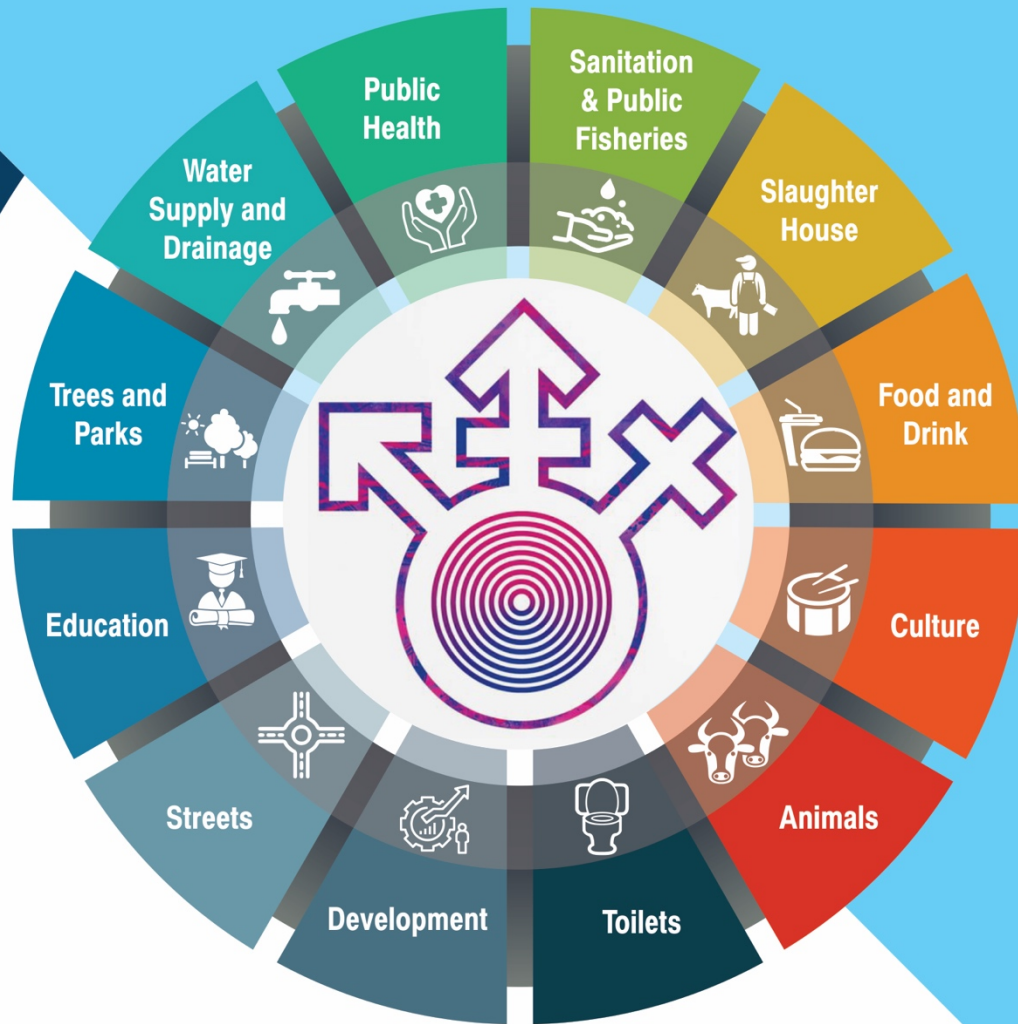


Gender Mainstreaming and Women Empowerment At Union Council Level

3 days training manual for the
capacity building of elected representative and
Associates at Union Council in Sindh



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MAKING A DIFFERENCE

As the old man walked the beach at dawn, he noticed a boy ahead of him picking up starfish and flinging them into the sea. Finally, catching up with the youth, he asked him why he was doing this. The answer was that the starfish had been scattered on the beach and would die if left until the sun came up.



"But the beach goes on for miles and miles, and there are thousands of starfish," countered the old man. "How can your effort make any difference?"

The boy looked at the starfish in his hand and then threw it to safety in the wave and replied.....



"I will difference
make a difference to this **one**."



▶ Introduction

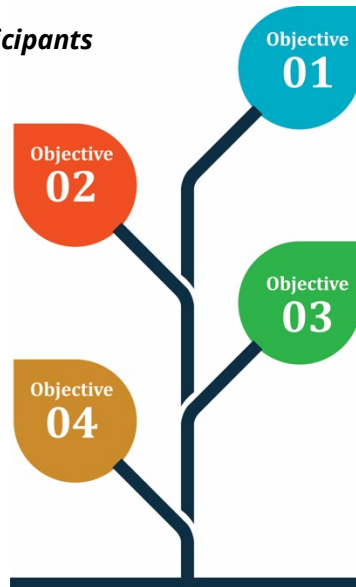


COURSE OBJECTIVES

By the end of the training participants will be able to:

Understand their role, identify gender gaps and mainstream gender in various functions of union council.

Understand the budget making process and benefits of gender responsive



Understand the concept of governance and importance of gender sensitive

Develop a consolidated equity-based gender sensitive agenda for respective UCs

WORKSHOP AGENDA



SESSIONS

1. Introduction
2. Good Governance
3. Right for the Right
4. Me & My UC



SESSIONS

- Recap of Day - 1
5. Gender Concepts
 6. Gender & Development



SESSIONS

- Recap of Day - 2
6. Gender & Development (cont.)
 7. Gender Responsive Budgeting
 8. Taking Gender Agenda Forward



▶ **Good
Governance**



WHAT IS GOVERNANCE?

Governance is a process through which public institutions conduct public affairs, manage public resources and guarantee the realization of citizen's rights.



The true test of "democratic" governance is the degree to which it delivers on the promise of citizens rights: civil, cultural, economic, political and social.

WHAT IS GOOD GOVERNANCE?

The characteristics of a Good Governance comprises of participatory, consensus oriented, accountable, transparent, responsive, effective & efficient, equitable, inclusive and follows the rule of law.

It is also responsive to the present and future needs of society.

It assures that corruption is minimized, the views of minorities are taken into account and that the voices of the most vulnerable in society are heard in decision-making.

Source: United Nations Economic and Social Commission for Asia and the Pacific

CHARACTERISTICS OF GOOD GOVERNANCE



Participation

Participation by both men and women is a key cornerstone of good governance. It is important to point out that representative democracy does not necessarily mean that the concerns of the most vulnerable in society would be taken into consideration in decision making. Participation needs to be informed and organized. This means freedom of association and expression on the one hand and an organized civil society on the other hand.



Rule of law

Good governance requires fair legal frameworks that are enforced impartially. It also requires full protection of human rights, particularly those of minorities. Impartial enforcement of laws requires an independent judiciary and an impartial and incorruptible police force.



Transparency

Transparency means that decisions taken and their enforcement are done in a manner that follows rules and regulations. It also means that information is freely available and directly accessible to those who will be affected by such decisions and their enforcement. It also means that enough information is provided and that it is provided in easily understandable forms and media.



Responsiveness

Good governance requires that institutions and processes try to serve all stakeholders within a reasonable timeframe.



Consensus Oriented

There are several actors and as many view points in a given society. Good governance requires mediation of the different interests in society to reach a broad consensus in society on what is in the best interest of the whole community and how this can be achieved. This can only result from an understanding of the historical, cultural and social contexts of a given society or community.



Equity and inclusiveness

A society's well being depends on ensuring that all its members feel that they have a stake in it and do not feel excluded from the mainstream of society. This requires all groups, but particularly the most vulnerable, have opportunities to improve or maintain their well being.



Effectiveness and efficiency

Good governance means that processes and institutions produce results that meet the needs of society while making the best use of resources at their disposal. The concept of efficiency in the context of good governance also covers the sustainable use of natural resources and the protection of the environment.



Accountability

Accountability is a key requirement of good governance. Not only governmental institutions but also the private sector and civil society organizations must be accountable to the public and to their institutional stakeholders. An organization or an institution is accountable to those who will be affected by its decisions or actions. Accountability cannot be enforced without transparency and the rule of law.



