



GENDER MAINSTREAMING

IN POLICIES, STRATEGIES AND BUDGETS
IN UNITED ARAB EMIRATES

Guide on Methodologies and Tools



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Guide on Methodologies and Tools

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GENERAL WOMEN'S UNION
MESSAGE

The United Arab Emirates has witnessed since its establishment significant progress at the social and economic level and it has become a remarkable role model and a source of pride and aspiration. The UAE has adopted policies empowering it to achieve progress, to become a world leader in the field of human development.

The Human Development Report 2014 ranked the UAE the second in the Arab World, and the 40th out of 187 countries. According to Gender Equality Index issued by World Economic Forum in 2013, it was ranked as the 1st in the Arab World.

The UAE constitution States equality, social justice and equal opportunities among all society segments. Interest in Women has been always reflected in the political speeches by the wise leadership, emphasizing that women are key partners in development. This was supported by establishing national mechanisms to empower women on the federal, local and civil society levels.

Since its establishment, The General Women's Union, being the official representative of women in the UAE, has been Continuously working on promoting women issues and empowering in all sectors.

In this context, GWU led the initiative of gender mainstreaming in the UAE in 2006.

Given the importance of such issue and its association with the best practices in the field of women empowerment, it was an urgent need to prepare a booklet to serve as a reference guide to federal and local institutions, private sector and civil society, on gender mainstreaming, as well as a key source of simplified explanation of essential concepts and tools concerning gender mainstreaming in policies, strategies and budgets.

God guides our success!

Noura Khalifa Al-Suwaidi

Director of General Women's Union



TARGET Groups ?



TARGET ?

Groups

GOVERNMENT

The booklet serves as a guideline for governmental bodies in applying gender equality on all administrative levels.

CIVIL SOCIETY

The booklet provides Civil Society with tools enabling them to monitor and support procedures adopted by the government and international organizations.

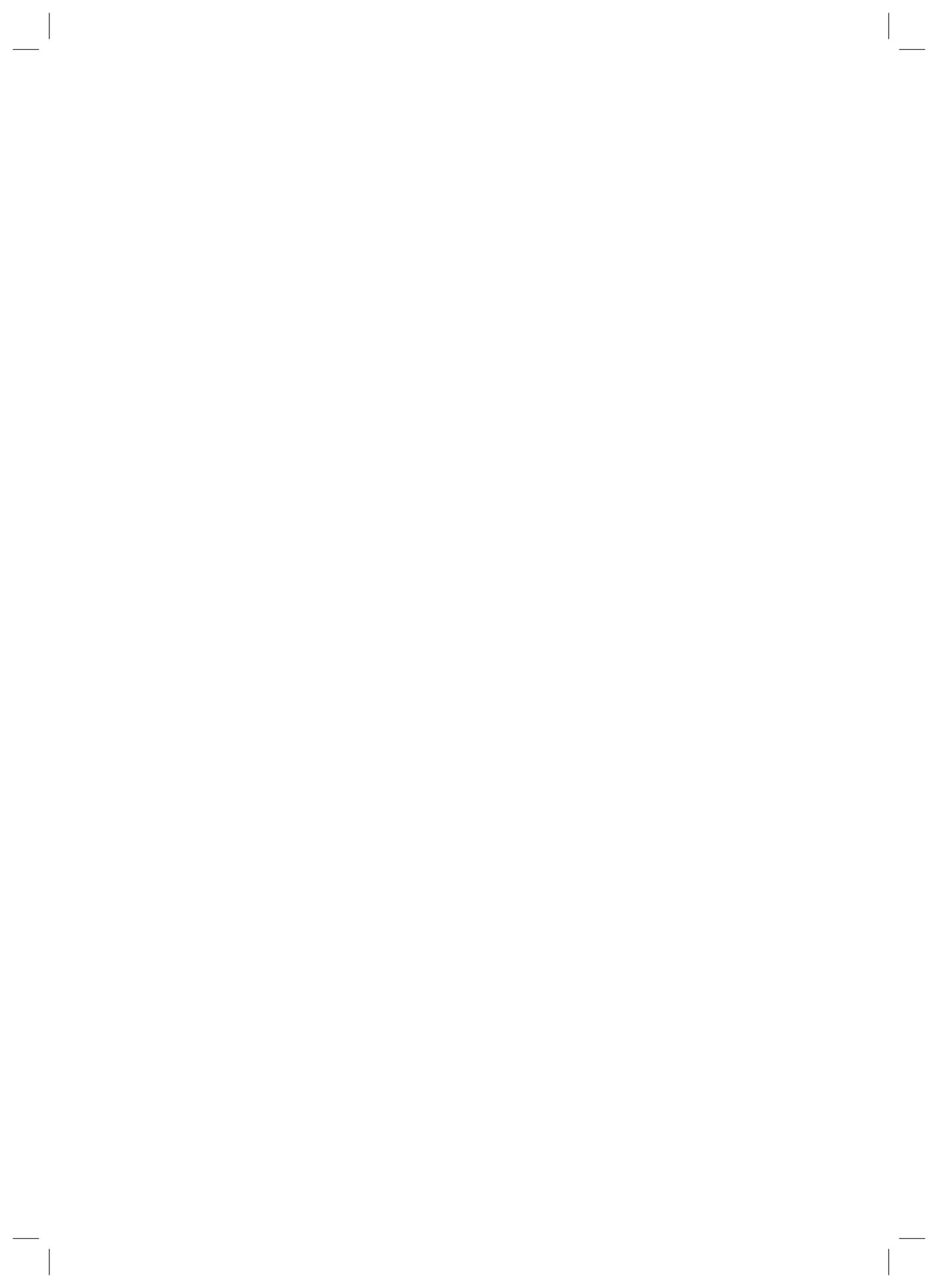
POLICY MAKERS AND PROJECT PERSONNEL

The booklet provides better understanding of methods affecting integration of gender equality in action plans. It helps evaluate performance and allocate sufficient resources to be included in the budget.



GENDER

«General Framework»



