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Introduction

Gender-competence is the assumption for promising equalization politics.

The equalization politics has not only in Europe, but on the whole world, a high significance.

Clear is, that the globalization and the demographic change, onto the changes in the working world and the also changing ones, must be reacted to diverse ideas of private lives and family urgently measured for.

No society must afford today exclusion and discrimination and a fixing on creeping over role pictures. The future ability depends also on guaranteeing for equality, for equalization, for chance justice.

Equalization means same chances for women and men, for boys and girls, for old and young people. Equalization acknowledges the people in their diversity, with regard to the gender and the sexual orientation, the origin and the belief, the mobility and the age. The promises of the basic and human being rights to live from discrimination freely can be realized by that. It participation and real random activity selection reach them therefore around being raked to people in their different situations facilitate.

In the following housework I would like to occupy myself therefore with the concept „Gender" at the beginning basically. In the second chapter with concept „Gender Mainstreaming". The third chapter handles the connection between „Gender and Development" and „Women in Development". A short overview follows in that over the „World Women Conferences" that is supposed to give an overview of the development steps to the equalization politics. And in the last chapter I would like to present organizations which occupy themselves with the topic „Gender and Development".

1. Gender

„One is not born a woman, one becomes one.“

(Simone de Beauvoir, 1949)

Simone de Beauvoir was a existential philosopher, writer and feminist in the early 20th century. She spent lots of time with Jean-Paul Sartre, a french existentialist.

Existentialism means that human being exists and arrange during the course of one's life its own life by free actions and acts, he trains thereby his personality. In this actions each human being develop his essence – which gives sense and content to its life.

When I apply Simone de Beauvoir's comment to "being a woman" she says that you are not born with the characteristic of a woman. You have to create the rest of yourself in the way that you think a woman or you as a woman should be. Every woman must define for herself what it means to be a woman, because what a woman is, is not defined by nature, god, or anything else before birth. In each moment of your life you must decide what kind of woman you want to be.

1.1 Definition Gender and Subordination

„Gender" describes the social sex characters. The concept was introduced in this importance 1955 by the US American researcher John Money in order to describe the feeling and behavior of intersexual people with which the physical sex was unequivocal which, however, showed an unequivocal sex identity or an unequivocal sex role presentation. These had been described originally as sex role and sex identity, however, the physical sex, that is sex, was not unequivocal just with these persons.

> *„The concept sex role (gender role) is used, in order to describe all those things, the one person says or it does around themselves himself to show as somebody, that or that the status as man or boy, than woman or girl have."*
> *John Money 1955*

The word 'gender' gained in the seventies popularity.

The exactly difference between 'sex' and 'gender' is sometimes hard to understand but it is important to know, when we talk about gender, women and development.

The World Health Organization (WHO) define the terms in the following way:

'Sex' = refers to the biological and physiological characteristics that define men and women (male and female)

'Gender' = refers to the socially constructed roles, behaviors, activities and attributes that a given society consider appropriate from men and women (masculine and feminine)

Gender describes the characteristics of men and women that are chosen by the social environment. Everything is expected particularly of men and particularly of women therefore is changeable, in addition it comes under corresponding social, economical and cultural conditions to actual changes.

Clarified as Simone de Beauvoir with her statement humans are born as male or female, however up to man or woman learned the development: there are certain behavior rules as one behaves as man or woman; which role, opinions, activities is assigned to the individual single sex. Consequently learned behavior defines the sex roles.

To define gender the focus is mostly on the situation of women.

This approach to analyzing gender relations does not negate the fact that men can also find themselves in a position of subordination; it recognizes that women are more often subordinated.

'Subordination' within the gender relationship can accept different shape: it can lead from a restrained condition to certain work up to a rotated structure the law framework. It is important to know that the gender relationship is frequently socially defined: thus which by the culture, by religion, by the balance of power and by many other factors is expected of the society. Hence, it is to be changed difficultly the relation by the politics, particularly then if the political surrounding the status quo preferred. Subordination can lead to a planning process which does not consider the needs of women, nor their contribution made through the various roles they play. It is acted on the assumption that decisions which can be made have a universal benefit and it can occur in the household, in the community or in institutions.

1.2 Gender Analytical Frameworks

For gender policy making it is important that policy recommendations are based on a clear and rigorous analytical framework.

One can distinguish between three frameworks: Gender Roles Framework (Harvard), Triple Role Framework (Moser), Social Relations Framework (Kabeer) and the Women Empowerment Framework (Hlupekile).

> *"Because men and women have different roles and responsibilities, they also have different gender needs … If gender needs are understood, planning is more effective. Policies are more clearly defined and programs and projects are designed with the different needs of people who are supposed to benefit explicitly take into account."* (cf. Commonwealth Plan of Action on Gender and Development Secretariat 1995: 15)

1.2.1 Gender Roles Framework (Harvard Framework)

The Harvard Framework or also called Gender Roles Framework is developed by the Harvard Institution of International Development. It is one of the earliest gender analyses and planning frameworks

(cf.http://www.ilo.org/public/english/region/asro/mdtmanila/training/unit1/harvrdfw.htm).

