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PROMOTING GENDER MAINSTREAMING IN MUNICIPALITIES

STRATEGIC GUIDE
FOR LOCAL
GOVERNMENT

GENDER EQUALITY

GENDER STEREOTYPES

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PROMOTING GENDER MAINSTREAMING IN MUNICIPALITIES

Strategic Guide For Local Government

Kutaisi
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The Strategic Guide for Local Government was developed by the Fund “Sukhumi” under the project "Learning from Visegrad 4 Experience to Advocate for Equal, Inclusive and Democratic Local Governance at the local level". As part of the project, training visits to the Czech Republic and Hungary were carried out, multicomponent studies and public and expert consultations on the issues of gender policies and eurointegration were conducted; experience of V4 countries in gender mainstreaming, civic engagement in local governance reforms and advocating political reforms were studied. A collection of articles entitled “Gender mainstreaming in local self-government” was published in Georgian, Russian and English and included 9 articles: results of research conducted in Poland, Hungary, Czech Republic, Slovakia and Georgia, including Abkhazia.

A conference was conducted in Tbilisi which brought together representatives of international and local NGOs, government bodies and West Georgia municipalities. Experts from Poland, Hungary, Czech Republic, Slovakia and Georgia made presentations on civil participation in decision-making processes, gender mainstreaming, participatory budgeting and other topical issues.

The experience gained through the project was summarized in a strategic guide developed by Ms. Ekaterine Gamakharia, the Head of the Fund “Sukhumi” Tbilisi office, an expert on human rights, an independent consultant to NGOs and a trainer, author of a number of analytical articles and handbooks.

PREFACE

Local self-government is the government body closest to the citizens and the decisions made at this level have direct influence on the everyday life of the public. The policies and programs developed and implemented at the local level have different impact on men and women. Girls and women often face specific problems while receiving services in municipalities. Thus, municipalities, whose job it is to exert positive impact on the life of citizens through their policies, programs and activities, should specifically consider in planning municipal programs if the needs and priorities of both women and men are duly covered in local policies.

Understanding the problems of each group of the population, including problems of women and girls, fighting inequality, promoting inclusive, equal, fair and accountable governance, also creating social and physical environment for equal development of men and women are among the principal tasks and at the same time the key challenges for local governments in the current situation. Therefore, it is crucial to implement gender oriented policies in the municipalities and to promote gender mainstreaming at the local level.

The Strategic Guide was developed under the Visegrad fund supported project "Learning from Visegrad 4 Experience to Advocate for Equal, Inclusive and Democratic Local Governance at the local level". The guide integrates expert opinions and recommendations which are based on the experience of Georgia, including Abkhazia, and V4 countries (Hungary, Poland, Czech Republic and Slovakia).

The guide is a methodological handbook aiming to help the local authorities in promoting gender oriented policies at the local level. It covers the issues that are important for promoting gender mainstreaming in local policies.

The guide will be useful for:

- **the representatives of local governments**, especially for those who are involved in developing local policies, program planning and implementation, budget planning and other important decision-making processes;
- **NGOs and civil society representatives working on gender equality issues** – for all the groups that work actively on gender issues and monitor the commitments of the Georgian Government to achieving gender equality;
- **Gender equality focal points at the local level** – so called gender advisors and gender council representatives
- **the representatives of the central government**: especially structures responsible for implementation of decentralization reforms and promotion of gender equality policies in the country;

- **international organizations and donors** that support and promote gender equality in Georgia;
- **experts and consultants** who cooperate with local governments on the issues of gender equality, protection of women's rights and other social issues.

THE AIMS AND OBJECTIVES OF THE GUIDE

The guide is **a *methodological handbook*** for the local government representatives, which aims at:

- identifying and highlighting those important issues for local authorities which are crucial in implementing gender mainstreaming and gender policies at the local level;
- supporting municipalities in fulfilling commitments under international agreements and conventions aiming at achieving gender equality;
- creating a unified approach which would help municipalities of all types and sizes in developing and implementing their own gender policies, gender strategies and gender oriented action plans, in implementing gender budgeting.

The objectives of the guide include:

- ❖ To act as a handbook for the municipalities in the process of developing gender oriented policies and programs;
- ❖ To help local authorities in developing strategic directions for implementing gender policies;
- ❖ To contribute to the incorporation of gender equality and women empowerment issues in all development programs of local governments and in the process of provision of local services;
- ❖ To introduce gender analysis as a necessary prerequisite for local programs during their development, planning and implementation;
- ❖ To increase local authorities' awareness of gender mainstreaming issues and their importance.

