

# CCB Annual Meeting

12 - 14 May 2017

Rostock, Germany

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*Coalition Clean Baltic*

## *Questionnaire regarding gender mainstreaming in CCB member organisations 2017*

### **Agenda**

1. Background
2. CCB's work with gender issues
3. Gender analysis of CCB network
4. Gender questionnaire results
5. Reflections - discussion
6. Conclusion

## CCB's work with gender issues

### WWF-Sida financed Programme in Russia:

April 2016 - **Gender and social diversity workshop** was held in Murmansk involving project management and outcome leaders

February 2017 – **Human Rights Based Approach and gender workshop** in Stockholm for project management and outcome leaders

### Sida financed Programme in Belarus:

October 2016 - **Gender workshop** in Minsk for programme partners



# CCB is a member of “Gender Equality – Environment – Climate” network in Sweden



## Definitions

**Equality** is a question of a fair and equitable **distribution of power, influence and resources** in everyday life and in society as a whole.

A **gender-equal society** safeguards and makes use of every individual's experiences, skills and competence.

*(Sida Gender tool)*

### What is gender analysis?

The term '**gender**' refers to **the social construction of identity**. It can be defined as “**more than biological differences** between men and women”.

*(Ministry of Women's Affairs, New Zealand)*

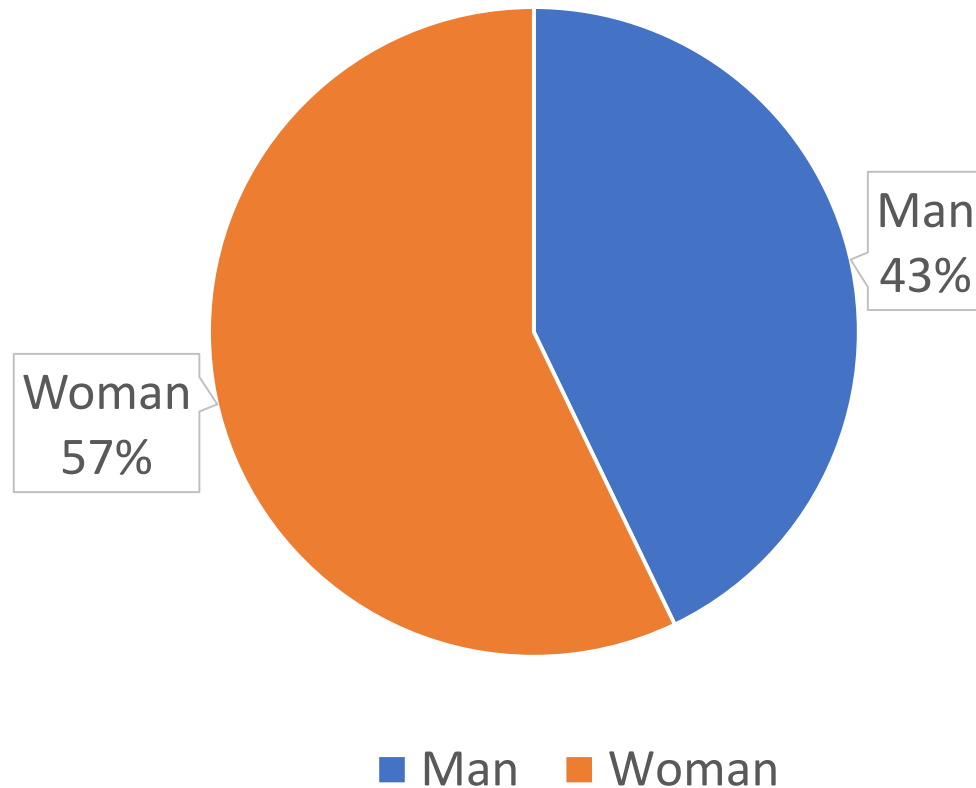
**Gender Analysis** highlights the differences between groups in terms of the distribution of resources, opportunities, limitations and power in a given context.

Performing a gender analysis allows us to **correct gender-based inequalities** and **meet the needs of different groups**.