HOW GOOD IS YOUR GOVERNANCE?

Please explain with an example of good governance in your UC under each category

Participation
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Rule of law
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Transparency
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Responsiveness
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.....















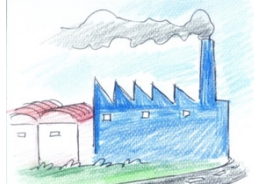



Consensus Oriented
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Equity and inclusiveness
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Effectiveness and efficiency
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Accountability
.....
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HOW GOVERNMENT SERVE THE CITIZENS

 <p>law & Justice</p>	 <p>Basic Facilities</p>	 <p>Education</p>
 <p>Health</p>	 <p>Environment Protection</p>	 <p>Emergencies Response</p>
 <p>Protection (army)</p>	 <p>Transportation</p>	 <p>Parks and Gardens</p>
 <p>social services</p>	 <p>Communication</p>	 <p>Urban planning</p>
 <p>Infrastructure</p>	 <p>Water Management</p>	 <p>Waste management</p>
 <p>Information</p>	 <p>Recognition</p>	 <p>employment</p>

As per constitution of Pakistan, it's the "RIGHT" of every citizen to benefit from all the above.



▶ **Right for
the Right**



THE “RIGHT” CONCEPT



“RIGHTS” OBLIGATIONS AT UC LEVEL!

Example: Birth registration is the first step towards recognizing a person’s identity, which is a basic human right. A child therefore has a claim on birth registration, and different stakeholders have obligations to ensure that this right is respected, protected and fulfilled.


Respect	Protect	Fulfill
<p>Since a child cannot obtain a birth registration by herself or himself, it is for the parents and family members to respect the child’s right. The Union Council Secretary can encourage this process by providing necessary discounts and facilitating parents to access registration forms, information, etc.</p>	<p>This would require the state to establish laws, policies and services (e.g. mobile units at village level to register birth, mandatory monthly reporting of birth registrations by traditional birth attendants (TBAs), lady health workers (LHWs), maternity homes, etc). Punitive action could be introduced for delayed or false reporting of births.</p>	<p>This would involve all acts, which positively promote right – creating awareness and assisting in enforcing laws, training government functions, monitoring services, etc. One of the major functions of a Union Secretary is to disseminate information of public interest. There should be ways to help people understand the usefulness of registering births so that they would want to do it without coercion. The UC Secretary should work closely with TBAs or LHWs to get the actual data.</p>

Source: Gender Based UC Management, UNDP, 2008

WHAT I SUPPOSE TO DO?




Being a responsible position at UC, can you help in this situations?




EDUCATION
Anil (a 7 years old) boy is not getting admission in a public school because the headmaster don't want to have a Hindu child in his school. Anil's father, Krishan is quite worry about his education and future

What Krishan supposed to do....




SANITATION
After the Skin Allergy in the town, the entire village is infected, but no has any idea what to do. There is no skin specialist in the town to get advice...

Village members needs an advice...



WATER
Due to the unsafe water in the village. Children in the village are suffering with bone diseases. The village residents are forced to live with these disease.

Do you have any Solution for the villagers



MARRIAGE
Geeta was forcefully married with an old age person because her family was under his debts. His father arranged a fake birth registration fot her marriage.





Can you help Geeta?




In addition, please advise, how you will ensure to Respect, Protect and fulfil their rights in future?

Case	Respect	Protect	Fulfill
Education			
Water			
Sanitation			
Marriage			

EVOLUTION OF RIGHTS

How many Charter of RIGHTS do you know?

Sr.	Chartered	Detail
1	 Last Sermon	This Khutba (sermon in 11 Hijri) was the last one that the Prophet (PBUH) delivered. The Haj journey to Makkah and Arafat was the last and only one that the Prophet undertook. For this reason, the sermon that the Prophet (PBUH) gave on this occasion is called 'Khutba-e-hujjatul Wida' (sermon of the last Haj or the Farewell Address).
2	 UDHR	On December 10, 1948 the General Assembly of the United Nations adopted and proclaimed the Universal Declaration of Human Rights. Following this historic act, the Assembly called upon all Member countries to publicize the text of the Declaration and "to cause it to be disseminated, displayed, read and expounded principally in schools and other educational institutions, without distinction based on the political status of countries or territories."
3	 Constitution of Pakistan	The 1973 Constitution of Pakistan is the supreme law of the country, and all laws passed should be in line with the Constitution. The basis of "fundamental rights" is laid out in Article 4 of the Constitution which states that 'it is the inalienable right (i.e. one which can never be taken away) of individuals (citizens wherever they may be as well as individuals currently in Pakistan) to enjoy the protection of law and be treated in accordance with law'. It also guarantees the protection of life, liberty, body, reputation & property of an individual.
4	 CEDAW	The human rights of women and of the girl-child are an inalienable, integral and indivisible part of universal human rights. The full and equal participation of women in political, civil, economic, social and cultural life, at the national, regional and international levels, and the eradication of all forms of discrimination on grounds of sex are priority objectives of the International Community.

Sr.	Chartered	Detail
5	 <p data-bbox="373 441 430 472">CRC</p>	<p data-bbox="560 262 1372 504">Since children do not have a direct voice in shaping policies, or making decisions that affect them, it is obligatory for responsible adults to ensure that children’s rights are adequately addressed. The UN General Assembly adopted Convention on the Rights of the Child in 1989 with a view to ensuring that every single child on the face of the earth receives similar consideration.</p>
6	 <p data-bbox="308 756 495 861">Rights for the person with Disability</p>	<p data-bbox="560 556 1372 798">This Convention promotes, protects and ensures the full and equal enjoyment of all human rights and fundamental freedoms by all persons with disabilities, and promotes respect for their inherent dignity. The Convention and its Optional Protocol were adopted by the United Nations General Assembly in December 2006, and opened for signature in March 2007.</p>
7	 <p data-bbox="324 1102 479 1134">Labor Laws</p>	<p data-bbox="560 903 1372 1018">The following core conventions were identified and given prominence in the conclusion of the World Summit for Social Development in 1995.</p>

Sources: United Nation and ILO Official Websites




CONSEQUENCES OF THE "RIGHTS" ARE NOT PROTECTED


Please write at least one example of result if the right is not protected?

Sr.	Right	Group 1	Group 2	Group 3
		<i>Family Level</i>	<i>UC Level</i>	<i>National Level</i>
1	Law & Justice			
2	Health			
3	Protection (army)			
4	Social services			
5	Infrastructure			
6	Information			
7	Basic Facilities			
8	Environment Protection			
9	Transportation			
10	Communication			
11	Water management			
12	Recognition			
13	Education			
14	Emergencies Response			
15	Parks and Gardens			
17	Waste Management			
18	Employment			

FUNDAMENTAL RIGHTS

CONSTITUTION OF PAKISTAN ON EQUALITY AND IMPROVING STATUS OF WOMEN

	<p>Guarantees of Equality & Non-Discrimination</p>	<p>Articles of 1973 Constitution: 25,26,27</p>
<p>Article 25: Equality of Citizens</p> <ul style="list-style-type: none"> □ All citizens are equal before law and are entitled to equal protection of law. □ There shall be no discrimination on the basis of sex alone (exceptions: the state can make special provisions for the protection of women and children). □ Nothing in this Article will prevent the State from making any special provision for the protection of women and children. <p>Article 26: Non-discrimination in Respect of Access to Public Places</p> <ul style="list-style-type: none"> □ No discrimination in respect of access to public places – in respect to access to places of public entertainment or resort, not intended for religious purposes only, there shall be no discrimination against any citizen on the ground only of race, religion, caste, sex, residence or place of birth. □ Nothing in clause above shall prevent the State from making any special provision for women and children. <p>Article 27: Safeguard Against Discrimination in Services</p> <ul style="list-style-type: none"> □ No citizen otherwise qualified for appointment in the service of Pakistan shall be discriminated against in respect of any such appointment on the ground only of race, religion, caste, sex, residence or place of birth. 		