THE CONCEPT OF GENDER AND GENDER MAINSTREAMING

In order to clarify the importance of the guide and the gender issues dealt with here, we provide a brief description of the key gender concepts which form the basis of this document.

Gender – is a social and cultural interpretation of sex, i.e. how the society perceives “masculinity” and “femininity”. Social sex is a difference between men and women defined not by biological, but rather by social factors (specific social functions in the society, cultural stereotypes, etc.). We can say that we are born with a biological sex but we learn our gender, or what it means to be a man or a woman. The fact that women are expected to undertake more responsibility in domestic issues than men is an example of gender differences. Gender includes not only those characteristics and features which we consider as masculine or feminine, but also what are expected from men and women, what roles and tasks are assigned to them, what kind of behavior is expected of them. For example, women and men are expected to work in specific areas, to think on specific topics, to adhere to certain values, etc.¹ Gender is created by the society and is subject to constant change according to time and context.

Gender equality is one of the main characteristics of a harmonious society based on the principles of social equality. Gender equality implies that women and men have equal conditions and chances for realizing their full potential, they equally participate in political, economic, social, cultural processes and have equal access to public benefits, opportunities and resources. Gender equality does not imply sameness of man and woman, on the contrary – in a democratic and pluralistic society it is recognized that all human beings have different values and goals, different needs and modes of life, but their interests should be equally taken into account at all levels, they should enjoy equal rights and opportunities and they should have same responsibilities and obligations.²

Gender stereotypes are views about the roles of men and women which are dominant in the society, i.e. views on what they should be like and how they should behave in a particular society. It is often considered in many societies that women’s role includes dealing with domestic issues and child care and the role of men is to be the breadwinner of the family. Thus, the social sex or gender is created by the society and is dependent on the values and cultural norms of this society.

Discrimination by gender means unequal and unjustified treatment of persons, their segregation and restriction based on their sex. This can be expressed in differences in recognizing human rights and freedoms, unequal realization, limitation or total rejection of opportunities.

1 Gender Training for Teachers, Editors: Mariam Mikashavidze, Ketii Sakvarelidze, 2004

2 Khomeriki Lela, Gender and Politics: Intensive Seminar for Post-graduate Students of Social Studies, Tbilisi, Centre of Social Sciences, 2006, p.48

Sexual harassment is a form of discrimination by gender in public space which is a product of gender inequality. Every day almost all women become victims of some form of sexual harassment. Sexual harassment in public space implies undesirable interaction with a person based on his/her gender identity (or implied gender identity), sexual orientation or gender self-expression, which aims at or causes irritation, annoyance, intimidation, offence of the victim and/or leads to creating offensive, infringing, violent and hostile environment.³

Gender segregated data – statistical data sorted out by gender which provides certain information separately for men and women.

Gender equality working plan – describes the activities and actions which should be implemented in specific areas in order to achieve gender equality (for example, in the fields of health care, education, fighting violence, public transport, etc.).

Gender monitoring is systematic and objective assessment of ongoing programs, projects, action plans, implementation, and achieved results from gender perspective, which implies collection of data based on gender equality objectives and indicators in order to verify implementation of planned activities and achievement of set objectives. Gender monitoring helps to responding to the identified problems and introduce the changes in a timely manner.

Gender analysis is the initial stage of gender mainstreaming. Any process of decision-making and action planning should be preceded by the analysis of gender equality situation in the given context. Gender analysis implies collecting information on the roles and positions of women, men, girls and boys in the society, division of labor (both, in the household and in the labor market), the degree of access to and control of the resources, etc.⁴

Gender budgeting does not refer to introduction of separate budgets for men and women; it implies taking gender aspects into consideration in budgeting. Gender budgeting is a financial tool for implementing the policy of equality.⁵

Gender needs – as the roles of men and women in the society are different, their needs are also different. Two types of needs can be identified:

Practical needs, which arise as a result of society assigning specific roles to men and women, for example, mothers, who are unpaid workers in the households, providers of basic services, care providers for children, elderly and sick. It is important to take all the factors into account while planning municipal programs or action plans.

