



FUEN

Flensburg / Flensburg · Berlin · Brussel / Bruxelles

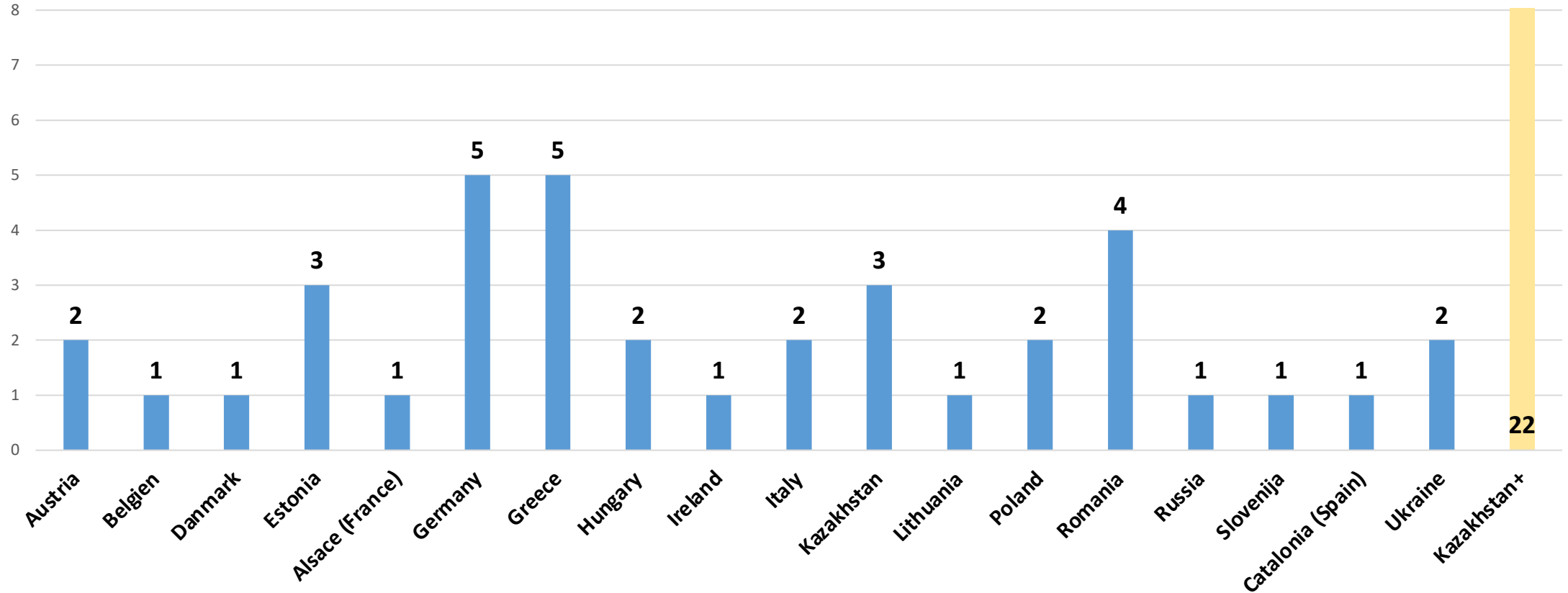
WOMEN OF MINORITIES PROJECT

PRESENTATION OF SURVEY RESULTS

Dr Zora Popova, FUEN Scientific Consultant



Countries Represented in the Survey



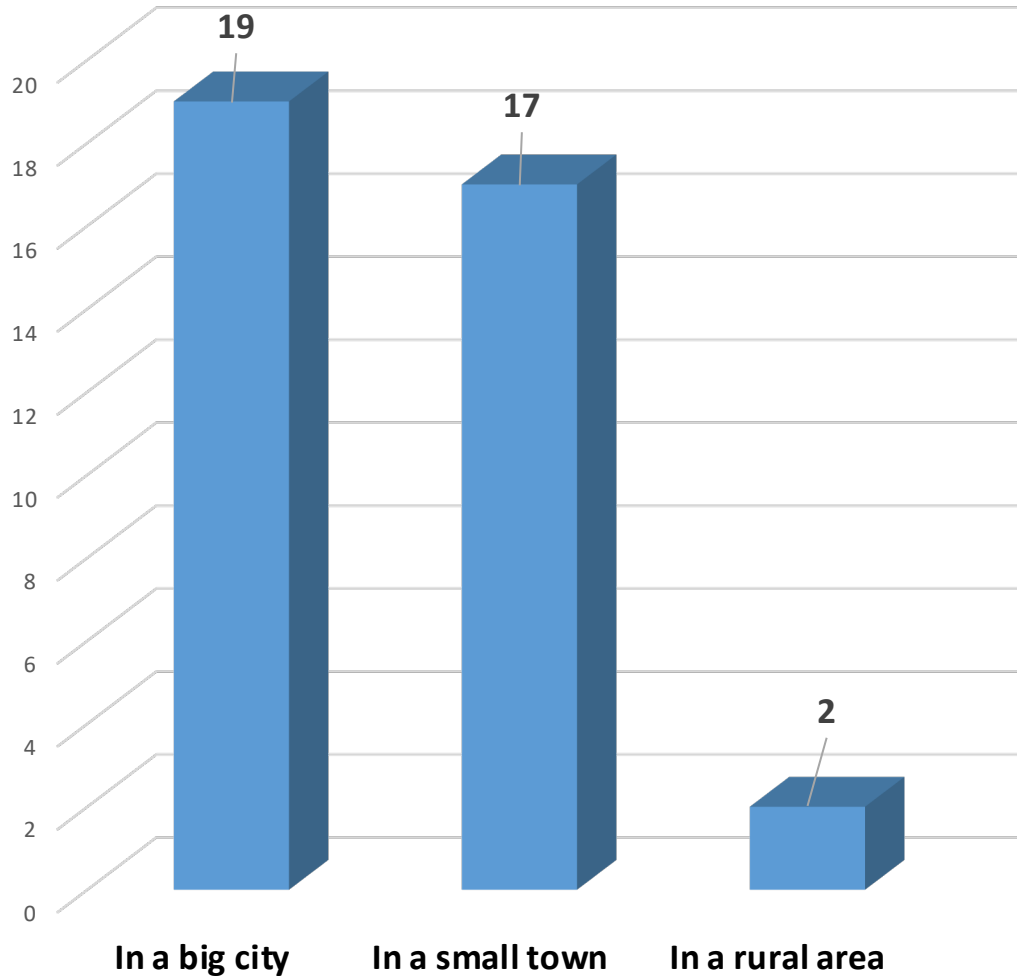
Completed surveys: 60

Analysed surveys: 38

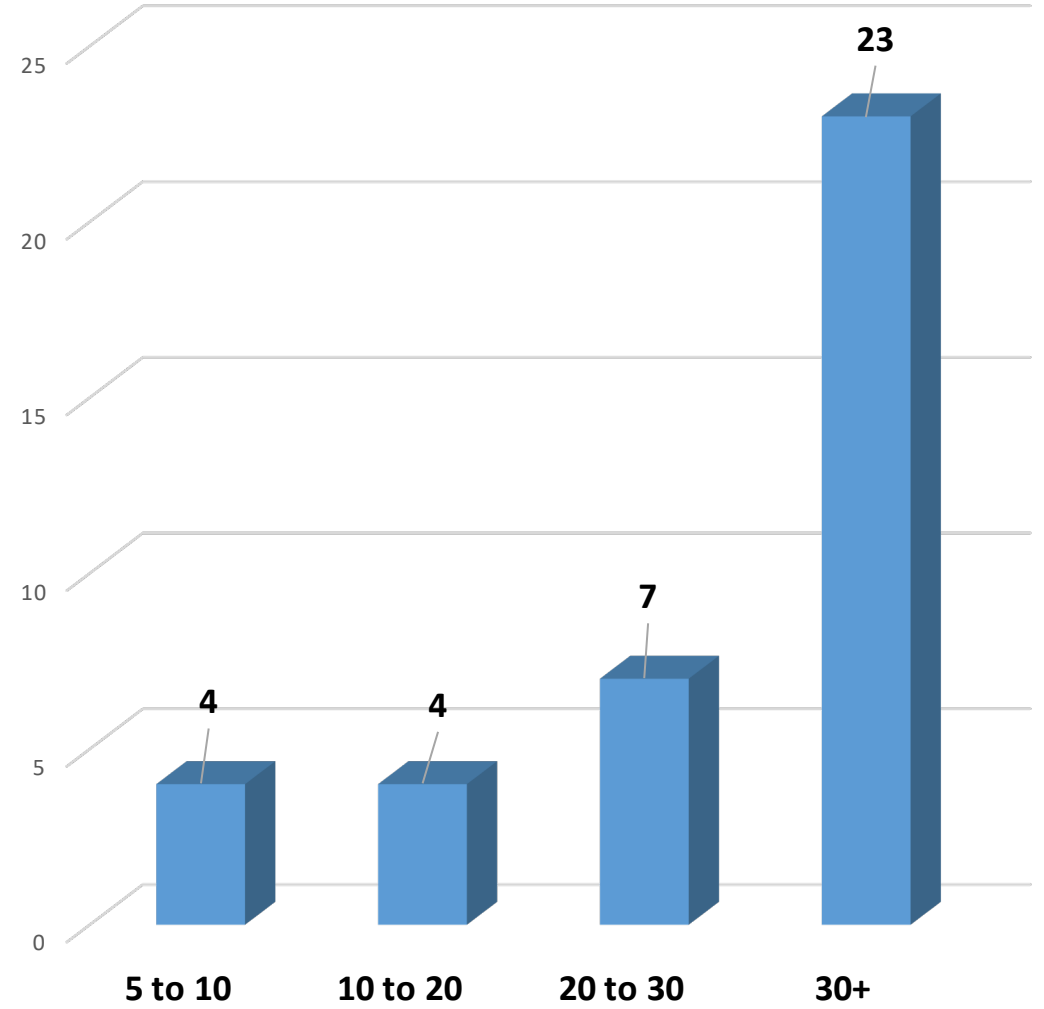
Kazakhstan:

3+22

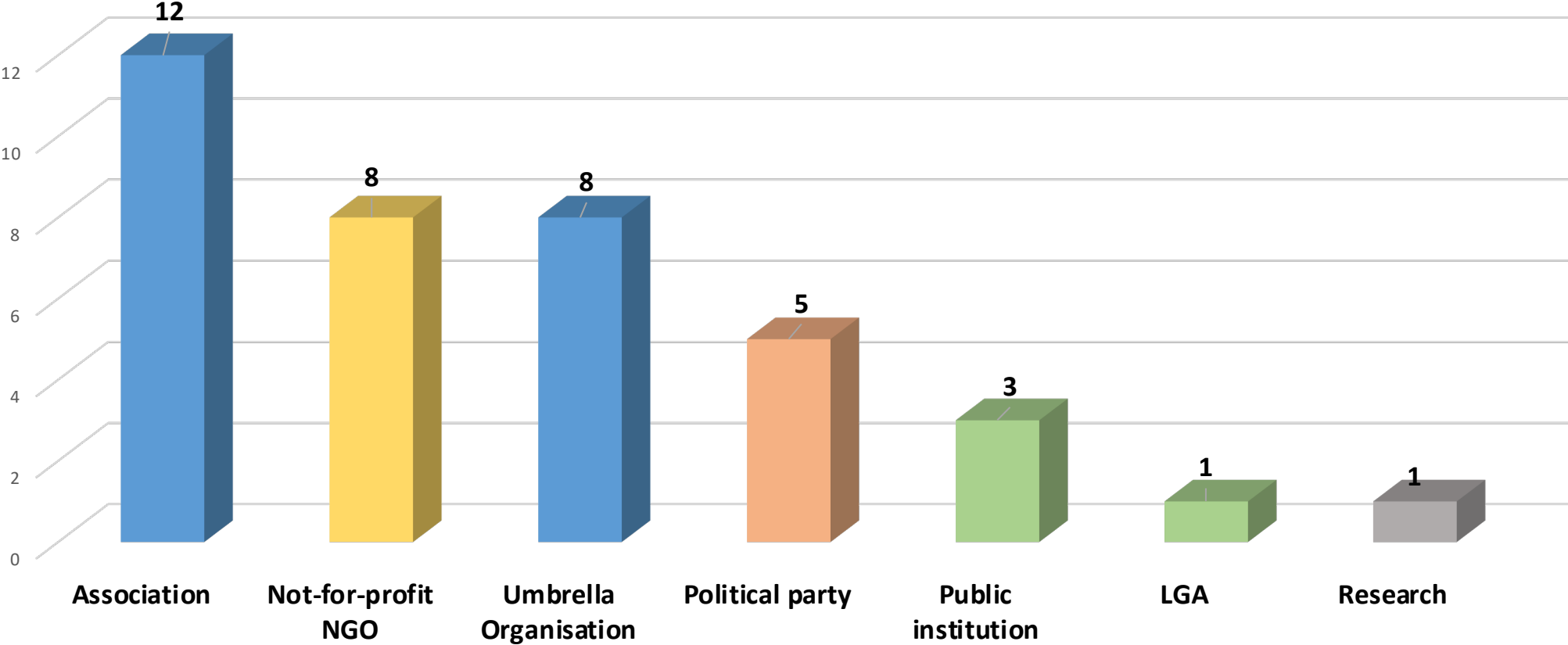
Location



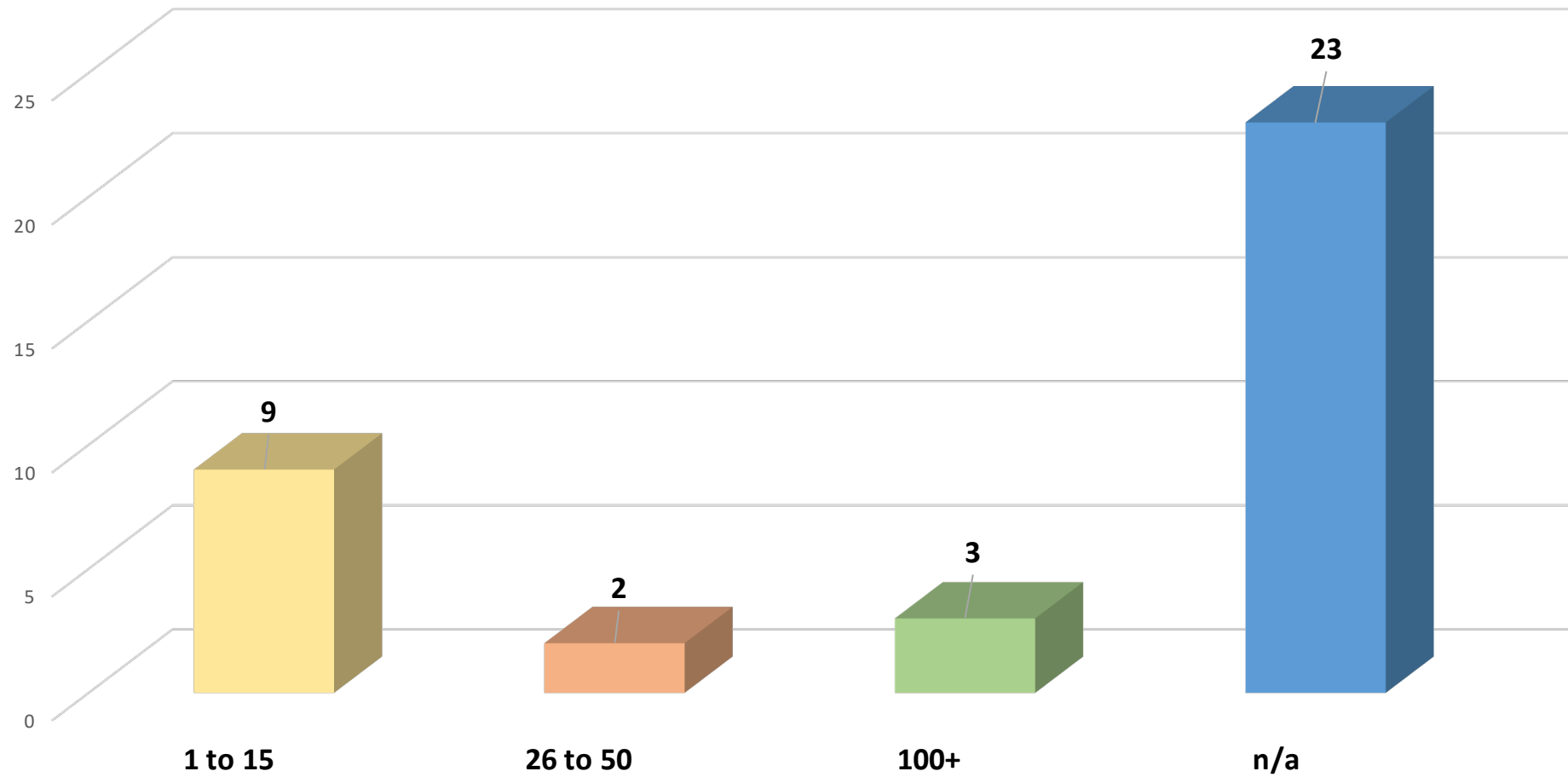
Years of existence



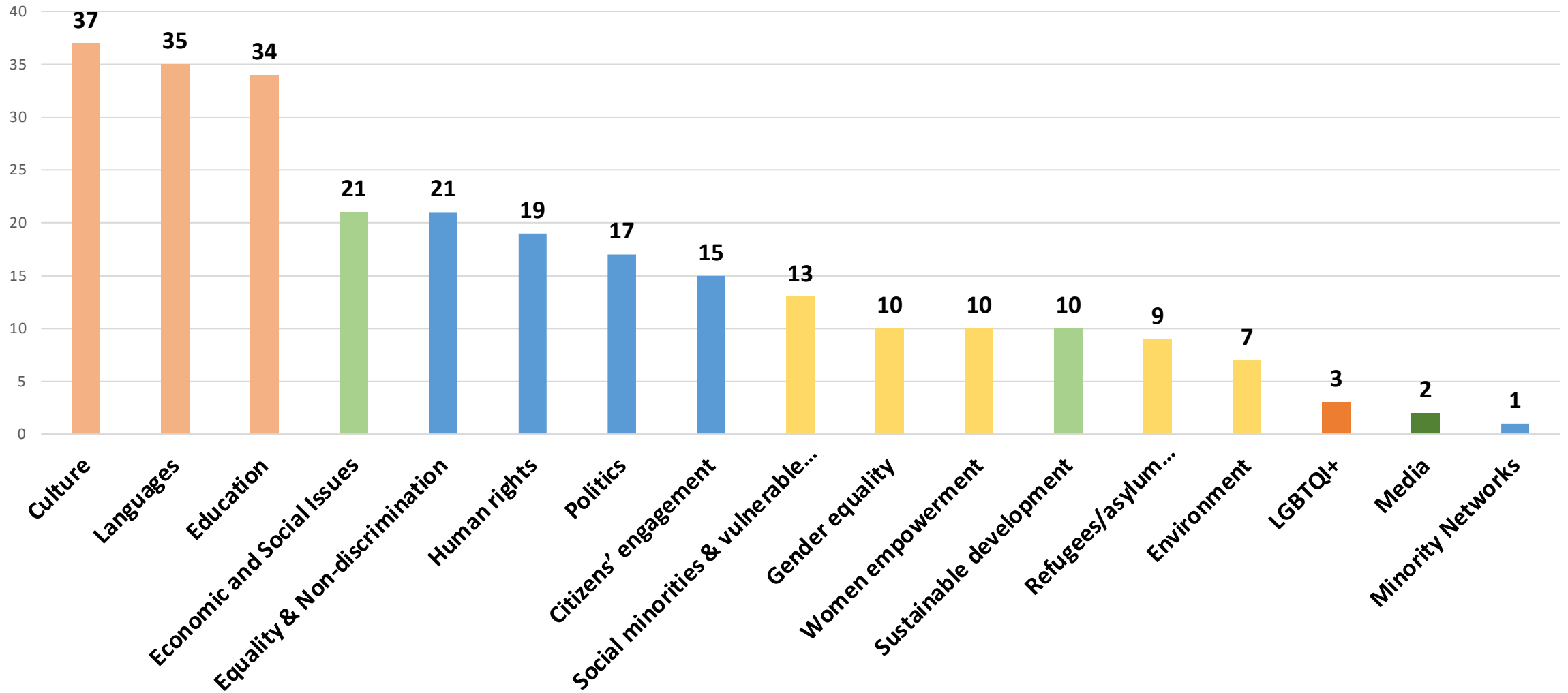
Organisations by type



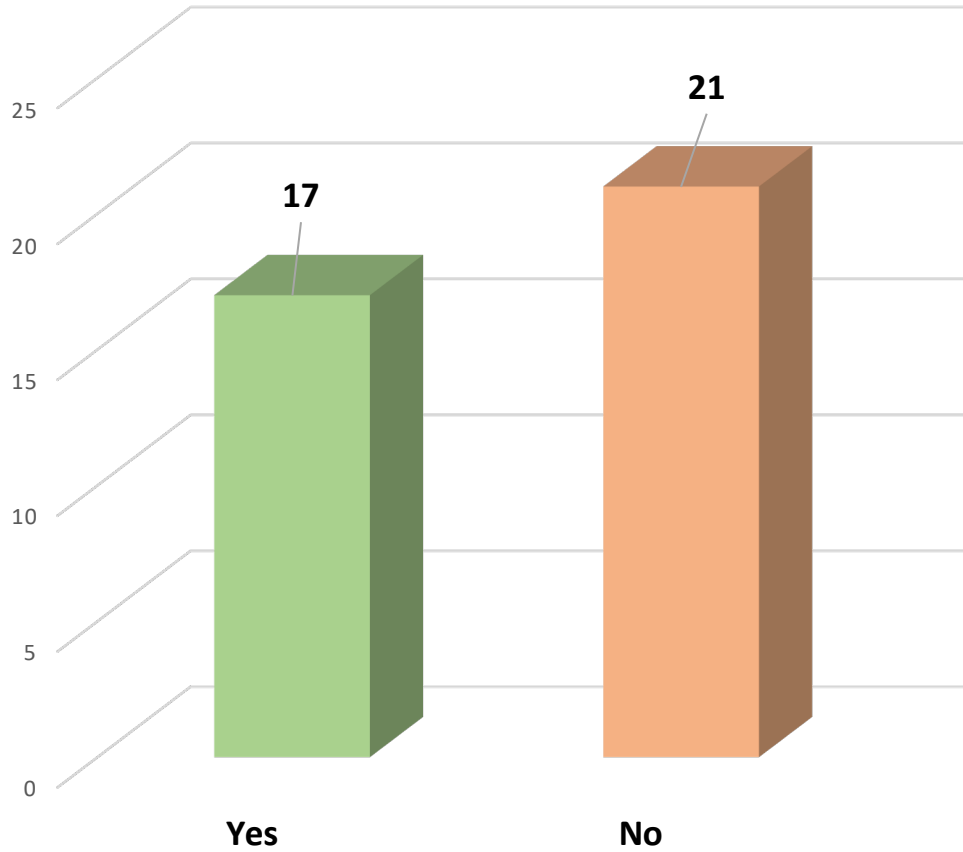
Members in umbrella organisations



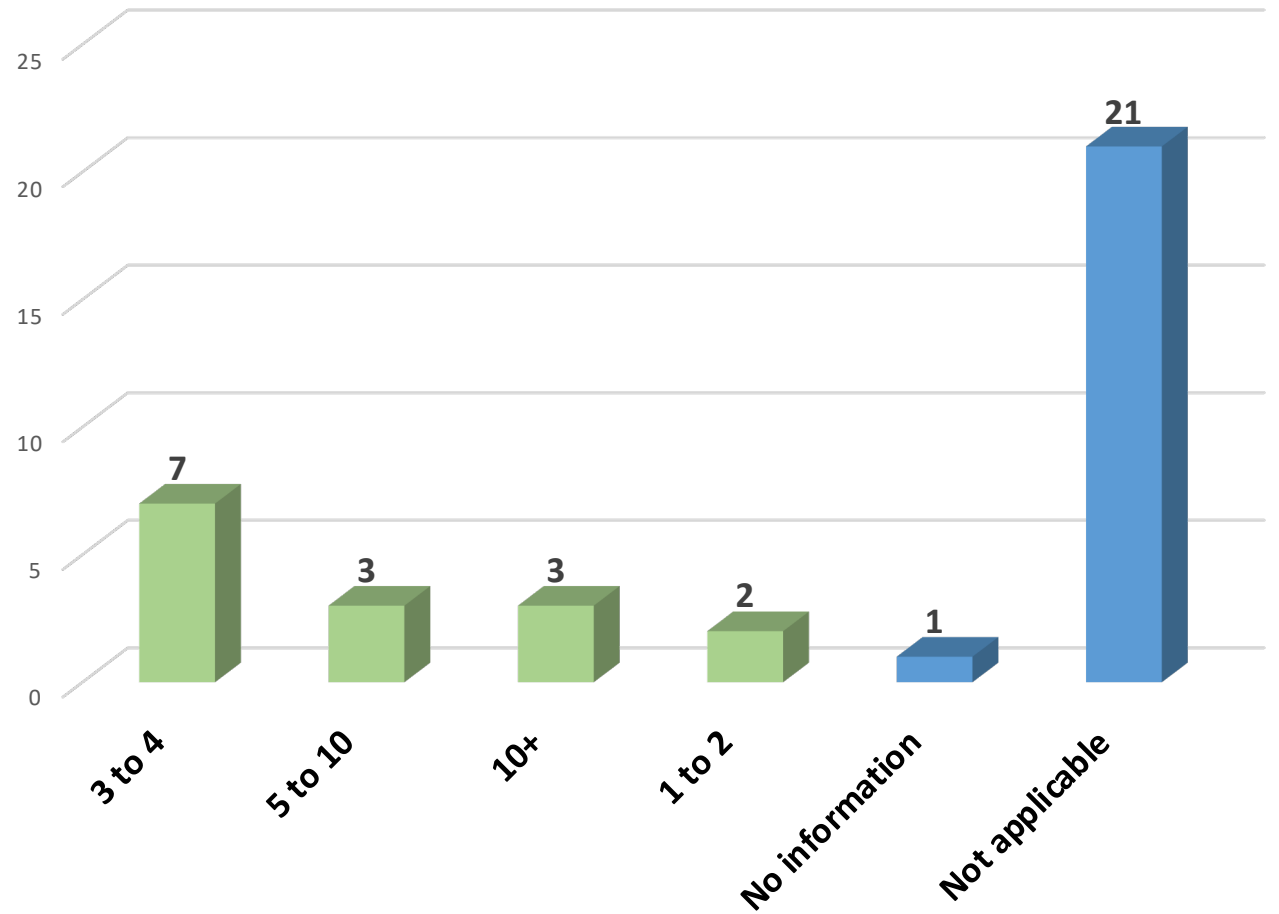
Areas of Activity



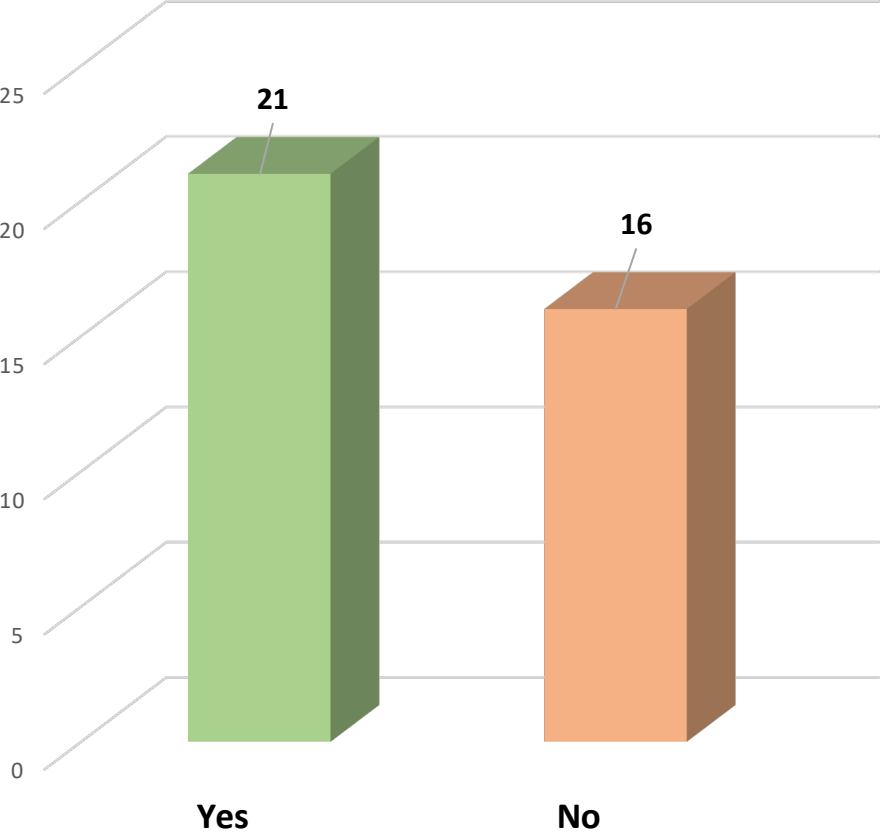
Is the organisation currently headed by a woman?



