



# VISIONS AND CHALLENGES FOR A WOMEN FRIENDLY CITY

The 2<sup>nd</sup> Metropolis Women  
International Network Forum

2009.10.21~24 | Seoul  
Forum Report

Co-Hosted by



**Hi Seoul**  
SOUL OF ASIA  
Seoul Metropolitan Government  
Metropolis Women International Network

Organized by



Seoul Foundation of Women and Family





# VISIONS AND CHALLENGES FOR A WOMEN FRIENDLY CITY

The 2<sup>nd</sup> Metropolis Women  
International Network Forum

2009. **10.21~24** | Seoul  
Forum Report

Welcome Reception : 21 Oct. 2009



Opening : 22 Oct. 2009



Keynote Speech : 22 Oct. 2009



Special Lecture : 23 Oct. 2009



Mayors' Panel : 23 Oct. 2009



Workshop A1, A2 : 22 Oct. 2009



Workshop B1, B2 : 22 Oct. 2009



Workshop C1, C2 : 23 Oct. 2009



Workshop D1, D2 : 23 Oct. 2009



Plenary 1, 2 : 22-23 Oct. 2009



Gala Dinner : 22 Oct. 2009



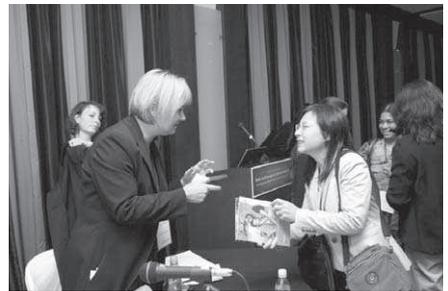
Final Declaration and Closing : 23 Oct. 2009



Press Conference : 22 Oct. 2009



Huirou Commission&UN-HABITAT Publication Event : 22 Oct. 2009



Women Fiendly City Tour : 24 Oct. 2009



Herstory Tour : 24 Oct. 2009



## Pre-Events

Huirou Commission Safety Audit Training : 20 Oct. 2009



Metropolis Gender Budgeting Training : 20-21 Oct. 2009



Asia Women's Network Roundtable : 21 Oct. 2009



## Table of Contents

Introduction .....	2
Overview .....	4
1. Background of the 2 <sup>nd</sup> forum.....	4
2. Concept Paper for the Agenda .....	5
3. Outcomes of the 2 <sup>nd</sup> forum .....	7
Main Program .....	9
1 Opening Ceremony .....	9
2 Keynote Speech .....	15
3 Special Lectures .....	17
4 Workshop A .....	21
5 Workshop B .....	38
6 Workshop C .....	54
7 Workshop D .....	70
8 Plenary I-II .....	84
9 Mayor’s Panel .....	89
10 Closing Ceremony .....	92
Side Events .....	95
1. Asia Women’s Network Roundtable .....	95
2. Training Programs .....	98
1) Women’s Safety Audit Training Program	
2) Metropolis Gender Training Program	
3. Cultural Activities .....	101
1) Social Activities	
2) Tour Program	

---

## Introduction

---



**Ms. Kyungsook Lee,**  
Co-President of the 2<sup>nd</sup> Metropolis Women International Network Forum

The 2<sup>nd</sup> Metropolis Women International Network Forum in Seoul was a meaningful and empowering experience for all the participants to envision dynamic and women friendly cities for dynamic women. The forum invited representatives, NGOs and experts from 63 cities of 42 countries with almost 2,000 participants. Many experts expressed their interests in and supports to the women friendly city building initiative, to name some, UN Secretariate, UN DAW, UN HABITAT and Huairou Commission. During the forum, participants noticed the common values and difficulties that women in many different cities are facing in the 21<sup>st</sup> century. The learning and experience shared at the forum will become the common ground for the participants to cooperate with each other for future activities and changes in our daily lives and actions.

The Forum started with Metropolis Gender Training on October 20<sup>th</sup> and followed by the Huairou Commission Safety Audit Training and Asia Women Network Roundtable. In the gender training, participants shared the case study of the Fulton Country's gender budgeting practice which was a good motivation and resource for the Seoul Metropolitan Government. They will soon adopt the gender budgeting system in its policy framework. In the case of Huairou Commission's safe audit training, 11 associated members joined in the program to introduce its project, 'Safer Cities Program' with UN HABITAT. One of the achievements from this forum includes the Metropolis Women Asian Network Asian Dialogue. For this Asian Dialogue project, 4 Asian Regional Antennas will initiate to work with NGO, international organizations, and a group of experts. By initiating such cooperative work in order for women to prepare and confront political, social as well as economic changes, Asian Dialogue will grow as a network hub for Asian women.

The Forum Opening invited delegates from 63 cities among 42 countries and 700 participants, and confirmed an important message, "if women, which take the half of the population, don't feel happiness in the city, the city space itself is not a livable cite." During the following two days, there were 8 workshops for 4 different sessions and around 60 female leaders made their presentations. The needs for policies on stable female employment during the economic downturn and more sensitive policy making procedure on women's diversity were particularly emphasized during the discussion. With 12 mayors' Panel on the second day, we learned about the current state of women's status in the 12 cities and found common grounds between them as well as differences.

All the participants may remember the most the final declaration session. By signing in the draft Seoul Declaration on Women Friendly Cites, the 10 representatives including the two co-presidents and representatives of regional antennas endorsed the declaration. All the participants responded with warm hugs and made a big circle holding each other's hand to celebrate the moment. The moment will be remembered by many for its participatory and empowering process. The Seoul Declaration was not just shared among the participants but became the common ground to step on and to move forward. It should be followed by discussions in many different settings with different groups of people to be taken as an active tool. I sincerely hope that the participants of the Forum become the agent in their own cities and communities to make the Declaration work.

This report on the 2<sup>nd</sup> Metropolis Women International Network Forum is a collection of the presentations and discussions of the variety of the Forum. The Secretariate of the 2<sup>nd</sup> Forum, Seoul Foundation of Women and Family(Seoul) and the Institute for the Management of Major Metropolises(Montreal), worked on the report with pleasure and passion to share the outcomes of the forum. The report recollects the whole process of the preparation and closing of the Forum. It will provide the readers of a joyful reminder of the discussions and leanings of the Forum.

Lastly, I would like to thank all the participants and the Secretariate for you passionate contribution, encouragement, and inspiration. I strongly feel that such efforts are the pivotal keys to open the doors for the women friendly cities around the world.

**Kyungsook Lee**

---

## Introduction

---



**Ms. Francine Senécal,**  
Co-President of the 2<sup>nd</sup> Metropolis Women International Network Forum

The 2<sup>nd</sup> International Forum *Dynamic Cities Need Women: Visions and Challenges for a Women Friendly City*, held in Seoul, South Korea, October 21-24 2009, was a real success. This Forum, co-organized by the **Metropolis Women International Network** and the **Seoul Metropolitan Government** represented by the **Seoul Foundation of Women & Family** gathered elected representatives, managers, experts from cities, international organisations, NGOs, and governments coming from 63 cities and 42 countries.

I would like to thank Mr. Sehoon Oh, Mayor of the Seoul Metropolitan Government, for his personal involvement and his tremendous support to the realization of this Forum. I would also like to thank the Co-President of the Forum, Ms. Kyungsook Lee, Chair of the Board of Directors of the Seoul Foundation of Women & Family. Indeed, the organisational and financial support of the Seoul Metropolitan Government represented by the Seoul Foundation of Women & Family was essential to the success of the Forum.

The Forum Report will enable the Forum participants to recollect all the presentations and discussions that took place in Seoul around the thematic of a women friendly city. One thousand participants attending the opening session were inspired by the opening keynote speaker, Dr. Asha-Rose Migiro, United Nations Deputy Secretary-General. The table was set for more thorough reflections that were expressed by the more than 70 speakers coming from all over the world.

I encourage you to take the time to thoroughly read this enlightening report that summarises the presentations and comments related to the Forum's four main topics: Mainstreaming Gender in City Policies and Administration; Empowering Women during Economic Crisis; Building a Safe City for Women; Fostering Diversity and Women's Creativity. This report is a source of inspiration on very important topics that concern women and men alike.

As the reader will find in this Forum Report, the need for cities and for international and national organizations to better understand women's perspectives and to implement the notions of women friendly cities has been emphasized by all speakers and participants during the Forum's workshops, as well as in the Mayors' Panel. It is well reflected in the Seoul Declaration that was adopted at the conclusion of the Forum and that is found at the end of this report. The Seoul Declaration also refers to the Women Friendly Seoul Project that has been an important source of inspiration for everyone.

A Forum like this one depends upon the support and collaboration of many. It is impossible to name them all. However, I wish to reiterate my sincere thanks to Mr. Sehoon Oh, Mayor of the Seoul Metropolitan Government, Ms. Kungsook Lee, Co-President of the Forum and Chair of the Board of Directors of the Seoul Foundation of Women & Family and Mr. Jean-Paul Huchon, President of Metropolis, for their support of this Forum. I extend my appreciation to the Forum's Seoul organisational team under the direction of Ms. Hyunkyung Park, President of the Seoul Foundation of Women & Family and her dedicated staff, especially Ms. Jiwoon Lee. They have put all their energy in preparing this successful and meaningful event in close collaboration with the Metropolis Women International Network Coordinator, Ms. Rita Rachele Dandavino, assisted by Ms. Adriana Elisa Correa Mora and supported by the team of the International Institute for the Management of Major Metropolises, based in Montréal, Canada. Lastly, I want to extend my very special thanks for the contribution and patience of all chairpersons, reporters and editors of this fine report.

Have a good read!

**Francine Senécal**

---

## Overview

---

### Background of the 2<sup>nd</sup> Metropolis Women International Network Forum

Metropolitan cities are the sites to witness the coexistence of global and local contexts. While sharing a multitude of common socioeconomic challenges in the wave of globalization, each metropolitan city is striving to make itself distinct from one another in order to obtain whatever advantage it could gain in global competition. Current studies reveal how the globalization process, on the one hand, is homogenizing the city spaces and resources, and on the other, is demanding individuality.<sup>1</sup> Indeed, metropolitan cities are sharing common development goals for sustainability, prosperity, and equity, while each city is struggling with one's historical and cultural distinctiveness and competitiveness.

In the competition discourse, however, issues of gender dynamics are not in the mainstream. The players in the discourse are recognized mostly as gender-neutral. In reality, however, we are witnessing more women in non-regular jobs, lower wages for female workers, less income and public supports for female-head households, and fewer work opportunities for female college graduates. On top of that, women's attaining half the electoral seats in politics is a far away goal to be achieved.

It is only a recent development that the feminists' slogan 'the private is political' is being reflected in everyday public policy areas. Central and local governments are developing systems to adopt and implement gender-sensitive policies: gender mainstreaming, gender analysis, gender budgeting, etc. Sex segregated statistics, however, are making it clear that the fruits of gender-sensitive policies have yet to be extended to women in all parts of the society in their everyday lives. Gender dynamics exist everywhere in all aspects of human life. A handful of gender-sensitive projects, however, cannot effectively live up to the fast-evolving gender roles and patterns of the urban dynamics of the 21<sup>st</sup> century.

In collaboration with 10 Regional Antennas and over 100 member cities, Metropolis Women International Network organized its 1<sup>st</sup> Forum in Brussels in 2007 with more than 700 participants from 72 countries. The initiative, Dynamic Cities Need Women, was articulated at the Forum with the focus specifically on questions of gender equality and the role of women in major urban cities. The Final Declaration of the 1<sup>st</sup> Forum presented appeals not only to both women and men of the world but also to the relevant authorities and institutions in all countries to develop and implement policies and plans on prioritized agenda.

The 2<sup>nd</sup> Forum in Seoul continues to promote the network's initiative, Dynamic Cities Need Women, with a new strategic approach for the realization of the goal. Dynamic cities definitely need more women in decision making positions and in all areas of society. We need to now ask whether the structure of the urban politics, administration, economy, family and society is friendly enough for women to actively participate in.

The city environment itself should be improved to be more women friendly. Women need to be able to walk freely late at night, they need easy way around work and home to maintain their work-life balance, they need public facilities with sufficient female-friendly spaces, and their perspectives need to be reflected in public discourse on urban housing construction and redevelopment. A new task for the 2<sup>nd</sup> Forum in Seoul is to articulate the conditions for a 'women friendly city' and to set forth its vision.

---

<sup>1</sup> "The Global City Today", Sassen, Global Metropolitan Forum of Seoul 2009

## The 2<sup>nd</sup> Metropolis Women International Network Forum

Date: October 21-24, 2009

Venue: Shilla Hotel/Seoul Women's Plaza, Seoul, Korea

Theme: Visions and Challenges for a Women Friendly City

Agenda:

1. Mainstreaming Gender in City Policies and Administration
2. Empowering Women during Economic Crisis
3. Building a Safe City for Women
4. Fostering Diversity and Women's Creativity

Proceeding of the 2 <sup>nd</sup> Forum Preparation	
Jul. 2008	First meeting between the representatives of Metropolis Women International Network (M-WIN) and the Seoul Metropolitan Government
Aug. 2008	Launch of the Seoul Regional Antenna
Oct. 2008	9 <sup>th</sup> Metropolis Congress: official endorsement and announcement of the 2 <sup>nd</sup> M-WIN Forum hosting city
Dec. 2008	Regional Antenna Survey on the 2 <sup>nd</sup> Forum period, theme and agenda
Apr. 2009	Start of the weekly meeting between the Seoul Metropolitan Government and the Seoul Foundation of Women and Family
Apr. 2009	Start of the weekly email/phone conversation between M-WIN coordination in Montreal and Seoul
Jun. 2009	Launch of a local Organizing Committee
Jun. 2009	Speakers' Committee in Seoul and Montreal
Aug. 2009	Declaration Drafting TFT in Seoul
Oct. 2009	Distribution of the 1 <sup>st</sup> draft of the Seoul Declaration among the regional antennas

### Concept Paper of the Forum Agenda

#### Session A. Mainstreaming Gender in City Policies and Administration

Since the 4<sup>th</sup> UN World Conference on Women in Beijing (1995), gender mainstreaming has been broadly adopted as a major strategy for achieving gender equality and improving lives of both women and men. Now it is emerging as the key to building women-friendly cities. Gender mainstreaming is possible only when cities rightfully incorporate women's perspectives and experiences into their policies and administration, and foster gender-sensitive city governance where women citizens can actively participate. This session will review the current state and issues regarding gender mainstreaming in city policies and administration, and discuss specific enabling strategies.

The following two sub-topics will be addressed in this section: Workshop A1: **Gender Governance in City Administration** Session discussions will focus on how cities are doing in terms of gender mainstreaming in designing women-friendly cities and provide insight into their experiences in the adoption, implementation, and ex-post evaluation of gender-sensitive policies. Particular focus will be placed on success cases of gender governance through which the gender perspective is integrated into all areas of city administration and policy making.

Workshop A2: **Women's Political Representation** This session is dedicated to identifying concrete measures to expand women's political representation and participation in the decision making process of cities. A vast array of issues is up for discussion, including political representation, affirmative action, gender quotas, femocrat activities, and advocacy and networking of women's organizations and their impacts.

---

**Keyword:** Women-Friendly City, Gender Mainstreaming, Gender Governance, Women in Decision Making, Political Representation, Affirmative Action, Gender Quota, Policy for Gender in City, Gender Budget, Gender Impact Assessment.

## Session B. Empowering Women during Economic Crisis

The global financial crisis is expected to hit women more severely than men, and could jeopardize any equality gains hitherto achieved in the workplace and home. The rising female unemployment and disintegration of families call for a well-positioned, properly-working social safety net in large cities. The session's discussions, therefore, will center on strategy alternatives to help women to secure employment stability and to better cope with deteriorating labor conditions. The session will also entertain ways to work through the cities' social safety net structures to more effectively deal with families that have become more vulnerable to breakdowns under the economic crisis.

Therefore, the session will focus on the following two sub-topics: Workshop B1: **Women's Economic Empowerment**. This workshop will deal with strategies for women's employment stability and economic empowerment. Specific challenges include women's participation in the workforce, wage disparity between men and women, gendered division of labor, affirmative action and career development programs.