The Harvard Framework is best suited for project design and it can work as a gender neutral entry point when working with people/institutions who might be resistant to look at gender relations. It is also useful for collecting baseline data

(cf. http://nzaidtools.nzaid.govt.nz/gender-analysis/annex-2-common-gender-analysis-frameworks#harvard-analytical-framework).

The framework uses the following instruments:

- <u>The socio-economic activity profile:</u> answers the questions 'Who does what, when, where and how long?' including gender, age, time spent and location of the activity

- The access and control profile: answers the questions 'Who has access to resources and services? Who controls these resources and services?' which identifies the resources used to carry out the work identified in the activity profile, and access to and control over their use, by gender

- Analysis of influencing factors: illustrated factors that affect the gender differentiations, past and present influences and opportunities and contradictions

- Contains a checklist of key questions to ask at each stage
  (cf. http://nzaidtools.nzaid.govt.nz/gender-analysis/annex-2-common-gender-analysis-frameworks#harvard-analytical-framework)

Strength: - practical and handy on

        - collect and organize information about 'gender division of labor'

        - work of women is made visible

        - distinction between access and control

        - gender neutral point of gender issues to discuss

        - can be easily adapted to a range of settings

Weaknesses: - focus more on: efficiency as the "equity" and material resources, than on

                social relationships

        - focus more on projects not on programs

        - can a non-participatory manner be executed

        - top down planning: excluding men and womens' own analysis of their situation

        - carried out in a non-participatory way

        - ignores inequalities as race, class and ethnicity

(cf. http://www.ilo.org/public/english/region/asro/mdtmanila/training/unit1/harvrdfw.htm)

1.2.2 Triple Roles Framework (Moser Framework)

The triple Roles Framework is one of the most popular frameworks developed by Caroline Moser. It is based on the concept of gender roles and gender needs. This framework is good for planning at all levels from policies to projects and it is in conjunction with the Harvard Framework (cf. http://www.ilo.org/public/english/region/asro/mdtmanila/training/unit1/groles.htm).

<u>Gender Roles:</u>

Gender is describing the relationship between man and woman in different social roles. The different ascribed roles and characters are the one on the basis of their gender on the other hand social class, ethnicity, religion, age etc. Culture and socio-economic conditions change with time and in this way also the gender roles. People are assigned to a social place along the above-mentioned criteria which stand in narrow interaction with each other. These criteria determine the power relationships under each other.

Example: The social status of an old, white woman from the working class is to a dark-skinned professor or a girl from the slum differently as that one.

Women should be assisted in the fulfillment of their roles by policies of a practical nature or at least it should not make the fulfillment more difficult.

In the most societies women must fulfill three main roles:

Reproductive: administration and maintenance of the household and its members
(care of children, meal preparation, water and fuel collection, shopping, household organization)
Is rarely as "real work" views. Almost always the responsibility of women/girls.

Productive: production of goods and services for consumption and trade
(farming, fishing, employment, self employment)
Will often alongside the reproductive made. The productive work of women is often less visible and less valued.

Community: common organize of social events and benefits (ceremonies, celebrations, community improvement activities, participation in groups and organization, local political activities, etc.) -> on a voluntary basis – usually unpaid
Men also do "community work" – but mostly in the political level, which implies prestige.

Women have to balance these three roles, whereas men generally only have a productive role.

Gender Needs:

Gender needs can be further broken down into 'practical gender needs' and 'strategic gender needs'.

"Practical gender needs are to do with what people need to perform their current roles more easily, effective and efficiently ..." (cf. Commonwealth Secretariat 1995: 15)

These are all the needs women have because of their social status. They are a direct response to perceived needs – created from actual circumstances. The needs arise from the reproductive and productive roles of the women. But it is not the problem of the women's subordinated role, with is connected with insufficient living conditions as clean water, healthcare, water-getting, wood compiling, childcare, etc.

Men's needs are different from women because of their different needs, roles and responsibilities.

Strategic needs and strategic policies are directly concerned with changing status quo: challenging socially defined roles and tracking gender subordination in society.

"Most governments now endorse the need to improve the status of women." (cf. Commonwealth Secretariat 1995: 15)

These are the needs, which women perceive due to their subordinate social status within the society opposite men. They are the response to long-term needs, produced by the subordinate role of women. They also deal with the natural gender relations between women and men. Women are involved as 'agent of change' and it is for a specific division of labor (eg. access to resources such as land, capital).

Strength: - for a variety of types of planning application

              - is unequal gender relations

              - promotes the empowerment of women and assumes planning exist to challenge
                 unequal gender relations

              - registered institutional and political resistance to change of gender relations

              - Triple Roles Concept useful to make working women visible

              - distinguishes between practical gender needs and strategic gender needs

Weaknesses: - considered rather the separated field of work than the joined field of work

between men and women

- other forms of inequality are not considered (e.g. race, class, ethnicity)

- strict separation between practical and strategic needs in the practice is not

helpful

- the strategic needs of men are not addressed

- framework is static and doesn't examine change over time

The distinction between practical and strategic gender needs is not very simple. For the lasting development both must be fulfilled, both the improvement that relate to women's daily life (practical gender needs) as also the improvement that potentially transform the current situation (strategic gender needs)

(cf. http://www.ilo.org/public/english/region/asro/mdtmanila/training/unit1/groles.htm).