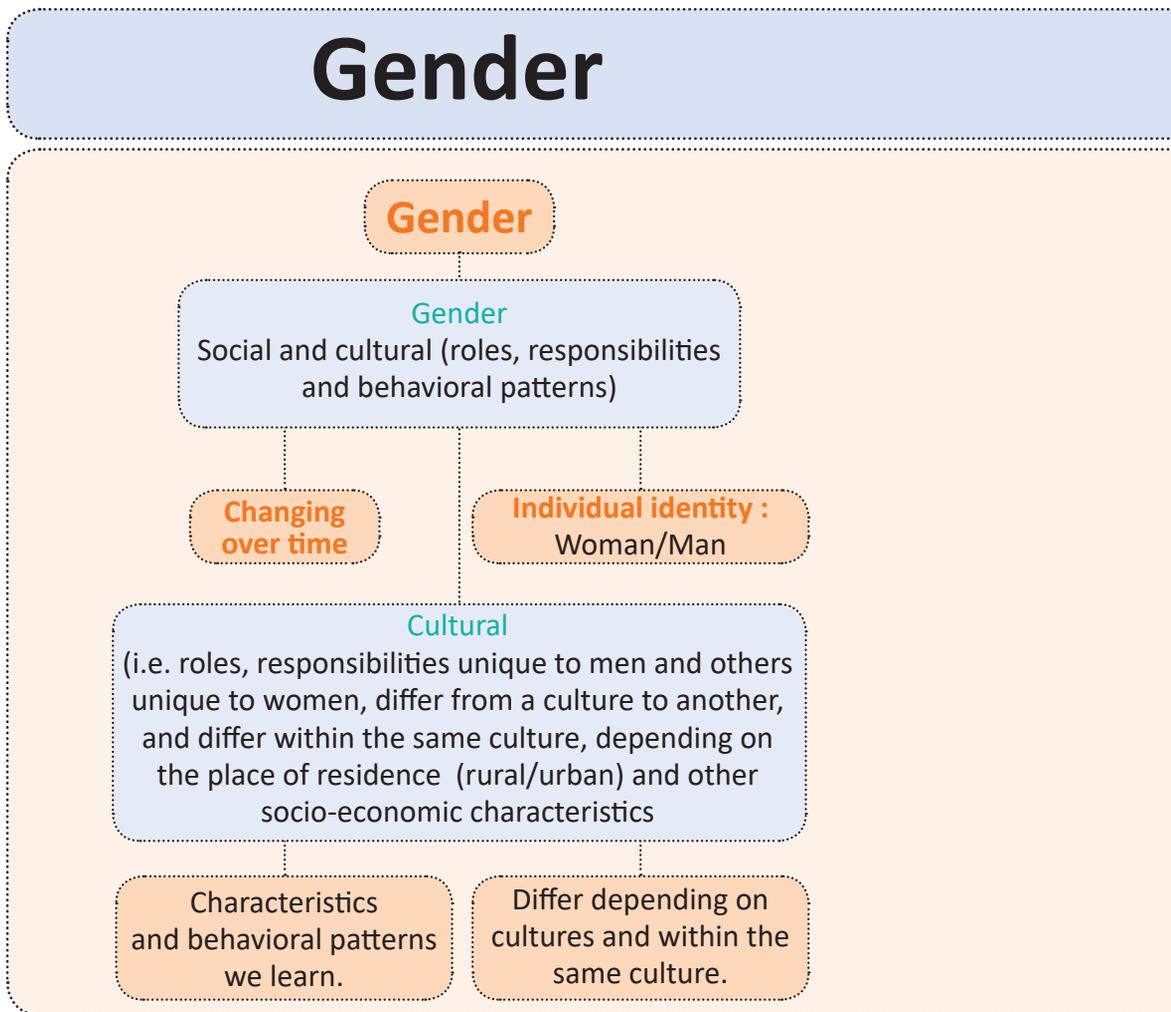
GENDER

«General Framework»

The concept of gender is used to refer to a system of attributes and behaviors expected from “women” and “men” in their communities. Accordingly, and through expectations related to such system, the individual community identity is recognized. Such expectations emerge from the idea that there are specific attributes, characteristics, to behaviors, and roles “normal” to men and other characteristics and roles “normal” to women.

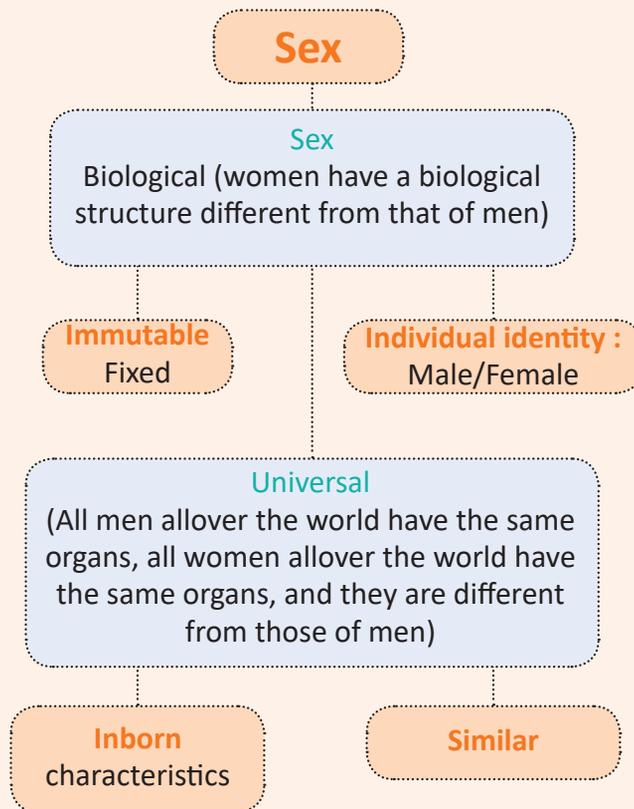
The individual identities (Femininity and Masculinity) are constructed through social upbringing, moreover, individuals are prepared to perform the social roles expected from them. Such role, and its relevant expectations differ from culture to culture, and, even, in the context of same culture, in rural and urban areas, depending on the social classes and the socio-economic status, and very according to time. Accordingly, gender can be defined as the social discrepancies between men and women, and has nothing to do with their sex. Such discrepancies vary in accordance with various elements related to the culture of a particular society in a particular time. Such concept is based on key elements, namely, the role and the value of such role, and the stereotype that has contributed defining and evaluating such roles.

Accordingly, the concept of gender is one of the social concepts that change over time and culture within a single society and from society to another. It substantially differs from the concept of sex, where gender refers to roles, relations and responsibilities of women and men as traditionally recognized in a particular society.



The development dimension of such concept does not focus on women only, but on men and women and their roles, as well. It is based on concepts of equality between men and women in rights and duties, as well as justice, equal opportunities, empowerment and integration of their roles.

vs. Sex





CONCEPTS and Terms



CONCEPTS and Terms

GENDER ROLES

Roles identified on the basis of social characteristics. Such roles may be identified on the basis of stereotypes, habits, customs, beliefs, or practices. In general, such roles are classified into 4 categories: reproductive role, productive role, political role and social role. mostly the reproductive role is consider the basic and women's main role while the other roles are secondary. This limits their effective participation in other fields, particularly the public field, accordingly their work and production are limited to the private one.

STEREOTYPES

The fixed roles that people have in mind about the role of men and women. Such stereotypes create inequality between women and men in benefiting from opportunities and services provided in the society, as well as their ability to control decision making. This leads to unfair and unequal treatment between women and men, based only on their sex, not on their abilities, skills and talents.

DOMINANT CULTURE

The set of customs and values applied in the society, to keep it coherent and harmonious.

PATERNAL CULTURE

It is the culture based on male dominance in the society. Such culture results mainly in women marginalization and exclusion from decision making, in social, economic and political fields.

GENDER-SENSITIVE INDICATORS

Indicators monitoring changes related to gender in a society over a particular period of time. This is to measure gender equality in all fields. Using gender-sensitive indicators will lead to more effective and efficient planning, so as to achieve goals of national programs.

GENDER-SPECIFIC NEEDS

Due to difference in roles of men and women, their needs differ and vary. Gender-specific needs are divided into two main types: practical needs and strategic needs.

PRACTICAL NEED

Basic and materialistic needs that should be met through the satisfaction of the basic needs of life, as food, health and shelter. Such needs are satisfied through particular programs, such as provision of health, education, services and loans.

STRATEGIC NEEDS

Needs related to the position of men and women in the society, and their positions in the structures of power in it. Being gender-specific needs, they include re-division of gender-based labor, legal rights, ending domestic violence, equal pay, and reproductive health rights.

GENDER ANALYSIS

The process of examining roles and responsibilities of men and women, by providing and collecting quantitative and qualitative information, in order to identify gaps, with the aim of identifying needs and inform decision makers of them, to develop policies , strategies and programs aiming at bridging gaps and discrepancies.

GENDER MAINSTREAMING

Analysis of effect of legislation, policies and programs on women and men in all phases and on all levels. Practically, gender mainstreaming seek to make men and women and their needs as an essential element in designing, implementing, monitoring and evaluating policies and political, economic and social programs. Thus, both men and women will benefit equally and discrimination that may lead to inequality can be limited. The ultimate objective is achieving social justice and equality.