Workshop B2: **Gender-Responsive Social Safety Net**. The focus of discussion here is on the role and function of the social safety net in responding to families under financial distress that subsequently leads to higher divorce rates, deterioration of women's physical and mental health, and further feminization of poverty. Relevantly, important issues such as basic livelihood protection, unemployment benefits, universal healthcare, support for single parent families, minimum wages, and social service will also be featured in the session.

---

**Keyword:** Gender-Responsive Social Safety Net, Feminization of Poverty, Unemployment Benefits, Basic Livelihood Protection, Healthcare, Minimum Wage, Support for Single Parent Families, Social Service.

## Session C. Building a Safe City for Women

This session will discuss policies on the global issues of the 21st Century: the instability caused by violence in big cities, and insecurity and inconveniences of the urban space. Focus will be on strategies to resolve such problems and make the cities safer for women. Therefore, this session will address practical policy requirements for women's psychological, physical, and environmental safety in cities.

This session will focus on the following two sub-topics: Workshop C1: **Women's Right to Safe Cities**. The discussion is expected to give a public boost to the Women-Friendly City Project, which is an initiative by the Seoul Metropolitan Government to provide women with a safe and convenient urban space. The session will open with a best global practice presentation for creating urban spaces that are livable for women, followed by an introduction to Seoul's effort to build a women-friendly city and finally close with a discussion on creating cities that are sustainable from women's point of view. The dialogue will be a comprehensive one looking into policy strategy alternatives to bring about substantial change in urban spaces.

Workshop C2: **Measures to Stop Violence against Women**. This workshop will examine strategies dealing with various forms of violence against women in the home, communities and cities. It will discuss policies and programs to combat various forms of violence against women, such as domestic violence, rape, trafficking, sexual harassment, etc. In particular, it will introduce internationally-established standards in combating violence against women and discuss whether and how cities are implementing these standards and what the challenges are for creating a safe urban space without violence against women.

---

**Keyword:** Policy Combating Violence against Women, The Right to the Safe City, The Policy for Comfortable and Convenient Environment, Women-Friendly City, Safe City, Sustainability.

## Session D. Fostering Diversity and Women's Creativity

Cultural diversity or multiculturalism is at the crux of adapting to and coping with the socioeconomic environment of the 21<sup>st</sup> century, in which globalization is driving the free flow of people, goods, and information among countries and cities. Our society, increasingly being shaped by developments in IT and cultural industries, is witnessing both visions for future societies evolving and new forms of inequalities taking hold at the same time. This warrants global cities to focus on internal social cohesion while strengthening cooperation and alliances. Intercity dialogue and cooperation based on cultural diversity are essential to offset the adverse effects of globalization on women's quality of life, and to narrow the gap between the rich and the poor. The session will address city policies and strategies to promote diversity and encourage women's creativity through communication, understanding, and mutual respect for different cultures of cities around the world.

This session will focus on the following two sub-topics: Workshop D1: **Migration, Gender, and Diversity**. The topics for the session include: cultural diversity and relativity, international migration and coalition of women, women's human rights and social cohesion, sustainable urban development, partnership building between cities, and policies for women in cities, their future paradigm and direction. As gender is the most salient of all diversity components, the significance of gender mainstreaming strategies for promoting tolerance will be highlighted.

Workshop D2: **Women's Creativity and Cultural Industries**. The session will address women's status as cultural producers and creators in the entertainment/creative industries, including the media, publishing, films, music, craft, and design, and look into the issues of IT proliferation and accessibility of the global marketplace. Then we will examine future directions and strategies for city policies on the role of women as cultural producers and their rights as cultural consumers at a time when creative capital determines competitiveness.

---

**Keyword:** Migration and Gender Issues, Migration and Cultural Diversity, Migrant Workers and Social Rights, Social Cohesion, Women's Creativity, Cultural Industries, Cultural Policies and Strategy in Cities and Metropolises.

## Outcomes of the 2<sup>nd</sup> Metropolis Women International Forum

The 2<sup>nd</sup> Metropolis Women International Network Forum was held October 21–24, 2009, in Seoul, Korea. The Forum attracted representatives, NGOs and experts from 63 cities of 42 countries with 2,000 participants. Many participants expressed their interests in and supports to the women friendly city building initiative and the Metropolis Women International Network activities.

During the Forum, the Metropolis member cities and participants have noticed the common values and difficulties that women in many different cities are facing in the 21<sup>st</sup> century. The learnings and experiences shared at the Forum will be the new start point for the future actions in their own locations and joint activities of the member cities.

Some of the key findings and shared visions among the participants are as follows:

- 1) **A1 Gender Governance in City Administration:** In the process of gender mainstreaming, the diversity of women's groups should be critically concerned. Politicians should keep making efforts to improve gender equality through synergy with women's NGOs and grass-root groups.
- 2) **A2 Women's Political Representation:** Gender mainstreaming policies for women's political representation can be achieved through electoral gender quotas, gender balance in decision making, and combined process. Political parties and women's organizations as well as other stakeholders should develop tools for gender monitoring of nominations and elections. In order to sustain and get women into the higher position in politics, women need political and cultural supports.
- 3) **B1 Women's Economic Empowerment:** Women in most countries are responsible for domestic work as well as the sources of income of family, and it is difficult to keep balance between the both. Many countries have tried to solve the issue and improve working-family balance. However, we noticed that there were a large increased number of poor women under the global economic crisis, so those cities need political supports for upgrading house, maintaining infrastructure, financial support, and empowerment to solve these essential problems.
- 4) **B2 Gender-Responsive Social Safety Net:** Many women are facing unequal working environments like incentives to

women employment, irregular, less paid, and part-time jobs, so we need to have protection system or policies for women employment. The female's unemployment rate is twice much higher than male's unemployment rate under the global economic crisis because female can be regarded as a controlled variance in the market. Poverty rate of women, especially women householders, are increasing. For example, 50% of women undergo poverty situation. We need to establish social supports to overcome their financial hindrances.

5) **C1 Women's Right to Safe Cities:** Women friendly city will make both women and men have responsibility and authority for urban planning and operation. Further it will contribute in building a safe and sustainable city. Public space must be recognized in terms of women friendliness rather than technical terms of safe city, and the strategies to make women friendly city should vary depending on each countries and cities' circumstance.

6) **C2 Measures to Stop Violence against Women:** The major factors to make concrete changes are political agenda and the society's willingness to make changes, democratic efforts and partnership between NGOs and local governments are crucial. It is also important to create synergy with mass communication and media. The best way to exterminate violence against women is prevention.

7) **D1 Migration, Gender, and Diversity:** Migrant women in many cities are suffering from economic and social difficulties such as underpayment and isolation in local communities. Some are struggling with forced labor and sexual exploitation. Migrant women's cultural citizenship should be considered affirmatively in a society. In most cities, migrant men have the priority order for the political benefits for migrant policy. The principle of the gender equal opportunity in the field of migrant legalization should be approached.

8) **D2 Women's Creativity and Cultural Industries:** Success stories on the International Women's Film Festival, creating wealth and improving creativity through hand-crafts production, women inventors, making films on women's lives were shared. In order to support women's creativity and cultural industry participation, cities need to share their experiences, build networks, and improve women's leadership.

The comments of the plenary session moderators provide a useful summary of the Forum discussions;

"Today is the time when the leadership and the empowerment which hold visions are very important. No one should be enforced unpaid work. Social stabilization is directly linked to women's employment." (*Carolyn HANNAN, UN DAW Director*)

"We need various policies to prevent violence against women, development of women's good part to contribute to society, and good environment for growing up the talent which women have." (*Hei Soo SHIN, Professor at Ewha Womans University*)

The two day program was concluded with the delivery of the Seoul Declaration, which contains 17 political and social actions and strategies for the 4 major Forum agendas and 5 recommendations for the Metropolis Women International Network. The declaration was signed and endorsed by the 10 representatives who were the Co-Presidents of the Forum and 8 political representatives of the regional antennas. The declaration will be delivered in the subsequent Metropolis Board Meeting and UN CSW meeting for distribution. Future directions will be further developed in the following Metropolis Women International Network activities.

---

## 1. Opening Ceremony

---



**Opening Address by Ms. Kungsook Lee,**  
Co-President of the 2<sup>nd</sup> Metropolis Women International Network Forum

Ladies and gentlemen, and distinguished guests,

Welcome to the 2<sup>nd</sup> Metropolis Women International Network Forum: ‘Visions and Challenges for a Women Friendly City’ held in Seoul, Korea on 22<sup>nd</sup> of October 2009. I am honored to declare the opening of the Forum on behalf of delegates from about 40 cities around the world, international organizations, civil groups, experts and academics, and those who have contributed to this Forum.

First of all, we’d like to thank Mr. Se Hoon Oh, Mayor of Seoul Metropolitan Government, for encouraging us to host the 2nd Metropolis Women International Network Forum in Seoul and Ms. Francine Senécal, President of the Metropolis Women International Network. In particular, we’d like to thank Ms. Asha-Rose Migiro, the United Nations Deputy Secretary General, for being here with us as a keynote speaker in order to lead us to a more meaningful discussion on women’s potentials in a ‘city’.

We are now here together to prepare for detailed strategies and workable options to give shape to ‘Dynamic Cities Need Women’ following the first round of the Forum held in Brussels, Belgium in 2007. The theme for the 2<sup>nd</sup> Forum is “Visions and Challenges for a Women Friendly City.” A women friendly city is not a concept unfamiliar to us. As large cities with more than one million population continue to develop, more effort has been made in policy-making areas and its implementation by each city government worldwide to build a women friendly city.

There still remain daunting tasks and challenges for women to live in a city on a gender equal basis. Today, half of the world’s population lives in urban areas and women account for more than half in many metropolitan cities. Beginning in 2003, female population has outnumbered that of male in Seoul. However, women account for only 20 % in the world’s city council members and are twice as many as men to be victimized by violence, and in terms of land ownership as one of the symbols of wealth in a city, women own only 15% of the world’s total.

These figures disappoint us but at the same time let us to know which position we should take for action and which goal we should pursue. A woman sociologist pointed out in her research on ‘globalized city’ in the world that cities are homogenized rapidly while competing each other with making distinction in their specialization. That is, financial globalization has caused metropolitan cities around the world to get homogenized in a structure of consumption and hardware at a fast pace but differentiate themselves from other cities and continue to change by creating a city as a dynamic space having their own cultural, traditional, and historical asset. Women could play a role of an agent for these opportunities and potentials of the cities.

A city has to be reborn as a place, more affluent, better to live, and sustainable. This change and development cannot be made by the help of only half population. “Dynamic Cities Need Women’ is a slogan in which women should take up half of decision-making positions and make half of contributions and efforts in a society by securing their participation across all areas in a society. For this 2<sup>nd</sup> Forum in Seoul, we will go further by discussing on ‘a Women Friendly City’. ‘A Women Friendly City’ is a slogan that women should be provided with the fullest possibilities and opportunities, and participate in a key agent position for the growth of cities so that they grow with a city and make a city better place to live. For the next two days, we will discuss ‘Visions for a Women Friendly City’ together with experts in the various fields, in economic, societal, political, and cultural sectors.

Before closing my speech, I wish all of us to expand our different dreams and hopes to others. I have this vision of Seoul, this beautiful city with 500 years of history and rich culture, as a place for life with full of humanity and happiness, where more than 5 million women play a initiative role in creating jobs needed in the changing city environment, placing street lamps in every corner of dark streets exposed to crime, installing more safety devices for children in school districts, and demanding various cultural arts spaces for refreshing and for free participation to artistic activities. Now, I would like to listen to your stories brought here from about 40 cities around the world. Please share your story with us. I look forward to discovering a key for cities’ new possibilities and hopes in sustainability, with all of you.



**Opening Address by Ms. Francine Senécal,**  
Co-President of the 2<sup>nd</sup> Metropolis Women International Network Forum

Dr. Asha-Rose Migiros, Deputy Secretary-General of the United Nations,  
Mr. Sehoon Oh, Mayor of Seoul,  
Mrs. Kyungsook Lee, Chair of the Board of Directors of the Seoul Foundation of Women & Family and Co-President of the Forum,

Distinguished Mayors, Vice-Mayors and City Councillors, Representatives of cities, Representatives of international and national organizations, Ladies and Gentlemen,

It is with great pleasure that I find myself here in Seoul today to participate with all of you in the 2<sup>nd</sup> International Forum Dynamic Cities Need Women: Visions and Challenges for a Women Friendly City, and more particularly to address you at this opening session.

Indeed, it is right here in Seoul in 2002 that the idea of creating the Metropolis Women International Network had been presented for the first time to the Board of Directors of Metropolis, the World Association of the Major Metropolises. This idea had been very favourably welcomed.

Launched in 2005 in Berlin, the Metropolis Women International Network, whose mission is to foster international exchanges, cooperation and solidarity on urban issues between elected and appointed women, women executives, managers and professionals involved at local and regional levels, has developed within the cities of Metropolis and has also managed to reach women from other cities on all continents. The Network is coordinated from Montreal by Mrs. Rita Rachele Dandavino, who assures links to political and administrative representatives of the regional antennas.

These women, we find them present in this room, and others who could not join us await the results of our discussions on topics very important to make cities not only liveable but also welcoming to women.

Two years ago was held in Brussels, the 1<sup>st</sup> International Forum Dynamic Cities Need Women which had examined the actions and policies for gender equality. That Forum was hosted with the support of the Brussels-Capital Region with as Co-Chair and host, Minister Brigitte Grouwels, whom I warmly welcome. That 1<sup>st</sup> Forum had helped make the world know the importance of women and of the Metropolis Women International Network as an agent of influence and change in large cities. The first Declaration of the Forum Dynamic Cities Need Women had emphasized the importance of recognizing equality between women and men as a fundamental element in their rights, their needs, their realities and their roles in cities.

Already in Brussels, Ms. Hyunkyung Park, President of the Seoul Foundation of Women & Family, had met with me to indicate the interest of Seoul to be more active in the Network. This was materialized in 2008 through the recognition of Seoul as a regional antenna of the Network joining other regional antennas that are now in various continents. I welcome the political and administrative representatives, these people as key persons play very active roles in the Network activities and who also will chair several of the Forum's workshops.

When last year Mr. Sehoon Oh, Mayor of Seoul, came to Sydney, Australia, to propose to the Board of Directors of Metropolis the convening in 2009 of the 2<sup>nd</sup> International Forum Dynamic Cities Need Women in Seoul, it became clear that Seoul would become a showcase of actions taken to make cities welcoming and friendly to women. The English term chosen "women friendly" expresses the concept of welcome, of respect, and of valorization of women as full citizens of the cities. The President of Metropolis, Mr. Jean-Paul Huchon also favourably welcomed the proposal and has given it his full support.

The 4 themes of the 2009 Forum Dynamic Cities Need Women reflect the concerns of the Metropolis Women International Network and the main challenges women citizens and policy-makers, women and men, have to face. The themes were not randomly selected.

The first theme, the integration of gender in urban policies, will see the progress made since the Brussels 2007 Forum. It will enable us to share the successes but also highlight the tortuous journey still ahead of us before city policies and urban management meet equitably the needs and rights of women citizens. The workshops will also highlight the responsibility of women to be more active and present in places of decision making. At every election the challenge reappears, that of convincing women to engage in the political arena. Unfortunately, they are not numerous enough to take the place that belongs to them.

The second theme is entirely linked to the global reality that we are experiencing. The economic crisis caused by bank decisions result in cascading impacts that cross continents and affect both men and women. However, as women have lower incomes and less secure jobs, they find themselves again under pressure and more, while having the support of their families, live below the poverty line. It remains to be seen in the discussions over the next days, if this crisis will have a more devastating effect for women in cities or whether it will be a source of opportunities that they will build on.