1.2.3 Social Relation Framework (Kabeer Framework)

The Social Relation Framework is originated by Naila Kabeer at the Institute of Development Studies at Sussex. The Framework can be used at local, national, regional and international level. It contains five concepts:

1. Development as increasing human well-being, which consists survival, security and autonomy

2. Social relationship analysis, which result in unequal distribution of resources, claims and responsibilities

3. Institutional analysis ensure the production, reinforcement and reproduction of social relations, and, thereby, social difference and inequality (state, market, family and aspects of institutions: rules, activities, people, power, resources)

4. Institutional gender policies analysis, looking at how institutions create and reproduce inequalities

5. Analysis of underlying and structural causes and the effects of these

(cf. http://www.ilo.org/public/english/region/asro/mdtmanila/training/unit1/socrelfw.htm)

Strength: - can be used at different levels for planning and policy development

- features interactions between inequalities like race, class and ethnicity

- presents a broader picture of poverty

- centre's features around institutions their political aspects

Weaknesses: - looks at all inequalities and can subsume gender into other analytical

categories

- can overlook the potential for people to effect change

- can appear to be complicated

(cf. http://nzaidtools.nzaid.govt.nz/gender-analysis/annex-2-common-gender-analysis-frameworks#harvard-analytical-framework).

1.2.4 Women Empowerment Framework (Hlupekile Framework)

The Women's Empowerment Framework was developed by the gender expert Sara Hlupekile from Lusaka, Zambia.

The framework is useful where the focus is specifically on empowerment of women. This framework introduces 5 hierarchical levels of equality – the higher you go, the more empowered you are. This levels are the basis to assess the extent of women's empowerment in any area of social or economic life.

1. equality of control: over the factors of production and the distribution of benefits so that

neither men nor women are in a position of dominance

2. participation: women's equal participation in the decision-making process, policy-making,

planning and administration

3. conscientisation: understanding of the difference between sex roles and gender roles and that

the latter are cultural and can be changed

4. access: women's access to the factors of production: land, labor, credit, training,

marketing facilities and all publicly available services and benefits on an

equal basis with men

 5. welfare: level of material welfare of women, relative to men in such matters as food

supply, income and medical care

(cf.http://www.ilo.org/public/english/region/asro/mdtmanila/training/unit1/empowfw.htm)

Strength: - develops the intention of practical and strategic gender needs into a

progressive hierarchy

- has a strong political perspective, aims to change attitudes

- shows that empowerment is an essential element of development and

enables assessment of interventions along this criterion

Weaknesses: - assumption of levels of equality as strictly hierarchical is questionable

- ignores other forms of inequality

- framework is static and do not take account of how situations change over time

- examines gender relations from the point of view of equality alone, excludes

interrelationship between rights and responsibilities

(cf. http://nzaidtools.nzaid.govt.nz/gender-analysis/annex-2-common-gender-analysis-frameworks#harvard-analytical-framework)

1.3 Gender Equality and Equity

"Gender equality, equality between men and women, entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles and prejudices. Gender equality means that the different behavior, aspirations and needs of women and men are considered, valued and favored equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female." (cf. ABC Of Women Worker's Rights And Gender Equality, ILO, Geneva, 2000, p.48).

Thus means the same treatment of women and men with special attention on the following fields:

1. same chances for the personal development: intercultural, emotional and physical level

2. right to equal treatment: same social security, equal pay, equal employment

3. same social, political, middle class and cultural rights

4. just distribution of the tasks in family, budget and community

> *"Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities."* (cf. ABC Of Women Worker's Rights And Gender Equality, ILO, Geneva, 2000, p.48)

Thus gender equity describes the creation of a fair starting position for men and women. For that it is supposed to result through specific measures in a compensation of historically and specially conditional disadvantages.

2. Gender Mainstreaming

Equal rights can only be achieved if equalization politics becomes the cross-section task - of the working life about the family up to the economy, of the foreign policy about the social policy within a state up to the international cooperation. Equalization questions play a role therefore everywhere. Internationally this cross-section task is referred as „Mainstreaming" too. With the Gender Mainstreaming the equalization is supposed to be integrated into the planning, realization and evaluation of measures by women and men systematically (cf. http://www.genderkompetenz.info/). With the Gender Mainstreaming the equalization politics became the official guideline of European and international politics.