GENDER INSTITUTIONALIZATION

A process through which a particular idea becomes an integral part of the intellectual framework governing group behavior in any institution or organization. This is reflected in policies, which, in turn, are reflected in the structure, procedures and activities of the organization.

GENDER SENSITIVE / RESPONSIVE BUDGETS

A tool for financial planning, with social and economic dimensions. It helps the government in gender mainstreaming when preparing and implementing the public budget. This is to ensure allocation of available financial resources in a fair manner, aiming at eliminating gender-based discrimination in government service delivery, and thus meeting identified needs of women, men, boys and girls in the relevant community.

EMPOWERMENT

The process of building capacities of individuals and groups to make choices and transfer such choices into practical procedures achieving promising results.

PUBLIC BUDGET

The program or the plan, based on thoughtful prediction of state expenditures and revenues. It reflects state policies, concerning setting spending priorities, selecting programs and projects that achieve the

overall goals. It is considered the key documents on development priorities in any country.

GENDER JUSTICE

Achieving gender balance through eliminating gender-based discrimination. It does not mean sameness, but aims at achieving the principle of equal opportunities.



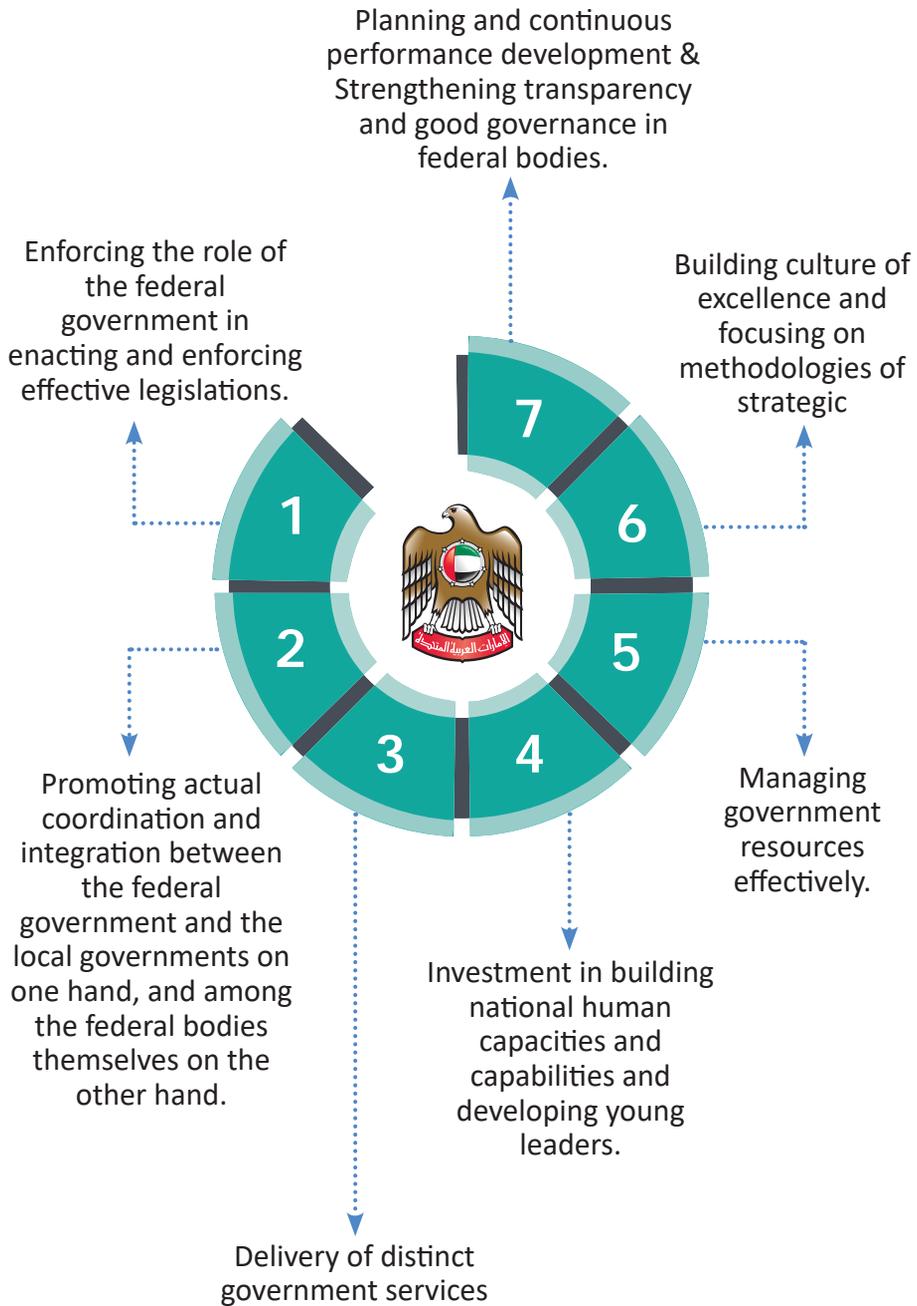
GENDER MAINSTREAMING **and UAE Vision 2021**



GENDER MAINSTREAMING and UAE Vision 2021

UAE women have been given notable attention and care by the wise leadership, believing in the importance of their role in building the society and enhancing development. UAE women are lucky because of the continuous interest granted to them by His Highness Sheikh Zayed Bin Sultan Al Nahyan, may God rest his soul in peace. This interest continues under the care and support of His Highness Sheikh Khalifa Bin Zayed Al Nahyan, God save him, President of the State and under strenuous follow-up by Her Highness Sheikha Fatima Bint Mubarak, Head of GWU, “Mother of the Nation” President of the General Women’s Union Supreme Chairperson of the Family Development Foundation President of Supreme Council for Motherhood and Childhood. Such issues have become a top priority in development policies, which has been clearly reflected on the governmental and national levels.

Vision 2021 aims at making the UAE among the countries with the highest human development index (HDI) in the world and becoming one of the happiest countries, whose citizens are proud to belong to UAE and represent it in international events and competitions. National agenda of the vision seeks to make the UAE the most safe spot in the world, through prevailing the sense of security among all society members and enhancing justice. Moreover, this agenda aims at making the UAE the best country in the world in the field of entrepreneurship and achieving advanced ranks in ease of doing business, international competitiveness and innovation. Additionally, it aims at UAE to be classified as one of the best countries concerning per capita income from the general domestic income, as well as raising the level of Emiratization in the private sector over the coming years and developing a high-quality educational system . [Vision 2021](#)

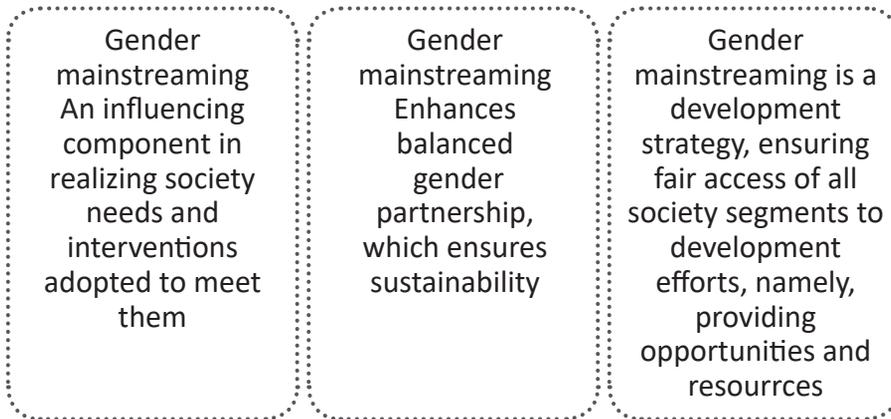


has seven principles:

This ambitious vision, set by the state, requires strategic plans with measurable performance indicators, to ensure considering needs of all society segments in general and needs of women and men, in particular. Hence, gender mainstreaming is highly important in policies, strategic planning and budgets, as it provides tools necessary to measure the impact of programs and initiatives launched by different institutions and the progress in meeting the needs of women and men.

