

# KARAT NEWS

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## Content

### Our News

[New staff member in KARAT Secretariat](#)  
[FairPlay: Acting on Euro Cap Championship](#)  
[Social Watch: International capacity building training](#)  
[Women in supermarkets: 2<sup>nd</sup> Advisory Group Meeting](#)  
[KARAT on the road to Accra and Doha](#)

### Update from members

[Learn more about KARAT members!](#)

### National/Members News

[VESTA Association – Working for Sustainable Return](#)  
[Gender Studies o.p.s – World for Everybody !](#)  
[POLAND: Gender pay gap](#)  
[TAJIKISTAN: Education for girls](#)

### EU NEWS

[Gender Equality in ODA of new member states](#)  
[Adoption of annual report on human rights](#)  
[Discrimination outside labour market](#)

### Other News

[Role of women in development](#)  
[Sexual violence in armed conflicts](#)

### Information Sharing

[Publication: Gender budgeting in BiH](#)  
[Publications: Equal Opportunities in the Czech Labour Market](#)  
[Research paper: Gender in EU Development Aid for Ukraine](#)  
[2008 WIDE Annual Conference](#)  
[Workshop on gender mainstreaming and diversity management](#)  
[Job opportunity: executive director of CWGL](#)

### **New Staff Member in KARAT Secretariat**

Agnieszka Chmielecka has joined KARAT to replace Joanna Pieczynska at coordination post of *Labour Rights Protection from gender perspective in the super/hypermarket in Poland* project. Agnieszka holds master's degree in law and B.A. in Slavic studies and has been working in NGOs engaged in human rights' protection, education and youth policy issues since 2000. As a former European volunteer (EVS) she continues her voluntary engagement as mentor for volunteers.

Agnieszka can be reached at: [agnieszka.chmielecka@karat.org.pl](mailto:agnieszka.chmielecka@karat.org.pl)



### **FairPlay: Acting on Euro Cup Championship**

On June 27th, just before the finals, the street action has been organized in Poland as a part of the *Fair Play is sporting goods industry* project. The aim of the happening was to raise awareness among consumers on the working conditions in the global sportswear and other sports articles production; and to mobilize their support to address companies like Adidas, Nike or Puma. The focus was put on soccer balls which are mainly hand made in Pakistan and India and the problem of child labour since it is widely reported in this sector. During the action, the group of activists was sewing balls wearing white masks to catch the attention of passersby. The ultimate goal was to collect massive number of signatures under the appeal to heads of companies to improve working conditions in their supply chains.

The initiative is a part of the Play Fair 2008 campaign and more information could be find at: [http://www.playfair2008.org/index.php?option=com\\_chronocontact&chronoforname=ioc\\_form2](http://www.playfair2008.org/index.php?option=com_chronocontact&chronoforname=ioc_form2)

For more info contact Joanna Szabuńko at: [joanna.szabunko@karat.org.pl](mailto:joanna.szabunko@karat.org.pl) or Magda Pohec at: [magda.pohec@karat.org.pl](mailto:magda.pohec@karat.org.pl)

### **Social Watch: International capacity building training**

An international training for national Social Watch coalitions from Italy, Poland and Czech Republic took place in Warsaw, Poland, on 7 – 10 July. Participants had the opportunity to get more information on how the social watch network functions; how to build and coordinate coalition on the national level; as well as how to carry out activities that relate to social watch in their home countries. The need for the production of the European Social Watch report has been identified and participants widely discussed its possible content and objectives. The meeting created also a room for the exchange of experiences and ideas.

For more info about Social Watch visit: [www.socialwatch.org](http://www.socialwatch.org)

To learn more about this event write to Julia Wrede at: [julia.wrede@karat.org.pl](mailto:julia.wrede@karat.org.pl) or Magda Pohec at: [magda.pohec@karat.org.pl](mailto:magda.pohec@karat.org.pl)

### **Women in supermarkets: 2<sup>nd</sup> Advisory Group Meeting**

On 19 June 2008, in frames of the project *Labour right protection from gender perspective in the super/hypermarkets in Poland*, the second successful meeting of the project experts group - Strategic Action Advise Body (SAAB) - took place in KARAT office. Experts discussed the content of the currently being prepared report analyzing the cases of workers rights violations and identifying the weak points of

the working conditions protection system. After termination, the report will be disseminated among employers, politicians, decision-makers and media serving as a lobbying tool for strengthening the protection of labour rights of women employed in a large market chains in Poland, SAAB third and the last session will take place after holidays completing the advisory group final recommendations to improve the labour law in Poland.