The third theme recurrent in cities of all continents is that of urban safety for women, alone or with their families, enabling them to better live, work, relax, and thrive. The safety of public and private places is essential. It still needs to be worked on. But it is with city representatives listening to the needs of women that development, building construction, the use of public places will become more women friendly. How many times do we hear that a place is "statistically safe" and yet it is not used by women because they do not feel secure? Women have a profound and innate sense of their own safety because they know they are often responsible not only for themselves but also for their families, for younger and older than themselves. Cities must be listening to women and integrate their demands to ensure that these places are created to be really accessible to them.

This brings me to the last theme of this Forum, the diversity and the creativity of women in the cultural industry. Cities need dynamic women. They can be in entrepreneurship, but also in culture because if the whole world is urbanizing, if borders disappear by the development of technology and exchanges, the fact remains that a rich urban life arises from the variety, the diversity of cultural expressions that distinguish us. We must make room for women to leave their isolation so they can enable themselves to thrive by their exchanges and their creations. Cities must not only encourage and support the emergence of this cultural richness but also recognize the potential that reflects our humanity by its diversity in an inclusive and intercultural dialogue.

Obviously, two days of Forum cannot make us discover everything that happens in cities on these four themes. But during these two days, nearly 70 presentations in eight workshops will permit us to better understand and discuss the visions that we share and the challenges that lie ahead.

A declaration will be adopted at the conclusion of the Forum. The aim of the Forum is not only to adopt this declaration but also ensure that this declaration can guide us in the decisions we make in each of our respective communities.

Finally, the Mayors' Panel involving Mayors and Deputy Mayors, men and women, will also highlight the commitments necessary to make their cities women friendly.

Mr. Mayor of Seoul and dear friends, there are so many other global issues that we cannot address today. Not that these issues are not important, I think of the climate changes that will soon be the object of important discussions and national and international commitments; and I also think of issues related to water, this source of energy essential to human life and that yet remains unevenly available, and for which in several countries women and girls are involved for its transportation and distribution. I also think of the youth of the 21<sup>st</sup> century, who in some countries and cities of the world represent the majority and yet is not among the main concerns of policy-makers. This youth who sometimes is ignorant of all the efforts made by women and men for many decades for women's rights to be recognized, justified, and supported to ensure that women are really full citizens. An undeniable road indeed has been travelled. We must not take this success for granted because there is still much to be done to ensure that women participate fully in their roles as citizens of the world.

Indeed, there are so many topics to be addressed within each of our cities, within our respective countries, within our national and international networks, and within international organizations including the United Nations.

The Metropolis Women International Network welcomes with energy the recent decision of the General Assembly of the United Nations of last September, to create a new single agency to deal with women's rights and thus promote the rights and

welfare of women around the world, and work toward equality between men and women to better coordinate efforts made for women.

Moreover, be assured that the Metropolis Women International Network will transmit the results of this Forum to the new agency so that the visions and challenges for making cities respectful to women (women-friendly) can be part of its concerns and its intervention efforts.

I take this opportunity to thank the spokesperson of the UN, Dr. Asha-Rose Migiro, Deputy Secretary-General of the United Nations for having agreed to speak to us today. Her presence shows the importance given by the United Nations to issues related to women and to cities as well as recognition of work accomplished by the International Forum Dynamic Cities Need Women. The Metropolis Women International Network offers its full collaboration to this new agency.

Finally, I would like to remind you that there is no better development strategy than giving a central role to women. From generation to generation, women transmit a culture of peace, and despite ethnic and religious tensions women tend to build bridges rather than building walls. When they think of "neglected rights", women fear not only for themselves but also for their children. When they ask for a full access to the city, women also think of their families. The problem cannot be summarized to the spending that must be done. We need ideas, undertakings, conscious policy-makers, men and women. We must eliminate the reasons why policy-makers deprive women of a continuous development and we should provide bridges for a dynamic integration. These bridges we will create them between us in the course of this Forum and we will pursue them back in our own cities.

I thank the team of the Seoul Foundation of Women & Family who has worked for several months in collaboration with the coordination of the Network in Montreal for the organization of this important Forum.

To conclude, allow me, Mr. Sehoon Oh, Mayor of Seoul, and Mrs. Kyungsook Lee, Co-Chair of the Forum, to thank you again for the very warm welcome in your city and particularly for agreeing to share with us your desire to make your city and cities of the world "women-friendly", respectful and welcoming to women.

I wish us all to take this opportunity to share our visions and encourage each other to meet the challenges we face to make our cities women-friendly.

Let us not forget that dynamic cities need dynamic women!



**Welcome Address by Mr. Sehoon Oh,  
Mayor of Seoul Metropolitan Government**

Distinguished participants, city delegations and experts from all around the world, I welcome you to Seoul.

I'd like to extend my gratitude to Ms. Kyungsook Lee, co-chair of the organizing committee and all the participants of the 2nd Metropolis Women International Network Forum.

I'm sure some of you are visiting Seoul for the first time and others have been here a couple of times already. If you are a newcomer here, I wonder what your first impression of Seoul was like.

As you may know, Seoul has gone through a period of dramatic development within a very short span of time that is unprecedented in the world. Now, Seoul is taking on another big challenge. Building on the quantitative growth of the past, Seoul is striving to achieve qualitative growth. The main focus of this growth is on enhancing city attractiveness and now Seoul is transforming into a city that highlights culture, art, creativity, design and environmental friendliness.

Among these transformations, I have always put special emphasis on making a city that is attractive and loved by both men and women. The 21st century is an era of sensibility in which women's powerful open, creative and detail-oriented strengths may come to the fore. In order for women to realize all of their potential, it is vital to create a city that values women's happiness.

To that end, I have stressed the importance of considering women's perspectives in every single policy that the city of Seoul pursues. This endeavour is the Women Friendly City Project of Seoul. I hope that this Forum that brings together experts from around the globe to share knowledge will be more meaningful and successful because it is being hosted by a city that pays special attention to policies for women.

I firmly believe that creating a women-friendly city makes men happy and eventually the whole world happy. I hope that this Forum serves as a meaningful venue where universal values that humanity should strive to achieve, such as transcending issues related to women, are proposed and discussed.



**Congratulatory Remarks by Ms. Hee-Young Paik,**  
Minister of Gender Equality, Republic of Korea

Excellencies, Distinguished guests, Ladies and Gentlemen,

It is my honour to deliver congratulatory remarks at the 2nd Metropolis Women International Network Forum. On behalf of the Ministry of Gender Equality, I would like to express my sincere gratitude to the Metropolis Women International Network and Seoul City for hosting this meaningful Forum on “Dynamic Cities Need Women - Visions and Challenges for a Women-Friendly City”.

I am confident that this Forum will be a momentous occasion for inducing various envisioned measures to develop specific strategies to realize ‘happiness for all citizens and sustainable city’, and to implement the initiative ‘Dynamic Cities Need Women’, declared at the 2007 Forum in Brussels.

Now is the time to enable equal participation of women and men in the public and private sectors. Gender-sensitive perspectives need to be reflected in all the policy domains and policy-planning processes. A ‘women-friendly city’ is a city that enables equal participation of women and men in city policy agendas and policy-planning processes that ensure such benefits are equally shared among the communities. At the same time it embodies women’s empowerment and security.

From its inauguration in 2001, the Ministry of Gender Equality has made spearheaded efforts to create a gender equal society. These efforts include institutional reforms, abolishment of some major gender-discriminatory laws and practices such as family headship system, expansion of women's participation in employment, bolstering of maternal protection, and preventing sexual harassment.

The key concern in today’s society is ‘happiness’. It is widely spoken of and used in various fields such as ‘happiness economics’ and ‘happiness geography’. True happiness comes from ‘developing close social ties’ and ‘working with passion and purpose’.

Let us all work together to create a city in which women can truly feel happy! I am sure that the Metropolis Women International Network Forum will contribute to bringing happiness to all men and women in women-friendly cities in every part of the world. Once more, I would like to extend the congratulations and thanks to all those involved in preparing for and participating in this important Forum.

---

## 2. Keynote Speech

---



**Dr. Asha-Rose Migiro,**  
UN Deputy Secretary-General

Excellencies, Ladies and Gentlemen,

It is a privilege to represent the United Nations at this important event. I thank the Metropolis Women International Network for organizing this Forum. I also congratulate the Seoul Metropolitan Government and the Seoul Foundation of Women and Family for their important work.

I have just arrived here in Seoul from Kigali, in Rwanda, where I had the honor to meet with the female Speaker and other Members of Parliament. I can tell you that I speak to you today more than ever convinced that women's empowerment takes both visionary political leadership, and, importantly, the dedicated participation of women in the legislative and executive branches of societies.

Today, half the world's people live in urban areas. With increasing urbanization, the world population is expected to be 70 per cent urban by 2050. One billion people around the world currently live in slums and informal settlements. If trends hold, this number will double by 2030. That's the demographic challenge. But it is hardly the only one.

Climate change, the financial and economic crisis, conflict and migration are all having a profound impact on urban areas. These are daunting challenges. Yet the ideas and initiatives that bring us together today can help us address them and others, too.

The title of the Forum puts it right: "Dynamic cities need women". I would only add that women and families need dynamic gender equality policies – policies that take into account women's priorities and contributions to urban development and management.

Global policy commitments such as the Beijing Platform for Action and the Habitat Agenda have highlighted this important fact. So have the Millennium Development Goals. The seventh MDG to "ensure environmental sustainability" includes a specific target on improving the lives of slum dwellers. We know that cities can offer many advantages to meet the diverse needs of women. Indeed, more and more women migrate to cities in search of work, in their own countries or abroad, with their families or independently.

Yet, women face significant challenges. Urban poverty can negate the potential advantages of cities for women. What can we do about it? Today I would like to focus on five specific policy areas where dynamic gender equality policies can truly build more dynamic cities.

First, water: Many poor city dwellers do not have adequate access to water and sanitation. This disproportionately affects women because of their roles in collecting and managing water supplies in the home. Location, type of water facilities and pricing policies all have direct consequences for women. Yet far too often, they are not a part of decision-making. A situation which needs must change. Experience has shown that women's involvement in management committees improves service and levels of payment. It also makes sanitation systems more socially and culturally responsive and increases the sense of ownership.

Second, transportation: In many cities, women are responsible for a disproportionate share of household transport burdens. At the same time, they have more limited access. Women depend more heavily on walking or on public transport, and women use transport differently because of the gender division of labour. For example, women are more likely to travel in off-peak periods and to be accompanied by others when taking children to school or taking older or infirm relatives to hospitals or clinics. Transport

planning must focus explicitly on such patterns and needs.

Third, housing and the use of public space: Overcrowded and unhealthy living conditions provide a breeding ground for respiratory infections, intestinal diseases, meningitis and TB. In addition, without adequate housing, employment is difficult to secure, health is threatened, education is impeded and violence against women is more easily perpetrated. Local authorities can play an important role in facilitating equitable access to adequate housing. They can provide low-cost housing to the urban poor; offer tax incentives for developers to build affordable housing units; subsidize low-income family rentals through grants; and support collective arrangements, such as cooperative housing.

In urban areas, women from low-income households are more often found toiling in the informal sector, often in or near the home. The “privatization” of urban space – such as through the expansion of shopping malls and “gated” residential communities – can have dramatic effects on the livelihoods of those engaged in small-scale enterprises. Urban developers should understand the needs of all users of public space in order to ensure a fair allocation of space and a more collaborative approach to its development. One positive example can be found in the upgrading of market facilities in Liberia, after years of war. Now, following a needs-survey carried out by the Sirleaf Market Women’s Fund, new markets will be constructed, existing ones will be improved, and prioritized services – including crèches and literacy classes – will be provided to women traders.

Challenge number four is safety and security. Violence against women and girls is tragically common feature of urban life. Cities can be made safer through better street lighting, increased lighting in parking lots and parks, and more secure locations for bus stops, public toilets, markets, schools and other essential facilities and services. Women’s safety audits are an innovative means to improve women’s involvement in city design and planning. In a pilot programme in India’s four largest cities, eight new commuter trains are reserved exclusively for female passengers. In New York, subway cars display signs that read: “Sexual harassment is a crime”. UNIFEM and UN-Habitat are testing a global model for safer cities. And the Secretary-General continues to press his system-wide campaign, Unite to End Violence Against Women.

The fifth and final challenge – participation -- underlies all the rest. Women are still far from being equitably represented in political and administrative decision-making in cities. As a result, institutions, facilities and services are not always conceived with women’s needs, priorities and contributions in mind. Women’s representation and participation in urban planning and management is not just a matter of efficiency and effectiveness. It is a human rights and citizenship concern. The absence of women from decision-making undermines democracy. While participation has been increasing steadily, serious challenges remain and the pace of change is far too slow.

Bringing a gender perspective into urban planning and management requires the engagement of local councils and a range of professionals, including urban planners, architects, transport specialists, city engineers and the police. All these actors need to understand the importance of women’s full participation and the ways to achieve this, including through the use of gender-sensitive planning guidelines and tools.

Regional and global women’s associations such as yours carry out tremendously valuable efforts to promote gender sensitive urban governance. You bring different constituencies together. You have an important influence on public policy. Such engagement is a matter of fairness, justice and simple common sense. The integration of a gender approach into policy, planning, management and budget processes makes local development more equitable. It also makes these processes more effective.

It is abundantly clear that dynamic urban policies for women and families will yield dynamic cities for one and all. As world leaders themselves declared at the 2005 UN World Summit: “Progress for women is progress for all”.

Thank you once again for coming together to empower women and power cities into the 21<sup>st</sup> century. I wish you all the best in your deliberations and I trust that the outcomes will immensely contribute to making cities more dynamic and responsive to the needs and rights of women.

---

### 3. Special Lectures

---

#### 1. Women Friendly City, Seoul



Ms. Eun-Hee Cho, Assistant Mayor of Women and Family Policy Affairs,  
Seoul Metropolitan Government

Women's life changes in the 21<sup>st</sup> century and the changes lead to another change of a city. Women's happiness means happiness for every citizen. Women Friendly City Project now brings Seoul to be newly born. Women's policies in the past focused only on welfare of marginalized women. Every effort has been made to promote gender equality in law and system of, such as, child-care, gender equal opportunities in employment, reconciliation of work and family, abolishing Hoju system (male-oriented family registration), etc. But, these efforts have paid little attention to discomfort that women might encounter everyday in a city.

Women Friendly City Project is one under new paradigm in which quality of life for citizens is improved by getting rid of elements causing discomfort and anxiety exposed to women in urban life. For the Women Friendly City Project, there are ongoing 90 programs in 5 sectors of safety, convenience, employment, care, and culture. It is designed for women's safety and convenience. Women-friendly rest room with facilities including diaper-changing seat and powder room and with more toilets for women (than men) for shorter line-up, women-friendly parking lot safe for women with parking spaces reserved for women, women-friendly safe call taxi service for late night, women-friendly walking environment providing comfort in walking for women and those vulnerable to transportation, women-friendly safe park with entertainment for women.

There are ongoing projects and programs such as construction of New Town based on the concept of CPTED (crime prevention through environmental design), health care for women, prevention of violence against women. Attention is paid to women looking for a job. There is 'Happy Mom' project ongoing composed of plans such as campaign for revitalizing driver's license kept in a drawer for a long time for women alienated from society due to marriage and childbirth, creating local-specialized jobs for women, visiting counseling service for career by operating buses remodeled for the service, etc. It helps lessen women's burden in child caring.

Seoul helps women's social participation and activities by providing services in areas need for women's hand such as Seoul-customized child care center for improved, customized, and safe service with the use of Clean Card, assistants service for school meal in the elementary school for lesser burden on women's duty, Child Care Plaza for parents caring children home, support for multi-cultural and single parent families, etc. There are women friendly cultural events. 'Abundant Seoul' is created with various events including brunch art concerts in the morning when women have a lot of free time, women and family friendly art performance and exhibitions, and one-dollar happiness concert at Sejong Center.