Gender Mainstreaming means, with all social intentions the different life situations and interests of women and men of a priori and regular to consider since there is not any gender-neutral reality. The actual equal rights of women and men are supported effective, when continuous at the leading-principle of the equalization of women and men is orientated. The strategy for which in Europe the concept „Gender Mainstreaming" established, the discovery is based on, that there is not any gender-neutral reality and men and women can be affected by political and administrative decisions in very different manner. The leading-principle engages the political actors, to analyse the different interests and needs of women and men with all intentions and to arrange their decisions that they contribute to the promotion of an actual equalization of the sexes so. Such procedure increases not only the aiming accuracy of political measures, but also the acceptance of the results during the population (cf. http://www.gender-mainstreaming. net/).

The concept Gender Mainstreaming was presented on the 3rd World Conference of Women in

Nairobi as political strategy and adopted 10 years later on the 4th World Conference of Women in Beijing as a drilling platform. Gender Mainstreaming became known in particular through the Amsterdamer contract 1999 turning the draft into the official objective of the EU-politics.

2.1 Legal and political conditions

On European level the Gender Mainstreaming approach became the first time in the Amsterdamer contract which came into force on 1st May 1999, legally obligatorily stipulated. Art. 2 and Art. 3 paragraph 2 of this EG contract the member states for an active equalization politics in the sense of the Gender Mainstreaming.

Art. 2 of the Amsterdamer contract:

> *"Task of the community is it, through the establishment of a Common Market and an economic and currency union as well as through the realization of the common politics mentioned in the articles 3 and 4 and measures in the whole community (...) the equalization of men and women (...) to support."*

Art. 3 of the Amsterdamer contract:

> *"With all activities mentioned in this article the community works on removing inequalities and supporting the equalization of men and women there."*

(cf. http://www.gender-mainstreaming.net/bmfsfj/generator/gm/Hintergrund/vorgaben.html)

2.2 Advantages and effects

The same treatment of the sexes and the right to same participation in all social fields are the basis of the human rights. The equalization of women and men increases the justice in a society which consists of women and men to proximate same parts. The full realization of democracy goes only through the same inclusion from women and men in all fields of the society. By the including of women and men into the politics it can come for a balanced politics and social development. Is not refused for the competitive capacity from economy and society onto the work, creativity and decision power from women. Equalization means a higher living quality and more discretion for the own life organization in multiple respect for women and men and shows new life perspectives for following generations (cf. http://www.gender-mainstreaming.net/bmfsfj/generator/gm/Hintergrund/vorteile-und-effekte.html).

The direction at the life realities of both sexes increases the effectiveness from political and administrative measures and the disassembly of discrimination avoids costs because less corrections are subsequently necessary. The innovation potentials of both sexes are spoken and activates, through that a greater group stands of personnel availably qualified. In addition the quality is increased from services by gender-specific accuracy of fit and target accuracy, what makes the employees in a more satisfied way and more strongly motivated (cf. http://www.gender-mainstreaming.net/bmfsfj/generator/gm/Hintergrund/vorteile-und-effekte.html).

2.3 Delimitation to other gender oriented strategies

In the following I will separate the concept's Gender Mainstreaming to woman politics and woman promotion.

Woman politics is the politics borne by women. Women organize and articulate their common interests and support themselves mutually. The political contents affect always the gender relations and the role of the woman in that. The woman politics is based on the knowledge about problems in the gender relations, she participates in political processes and she has the social structures in the look. Certain life situations are supposed to be made visible by the woman politics from women and these with positive actions, with the order of woman representatives, the appropriation of financial resources for women and the foundation of woman-gotten work topics within organizations, link.
The international woman politics is the root of Gender Mainstreaming, she put through this draft for the better enforcement of their agenda in and with the political institutions.

Woman promotion is an approach which could be anchored in the public service by woman-political efforts by law. They put at the cultural gender regulations and aim at persons that are treated in the sense of a traditional femininity, socialized or are perceived so. The woman promotion refers onto daughters looking after mothers, wives, to women, in lower positions of hierarchies or in specific professions. That promotion based on that of the sex differentiation and their evaluation. Measures for the promotion are strategies which cancel previous discriminations and exclusions of women because of their gender and their gender role. The objective is it to compare women and men within an organization.

Gender Mainstreaming is the more comprehensive instrument opposite that in order to reach gender-political objectives. Conceptually the instrument of the Gender Mainstreaming offers a supplement and deepening of the woman promotion.

2.4 Criticism of Gender Mainstreaming

It is important, whether one derives Gender Mainstreaming from the strength or from the weakness of the feminist movement. If one sees Gender Mainstreaming as a beginning of the self task of the woman politics, it does not turn it to ask a lot of sense for strengths. During the consideration of the history of the draft makes recognize, that it both from the powerlessness, than arose also from the power of the women: The powerlessness becomes from the discovery signals, that up to now practiced strategies only defective improvements for the suppression of the women has brought. One can understand the photo of the Gender Mainstreaming Strategy into the agenda, however, as power.

The enforcement of the principle within European Community can be seen absolutely ambivalent as well: on the one hand it is a success of the woman lobby, on the other hand the enforcement is interpreted as reaction of the masculine commissioners to the europe-distance of the women in the different European countries.