*(Sida Gender tool)*

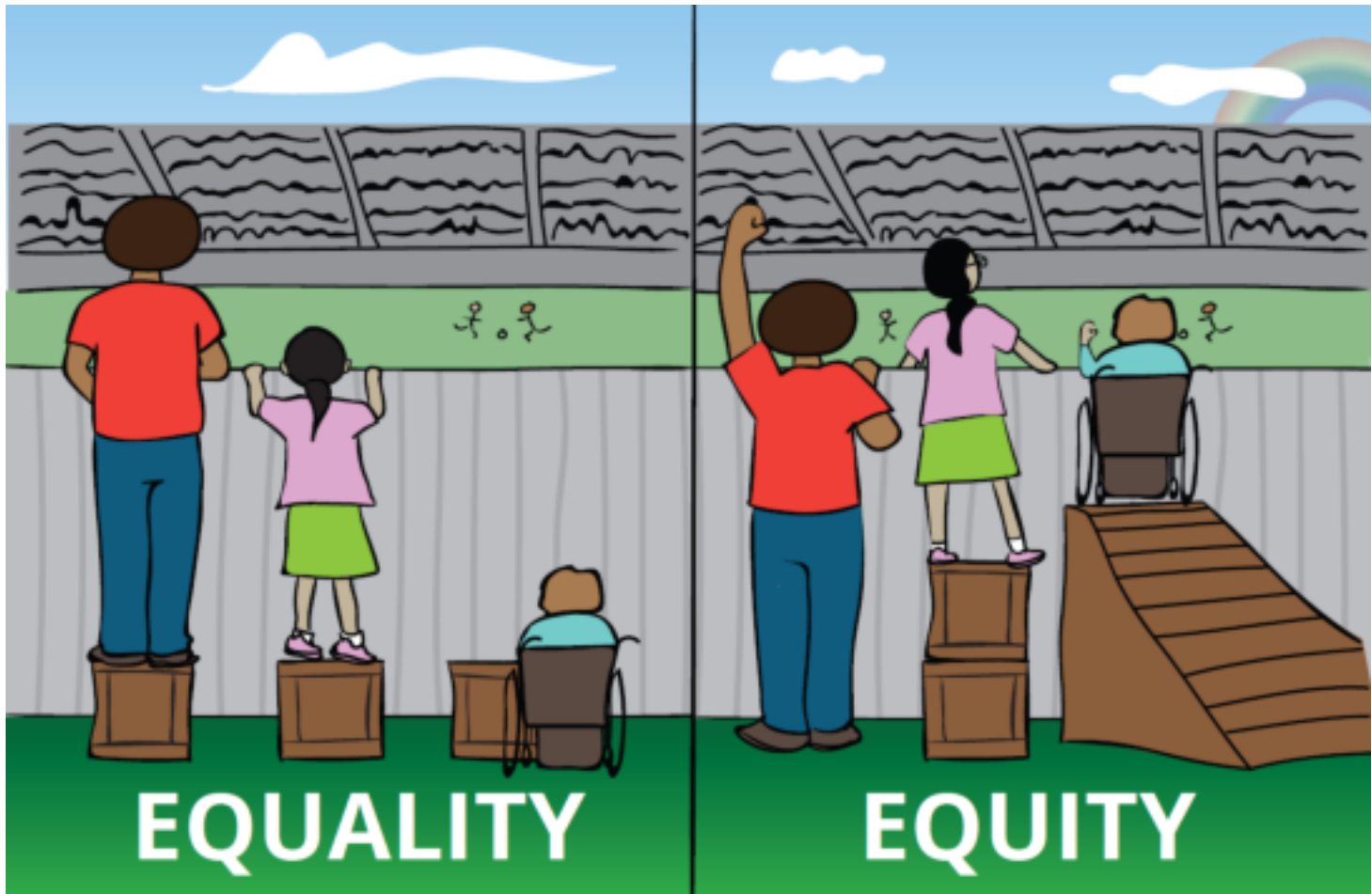
## *Gender analysis is the starting point for gender mainstreaming*