To know more about the project please write to Agnieszka Chmielecka at:

[agnieszka.chmielecka@karat.org.pl](mailto:agnieszka.chmielecka@karat.org.pl)

### **KARAT on the road to Accra and Doha**

Kasia Staszewska - KARAT Networking Officer - joined Capacity Building workshop 'On the road again: Feminist visions and strategies for Accra and Doha' held on 14-15 July in Madrid, Spain. At the event organized by WIDE and Gender and Development WG / WIDE Spain approximately 40 participants from women's rights organizations and European development NGOs met together in order to exchange analyses and recommendations from a gender equality and women's empowerment perspective on the run up to: September 2008 Accra High Level Forum III on Aid Effectiveness, the September 2008 Millennium Development Goals Mid-term Review in New York and the November 2008 Doha Review International Conference of the Monterrey Consensus. The workshop aimed to strategise among women's rights organizations towards Accra and Doha and designing roadmaps for integrating feminist issues in those two agendas & processes.

Due to the recommendations developed by KARAT Board on its last meeting in May 2008, gender focused development cooperation is one of the main KARAT thematic priorities for the years 2009-2012.

To know more write to Kasia Staszewska at: [kasia.staszewska@karat.org.pl](mailto:kasia.staszewska@karat.org.pl)

## **Update from Members**



Org. "AUR"- A.N.S.R.U.

Professionalism.  
Flexibilitate.  
Adaptabilitate.  
Eficienta.

### **Learn more about KARAT Members !**

We have a great pleasure to introduce Org. "AUR" – National Association of Human Resources Specialists A.N.S.R.U. – professional, non-governmental organization, with the goal to promote human resources concept in Romania. One of the main field of organization's work concerns labour right protection together with the men-women equal opportunities promotion. High on the agenda one can also find HR consultancy and watchdog activities since Org. "AUR" is certified auditor collaborating with such multi-stakeholder initiatives as: Clean Clothes Campaign, Fair Labor Association, Etique sur l'Etiquette, Etical Trading etc. Currently Org. AUR is implementing 3 projects focusing on decent work and gender equality expertise areas, one of them – Procure IT fair - in partnership with KARAT.

As the new donor status of Romania arised after joining EU in 2007, Org. "AUR" is also a founder and active member of the FOND PLATFORM, the umbrella organization of NGOs acting in the field of cooperation for development.

We strongly encourage you to learn more about the organization at the website which is also available in English: [www.resurseumane-aur.ro](http://www.resurseumane-aur.ro) . If you have any questions you can also contact Ioana MĂNĂILĂ, Mariana PETCU or Raluca MĂNĂILĂ at: [org.aur@gmail.com](mailto:org.aur@gmail.com)

## VESTA Association – Working for Sustainable Return

The media in the process of sustainable return and reintegration was the topic of the conference held in Tuzla on June 18<sup>th</sup>, 2008 organized by VESTA Association, KARAT member organization from Bosnia and Herzegovina. The purpose of the Conference was to draw the public's attention to the effect of the media in the process of reintegration and the need for fair and objective reporting which is independent of ethnic divisions and does not promote xenophobia, discrimination and nationalism. Due to the organizers the event provided answers to several questions from particular segments concerning the cooperation between the media and NGOs in the return zones, the effect of the media on safety, their role in the implementation of the Law on Free Access to Information during the reintegration process, and the responsibility of the media to combat discrimination and xenophobia.

The Conference was the result of years-long attempts of VESTA to instill the necessary level of sensitization into the local media responding to the community's needs and promote its progress.