3 Sexual Harassment in Public Space, analysis of legal practices, Union “Sapari”, Tbilisi, 2017 p 4-5, available at <http://sapari.ge/wp-content/uploads/2017/02/კვლევა-სექსუალური-შევიწროება.pdf>

4 Gender analysis –principles and elements, Gender tool box, SIDA march, 2015 available at <https://www.sida.se/contentassets/a3f08692e731475db106fdf84f2fb9bd/gender-tool-analysis.pdf>

5 Charita Jashi, Gender Budgeting, Seminar materials, Tbilisi, 2004

Strategic needs are linked with overcoming subordinate/inferior role of women in the society and their political and economic empowerment, for example, conditions where women have equal access to work and education, equal pay for equal work and equal access to the resources are ensured, sexual harassment and domestic violence is prevented, free choice in reproductive issues is guaranteed, etc. Satisfying this needs will lead to step-by-step transformation of traditions and habits rooted in the society.⁶

Gender impact assessment ensures project efficiency as people responsible for the policies start to think about the different influences of policies on men and women. This helps politicians to assess more accurately the impact of certain policies and to make judgments on current situation and trends. It is important to apply gender impact assessment in the legislation, political plans and programs, budgets, reports and existing state policies. It should be determined who the policies or services are intended for and what impact they would have on specific groups of society, for instance, do the results which are intended for one group of population have unpredictable and undesirable impact on another group? Or how the policy contributes to the equality of men and women in politics, economy and social life? Solutions to the problems should be based on this.⁷

Gender audit allows to assess whether gender equality principles are effectively institutionalized in the policies, programs, organizational structure and law-making (including decision-making) and in relevant budgets of local governments. In fact, gender audit is a kind of “social audit” and is a part of “quantitative/ qualitative budget” category which is different from “financial audit”. It studies how effective the organizational practices of gender mainstreaming are, spots the shortcomings and challenges, gives practical recommendations for improvement and innovation. Gender audit contributes to increasing organizational capabilities of local governments to review their activities from gender perspective and to identify strengths and weaknesses in terms of achieving gender equality.⁸

Gender mainstreaming is a systematic integration of needs and priorities of men and women in the process of policy-making, implementation, monitoring and assessment aiming at promotion of gender equality. Analysis of expected outcomes and impact on men and women should be carried out prior to making any decision. Besides, gender mainstreaming implies not only implementation of policies directed towards increase of number of women involved in the decision making process at the local level, although this is a very important factor in itself. It is also the quality and conditions of women’s involvement, which is crucial. In the process of policy-making, local governments should give special attention to inequalities existing in the society and develop and implement appropriate strategies and policies in

6 Glossary of gender and development terms, Toolkit on mainstreaming gender equality in EC Development Cooperation available at https://ec.europa.eu/europeaid/sites/devco/files/toolkit-mainstreaming-gender-section-3_en.pdf

7 Gender monitoring and analysis of political parties in Georgia, (electronic) Library of the Parliament of Georgia, available at: <http://www.nplg.gov.ge/gsd/cgi-bin/library.exe?e=d-00000-00---off-0civil2-civil2-01-1--0-10-0--0-0---0prompt-10--.%2E-4----4---0-0I--11-en-00---10-ka-50--00-3-preferences-00-0-00-11-1-0utfZz-8-00-0-11-1-1utfZz-8-10&cl=CL1.10.4.1&d=HASH2f8f2495518109196790c.2>=1>

8 European Institute for Gender Equality, available in English at: <http://eige.europa.eu/gender-mainstreaming/methods-tools/gender-audit>

order to mitigate the effects of these inequalities. Gender mainstreaming should be viewed as a process and not as a result. This is a consistent process directed towards equality and justice, oriented to development. Interests and specific needs of men and women should be embedded at all levels of municipal activities; women's groups and women in local government or civil sector should have a possibility to realize their ideas in developing, planning and implementing municipal programs and policies.

Gender oriented local government - or local government equally focused on men and women – implies taking into account different needs, interests and problems of women, men, girls and boys at different stages of government, including development of local policies, planning specific programs and projects, allocation of budget resources, provision of services to local population and monitoring of implemented activities.

