

CCB Board Meeting

25 March 2017

Szczecin, Poland

Maria Basova

Coalition Clean Baltic

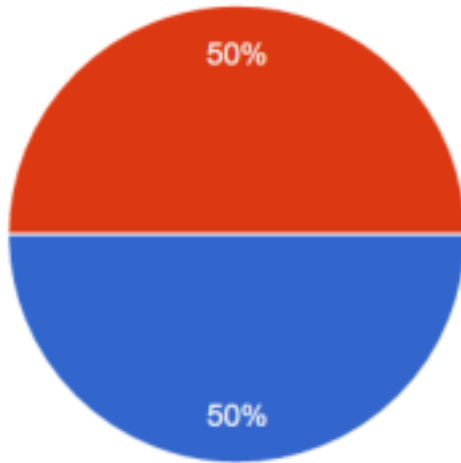
*Follow-up questionnaire regarding gender equality in
CCB member organisations*

Agenda

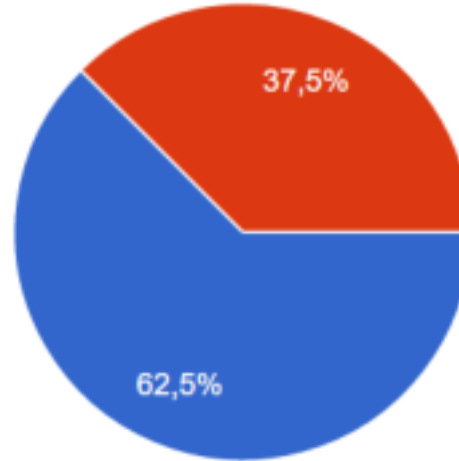
1. Background
2. Plan
3. Gender analysis
4. Gender mainstreaming
5. Gender questionnaire results
6. Reflections - discussion
7. Conclusion