Further, we developed a guideline for construction and certification for facilities including rest room, road, parking lot, park, and apartment complex and corporate. 240 facilities were certified to being women friendly in 2009, and certificate system will be extended so that citizens feel the impact on the pulse. Women Friendly City Project involves civil activities. Civil governance is built and operated under partnership with consultative bodies composed of experts, forum agents of autonomous districts, prosumer team for monitoring, etc. The project was also acclaimed in UN Commission of the Status of Women in 2008 and 2009 as being a role model policy that cities worldwide should adopt, and was also reintroduced to the world during International Inter-disciplinary Congress on Women in 2008 in Madrid and World Women's Forum in 2008 in Seoul.

Sustainable development of Women Friendly City Project will be accomplished. Matrix of Women Friendly City Project, system for analysis and development, helps analyze women's needs and develop new programs or modify the project for women living in a city by tabulating women's needs including factors affecting women's life such as age, income, marriage, and employment status. In the future, effort will be made to develop policies helping women's self-realization, support women's social participation and contribution, and expand their role to other area of green growth. We will continue to make efforts to build a women friendly city by expanding supports to the underprivileged population including poor, disabled, and immigrant women, reconciliation of work and family, gender equality in employment, and social welfare service for women.

## 2. Soft City, Soft Design



Dr. Yong gull Kwon, Professor at Seoul National University

**Femininity is the Generative Principle Behind All Things:** In Oriental thought, feminine qualities have been esteemed to be superior to masculine qualities. In Taoist thought, feminine principles were considered higher virtues than masculine principles in the human relationship with nature as well as in human behavior. Yin and yang, the two extreme ends of nature's cycle, are each linked to the earth and the sky, and to woman and man respectively.

In Taoist thought, the most truthful and important is to understand the ways of nature and to act according to it. That signifies following feminine qualities intuition, caring, yielding, softness rather than masculine ones. Laotzu's philosophy depicts women as having a close relationship with the earth. The power of life is described positively with such feminine qualities as tolerance, modesty, concession, and fragility in contrast with such anti-life qualities as exclusion, rigidity, sturdiness, and subjugation. Chapter 76 of the *Daode Jing* states that a human being is fragile at birth, but hardens after death; green is soft when it grows but dries up at death; therefore, the rigid and the hardened are the group of the dead, and the soft and the weak are the group of the living. Therefore, not only are feminine qualities superior to masculine qualities, but they prevail over them. The book goes on to say that therefore, too much force will lead to defeat, and a tree that is too tough will be cut off. Strong and big things will end up on the bottom, and the weak will go on top.

Taoism describes the feminine qualities of acceptance and modesty as being the principles behind all things, which are often represented with images of valleys or water or such concepts as 'letting be.' That is because water lowers itself and is not assertive. In the consistent teachings of Laotzu where the weak prevail over the strong, water is the most representative symbol of weakness. He taught that ultimate goodness was like water: it benefits all things but never fights over its position, always being found in the lower grounds that is disliked by all. Therefore it can be said that it comes close to goodness (Chapter 8 on 'The Opposite Sex'). However, this weak water is stronger than any other. Therefore, becoming like water is following the ways of letting nature be. The person who does not assert him or herself and who practices acceptance is a person who follows the ways of letting nature be a sage. A sage accepts all things as they are. All things come in different shapes and different colors, and thus, the sage follows the ways of the nature and never does anything aggressive, overcomes desire, and abstains from vanity according to Chapter 29 on 'Letting Nature Be.'

**Nature is Woman; Design is Woman:** Laotzu who thought highly of feminine qualities such as acceptance and modesty criticized the masculine, judging and domineering qualities that are completely at the opposite end. In Taoist thought, the link between woman (or feminine qualities) and nature is especially revealed through the fact that all things natural move according to a feminine principle. Laotzu based his explanations of the creation and movement of the universe on the biological functions of man and woman, and borrows the image of the mother. The key word *do* signifying morality or truth which, when literally translated, means 'the way' used to indicate the principle that creates and moves the universe is the mother in *Daode Jing*. The first chapter that deals with the 'Do of the Body' teaches that the *do* that can be represented through words is not a true, unchanging *do*, and a name that can be named is not a genuine, existing name. The *do* of non-being is the start of the universe, and the *do* of being is the mother of all things. What is noteworthy is that the principle of *do* is described as a 'woman's duty' such as bearing and rearing a child. In a patriarchal society, the so-called women's duties of bearing and rearing children were considered less valuable than the so-called 'men's work' that were deemed to require higher physical and intellectual capacities. Behaviors resulting from maternal motivations propose a possibility for overcoming the relationship between nature and culture, long considered to be in conflict with each other. In other words, women conceive, give birth to, and raise children in their natural state so that they can go out into the world. The process of nurturing a young, unsocialized human being into a mature one and helping society to circulate being and non-being the socialization of organisms, the 'organism-ization' of society connects nature and culture. And connecting nature and culture is none other than the role of design.

**Design is the Mother Who Creates, Cultivates, and Nurtures:** The role of design resembles that of mothers who conceive and give life. That is because fundamentally, design is an activity whereby something that does not exist in the world is

created. In addition to creating something new, design also cultivates existing things. Such features of design are even more meaningful in today's world where productivity is so important and new products are produced faster than the rate at which the population is increasing. Moreover, the role of design to care for and incubate objects that have seen the light for some time so that they can continue to grow and evolve in tune with the times rather than be sent off into planned obsolescence is not unlike the role of a mother.

Design is also nurturing: rounding out the rough to make it smoother and softer. The explosive increase and rapid growth of information have resulted in an excessive, chaotic mix of so many different, unrefined elements. To overcome the phenomenon, design intervenes in various forms and scenes of society to make things stay in their right places or take place where they belong, as well as create empty places so that we can breathe. In other words, design plays the role of the mediator who promotes harmony and coexistence. The role of design as a cultural activity is creating new things, cultivating it, and nurturing it, and such a role is taking on an increasing importance with the society changing ever-faster. As the paradigm shifts from economical values of growth and productivity to cultural values, nature, unity, interaction, context, and sustainability are becoming the new keywords. As already mentioned, design's role of creating, cultivating, and nurturing basically contains feminine qualities. However, defining design as being fundamentally feminine is sometimes misunderstood as a narrow notion that is based on biological gender.

Before talking about design as a simple means to solve the long-standing issue of gender inequality or of 'design for women, by women,' it is necessary to recognize the fact that the essence of design, the universal value to which design should aspire, and the solution for building a healthy and sustainable society is in femininity. Soft Design is not a design of desire that is based on the laws of the market economy, but a design that creates things that are needed by the world, in other words, a 'design that follows the ways of the nature and serves humankind.'

### 3. Women in the History of Seoul



Dr. Baeyong Lee, President of Ewha Womans University

Seoul, as the capital city of Joseon Dynasty, is a city of 600 years of history, culture, and heritage. In Joseon period, Seoul was the sole city in Korean peninsula and monopolized socio-economic resources of the region, expanding its area until modern age as the central place of Korean history. Despite the fact that the capital city was the most recognizably male-centered space where the politics, economy and culture of the nation were evolving, women in Seoul contributed to the formation of the context of the capital city. Women historians are providing evidences to the fact that women in their daily lives, in the palace life, and the site of education and enlightenment expanded their influence and capacity. We are now reading those stories through Korean history dramas which are now becoming more popular in most of Asian counties, such as the stories of the female court physicians, the queen Sunwon and the Empress Myeongseong.

Women in the history of Seoul have been the key agents of the changes of the history, participating in the various institutional reformations which have been the obstacles of women's equal rights and social participation. Women not only cooperated with male social actors, but also conducted their own social responsibilities as the citizens with insights on equality and with their sense of resilience. The growth and development Women in Seoul today have couldn't be possible without the contributions of the women in the past. We need to discover and develop their stories further in order to reinforce the context of the herstory in present.

---

## 4. Workshop A. Gender Mainstreaming in City Policies and Administration

---

### Workshop A1 Gender Governance in City Administration

Thursday, October 22, 2009, 13:30-16:00

Venue: Shilla Seoul Hotel, Emerald.

#### ■ Chairperson and Speakers



**Brigitte GROUWELS (Brussels/Belgium)**

Chairperson

Political Representative of Brussels Regional Office of  
"Metropolis Women International Network"



**Mieke VERLOO (Nijmegen/Netherlands)**

Speaker 1

Professor, Department of Political Sciences, Radboud University, Nijmegen



**Eun-hee CHO (Seoul/Korea)**

Speaker 2

Assistant Mayor of Women and Family Policy Affairs,  
Seoul Metropolitan Government



**Nancy A. BOXILL (Atlanta/USA)**

Speaker 3

Commissioner, Fulton County Board of Commissioners



**Teresa Banaynal FERNANDEZ (Cebu/Philippines)** Speaker 4

Executive Chairperson, Cebu City Women and Family affairs commission



**Avital LAUFER (Netanya/Israel)**

Speaker 5

Deputy Mayor, City of Netanya

## ■ Opening: Brigitte GROUWELS

---

We will begin workshop A1 with the theme of gender governance in city administration.. It is my pleasure to meet again people who assisted the first Forum in Brussels in December 2007. We realized that there are already certain progresses, concerned the equality between men and women, in Brussels. The progress has been made since the first Forum even though there are a lot of things that need to be done. I can proudly say that Seoul is holding a great forum with great title “women friendly city.” I believe that more than a half of population is living in cities and urban areas, and the number is still growing. Women are applying themselves more and more in active role in the construction of the city, but there is still not enough consideration in decision making of development of the city. Men’s way of thinking often prevails when decisions are made like making public places and transportations. Even though the population of women is more than a half of world population, they do not take enough account to make decision. There are some needs we need to care like security of subways in the night in Brussels. We need to raise voice of women. Women’s needs and wants can bring benefits into the whole society. Equal opportunity became an important political responsibility in the government. (Giving some examples on what Brussels is doing in public administration and politics like security, law, reaction for social issue, etc). This working section will examine the instruments for gender mainstreaming in urban environment. Before talking about good initiatives and proven instruments, it is good to make again the definition of gender mainstreaming and link it to conclude objectives. Existing instruments will be analyzed in this afternoon and evaluated on the effects on gender equality. To succeed with this exercise, we gather in here this afternoon; opinions and experiences from different places in the world with all the specific problems, possibilities, and backgrounds. The object for us is to discuss good practices of politics of equal opportunities, to evaluate them, and to look forward how to apply in the future gender mainstreaming in urban environment. Every speaker will offer specific problems and solutions for developing gender mainstreaming. (Introducing of 5 speakers)

---

## ■ Main presentation

---

### Presentation 1 Mieke VERLOO “Mainstreaming Gender in City Policies: Transformation and Empowerment”

---

I am working in political science as academic, but I have been trained as urban planner. Therefore, my main research has focused on urban social movements and any conflicts between residents and local authorities. These are political science questions like what this people struggle about and what is going on, but I still have deep interests in city development from the time when I was trained as urban planner. From there also you can see in city’s best examples for that because they put in stone what growth over the period of the years and years of histories and traditions, and once we put in stone, aspects or

anything that is solid, it is very difficult to change it. Similarly, when you think about gender equality whichever country we all come from; all our countries have long history of unequal relation between men and women. This inequality has been translated into unequal legislation and education for a long time, and most of countries overcome this inequality. However, in all the other areas of policy making and our lives, we still face the serious inequality like pay gap between gender in all countries, reproductive life of women, intimate citizenship, and labor in family. There are a lot of problems that we still face. What the gender mainstreaming tries to advice is the problem that most of this all inequality and old history that we all carry with us. It still translates in the way we organized the world around us including organizing our city; the way of making decisions about our city. Therefore, gender mainstreaming is a terrific and revolutionary project to try to change our systems, structures, and the way of organizing our world. It will not be enough to change little things in here and there to equalize our legislations. It will be necessary to look at all areas of life, to see which elements of inequality are still lingering in there, and to try to readopt all this, so that we can reach gender equal world. Therefore, this is challenge for the gender mainstreaming. For example, Brigitte GROUWELS mentioned about the subways security issue in Brussels. We can still see that the old gender unequal system is visible in the way of making decision. What can we do to make sure that using more gender equal way in the facilities and full participation of all the people in the country?

Concept of gender mainstreaming that is old from 1908. We formed the council of Europe which had group of specialists on mainstreaming. This document is still useful to understand about mainstreaming if you are not familiar with it. I want to talk about what the main challenges are in making gender mainstreaming success. Many countries try to use gender mainstreaming as one of ways for changing the world. Beijing conference platform for action has been instrumental, and it put mainstreaming on the agenda and whichever countries are from this is the year when preparation begins, 15 are made. There will renew the attention for this platform for the action who called for all the policy makers in the world to look at the different impact on women and men before the decisions are taken.

Based on my experiences in Europe, I will look at three specific problems. Of course, whenever you want to do something about gender mainstreaming, it is important there is a strong political will, a lot of resources and expertise, but I will not talk about that because I think that kind of point is very clear and we know it. What I would like to do is addressed three points, a proper articulation of the goal of gender equality, a thorough understanding of power processes that occur in gender mainstreaming, and organizing the right mix of technocratic and participatory instruments.

Articulating the goal of gender equality is particular challenge of gender mainstreaming. I see that because in my study on gender mainstreaming. I often see that goal is not clearly

articulated at all. Unless you focus on the goal, you will not be able to achieve something that clear goal you set. What are the problems in articulating this goal? This world is still organized by male principles, experiences of male life, and the condition of gender inequality, so that means we should be very much aware that gender equality can never be that you try to make women the same as men. A strategy of inclusion will never be enough. To just include women in the world as it is without changing the world. It will never work. On the other hand, to try to organize world to the condition of women as they live their lives now will not work either. We will need really to change how people live their lives. That means that it will need men to be changed too, not only women. That is distinction that is made in development study between practical needs of women and strategic needs of women. For example, when women have the old version to do of the child care, facilities do this, and it will advance their practical needs. If you only do this, you will never change the world. You have to try to make men more involve in child care and to organize the child care in different ways. The gender mainstreaming and the goal of gender equality that undermine this can never be just making women the same as men and creating gender segregate toward to anyone fits perfectly in the male or female thought it is happy. It always will mean that you translate this, so that you can reach the true gender equality. In articulating this goal of gender equality, also the goal will need to be specified for the different domains. For example, in the Netherlands, the main access to the economy is through the economic labor participation of women. This is not the only domain we have gender inequality; we also need to look at politics, civil society, intermediate citizenship and sexuality, and more domains than just economy. We need to specify what the goal of gender equality than means that includes academic. We need to look at domain of knowledge creation. We cannot change the world if all universities continue knowledge as it has been, so we need to organize the knowledge to include gender relation. Gender never comes alone. A lot of policies that have been made under the name of gender equality are the best for middle class women who are married or living in stable partnership with 2 kids. That cannot be the idea of gender equality policy. The city has more women than those women who already have stable life. Gender equality policy should also address problems of gender migrants and the lesbian women have. When it comes to the fact, gender is always intersected with other inequalities. In Europe, if we look at the results from ongoing research, gender equality policies in some old countries of Europe union actually stigmatize migration women in this country, and my country is one of example. Migrant women in my country are mostly Turkish, and they are blamed to have backward culture by the government. We have orthodox, protestant, and communities in the Netherlands where women are not allowed to do anything, in fact, we have parties in the parliament where women cannot be a member of, and those are orthodox, protestant, and native people. It is stigmatizing. Therefore, I think gender equality policy and gender mainstreaming should make big effort to not do that to stigmatize the particular categories of women. We found many examples in European policies – stigmatizing Roman women in Rumania and facilitating women who try to have more kids with high

income in Germany. Therefore, what we call in our project is that we have to move to gender plus equality.

The second topic is that understanding power processes in gender mainstreaming. For this, it is necessary to understand discursive dynamics underneath gender equality. Gender equality is good for economic growth as you heard from other conferences. Goal of gender equality is stretched to incorporate this goal of economic growth that has much wide support than gender equality, so it is stretched to make it possible to have broad supports for gender equality. However, sometimes when it bends, forget it; it is also about gender equality. When gender equality and economic growth come together, the power process should play a role to strengthen gender equality. The actors who strongly support economic growth are often stronger actors, so you need to be very much aware of the processes to be able to use them strategically. But you have to use them strategically, in order to ride them to support gender mainstreaming. In understanding this power process in gender mainstreaming, it is also important to look at the importance of democracy in a country. Many countries in the world have problems with democracy to try to do gender mainstreaming. Democracy is prerequisite for gender mainstreaming, and strengthening democracy is very good way to try to increase the potential of gender mainstreaming.