WAYS OF PROMOTING AND IMPLEMENTING GENDER MAINSTREAMING IN MUNICIPALITIES

Promotion of gender mainstreaming in the policies of local government requires undertaking complex, interrelated, gender sensitive attitudes and actions by the municipalities; their implementation would lead to welcome changes and will ensure equitable, equal, democratic **good local governance**, oriented to the specific needs of all groups of population.

The guide specifies **four main directions** of the activities of local government and highlights the main issues that would contribute to promotion of gender mainstreaming in local policies, as well as to achieving gender equality in local government in general.

4 MAIN DIRECTIONS OF MUNICIPALITY ACTIVITIES

1. Institutional development of municipalities towards gender equality;
2. Providing services;
3. Gender budgeting;
4. Participation of the local population in local governance.

1. Institutional Development of Municipalities towards Gender Equality

Strategic Direction 1.1 Gender Oriented Standards in Local Government:

- ❖ Having gender equality strategy and relevant action plan in place;
- ❖ Practices of collecting and analyzing gender-segregated data for both – local government beneficiaries and the staff;
- ❖ Conducting gender analysis and developing local policies, programs and gender budgets based on the analysis

Gender sensitive legal regulations of the local government

Does the local government have gender equality strategy and action plan?

To what degree are gender equality issues reflected in the political documents and legislative acts of the local government?

How often are statements supporting gender equality heard in the rhetoric of local authorities?

Strategic Direction 1.2: Taking gender considerations into account in staff selection, evaluation and recruitment:

- ❖ Including gender sensitiveness and awareness of general principles of gender oriented government in the required competencies and terms of reference for potential candidates;
- ❖ Inviting gender experts and representatives of civil society organizations to participate in the job selection panel for the interviews with potential candidates;
- ❖ Including gender issues in the list of interview questions;
- ❖ Creating a database of competitive and qualified women candidates for the positions in the local government.

Issues:

Questions:

Selection of job candidates

Are women candidates encouraged to participate in the selection process while making a vacancy announcement and disseminating information about vacancies?

Is basic knowledge of gender issues included in the required competencies for the candidates?

Does the local government maintain gender segregated database of job applications, especially for the competitive and highly qualified candidates?

How gender balanced is the composition of the selection panel?
Are there gender experts among the members of the panel?

Are gender issues included in the list of job interview questions for the candidates or evaluation questions for civil servants?

Strategic Direction 1.3. Ensuring non-discriminatory job environment:

- ❖ Ensuring equal opportunities for professional growth, qualification improvement and career development for men and women employees;
- ❖ Conducting trainings on gender issues, including gender analysis, for local civil servants in various sectors;
- ❖ Collecting gender segregated data among local civil servants, including those in senior and decision-making positions and analyzing the collected data;
- ❖ Creating safe workplace free of discrimination and sexual harassment;
- ❖ Creating institutional response mechanisms against discrimination and sexual harassment;

<p>Development of employees' skills, qualification and career development opportunities</p>	<p>Does the local government have regulations/standards ensuring equality of men and women?</p> <p>Does the local government take measures for gender awareness raising among the employees? What are these measures?</p> <p>Are the funds allocated for raising qualification of local civil servants spent on trainings? How many of these trainings deal with gender issues?</p> <p>Are the trainings conducted on gender issues? For whom and how often these training are conducted?</p> <p>Is the gender awareness level of the local government estimated? Are relevant measures taken based on the results of these estimations?</p> <p>Does the local government collect gender-segregated data about training participants, i.e. the number of female and male participants?</p> <p>Is the number of male participants different from the number of female participants? Why?</p> <p>What actions does the local government take to encourage promotion of women?</p> <p>What is the number of men and women among promoted staff?</p> <p>Are the opportunities for promotion equal for men and women?</p> <p>Are gender aspects taken into account in women's career development?</p>
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<p>Safe workplace free of discrimination and sexual harassment</p>	<p>Do women and men employees enjoy equal benefits (insurance, etc.)?</p> <p>Is equal pay for the equal work ensured for women?</p> <p>Are pregnant women given time off for medical examination?</p> <p>Are the maternity and paternity leaves equally available?</p> <p>Are there possibilities for breastfeeding mothers and mothers of infants to take additional time off?</p> <p>Does the municipality assess/analyze the need for establishing child care institutions and to what degree these needs are met?</p> <p>Do the local governments have internal institutional mechanisms for responding to sexual harassment in place?</p> <p>Does the local government contribute to the awareness raising against sexual harassment among its employees?</p>
<p>Strategic Direction 1.4. Ensuring Equal Representation of Women in Decision-making Positions</p>	
<p>Women's representation in leadership positions</p>	<p>Does the local government have gender segregated data of the voters in the respective municipality?</p> <p>What was the percentage of women running for positions in representative bodies?</p> <p>How many men and women hold leading or decision-making positions in the local government (Mayor, Deputy Mayors, Sakrebulo Chairperson, Deputy Chairpersons, heads and deputies of commissions and departments)?</p> <p>Have the reasons for existing inequalities been analyzed?</p> <p>Is promotion of women to the decision-making positions encouraged? How are the women encouraged or stimulated?</p> <p>Do the municipalities have practice of using incentives for promoting gender equality? What are these practices?</p> <p>How actively do women participate in decision making processes and how do they influence decision making?</p> <p>Are child care services adequate to the needs of women? (For example, are there enough kindergartens, child care services for working mothers during evening hours, mother and child rooms in the local government facilities, etc.)</p>