I identify my gender as



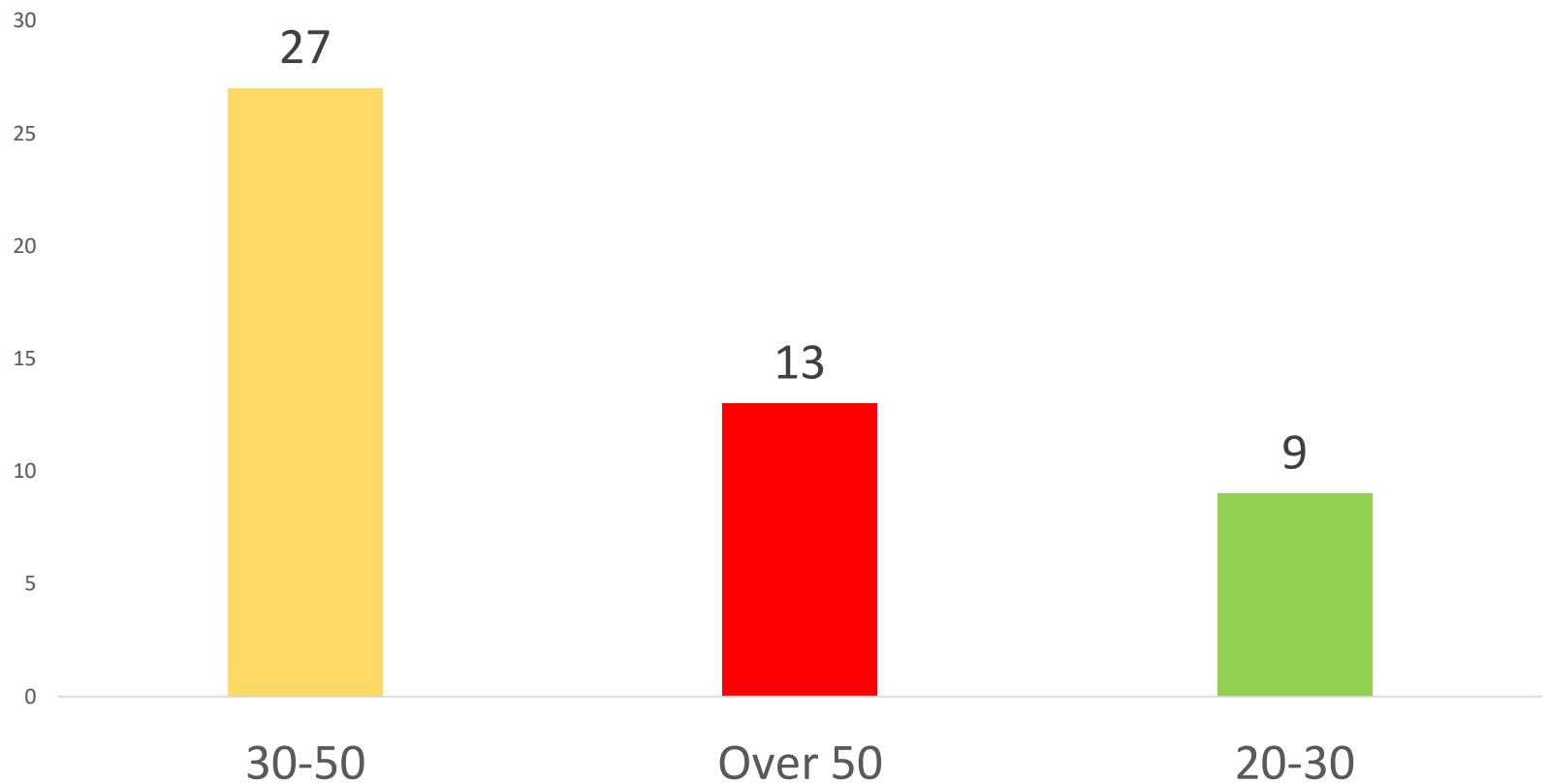
Gender analysis aims to achieve **equity**, rather than equality.