	<p>Selected Articles That Address the Status of the Women</p>	<p>Articles of 1973 Constitution: 32, 34, 35, 37(e), 38(a), 38(d)</p>
<ul style="list-style-type: none"> □ Article 32 - Special representation shall be given to women in local government institutions (i.e., local bodies). □ Article 34 - Steps shall be taken to ensure full participation of women in all spheres of national life. □ Article 35 - The state shall protect marriage, the family, the mother and the child. □ Article 37(e) - Make sure women are not employed in vocations unsuited to their sex, and that working women get maternity benefits. □ Article 38(a) - Secure well-being of the people, irrespective of sex. □ Article 38(d) - Provide basic necessities of life, irrespective of sex. 		

Source: Constitution of Pakistan Chapter 2



▶ **Me and
My UC**



IMPORTANCE OF UNION COUNCILS IN LOCAL GOVERNMENT SYSTEMS



Just as central government facilitates national leaders to provide input in national governance, so the Unions give people the opportunity to be part of local governance.

Unions bring the government to people's doorstep and give people the mandate to hold the government accountable.









Unions Councils form the base of any local government system. An objective of having this tier of local governance is to have the grassroots connectivity with the people.



Unions are meant to ensure that the services provided by all tiers are according to citizen's needs and priorities.

The Union Council can facilitate in

Quality of the development work carried out at union level.	Finding local solutions for local issues.	Effective performance of the Union Committees.	Effective, efficient and rapid service delivery.	Effective maintenance of books of accounts and other records.	Initiate the national budget making process.
					

Source: Manual for Union Administration, Decentralization Support Program (DSP), 2003.

ROLE OF UC IN RURAL DEVELOPMENT

FUNCTIONS OF UNION COUNCIL¹

Each UC has two type of functions i.e. Compulsory and Optionsl Fiunctions

Compulsory Functions



Public Health

- Promotion of Public Health
- Responsibility for Sanitations
- Removal, Collection and Disposal of Refuse.
- Birth, Deaths and Marriages
- Infectious diseases



Water Supply & Drainage

- Supply of sufficient water for public and private purpose
- Private Source of water supply
- Drainage



Slaughter House

- Provision of site for slaughter houses
- Maintenance and supervision of slaughter houses



Streets

- Public Streets
- Streets pavement
- Streets Lights
- Public Vehicle



Education

- Adult Education
- Primary Education



Miscellaneous

- Protection against stray animals and animal trespass
- Sstablishing cattle pounds
- Regulation or prohibition of the establishment of brick kilns, potteries and other kilns within the residential areas

¹ Source: Sindh Local Government Rules 2013

Optional Functions

			
<p style="text-align: center;">Waste Management</p> <p>(Removal, collection and disposal of refuse)</p>	<p style="text-align: center;">Public Toilets</p> <p>(maintain sufficient number of public toilets for separate use of each sex at appropriate places)</p>	<p style="text-align: center;">Water Supply</p> <p>(Public & Private sources of Water Supply, Public Water Courses)</p>	<p style="text-align: center;">Public Health</p> <p>(Primary Health, Promotion, Hospitals & Dispensaries, Medical aid and relief and Medical Education, Infectious Diseases)</p>
			
<p style="text-align: center;">Education</p> <p>(Libraries, Compulsory & General Provisions About Education)</p>	<p style="text-align: center;">Sanitation</p> <p>(Drainage, Drainage Schemes, Bathing, and Washing places, Dhobi ghats and Washermen,)</p>	<p style="text-align: center;">Parks and Forests</p> <p>(Arboriculture, Gardens, Open spaces, Forests and Nurseries, Nuisances Pertaining to Trees and Plants)</p>	<p style="text-align: center;">Food and Drink</p> <p>(Bye Laws for Articles of Food and Drink, Milk Supply, Public & Private Markets)</p>
			
<p style="text-align: center;">Animals</p> <p>(Animal Husbandry, Stray Animals, Animal Homes and Farms, Livestock improvement, Dangerous Animals, Cattle Shows, Zoo etc, Disposal of Carcasses)</p>	<p style="text-align: center;">Streets</p> <p>(Public Streets, General Provision about Streets, Street Light, Watering, Traffic Planning, Public Vehicle, Fire Fighting, Civil Defense, Floods, Famine, Dangerous and Offensive Articles and Trades, Burial and Cremation Places etc)</p>	<p style="text-align: center;">Development</p> <p>(Development Plans, Community Development Projects, Commercial Schemes)</p>	<p style="text-align: center;">Culture</p> <p>(Culture, , Fairs and Shows, etc)</p>
	<p style="text-align: center;">Miscellaneous Functions</p> <p>(Development of UC schemes, public housing schemes, plan reservation of land scape and flood control, construction and maintenance of religious places, training to professional divers and lifeguards; and assistance in disasters and emergencies)</p>		



▶ **Gender
Concepts**



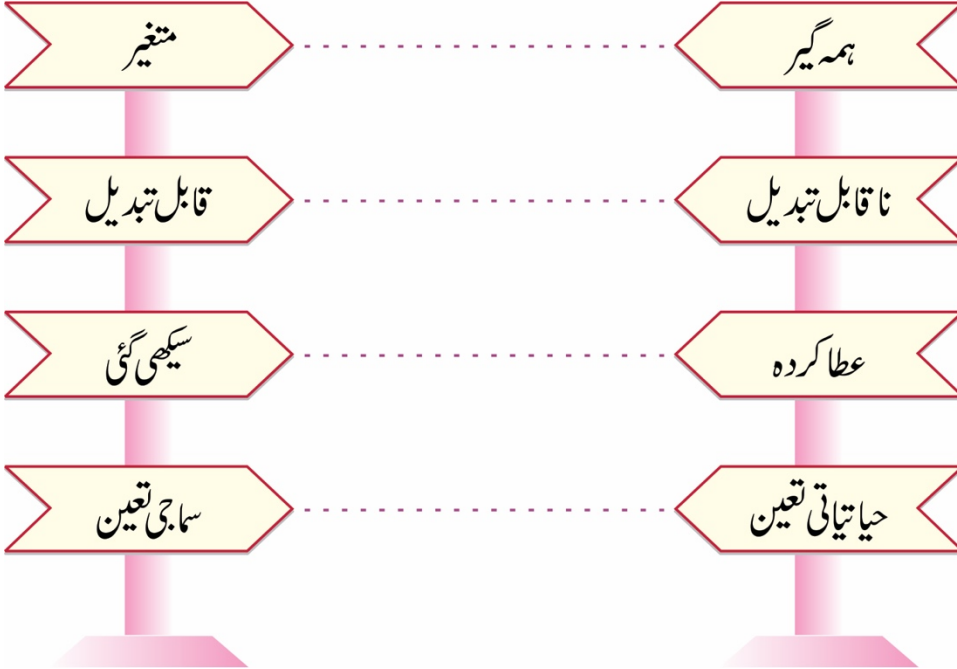
صنف اور جنس میں فرق



صنف سے مراد مردوں اور عورتوں کے وہ سماجی تعمیر کردار، طرز عمل اور سرگرمیاں ہیں جو انہیں ان کا مخصوص معاشرہ ان کے جنس کی بنیاد پر متعین کرتا ہے۔



جنس سے مراد قدرت کی طرف سے عطا کی گئی وہ حیاتیاتی اور جسمانی خصوصیات ہیں جو مردوں اور عورتوں کی وضاحت اور انہیں ایک دوسرے سے منفرد کرتی ہیں۔



GENDER ROLES VARY

Gender roles are created by societies, they are not biological and they vary from generation to generation, from time to time, from culture to culture. For example:

..... generation to generation time to time culture to culture
Consider how different Gurya's life is, as compared to that of her grandmother or even her mother. Perhaps the same applies to you and your grandmother or grandfather?	Have your own roles changed from the time you were a daughter or son, to when you became an adult, to perhaps when you are (or will be) a parent? You may often have heard your own parents say: 'when you become a mother (or father) you will know'. When planning development interventions, most people assume that they know the best, whereas that knowledge may not be applicable.	Tasks associated with men in one place may be undertaken by women in another! It is important to understand that these variations exist, not only from one country to another, but also within a country from one region or cultural group to another!