Strategic Direction 1.5. Strengthening Institutional Mechanisms of Gender Equality

- ❖ Allocating budget funds for adequate functioning of gender equality councils/ gender focal points;
- ❖ Free access to trainings for gender equality focal points and courses for improving competencies on gender issues; participating in relevant educational seminars and ability to learn from the best practices of other countries;
- ❖ Constant collaboration with the councils of central state bodies (parliament, government) and receiving methodological support from them;
- ❖ Institutionalization of the partnership and collaboration of the gender equality councils of the municipalities through creation of networks.

Institutional mechanisms for gender equality

Does a municipality have gender equality council (GEC)?

Is a focal point responsible for gender issues appointed?

Are regulations with the clear division of functions, rights and obligations adopted for the GEC and gender equality focal point?

What are the forms of cooperation and coordination of work between Municipal GECs and Central GEC?

Is the work on gender issues the primary function of the focal point responsible for gender issues or are the gender issues secondary in addition to the main duties for him/her?

Have relevant trainings on gender issues been conducted for gender focal points (GEC members)?

Do the gender equality focal points possess appropriate knowledge on gender issues?

Are the consultations carried out with these bodies while planning, developing or adopting local policies?

Do the gender equality focal points and GECs monitor the process of implementation of the local programs and evaluation of the results applying gender criteria?

How actively do the GECs and gender equality focal points cooperate with the representatives of the civil sector working on women's rights and gender issues?

Do the GECs and gender focal points contribute to increasing the awareness of local authorities on gender issues? How?

Do different municipalities exchange the information about the implemented activities (achievements and challenges)? In which form?

Are the joint meetings of GEC representatives organized? Who supports these meetings?

2. Provision of Services

Strategic Direction 2.1. Creating gender segregated database in the local government for providing services tailored to the needs of the population.

- ❖ Developing and adopting methodologies and guidelines for collecting gender segregated data in order to analyze the needs of the population in the municipal units;
- ❖ Collecting gender data segregated not only by gender, age and residence (urban, rural) but also by other categories (for example, single mothers, women with disabilities, mothers of big families, etc.);
- ❖ Allocating adequate human and financial resources for collecting the data and providing appropriate training for the personnel for analyzing the gender segregated data and identifying the gender needs of the population;
- ❖ Developing the effective system of collecting the gender segregated data, analyzing the information and applying this information at each stage of planning and implementing municipal programs;
- ❖ Adopting regulations or a memorandum outlining the mechanism of delivering information from the municipalities to the National Statistics Office of Georgia.

Planning and delivering the services

Does the municipality collect gender segregated data?

Have the municipalities appointed persons responsible for collecting gender segregated data? Do they possess the qualification and knowledge needed for gender analysis?

Do they receive trainings on gender analysis?

Are the services planned with due consideration for specific gender categories, such as single mothers, mothers of big families, employed or unemployed mothers, persons with disabilities, etc their number and needs?

Is the information collected on the problems, abilities and needs of women and men and is the planning of service provision based on this information?

Is the impact of provided services on women and men analyzed?

Strategic Direction 2.2. Developing and adopting gender equality action plan:

- ❖ Gender analysis of the population – this includes using gender segregated data in municipalities to study gender inequalities and stereotypes and to assess problems of the population with reference to gender diversity and characteristics;
- ❖ Setting goals and objectives in the process of developing the action plan, identifying the target groups, outlining specific actions for solving the identified problems, allocating financial and human resources for implementing these actions, setting deadlines for fulfilling gender indicators.