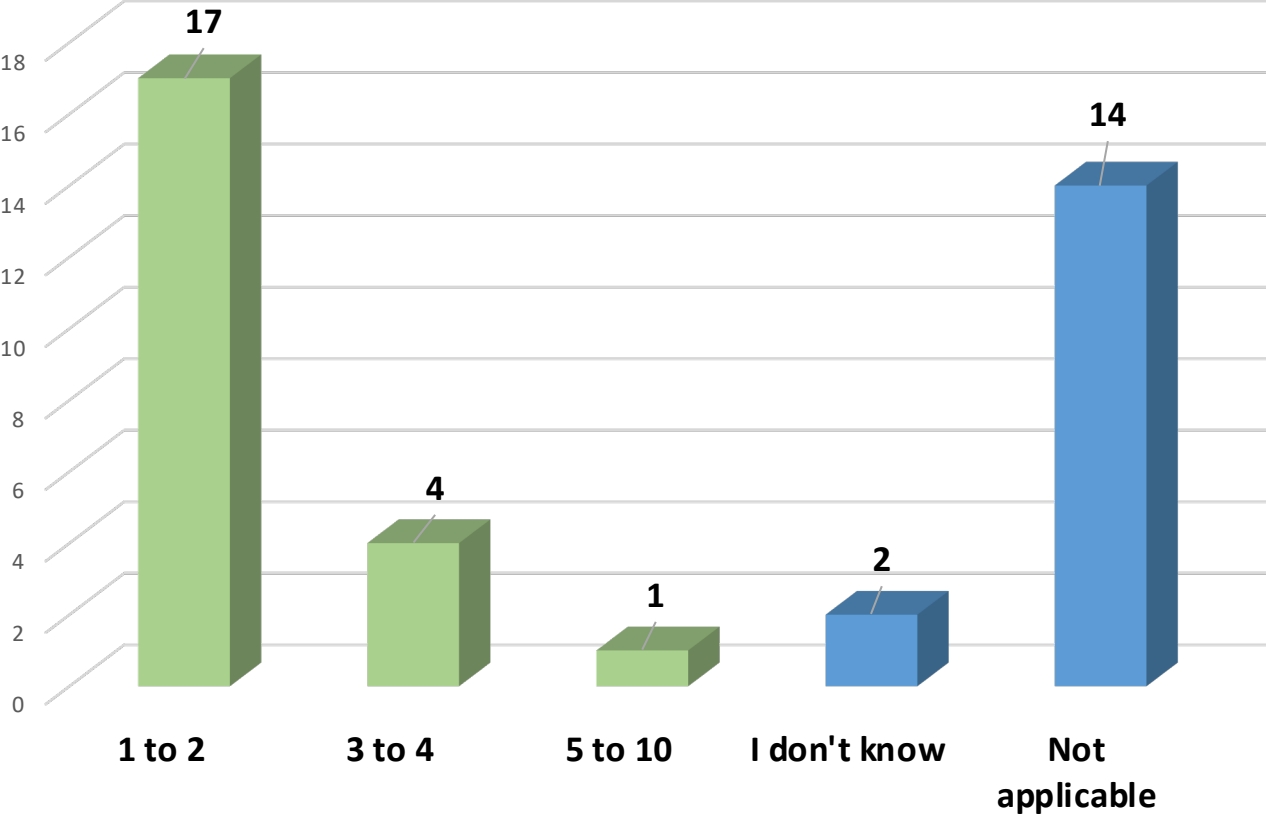
In case the organisation is an association/umbrella, how many of your member organisations are headed by a woman?



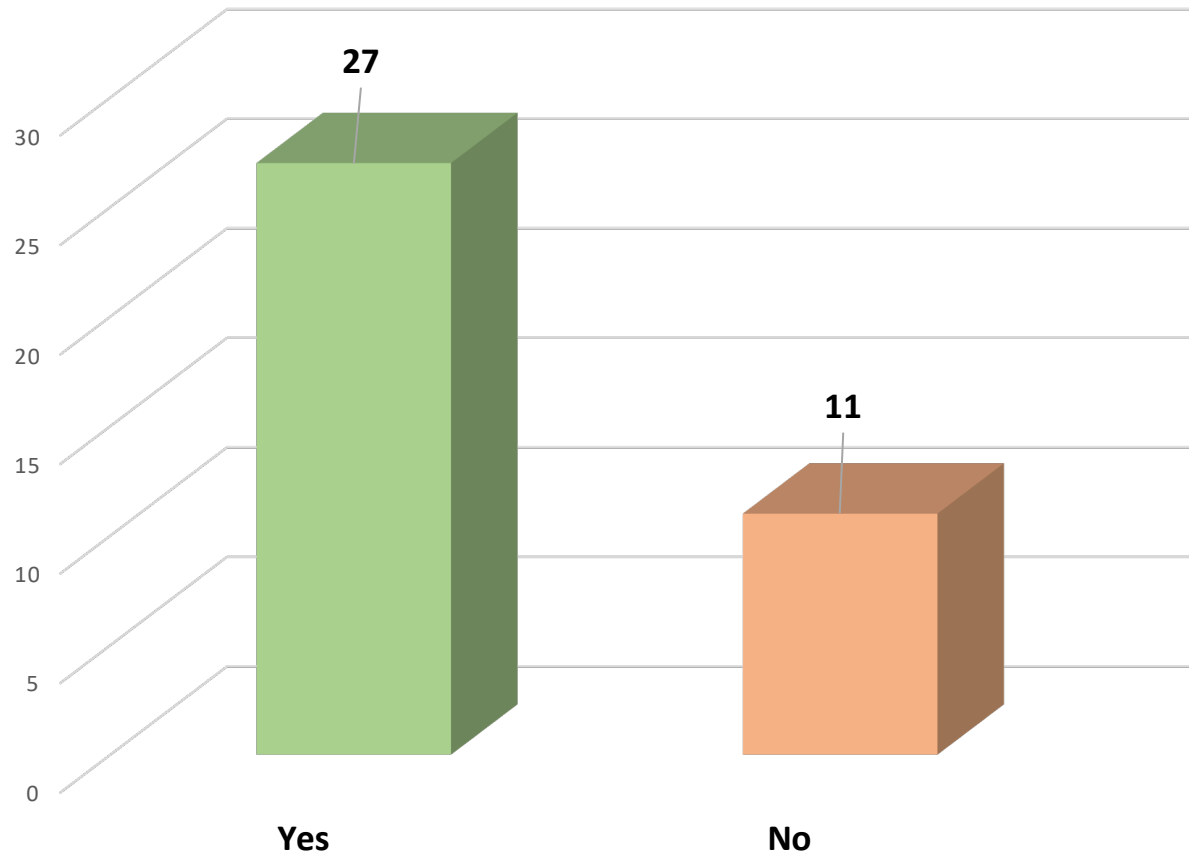
Has there been a woman heading the organisation in the past?



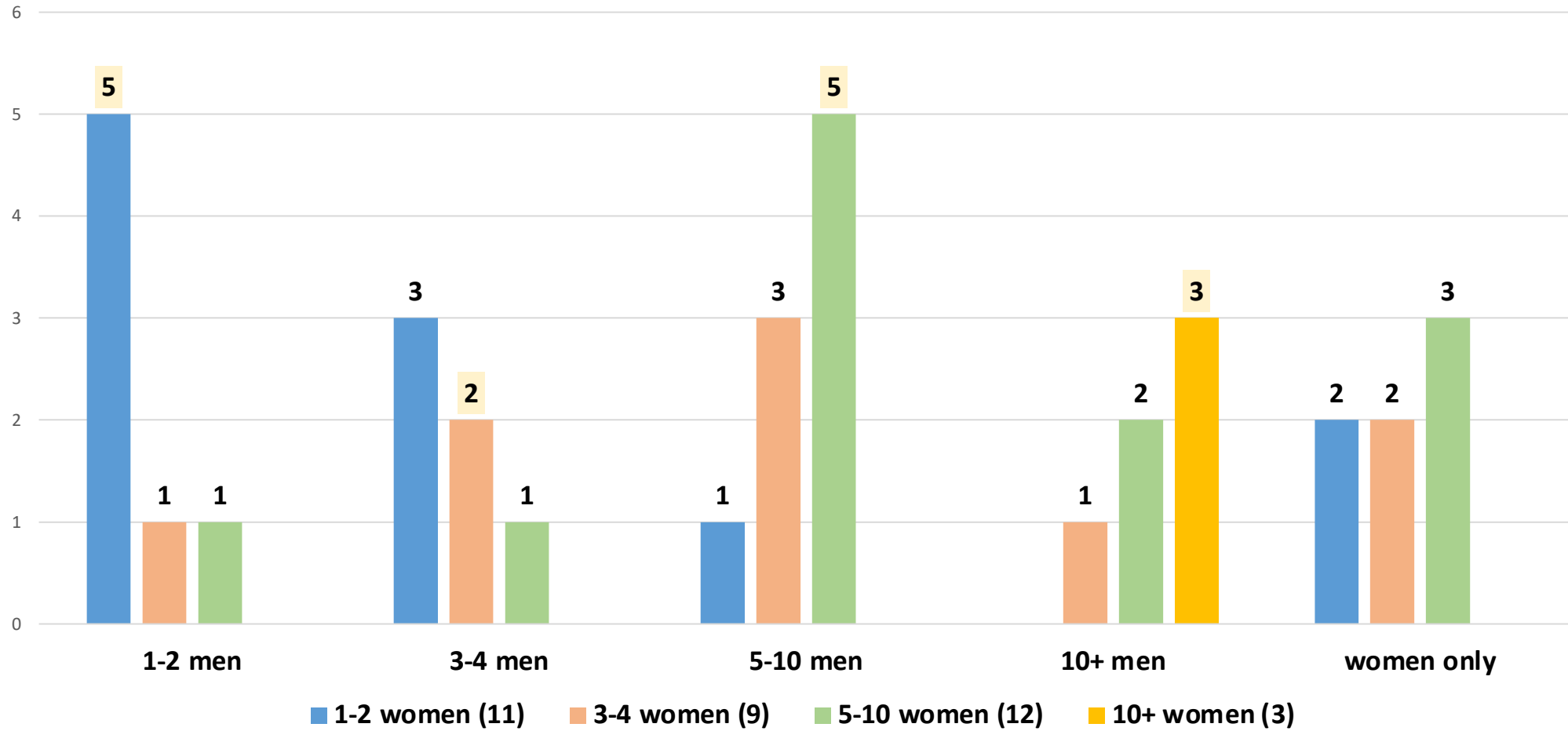
If YES, how many women have been heading the organisation since its establishment?