Establishing the UAE Gender Balance Council affirms state vision, its support and belief in the importance of gender mainstreaming in various sectors. Integrating gender concepts in development aims at bridging gaps in development opportunities provided to women and men and achieving justice between them, as an integral part of institution strategies and policies. Gender mainstreaming in development does not mean absolute equality between men and women and violating cultural and social privacy of the UAE society. Rather, it means providing equal opportunities for both to participate in sustainable development, without limiting women participation to stereotypical aspects familiar to the society. This will be through stressing that the goal of gender mainstreaming is considering needs of both men and women, without preference of any of them over the

GENDER MAINSTREAMING



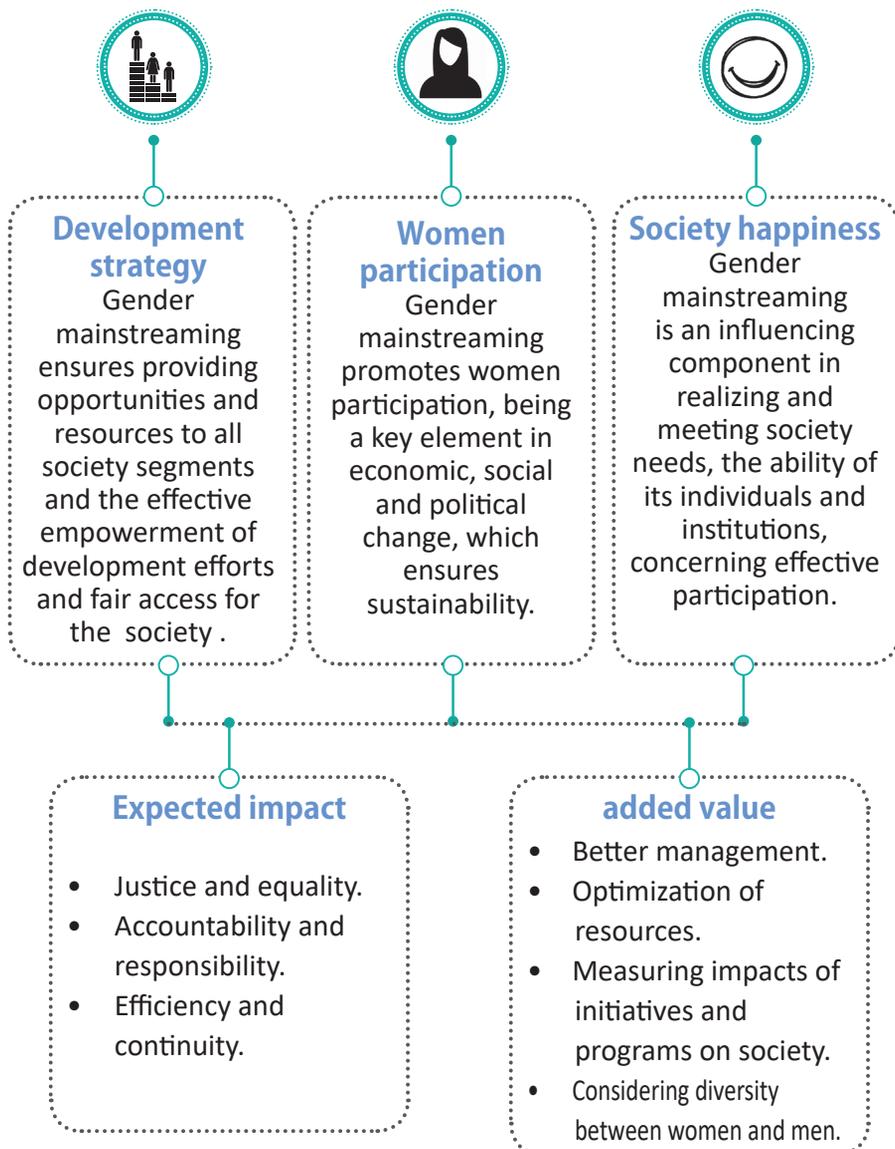
other in developing strategies, policies and programs.

Adopting gender mainstreaming and considering it an integral part of the institutional strategy by federal, local and private institutions, is one of the most important tools to help ensuring the achievement of vision 2021 on the ground.

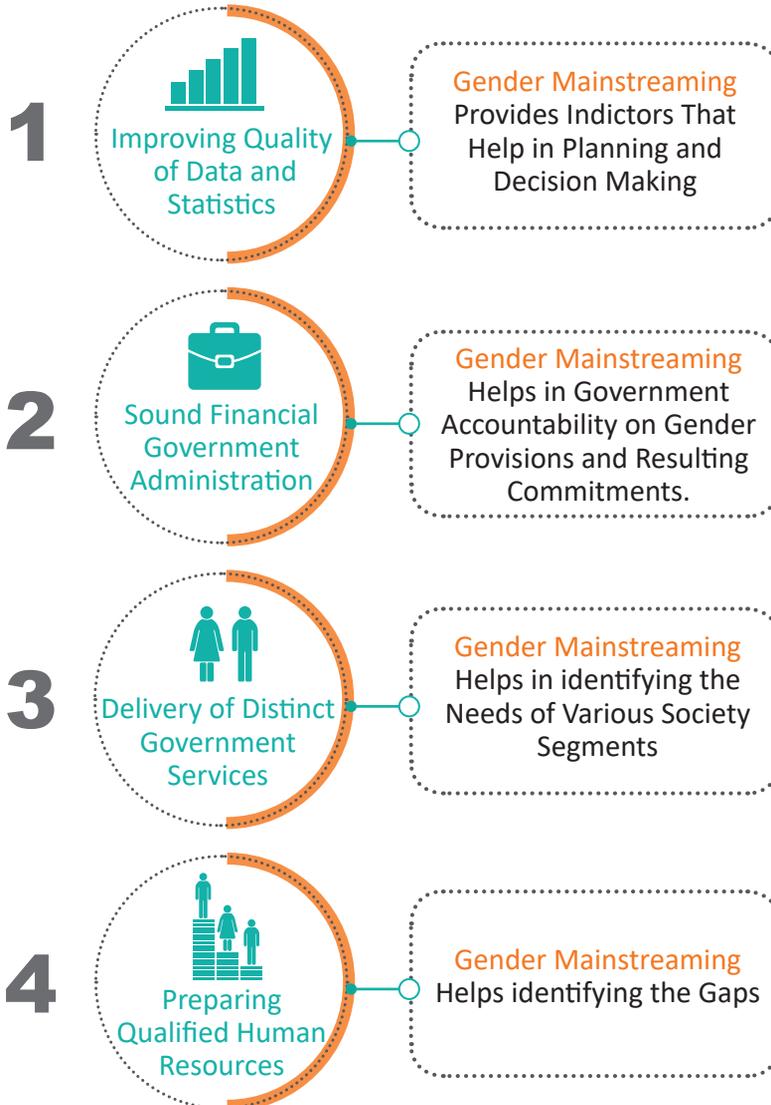
Gender philosophy is not based on considering women's needs only. Rather, it calls the makers of policies and strategic plans, and its resulting initiatives, programs and budgets, to analyze needs of each society segment and meeting them, ensuring equal opportunities and justice for all.