<p>Gender equality action plan</p>	<p>Is gender segregated data collected in municipalities?</p> <p>Are the needs of the population identified based on the gender diversity and gender specific criteria (for example, employed and unemployed mothers, mothers of children of preschool age, single mothers, elderly women, persons with disabilities, their number and needs, etc.)</p> <p>Who performs the gender analysis of the information in the municipalities? Do they possess necessary qualifications? Are the persons responsible for the analysis of this data trained in the issues of gender and gender analysis?</p> <p>How actively are the persons responsible for gender analysis and the GEC members involved in identifying gender needs and developing gender action plan?</p> <p>Do individual departments and committees of local government bodies take into consideration gender aspects and gender equality principles while planning their activities?</p>
<p>Strategic Direction 2.2. Implementing gender monitoring</p> <ul style="list-style-type: none"> ❖ Putting in place pre-designed gender indicators for assessing effectiveness of municipality actions and evaluating their results; ❖ Collecting gender segregated data (qualitative and quantitative) about the targeted groups/ beneficiaries towards whom specific actions are/were directed; ❖ Expected outcomes for the services provided and estimating the quality of these outcomes; ❖ Specifying the deadlines for the set objectives/tasks; ❖ Thorough understanding of the gender issues by a person or group monitoring the process; ❖ Basing the design of monitoring methods and the reporting process on the principles of gender equality; ❖ Taking into account the results of the monitoring in implementation of ongoing and future activities. 	
<p>Gender monitoring</p>	<p>Are the provided services evaluated on the basis of qualitative and quantitative indicators?</p> <p>Have the municipalities appointed a person or a group of people responsible for monitoring the services provided?</p> <p>Do the municipalities have the methodology for monitoring?</p> <p>What is the level of gender awareness of the monitors?</p> <p>Do the persons responsible for the monitoring receive the trainings on the issues of implementation of gender monitoring and gender analysis? How often?</p> <p>Are future programs and planned activities based on the results of the monitoring?</p>

3. Gender Budgeting

Strategic Direction 3.1. Developing gender oriented budget

- ❖ Establishing links between gender budgeting policies and the goals of gender equality and protection of women’s rights;
- ❖ Allocating budget resources in accordance with the National Action Plan for Gender Equality;
- ❖ Applying the tools of standard gender budgets:
 - Applying gender segregated data;
 - Developing the budget and allocating the resources on the basis of the results of gender needs analysis and evaluation;
 - Ensuring participation of citizens in budget planning;
 - Considering the opinions of the representatives of the general public and civil sector regarding adequacy of local policies and programs for the gender needs of the population and prioritizing required actions;
 - Gender impact assessment of budget expenditures;
 - Incorporating an obligatory condition in the budget policy to set the minimum level of budget spending allocated for gender oriented programs.

Gender budgeting

Do the municipalities have budget policies oriented to gender equality and gender needs?

Is gender equality regulated by a relevant article in the budget law of the local self-governing unit or in any other legislative act of the local government?

Is the allocation of the local budget spending adequate to the commitments of the state towards poverty reduction and achieving gender equality?

How adequately are the specific and diverse needs and priorities of men and women reflected in the local programs and budget funds allocated for their implementation?

Is the evaluation carried out to assess how the municipal programs and budget funds allocated for their implementation contribute to overcoming gender inequality?

Is the budget spending directed specifically towards solving women’s problems, for example, are there any women’s healthcare programs (breast or cervical cancer screenings, programs oriented to women’s employment, child care services programs, programs focusing on violence against women, etc.)

Is the data collected on the number of men and women benefiting from the services funded through local budgets (healthcare, agriculture development, supporting employment, pre-school and general education, etc.)?