Follow-up questionnaire regarding gender equality in CCB member organisations

Gender analysis of the respondents



2006
12 answers

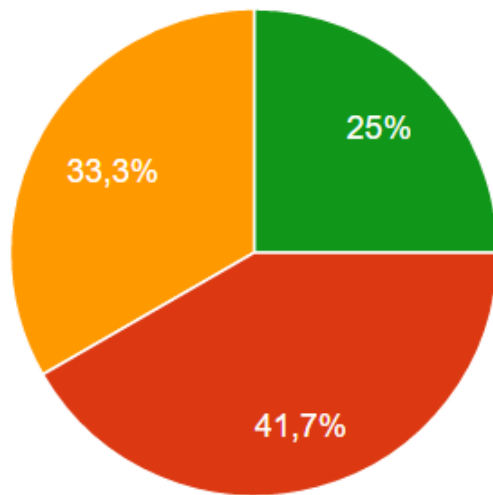


2017
8 answers

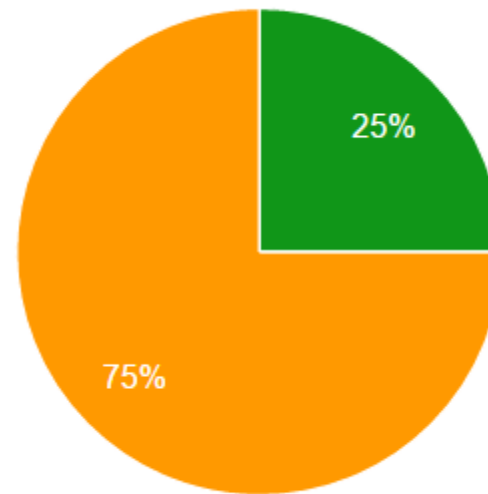
● Woman
● Man

Follow-up questionnaire regarding gender equality in CCB member organisations

Age distribution among the respondents



2006

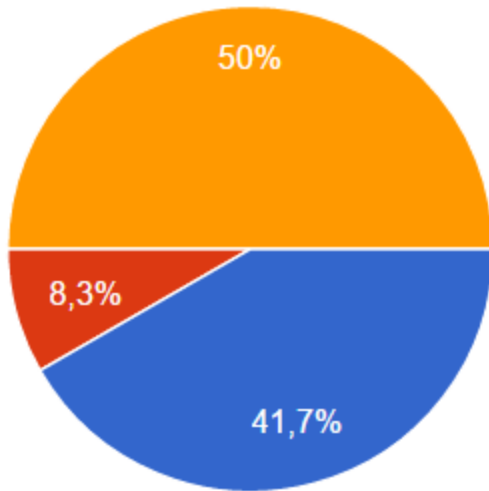


2017

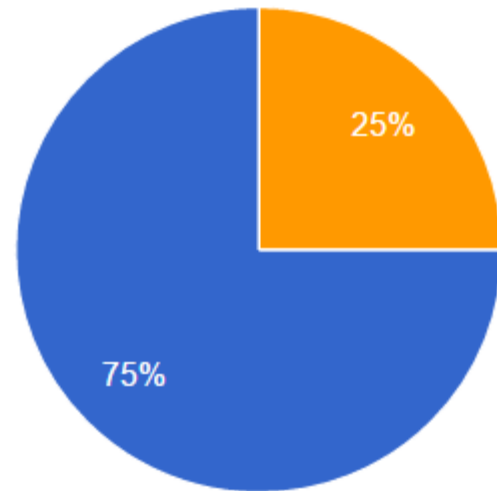
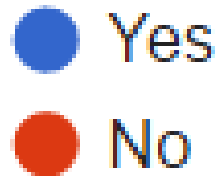
- -20
- 20-30
- 30-50
- 50+

Follow-up questionnaire regarding gender equality in CCB member organisations

Are you familiar with the concept of gender?



2006
8,3% - "NO"



2017
75% - "YES"

Follow-up questionnaire regarding gender equality in CCB member organisations

What does “mainstream” mean?

Mainstream - The ideas, attitudes, or activities that are shared by most people and regarded as normal or conventional

Verb – **To mainstream** - To bring into the mainstream

Example: ‘vegetarianism has been mainstreamed’

(Oxford Online Dictionary)

Follow-up questionnaire regarding gender equality in CCB member organisations

Define your conception of the ideas of gender, gender roles and gender mainstreaming

2006

biological definition and medicine

social roles - cultural definition

process of raising awareness and
responsibility for gender issues

to enable equal opportunities for
operation everyone

I do not accept the concept of
"gender roles" but believe firmly in
the individual approach.

women/men should be included when
discussing solutions to environmental
problems to benefit of the different
approaches

equality of gender on field of
getting job, employment and other
field

gender roles are the sum of
normative rules on how men and
women are "supposed" to act and
behave

biologically determined gender
role can be subject to
discrimination

to promote sex that is not dominate
to be active and give possibilities
for it. To actively seek these people
and encourage their activity

Follow-up questionnaire regarding gender equality in CCB member organisations

Define your conception of the ideas of gender, gender roles and gender mainstreaming

2017

gender equality at all levels of the society

gender means not only male and female but also transgender

gender balance in the organisation; the salary must be almost equal

flexibility according to needs

equal opportunities and chances in life

gender related preferences to different jobs due to different interests and skills

in a well functioning organisation it is useful to have maximum variety of skills available

equal opportunities and equal social attitude to both

equal opportunities; fair and equal pay for same work

importance of aiming at balanced representation on all levels in society and in the work place

awareness of structural problems and labels of male and female tasks, different way of judgement, challenge the norms

Follow-up questionnaire regarding gender equality in CCB member organisations

Do you know if your organisation have some goals for gender equality, are there any specific plans connected to gender?



■ Don't know ■ Yes

2006
2/3 - "no, don't know or it doesn't have"



2017
50/50 - "no, don't know or doesn't have"

*Follow-up questionnaire regarding gender equality in
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Have the goals/plans left any imprints, or led to changes, in how the organisation works?