# Gender and social diversity rather than just gender equality



## *Gender and social diversity analysis*

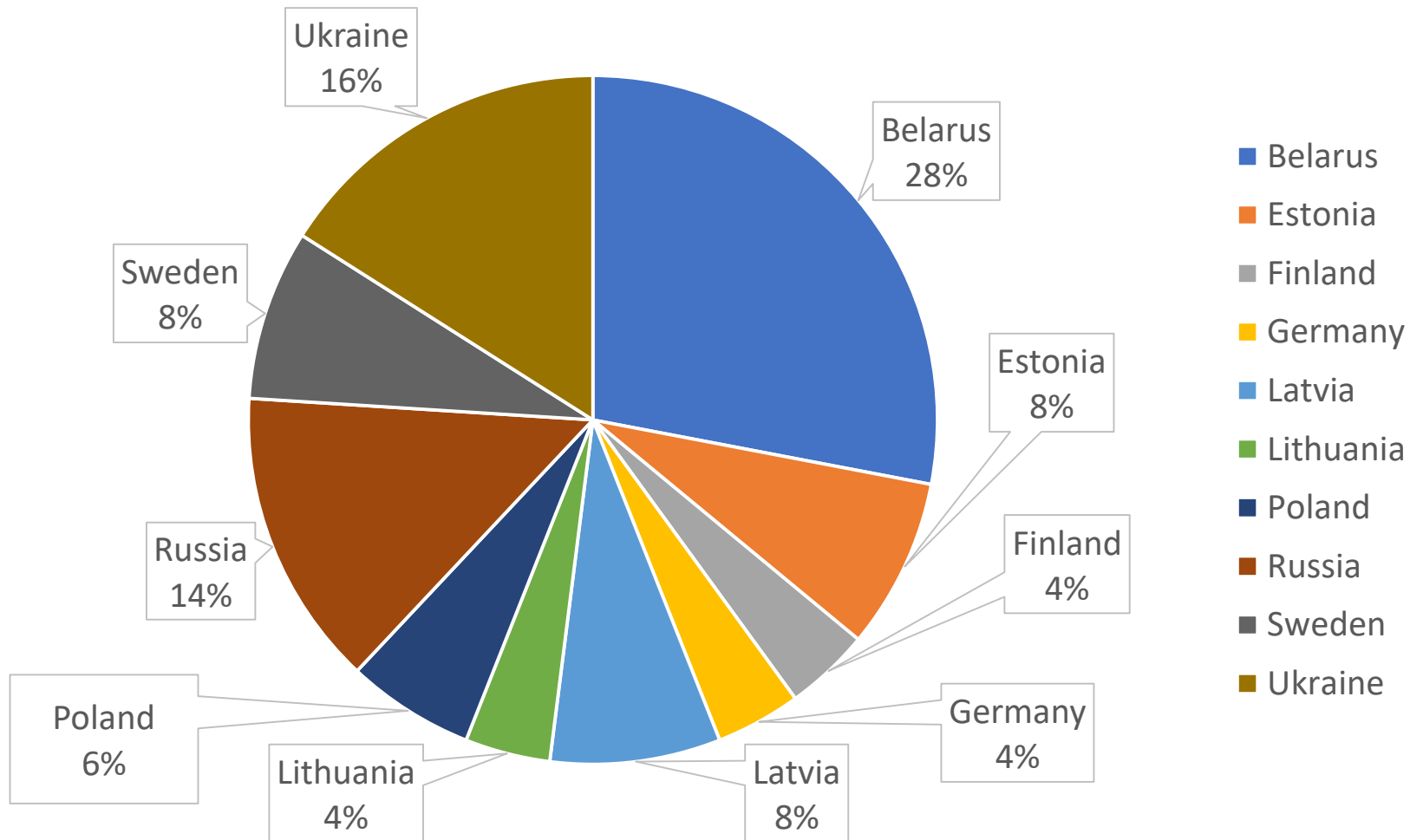
**How old are you?**





## Gender and social diversity analysis

### What country do you represent?



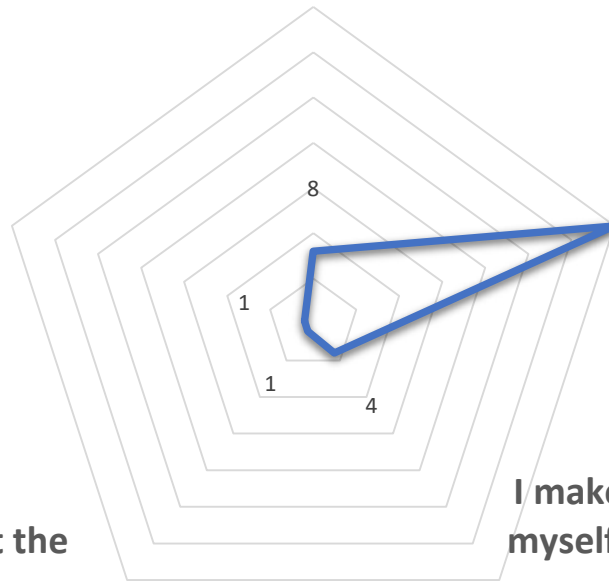
## Gender and social diversity analysis

What is your position in your organisation in relation to the decision-making process?

As a head of the organisation, I am used to listen to my colleagues and I can change my opinion.

I can participate in decision-making processes, but my beliefs hardly ever taken into account.

I cannot affect the decision-making process in my organisation.



We usually make joint decisions where every voice and opinion has its right to be discussed.

I make decisions by myself because I am responsible for the organisation and its development.