The World Bank is not the inventor of Gender Mainstreaming, but the available approaches are to be put down to the year-long bothering from engaged women. If the application of the draft occurs in organizations „top down", so this must not be mixed up with the origin of the draft, because this is to be put down to the" Politics "„bottom up" of the feminist movement (cf. http://library.fes.de/pdf-files/asfo/02255.pdf).

In a multiple way it is feared that Gender flatten out as a domination-critical concept in the process of the institutionalization in bureaucracies. To regard the gender roles as deconstruct can not be arranged with Gender Mainstreaming. Here the hope arises, that can always be only domination-critical to gender politics and that also protects an instrument as Gender Mainstreaming this. However, the domination-critical one cannot lie in the concept itself, but it rather becomes visible in the concrete, formulated aims which refer to gender relations. The application of Gender Mainstreaming is a lasting negotiation process and the linking of an only gender-political target orientation to the item gender appears in addition problematic (cf. http://library.fes.de/pdf-files/asfo/02255.pdf).

A further objection lies in that, that women are made invisible in the notion gender. This

supposes, that of the changes of woman politics to Gender Mainstreaming the independent representation of the interests of the women spare. This is a great misunderstanding, because women do not become invisible through the draft, rather there is an improved perception of the gender differentiation on all levels (cf. www.wissenistmanz.at/wissenplus/zeitschrift/sonderausgabe/wissenplus05-0708_welte_gender_mainstreaming.pdf).

A conceptual deficit of Gender Mainstreaming is supposed to be no sense of place of the gender politics since there is a multiplication of the places at which gender politics is done. The actors and actor inside appear unclear and so Gender Mainstreaming leads to a gender politics without the democratic control of the women. However, Gender Mainstreaming is determined with first priority for organizations, that to succumb to a public control and to have the gender-political aims through that a democratic legitimization (cf. http://library.fes.de/pdf-files/asfo/02255.pdf).

Further critical voices lament that Gender Mainstreaming aims indeed at removing gender inequalities, but it ignores other determinants of inequality as age, class, ethnic or health state in this case. However, this reproach is a little abstract, because in analyses that never comes to gender in pure form before, it is united with different other features always. Because Gender analyses sensitize also for other dimensions of the inequality (cf. http://library.fes.de/pdf-files/asfo/02255.pdf).

 A critical argument refers also to the woman politics. Gender Mainstreaming weakens the woman politics, it characterizes when and in an out of fashion way and finally this replaces. This is, however, a misunderstanding, because Gender Mainstreaming does not want to replace woman politics, but a result is from this. Woman politics keeps on being necessary and Gender Mainstreaming is rather helpful and it facilitates that to be moved the demands and viewpoints rather (cf. http://library.fes.de/pdf-files/asfo/02255.pdf).

Criticism is expressed also at the conversion. The effectiveness is doubted since yet any evaluation results there are not from the different fields. However, first analyses show the Gender Mainstreaming in the development has gotten stuck. The analyses give also tips on which implementation steps would be adequate and can be developed as gender-political aims and can be reached.

During the conversion it lacks often also consciousness, knowledge and money so that Gender Mainstreaming becomes effective in organizations (cf. http://library.fes.de/pdf-files/asfo/02255.pdf).

The question whether Gender Mainstreaming is a transformer-coupled or neoliberal draft whether it overcomes the existing gender relations or cemented is, too general and abstract. Much more important is, that the successes and failures, the beneficial and obstructive conditions in organizations, are examined.

3. From Women in Development to Gender and Development

Like I tried to explain in the previous chapters gender mainstreaming has developed out of a major diversification in the focus of efforts to promote gender equality and equity in recent years. This diversification has been away from the women in development (WID) approach, towards the gender and development (GAD) approach.

The WID (Women in Development) - approach requires to integrate women into the process of development according to greater attention onto women in the development politics and practice and emphatically further the need.

As explained in the 1995 Commonwealth Plan of Action,

> *"the WID Approach focused on how women could be better integrated into the existing 'men/male made world' and corresponding development initiatives. Targeting women's productive work to the exclusion of their reproductive work, this approach was characterized by income-generating projects for women which failed to address the systemic causes of gender inequality".*

At the beginning of the seventies the WID perspective developed a 'feminist' frame and was particularly in North America especially influential. This all was a reaction of the women who were tended the view women as passive recipients of development assistance, rather than as active agents in transforming their own economic, social, political and cultural realities.

A key outcome was that women's concerns were viewed in isolation, as separate issues, leading to their marginalization in the state system and other social structures.

Women were supposed to be integrated into a process of development as vigorous agents if an efficient and effective development is supposed to be achieved.