There is Liquid Bureaucracies problem. A lot of civil servants are in their position for only short periods of time. They are not supposed to be experts in their policy domain anymore; they are supposed to be managers. That is why it is hard to work on gender mainstreaming continuously.

There are several tools (Netherlands gender impact assessments or gender budgeting) involved in gender mainstreaming. These kind of technocratic tools are very important to help civil servants to do gender mainstreaming, and it should be adapted to local contexts. However, they never substituted for consultation and participation, and this is often overlooked. They should always be processed of consultation and participation of women who organized, not just as women, as women who want to contribute to gender equality. Jahans “Distinction between Integrationist and Agenda Setting Gender Mainstreaming” said you should always consult or engage the women and give them saying in gender mainstreaming. It is true, but you have to be aware of power processes within this also. Normal circumstance, the government tries to contact with the most powerful group, but if they are smart enough, they may try to contact with radical groups because those are the ones that will trigger creativity in thinking. They need to make sure that is edge to this policy. The struggling “what should we do” is very important thing to make gender mainstreaming most successful. That means that the questions “Who is included? Who is excluded?” are always very important.

What kind of dangers have I talked about for this success of gender mainstreaming? One is process of discontinuity that often link with liquid bureaucracies, not only to political changes. It is not good to presenting gender mainstreaming as consensual process. It is better to struggle and to discuss it. Expertise can be missed when the feminist movement is not

involved. Coalitions should be anticipated and facilitated as they are crucial. The last example, there is a new development at the level of European Union; European Union is addressing at least 30 in equality. European Union is the first international organization that has strongly said that discrimination and inequality based on sexual orientation cannot be accepted. Because of this, all the countries in European Union are trying to see how we can look at gender inequality in the context of other equality. That means different movements like antiracist and gay/lesbian to see where the interest overlaps with all this different organization. I think coalitions between the different kinds of movement and all work with broad goal of inequality can be very good partners in strengthen gender mainstreaming.

---

**Presentation 2 Eun-Hee CHO**

**"Gender Governance as a Strategy for Gender Mainstreaming of the "Women Friendly Seoul Project"**

---

**1. Introduction**

At the 4th World Conference on Women, held in Beijing 1995, the UN adopted 'gender mainstreaming' as a new strategic paradigm of policies for women. For the extensive institutional implementation of gender mainstreaming, the UN has encouraged the government of each member country to initiate various instrumental strategies for gender mainstreaming, such as Gender Impact Assessment on the national policies and application of gender-responsive national budgets. In accordance with these efforts, the Korean government established a legal basis for Gender Impact Assessment in 2002, and introduced the evaluation as an official institution in 2005 after some test applications. And in 2006, the government made an epoch-making move for gender mainstreaming by announcing the enactment of the National Budget Act that includes clauses on gender-responsive budget. In the process of institutionalizing gender mainstreaming, however, most of the local governments in Korea have tended to passively execute the policies that the central government has set up, rather than actively laying out their own original plans. But the "Women Friendly Seoul Project," which has been carried out since 2007 under the slogan of "Active Gender Mainstreaming in City Policies," has shown a new paradigm for establishing gender-sensitive city policies on the local government level. Here in this presentation, I will first give you a brief chronological description on how the gender governance as a gender mainstreaming strategy of the Women Friendly Seoul Project has been implemented. Then, I will discuss the peculiar approach of the city governance of the Project by showing some cases of gender governance as a major strategy of gender mainstreaming. Those cases include the Women Friendly Seoul Project Partners, the Women Friendly Seoul Project Prosumer Group, the Women Friendly Seoul Project Forum Group of Municipal Government, the Women Friendly Certification Evaluation Group, and the Professional Task Force Team for Women Friendly Project. And lastly, I will conclude my presentation by introducing some newly adopted strategies and visions of the governance of the Women Friendly Project.

**2. Gender Governance as a Gender Mainstreaming Strategy of the Women Friendly Project**

In order to integrate women's rights to cities in the policy measures, the Women Friendly Project, which was initiated by the 4<sup>th</sup> elected government of Seoul, has put efforts on creating women-friendly city environment to secure rights to use of city space, and has also taken the establishment of gender governance as a primary strategy to enhance women's participation in the policy-making process of the city. Therefore, it has been well recognized that the gender mainstreaming strategy for women's rights to cities is to actively implement gender-sensitive governance on various levels. Taking this into consideration, the main strategy of gender governance during the 1<sup>st</sup> period of the Women Friendly Project (2007~2008) was to construct organizations through which women from different classes and groups could participate in the city policies. Among those organizations are the Women Friendly Seoul Project Partners, the Women Friendly Seoul Project Prosumer Group, and the Women Friendly Seoul Project Forum Group of Municipal Government. We are now in the 2<sup>nd</sup> period of the Project. The major governance strategy of this period is to further specify the scopes and extend the areas of the Project by encouraging organized women from different classes to provide their opinions on municipal affairs and also to participate in evaluation processes of the Project. Important exemplary cases of the 2<sup>nd</sup>-period include, first, the Women Friendliness Certification Evaluation Group for women-friendly public facilities (women-friendly bathrooms, parking lots, etc.). The Group is composed of professional women from the Women Friendly Seoul Project Partners and non-professional women from the Women Friendly Seoul Project Forum Group of Municipal Government. These women directly participate in the evaluation processes as judges, which is regarded as a brilliant brand-new governance strategy. Second, in order to have the Project cover the whole areas of city policies for women, the City has planned to make Basic Plans of Policies for Women by 2010. The Plans include policies to support single-parent families, to increase social enterprises to create jobs for women, to prevent violence against women, to assist multicultural families, and to check low fertility.

**3. Programs of Gender-Sensitive City Governance of the Women Friendly Project**

- Women Friendly Seoul Project Partners: It is constituted of 5 divisions of Women Welfare, City Competitiveness, Housing and Construction, Roads and Traffic, and Environment, with 245 professors and experts in the related fields.
- Women Friendly Seoul Project Prosumer Group: It is constituted of 200 women from various social groups (housewives, businesswomen, college students, middle-aged women, etc.) who visit the actual sites of the Project in person, locate the needs of women in Seoul, and then help those needs to be reflected in the city policies.
- Women Friendly Seoul Project Forum Group of Municipal

Government: It is constituted of 3,250 women, including experts on women's policies, from the 25 districts of Seoul who consult for district-level women-friendly programs, develop ideas (experts), and do field monitoring on women-friendly programs.

- Women Friendly Certification Evaluation Group: It is one of the 5 major target areas of the Women Friendly Project 2009, and a program for making Seoul safe and convenient for women. Its first-round group, composed of 12 women from the Women Friendly Seoul Project Partners and 24 women from the Women Friendly Seoul Project Forum Group of Municipal Government, performed certification evaluations on women-friendly public bathrooms and parking lots from February to May in 2009, and has so far granted women-friendliness certificates to a total of 68 facilities including 41 bathrooms and 27 parking lots. As of September 2009, the second round of evaluation is being carried out on more bathrooms and parking lots. The first evaluation on women-friendly parks and streets will also be carried out soon.

- Professional Task Force Team for Women Friendly Project: This TFT, formed in March 2009, is constituted of experts on women's policies, and operates, under the leadership of Assistant Mayor for Women & Family Policy Affairs, to establish comprehensive women friendly policy measures of Seoul by 2010, including policies to support single-parent families, prevent violence against women, increase social enterprises to create jobs for women, assist multicultural families, and increase fertility rates.

#### **4. Conclusion: Women Friendly Matrix as a New Vision of Gender Governance**

How to take diversities among women into consideration in gender mainstreaming in national policies has been a major concern among policymakers in recent years. As a way of embracing the diversities among women, the concept of intersectionality has been suggested (Davis 2008; Riley 2004). In a similar vein, the Women Friendly Seoul Project suggests "Women Friendly Matrix," a new analytical system which divides women into various subgroups, vertically and horizontally, investigates the needs of each group, and then makes city policies based on the very needs. Women have different needs from one another according to their level of education, marital status, occupation and income even when they, for example, are of the same age and live in the same city. The Women Friendly Matrix takes these differences into account and helps make custom-made policies based on the differences. We believe that this diversity analysis will provide us with a new vision to specify and refine the gender mainstreaming strategies in city policies, and therefore are planning to actively utilize this Matrix System for "the diversity analysis of Women in Seoul" as a new paradigmatic governance strategy of the Women Friendly Seoul Project.

---

#### **Presentation 3 Nancy A. BOXILL**

##### **"Planning and Implementing Gender Equality Initiatives in Government"**

---

We think that U.S.A already has gender equality because there were big civilization movement, women's movement, and lots of protests in the street. We figured that we won, so we stopped. However, we forgot to look at the fact that we were not able to pass the equal right and to get much legislation at all on the books, but that did not matter to us. In our mind, we just thought we were equal until we just kind of acted like that. But it did not really mean that was the case. That was the greatest American women's mistakes. How are we fixing that in Atlanta in Fulton County?

First, let me briefly explain about Fulton County. Fulton County is in the state of Georgia in U.S, and we have 16 cities in Fulton County, but the largest city is Atlanta which had Olympics in the past. Atlanta became involved with CIFAL Training Center in 2006 to help to get the County government thinking about this gender equality tasks. Through CIFAL and the guidance that CIFAL gave us on how to put together wording to create documentation, kind of decoration that we were going to assign, we were able to construct a resolution that we could present to the governing body of the County that put on the books, law books, and legislator books that this government of Fulton County was going to commit itself to gender equality. Once we have that law on the books, then we could go about assessment process to try to figure out where Fulton County government stood in the relationship to create or develop gender equal not only in work places but also in services, so the government's role is to provide the services and we have to figure out as employers and service providers what we are really doing and how we could figure out where we stood where we want to go. (Passing around some cards that is CIFAL self-assessment instrument tools to access web site). When we do self-assessment, these are measurements that we look at; Gender Awareness, Mentoring and Executive, Leadership Development, Gender Analysis/Budgeting, Economic Inclusion of Women (Procurement), Monitoring and Evaluation. (You may come with different kinds of self assessment tool which contain in the tool box.) The next thing we want to do, now we have our assessments, was creating the task force in local government. The Gender Equality Taskforce is tasked with developing work plans and subcommittees for target areas, getting resources together, and selecting pilot projects; so we want to do step by step. Here are some key questions that the task force asked themselves. Will this be an initiative focused on women only, or women and men? This was the biggest question, and the answer that Fulton County came up with that we are going to talk about gender equality, and therefore we are going to focus on men and women. We have no idea that this is the best way to do it, but we are sure that this is the way we decide to do it. I am working in a political environment with no equal rights in the constitution and in the southern part of USA which is politically conservative part of the country and heavily influenced by fundamental Christian beliefs. That is why we chose the way to go around rather than straight forward, so everyone can get what they want as we go men and women together. We took a

12-month time frame. It was good because I only had the short time period and thought we can get some momentum and energies focused around there. We set some priorities. We targeted “low hanging fruit”, that thing you can get first and do not have to use a ladder to reach too high in the first place, and then we targeted areas where gender is having the most impact as a barrier or an opportunity. We decided to structure ourselves so that we can meet every single month with representatives from executive and program levels including men and women and a cross-section of operations (finance, budgetary, service delivery, planning, evaluation, etc.). I want to share some lessons. The program does not inherently “belong” to a single department. This has allowed it to become part of the organization’s fabric. We got a lot of good information from International network like women from London and South Africa. Political leadership is essential in ensuring buy-in throughout organization. We make use of score cards to track progress in all departments. What is the Role of Elected Officials? It is the important role to champion the cause of gender equality, to ensure the government’s participation in the global gender equality framework, and to advocate for funding for gender equality initiatives. You do not have all the skills you need for the job, so you can use consultants whenever you need; it will speed up your work. Consultants are invaluable in developing and implementing training programs, particularly in initial phases. We have training programs, and the goal is some level of training or awareness raising activity for the entire workforce. Therefore, when people retire or move around, we do not get any trouble.

Economic inclusion. One of the things that we wanted the most was to think about ways we could implement gender budgeting, gender equity budgeting, and gender economic empowerment. We made sure that we took a look at how we work with female business owners, and we brought them into our thinking; so that their business could grow up, and we also can learn how the government could serve them better. As I mentioned before, Fulton County has responsibility of serving all the citizens for providing government services, and we want to do that equally; we are also a major employer with 6000 people in a small region. So we want to make sure that our energy was split evenly, and we want to make sure that we are examining both our employment practices as well as our government service practices. Mentoring and leadership are part of it, and you can see some goals on the screen. Let me go to gender budgeting subcommittee because it is really important. (I want to thank again the women from London and South Africa who helped us to understand this gender budgeting. We asked every department in Fulton County, total 41 departments, to report to us where money is going. They have to answer that question or their budget request is considered as incomplete (This is big because we never did that before). We also ask when you do budget cut, how does it affect women? Now we have some information on budget preparation, budget adoption, and budget execution; those are all the little steps that are getting us where we want to be. We did all this using pilot programs. (We did not go to all 41 departments at the same time. We went to five departments at the first then adding five more and so on. Therefore we now

have 15 departments. The first speaker mentioned about social and religious factors, so I will ask to do that). There are so many things we found out. For example, Health department, art program, and workforce development program did not serve women equally, so we have to change it. Because we make these assessments, we could make some changes. I guess that last couple points we make have to do with finding a way to disaggregate your data, so you can enter some other questions that are important to you and you know what those questions are. Training sections have to go on all the time. You cannot just train once and go home thinking they got it. You You’ve got to do it often. Taking a “learn as you go” approach will help you, and using all of the wonderful resources and the tool kit will help you. Therefore, I hope that telling our story kind of gives you a frame work for creating your story and I encourage you to tell me your story because I am continuing to learn, so I am listening to your story.