سرگرمیوں کے لحاظ سے معاشرے کی تقسیم

معاشرہ مرد اور عورت دونوں کی سوچ کو تشکیل دیتا ہے کیونکہ یہ دونوں اصناف سے ایک خاص قسم کے رویے کی توقع رکھتا ہے۔ ایک مکمل طور پر نفع معاشرے کے لیے یہ ضروری ہے کہ تمام کے تمام کردار مناسب طریقے سے ادا کیے جائیں۔ تاہم گذشتہ چند سالوں سے عورتوں اور مردوں نے اپنے آپ کو مختلف حلقوں میں بانٹ لیا ہے۔ عام طور پر یہ دیکھا گیا ہے کہ زیادہ تر خواتین گھر بیٹو سرگرمیوں میں بچوں کو جنم دینے اور ان کی پرورش کرنے تک محدود ہو کر رہ گئی ہیں جبکہ مرد سیاسی، پیداواری اور آمدن پیدا کرنے والے شعبوں سے منسلک ہیں۔ اگر خواتین پیداواری شعبوں میں آ بھی گئی ہیں تب بھی ان کا اپنی آمدن پر اختیار نہیں ہے۔ معاشرتی سرگرمیوں کا شعبہ مرد اور عورت دونوں مل کر سنبھالتے ہیں تاہم یہ ان کے مخصوص معاشرہ کی رسم و رواج پر منحصر ہوتا ہے کہ وہ کون سا مخصوص کردار اپنا سکتے ہیں۔ مختصر ایک معاشرہ اسی وقت صحت مند اور موثر ہو سکتا ہے جب دونوں صنفوں کو چاروں شعبوں میں کردار ادا کرنے کے برابر برابر مواقع حاصل ہوں۔

<p>پیداواری سرگرمیاں (گھر سے باہر) کام سمجھا جاتا ہے۔</p>	<p>گھر بیٹو سرگرمیاں (اندرون خانہ) قدرتی سمجھا جاتا ہے۔</p>
<p>سیاسی معاشرتی سرگرمیاں (گھر سے باہر) کام سمجھا جاتا ہے۔</p>	<p>مشترک معاشرتی سرگرمیاں (گھر کے اندر یا باہر) قدرتی سمجھا جاتا ہے۔</p>

سوچ اور رویوں کو تشکیل دینے والے ادارے

سالاہ سال کے دقیانوسی پن اور تعصبات کے نتیجے میں مرد اور عورت دونوں کے سلسلے میں صنفی امتیازات نے جنم لیا ہے۔ اپنی تمام تر زندگی میں ہمیں مختلف پیغامات مسلسل ملتے رہتے جو ہمارے رویوں کی تشکیل کرتے ہیں مثلاً کہ ہم کیا کر سکتے ہیں یا کیا نہیں کر سکتے یا ہم کیا پہن سکتے ہیں اور کیا نہیں پہن سکتے یا ہم مرد یا عورت ہونے کے ناطے کس طرح کا رویہ اختیار کر سکتے ہیں اور کس طرح کا رویہ اختیار نہیں کر سکتے۔ چند معاشرتی اور نجی ادارے جو صنفی تعلقات کی عکاسی کرتے ہیں درج ذیل ہیں:



2- محلہ

ہم سائے ایک لحاظ سے ایک گھر اور کنبہ کے مکانی و خانگی پھیلاؤ کی حیثیت رکھتے ہیں یہاں پر لوگوں سے بیان کردہ اور غیر بیان کردہ رسم و رواج اور رویوں کا خیال رکھا جاتا ہے۔ (مثال کے طور پر آپ کو کیا پہننا چاہئے؟ آپ کو کیا کرنا چاہئے؟ یا کیا نہیں کرنا چاہئے؟ کون کہاں جا سکتا ہے؟ کون کیا بن سکتا ہے؟)



1- گھر

والدین اور سرپرست اپنے روزمرہ کے بیانات سے ہمیں بہت سے پیغامات دیتے ہیں (مثال کے طور پر زیادہ مت بولا کرو، سوالات مت پوچھا کرو، لڑکیوں کو آزادی نہیں دینی چاہئے، لڑکوں کو بہت اچھی تعلیم دینی چاہئے تاکہ وہ اچھا روزگار حاصل کر سکیں اور اپنے والدین کی مدد کر سکیں۔)



4- کام کی جگہ

دفاتر بنیادی طور پر مردوں کی حاکمیت کے زیر اثر ہیں جہاں پر کہ مرد عام طور پر حکم بھی چلاتے ہیں اور فیصلے بھی کرتے ہیں۔ مثال کے طور پر کون کیا کرے گا اور کس کے پاس کیا ہوگا۔ بہت سے دفاتر میں سہولیات کی شدید کمی ہوتی ہے (ٹوائلٹس، کمپیوٹرز، ٹیلیفون) اور جو ہولتیس میسر ہوتی ہیں وہ عورتوں کیلئے اکثر اوقات نہیں ہوتیں۔ اس سے یہ اشارہ ملتا ہے کہ ان دفاتر میں عورتوں کیلئے زیادہ جگہ نہیں ہے۔



3- اسکول

اسکول کی کتابوں میں ایسی تصاویر شائع ہوتی ہیں جس سے یہ واضح ہو جاتا ہے کہ لڑکی یا عورت کیا کر سکتی ہے اور کیا نہیں کر سکتی۔ اور ایک لڑکا کر سکتا ہے اور کیا نہیں کر سکتا ہے، ایک لڑکی یا عورت کیا حاصل کر سکتی ہے اور کیا نہیں حاصل کر سکتی ہے؟ ایک لڑکا اور آدمی کیا حاصل کر سکتا ہے اور کیا نہیں کر سکتا ہے وغیرہ وغیرہ۔ مثال کے طور پر بانو کا گھر اور دارا کا گاؤں۔ طلباء و طالبات کے ذہنوں کو ایک خاص سمت میں سوچنے کے عادی بنانے میں اساتذہ کا بھی انتہائی اہم کردار ہے۔



6- سیاسی ادارے

بہت سے فیصلے صادر کرنے والے ادارے مثال کے طور پر پنجابیت وغیرہ پر مردوں کی حاکمیت ہوتی ہے۔ جس سے یہ ثابت ہو جاتا ہے کہ فیصلے کرنا مردوں کا ورثہ ہے۔



5- میڈیا

میڈیا یا ابلاغ عامہ کے اداروں (ریڈیو، ٹی وی، اخبار) مردوں اور عورتوں کے تشخص کو واضح کرنے میں بڑا اہم کردار ادا کیا ہے۔ گانوں، ڈراموں، اشتہارات اور دیگر پروگراموں اور فلموں کے ذریعے اچھے آدمی اور اچھی عورت کے بارے میں تصورات تعمیر کئے جاتے ہیں۔

صنفي كردار اس وقت مسئلہ بنتے ہیں جب۔۔۔۔

صنفي مسائل اس وقت سامنے آتے ہیں جب صنفي کے بارے میں لگے بندھے تصورات مردوں يا عورتوں کو اپنی بھرپور صلاحیتیں اور انسانی حقوق بروئے کار لانے کی راہ میں رکاوٹ بن جاتے ہیں! صنفي مسائل اس وقت ابھرتے ہیں جب صنفي كرداروں کے نتیجے میں.....