EXPECTED BENEFITS OF GENDER MAINSTREAMING

Gender mainstreaming, in various sectors of institutions, will have a significant impact on state development policies:



GENDER MAINSTREAMING AND THE STRATEGIC ENABLERS TO ACHIEVE 2021 VISION



GENDER MAINSTREAMING AND THE STRATEGIC ENABLERS TO ACHIEVE 2021 VISION



**Activating women's participation
in various sectors**

**Promoting women participation in various
sectors and holding leadership positions, as
a key and active member in sustainable
development in the state**



**Providing a legislative and institutional
environment and seeking women's
material and moral gains**

Gender mainstreaming concept achieves gender justice and eliminates discrimination against women, through reviewing existing legislations and enforcing laws in line with relevant international conventions.

Accordingly, gender mainstreaming will contribute, in all institutions, to fulfilling international commitments and enhancing its competitiveness for eliminating the gender gap.



METHODOLOGY

Of Gender Mainstreaming



METHODOLOGY

Of Gender Mainstreaming

Gender mainstreaming in institutions is carried out at three levels, namely:



The successful gender mainstreaming in institutions at various levels, gender mainstreaming requires an institutional environment, supporting such issues. This is achieved through:

STRATEGIC ENABLERS ON GENDER-MAINSTREAMING IN INSTITUTIONS

1

Developing clear document on gender policy in the institution

2

Enforcing justice and equity in the institution

3

High-level administration commitment by enhancing policies supporting fundamental and influencing changes in an institution

4

Supporting working group and providing resources necessary to complete work and to make changes.

5

Creating a group supporting change by forming a male and female working group.

6

Raising awareness on gender issues

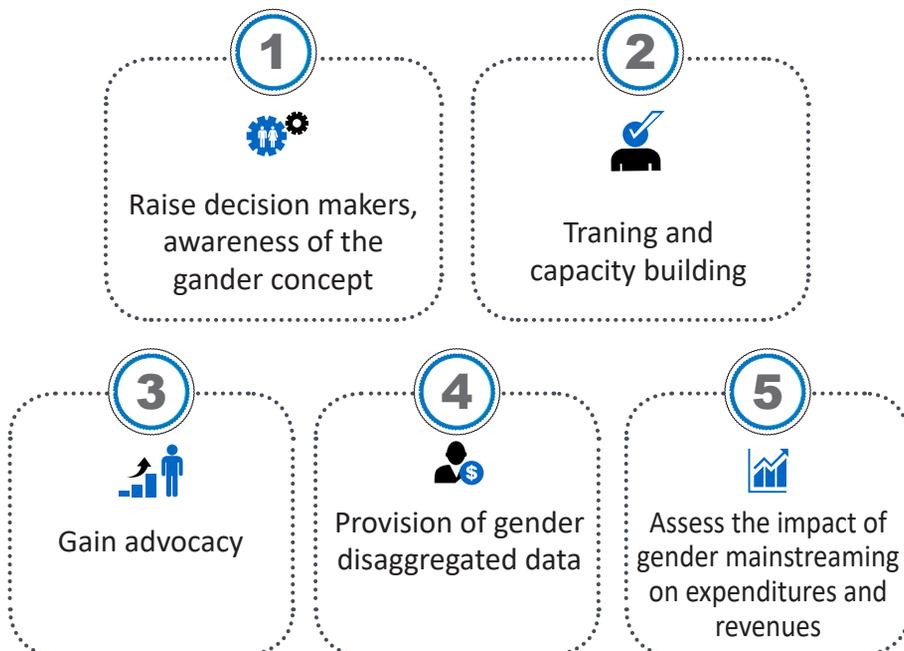
7

Establishing a reference body, such as a division, a unit, or central points working on gender-mainstreaming

EXECUTIVE MEASURES OF GENDER MAINSTREAMING

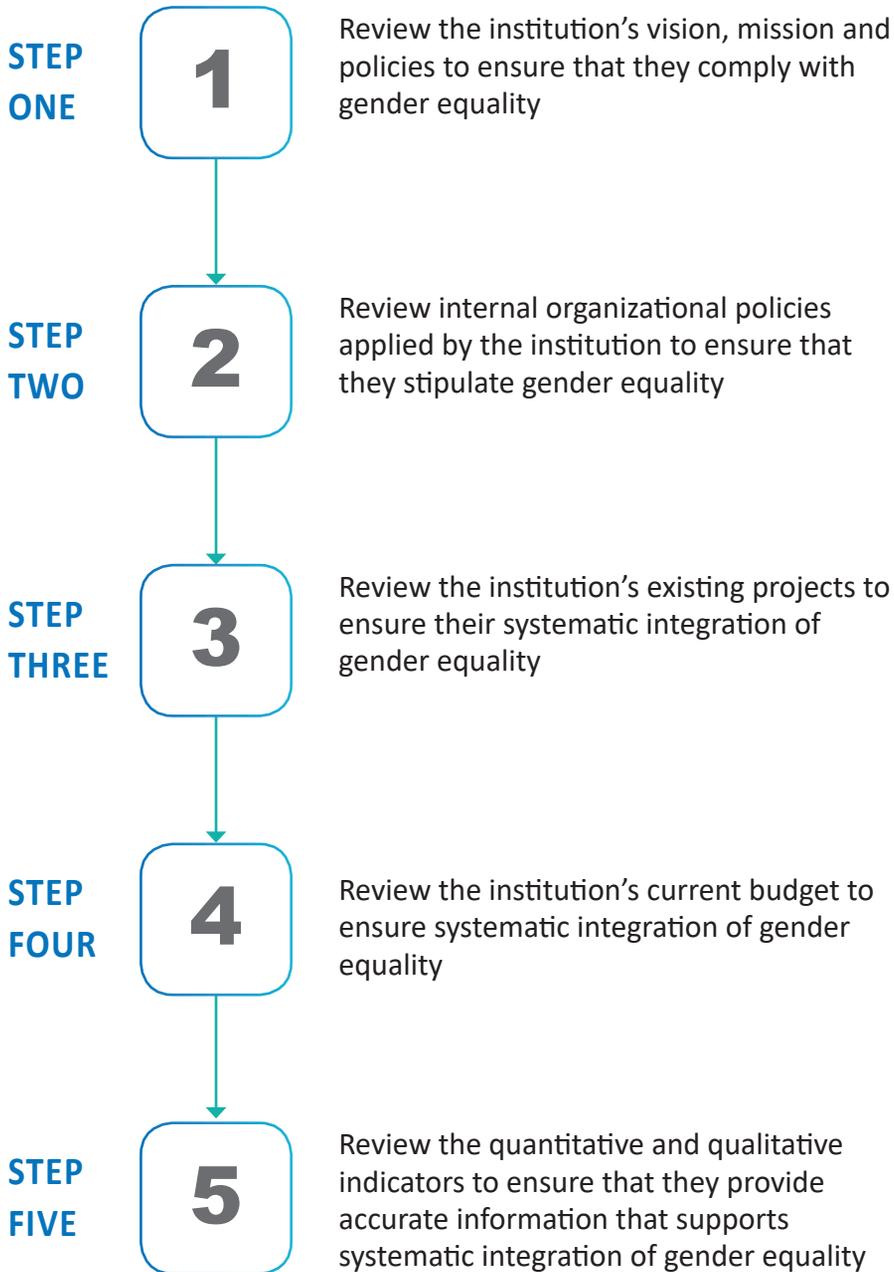
The process of systematic gender mainstreaming requires institutions to carry out a periodic and universal review of all their policies and programs, taking into consideration the needs of men and women in the institution's strategic planning in a comprehensive way that include.