---

**Presentation 4 Teresa Banaynal FERNANDEZ**  
**“Gender Governance in Cebu City Administration”**

---

I am from Lihok Philipina Foundation by women for women and their concern. Our foundation really involves in credit and support systems for women in solid waste management, protection of women including violence against women programs. We have a started community basis approach on violence against women in the country that has been replicated in 75 cities and municipalities over the country. We are based on Cebu City, and we are a very much engaged local government unit. Our mayor said that I have realized that doing responsive governance that takes note of the protection, rights and empowerment of the vulnerable sectors is a step to gender sensitive governance. For after all the women are among the vulnerable sectors because despite their being one half of the population, women are at a disadvantaged position because of the many traditional biases, roles expectations, priorities that divide our reproductive and productive roles and has made most of their concerns invisible and secondary. Cebu City is at the heart of the Philippine archipelago. You can see the white part, and we are in the middle. Its location and its excellent harbors make it the hub of transshipment between South and North, so it is center of commerce, industry, finance as well as the center of health, education and other social and professional services outside Metro Manila. It has a population of 850,000 many of whom are in the coastline which is only 17.2 % of its 330.19 square km land area. If you see the space there, it is where most of 850,000 live there, and black one is where the rest of people stay. Cebu City has a cultural heritage being the first city built by Spaniards, and it is the cradle of Christianity in the country. That means in terms of religion based advocacy that is where also a lot of the opposition is coming from. We are talking about multicultural women and they are productive. It has a diversified economy, - cottage, small and medium industries, and is dependent on trade and services for most of its employment. For last 2 decades after Martial Law, Cebu City has been witness to partnerships among its major stakeholders – the government, private sector and civil society groups. Beside of major stakeholders and governance, governance has an impact on processes, decision

making and inter relationships of all three major. The partnership with civil society groups include, among others, the creation of the office for the urban poor as a response to the people's alternative agenda and the appointment of an NGO to organize the said office that was the first in the country, and the office for urban poor under local government level. It also did a lot of support and advocacy for the creation of the Community Mortgage Program by the national government program. It also encourages volunteers from the private sector, taking care of traffic, poverty alleviation, investment promotions, and others. It financially supports many NGO's involved with the children, persons with disabilities, women, emergency response, and others. You might be surprised our city is doing all that because after martial law, most of initiate use on this scout where coming from the private in civil social sectors. The city continues to be faced with the challenges of daytime population, estimated at 1.5 million. It has additional strain to basic services like water, health, garbage collection, housing services and others, and also there is a big number in the informal sector that work as home based producers, vendors and others, and many of them are women. By the way, starting 1970 to 2003, in the Philippines in general, we have increasing (about 70%) of OFW's women. So what is the Initial Affirmative Action for Women by our city government? Of course enjoining city hall employees to join the Women's Month celebration, providing venue for whatever activities we have, spending meetings and seminars for NGO's and PO's. But maybe I have to mention about the Women's Crisis Center here and Bantay Banay because Bantay Banay is community base on approaching to violence against women and is started by our foundation. So what does mainstreaming gender in Cebu City government mean? It means so many of these women's groups had organized themselves together to lobby with city administration for whatever support it can give in terms of issues. City government did respond to all this lobbying by the creation of the Cebu Women and Family first commission headed by NGO. (So that means I also chair the Cebu City Women and Family Affairs Commission). As response to advocacy of women's condition, about 13 women's groups, the City responded to provide initial fund for the training of so many because there was complaint. After that, the Cebu City with the commission being mostly represented by so many sectoral groups from different women's sectors like elder leader, urban poor, youth, and framer. It has been much dynamic, and we have more policy support like gender code, passing Anti-DV demands. In fact, this ordinance was passed in 2002 (first in the country), and anti-policy law was passed in 2004. We also have Ordinance Localizing Implementation of Republic Anti Trafficking law. Of course we also have Magna Carta of Women in the national level (campaign) in this year. We have been responsible for the training of this in different women's groups and of course we monitor it. We also advocate that gender and development desks in the Barangay level in the different departments set up. So for those Barangay that cannot support, they have GAD desk. We also have quarterly reporting and assessment of government units and cities, and we used tool "Are you gender sensitive?" that was used only for 2 years to declare, and LGU that developed gender disaggregated data as well as integration of gender in

all Barangay concerns including budgeting, protection, policies, and program for these advantages. Of course, the City provides financial/logistical support for Partner NGO's, so NGO that wants to have its own advocacy can request the funding to the city. That could be one-stop-shop response to women and children victims, continuing legal awareness, community based response to VAWC, reproductive health awareness, parenting and family issues, and other issues. This was all supported by our City. Of course, there were publications and micro-enterprises for women and others including PWD's, single parents, and informal sectors. We also ensure protection of women and children victims of violence through legal assistance fund and funds for continuing training of the 5 pillars of justice. Of course, there were supports for joint efforts. For example, there were publications, supports for PWD's in monitoring accessibility law enforcement, searching for outstanding women, building a center for men regarding Barangay, and monitoring usage of Gender Budgets. Regarding the budget, there is 5 % GAD Budget policy, but we want to get affirmative budget. This slide show affirmative action fund (Barangay set the level and the city actually provided to women). What are the continuing efforts? There are women's products and service center, regional sharing on Initiatives and assessing them in the light of CEDAW, MDG, regular gender disaggregated updates on women, more women friendly facilities, and workable/accountable council of women at the different level. What are the continuing challenges for mainstreaming? At the beginning, women need affirmative action given them a commission. They are seen as a political force. There are more challenges like scale, changing forms of abuse and degradation, poverty alleviation, disaster and climate change. Lessons learned, and insights. Involvement of multi stakeholders at different levels can provide the check, the fresh outlook, initiatives, sustainability. For continuity / sustainability of programs in the government, there is a need to sensitize the civil servants and develop champions. To ensure these, we organized groups who will continue to engage and ensure the demand side, act as watchdogs because a right does not become an actual right unless claimed, asserted and safeguarded. We believe that more than simply counting numbers, gender responsive governance means doing good governance like responding to the needs of the disadvantaged, making visible the not so visible concerns of individuals and families, and increasing in the participation of women and base sectors in the different levels and arenas. We are talking about Barangays, city, special bodies and providing more access. In short, governance that is fair, free, equal and equitable for all its stakeholders. This continues to be our challenge as we strive to ensure that women's human rights are recognized, respected, fulfilled, protected, and promoted at all levels.

---

**Presentation 5 Avital LAUFER**  
**"Women in Israeli Politics"**

---

I have 14 and 16 year old daughters. I have asked myself whether will this have change for them? Will they have the opportunity to be a leader? Will they have the opportunity to

live in safe city for women and better city for women? In this presentation, I am not going to answer those questions, but I will try to see and to understand what it means and what we can do to help women to be a leader. Some of you know Golda Meir. Prime Minister Golda Meir was only the third woman in the world to serve as prime minister in Israel. We maybe believe that having women prime minister will change something in the politics. Well, actually it does not. Golda Meir was the only woman in the parliament. Israel is 69<sup>th</sup> nicest place to live out of 150 countries, but there is only 15% of people are women in the parliament. In the policy party, it is also very low as 10% until 1990's and 16% now (which are still very low). You can see the graph which is still very very low when we considering the fact that women's population is 50% of the whole population. When we look for women as mayor, we only have two examples (Miriam Fierberg-Ikar in Netanya and Yael German in Herzliyah) and both of them are from 1998 elections. They were re-elected in 2003, and again for a third term in 2008. Therefore, we can see that woman as a mayor is very good, and people want to vote them again, but we can see only two examples in Israel. What are factors that influence their participation in Israel local politics? The main problem is that the main political parties are controlled by male elites. Those male elites at the national level decide who will run for mayor and council in the local level, and in Israel, people must enter politics through social connections that are made especially in the army and business field. For example, my city Netanya, Zvi Poleg, who was the mayor before the current one was a brigadier-general in the army. He won the election of Netanya by the local Labor party. He was not so good even though he was a brigadier-general. He was not so successful and left his office in mid-term. His replacement was vice mayor, Vered Sweed, and she paved the way for the current mayor, Miriam Fierberg-Ikar who is the candidate of national party. The turning point in the representation of women in local government began with the rise of the participation of independent parties in local government elections. These independent parties are not controlled by the main party. In most cases, these parties include representatives with extensive social activist experiences. This greater emphasis on social activism lessens the importance of army or business background, which favors to men. For her first two terms of office, Mayor Miriam Fierberg-Ikar represented the main party. During those two terms, there were no other women in her party. In her second term of office, there was not even a women member of the city council. Beginning in 2008, Mrs. Fierberg-Ikar left the main party and created an independent party, and from her independent party three other women were elected in the city council as well as another woman from the independent party. No women were elected from the national party. In the question of women into city council allows them to assume some of the key roles in the municipality which is very important. In Netanya, there are now 5 women on the city council out of 27 people. One is the mayor; one is the vice-mayor, who acts in her stead and is also in charge of education; one is in charge of culture; and one is in charge of development and construction which is typically men type of the role. In general, we find out that women elected to city councils have higher than average education

and income levels. They are also very active in social issues. This is photo of my city. In the city of Netanya, out of the five women, four have higher academic degrees and three from extensive social work. In general, we find out that these dynamic women view their elections as obligating them to pursue the advancement of women's issues and society in general. This is very important because women know what is important to other women. The mayor of Netanya places great importance on human capital of women. The ergonomic climate in the municipality is "pro-women," in the last few years women have been appointed for most key roles as we can see out of the employees in the city municipality; more than 70% of women and in four highest levels of employees more than half are women. This is also picture of Netanya. In addition, we have an advisor for the status of women who has been appointed, and her role is to make sure there is no discrimination of women in the municipality and to be in charge of the connection with other women organizations. We have a program in cultural climate, and the city of Netanya supports women's advancement in leadership role and culture. We have the women study center which addresses issues of interest to women, and the center emphasizes female strength and leadership. We also have music festival for women empowerment every year. The festival celebrates women's contribution to culture in music. Today, we can see the perception of women as the leader is growing and strengthening, and it is very important if we want to see more women as leader. This perception feminist leader is reflected in the 82% of the voters – who chose to make Miriam Fierberg-Ikar the city's leader for the third time in a row. Therefore, people are in favor for women being as the main is good news. Let me conclude. Women's leadership, particularly in local politics, is critically important. We must hear and see the voices of women as leaders. Women's leadership can reach in every politics which until now have been male dominated. The more women enter politics the more their voices will be heard and the more their needs will be addressed.

---

## ■ Discussions

---

**Q1. To VERLOO.** You said that bureaucracy for gender mainstreaming is democracy. What advice do you give countries that did not adopt particularly democracy? Do we wait until they establish the democracy or I personally think that gender equality may help bring the democracy?

**Q2. To VERLOO.** We can hear some comments on striking the violence if we are going back to BOXILL's approach to gender equality as a whole. For us, UN, we try to design training programs that talk about the advancing women, but in the same time striking the violence between both genders. Male and female has shown a little tricky. If you can come up with the answer, it will be really appreciated, and we can use it for our program.

**Q3. To BOXILL.** I appreciate that they are seeing about how you want to strike the balance and using approach gender equality to create programs that benefit both women and men. I think that it is very good strategy. For the clarification, gender equality does not need to be equal between women and

men, and gender needs to be a tool that can analyze why women are left behind. We need to use gender as a tool to understand where gaps and problems are, so women can achieve equality with men. Everything impacts on men and women with different areas. I wonder what kind of programs take place to help men also. Where are the gaps that men are facing? You mention that you found that more women are given jobs in constructions. Are you saying the number of women out of all workers in construction is greater than men? Is that because of affirmative action?

I heard that Seoul include activists as small group. Was it successful from women's perspective? I am wondering whether the Women Friendly-City Concept was an election promise or voices of women. I want to know if there is political background or not because a lot of countries could not get services.

**A1.** In the circumstances, I think that you have to put your ambitions not too high, but you can favor those activities that allowed people to come together and discuss their lives. I think that the bottom of democracy is that people have a chance to discuss their life experiences with other people and to make bonds with other people outside of their family to some changes. In those countries where democratic transition went well in Europe, it always was building on previous existing networks and groups. There are a lot of different groups in the country. I think that it is important to use groups in strategic way.

Those kinds of dangers are exposed in everywhere. Power is addictive. Once, people get power, they are not going to give away their power easily. Therefore, I think that it is very important to have mechanism installed for rotations or continuous consultation with people from outside this. For instance, UN model what happens in Beijing, you saw anyone who has issue could come and talk. I think that was really a good model.

If we look at the Fulton County project, she gave us three examples of pilot projects. In somehow, a pilot project shows that men were disadvantaged. I think that this is the phenomenon that is broader. In Equal Treat commission in the Netherlands, there are more men to complain discrimination than women, and there are definitely more women discriminated than men. Whichever facilities you organized, men are going to be taking up those facilities more quickly than women because they have more resources in their life experiences. In pilot program, it should be what changes what gender equality, not to arrange the differences. **Q.** I was wondering the pilot project of art classes where there are fewer boys than girls. I do not think this is problem. It does not connect to wage gap or etc. I was wondering there is probably more urgent matter. That will be my question.

**A2.** Art and Culture department was the first department that we worked with. The reason is because it was low-hanging fruits that we could reach and access easily. We invest a lot of money on the department (about 9 million dollars per year). The role of government is serving for men and women. The government serves its citizen fairly. Putting women into construction sector means that we try to put women into an untraditional sector.

**A3.** If there is political background behind of women friendly city project, it does not make sense. The reason is because another candidate was a woman. When Mayor Oh was elected, there are some issues if the new mayor can implement women policy well or not. That is the motive that Mayor Oh started to

be interested in women policy. Women friendly city project comes from women's voices.



## Workshop A2 Women's Political Representation

Thursday, October 22, 2009, 13:30-16:00

Venue: Shilla Seoul Hotel, Topaz.

### ■ Chairperson and Speakers



**Krisel LAGMAN-LUISTRO** [Tabado, pilippines] Chairperson

Mayor of Tabaco



**Lenita FREIDENVALL** (Stockholm/Sweden) Speaker 1

Professor, Department of Political Science, Stockholm University



**Young Soon KIM** (Seoul/Korea) Speaker 2

Mayor of Songpa-gu, Seoul Metropolitan Government



**Vera Akosua AGYENIM-BOATENG** (Accra/Ghana) Speaker 3

Programmes Coordinator, Gender Development Institute(GDI)



**Penny HULSE** (Waitakere/New Zealand) Speaker 4

Deputy Mayor Councillor, Waitakere City Council



**Reina Juanita RUEDA ALIZADEH** Speaker 5  
[Managua/Nicaragua]

Mayor of Managua

## ■ Opening: Krisel LAGMAN-LUISTRO

---

The topic of this afternoon's discussion is women's political representation. You will be hearing from 5 women from 3 different continents, Europe, Asia, and Africa, and you will see that coming from different perspectives and different three regions in the world. One thing is the same that there is the clamour for women to make decisions and for women to have position in politics and to be represented. Women comprise 50% of the world population, and I am sure that no one in this room will say that he or she did not come from a mother. All of us come from women. And yet, if that is true that world is 50% women, why are decisions made mostly by men? This will be very interesting presentation and discussion later on.

## ■ Main presentation

---

### Presentation 1 Dr. Lenita FREIDENVALL

#### **"Electoral Gender Quotas and their Implementation and Effects on Women's Political Representation in Europe"**

---

As the Deputy Secretary-General of UN mentioned in the keynote speech, women's political representation is one among five critical areas. There are several questions related to this topic such as democracy, democratic right, human right, and justice. Women are a half of the world population, so women should make decisions together with men upon common issues and take hold of societies. The presentation is structured by three sections - women's political representation in national parliaments and main factors that can explain the variation in each country gender quota and main problems related to gender quota implementation with cases, and conclusion.

First of all, the table shows IPU (Inter Parliament Unions)'s world ranking list of women in national parliament. International average is 18%, and Nordic countries are always in the top of the list. This table raises a couple of important questions such as how it can explain the high number of women in Nordic parliaments and how it can explain the high number in countries (Rwanda, Costa Rica, South Africa, Argentina, and Mozambique) which have different backgrounds of social economics, political institution, and culture with Nordic countries. There are several indications in the table like different electoral system and different adoption of gender quota. The average of women's political and parliamentary representation is different by region. Europe and Americas, especially Nordic countries, tend to be high while Arab countries, 10%, are below the average of 18%. This variation can be explained by several factors which are structure and strategic factors. Structural factors can be divided into three subjects – institutional (electoral and party system), socioeconomic (education, workforce participation, and welfare provisions), and cultural (norms on gender, religion) factors, but research criticized that all structural factors are indirect factors. Therefore, we need to look up the direct factor, strategic factors. It can be divided by two subjects – pressure from actors (women's movement and sections within parties, strategic alliances, and party competition) and political party strategies (access to selection

committees and internal party boards and promotion of special measures within parties).

Second, gender quota has been identified as fast track to women's political representation. There are about 100 countries that have applied quota mechanisms – legal quotas in 45 countries and voluntary party quotas in 50 countries. It is important notice that the quota system has been adopted by both democratic and semi-democratic countries, and it also has been adopted by both quite stable countries and post-conflict countries. Quotas in politics may be defined as an affirmative measure that establishes a fixed percentage or number for the nomination or representation of a specific group – in this case women – most often in the form of a minimum percentage, which may be 20, 30 or 40, but not by 50 percentages. There are six types of quotas. First, types of quotas are usually identified depending on where they are mandated, and there are two quota types –legislated candidate and voluntary party. The distinction also can be made by two dimensions of quotas. The first dimension concerns where the quotas system is mandated, and the second dimension concerns the level (three of them) of the selection and nomination process on which gender quotas are used. Gender quota is not automatically led to high representation of women, and it is not the only way to increase women's political representation. Furthermore, quotas do not guarantee a certain number of women will be elected because most court regulations only aim to guarantee that women are among the candidates for election. Under what conditions might gender quotas produce an increase in women's political representation or even gender balance political assembly? To answer the question, we need to regard interaction between quota system, electoral system, and regulation. There are several case examples like Sweden which has high number of women's political representation without quota, and France.