## Questionnaire regarding gender mainstreaming in CCB member organisations 2017

### What does “mainstream” mean?



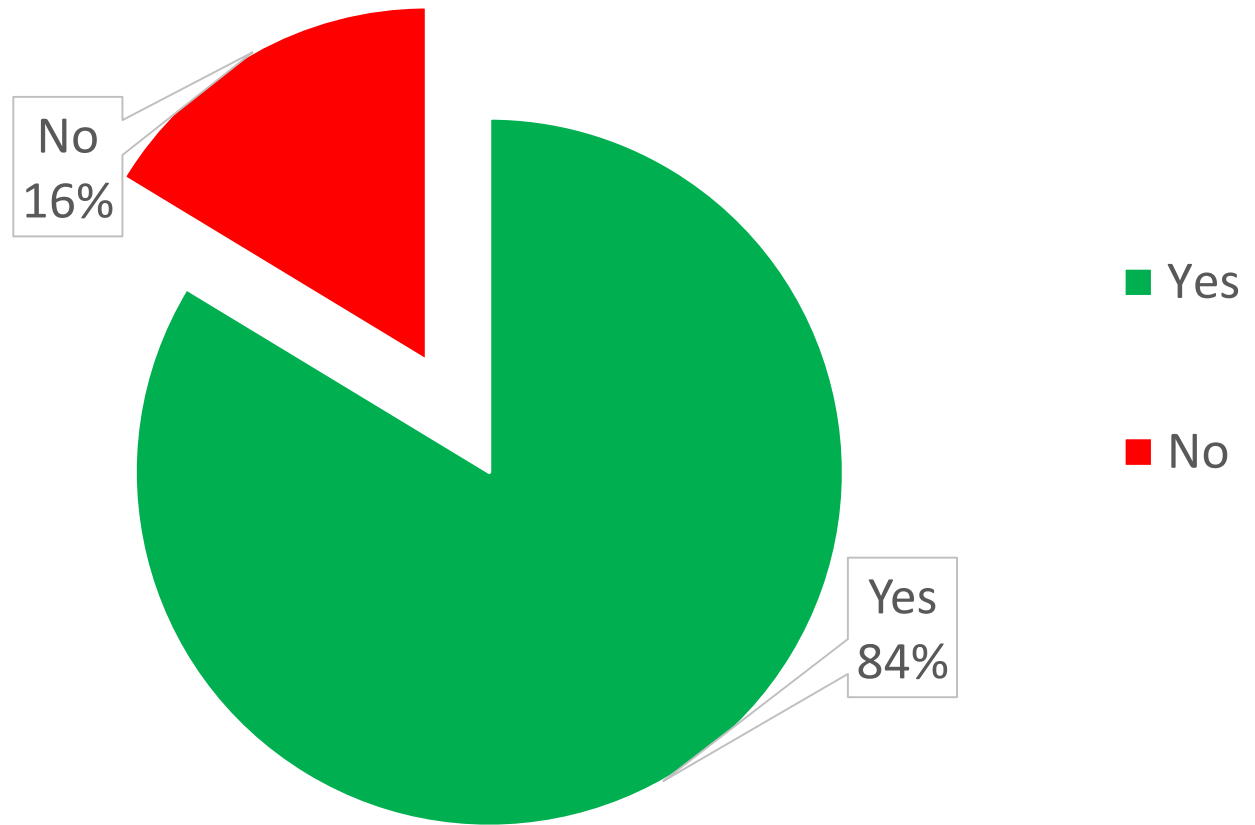
**Mainstream** - The ideas, attitudes, or activities that are shared by most people and regarded as normal or conventional  
*(Oxford Online Dictionary)*