To read more go to <http://www.vesta.ba/en/node/99> or write to Amra Selesković at: [Amra@vesta.ba](mailto:Amra@vesta.ba)

### Gender Studies o.p.s – World for Everybody !

Gender Studies o.p.s., Information and Advocacy Center for Women's Rights (GS, KARAT member from Czech Republic) together with its partner organizations from *Fifty-Fifty: Equal Opportunities for Women and Men* project, for the third time in a row celebrated Gender Equality Day in Prague on 17-19 June 2008. The message of the event: **World for Everybody !** purposed to positive display of men-women partnership with regard to equal opportunities for both of the genders as the organizers recognized that men are also discriminated against their social, cultural and economic status.

Celebrations started with cultural event *From the drawer to the public ... my own gender writing and* continued with race for equal opportunities in politics, *Don't let them discriminate you !* exhibition display, equal opportunities workshop and handing out Fifty-Fifty Newspapers to the people in the streets of Prague. Celebrations finished in a great atmosphere with the concert of the feminist music group. Organizers and visitors are already looking forward into the next year !

If you want to know more about the event write to Linda Sokačová at: [linda.sokacova@genderstudies.cz](mailto:linda.sokacova@genderstudies.cz)

### GENDER at the EBRD

European Bank for Reconstruction and Development (EBRD) has set up its first Gender Steering Group proposing pioneer gender action plan aiming at preventing gender discrimination in the Bank's project, mitigating inequalities and promoting greater opportunities for women in CEE/CIS. The action plan seeks to mainstream gender issues within the Bank, build the capacities for its staff and hire a gender specialist to manage Bank's gender programmes. Initially, three pilot countries: Georgia, Kyrgyz Republic and Romania have been selected to for a review the Bank's accomplishments in empowering women and test the potential for implementation the gender-based approach.

The Bank is declaring to submit the draft action plan on gender on its website for public comments.

You can read more in EBRD-NGO Newsletter at: [http://www.ebrd.com/oppo/ngo/news/12\\_web.pdf](http://www.ebrd.com/oppo/ngo/news/12_web.pdf)

### POLAND: Gender pay gap

The Ministry of Labour has just released report titled *Employment in Poland in 2007* indicating that mean gender pay gap amounts 15 percent. When the top positions are compared the number rises to the alarming 30 percent. The figures picture blatant discrimination against women on the labour market,

but the authors of the report still refer to stereotypes when analyzing gathered data. One of the authors claimed that men earn more as their personal features, for example competitiveness, are more valued by employers. Furthermore, the report indicate that only 20 percent of managers are women. Discrimination affects mostly young women as employers perceive them as prospective mothers. Women face extreme difficulties at workplace when they got pregnant and especially when they want to come back to work after delivery. In this context availability of childcare facilities in Poland needs to be taken into account. There is no enough kindergartens and other daycare opportunities. This problem significantly affects women's economic status in the country. There is also a discriminatory law that does not allow fathers to take paternity leave.

Source: Gazeta Wyborcza Daily, 27/06/2008

### **TAJKISTAN: Education for girls**

In Tajikistan, high poverty rates and a return to conservative attitudes toward the role of women in society stifle access to education for girls in the region—especially in the countryside, where approximately 65% of the population live below the poverty line. With little money to spare, families cannot afford to buy school supplies for all of their children, and often choose to educate the boys of the family, considering boys' education to be a better investment than girls'. To address the problem of low female attendance at schools, Eurasia Foundation of Central Asia (EFCA) launched special programme targeting girls with lower chances. It provides vocational trainings at the Center Center, established and equipped with the help from international organizations.