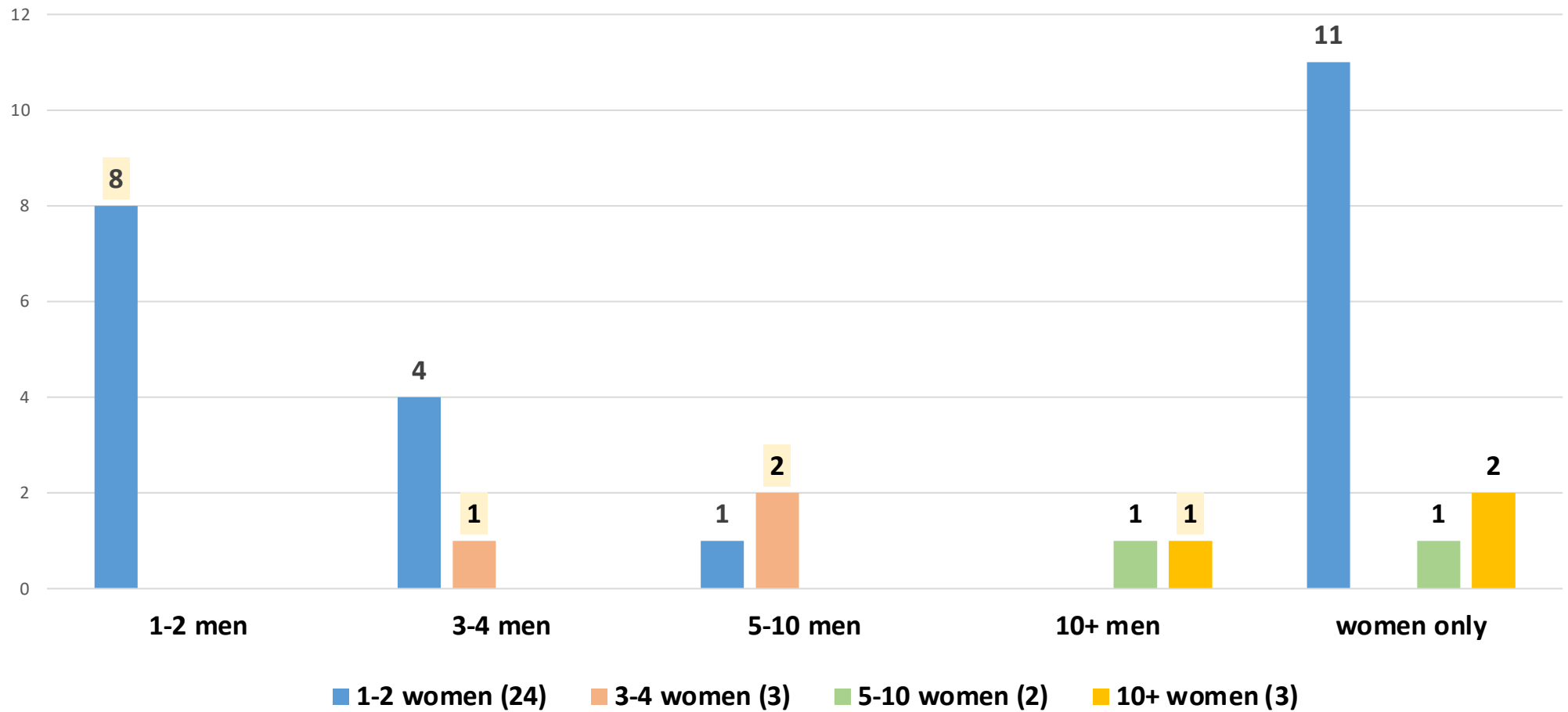
Were there one or more women among the founders of the organisation?



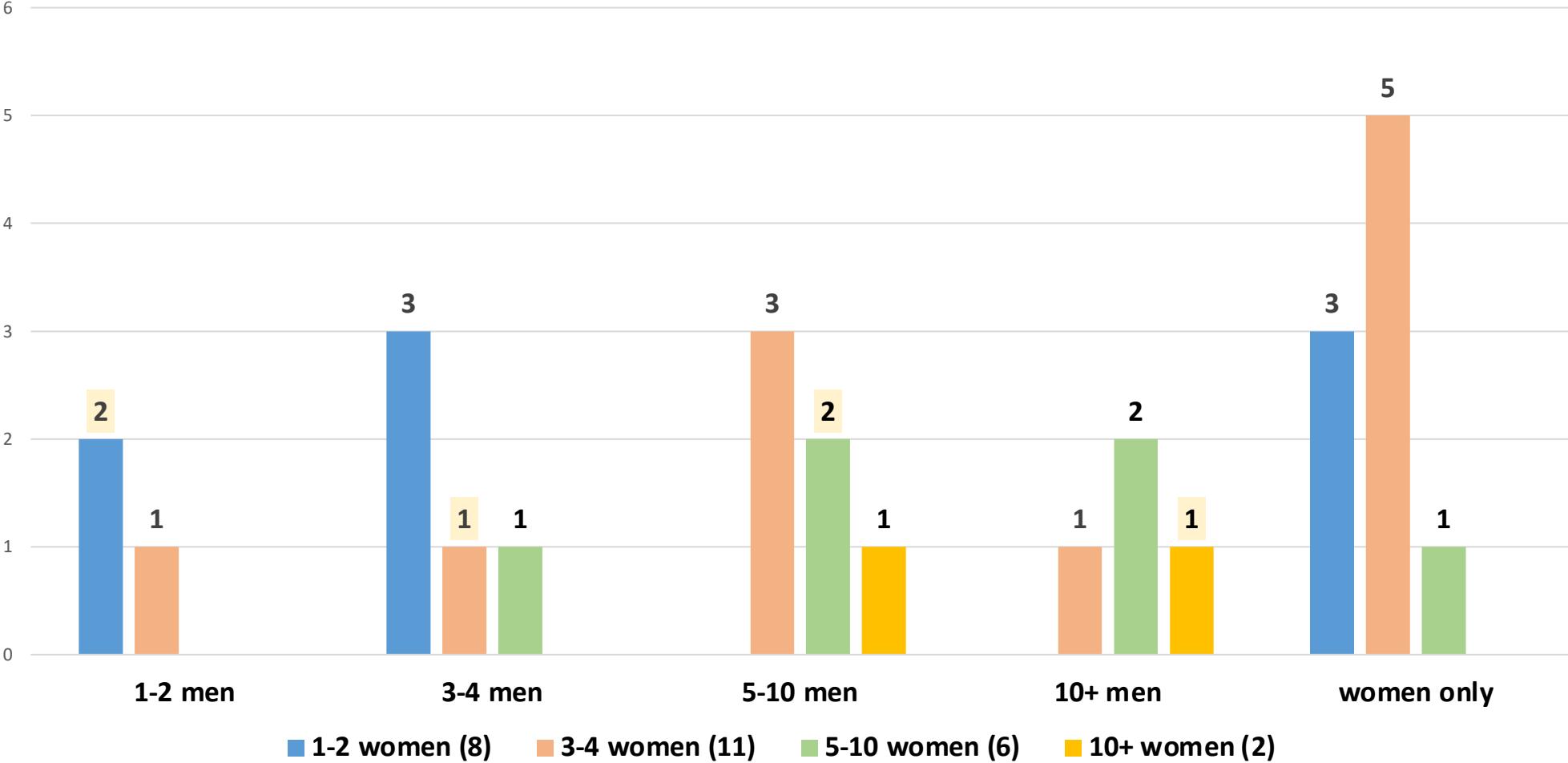
Men/Women in Governing Bodies (Board of Directors/Presidium)



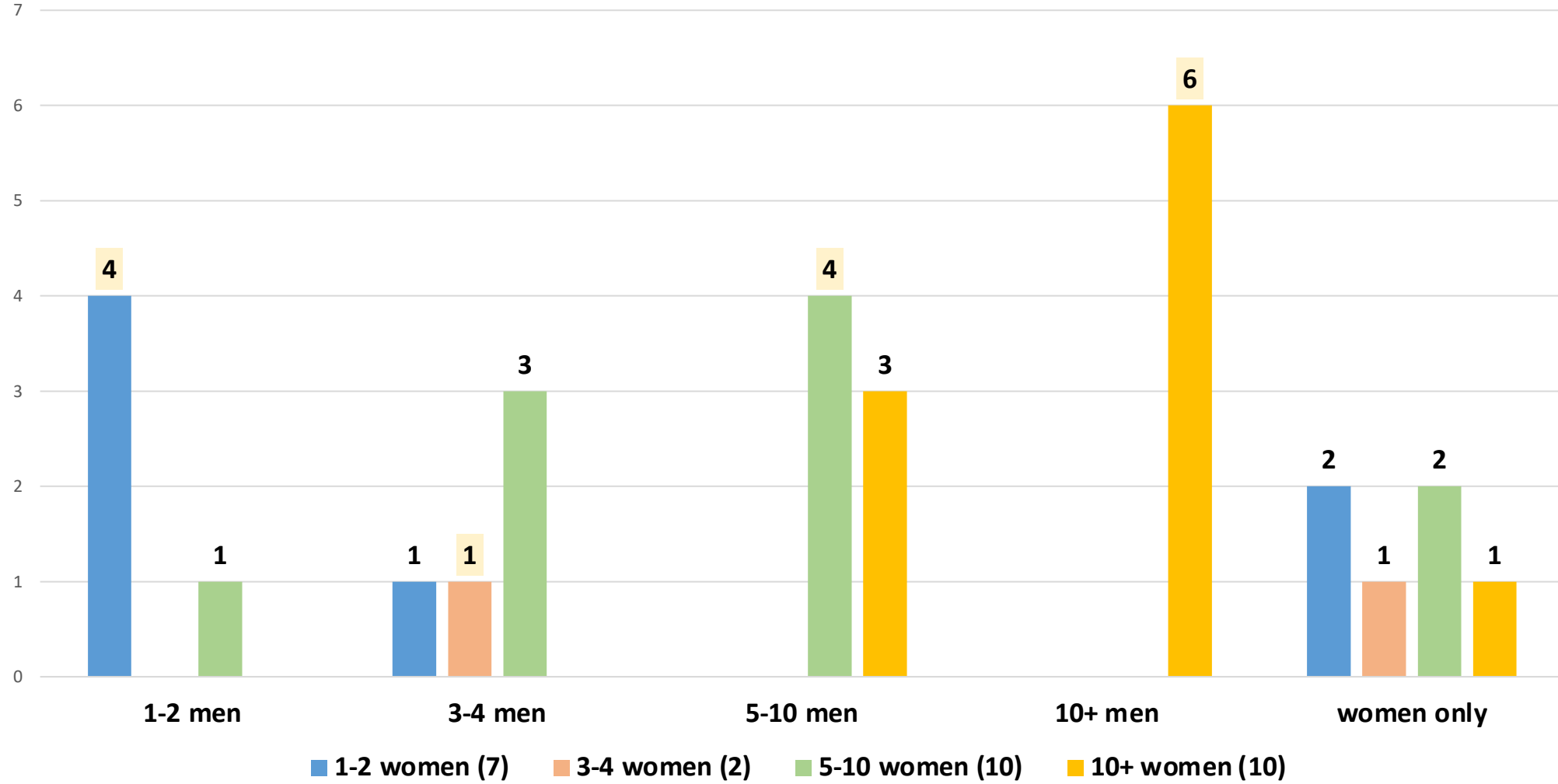
Men/Women at Leading Positions (Presidents, Directos, etc)



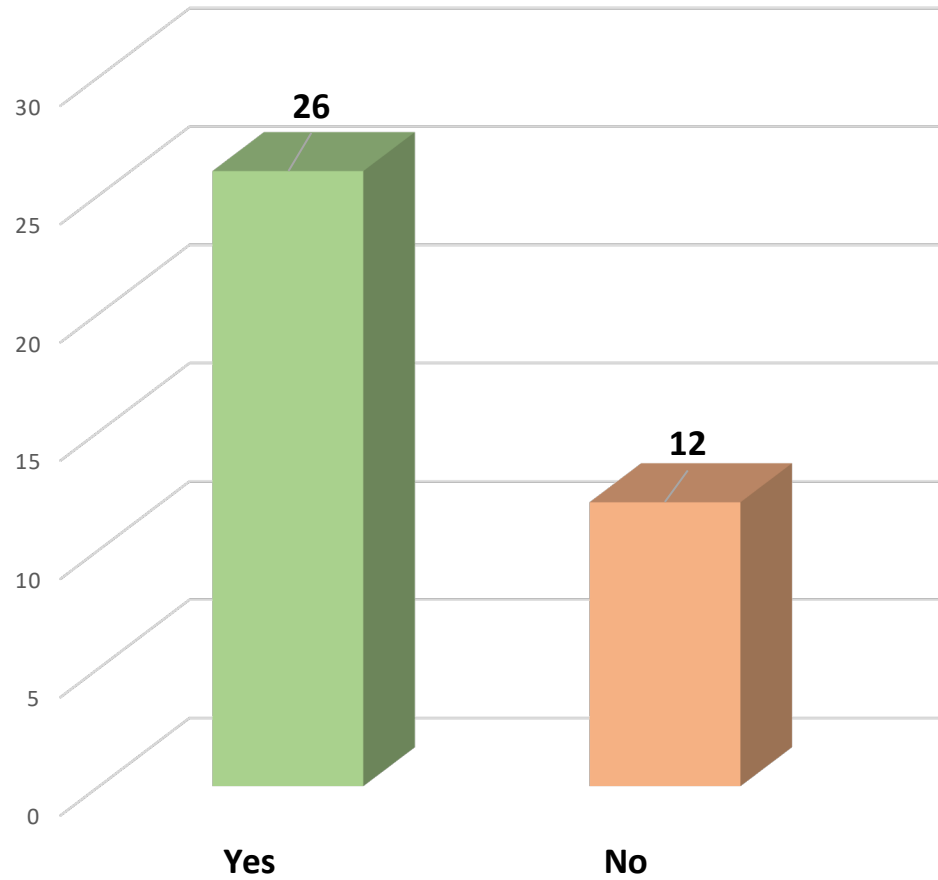
Men/Women at Operational Management Level (Head of Department)