Edvard Munch

Foto: Reprodução

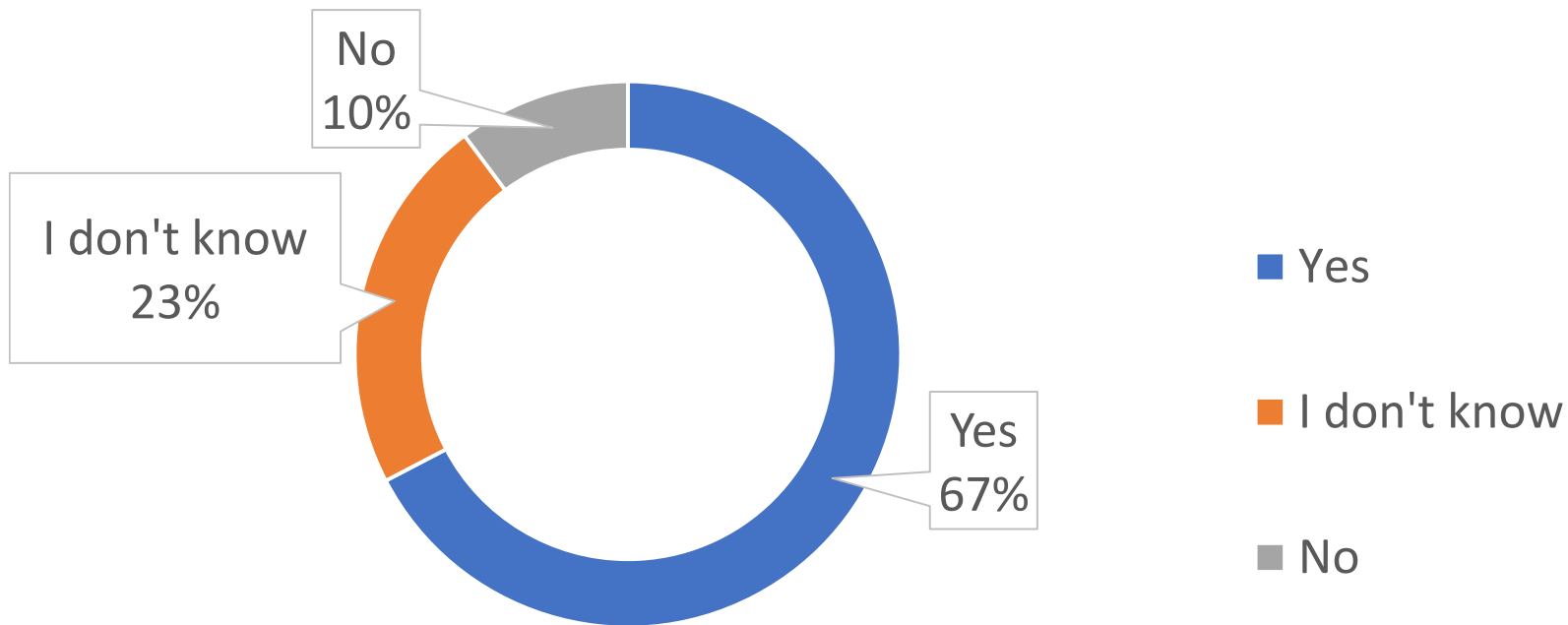
## Questionnaire regarding gender mainstreaming in CCB member organisations 2017

Are you familiar with gender mainstreaming?