NECESSARY AND MAJOR STEPS for gender mainstreaming



To translate that into practice institutions the following steps

STEPS OF GENDER MAINSTREAMING IN INSTITUTIONS



STEP 1

Review The Institution's Vision, Mission and General Policies

The institutional vision and mission are key elements to the success of any institution. They are the major drivers of the institution's general policies and strategic objectives.

The vision and mission translate the prevailing institutional culture, which confirms the senior management's commitment and support to the institution's overall trends.

Accordingly, the institution's vision and mission should necessarily include a brief statement that outlines the future vision and mission regarding gender equality. This statement should express the concepts and beliefs using "We believe" or "We acknowledge".

PRACTICAL EXAMPLES

Ministry of Women, Family and Community Development in Malaysia

VISION

"Forefront to achieve gender equality, family and community development as a caring and prosperous basis of a fairly developed country"

MISSION

"Integrate the perspectives of women and society into the mainstream of national development and strengthen the family institution towards improving social welfare"

STEP 2

Review Internal Organizational Policies

The institution's vision, mission and compliance with gender mainstreaming should be translated in the applicable internal organizational policies to ensure their support of gender equality and consideration of the needs of both men and women.

This requires building the capacities of the staff responsible for formulating the various organizational policies of systematic gender mainstreaming.

PRACTICAL EXAMPLES

International Fund for Agricultural Development (IFAD)

"IFAD pledges in all operational condition to address gender discrepancies, with a special focus on women in all target groups for equity, efficiency and impact reasons"

Below are some suggestions that can be developed in the institution's internal policies

- Give attention to stimulating the participation of both men and women in designing, implementing and managing the institution's various activities. In doing so, women should be

* **Source:** International Fund for Agricultural Development (IFAD).

consulted and asked for their opinions on these activities as of the program planning phase; so that these programs would be based on understanding the needs from a gender perspective.

- Apply balanced gender-sensitive employment policies in the institution, either for recruitment or training that targets the technical or management staff, or volunteers.

- Create opportunities for power exchange and responsibility delegation between men and women, until when both genders can assume key positions and join the various sub-committees.

- Plan to create equal opportunities for both men and women to access and exploit the various resources in skill development on all levels, so that women can take part in decision making alongside men. Examples for this include the attention given to establishing educational institutions close to residential areas, in order to offer the opportunity for girls to benefit from the available educational services.

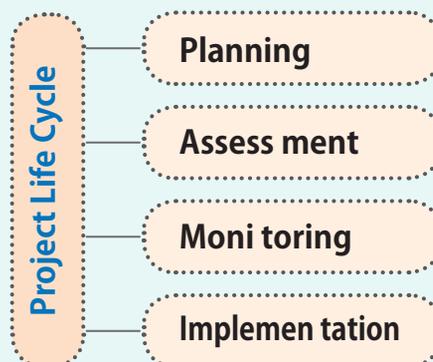
- Provide exact and adequate gender-disaggregated information data. Institutions should make a statistical classification of all performance levels, taking into account gender-based division. This would help evaluate the access of the various parties to the available resources and services.

- Gender-disaggregated monitoring and evaluation, and impact measuring. Institutions measure the various impacts of their projects and programs on the gender issues in society, particularly regarding the impact of development programs on women's different roles: reproduction, production, community and politics.

STEP 3

Review The Institution's Existing Projects

The existing projects need to be reviewed to ensure that they are gender-sensitive throughout their life cycle.



PRACTICAL EXAMPLES

If institution (X) is willing to offer a new community services, it is advised to form a working group to study the situation and accordingly offer the service. The working group should consist of both men and women together.

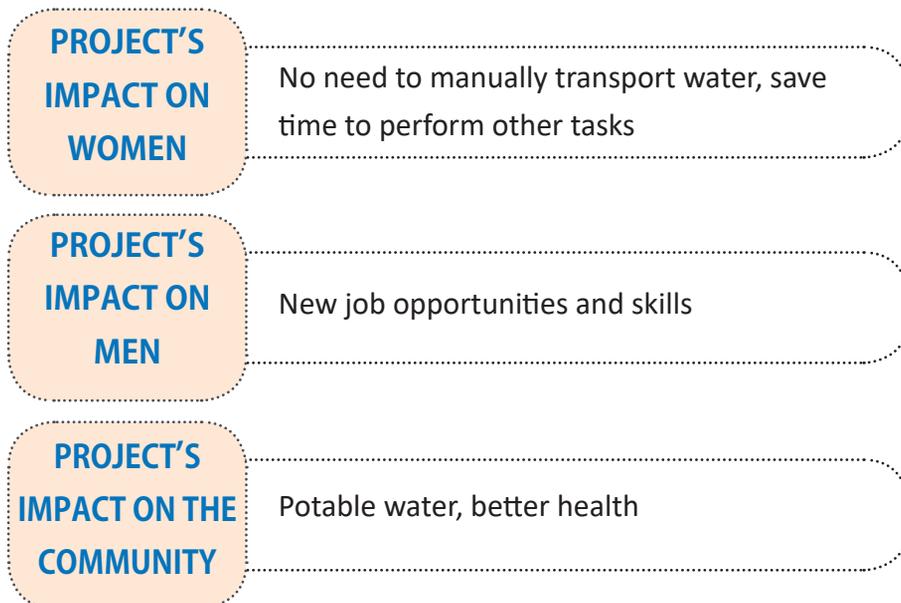
The team measures the degree to which both women and men in various group of benefit from the new service, and ensures that the method of service offered complies with and meets the needs and characteristics of both men and women and achieves equity.

This methodology can be applied in all projects, either those targeting the entire society or benefiting only the institution's internal staff.

ANOTHER EXAMPLE:

Project of supplying purified drinking water to an Arab village

In the planning phase should discuss the issues related to the project's impact on women's activities, access to and control over resources, as well as on men and the community as a whole.



It is also necessary to apply gender mainstreaming in the project implementation and monitoring phase, through women's engagement and ensuring equal opportunities for her throughout the project life cycle. Provided below are some guiding questions that may be useful in evaluating gender mainstreaming in the various phases of institutional projects:

**ANALYSIS OF GENDER ROLES
AND NEEDS**

- What is labor division between men and women?
- What are the gender needs tackled and addressed by the project?
- What are the gender strategic needs tackled and addressed by the project?
- What are the existing gender gaps resulting from the existing division of roles between men and women?

**ANALYSIS OF ACCESS TO, CONTROL OVER
AND UTILIZATION OF RESOURCES**

- What are the resources available for men and women?
- What are the resources that women can control?
- Who can access and control the benefits from the available resources?
- What are the gender gaps resulting from the current situation regarding access to, control over and utilization of the benefits of resources? What increases this gap? What are the obstacles and challenges that prevent women from utilizing the benefits of these resources?

**ANALYSIS OF CHALLENGES
AND OPPORTUNITIES**

- What are the obstacles and challenges to women's engagement in order to achieve the goals of equal opportunities?
- What are the opportunities of achieving the project goals of equal opportunities?

**GUIDING QUESTIONS ABOUT
ENGAGEMENT TO
DETERMINE THE PROJECT**

- Have men and women been consulted about the subject matter of the project?
- Has the subject matter of the project been discussed on the local, national or organization's level?
- Have the discussions been documented?