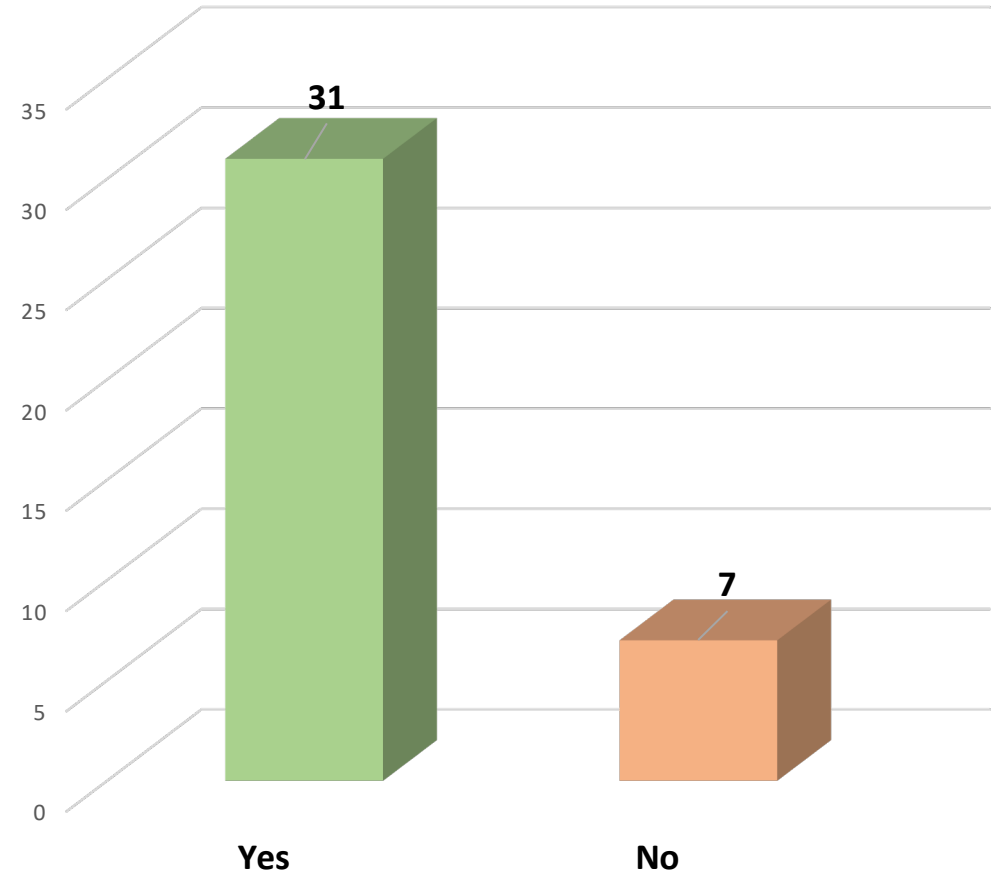
Men/Women in Permanent Staff



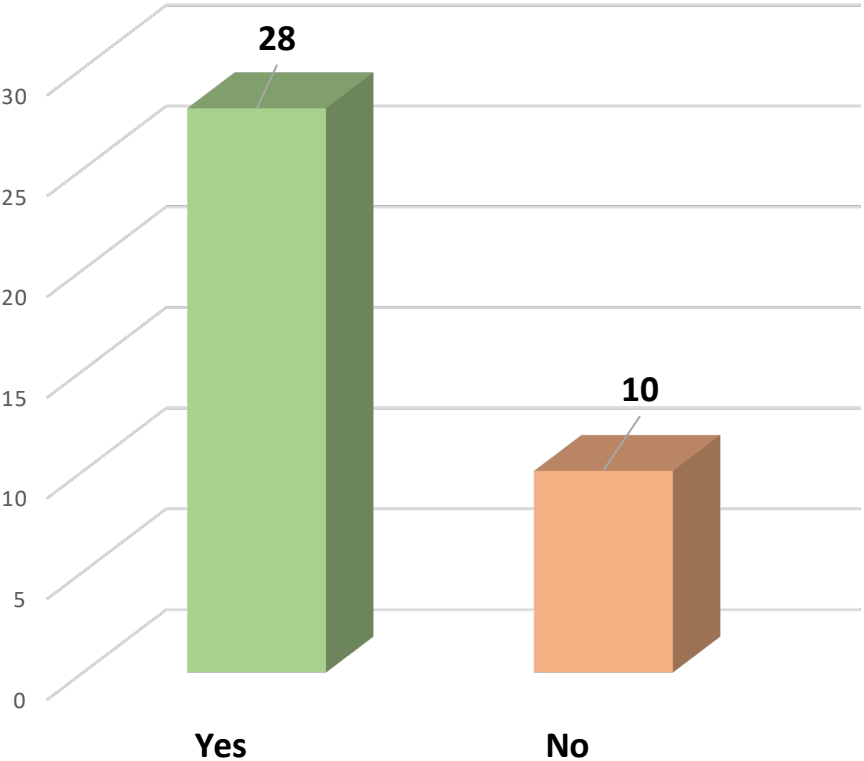
**Awareness of National Legislation
regarding Gender-Equality**



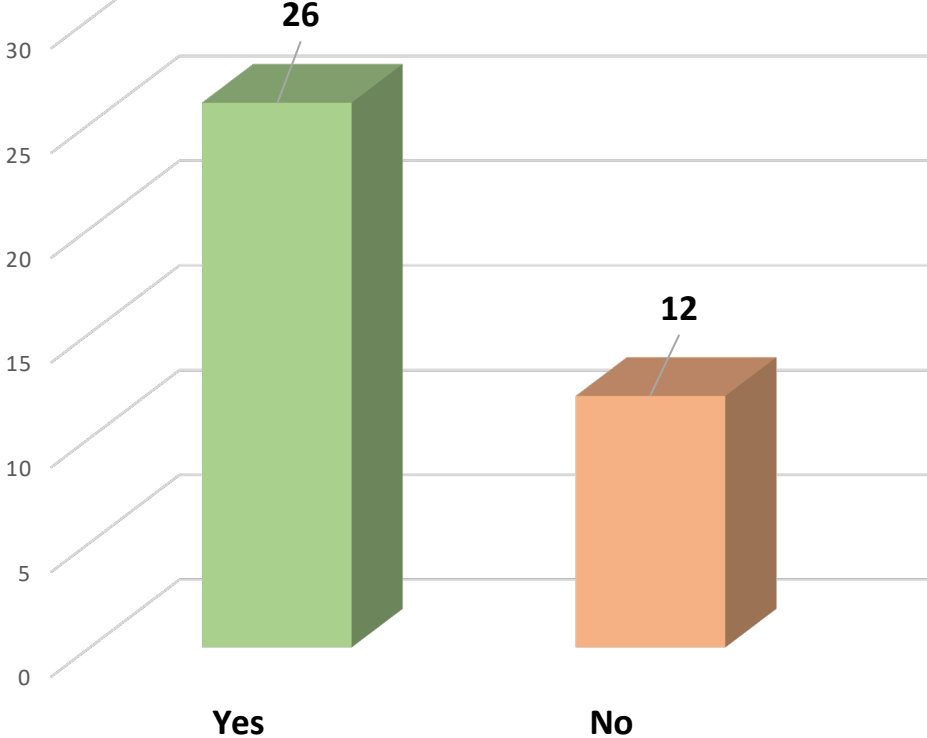
**Awareness of National Institutions
Promoting/Protecting Gender Equality**



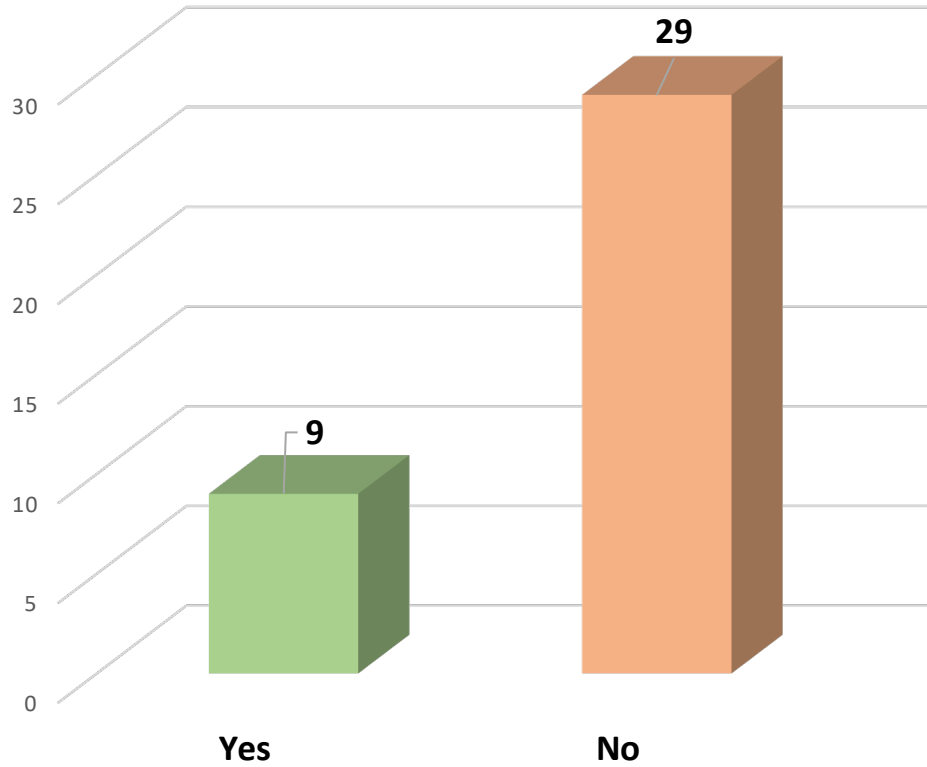
Awareness of European & International Legislation regarding Gender-Equality



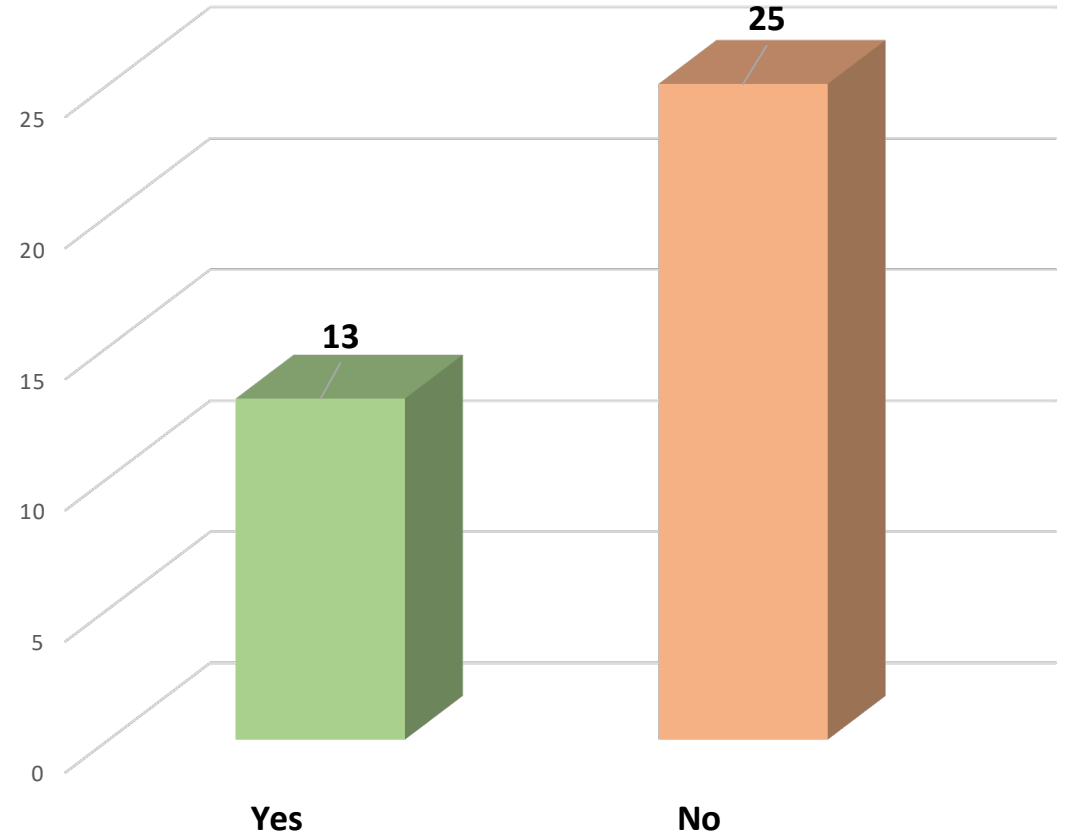
Awareness of European & International Institutions Promoting/Protecting Gender Equality



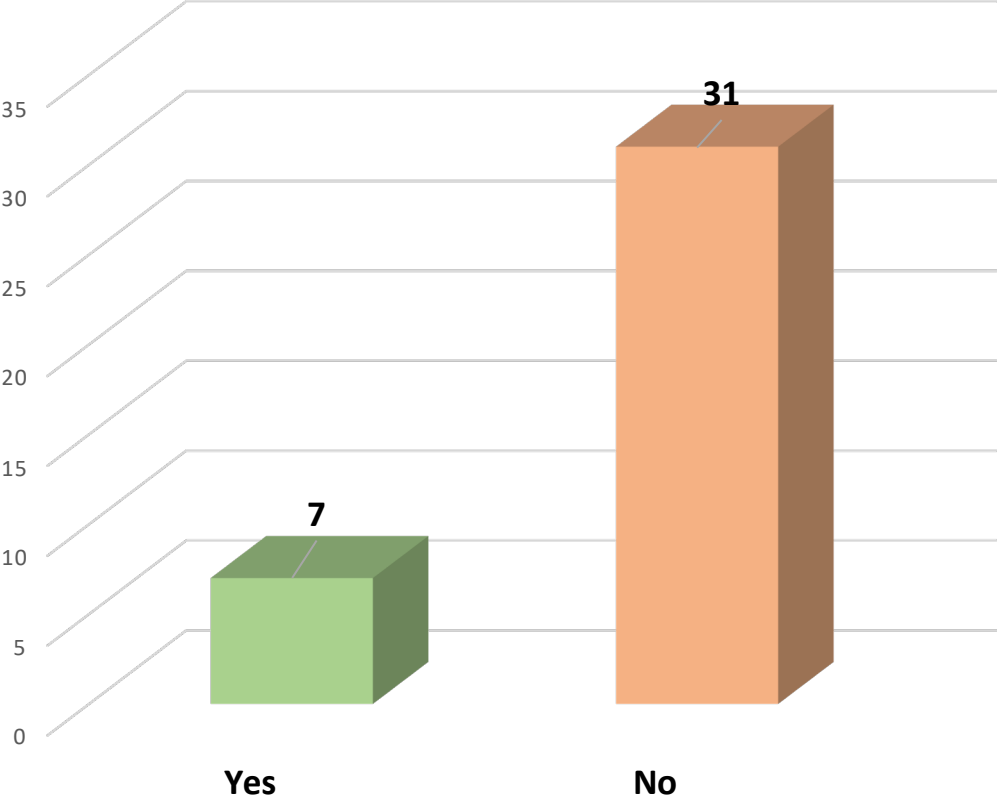
Does your organisation have a written gender equality policy document?