If "yes", please, give an example.

2006

we have the **good balance** at **Board and staff**, but because the work was not systematic, it is not obvious to a greater degree

all **seminars/ project parts now include about 20% men**. This is however more than the general percentage in the Russian schools we deal with, so it will be somewhat unproportioned in that respect. We always try to encourage **seminars leadership from 50/50 percent** by foreign seminars leaders.

2017

trying to **involve equal number of women and men into the events**. Our meetings are open for all people, without any obstacles

we always used to have **equality goals** and so it can be assumed these still exist

*Follow-up questionnaire regarding gender equality in
CCB member organisations*

**Do you find it important that your
organisation strives for an equal distribution
of men and women within different categories
of work and on different levels?**

2006

Yes – 83,33%

No – 16,67%

2017

Yes – 87,5%

No – 12,5%

Follow-up questionnaire regarding gender equality in CCB member organisations

Is counting numbers of women and men a good way to measure gender equality?
Why/why not?

2006

Yes 25% – it could help show poor representation, it's easy, helps to detect gaps, provide baselines, **but it is not enough!**

Not only **50%** – 50/50 situation doesn't show anything. Quota – bad idea

No 25% – biodiversity comparison, other conditions should also be taken into account

2017

Yes **50%** – if massive imbalance, **is there any other way to measure it?** find the "gaps"

Not only 25% – one way, but there are more

No 25% – it is safer not to count them, not at the expense of personal qualities

Follow-up questionnaire regarding gender equality in CCB member organisations

Do you find that you have enough knowledge about the conception of gender to be able to contribute to gender mainstreaming?

2006



■ Yes ■ No

2017



■ Yes ■ No ■ Not interested

Follow-up questionnaire regarding gender equality in CCB member organisations

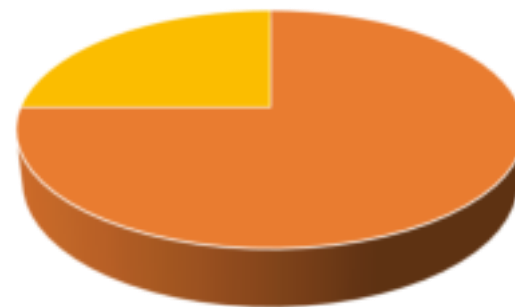
Is the gender issue relevant when it comes to a sustainable development, why/why not?

2006



■ Yes ■ No

2017



■ Yes ■ Don't know



Achieve gender equality and empower all women and girls

Follow-up questionnaire regarding gender equality in CCB member organisations

Do you have any suggestions (specific or in general) on how your organisation could work to promote gender equality?

2006

I think **we shall first start from studying all this for ourselves**

No, but I would like to see more women in top level positions, in the office and on the Board as well.

Make some seminars

Our organisation is quite equal. But considering that **I'm a man I might not notice any possible inequality** since it's probably **not directed at me.**

Quotations are not always the right ways, rather ensure that conditions favouring men and women alike.