A very important women for the setup of the Women in Development (WID) approach is Esther Boserup. She put the foundation stone to a systematic analysis of the contributions from women with their influential study *"The role of the woman in the development"* in 1970 in the productive sectors of the economy in developing countries, in particular in the agriculture. Boserups analysis performed an essential contribution to the integration of gender into the research perspective and gave the impulse for the setup of the approach *Women in Development (WID)* in the development politics. After the failure of growth-oriented strategies of the capital and technology transfer an 'investment' followed in the course of a new concept from development strategies into the 'paupers'. The target group cover and a reorientation onto the base needs of poorest population strata was their most important implication. In this context women were discovered as an extremely productive, but up to now neglected resource of multilateral development organizations. With the WID approach the unused human capital in development programs should be integrated and to overcome the (women)policy blindness (cf. http://www.bpb.de/publikationen/ZQ199S,2,0,Nachhaltigkeit_hat_(k)ein_Geschlecht.html).

The subordination of the women was seen in the reference to the connection to the market sphere and the restricted access to and control over means. Programs that one's who were informed about the WID approach dealt with the practical needs of the women, for example through the work of occasions producing employment and income-generating opportunities, through the improved access to credits and to the training. Problems of the women were diagnosed therefore as insufficient participation in a friendly process of development.

In Contrast to that one the GAD (Gender and Development) came closer to the development politics and the practice focused on the socially constructed basis of the differences between men and women and emphatically the need to provoke available gender roles and relationships.
The GAD framework is the recognition that women and men have different and special need and that women cannot be effectively treated as a homogeneous group because of race, ethnicity, class, age, disability and sexual orientation, among other factors, create differences women and between women and men. The framework understand that women tend to be disadvantaged relative to men in terms of their welfare and their access and control over the means of production. Another problem is systematic and structural nature on inequality. And very important is the recognition that gender differences can also result in men being disadvantaged. For example, the issue of male underachievement in Caribbean education systems is beyond the

scope of the WID approach, but can be addresses through GAD (cf. http://www.thecommonwealth.org/shared_asp_files/uploadedfiles/%7B150886DD-7BF8-424C-A32A-DD7111BDC43E%7D_gms_quick.pdf).

On the institutional development-political level the WID-desks transformed at the end of the eighties to GAD (Gender and Development)-desks that understood the importing of the engendering into all development fields as an engaging cross-section task.

There are different GAD interpretations, some of them concentrate particularly on the gender division in the work and the gender role, with the focus onto the gender as a relationship of the power within institutions. The GAD approach provoked available divisions of labor or power relationships to the objective both the practical ones and the strategic gender needs to cover (see chapter 1.2.2). The biggest difference between WID and GAD is that WID projects traditionally were not grounded in a comprehensive gender analysis. While many development agencies are being obliged to a gender approach now, the institutional perspective with look remains, however, in the practice of the WID in the first place on „antipoverty" and „efficiency" to the fore.

There is frequently a lubricity between the GAD political elocution and a WID substantiality, in the „gender" erroneously as „women" is laid out (cf. http://unesdoc.unesco.org/images/0012/001211/121145e.pdf).

The Commonwealth Plan of Action summarizes the shift of focus from Women in Development (WID) to Gender and Development (GAD) as follows:

> *"WID policies aim to integrate women into existing structures and address women's specific needs and concerns. The focus is on how women must change to fit into an essentially 'man-made' world … GAD, on the other hand, seeks to integrate gender awareness and competence into mainstream development to account for the different life courses and different impacts of development policies on women and men. It emphasizes that development activities may affect women and men differently and calls for appropriate 'gender planning' to address them. It also calls attention to 'outcomes', and the need to take the necessary steps to ensure that the resulting conditions and outcomes are equitable, rather than being preoccupied with giving only identical treatment. In summary, the GAD approach focuses not only on the*

differences between men and women but on the inequalities that emanate from these differences: women and their allotted roles have been historically undervalued and continue to be so up to the present time".

Commonwealth Secretariat, 1995a: 14

4. Women's World Conferences

In the following I want to describe some facts about the World Conferences on Women. I think it is important to know something about them in correlation with the theme gender, women and development because you see the development and the steps they have to go.

<u>1975: International Women's Year</u>

The International Women's Day (IWD) is a day when women are recognized for their achievements whatever their national, ethnic, cultural, economic or political background. The UN began to celebrate the IWD in 1975 during the International Women Year.

The International Women's Day has been observed in since in the early 1900's. This was a time of great expansion and turbulence in the industrialized world that saw booming population growth and the rise of radical ideologies. In 1908 great unrest and critical debates was occurring amongst women. Their oppression and inequality was spurring women to become more vocal and active in campaigning for change – in New York City this time they demand for shorter hours, better pay and voting rights. In 1910 the second International Conference of Working Women was held in Copenhagen. At this conference Clara Zetkin tabled the idea of an International Women's day.
In 1911 the IWD was honored the first time in Germany, Switzerland, Austria and Denmark.
Women's organizations and governments around the world have observed IWD annually on 8 March. Since its birth in the socialist movement, IWD has grown to become a global day of recognition and celebrating across developed and developing countries alike. 1975 was designated as 'International Women's Year' by the United Nations (cf. http://www.internationalwomensday.com/about.asp).