In conclusion, political parties are vital in the promotion of women in politics, so political parties and women's organizations as well as other stakeholders should develop tools for gender monitoring of nominations and elections. The goal of gender balance in decision making may be attained by several measures and that multiple measures remain necessary for the achievement of more inclusive decision-making assemblies. Gender quotas are an effective policy tool for increasing women's representation in political bodies if adequately constructed. I will finally end to say that at the same time, Nordic countries and Sweden, many times, have been recognized as high representation women in politics and the model of gender equality. I think there is certain limitation to this model. One very important limitation is that it took almost 70 years to reach this level, and I do not think modern women today in the rest of the world are willing to wait that long.

---

**Presentation 2 Young-Soon KIM**  
**“Future Assignments on the Need of Representative**  
**of Women in Making a Policy”**

---

In a proposal of main topics in this paper, our discussion is approached in two ways. Firstly, we should recognize the fact on how important it is to build women's friendly city and the extent to which we need representative of women to do so. Secondly, representative of women should be needed to build women's friendly city if they are truly needed and become a strong means to do so. Given the fact above, there is a question about the way women's representative could be acquired in a variety of areas in the middle of deciding a policy.

Firstly, in relation to the extent to which women representative is needed and how important it is to build women's friendly city, phenomenon of change after increase of women representative in the process of deciding a policy is as follows: female members in the 17<sup>th</sup> national assembly have been increased up to 13.7% in the 17<sup>th</sup> national assembly from 5.9% in the 16<sup>th</sup> national assembly. More specifically, the rate of female member participating in a standing committee and the rate of becoming a female chairperson have been increased in the 17<sup>th</sup> national assembly.

Secondly, female members in the national assembly performed legislative activities more actively than male members. For example, when comparing legislative activities of male members with female members during the first half year of the national assembly (from the 1<sup>st</sup> of May in 2004 to the 30<sup>th</sup> of June in 2006), the number of its activities among female members was much higher than that of its activities among male members. The number of representative proposals by one female and one male member was 16.5 cases and 9.7 cases, respectively. When considering the number of legislative proposals related to women's issue, 2.23 cases by one female member and 0.3 cases by one male member were proposed.

Also, a regional self-government body case for respectful female head of Song-Pa City, Young Sun Kim, is as follows: soon after her inauguration, she had a catch phrase, "Happy City for Women in Song-Pa" and made an every effort to build a women's friendly city. This affected a project for "Happy City for Women in Seoul" next year in 2007. She thought that women's participation in various domains and fields in making a policy in the city was necessary to reflect concern about women's friendly policy.

Thus, she has made great efforts in increasing women's participation in every committee because of women's low participation rate in the committee in the past time. Whenever the case of changing committee member occurred, she had female officials take seats in the committee as possible as it can be. As a result, female entrusting committee members in 12 common committees have been increased from 29% in 2006 to 43.7% in 2008. The rate turned out to be the highest rate, compared to the rate in all basic regional self-government bodies. The increase of female participation rate in every committee had a meaning of certainly reflecting women's

perspectives in the fields such as human management, construction, city planning, review of advertisement, real estate, welfare, and price of commodities. Institutions and environments for women's friendly city were provided through the process of reflecting women's participation in deciding a policy in Song-Pa city. As a result, speed of construction of women's friendly city has been increased. The cases for constructing women's friendly city are as follows: ① construction of women's friendly road; ② discount for swimming pool ticket for women during a menstrual period; ③ children's house without having to pay; ④ allotting a place only for women inside a parking lot; ⑤ building a toilet after considering time and number of its users; ⑥ carrying out a policy for working women by expansion of building one public facility per one dong (small district area) and a safe city, particularly for children's safety. Also, the cases for constructing women-friendly city are as follows: ⑦ classes for health for women before and after childbirth; ⑧ health management specific to women; ⑨ classes for health management during the middle years for women's life, based on the concept that it can be said that our society would be healthy if women could be healthy. ⑩ Lastly, Song-Pa City helped women start business and get employment through building Development Center of Women's Capacity and creating programs for 200 professional job and development of leadership for women. As a result, Song-Pa City received a presidential prize for improvement of women status and quickly succeeded in constructing women's friendly city, led by the strong will of the head of the city. This fact showed importance of representative of women in building women's friendly city.

Secondly, representatives of women should be needed to build women's friendly city if they are truly needed and become a strong means to do so. In relation to the mention above, ways of having representatives of women in the process of deciding a policy in various areas are as follows: firstly, status of women's participation in deciding a policy is reviewed in the following sentences. The rate of female members in the national assembly is 13.7% (41 persons), 12.0% (88 persons) in the assembly based on administrative unit called a large area, 15% (434 persons) in the basic assembly, and 2.2% (5 persons) of the local government heads of basic self-ruling bodies. Also, the rate of female working in administrative area is 33.0% (7,715 persons) of all participating members in every committee in 2007, 12.5% (2 persons) of all ministries, 6.5% of all vice-ministries, and 7.5% (2,033 persons) of all high ranking officials in 2008. Yet, the rate of female participation in making a policy was low. Thus, introduction of 50% of proportional representative in public nomination for women, in case of having a job based on election, a goal of employment based on gender equality, and expansion of appointment of female public officials working in a managerial position in a five-year plan have all contributed to a great success for women.

In future, politicians, government, associations for women, and the press should make every effort in expanding women's participation in the process of deciding a policy. Assignments for better policy for women are as follows: ① introduction of

rationing 30% of public nominations for women in the national assembly and regional assembly ② re-appointment of excellent female heads of self-government bodies after evaluation as well as securing a proportional rate of strategic nomination for new female politicians in the constitutional area where female candidates are likely to win more ③ obligation of a constant rate of female participation in a committee for public nomination of political parties ④ introduction of a persistent system for developing female politicians. In case of an administrative area, assignments for better policy for women are as follows: ① having female take seats in a committee when committee members change in a committee as well as running a bank for women labor ② expansion of female officials in governmental committees; 30% of female of ministries, vice ministries, heads of self-government bodies, and vice heads of self-government bodies and "provision of a policy for promoting female managerial officials for expansion of female managerial officials." "Expansion of women's participation in a section of personnel," "Educating male high ranking officials on gender equality," "Making a policy better for working women experiencing role conflict in both home and working place."

In conclusion, we could recognize the fact on how important it is to build women's friendly city and the extent to which we need representatives of women to do so. We could confirm that representative of women are needed to build women's friendly city if they are needed and become strong means to do so in the national assembly, regional assembly, and regional self-ruling body. Lastly, ways of having representatives of women in the process of deciding a policy in various areas were reviewed.

---

### **Presentation 3 Vera Akosua AGYENIM-BOATENG**

**"We Know Politics Campaign: Hearing the Voices of Women in the 2008 Presidential and Parliamentary Elections in Ghana"**

---

I'm talking about the project we did last year which was election year. We know politics campaign-hearing the voices of women in the 2008 presidential and parliamentary elections in Ghana. My presentation will introduce women's voices in Ghana, and I will talk about process, results, and conclusion.

Ghana is a country in West Africa with a population of 23 million people. We had been independent from Britain in 1957. Since the time, women have been fighting hard to get voices and representations as the party women. We have done groundworks like active members of their various political parties, providing substantial funding to political parties, and serving as strategists for male counterparts. Therefore, this presentation actually shows the work of Ghanaian women's right groups in collaboration and how we introduced women, so we make sure that a lot of women can be appointed nationwide and also through the parliament.

The project was held from July 1, 2008 to Feb. 28, 2009 because the election was 7 December 2008. The objectives of the project were increasing the participation of women in

politics, getting elected women in the next parliament (2008-2012), and documentation on project activities. The expected outcomes of the project were getting elected more women in the parliament and strengthening of the democratic system to include better participation of women in various processes in Ghana.

The strategies we used in the project were advocacy, lobbying, public education, awareness creation, interviews, publications, and capacity building on governance. We had several partners and donors for the project like Gender Studies and Human Rights Documentation Centre, FIDA, DFID, and DUTCH RNE. All partners signed a MOU that provided details of objectives, specific tasks, timelines and expected results. The beneficiaries of the project were citizens in rural areas, aspiring Presidential and Parliamentary Candidates, women's rights NGOs, the media, and legal literacy volunteers and paralegals. Some of the activities we did were the formal launch of the project, capacity building workshop, and regional consultations to build consensus on gender equality issues.

This gathered concerns of women from all over Ghana so that we can present all views of Ghanaian women to government and parties in Ghana. We gathered all concerns, and we documented and presented to the government and political members. One of the concerns was women's political participation like Female Vice-Presidential Slot and passing an Affirmative Action Law making 40% representation of women. For gender mainstreaming, we want the government to mainstream gender into our educational institutions and to review of the curriculum of institutions to include a gender component. For gender budgeting, we want the government to make budgetary allocation to promote gender equality and women's empowerment. For the implementation of the domestic violence act, we asked the government to structure to make it operational. For election and securities, we asked the government to educate members of their various communities against multiple voting dangers of illegal voting and to provide the security forces with all the necessary logistics and manpower to ensure that everything is ok. For education, we asked the government to do something about high illiteracy. For economy, we said that economic resources should be properly managed, so everybody should have the same share with the man. For health, we need to have National Health Insurance Scheme cover old age ailments and to promote family planning. For women's economic empowerment, we asked the government to de-politicize the process of granting credit/loans to women, to cut down on bureaucratic mechanisms, and to lower the interest rates on micro credit funds women. For waste and sanitation, we asked the government to make sure that there is adequate infrastructure and facilities for water supply. For unemployment, we said about migration to the cities. For agriculture, we said that the government should supervise storage and preservation facilities for women farmers. For social matter, the government should ensure that state agency like department of Social Welfare should do what they are supposed to do.

The other activities we did were training of Legal Literacy Volunteers and Paralegals on citizens' responsibilities at elections, women's dialogue with presidential candidates, participation in parliamentary debates and town hall meetings, voter education activities, analysis and publications, and workshops for members of parliament.

We had faced several challenges like late arrival of project funds, documentation, and getting members of parliament to interview. As the result of the project, we had 20 people, lower than the last parliament, who were elected into parliament even though we did the campaign. However, we can proudly say that some of the people, elected in 2008, are in the high positions that can make decisions in Ghana. We also made several publications like Gender Analysis of 2008 elections, 7<sup>th</sup> December 2008: How Sunday voting affects the voting behavior of Christian Women, Citizens Education for Election Guide Book, and Consolidated Concerns of Women for Elections 2008 and Beyond.

In conclusion, I will say that women politics and campaign documents have become a benchmark against which the performance of the government and in particular parliament will be measured, and it will also be used in addition to the Women's Manifesto of 2004. Sadly, one of our valiant women parliamentarians had passed away, so we have 19 women politicians in the parliament. We need to work and to make sure that those in Parliament and appointed nationwide are not in the capacity of women, but they need to bring gender consideration and to make a voice of women heard in the Parliament. Furthermore, currently we have 11% of representations of women, so we need to make sure that the government passes an Affirmative Action Law making 40% representation of women in 2012 election.

---

**Presentation 4 Penny HULSE**  
**"Dynamic Cities Need Women"**

---

New Zealand is just east of Australia and a very small country with 4.5 million of population. However, we think we are big country and we have things to say. Waitakere is fifth largest City in New Zealand with 200,000 of population. My discussion today is why women are so important in the future of precious cities and why we think we can contribute something very special.

Currently Waitakere is facing amalgamation in 2010 with the current 7 cities being formed into one large City of 1.5 million people, and this is going to have a large impact on women's participation in local governments. When we look at women and the participation in government, New Zealand has a proud history. We gave women the vote in 1890 as the first country of the world. We have women in high positions in the nation. Life is good for women in New Zealand.

Little bit about my background, I came from an activist background protesting against a landfill in my local area that was having a major impact on my community. It took 2 years

to resolve the issue and the result was excellent. We got the landfill closed and got financial compensation (AU\$500,000) for the community. This formed the basis of a community trust which, 17 years later, still contributes to benefit the community. The key for me in this experience was the way in which the women on the Council were the leaders in looking for a mediated solution rather than simply a way to fight it. Because of this, the council was made by three quarters of women at that time. I was elected part of this council. They did things differently – they looked at working with communities and working to protect environment using communities' process. This first Council set the direction for New Zealand's first Eco City. Eco City means the advancing city that addresses finance, people, environment, and culture in its own strengths. This kind of thinking and planning was new to local government but not new to women.

Cities hold the key to dealing with the range of crises the world is facing today – social isolation, water shortages, financial pressure, traffic congestion, and poverty. Visionary leadership of cities is more vital now than it has ever been, and I believe that a strong role for women in this leadership is critical. We work as part of Eco City well with more democracy and more community participation. I will use the local example, the Godwit. Land filling the coast line at Incheon allows the creation of an impressive new city with huge towering buildings, but at the same time this destruction of estuarine environment is removing the habitat of New Zealand's most impressive bird, the Godwit. This example gives us to think why we need to think differently. We can just think about the growth of tower, economic development, and growth places like Songdo without saying where are discussions with women who are going to live in this place, old people who want to live there, and environmentalists who worry about Godwit. In order to have meaningful discussion, we need to have women and governance at least. We need the chance to take our discussions in different directions.

It is critical to the future of youth, so why are we still hearing from each of this wonderful country? Why is it so difficult to women to participate? That is what women face when they look at joining the local government. As we can see the image (maybe 1970's), there were only men, so it is challenging for women. The other challenge is voters in some places still think that men should actually be running things and it is a little bit new about leading women enter this kind of places.

Women need to support other women to get elected, and it is hard to do on your own. Women work differently. Women have fantastic social network like school groups, NGO groups, social service providers, environmental groups, and informal network. Women working cooperatively and in a supportive way can get behind women candidates and get them elected. I want to introduce some very important women (Ann Magee who is responsible for the creation of Eco City vision, the current CEO of Waitakere City Council, and two former Deputy Mayors of the city). We have been very lucky to have powerful women as part of our city for a very long time.

I think that one of other things that we need to look at when we look at women and government is to look at other cultures. We can learn from other cultures that respect and listen to their wise women, and the concept of respecting Mother Earth is universal. We have to plan long term for children and to understand the long term for the future, and women leadership is good for society and long term sustainability.

The title of the whole discussion is “Dynamic Cities Need Dynamic Women”. We face the perfect storm of water shortages, energy shortages, and food shortages by 2030, and the future of the world is actually in the hands of women. We only got one Earth, mother earth, and women are charged of making future better one for children. Women have natural generosity, compassion, and sharing working ethic. Why not do work together that is unique? This conference can prove it. We faced many challenges like relationship with husband. Each one of us needs to talk people we respect about the importance of having women participants. We cannot slip into the mistakes that male colleagues made by excluding them from the decision, and I think when we are talking about the exclusion we have of other groups that we need to consider as well. We need some visibilities for the verities of sexuality are part of everyone’s life. Mothers to sons, wives to husbands, and friends, these are all partners, and I think each everyone of us has their responsibility to work hand in hand.

---

**Presentation 5 Reina Juanita RUEDA ALVARADO**  
**“Managua, Republic of Nicaragua”**

---

She briefly explained about facts of countries and historical background of women’s representation in the society of Nicaragua. She explained about the women’s political representation in Nicaragua, and she mentioned that she is planning a lot of projects in behalf of women, 52% of the whole population, in Nicaragua. Regarding the facts, population and economical contribution to the nation, she suggests that Nicaragua needs gender equality and guarantees women’s right for developing economics and politics.

---

■ **Discussion**

---

We have five dynamic speakers from different cultures, different circumstances, and different messages. I am sure that power point presentations will leave you asking for more. We have until 4 o’clock. We have about 40 minutes for discussion and questions.

**Q1.** I am a teacher from Chongyang County in Southern Chungchong Province. I have question to Dr. Lenita FREIDENVALL, the first speaker.