Read more at: [www.eurasia.org](http://www.eurasia.org)

## **EU News**

### **Gender Equality in ODA of new member states**

Most recent study of aid budgets reveals that new member states fail to sufficiently invest in women in developing countries that stays in stark contrast with EU priorities. The European Commission clearly states that achieving gender equality and empowerment of women are crucial for poverty eradication. International Gender Policy Network (IGPN) indicates, for example, that the Czech Republic did not live up to its promise of allocating 0.33 percent of its gross national income to development aid and also failed to fund projects aimed at empowerment of women. It only spent 0.02 of its national income on development aid. Likewise Czech Republic, other new members states, including Hungary and Bulgaria, aren't keeping up with their pledges. The study covered also eastern European countries that are provided assistance through the European Neighbourhood Policy (ENP) – that is Armenia, Ukraine and Georgia. Although EU remains the most generous donor to Ukraine, only 0.11 percent of EU assistance goes to project specifically targeting women. It is crucial to mention here that women account for the most economically marginalized group in the country and the feminization of poverty is more than clear. The study concludes that there is a burning need for stronger pressure on behalf of the European Commission to prioritize gender equality in the foreign aid budgets administered by new Member States.

Source: *The PUSH Journal* 26/06/2008

### **Adoption of annual report on human rights**

European Parliament adopted in plenary the report on human rights in the world in 2007. It has been prepared by Italian MEP – rapporteur Marco Cappato. The report examines the compliance with human right but also evaluates the EU's efforts to promote human rights, democracy and the rule of law through its policies. The report has been preceded by consultations with civil society organizations (CSOs). Organization named “No peace without justice” was very much involved in the process. Among others, the report calls upon the Council and the Commission to further promote the ratification of Rome Statue

of the International Criminal Court (ICC). It has also strong wording on children's rights, especially in terms of armed conflicts and sexual violence. There is also a recognition of women's human rights violation.

More information is available at: <http://www.neww.org.pl/en/news/news/1,4380,2.html>

### **Discrimination outside labour market**

European Commission takes action to strengthen antidiscrimination policy by adopting a directive on discrimination faced outside the workplace. At the moment more broad approach to the problem of discrimination is missing in the EU as it only has provisions banning discriminatory practices on the labour market. The proposed directive will name discrimination in the access to social security (including healthcare), education, housing, goods and services. It is much more progressive and comprehensive approach in comparison with what we have now. The directive will also ban victimization of marginalized groups. Eurobarometer indicates that 77 percent of Europeans is in favour of provisions banning discrimination in education. 68 percent is for the ban on unequal access to goods and services. In December 2007, heads of member states have reassured their commitment to scale up response to the problem of discrimination.

Full information is available at: <http://ec.europa.eu/social/BlobServlet?docId=477&langId=en>

Source: *Gazeta Wyborcza Daily*, 02/07/2008

## **Other News**

### **Role of women in development**

The United Nations Division for the Advancement of Women (DAW) is currently working on the 2009 World Survey on the Role of Women in Development, which will focus on "women's control over economic resources and access to financial resources, including microfinance". Your suggestions on resources and materials in this regard, as well as names of experts are highly appreciated. Details on the UN World Survey publications can be found at: [www.un.org/womenwatch/daw/public/flagship.htm](http://www.un.org/womenwatch/daw/public/flagship.htm)  
Please direct all your responses to [selcuk@un.org](mailto:selcuk@un.org)

### **Sexual violence in armed conflicts**

On 19<sup>th</sup> of June, the UN Security Council adopted landmark resolution 1820, which recognizes sexual violence, especially rape, as a weapon of war and crime against humanity. The document is landmark as it ensures the Council's recognition of sexual abuse in the peace and security policy. It also confirms that fighting sexual abuse is crucial for the maintenance of international peace and security and does not allow to treat this global problem as an isolated issue anymore. The draft resolution has been extensively discussed with civil society organizations (CSOs), that welcomed the initiative but still feel that more scaled up commitment is needed. Resolution 1820 follows up on the UN Resolution 1325 on Women, Peace and Security. Some women's groups claim however that the new resolution does not sufficiently strengthen the provisions of the previous one. The issue gained certain momentum for the Council after the scandalous reports on what has happened to women in the Democratic Republic of Congo and Cote d'Ivoire had been revealed.

For the full text of the resolution go to:

[http://www.humansecuritygateway.info/documents/UNSC\\_Women-peace-security\\_SRES1820.pdf](http://www.humansecuritygateway.info/documents/UNSC_Women-peace-security_SRES1820.pdf)



## Information Sharing

### Publication: Gender budgeting in BiH

The aim of the publication: *Suggestions and guidelines for gender sensitive budgeting in Bosnia and Herzegovina* issued by VESTA Association in the framework of "Gender sensitive budgeting" project is to give key arguments – based on the detailed analysis of the 5 municipal budgets – justifying the application of the gender budget initiatives to the local and national programs.

