-making and advocate for an increased women's participation in leadership.

Q6: On more question, how can we highlight the continued need for gender equality and mainstreaming in countries which already have good "gender numbers" without people feeling they have been over sensitised? (Paskaliah)

Racheal: There is often times a misconception that sensitisation on gender equality and mainstreaming is over emphasised when this is done at the macro level. In Uganda, what we see is the amplification of the legal frame work and the policy environment; the Constitution and all laws focusing on gender equality and the activities of Development partners and Civil Society Organisations. Most times, when people look at these, they think that gender equality has been achieved and yet there are quite a lot of gender gaps that exist at community and household levels. These policies are hardly implemented in the communities and structures where the real gender gaps are manifest because many government bureaucrats, heads of institutions, community structures and even families do not appreciate and recognise gender issues as a concern due to the embedded cultural and religious beliefs. As a result, we have witnessed a lack of coordination among institutions when it comes to gender mainstreaming and no consideration of gender responsive initiatives and the micro structures.

Therefore, people have to know that we are largely looking at gender which implies changing relations and these relations are from time to time and from place to place. When we register a certain success in gender relations it actually triggers an equivalent level of opposition, so you cannot say we have over done it or we have over achieved gender equality because at every level, there are different gender relations which need to be managed differently. For example in Uganda we are promoting girls education and all girls are now going to school and somehow we have educated both boys and girls but these educated girls and boys don't know how to handle each other after achieving equal access to education because we have only focused on transforming girls but we have not focused on transforming boys. Now the boys who have not been sensitised still carry on their cultural beliefs and this means you have created another new dynamic as a result of educating and empowering girls who are living with men who know nothing about gender equality. There is no way we can say that people have over been sensitized putting in mind that there are also inequalities among women themselves, for example, the gender relations among the educated and illiterate or public and private spheres working women are different.

Q7: Do political parties have quotas for women in Uganda?

Racheal: Political parties in Uganda don't have quotas for women but they have a requirement for gender equity within the law. For instance, Article 10 sub section 2 of the Political Parties and Organization's Act 2005 states that; Every political party or organisation shall elect such persons as may be determined by the members of the political party or organisation as members of the executive committee of the political party or organisation with due consideration for gender equity. The adherence to this section of the act is subject to choices of the different political parties and the enforcement by the Electoral Commission as a requirement for registration and participation in national elections.

Q8: What about the younger generations are there deliberate steps to keep girls in school, equal distribution of home chores so they have ample time to study etc?

Racheal: The Constitution of Uganda guarantees the right to education to all children irrespective of gender. The Government of Uganda launched a policy of Universal Primary Education [UPE] program, and Universal Post Primary Education and Training (UPPET) as a major policy initiative in 2006 aiming at improving access of boys and girls to education. A major requirement here was that each family take four of their school children to school, two of which had to be girls.

The introduction of UPE in 1997 significantly increased access to primary education for both boys and girls. The total enrolment tripled from about 2.7 million in 1996 to 8.2 million in 2009. The Net Enrolment Rate (NER) also progressed from 86% (89% for boys, 82% for girls) in 2000 to 93% (96% for boys, 90% for girls) in 2009

Similarly, Affirmative Action admission policy at the university level, by which all female applicants to public universities (beginning with the 1990/1991 academic year) are awarded 1.5 bonus points to compete for professional courses. Affirmative Action admission policy increased female student population at Makerere University to 45% in 2008 (compared to 23% in 1989). This was done as a measure to increase females' access to higher education.

The Equal Opportunity Commission (EOC) Act of 2007. Equal Opportunity Commission is a constitutional body mandated to eliminate discrimination and inequalities against any individual or group of persons. This gave the commission powers to issue and enforce recommendations on equalization of opportunities between males and females within the education sector.

Girls Education Movement (GEM) clubs have been introduced in schools. These Clubs aim at sensitizing the students and school community about the importance of girl child education and this done through posters and writings.

With all these efforts, there are remarkable progress made in ensuring that schools, households and communities are sensitised to keep girls in school and share responsibilities. Despite these efforts, there are still a number of setbacks as a result of how communities perceive the roles of boys and girls and the chores they are required to engage in.

3. Questions raised during presentation of Shannon Lövgren

Background information Shannon Lövgren

Shannon Lövgren is a senior Programme Manager at the Swedish International Centre for Local Democracy (ICLD), and works with their leadership programme aimed at women politicians at the sub-national level in Zimbabwe and several other programmes throughout Africa and Eastern Europe

Q1: Good morning every one, what can i do to improve the participatory of the women in my locality. I'm working in district health of Lolodorf, South region, country Cameroon. Our zone is the vulnerable (Paul Martial Ole)

Shannon: Make it known to them that you need their help.. Give them appreciation and ask for help. "Women, you do so much and care for so many, I need your wisdom, your skills, and your abilities to help save lives. Our community is trying to improve health (SDG 3) and I can't do it without you. We can save and improve lives together. Can you help me? These are a few of the ways I think I need help... " Call a meeting and ask for help and give them lots of respect. Be clear if there is no money or resources to be given out. Some people will still want to help. Good luck!

