

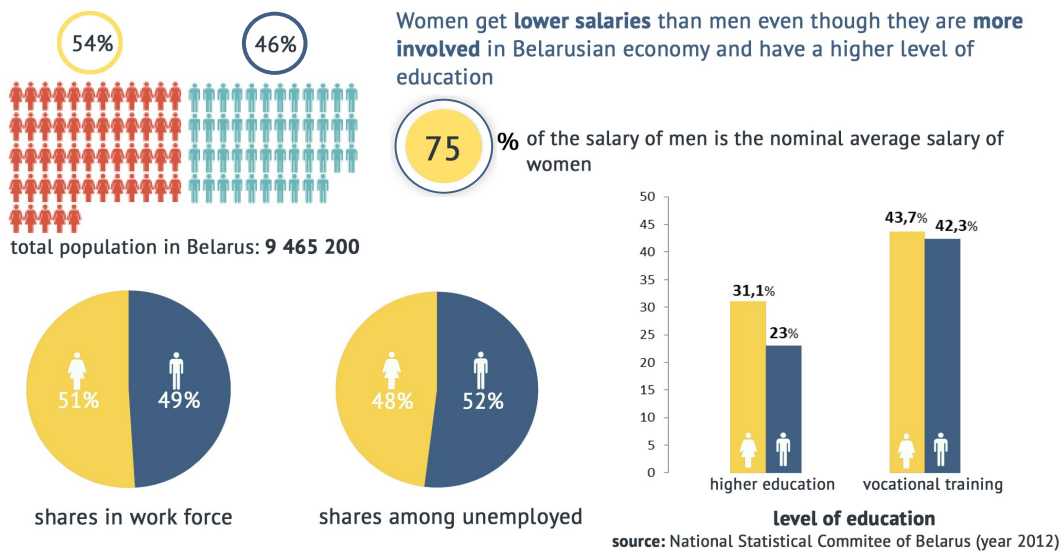
overview of GENDER SECTORAL ANALYSIS

This overview is based on the report produced by the Office for European Expertise and Communications (OEEC).



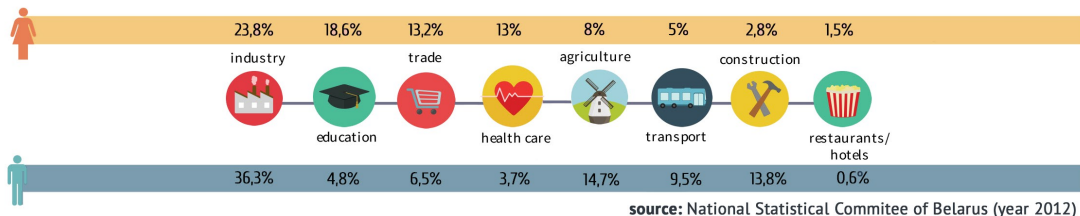
The original sectoral analysis is based on the data collected from the desk study of international and national regulatory acts, sociological studies, assessment of socio-economic situation in Belarus, as well as the findings from individual and group interviews with 35 key informants representing governmental institutions, international organizations, and Belarusian civil society.

State of women and men in Belarus



Participation in economy and decision making

Principles of equality and non-discrimination before the law in family relations, educational, professional, social and political, cultural, and other spheres are stated in the Constitution, the Family and Marriage Code, and the Labor Code. Other legislative acts of Belarus are gender neutral. Thus, gender equality is legally declared but legal and regulatory acts do not contain mechanisms of real protection of these rights in case of their violation.



Belarus is one of the 27 countries in the world that achieved the target of women's participation in decision-making processes endorsed by the UN Economic and Social Council.



Belarus has a **non-discriminating legislation** that declares gender equality in all spheres of socio-economic and political life. However, **women** predominantly work in the **less paid spheres** such as education, health care, and trade.

Regulatory environment and gender support infrastructure

National Council on Gender Policy at the Council of Ministers of Belarus is the main coordinating body in the sphere of gender equality.

There is also a number of other state and non-state structures at different levels that are involved into the implementation of gender policy.

The main document regulating gender policy is the five-year **National Action Plan on Gender Equality**. The fourth Plan is currently been implemented in Belarus.