	<p>Does the municipality take into account the diverse needs and priorities of women and men while allocating funds for infrastructural projects?</p>
<p>Strategic Direction 3.2. Monitoring and evaluation of budget expenditures</p> <ul style="list-style-type: none"> ❖ <i>Gender segregated analysis of public expenditures directed towards well-being of the society</i> – which implies analyzing how beneficial the services provided by the state have been for women, men, girls and boys. ❖ <i>Gender segregated feedback from beneficiaries regarding the services provided and budget priorities</i> – implies collecting and analyzing the opinions of men and women regarding the adequacy of provided services to their needs and appropriateness of the municipal expenditures to their priorities; ❖ <i>Assessment of gender oriented budget expenditures</i> – assessment and evaluation how purposefully the financial resources were spent and whether the beneficiaries of specific services have received the financial resources allocated for these services (schools, kindergartens, healthcare institutions, etc.); ❖ <i>Gender analysis of budget impact</i> – assessment and evaluation of the impact of budget expenditures on men and women; ❖ <i>Gender analysis of local revenues</i> – different impact of men and women on the local revenues. 	
<p>Gender monitoring and gender impact assessment of the budget</p>	<p>Have the staff of the financial department of the local self-government received training in gender issues? How often do they receive trainings on the issues of gender analysis and gender monitoring?</p> <p>Is budget monitoring carried out? How often?</p> <p>Are the beneficiaries in the municipalities interviewed? Is the gender segregated data collected on the basis of the interview results?</p> <p>Are the activities for overcoming gender inequality and its results reflected in the annual budget reports of the local self-government?</p> <p>Are the services funded by the municipal budget equally beneficial for men and women?</p> <p>Are the provided services adequate to the needs and priorities of men and women in specific municipalities?</p> <p>Were the budget resources spent on specific services and were they equally allocated for men and women?</p> <p>What was the impact of specific activities on men and women? Was it different?</p> <p>Does the municipality analyze the impact of difference in household obligations of men and women on local revenues?</p>

4. Ensuring involvement of the population in the local self-government

Strategic Direction 4.1. Equal participation of the population in policy development

- ❖ Involvement of civil society, active community members in the work of municipal citizen advisory councils and gender equality councils;
- ❖ Keeping the local self-government informed on the issues topical for the society and finding solutions jointly;
- ❖ Preparing proposals and recommendations from the population about potential decisions, sharing them at Sakrebulo meetings or presenting them in writing.

The processes of developing municipality policy

How is the process of developing policies in the municipality organized?

Have the citizen advisory councils and gender equality councils been established?

What proportion of the population participates in the work of these councils? Is equal participation of men and women in these councils ensured?

Are the organizations or experts working on women's rights and gender equality issues included in the work of the councils?

Is the information about the proposals and petitions from the population segregated by gender?

How often do the local authorities conduct the information meetings with the population? Is the information regarding the participants segregated by gender (women, men, age, employed, unemployed, urban or rural population, etc.)

Do the municipalities apply the practices of civic budgeting (funding projects proposed by the population)?

Strategic Direction 4.2. Accountability of the local government to the population

- ❖ Analyzing effectiveness of the work of the local self-government and introducing possible corrections, ensuring transparency of the decision-making process;
- ❖ Ensuring involvement of citizens in Sakrebulo meetings, arranging informational meetings as well as open-door meetings in the self-government body;
- ❖ Public monitoring of ongoing projects and fulfilment of adopted decisions;
- ❖ Active cooperation of the local media with the local government, providing the coverage of Sakrebulo meetings; informing the population about ongoing municipal programs and providing the media coverage of priority issues for the population.

	<p>Do the municipalities have a strategy for involving the population in the local self-governance?</p> <p>Do the municipalities have gender segregated data about the population in respective municipal units (for example, women and men living in urban or rural areas, their age, number of employed or unemployed population, etc.)</p> <p>Which are the forms of involvement of the population in the municipality policy development?</p> <p>How often are the meetings with the population conducted in order to share the findings of the reports on municipal program planning and implementation?</p> <p>Is gender segregated information collected about the participants of these meetings?</p> <p>Does the municipality cooperate with the local media?</p>
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MEETINGS IN PRAGUE (CZECH REPUBLIC)



MEETINGS IN BUDAPEST (HUNGARY)



MEETINGS IN MUNICIPALITIES

TSKALTUBO



KUTAISI



MEETINGS IN MUNICIPALITIES

LANCHKHUTI



OZURGETI



MEETINGS IN MUNICIPALITIES

BAGDATI



ZUGDIDI



TERJOLA



MEETINGS IN MUNICIPALITIES

TKIBULI



VANI



POTI



ZESTAPONI



INTERNATIONAL CONFERENCE

TBILISI



TV STORY



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