To read more go to: <http://www.vesta.ba/en/node/104>

### Publications: Equal Opportunities in the Czech Labour Market

Three publications: *Career – Family – Equal Opportunities: Studies on Women and Men in the Czech Labour Market* ; *Equal Chances as a Competitive Advantage* ; *HANDBOOK: Employers' Attitudes to Equal Opportunities Policies for Women and Men* are the results of the pioneer studies coordinated by Gender Studies o.p.s within the framework of the "Fifty - fifty: Equal Opportunities for Women and Men" project.

You can download the English versions here:

<http://www.rovneprilezitosti.cz/admin/upload/0a348316d1/fd29fd9ffb.pdf>

<http://www.rovneprilezitosti.cz/admin/upload/0a348316d1/1428f3e138.pdf>

<http://www.rovneprilezitosti.cz/admin/upload/0a348316d1/97d35cce8f.pdf>

### Research paper: Gender in EU Development Aid for Ukraine

Monitoring of women's economic, social and political situation in Ukraine, gender analysis of current UE development programs, gender perspective in planned UE Development Policy and the Financial Perspective for the years 2007-2013 are all in the center of the research paper the has just been issues by NEWW. The Paper gives recommendations to UE Commissions, Parliament and UE Member States on inclusion of gender perspective in development policies of UE.

You can download the paper here:

[http://www.gendermatters.eu/index.php?option=com\\_wrapper&Itemid=103](http://www.gendermatters.eu/index.php?option=com_wrapper&Itemid=103)

### 2008 WIDE Annual Conference

This year Network Women in Development Europe (WIDE) Annual Conference: **"Feminist Visions for a Just Europe"** will take place in The Hague, The Netherlands on 9-11 October 2008 and will be hosted by WIDE's National Platform Member -- WO=MEN, Dutch Gender Platform.

The aim of this year's conference is to examine select European global players' roles in the world viewed through the lens of women's rights and gender justice. Its main purpose is to facilitate an envisioning process of social change and gender justice that better serves the interests of women and men living both in Europe and in the West, South and East most influenced by policies related to development, trade, security and/or migration.

Should you be interested to participate write to the Conference Secretariat at:

[wideconference2008@wo-men.nl](mailto:wideconference2008@wo-men.nl) and request for a registration form on or before 01 August 2008.

To read more about the conference and download the programme go to: <http://www.wide-network.org/index.jsp?id=380>

### Workshop on gender mainstreaming and diversity management, 10 – 14 November 2008, Berlin

Successes, resistances, conflicts and needs for further learning, exchange and networking in the European context will be in the focus. Best practice examples from different national background for

implementing gender diversity into systems and structures of society and organizations will be reflected and used as learning fields in terms of implementing gender and diversity.

Detailed information is available at: [www.claudia-neusuess.com](http://www.claudia-neusuess.com) . You can also contact **Ruth Slomski** from ILE at: [info@ile-berlin.eu](mailto:info@ile-berlin.eu)

### **Job opportunity: executive director of CWGL**

Rutgers, The State University of New Jersey is seeking an Executive Director for the Center for Women's Global Leadership (CWGL). CWGL helps forge networks of feminist advocates around the globe to advance women's leadership, women's human rights and social justice worldwide.

For detailed information go to [www.cwgl.rutgers.edu](http://www.cwgl.rutgers.edu) or email: [lvv@rci.rutgers.edu](mailto:lvv@rci.rutgers.edu)

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### **THANK YOU FOR YOUR CONTRIBUTIONS**

KARAT Secretariat would like to sincerely thank the following for their contributions to the News (forwarding information and providing us with 'original' information): NEWW, PUSH Journal, WUNRN, WIDE, UE-Gender, EBRD-NGO, VESTA Association, Gender Studies o.p.s , Org. AUR

**Edited by Magdalena Pocheć and Kasia Staszewska**