Despite the existence of gender state institutions and plans, neither gender approach is applied for designing all the state plans and programs, nor gender analysis of political and economic decisions is conducted.

National Council on gender policy at the Council of Ministers of Belarus

Ministry of Labor department of gender and family policy

Regional working groups on gender policy implementation

Local Administrations' departments on social and gender issues

state sector

CSOs sector

National Gender Platform

NGO Network against domestic violence

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NGOs are members of the **National Council** on gender policy at the Council of Ministers of Belarus

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NGOs are united under the umbrella of the **NGO Network** against the domestic violence

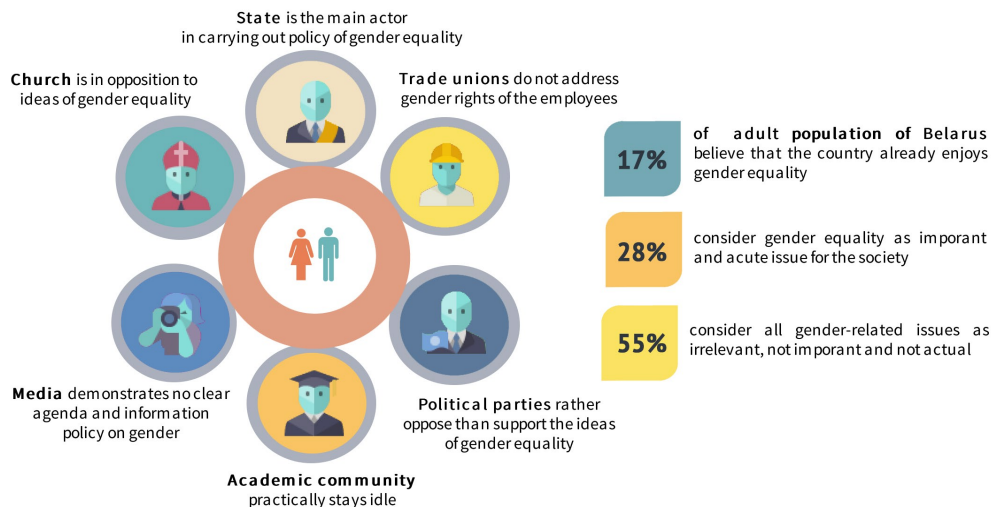
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NGOs and political parties joined the **National Gender Platform**

Cross-sectoral cooperation in addressing gender issues exists, but it is limited. State authorities express low awareness and comprehension of the gender equality value. While NGOs are involved in state-facilitated bodies (e.g. National Council), NGOs' initiatives seem to be less attractive for government agencies and state institutions as none of them joined Gender Platform or NGO Network.

Government of Belarus demonstrates consistency in developing regulatory environment on gender (National Action Plans act from 1996) and designing new policies (Concept to Ensure Gender Equality); however, implementation mechanisms are still lacking.

General public and key actors' perception of gender issues



While NGOs tend to be the most active promoters of gender equality, their influence on the authorities and public opinion is very low. A vast majority of other actors have different level of gender sensitivity, different agendas and contribute differently to the sector, but mostly indifferent and/or reluctant to gender issues.

Belarusian society is mostly patriarchal; gender stereotypes related to the life of women and men in family and in society are shared by more than a half of the adult population.

Recommendations

- Assess the economic benefits, social return on investment of gender equality policy for Belarus, thus, providing NGOs with **evidence-based data to advocate** gender equality and gender budgeting before the government.
- Raise **public awareness and understanding** of gender equality, its essence and advantages for Belarus by the mutual efforts of the state and CSOs: 1) provide a mandatory gender education for state officials and employees; 2) introduce a cross-cutting gender approach into educational system at all levels; 3) conduct information campaigns promoting the principles of gender equality in the society.
- Educate journalists and managers from advertising and mass media to use public space **against gender discrimination** in Belarusian society.
- Build capacity of the gender sector actors: 1) create more favourable environment for their activities; 2) advocate for equal rights for all gender-sector CSOs including those representing marginalized vulnerable groups; 3) mobilize trade unions to legally protect the workers against gender discrimination; 4) educate all CSOs and their target groups in gender issues in order to ensure the perception of gender equality as a basic value.