1975: 1st World Conference on Women in Mexico

The first World Conference on Women was held in 1975 in Mexico City, coincided with the International Women's Year, in order to remind the international community that discrimination against women keeping on being a continuous problem in many parts of the world. The first World Conference on Women called, together with the United Nations Decade (1976-1985) a new era in the worldwide effort for the promotion of the women through the creation of one worldwide dialogue's about the equalization of women and men, from.

At this conference they identified three key objectives, in the reference to equality, development and peace, that would become the basis for the work of the United Nations on behalf of women:

      1. Full gender equality and the elimination of gender discrimination;

      2. The integration and full participation of women in development;

      3. At increased contribution by women towards strengthening world peace.

The Conference asked the governments to formulate national strategies, objectives and priorities. And the World Plan of Action, a document that offered guidelines for governments, recommended that governments guarantee equality between women and men in law but also in opportunity in the field of education, training and employment (cf. http://www.choike.org/nuevo_eng/informes/1453.html). This all led among other things the foundation of the international research and training institute to the promotion of the woman (INSTRAW). On this first Conference in Mexico City women played a very visible role: of the in total 133 delegations of the member states, 113 where headed by women (cf. http://www.5wwc.org/conference_background/1975_WCW.html).

1976: UN Decade for Women

The UN Decade for Women was a direct outcome of the 1st World Conference in Mexico. The objectives were: equality, development and peace. The program for the Decade of Women called for a variety of activities that would give a voice to women of the World and their main preoccupations – improved education, employment opportunities, equality in political and social participation, increasing health and welfare services – overall social justices and equity for women. The other conferences took part in 1977 Houston, 1980 Copenhagen and 1985 Nairobi (cf. http://www.un-documents.net/a31r136.htm).

<u>1980: 2nd World Conference on Women in Copenhagen</u>

The 2nd World Conference on Women was held in 1980 in Copenhagen. The representatives of 145 member states hit in Copenhagen, in order to check the 1975 defined World Action Plan and to judge. It worked around what the governments and the international communities undertook in order to reach the defined objectives in a step by step way. Interesting at this Conference was, that they recognized a serious disparity between rights guaranteed to the women and their capacity to practice them.

Participants identified three fields, in which measures for the equality, development and peace were necessary: Equal access to education, employment opportunities and adequate health care services (cf. http://www.5wwc.org/conference_background/1980_WCW.html).

<u>1985: 3rd World Conference on Women in Nairobi</u>

The 3rd World Conference on Women was held in 1985 in Nairobi, Kenya. This Conference represents the result of ten years work at Gender Empowerment. About 1400 official delegates from 157 countries and 15.000 representatives of non-governmental organizations took part at the Conference, that was called to the evaluation of the progress that were done during the UN-Decade for women and that should show a new way for the rise of the women. Nevertheless, although many progress was achieved, they remember that there is a wide way of course before them. Because the data that kept on being given by the United Nations onto the delegates of the member states showed, that only a restricted number of women could profit from the improvements. So the conference was charged in Nairobi to develop new ways that for the effort of the obstacles to reaching of the objectives of the Decade - equality, development and peace - should help.

Three categories to measurement of the achieved progress were introduced:

1. Constitutional and legally measure
2. Equality in social participation
3. Equality in political participation and decision-making

The Conference in Nairobi recognized that the equalization of gender is not an individual case but that to be grasped all fields of the human activities. It was necessary for women to take part in everything fields, not only in those following gender (cf. http://www.5wwc.org/conference_background/1985_WCW.html).

<u>1995: 4th World Conference on Women in Beijing</u>

The 4th World Conference on Women was held in 1995 in Beijing, China. It was the largest and most influential of all World Conferences. Almost 180 government organizations and 2500 non-governmental organizations hit, in order to discuss about a wide palette of questions in connection with women. They drew on and moved beyond language agreed upon at earlier international conferences, Conference including the International on Population and Development in 1994. The Conference in Beijing was a turning point in the world's understanding of women's human rights (cf. http://www.5wwc.org/conference_background/1995_WCW.html).

After the World Conferences on Women five and ten years followed later Beijing+5 and Beijing+10. And currently people discuss a lot about the necessity of a 5th World Conference on Women which is supposed to occur possibly in the year 2012.

5. INSTRAW

According to the theoretical excursion in the previous chapters I would like to make now a practical purchase to the topic Gender, Women and Development in this last chapter. For that I will give in the following one a short overview of the organization INSTRAW which is a very good practical example on the entire topic.

5.1 About INSTRAW

UN-Instraw is a United Nations entity mandated to develop research and training programs that constribute to the empowerment of women and the achievement of gender equality worldwide.

Since to the first World Conference on Women became in the year 1975 in Mexico City gender, equality and development of sustainable development efforts throughout the key components of UN system and beyond. On this conference the proposal became turned into the foundation of a research and training institute with the focus on women and a year later, 1976, institute for the Advancement of Women (INSTRAW) was set up to UN International Research and Training that. The head office should be in a developing country and therefore the first official office became in

1983 in Santo Domingo, Dominican Republic opens. Since his opening INSTRAW lays his emphasis onto ‚articulating research', ‚capacity building' and ‚knowledge management'.