عورتوں اور مردوں کے موجود كرداروں کو شناخت کرنا ضروری ہے۔ اگر ایسا نہ کیا گیا تو دونوں میں سے ایک صنفي غير فعال یا اوجھل ہو جائے گی، مثلاً تولید کے شعبے میں عورتوں کا كردار؛ یا پیداواری شعبے میں عورتوں کی حصہ داری جیسے کھیتی باڑی، مویشی سنبھالنا، کھمبیاں چننا، وغیرہ شمار نہیں کیا جائے گا۔ اسی طرح تولیدی شعبے سے مردوں کی عدم موجودگی کا مطلب ہے کہ وہ دیکھ بھال اور قریبی تعلق سے محروم ہو جاتے ہیں؛ سیاسی شعبے سے عورتوں کی غير حاضری کے باعث وہ فیصلہ سازی کے عمل میں نمائندگی سے محروم تھیں۔



کوئی ایک صنفي غير فعال بن جائے

معاشرے میں اپنے مختلف كرداروں کی وجہ سے مردوں اور عورتوں کی ضروریات اور ترجیحات عموماً مختلف ہوتی ہیں۔ چنانچہ ترقی کے حوالے سے اقدامات مردوں اور عورتوں کو مختلف طور پر متاثر کرتے ہیں۔ مرد اور عورتیں انہی اقدامات میں دلچسپی رکھتی ہیں جو ان کی زندگیوں کو آسان بنائیں اور بوجھ کم کریں۔ مردوں اور عورتوں دونوں کی ضروریات اور ترجیحات پر توجہ دیے بغیر انسان پسندانہ، منصفانہ اور پائیدار ترقی ممکن نہیں۔




کسی ایک صنفي پر کام کا غير مساوی بوجھ

صنفي مسائل اس وقت بھی ابھرتے ہیں جب ایک صنفي کو وسائل تک زیادہ بہتر رسائی حاصل ہو، جیسے تعلیم، تربیت، زمین، قرضہ، صحت، مزدوری، آمدنی، ٹیکنالوجی، انفارمیشن، سیاسی قوت، ٹرانسپورٹ وغیرہ۔ اکثر منصوبے اس طرح تشکیل دیئے جاتے ہیں کہ خواتین کی وسائل تک رسائی میں اضافہ ہو سکے۔ لیکن خواتین وسائل کے انتظام سے متعلق فیصلہ سازی پر اختیار نہ ہونے کی وجہ سے ان وسائل سے فائدہ نہیں اٹھا سکتیں۔





وسائل تک غير مساوی رسائی اور کنٹرول

GENDER ISSUES OF MY UC

 20 Minutes	Group Work Instructions
	<i>In your small groups, answer the following questions:</i>

1		<ul style="list-style-type: none">• Who remains invisible in your union council?• Why should that be a problem with regard to development?
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2		<ul style="list-style-type: none">• Who is generally more burdened within the family?• What issues can this inequality create?
----------	---	---

3		<ul style="list-style-type: none">• Who has more access to, and control over, resources (such as money, decision making power, contacts and linkages, information and knowledge, mobility, etc.)?• What issues does this create in society?
----------	---	--

GENDER NEEDS

PRACTICAL OR STRATEGIC?

Practical Gender Needs (PGNs)

Gender needs of women arising from existing gender roles

PGNs are immediate, concrete and often essential for human survival, e.g. need for food, water, shelter, fuel, health care. Attention to PGN can address immediate disadvantages and inequality, but can also reinforce the gender division of labor by helping women and men perform their traditional roles better. Addressing PGN generally does not change traditional gender roles and stereotypes.

Strategic Gender Needs (SGNs)

Gender needs of women which change existing roles and status

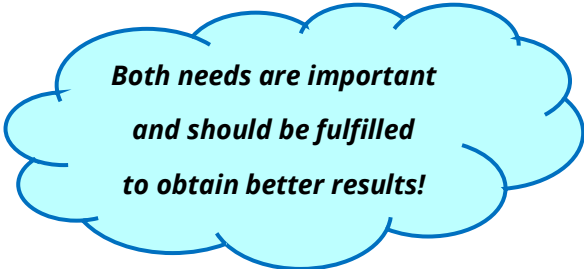
SGNs are those needs that when met, will actually challenge the traditional gender division of labor that has relegated women to subordinated and vulnerable roles in society. Programs that address SGNs contribute to improved gender equality, but are generally long term and less tangible than PGNs.

Examples of addressing PGNs

- Housing and household facilities
- Community health/medical centers
- Maternity care for mothers
- Day care centers
- Literacy and skills development
- Market facilities
- Provision of credit
- Efficient stoves
- Farm to market roads

Examples of addressing SGNs

- Women's representation in political structures and decision-making bodies
- Policies/legislations against all forms of discrimination
- Paternity leaves
- Removal of legal obstacles, e.g. discrimination in access to land, credit, public places



***Both needs are important
and should be fulfilled
to obtain better results!***

CONSIDERATION FOR DELIVERING SERVICES AT UC LEVEL



***Do not just
Aim for equality...***

*but rather equal recognition
and status!*

It means that men and women have different needs and priorities in the society to enjoy equal **recognition** and **status**. Providing just the equal inputs many not be useful.

***Thinking for
Equity ...***

*To highlight and value
similarities and differences!*

It means that their similarities and differences are recognized and **equally valued** so that both can realize their **full human potential**, and **participate, contribute** to, and **benefit equally** from national, political, economic, social and cultural development.

***Ensuring Sustainable
Development***

*to ensure equally
sustainable outcomes and
results.*

It's true that gender equality means equal outcomes for men and women, but in a resource deficit country like Pakistan it is also critical to ensure essential requirement for **equitable, efficient, effective and sustainable** development.

Do not just aim for equal numbers

Gender equality does not simply mean equal numbers of men and women or boys and girls participating in all activities.

but rather equal recognition and status!

It means that men and women enjoy equal **recognition** and **status** within society.

Do not try to make them the same

but highlight and value similarities and differences!

but highlight and value similarities and differences!

It does not mean that men and women are the same, but that their similarities and differences are recognized and equally valued so that both can realize their full human potential, and participate, contribute to, and benefit equally from national, political, economic, social and cultural development.

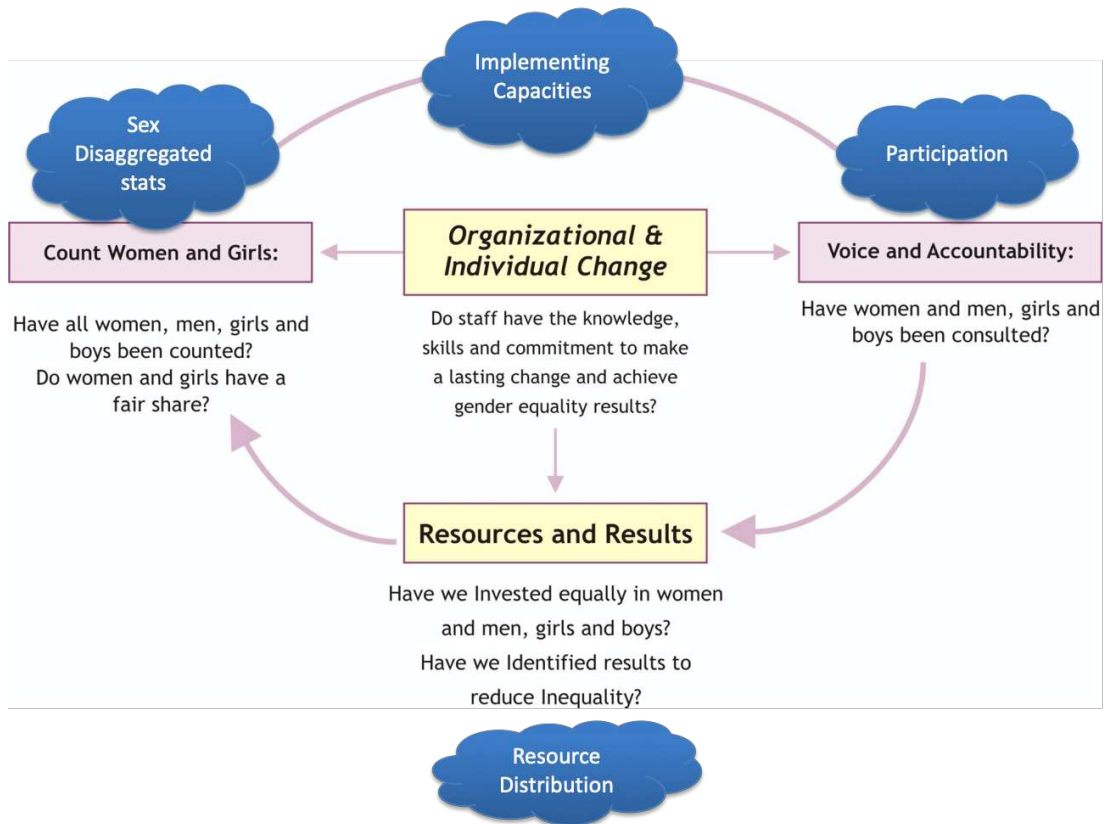
Do not provide equal inputs

but ensure equal outcomes or results!

but ensure equal outcomes or results!