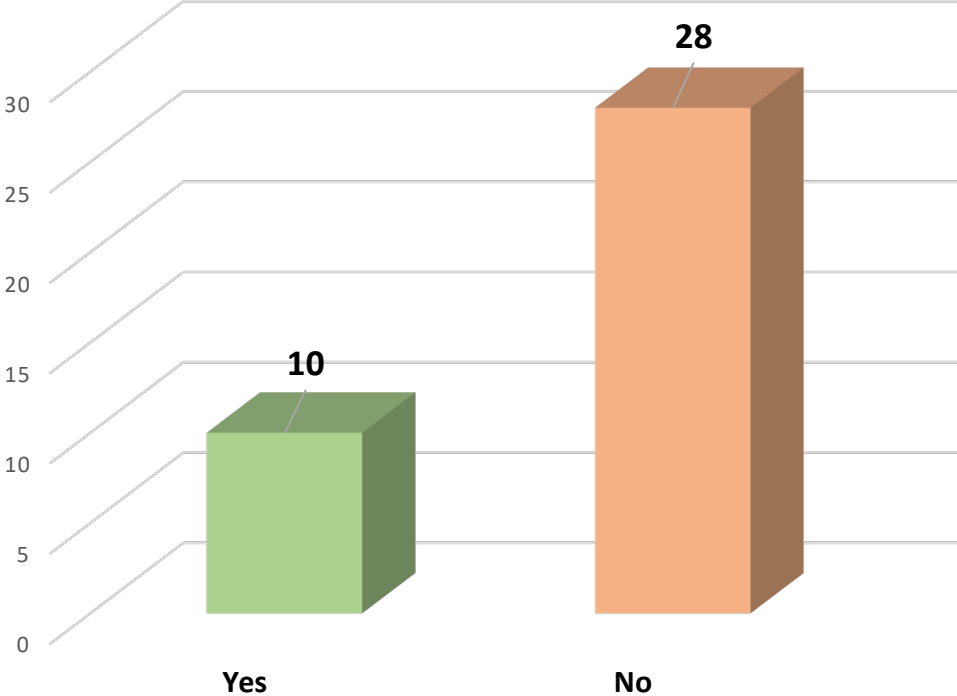
Does the organisation have functioning gender equality rules and procedures?



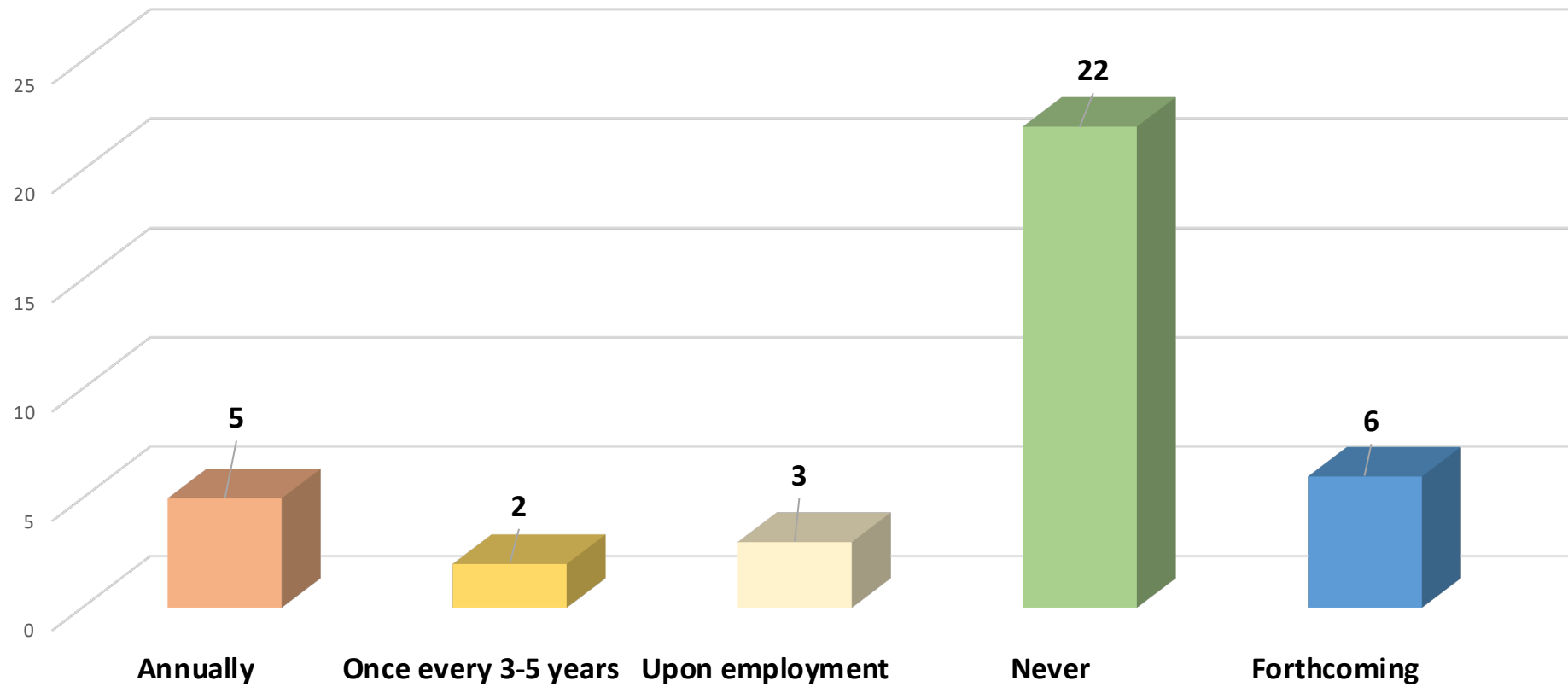
Does the organisation have structures to monitor/control implementation of gender equality rules and procedures?



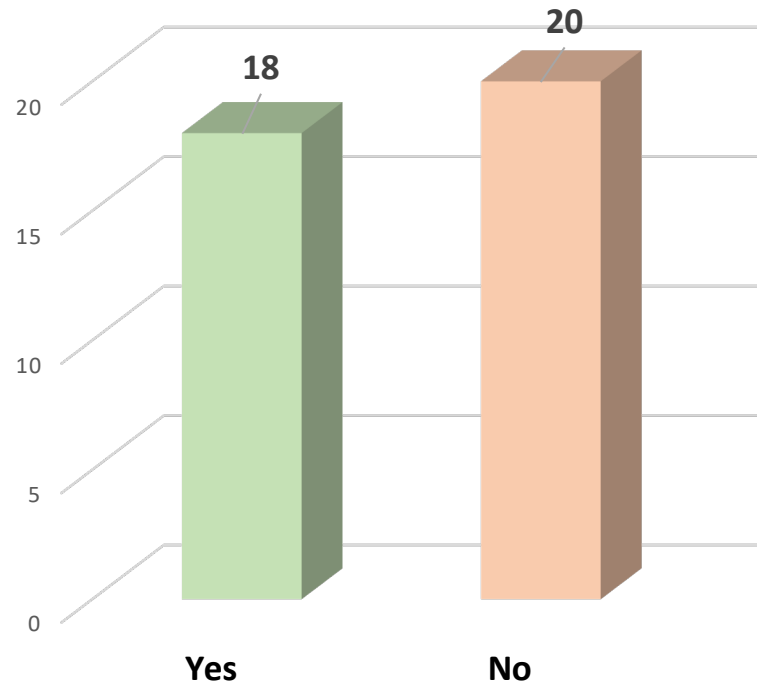
Has the organisation developed any plan for implementation of gender equality?



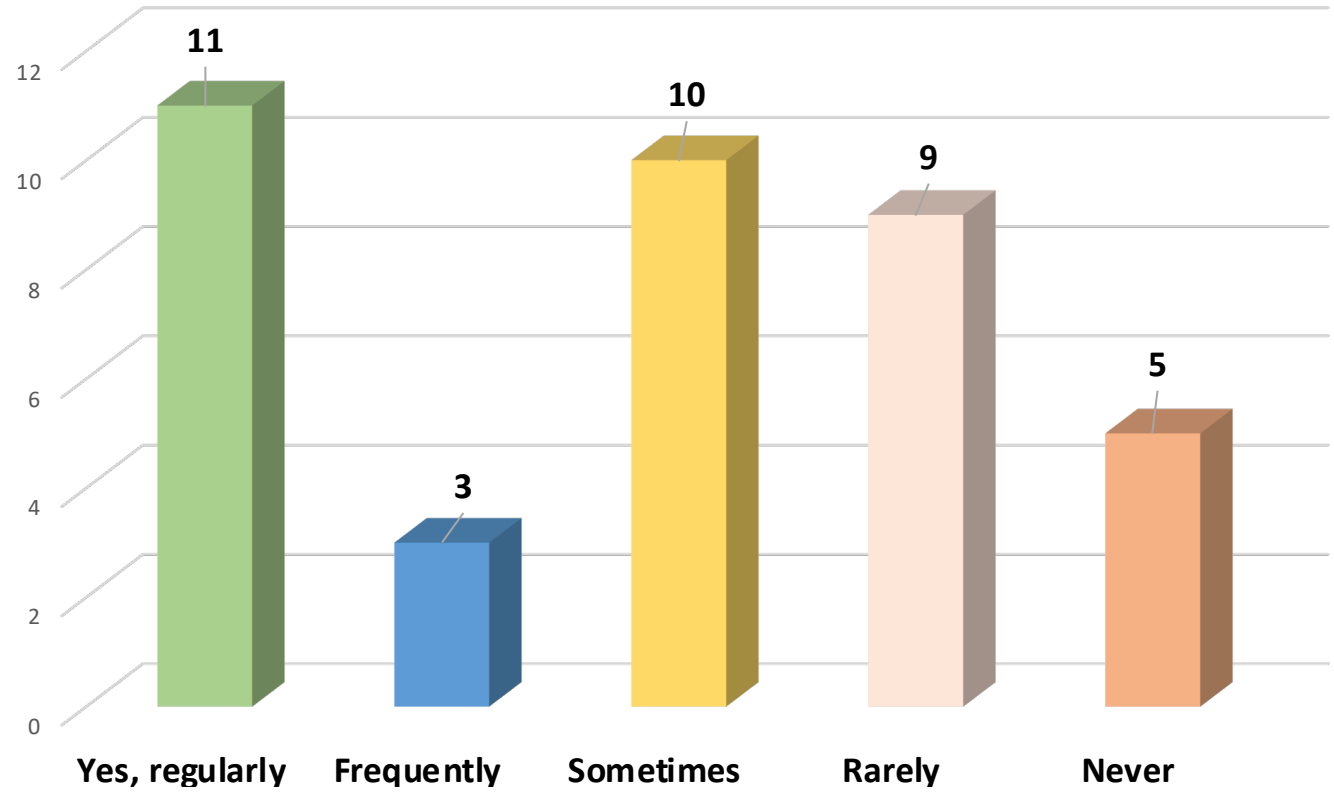
Does the organisation provide staff-training on gender equality?



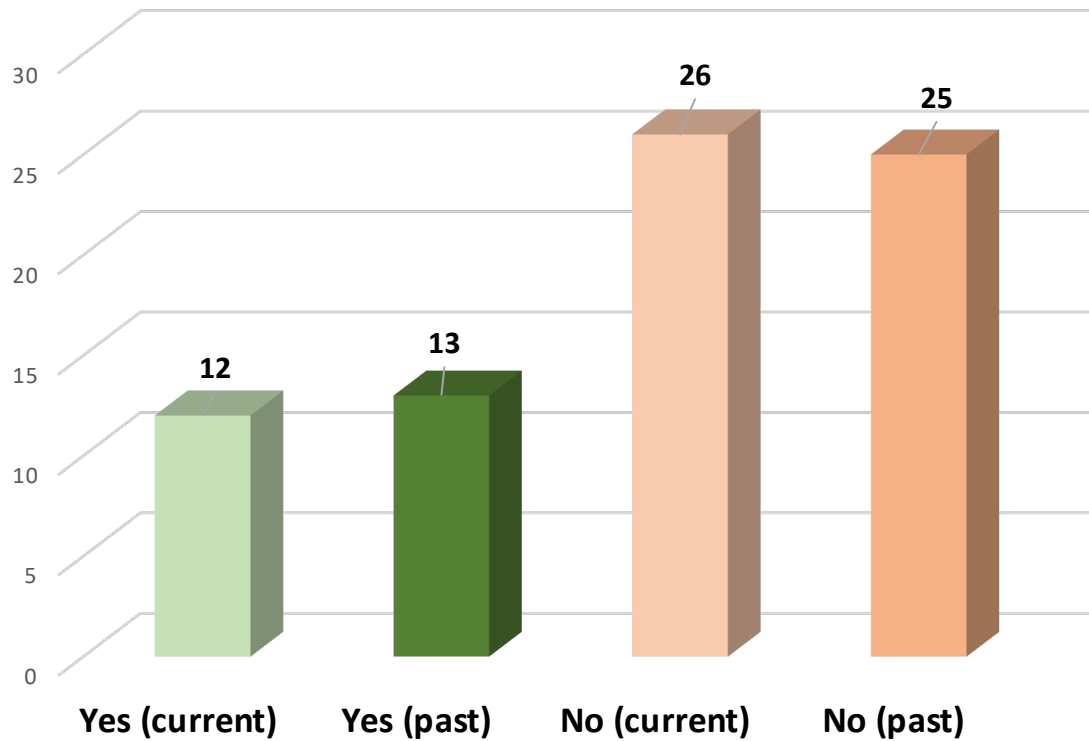
Gender equality is a horizontal priority for the organisation