## Questionnaire regarding gender mainstreaming in CCB member organisations 2017

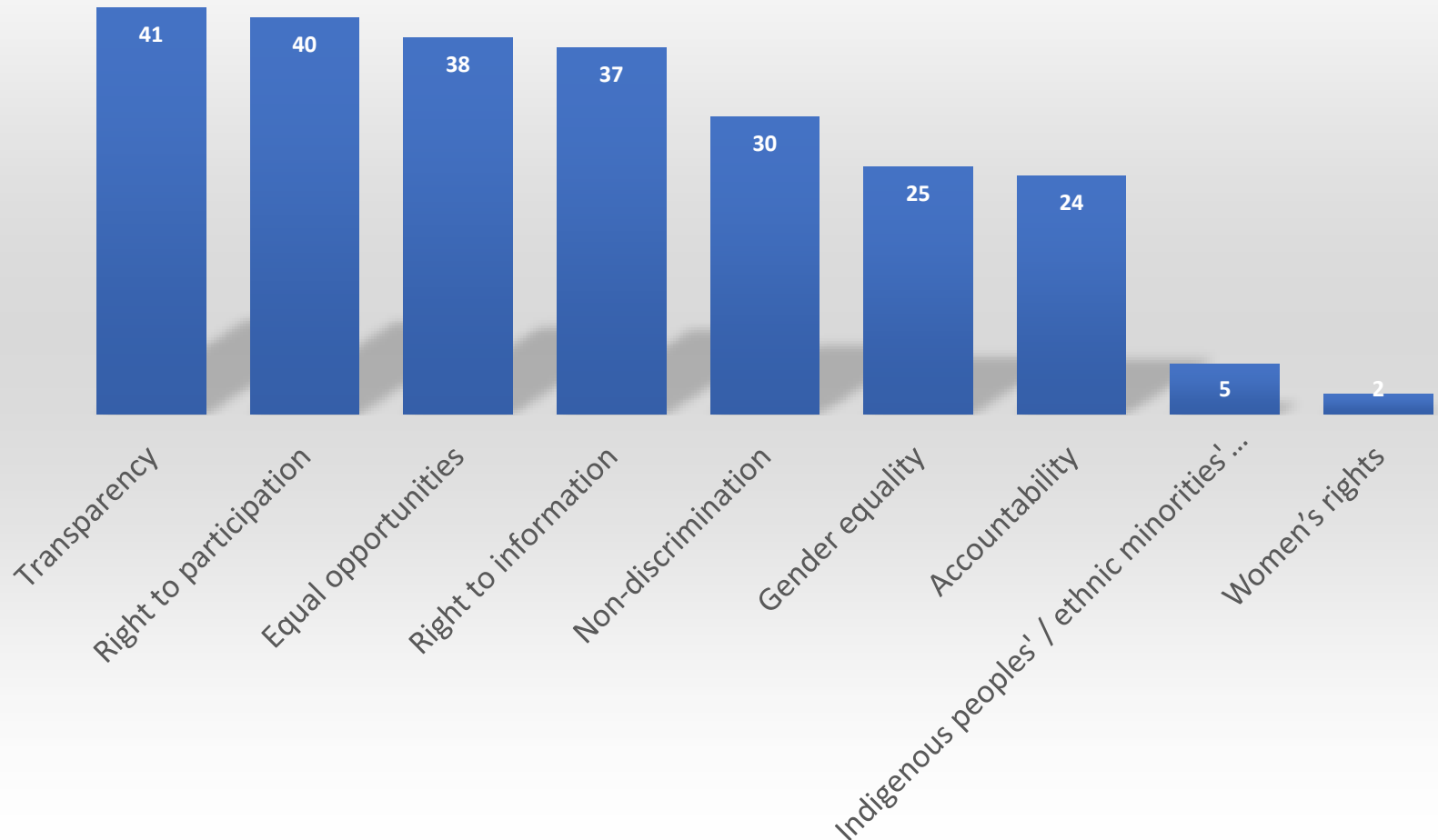
Do you think that our work with environmental issues and concept of gender is related?



Achieve gender equality and empower all women and girls

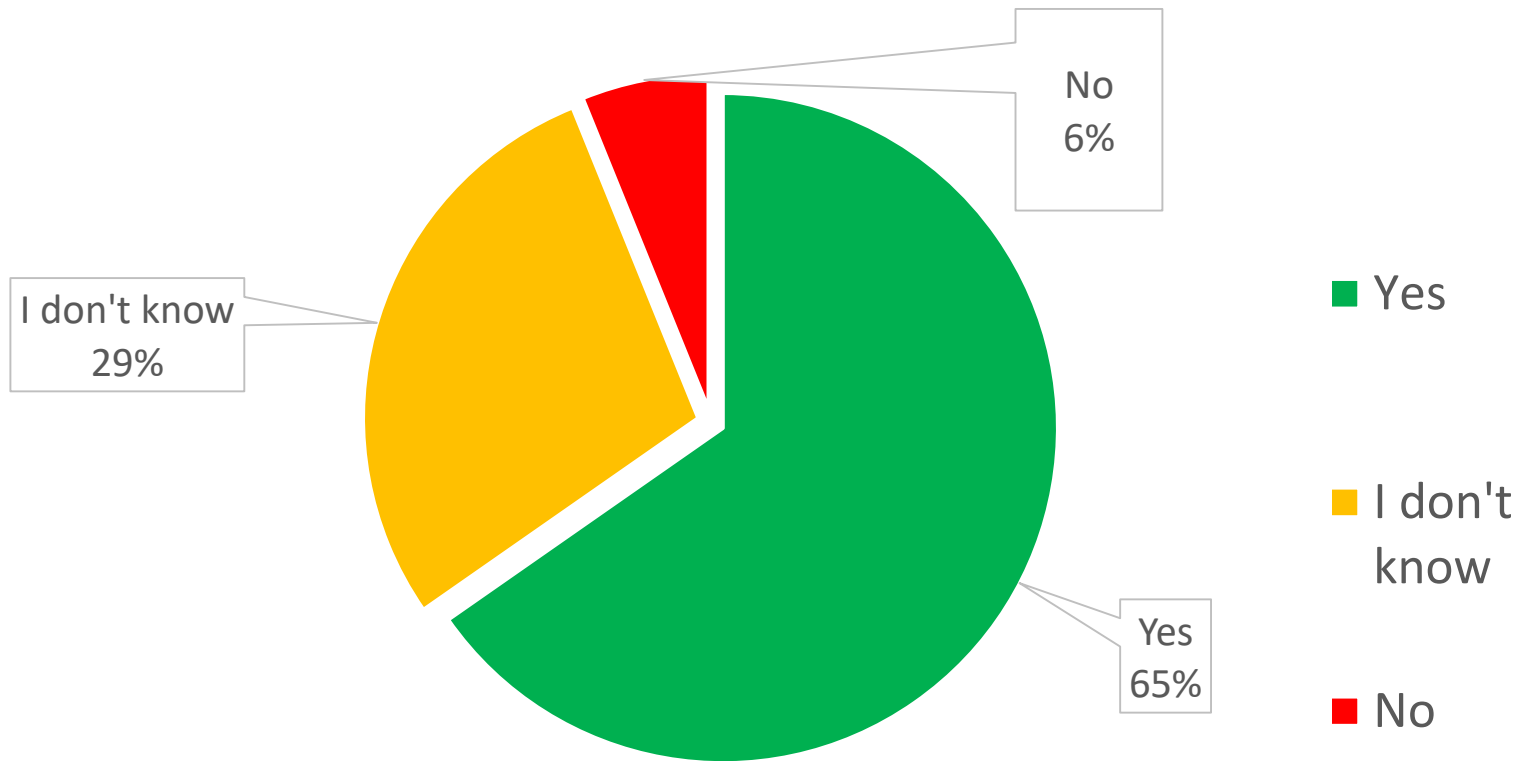
## Follow-up questionnaire regarding gender equality in CCB member organisations