Gender equality means **equal outcomes for men and women**. It is a critical human rights issue and an essential requirement for equitable, efficient, effective and sustainable development.

WHAT DOES GM INVOLVE?





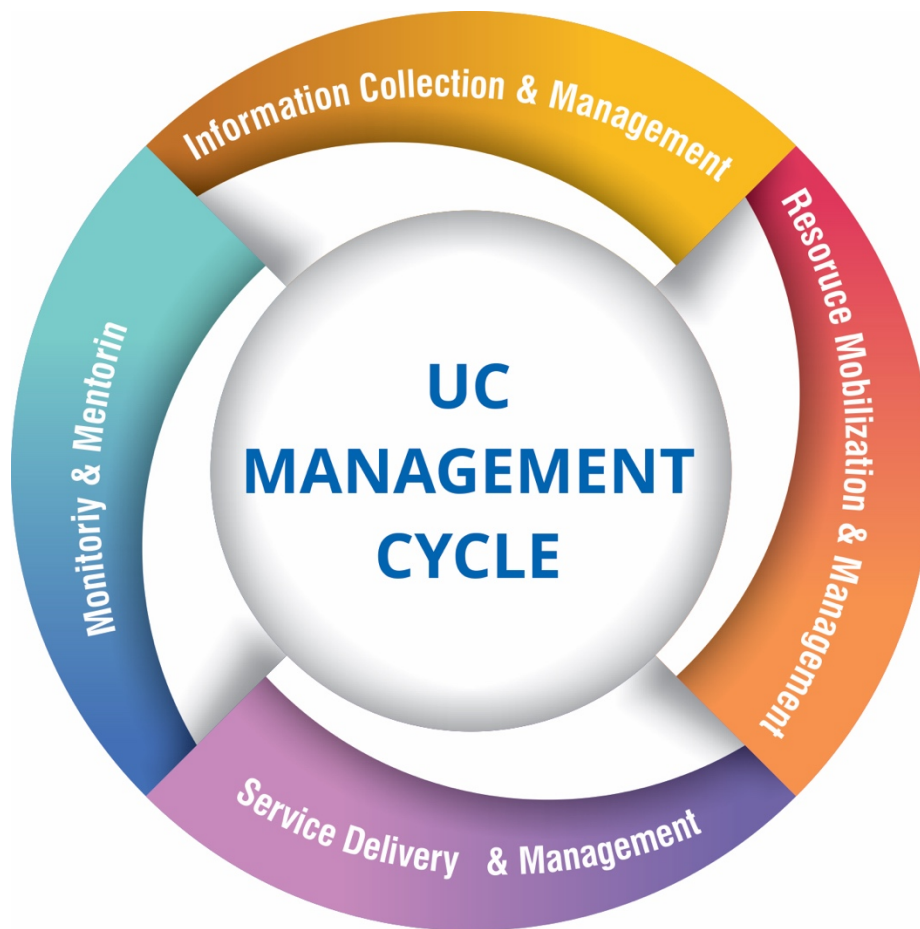
▶ **Grass Root
Development**



DEVELOPMENT

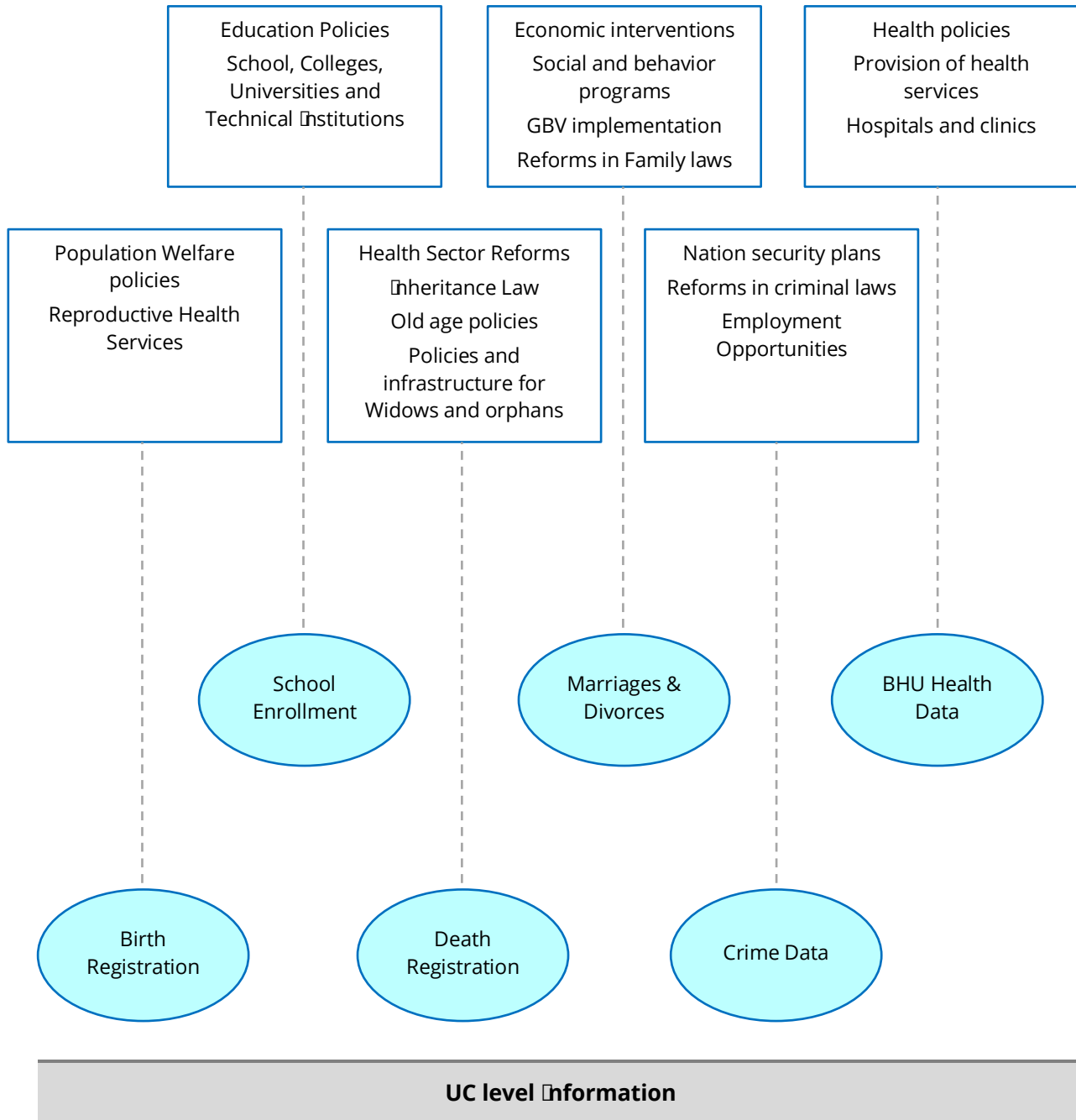
What is Development?

Development is a process of improvement over what exists at a point in time; it is also about growth aimed at betterment of society as a whole. Development assumes that conditions (socio - economic, democratic and civil rights) can further improve and that conditions at a given time have room to reach their optimum.



MEROKHABAR KA ASAR

How UC level household information can impact the National Stats



INFORMATION COLLECTION

AT UC LEVEL



What type of information would you collect under each category, what would be the sources of these information and who will be benefitted from this information.

Sr.	Category	Sources of Information	Beneficiary
1	Social		
2	Political		
3	Economic		
4	Legal		
5	Any Other		

DID YOU KNOW?