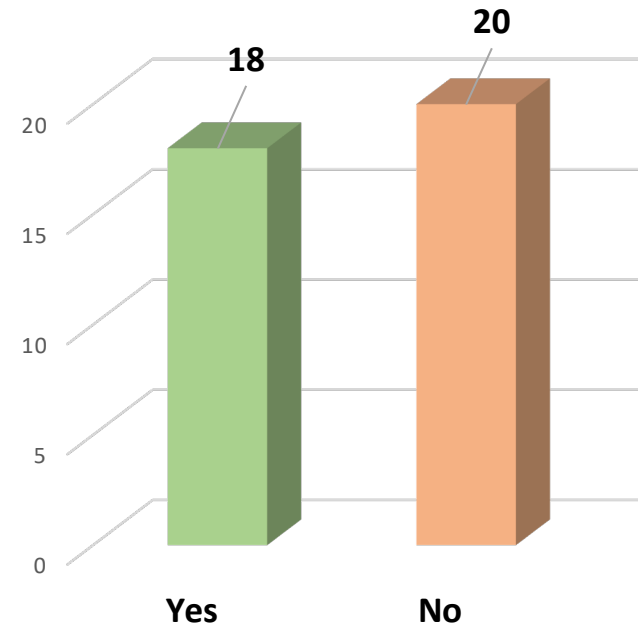
Women are a target group in the regular programmes/activities of the organisation



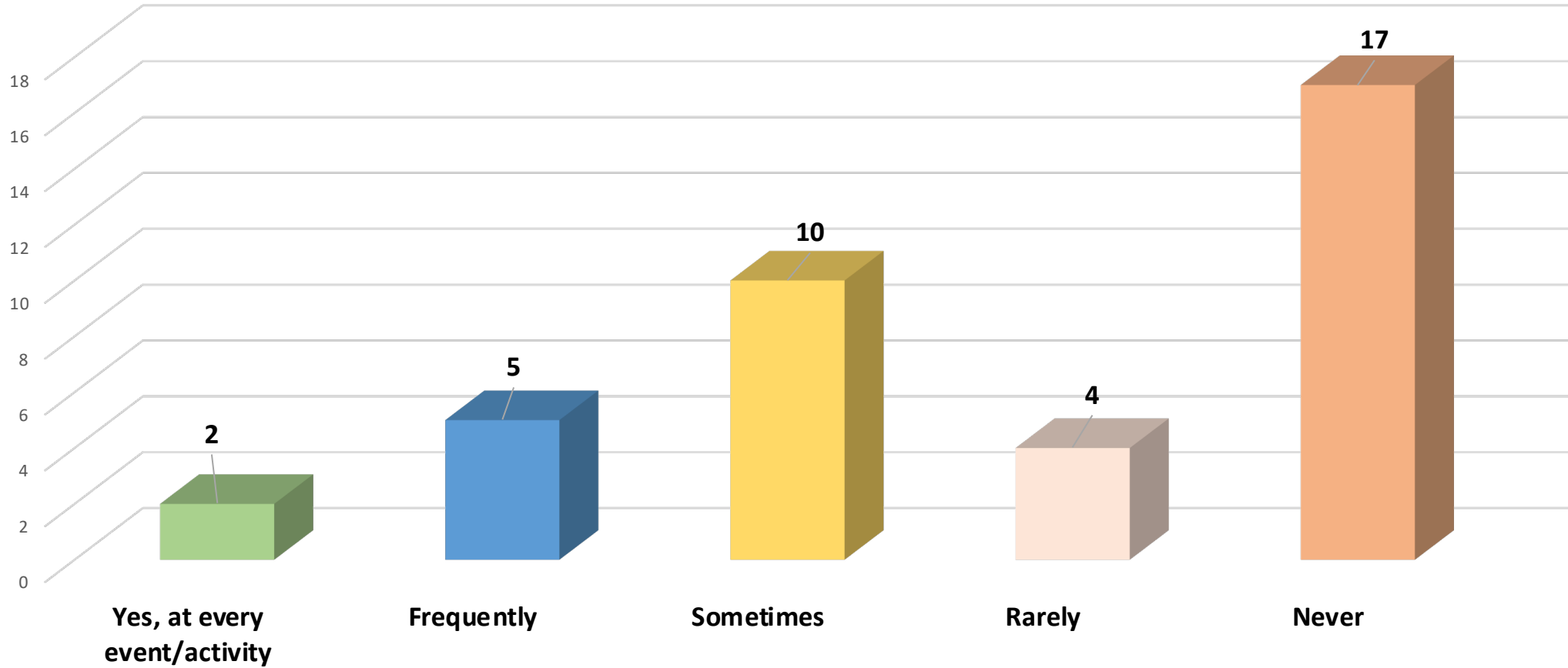
Some current/past projects address issues related to gender equality



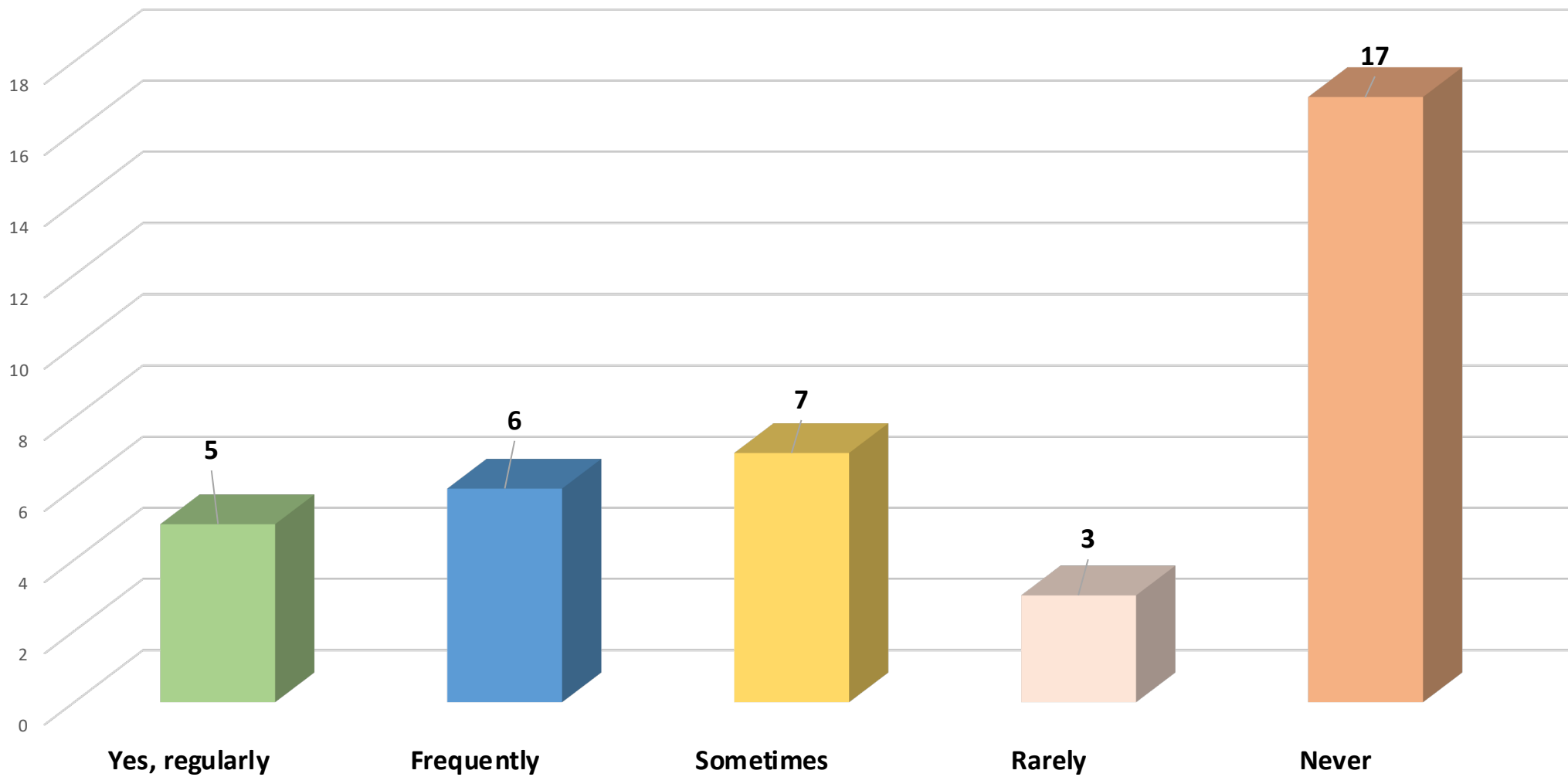
The organisation has at least one project with a special focus on women



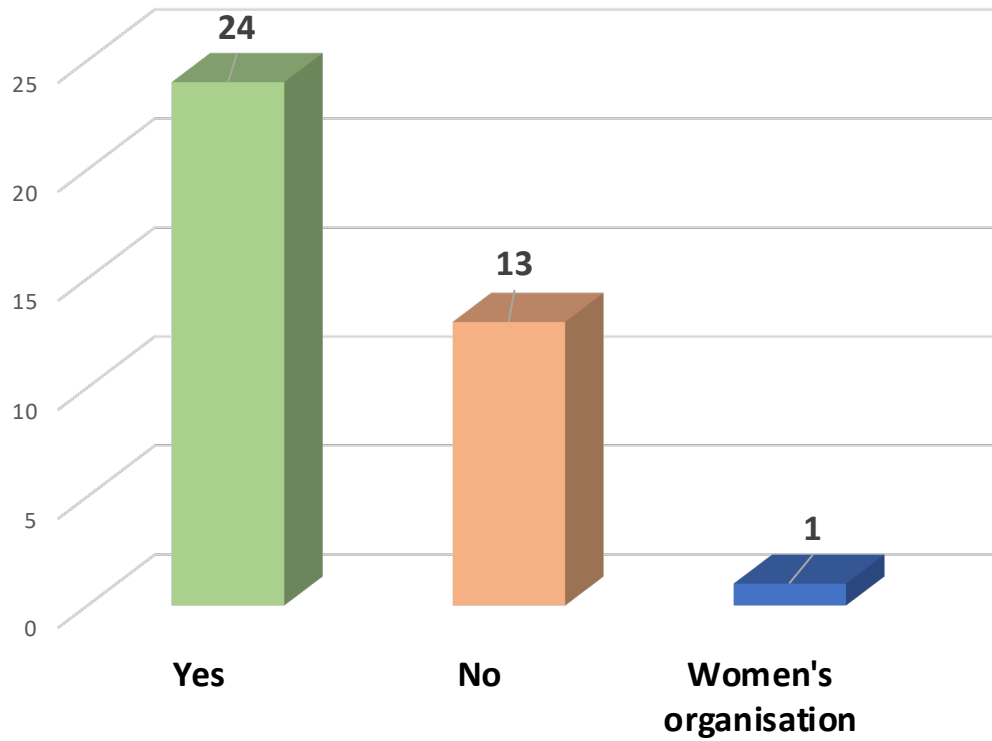
Disaggregated data on sex, gender and age of participants in project activities/events is collected



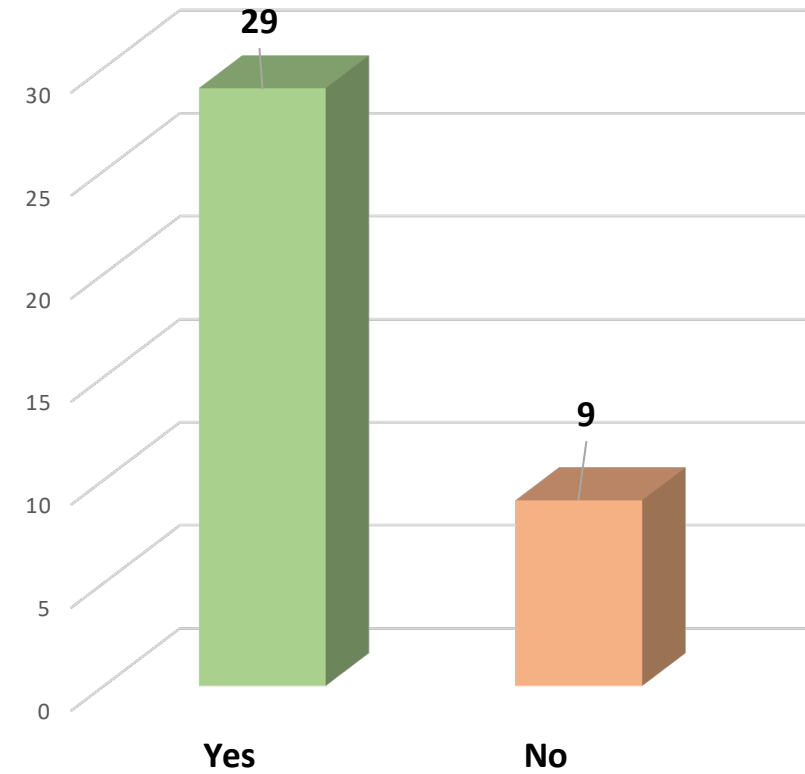
Qualitative indicators on gender equality are used