Which five of these principles and rights are most important for your organization?



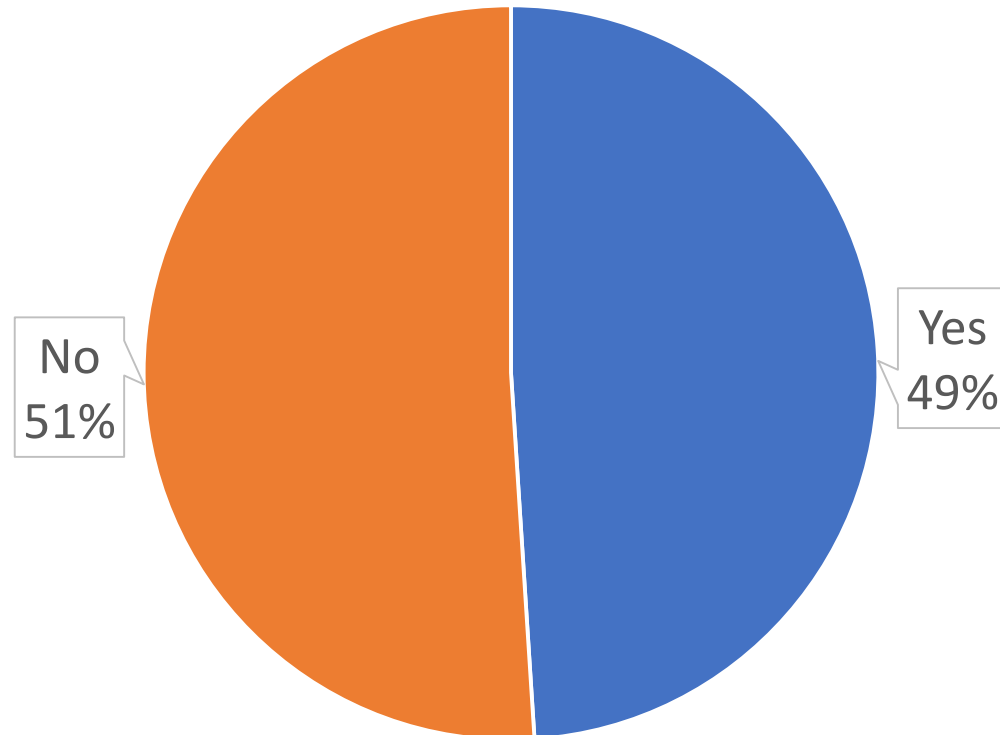
## Follow-up questionnaire regarding gender equality in CCB member organisations

Do you find that the results of your work will improve by addressing these principles and rights?



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

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





**Thank you!**