PROJECT GOALS

- Does the project include dimensions that achieve equal opportunities and women's empowerment?
- Does the project create a work environment that supports equal opportunities?
- Do the quantitative and qualitative goals have a specific timeframe during which they should be achieved?
- Does the project provide men and women with opportunities and capacities to perform new roles?
- Does the project enable men and women to have equal opportunities to access resources?
- Does the project take into account the long-term impacts on women, with respect to increasing their capacities to control their life and hold decision-making positions?
- Does the project avoid the negative impacts on women's position and well-being?

PROJECT ACTIVITIES

- Do the activities and interventions directly target bridging the gender gap?
- Do the activities and strategies create a negative response to women's position?
- Are the marginalized groups considered in preparation for capacity building and benefitting from the knowledge and various skills of both men and women?

PROJECT INDICATORS

- Does the project use gender-sensitive indicators?
- Can these indicators measure the generated outcomes?

MAJOR PILLARS IN GENDER MAINSTREAMING IN INSTITUTIONAL PROJECTS

In the light of the previous mentioned guideline questions, there are many practical steps that organizations can take as proactive steps to ensure the integration of the gender perspective into institutional projects. The most important of these are the analysis of the status of institutional policies to identify the strengths and weaknesses and review the laws and regulations governing the operation of the institution in order to issue Policies supporting the integration of a gender perspective

SELECTING THE PROJECT'S TOPIC

Analyze the project's topic for needs of men and women

PROJECT PLANNING AND IMPLEMENTATION

Are the needs of men and women taken into account in the project's various aspects?

PROJECT OUTCOMES

Are the project impacts reflected holistically on men and women together?

STEP 4

Review The Institution's Budget

A gender-responsive budgeting is a financial planning tool of economic and social dimensions that help the government in gender mainstreaming in setting and implementing the state budget. This ensures the allocation of the available financial resources fairly and in a manner that aims to abolish gender-based discrimination in governmental services provision system and fulfill the needs of men, women, boys and girls in the concerned community.

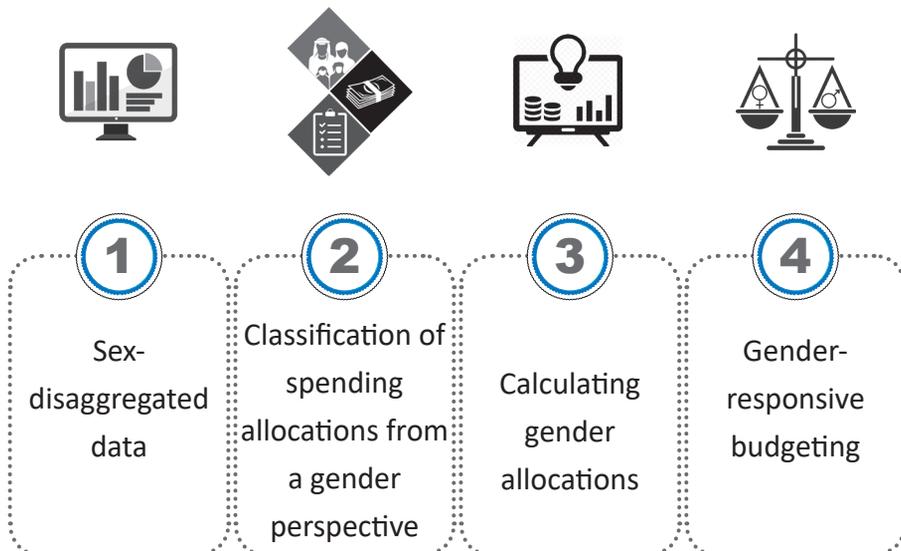
A gender-responsive budget is an assessment method that aims to determine how the programs and investments introduced by the various ministries and government sectors improve the lives of men, women, children, PWDs, as well as other society groups.

Many countries have shifted to adopting and developing Gender-Responsive Budgeting Initiatives (GRBIs). More than 50 countries applied a form of GRBIs to study how budgets can bridge the gender gaps. A budget is a major government activity that organizes implementing various government activities, like the public programs of health care, housing, employment, education and elimination of violence against women.

GENDER-RESPONSIVE BUDGETING IS BASED ON TWO PRINCIPLES:



MECHANISM OF GENDER-RESPONSIVE BUDGETING



THE SPENDING ALLOCATIONS ARE CLASSIFIED INTO 3 CATEGORIES AS FOLLOWS:

1

Gender specific expenditures: that target both men and women to meet specific needs, such as allocations for females in elementary education, men to engage in family programs or elderly men and women.

2

Expenditures that promote qualitative justice in the public sector and relevant to providing fair job opportunities or fair representation of women in decision making positions, for example.

3

General expenditures (indirect to recipients of governmental services): as spending on water, electricity, transportation and communications sectors, which many society groups benefit from.

The calculation of gender allocations depend on calculating the gender allocations in this case according to the rate of population and provision of sex-disaggregated database. Expenditures classification facilitates the calculation of allocations, taking into account the particulars of each program and the business nature of the concerned ministry.

BENEFITS OF GENDER-RESPONSIVE BUDGETING FOR INSTITUTIONS

A socially fair budget is a crucial requirement to achieve social justice and gender equality. Most ordinary citizens, including women, have no right to express their opinions on budgeting. Budgets are considered a highly technical issue that is better left for experts, however this omits the significant social dimension of budgets that can be represented in:

GENDER EQUALITY IN THE PARTICIPATION in budgeting to take into account the opinions of both genders.

ENSURE THAT THE BUDGET CONTENT REFLECTS THE GOALS of gender equality and social justice through allocating funds and generating income using methods that achieve gender equality on the social level.

ACCOUNTABILITY: budgeting practices can promote the institution's compliance with accountability and transparency, through auditing the allocated funds and the services offered against the actual expenditures.

RELIABILITY: neutral budgets tend to neglect gender. They omit the different impacts on men and women. However, the budgets that do not recognize the gender dimension can be described as defective.

EFFICIENCY: a budget that achieves gender equality is an efficient one, since it targets expenditures more accurately.

COALITIONS: external partners are more prepared to offer financial support to your institution, since they can manage funds in a transparent and accountable way.

MOROCCO'S GENDER-RESPONSIVE BUDGETING EXPERIENCE

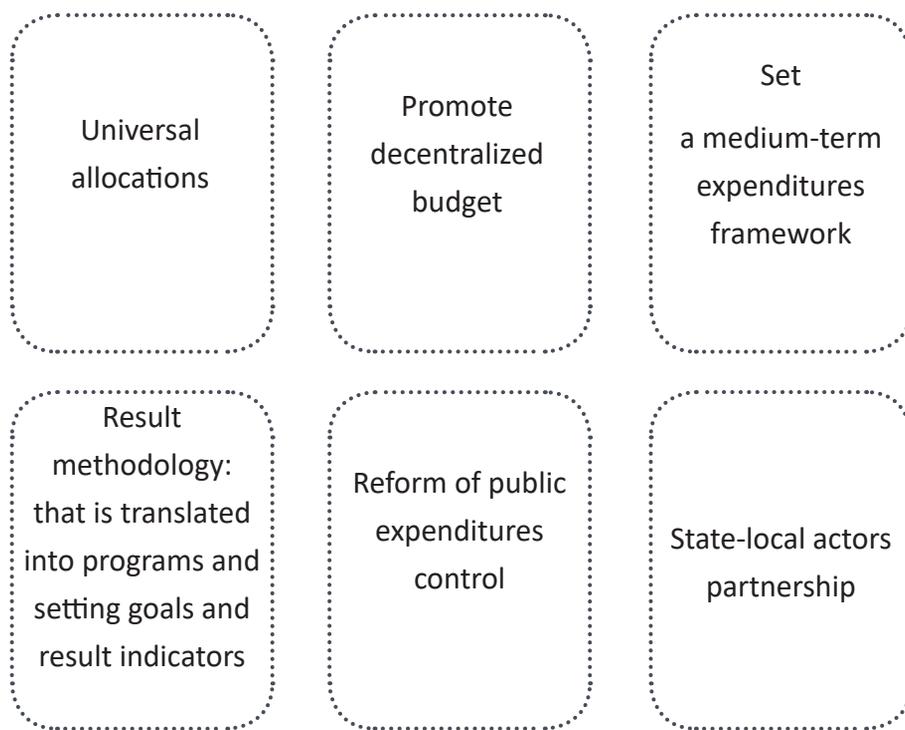
The Ministry of Economy and Finance in Morocco implemented the project of “Strengthening National Capacities in Gender-responsive Budgeting” in partnership with the United Nations Development Fund for Women (UNIFEM) since 2002. The project aimed to give attention to the different requirements and interests of men, women, boys and girls through formulating, implementing and evaluating the governmental policies, and ensuring equity, enhancing efficiency and compliance of public policies, and good distribution of state resources.