GENDER GAPS

Pakistan

143

out of 144
countries



POPULATION

51% Men **49%** Women

0.24%
Transgender



EMPLOYMENT

68% Male **32%** Female



LABOR LITERACY

65% Male **35%** Female



AGRICULTURE

33% Men **73%** Women



LITERACY

70% Male **48%** Female



WOMEN IN INFORMAL SECTOR

26% Formal **74%** Informal



MATERNAL MORTALITY

0.14%
(per 100,000
births)

WHY DISAGGREGATE DATA?



Case Scenario:

A study was conducted in a remote area to determine the kinds of illnesses that affected the children from ages 1-12 in that area. A report was generated as follows:

25% of the children suffered from cold and flu.	38% of the children were malnourished.	30% of the children had skin diseases.
---	--	--



10 Minutes

Individual Exercise

Is the above data sufficient to propose effective interventions? What additional questions would you ask from a gender perspective?



Read the Case scenario and answer the question

Question # 1

Question # 2

Question # 3

Question # 4

SOURCE OF SEX DISAGGREGATED DATA AT UC LEVEL



15 Minutes

Individual Review

Review the following forms used by you at UC level, and answer the following:

- Do the forms facilitate the generation of sex-disaggregated data? What further information could make these forms more gender sensitive?
- How do you currently collate and compare the generated data by sex? What do you do if there is a 'gender alert'?

1 - Birth Registration Form

2 - UC Birth Entry Register

ردیف نمبر (Serial No.)	جنس (Sex)	تاریخ پیدائش (Date of Birth)	پیدائش کی جگہ (Place of Birth)	پیدائش کی حالت (Status at Birth)	پیدائش کی وجوہات (Cause of Birth)	پیدائش کی حالت (Status at Birth)	پیدائش کی وجوہات (Cause of Birth)
1							
2							
3							
4							
5							
6							
7							
8							
9							
10							
11							
12							
13							
14							

3 - UC Death Entry Register

ردیف نمبر (Serial No.)	جنس (Sex)	تاریخ وفات (Date of Death)	وفات کی جگہ (Place of Death)	وفات کی حالت (Status at Death)	وفات کی وجوہات (Cause of Death)	وفات کی حالت (Status at Death)	وفات کی وجوہات (Cause of Death)
1							
2							
3							
4							
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15							
16							

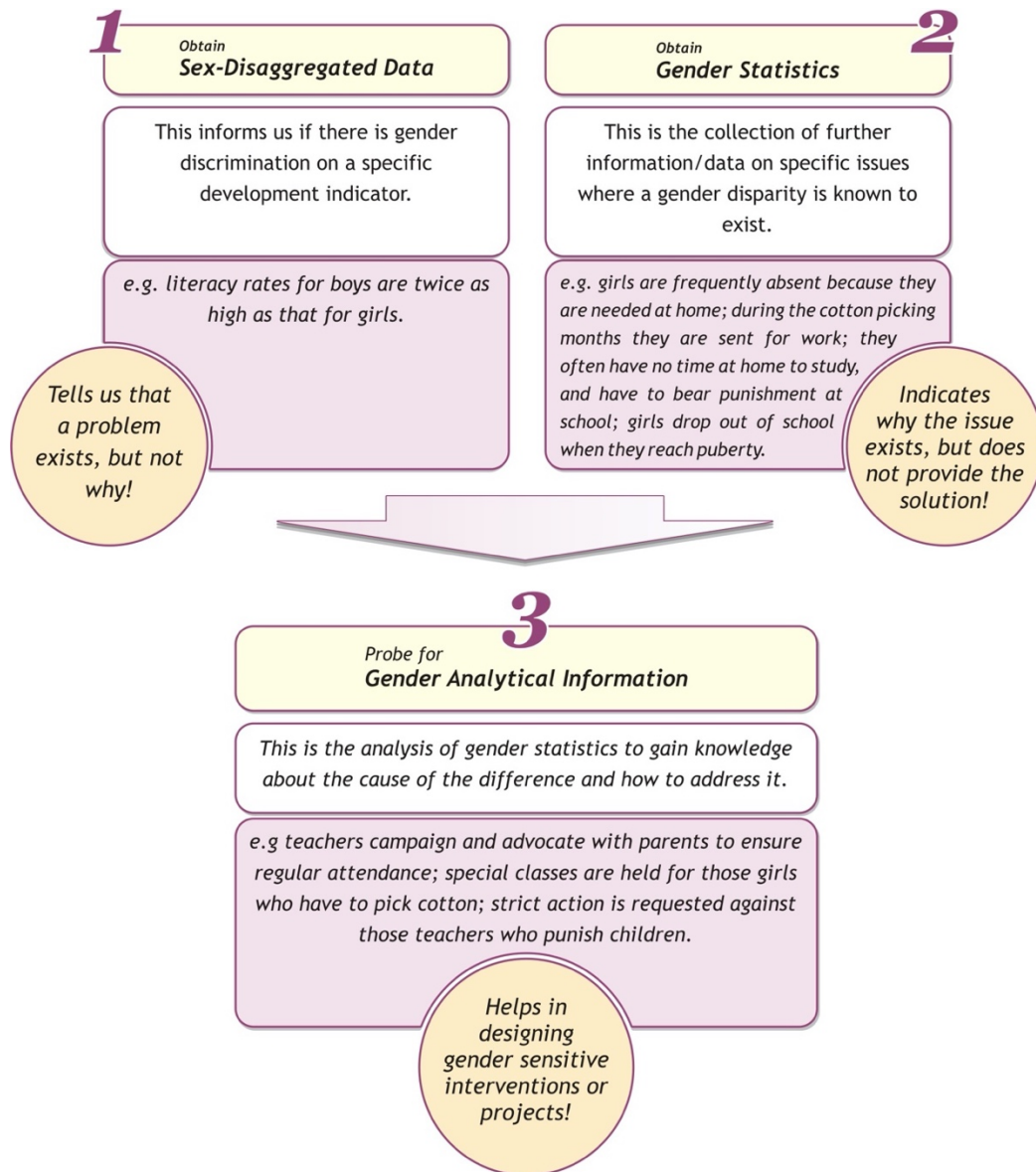
4 - Nikahnama/?????for Hindu

5 - Second Marriage NOC

6 - Divorce Certificate

SEX DISAGGREGATED DATA IS ENOUGH?

When information is collected for any policy, program or project, the following must be ensured:



Unless these three steps are undertaken, information may not be helpful in bringing about a real change.

**Remember to obtain the:
STORY BEHIND
THE NUMBERS!**



DISSEMINATION OF INFORMATION OF PUBLIC INTEREST

An efficient UC should make all the relevant information available to the community members for their interest.

What kind of information should be available at UC, what would be the medium of dissemination especially for women and vulnerable groups?



Social	<ul style="list-style-type: none"> • About health and hygiene • Safety and security • Educational opportunities • _____ • _____ • _____ 	Medium
Economic	<ul style="list-style-type: none"> • About skills training • About income earning opportunities • About disasters, climatic change • _____ • _____ • _____ 	
Political	<ul style="list-style-type: none"> • Need for National Identity Card • Importance of voting • Information about how to access elected representatives • _____ • _____ • _____ 	
Legal	<ul style="list-style-type: none"> • Ways to access gender justice • Information about rights • Information about various laws (marriage, birth registration, etc) • _____ • _____ • _____ 	

MOBILIZING AND MANAGING RESOURCES

(FROM A GENDER PERSPECTIVE)

What is Resource?

A resource could mean an inner talent, ability or capacity that is drawn on in time of need. It can also denote a stock or supply of money, materials, staff, and other assets that can be drawn on, or brought together, by a person or organization to solve or resolve a problem or function effectively.

Examples of Resources



Financial Resource

Money, credit, gold, equipment, vehicles, books, fees (membership, clinic/school), donations, etc.



Human Resource

Male and FEMALE community members, youth, and professionals (nurses, teachers, health workers, activists, social mobilizers, leaders) with skills, energy, interest & motivation.



Natural Resource

Sun, water, soil, trees, minerals, etc.



Public Resources

Banks, schools, health centers, parks, schools, halls, clinics, etc.

What is Resource Mobilization?