2017

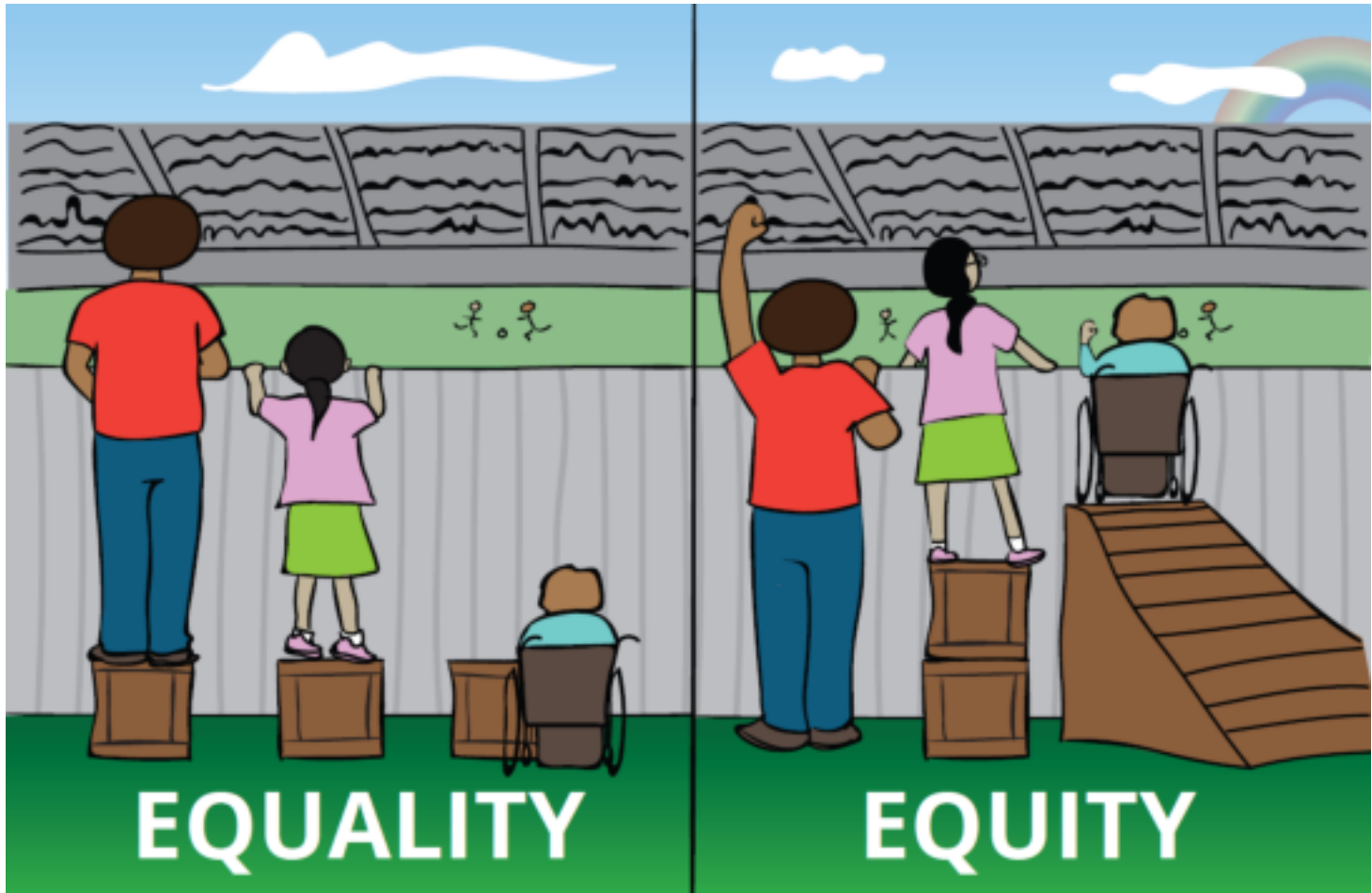
We have more women than man

It seems useful to recruit men on project coordinator position or involve more men - volunteers

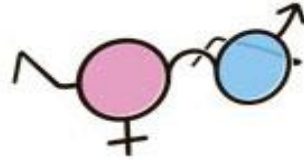
A lot of women in leading positions, have university degree and good job. It is only in political level where still men dominate.

We must expose our own flawed views and preconceptions. If we only bring up gender because its **a box to tick in an annual report** etc **it does not lead to real changes**. We must always question also simple things like why should the women make coffee in the office.

Gender and social diversity rather than just gender equality



What are our next steps?



- To make gender and social diversity analysis of CCB member organisations and partners before AM
- To update questionnaire and distribute it between CCB member organisations and partners before AM
- To present results of research on AM
- To organise a workshop on gender and social diversity in environmental work during 2017 (AM? probably will not manage so soon)

Thank you!