Gender mainstreaming was introduced for the first time into the budget law in Morocco in 2005. This was followed by holding workshops on the reform of result-based budgeting through 2006 and 2007. A gender-responsive budget takes into account re-strengthening the relationship between the budgeted resources and achieving the desired goals of economic and social development, which will be measured using efficient indicators.

METHODOLOGY:

The new budget methodology has been developed since 2002, including setting a new culture for result-based public expenditures, seeking economic returns and efficiency, and achieving the results and accountability. This approach or methodology was based on interactive key pillars as follows:

METHODOLOGY OF GENDER MAINSTREAMING



The draft gender-responsive budget has been developed on two phases:

**PHASE 1
(2003- 2004)**

raising institutions' awareness of the gender concept and methodology and building their capacities

**PHASE 2
(2005 - 2008)**

institutionalization phase, where the ministerial sectors initiated implementation.

THE EXPERIENCE OF THE MINISTRY OF FINANCE IN JORDAN IN GENDER-RESPONSIVE BUDGETING

The General Budget Department took part in a training workshop on gender-responsive budgeting, organized by the Jordanian National Commission for Women, supported by the European Union. The workshop tackled the development of the proposed mechanisms for implementing the National Strategy for Women in Jordan as part of gender mainstreaming in national legislation, policies, plans, programs and budgets to ensure gender mainstreaming in national policies taking into account the needs of both men and women.

In 2015, the General Budget Department established and institutionalized the concept of gender-responsive budgeting. It introduced budget Notice No. 17 of 2015 on preparing the general budget bill, draft law on governmental units' budgets, draft regulations on the formation of ministries, departments and governmental units for the fiscal year 2016. The trends adopted in preparing the estimates of the general budget bill and draft law on governmental units' budgets for 2016 ensured monitoring the implementation of the National Strategy for Women in Jordan and promoting the engagement of the Jordanian National Commission for Women in formulating development and sectoral plans to help in gender mainstreaming in national strategies, taking into account the needs of men and women in a fair way that promotes women's contribution to all fields.

In order to strengthen the institutional capacities of the General Budget Department in gender-responsive budgeting, a number of the

Department's staff participated in a go-and-see visit to Egypt in cooperation with UN Women to benefit from the Egyptian experience in gender-responsive budgeting, regarding planning and setting the budget and how to prepare and design the respective models.

The Department collaborated with the Fiscal Reform Project – funded by USAID – to prepare “Gender-Responsive Budgeting” Manual, which represents a paradigm shift in gender mainstreaming in budgeting policies and procedures.

Child friendly budgets highlight the child needs and monitor the allocations necessary to fulfill such needs. Therefore, in 2015 the General Budget Department, with the assistance of the National Council for Family Affairs, prepared an analytical study on the budgets of the Ministry of Public Works and Housing and the Higher Council of Youth. According to the results of the study, both entities are expected to implement the study's recommendations aimed at child friendly budgeting and incorporating this methodology into their 2017 budgets.

STEP 5

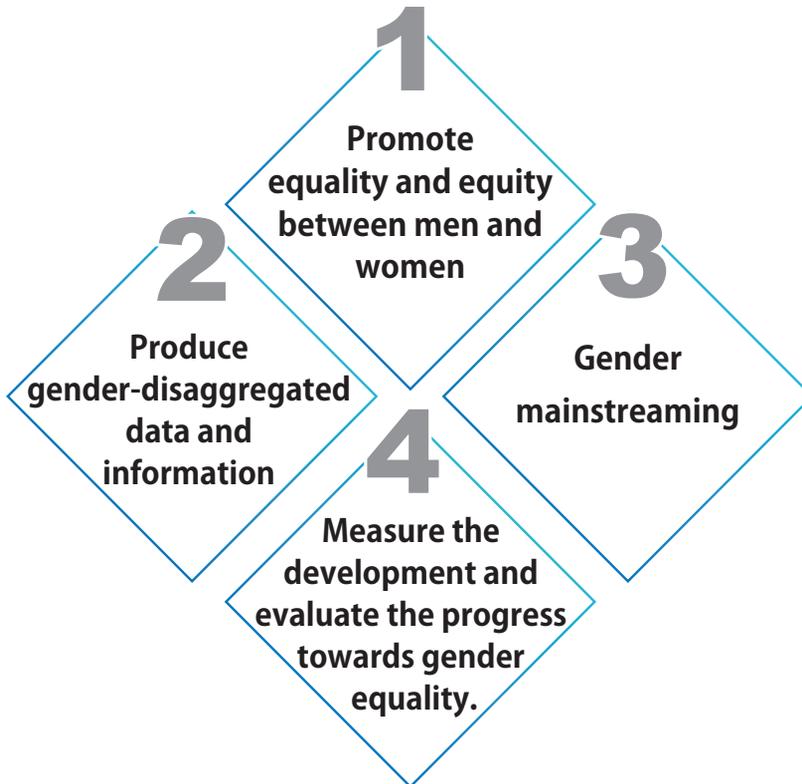
Review The Institution's Budget

Gender statistics and quantitative and qualitative indicators are essential inputs in the process of planning and decision making.

An indicator in general is a set of manifestations that are represented by a number, reality or views that can be used as a tool to measure the changes that occurred under certain circumstances at a certain time.

An indicator is a data and information material that summarizes a huge amount of information in a single number. It is also a statistical description of the nature of social, economic or geographical living conditions in a certain society. Thus, indicators allow us to control, monitor and evaluate the participation and interaction of man and society with social life over time.

GENDER INDICATORS' GOALS



Gender statistics provide realistic information on women's position, while gender indicators offer an evidence on women's status. Gender indicators can perform a special function of showing the ways adopted by development programs and projects, and their compliance with the goals set and the results achieved in qualitative equality.

QUANTITATIVE INDICATORS, INCLUDING

Percentages, rates or absolute numbers that express specific areas, such as:

.....
Availability

.....
Accessibility

.....
Utilization

.....
Coverage

.....
Quality

.....
Effectiveness

.....
Impact
.....

QUALITATIVE INDICATORS, INCLUDING

Related to people's perception, like opinions, attitudes and changes in the character of individuals or society.

.....
For example: adopting laws on women's rights is an indicator of the change in society's perception of women's role in society and the establishment of human rights
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REFERENCES

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