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
Organisations by type

- Association: 12
- Not-for-profit NGO: 8
- Umbrella Organisation: 8
- Political party: 5
- Public institution: 3
- LGA: 1
- Research: 1
Members in umbrella organisations

- 1 to 15: 9
- 26 to 50: 2
- 100+: 3
- n/a: 23
<table>
<thead>
<tr>
<th>Areas of Activity</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Culture</td>
<td>37</td>
</tr>
<tr>
<td>Languages</td>
<td>35</td>
</tr>
<tr>
<td>Education</td>
<td>34</td>
</tr>
<tr>
<td>Economic and Social Issues</td>
<td>21</td>
</tr>
<tr>
<td>Equality &amp; Non-discrimination</td>
<td>21</td>
</tr>
<tr>
<td>Human rights</td>
<td>19</td>
</tr>
<tr>
<td>Politics</td>
<td>17</td>
</tr>
<tr>
<td>Citizens’ engagement</td>
<td>15</td>
</tr>
<tr>
<td>Social minorities &amp; vulnerable...</td>
<td>13</td>
</tr>
<tr>
<td>Gender equality</td>
<td>10</td>
</tr>
<tr>
<td>Women empowerment</td>
<td>10</td>
</tr>
<tr>
<td>Sustainable development</td>
<td>10</td>
</tr>
<tr>
<td>Refugees/asylum...</td>
<td>9</td>
</tr>
<tr>
<td>Environment</td>
<td>7</td>
</tr>
<tr>
<td>LGBTQI+</td>
<td>3</td>
</tr>
<tr>
<td>Media</td>
<td>2</td>
</tr>
<tr>
<td>Minority Networks</td>
<td>1</td>
</tr>
</tbody>
</table>
Is the organisation currently headed by a woman?

- Yes: 17
- No: 21

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

- 3 to 4: 7
- 5 to 10: 3
- 10+: 3
- 1 to 2: 2
- No information: 1
- Not applicable: 21
Has there been a woman heading the organisation in the past?

- Yes: 21
- No: 16

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

- 1 to 2: 17
- 3 to 4: 4
- 5 to 10: 1
- I don't know: 2
- Not applicable: 14
Were there one or more women among the founders of the organisation?

Yes: 27
No: 11
Men/Women in Governing Bodies (Board of Directors/Presidium)

- 1-2 men
  - 1-2 women (11)
  - 3-4 men (3)
  - 5-10 men (3)

- 3-4 men
  - 1-2 women (11)
  - 3-4 women (9)
  - 5-10 men (3)

- 5-10 men
  - 1-2 women (11)
  - 3-4 women (9)

- 10+ men
  - 1-2 women (11)

- Women only
  - 3 women only (3)
Men/Women at Leading Positions (Presidents, Directos, etc)

- 1-2 men: 8
- 3-4 men: 4
- 5-10 men: 2
- 10+ men: 3
- Women only: 11

Legend:
- 1-2 women (24)
- 3-4 women (3)
- 5-10 women (2)
- 10+ women (3)
Men/Women at Operational Management Level (Head of Department)

1-2 men: 1 man, 2 women
3-4 men: 1 man, 1 woman, 1 woman
5-10 men: 1 man, 2 women
10+ men: 1 man, 2 women
Women only: 3 men, 5 women

Legend:
- 1-2 women (8)
- 3-4 women (11)
- 5-10 women (6)
- 10+ women (2)
Men/Women in Permanent Staff

- **1-2 men**: 4
- **3-4 men**: 3
- **5-10 men**: 4
- **10+ men**: 6
- **Women only**: 2

Legend:
- 1-2 women (7)
- 3-4 women (2)
- 5-10 women (10)
- 10+ women (10)
Awareness of National Legislation regarding Gender-Equity:

Yes: 26
No: 12

Awareness of National Institutions Promoting/Protecting Gender Equality:

Yes: 31
No: 7
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?

Yes: 29
No: 9

Does the organisation have functioning gender equality rules and procedures?

Yes: 25
No: 13
Has the organisation developed any plan for implementation of gender equality?

Yes: 28
No: 31

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

Yes: 7
No: 31
Does the organisation provide staff-training on gender equality?

- **Annually**: 5
- **Once every 3-5 years**: 2
- **Upon employment**: 3
- **Never**: 22
- **Forthcoming**: 6
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

- Yes, regularly: 5
- Frequently: 6
- Sometimes: 7
- Rarely: 3
- Never: 17
It is important for the organisation to improve its gender equality policies and practices?

Is there a gender balance?

- Yes: 24
- No: 13
- Women's organisation: 1
What are the reasons for the lack of gender balance?

- Traditional role of women: family/children/job - no time for voluntarily activities: 10
- Power issues / lack of access: 7
- Lack of interest: 1
- Verbal harassment: 1
What training would be needed?

- Awareness raising across members: 20
- Management training: 13
- Staff training: 12
- Expert support: 11
- Not applicable: 9
- Women organisation: 1
- Women do not have free time to participate: 1
Would your organisation be interested to get involved?

Yes: 24
No: 12
Contact details: 14
Challenges to Women’s Equality

- Job, family, Children: 10
- Social / Self- discrimination: 6
- Economic issues: 6
- Lack of awareness / education: 5
- Stereotypes & social oppression: 4
- Lack of access to elected positions: 4
- Patriarchal attitudes: 2
- Instrumentalisation (transfer of languages): 2
- No problems: 2
- Harassment: 2
- Reluctance to take over responsibility: 2
- Marginalization: 1
- Age: 1
<table>
<thead>
<tr>
<th>Possible Solutions</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Awareness raising &amp; education</td>
<td>9</td>
</tr>
<tr>
<td>Flexible working arrangements</td>
<td>5</td>
</tr>
<tr>
<td>Change of family model (involvement of men)</td>
<td>4</td>
</tr>
<tr>
<td>Gender equality at organisational level</td>
<td>4</td>
</tr>
<tr>
<td>Fostering civic activism</td>
<td>3</td>
</tr>
<tr>
<td>Training/capacity building for women</td>
<td>3</td>
</tr>
<tr>
<td>Change of attitudes (recognition)</td>
<td>3</td>
</tr>
<tr>
<td>Fighting stereotypes</td>
<td>3</td>
</tr>
<tr>
<td>Access to information (in minority languages)</td>
<td>3</td>
</tr>
<tr>
<td>Access to positions (quotes)</td>
<td>3</td>
</tr>
<tr>
<td>Women-networking</td>
<td>2</td>
</tr>
<tr>
<td>Targeted funding</td>
<td>2</td>
</tr>
<tr>
<td>Improvement of quality of life</td>
<td>1</td>
</tr>
<tr>
<td>Equal job opportunities/payment</td>
<td>1</td>
</tr>
<tr>
<td>Involvement of young women</td>
<td>1</td>
</tr>
<tr>
<td>Empowerment of women in rural areas</td>
<td>1</td>
</tr>
<tr>
<td>Recognition of minority identity</td>
<td>1</td>
</tr>
<tr>
<td>Legal advice</td>
<td>1</td>
</tr>
<tr>
<td>Measures at national level</td>
<td>1</td>
</tr>
</tbody>
</table>
WHAT’S NEXT?

Thank you for the attention – the floor is yours!