



Nobody's perfect.

GENDER MAINSTREAMING – A LOOK INTO THE FUTURE
**Experience Sharing: Good practices and challenges in taking into
account
gender equality in MEAL activities**

Jelena Hrnjak - NGO Atina

KNOW YOUR WHY?

Women and girls - independent, empowered, and with the possibility to have free choices and stand up for them are Atina's main aim to achieve.

- Human rights and women's rights must be conquered again and again
- That institutional response alone is not enough
- Gender analysis - Important part of the process is consulting directly with the target group
- Use of gender sensitive language
- Mapping the capacity of partners – consulting with actors in the field of social and gender justice for better understanding the gender perspective. When deciding on the partnerships, it is important to understand their capacities (whether they have projects that are focused on gender equality, what were the key findings, do they focus on the rights of women and girls and in what ways...)
- Target group – include strategies to reach out to the underrepresented groups that would benefit (find people where they are)
- Not equality but equity
- What is your starting point?

- Gender-based violence – proportion of reported cases of violence against women vs. against men; proportion of men who are perpetrators of violence against men
- Quantitative indicators – gender representation, access to resources, decision-making power...
- #NotAllWomen – women are not equal
- Woman in a position of power – e.g. judge – is more exposed (to threats, blackmail...)
- Urban vs. areas – differences in the numbers of reported cases of violence, in access to basic services, support system...
- Explore perceptions, attitudes, **power dynamics**