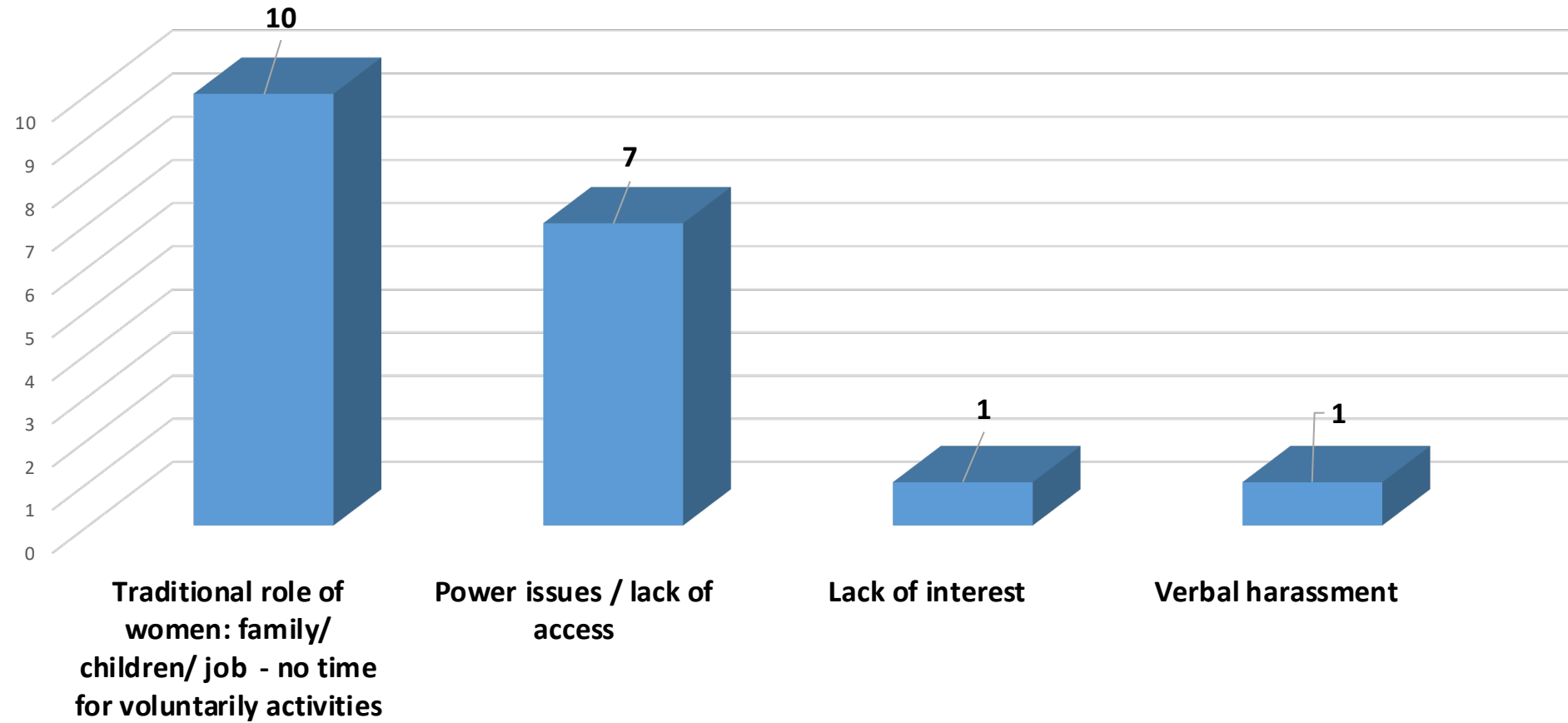
Is there a gender balance?



It is important for the organisation to improve its gender equality policies and practices?



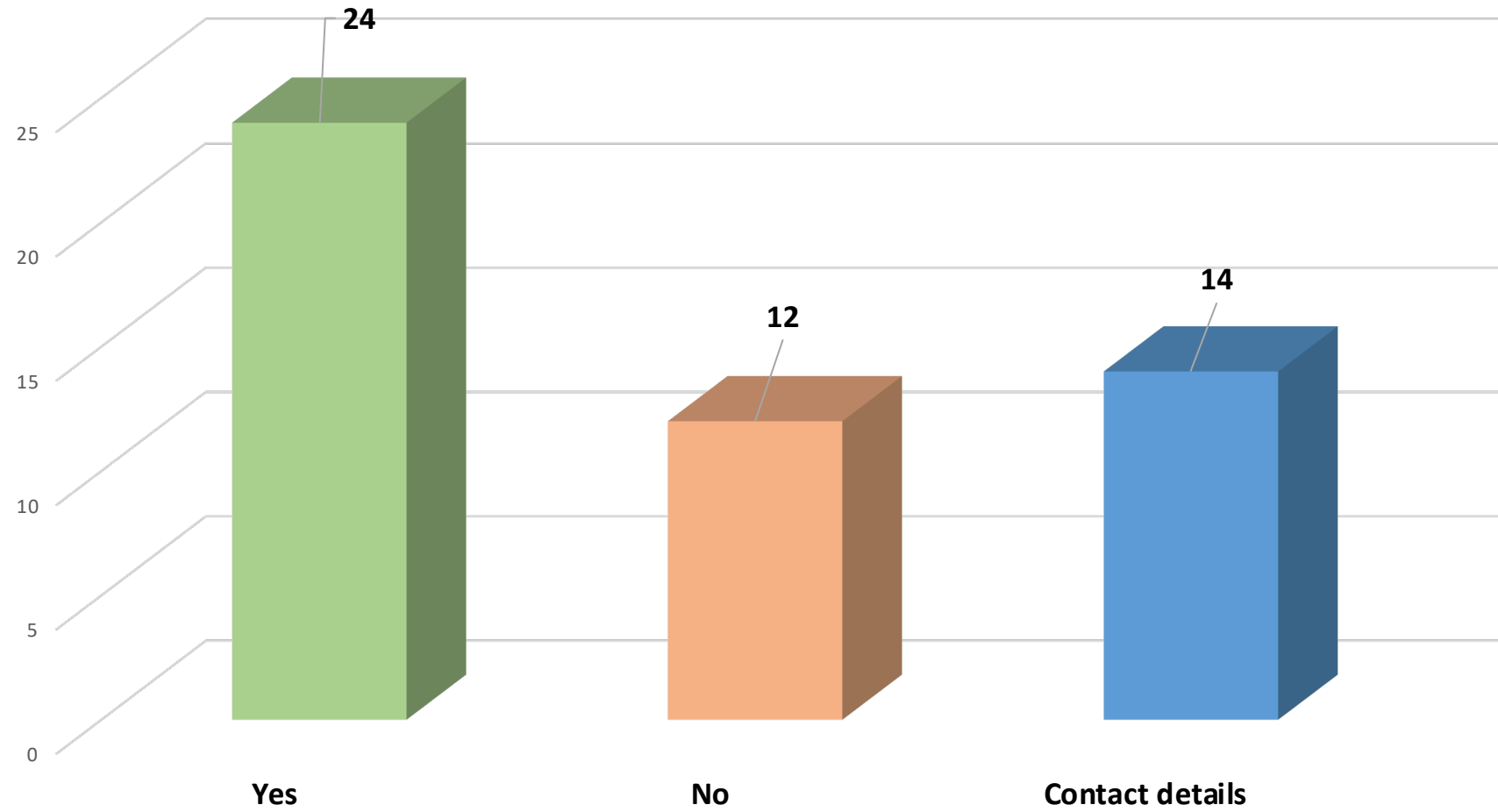
What are the reasons for the lack of gender balance?



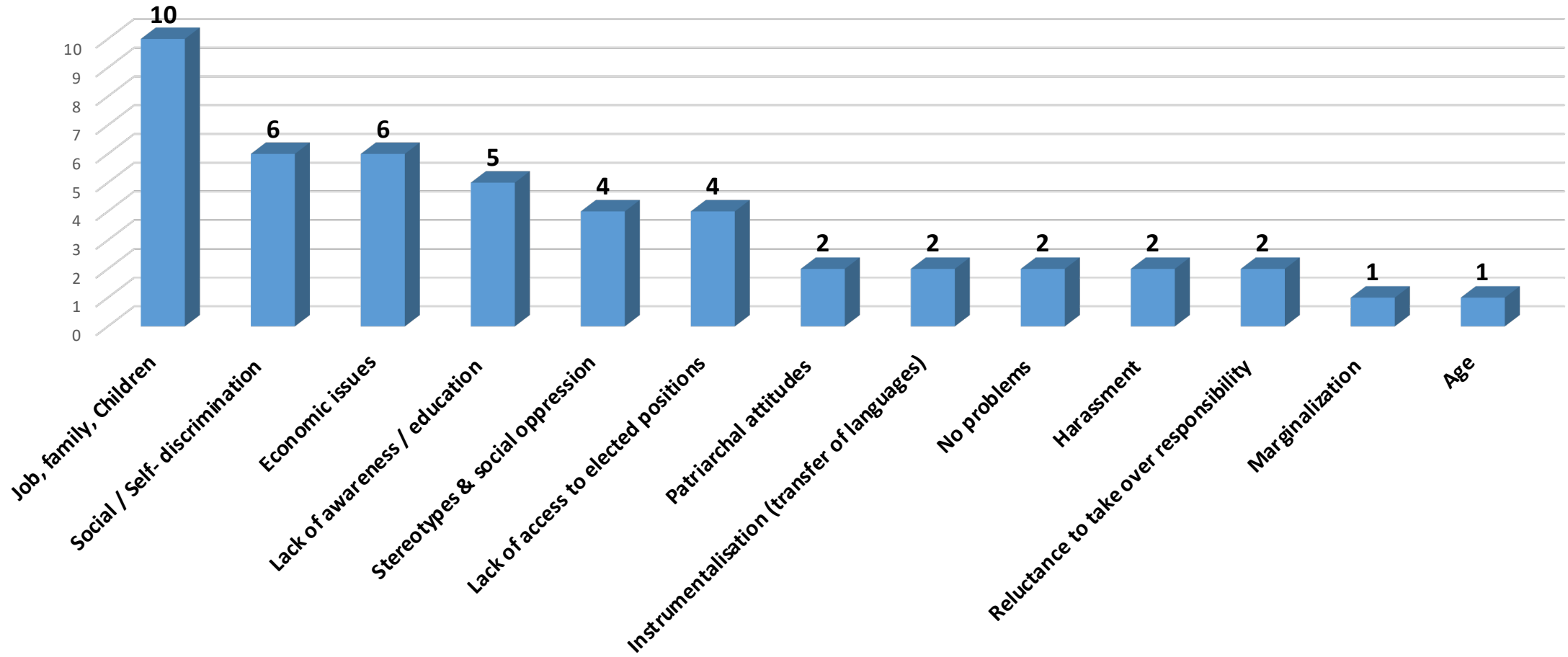
What training would be needed?



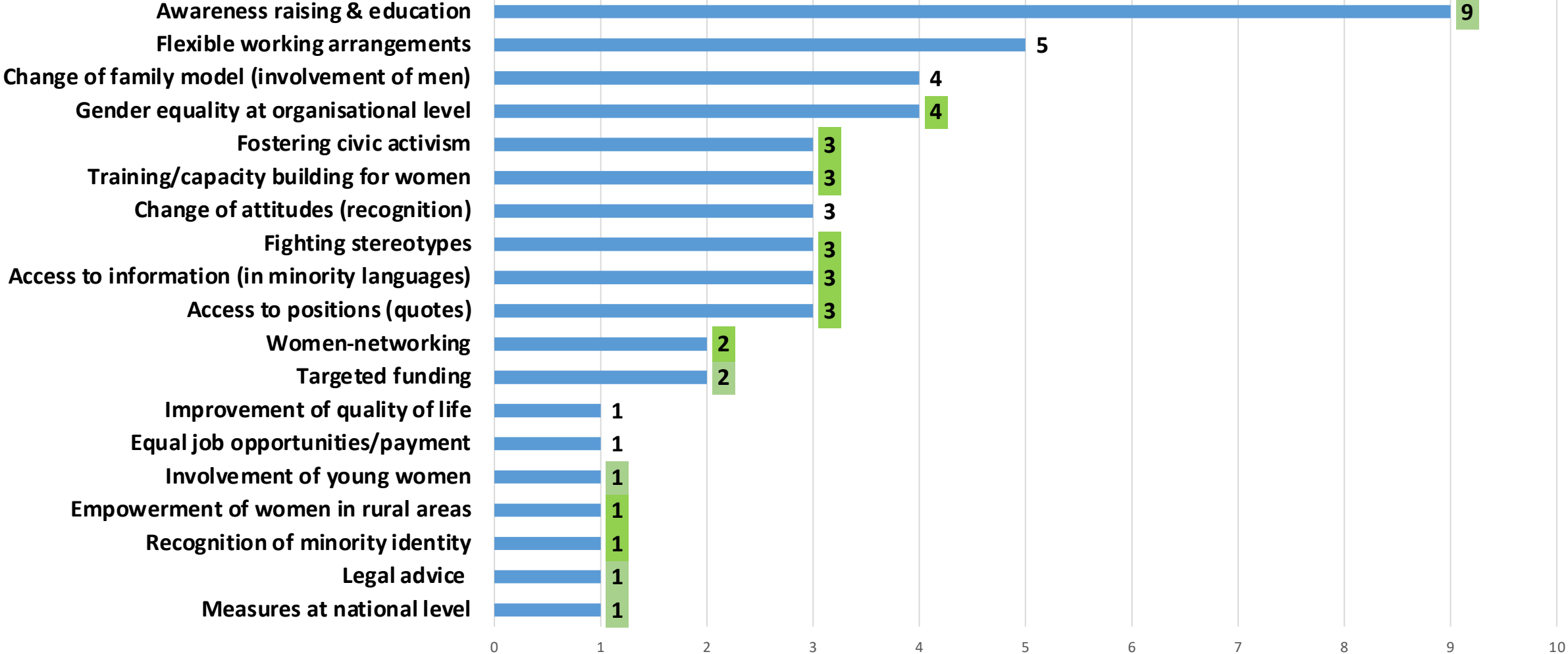
Would your organisation be interested to get involved?



Challenges to Women's Equality



Possible Solutions



WHAT'S NEXT?

**Thank you for the attention –
the floor is yours!**