The objectives of INSTRAW are:

- make policies and programs gender-responsive on the basis of concrete research result
- application of lesson learned
- the replication of best practice

The approach of INSTRW allows flexibility in the challenge of the existing tasks and new and arising interests (cf. http://www.un-instraw.org/en/instraw/about-us/who-we-are.html).

Mission: INSTRAW is the single institute of the United Nations system which one dedicates itself to the research, the training and the knowledge management and works in partnership with governments, the system United Nations, the plain clothes society and the colleges around an equality between the sexes and the authorization of the women to attain.

Vision: UN-INSTRAW is a leader in strategic and innovative actions that make a difference in women's lives.

Through alliance building amongst others with international organizations and United Nations Member States they undertake action-oriented research from a gender perspective, they create synergies for knowledge management and information exchange, they strengthen the capacities of key stakeholders to integrate gender perspectives in policies, programs and projects and they build up a sustainable, transparent end efficient institution. UN-INSTRAW also promotes an interactive dialogue and created networks, working groups and other communities of practitioners and stakeholders on various issues.

The Strategic Framework 2008-2011 should eliminate gender inequalities by requesting the Institute to strengthen its research and training activities in specific areas and enhancing knowledge management capacity to ensure that research results have a concrete impact on policy and program formulation and implementation. They should also act as a catalyst for action on gender-promoting applied research, facilitating information-sharing and supporting capacity-building (cf. http://www.un-instraw.org/en/instraw/about-us/what-we-do.html).

The Strategic Framework is based on the founding documents of the United Nations.

The principles of the organization INSTRAW are:

- <u>Integrity, transparency and accountability:</u> to widely disseminate information and communicate with stakeholders to maintain transparency and accountability to encourage participation and feedback
- <u>Professionalism:</u> to act with professionalism in accordance with the definition of this principle
- <u>Respect for diversity:</u> Work with people and institutions within the UN System as well as other stakeholders with respect for diversity of cultures and needs
- <u>Inclusiveness:</u> seek inputs from all stakeholders in the development of activities so that resources are effectively utilized

5.2 Gender, Peace and Security Program

The organization INSTRAW will develop its program of work within the context of three pillars of UN: Development, Security and Human Rights.

In the following I will shortly talk about the Gender, Peace and Security Program.

There is no single country in the world without violence against women. Therefore the Gender, Peace and Security Program promotes gender equality, women's full and equal participation, post-conflict reconstruction and peace building on the security sector institutions.

The work of the program will be done on the following main program objectives:

1. *The security council resolution 1325:*

The 1325 is one of the most important international mandates with regard to the full and equal participation of women and the mainstreaming of gender issues in the context of armed conflicts, peace building and reconstruction processes (cf. http://www.un-instraw.org/en/gps/general/implementation-of-un-scr-1325.html).

2. *The security sector reform (SSR):*

The SSR includes all organizations to use force to protect individuals, groups and the state and it ensure that gender perspectives are analyzed , addressed and mainstreamed to promote a more

inclusive and sustainable human security for women, men, girls and boys. The SSR work is focused on developing practical tools, information-sharing, networking and action-orientated research (cf. http://www.un-instraw.org/en/gps/general/gender-and-security-sector-reform.html).

3. *The gender training:*

The gender training should prevent sexual harassment and gender-based violence and should create a respectful and healthy work environment for male and female (cf. http://www.un-instraw.org/en/gps/general/gender-training-for-security-sector-personnel.html).

6. Summary

According to the new Gender theory, that what 'one women and what a man is' does not have to do anything with being features or being differences, but it is socially constructed. In order the woman from the straitjacket of an arbitrary determination every gender ascription must free are questioned. The Gender theories are in the meantime political program and become worldwide, Europe-wide and supported in the single states and as „Gender Mainstreaming" in the practice moved.

It is to be seen remarkably and positively what has itself in the last just 40 years on political, social level in the field of the equalization politics done and developed.

Still a lot of bare theory is more in my opinion and the conversion precedes only slowly. Many see the development in the field of the topic Gender, Women and Development as a regress of the reached one. The entire effectiveness is doubted in part because there are not any or only hardly evaluation results in the different fields. Find makes, however, that it lies frequent still at the consciousness, at knowledge and onto money, to turn over the topic Gender, Women and Development into for example organizations. Here must begin the successes and the failures, to examine the beneficial and obstructive conditions in organizations.

To sum it up the entire development of the last 40 years is a step into the correct direction, if it is a question of the topic Gender, Women and Development. How the whole debate keeps on developing and how successful the single organizations which handle this topic actually are will turn out in some decades. Must be looked out my opinion only, that does not have to introduce same steps anytime in 100 years because it results in the suppression of the men.

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Statement of independence

I assert that I wrote this written paper independently, that I just used the stated sources and resources and the sites, who we used directly or indirectly from other books are recognisable with references. This written paper was never in a hand of another examination authority.

Brno, 13.April 2009   Ulrike Siuda

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  Place, Date   Signature