It is a process that creatively **identifies and combines** resources to achieve specified objectives. Resources are mobilized to:

- To overcome existing resource constraints
- To get past the barrier 'we don't have the money to do that!'; (often used as an excuse for not taking any actions!)
- To enhance local ownership
- To build local capacities
- To facilitate cost effective solutions to local problems

WHAT WOULD BE THE GENDER CONSIDERATIONS WHILE MODELING OR MANAGING RESOURCES?



Financial Resource



Human Resource



Natural Resource









Public Resources

GENDER MAINSTREAMING IN PUBLIC SERVICE DELIVERY





In your groups please advise, are these resources are accessible to the community members. Also please advise, what additional measurement can be made to ensure women's access to these resources?


Sr.	Function	Access to resources by Community Members	Additional Measures for Women and vulnerable groups
1	 Libraries		
2	 Street Lights		
3	 Sports		
4	 Disabled Persons		
5	 Grazing Areas		
6	 Water		

UC LEADERSHIP ROLE IN SUPPORTING WOMEN GROUPS

The leadership at Union Council

many roles in the Council, i.e. as a Convener, Presiding Officer, Custodian and Head of Council Secretariat, and must therefore ensure the following:

 <p>Participation</p>	<p>Visitors</p> <ul style="list-style-type: none"> • Ensure easy access to council by local female community members. • Ensure appropriate day and timings for female visitors. • Avoid holding meetings in male domains, e.g. hujras/masjids. If within the area, use public state buildings such as BHUs, school, library hall, community hall, TMA or district halls • Issue invitations in the local language (i.e. Urdu, Sindhi, etc.) and obtain acknowledgement of receipt. • In case of illiterate community, send verbal messages for community meetings. • Use female councilors and LHVs to communicate with female groups. • Meeting arrangement, selection of space, washrooms, space for seating, arrangements for small children <p>Members</p> <ul style="list-style-type: none"> • Schedule appropriate day and time for meetings convenience to female members • Ensure invitations are received by all female members in time for participation in sessions. • Female members may have issues with late sittings, unless arrangements made • Issue meeting agenda so members may come prepared
 <p>Decision Making</p>	<p>In the UC</p> <ul style="list-style-type: none"> • Seek approval of the minutes of the previous meeting • Discourage women's token representation, particularly viz-a-viz proxies • Promote transparency by prominently displaying minutes, decisions, approvals e.g. on notice boards, office walls • Manage the meeting on the basis of a specified agenda

	<ul style="list-style-type: none"> • Present quarterly policy reports, monthly account statements, quarterly monitoring reports, annual performance reports • Encourage female members for their feedback, comments and inputs during session, reports and other events proceedings. • Maintain purdah but make arrangements for communication, e.g. if someone wants to speak or ask a question <p>Outside the UC</p> <ul style="list-style-type: none"> • Ensure that discussions are participatory and inclusive; give everyone a chance to speak and be heard; encourage those who are quiet • In those areas where women are kept seated separately from men, ensure their participation by giving them a special hearing or asking them to write their questions or comments • Ensure that all vulnerable community groups i.e. women, girls, minorities, disable are encouraged provider their inputs and comments in all public meetings. • Female members should also be informed about the account and finance
 <p>Infrastructure and Environment</p>	<ul style="list-style-type: none"> • Make appropriate arrangements for women (toilets, prayer, separate seating where needed, accessible office premises) • Have appropriate and culturally sensitive waiting and sitting areas for female visitors • Have at least one female member in UC to help and assist female visitors • Project and protect the sanctity and credibility of the council • Establish a code of conduct for behavior in the Council, and between the members • Do not indulge in nepotism and favoritism, treat each member and visitor equally and respectfully • Form monitoring committees as per law and ensure that each monitoring committee has at least 1 female member • During the monitoring visits, make sure that female, girls, minorities and disable person are also interviewed about the services.

WHAT IS MONITORING?

Periodic collection and analysis of information with regard to selected indicators that will enable managers to assess whether key activities are carried out as planned, and are having the expected effects on the target population. This feedback allows management to improve operational plans and take corrective actions.

DOS AND DON'TS OF MONITORING



Seek information as part of the monitoring process



Identify basic problems



Aim at improving the delivery of services



Be courteous, friendly, polite and patient



Act as a facilitator



Prepare monitoring visits



Don't intrude or sneak in



Don't interfere in the work of offices or service providers



Don't harass the functionaries



Don't create friction or problems



Don't force yourself on others



Avoid unplanned monitoring visits

Principles of Monitoring in Local Government System

Mutual Understanding

Participation

Cooperation of all Stakeholder



▷ **Sensitizing
Gender Budgets**



BUDGET



If your monthly income is only 35000 per month how you will distribute this amount in following heads

Sr.	Heads	Amount
1	Health	
2	Education	
3	Entertainment	
4	Mobility	
5	Communication	
6	Networking	
Total		

Monthly Income Rs. 35,000

UCs INPUTS IN NATIONAL BUDGETS

- Paper promises" into practice
- Demonstrates the country's priorities
- is a policy tool
- evidence of spending

Development Priorities

- What are the development priorities and commitments?
- Who should be included and who should be excluded?

SENSTIIZE YOUR BUDGET



Sr.	Heads	Men/Boys	Women/Girls
1	Health		
2	Education		
3	Entertainment		
4	Mobility		
5	Communication		
6	Networking		
Total			

GOALS OF GRB



GRB is a process, a skill and an attitude!

- Formulating the budgets in a gender-responsive way
- Linking gender responsive policies with adequate budgetary funds
- Exercising the budget in a way that benefits women and men, girls and boys equitably
- Monitoring the impact of expenditure and revenue raising from a gender prospective.
- Prioritizing expenditure and Formulating revenue raising policies in a gender equitable way by taking the different needs and priorities of women and men, girls and boys into account

Advantages of GRB

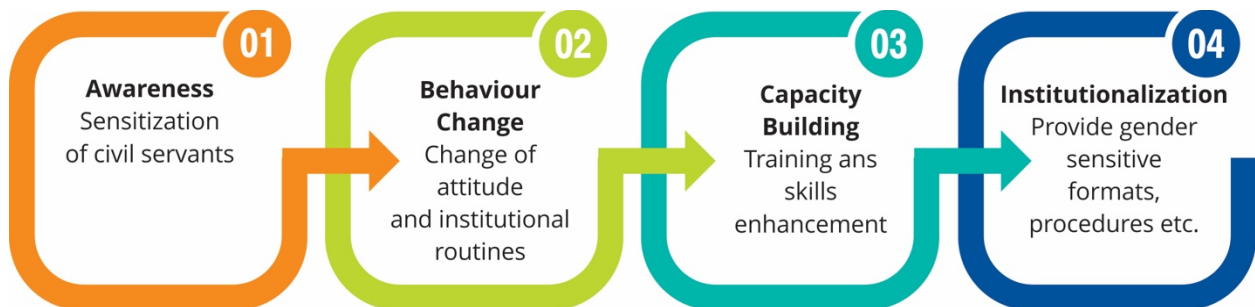
- Monitoring of achievement of policy goals
- Alleviating poverty more effectively
- Enhancing economic efficiency
- Achieving gender equity / equality
- Advancement towards the realization of women's rights
- Achieving good governance
- Enhancing accountability and transparency

GRB and Good Governance

It helps governments to understand the impacts of their activities on the welfare of particular population groups, particularly the disadvantaged and vulnerable groups.



Stages of Implementation



TAKING FORWARD THE GENDER AGENDA ..

Consider women and minorities individual needs and priorities

1



When Assessing or Analyzing a Situation

2



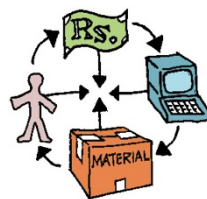
When Establishing Project/Service Goals or Objectives

3



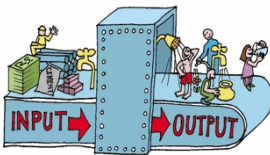
When Developing a Project/Service Strategy

4



When Thinking about Project/Service Management

5



When Implementing a Project/Service

6



When Monitoring and Evaluating a Project/Service