Q2: In this male dominant society, what strategy would you suggest to women to deal with all those challenges that you faced. How women should stay strong and raise their voice and how to remove their fears. (Maham Ahmed)

Shannon:

1. *The first thing to do is to start acknowledging and giving women praise for the work they done (at home, in the community, personally, and professionally)*
2. *Encourage others to do the same (both men and women)*
3. *Encourage women to notice all the contributions they make. Sometimes we are the worst at acknowledging our own worth, talents, contributions—we are so used to doing a lot without any reward*
4. *Teach about gender equality and the benefits to society. To not champion equality is like throwing money on a fire. Here is a resource:*
<https://www.un.org/sustainabledevelopment/gender-equality/>
5. *Teach about domination techniques. Here is another resource:*
<https://organizingforpower.files.wordpress.com/2009/03/forms-of-domination.pdf>

Q3: How did you tackle with cultural barriers? (Anwar Hussain)

Shannon: I almost always try to tackle cultural barriers with humor. I get people up and laughing and ask lots of questions. I ask people to give me examples of cultural beliefs. Put them all up on a board so everyone knows that you are not ignorant of the cultural barriers that exist. YOU KNOW! When the issue comes up and people say "But in my culture..." I often talk about how culture changes over time. I give examples of changes in society (cell phones are a good example). Culture is not static and if we want to achieve the Sustainable Development Goals or reduce poverty or improve livelihoods, we need to change culture. A lot of the problems that exist are caused by culture. It is us as a modern

society to adapt our culture to what serves us well. Poverty does not serve us well. Domestic violence does not serve us well. Women in decision making positions has been shown to improve the wealth and health of communities, businesses and culture. This has been shown again and again. That said, culture changes over time... Some people are going to be early adapters to gender equality, others will never adapt so just be as supportive as possible. The computer and phone are good examples here. Those who adapted to the technology early on reaped the benefits. Those who waited 20 years to learn how to use a computer have a little harder time. Those who were born with phones/computer/gender equality, don't know any different. That is their culture.

Q4: Can you give us examples of Men gender champions from your worldwide experience?
(Tala Khrais)

Shannon : I will give you the story of three gender champions

- 1) *Kafula Mutale and Mayor Gracious Hamatala in Zambia. They are both working in local government in Zamiba. These men support the women around them at work and at home. They listen, they put women in front of themselves to allow them to shine in meetings and presentations. They treat women as equals and with lots of respect for the challenges they face. Both of these men are also champions of the SDGs and gives talks on being a Gender Champions (both as individuals and together).*
- 2) *Alois Gurajena is the CEO for Murewa Town Council in Zimbabwe. He has made it his goal to have 50/50 representation at the local level in ALL decision making. He leads his team to go out into the community to engage the citizens and actively solicits the engagement of women and girls in helping his town make budget decisions.*
- 3) *Zambia and Zimbabwe have terrible gender statistics and a very male-centric "culture" but these men stand out as extraordinary leaders. Why? Because they do very good work in their communities! How does that happen? They respect and include women!!!*

These are their contacts in case you need a speaker or someone to give you some advice from a male perspective:

Kafula Mutale <kafula8@gmail.com>;

Gracious S. Hamatala <hamatalagracious@msn.com>;

Alois Gurajena aloisgurajena@gmail.com

Q5: What successful methods have the presenters used to empower women already in key positions within local government, to use those positions to act and change their institutions? (Paskaliah Kachienga)

Shannon: ENCOURAGEMENT, ENCOURAGEMENT, ENCOURAGEMENT – not false flattery, but genuine appreciation and authentic feedback so that they can grow their competence, confidence, and feeling of pride.

Q6: One more question, how can we highlight the continued need for gender equality and mainstreaming in countries which already have good "gender numbers" without people feeling they have been over-sensitised? (Paskaliah Kachienga)

Shannon: See my presentation: Create a common goal! Use the Sustainable Development Goals to include gender equality in practical terms without hitting them on the head with more gender equality. Here is a resource: <https://sustainabledevelopment.un.org/sdgs> and <https://content.worldfavor.com/en/a-beginners-guide-to-the-sdgs>

Q7: How do we prompt the rights of women especially in informal settlements areas where formal structures tend to be non-existent? (Prince Aboagye Anokye)

Shannon: You ask the women of the informal settlements about what their most urgent needs are and then try to help meet those needs. Often women face challenges around sanitation and safety in informal settlements. There are a lot of solutions. Google: How to help women in informal settlements and up pops a number of solutions and organizations who have more experience than I do. Amazing stuff! Try to see their challenges through a gender lens (<https://www.fsg.org/blog/four-ways-incorporate-gender-lens-your-measurement-and-evaluation-efforts>)