If I look at the table of Gender-related Development Index in the information book (source book), Sweden is ranked in the number one while Korea is ranked in 97<sup>th</sup>. Have you ever thought that Sweden as the number one country in GDI is great thing in your life?

I heard that Sweden has tuition free education system with free meal service since people are born. I want to know how Sweden prepares the financial resource for the system and how the system was passed in the National Assembly, and if you tell us so, I believe that it is going to be very good guideline for Korea.

I heard that Sweden collects extra (high) taxes for the system from mid-high class, if so how Sweden manages the situation because there are possibilities that people in mid-high class might have antipathy toward the Sweden government.

**A1. Dr. Lenita FREIDENVALL.** Sweden is not the number one country in GDI right now. Norway or Finland is maybe number one. Anyway, Nordic countries are in the top of the list, and the history plays a certain role like having right to vote in Nordic countries were early (New Zealand was quite early). Women have organized, and women mobilization has been very strong in Nordic countries. In contrast with many other countries, women in Nordic countries have been working together with men. They take integrationist perspective rather than separatist. Women have mobilized in the women’s movement in the political parties. It is important to join the political party, to become a member, to be staff workers, to be a part of political internal and elected body for decision making. Of course, there are a lot of drawbacks in Sweden. One thing is that women work a lot - about 80% of women work (the highest in the world). Men tend to work in private sectors while women tend to work in public sectors like school, hospital, elderly care, health care, and nurse etc. Public sectors tend to have low payment, so women work a lot with low payment. One good thing is that we talk about parental leave rather than maternity leave. Women and men should share the responsibility of kids, so we never say the word “maternity” in Nordic countries. When women go to work, men take care of their kids. However, it does not really work. Lots of women continue to take unpaid work at home for children. I want to raise one problem beside of women working in different sector with less paid, more part time worker than full time worker, and taking responsibility of unpaid job at home. Multiculturalism. Migration people cannot be adopted in the society and get jobs. Those areas of the Nordic model have failed in regards to gender equality.

About the education, education is free from the day one until you graduate the university, and of course free means paid by taxes. We have the highest taxes of the world (55% of the income). People agree with that. It is good thing like you can get free education, medical care, and day care for children, but it is hard to get a lot of money.

**A2. Paula KOKKONEN.** Nordic countries are very similar to each other. There is very wide concern about the tax in Nordic countries. Even though middle class people say “this is enough now, we do not want to pay anymore,” there are still no big resistant movement coming. Instead of that, people are very happy because they think that they feel safe, there is good future for their children, they can get educated if they are

talented, and you do not have to worry if there is enough money in your pocket.

**Q2.** Women's political representation is important issue, but I think how we are going to make normal women to participate to make women friendly city. As Mayor of Songpa-gu mentioned before, we might need to have political school or institutions to educate normal women. I would like to know the situation in each country.

**A1.. Dr. Lenita FREIDENVALL.** Women are part of political party in Europe, and there are women sections that are responsible different kinds of capacity building activities in the political party. For example of women sections, there are training programs for public training in politics, public speaking, organizing meeting, taking notes, and all different kinds of building women's capacity. This has been a norm in Europe. There is very important thing that I want to point out. When we talk about women in politics, the main argument for more women in politics is democratic right. It does not matter if you are well skilled or in a high professional position, it is democratic right. Women are a half of population, so women should take a half of seats in the electoral body. There is competition between political parties in Nordic countries for having more women in their party. This kind of competition gave chance to political parties to be modernized and find how good it is to have women in the political party.

**A2. Vera Akosua AGYENIM-BOATENG.** We do not have foundation of women institutions in Ghana, but we do have valuable women's network like quality of women governance, network for women's right in Ghana, our foundation, NGO, and other networks. We all come together and build the capacity of women like organizing cost of law on human and women's right, gender budgeting, gender mainstreaming for women. In addition to networks, we also have mentoring system to train young women, so when they grow up, they can carry on the issues of women to the government and institutions.

**A3. Penny HULSE.** My perspective is that formal education, institution, and training can be really useful, and we have Ministry of Women's Affair, women's study conducted by university, local government association does some training for women candidate, and informal women's network which is the most powerful and important organization, in New Zealand. To get women elected, we need to support women from within powerful women organization to stand, so they bring with them. Therefore, women candidates should tie up with organization to get supports like financial, education, and day care. If the organization is doing it in formal way to educate, it is useful.

**A4. Reina Juanita Rueda ALVARADO.** We have a school, the frame school that teach students subjects that can be useful in politics.

**A5. Young-Soon KIM.** It has taken 30 years to accept the women issue as the national policy in Korea. We have been working well on law and policy for women, but there is still a

lack of understanding. As I mentioned in my presentation, I think that we need to have an institution that can train women politicians. Even though we have those kinds of institution right now, it is doubtful if the school is having or not a positive role.. We have a lot of NGOs related to women's political representation, but some problems exist today. Even though we already have a guarantee 50% of seats for women in politics, we need to think what the next is such as the way to get women elected in local councils. We need to find the real solution to improve the real meaning of representation of women in politics, and I ask political parties what their efforts to improve the situation are.

**A6. Sylviana MURNI (Mayor of Central Jakarta):** If women want to be in high position, it is important not only to prove their capacity and professionalism, but also to be good at everything like in family. I think it is time to get more knowledge about information technology government because the world is in your finger and we can do network through IT. Therefore, even though we have city network, women need to have IT network. This is my suggestion.

---

#### ■ Closing & Summarizing

---

Main theme is mainstreaming gender in city policies zoom in women political representation. We can enter the mainstreaming gender in three ways - policy, activism, and local. Quota policy is the fast track, but it is not the only way to get women in. It guarantees that more women can come in because there is legal mandate, so it is affirmative measurement. The speaker also mentioned that we need to engage the political party because if we just mobilized women in communities, and not have political party, then it won't be effective to bring women in political positions. Mayor Kim mentioned that we need to get them in, but they should be prepared. They should be in a system of developing leader. What is the next? We bring them in. Can we sustain them in positions? Of course, quota is the way to get in, but you have to be again voted in to remain in the position. How do we sustain women political leaders? Considering it, we have multiple burdens like day care and education. Some rich countries can support those, but how about the rest of people who do not have enough money or education.

Activism, social activism, women's network, lobbying, and community mobilization, need to be emphasize quality rather than quantity because when we get them there, are they going to stand for women?

Lastly, we have to go local. We have to start from our own family. If we want to change, we need to invest our children to change their perspective for sustaining, so the future generation will have better outlook for both men and women. Therefore, for changing the world, we have to start with ourselves and our families. I hope that because of this we can create the network as support each other, so we can sustain and support women's political representation.

---

## 5. Workshop B. Empowering Women during Economic Crisis

---

### Workshop B1 Women's Economic Empowerment

Thursday, October 22, 2009, 13:30-16:00

Venue: Shilla Seoul Hotel, Lilac.

#### ■ Chairperson and Speakers



**Hye-Ryun KANG (Seoul/Korea)**

Chairperson

Professor, College of Business Administration, Ewha Woman's University



**Lyn CRAIG (Sydney/Australia)**

Speaker 1

Senior Research Fellow, Social Policy Research Center,  
University of New South Wales



**Jin Hwa JUNG (Seoul/Korea)**

Speaker 2

Professor, Department of Agricultural Economics and Rural Development,  
Seoul National University



**Azza Amin SIRRY (Cairo/Egypt)**

Speaker 3

Professor of planning and Urban Management and Director of Urban Training  
Institute, HBRC



**Taehyun KIM (Seoul/Korea)**

Speaker 4

President of Korean Women's Development Institute



**Camara Fatimata TRAORE (Bamako/Mali)**

Speaker 5

Municipal Councilor, City of Bamako

■ **Opening: Hye-Ryun KANG**

We will start workshop B1, "Women's Economic Empowerment," and as the Chairperson of this section, I will briefly introduce various topics that will be discussed in this section. The presentation topic including discussion and gender, policy, and power root viewed from five different countries' perspectives. Women and Corporate World from Korean perspective, Women's Economic Empowerment using case study by Egypt. Work-Family Balance under the global economic crisis, perspective from Mali, and theme of Economic South governance, and Economic Independence of Women. Let me introduce our speakers.

■ **Main presentation**

**Presentation 1 Lyn CRAIG**

**"Gender, Policy and Parenthood: the Division of Paid Work, Unpaid Work and Child Care in Five Countries"**

I would like to note that this work was done with the assistance of Killian Mullan and with support from Australian Research Council. It is particularly relevant to the Forum objective of achieving work-life conciliation and care work parity. The background issue is that both paid work and unpaid work are very important, but unpaid work is often overlooked. The mainstream economic view is that work is done for money and unpaid works are not real work. Therefore women's work is invisible. The mainstream economic view is also that family is private, for spare time, a site of leisure, but I think that most of us would agree that unpaid work is vital too. Unpaid work which requires time and effort is essential to the welfare of households and a substantial subsidy of the market economy. Both paid and unpaid work are two parts of one whole 'total social organization of labor'. For example, in 1997 contribution of unpaid work to Australian GDP is about \$261 billion (48% of GDP), so it is very important to the economy and to individual and family welfare. Paid market work provides income that can be used to purchase goods and services. Unpaid domestic work provides goods and services directly. That is cleaning, home-cooked meals, home grown vegetables, laundry services, and care. The care is very important.

Care is in particular fundamental to social functioning. How do we care for our vulnerable? How do we reproduce ourselves? Who does the care? Who benefits? Care is entwined with social organization. Policy settings and norms help shape options about work and care. Importantly, care reverts to women if no support is provided. It also makes it very difficult to achieve.

There are many forms of care, but today I will concentrate on the care of children. The needs for both money and time are particularly pressing when a family has young children. Research associates the transition to parenthood with more total household work, and more extreme gender division of labor, but because the effects of care depend on cultural and policy context. My research aim is to compare the time

demands of parenthood, and how they are divided between men and women in five countries with different workplace systems, family and social policies and cultural attitudes to family care provision: USA, Australia, Italy, France and Denmark.

USA is liberal, welfare state, and market-based care model. The ideology of care has been historically materialist like valued mother care and breadwinner/homemaker family type. Children are as seen a private family responsibility. Now many mothers are employed full time, but father care is not directly promoted by policy. Australia is somewhat similar to USA (liberal, welfare state, market-based care model). The ideology of care has been historically materialist like valued mother care and breadwinner/homemaker family type. Now there is part time work model for mothers, but female work force participation is still relatively low. Child care mixed public and private. There are no mandated paid maternity leave and large tax transfers especially to single income families.

Italy has a non-interventionist care model and has limited state involvement in providing or facilitating support for working parents. It is heavy reliance on family resources. Italy along with Spain and Greece has lowest female labor force participation in the EU. Fertility and part time work are very low. Male breadwinner-female care model for families with children is common.

France has a different approach that states intervention in family is seen to be ok. Children are a shared social responsibility. There are supports for female work and fertility. It has more generous leave for more children, private child care until 3, and universal public pre-school.

Denmark is a dual-earner support and valued-care model and has gender equity explicit goal. Children shared is social responsibility, and there is extensive support for all women to combine roles of mother/worker, state funded leave, child care universally available after age one, and father involvement in care encouraged.

My research question was what difference does being in one or other of these policy and cultural environments make to the family care time needed for children, and how it is divided between mothers and fathers? To test this, we use time used data from each of the countries.

Harmonized data from the national time used surveys of USA, Australia, Denmark, Italy, and France. All instruments are time diaries, except USA, which conducts telephone interviews.

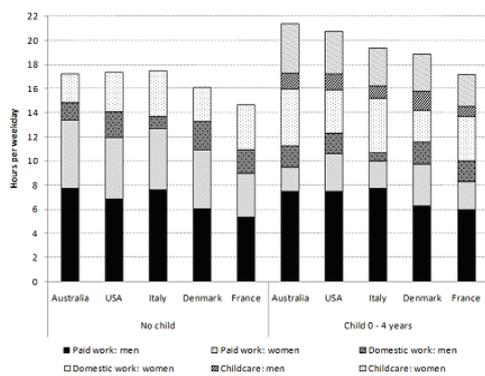
In survey, we matched couples with at least one young child aged 0 – 4 and couples of child bearing age without children. USA unmatched sample of individual mothers and fathers each with a resident partner who has at least one child aged 0–4 or those who are of child-bearing age but without children. Using time diary, we calculated measures of daily hours/minutes total work and its subsets that are paid work and unpaid work which are housework and childcare.

Therefore, we can compare differences in between countries in the amount of total work performed by parents and by non-parents, the composition of total work performed by parents and by non-parents, and how they are divided between men and women.

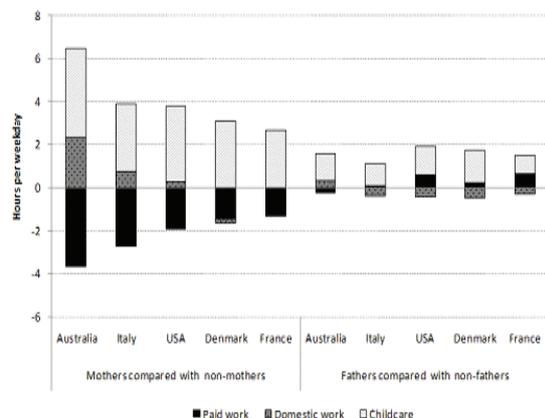
In analysis, we use descriptive analysis that show average daily household hours in total work by parenthood status and country. As multivariate analysis, we used two models. Basically, first one shows the time impact of parenthood, and second one shows gender division of labor.

This graph shows daily household hours in total work, by parenthood status and country. In all countries, households with children do more work in total than households without children. Total work in Australia is 4.3 hours greater in households with a child than those without a child. For the USA, closest to the finding for Australia, about 3.5 hours are higher a day than in households without children. In Denmark and France the difference is 2.5 hours and in Italy it is 2.1 hours. So in no country is the effect of having children time-neutral, but the parenthood workload penalty is highest in the market-oriented care countries.

○ Household total work by country and presence of children



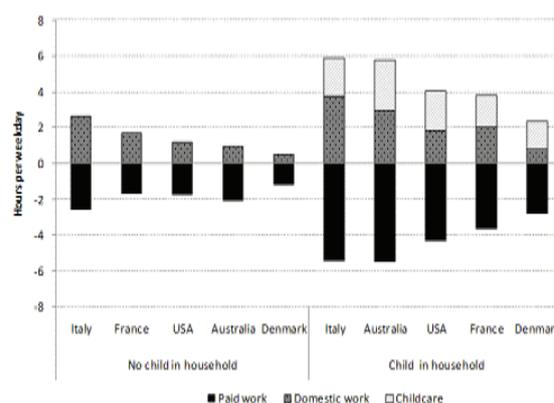
○ Time impact of children: total amount by gender and country



I will look more closely at the actual differences. In this graph, we are looking at the difference between women with children and women without, and between men with children and men without, to begin to tease out how the extra time associated with having children is divided between men and women.

The extent of the bar above the zero line signifies that non-parents do more than parents and the extent of the bar below the zero line signifies that parents do less than non-parents. So, major effect is on women. All reduce paid work, do much more housework. In Australia, Italy, and USA do more housework. Australia - nearly four hours less paid work, two hours more housework, and four hours childcare. Italy 2.3 hours less paid work, and a little more housework. Denmark, about 45 minutes less paid work, 2 1/2 hours childcare. France, about 1/2 hour less paid work, 2 1/4 hours childcare. Men mainly just add childcare.

○ The gender division of labor by country and parenthood



How does this affect gender division of paid and unpaid work? This graph shows the difference in paid and unpaid work between men and women in households without a child and those with a child. Zero, baseline equals equity - closer to baseline the more equal. Gender division of labor: paid and unpaid work of women compared to men in each country. Start with no child in household - there is perfect equity in no country, but worst in Italy. Anglo countries parenthood makes it worse. Care penalty is particularly in these countries - mismatch public opportunities and private expectations of care. Paid work differences change relative rankings.

Parenthood brings more total work and a deeper gender division of labor in all the countries, but the effects are most pronounced in the Anglo countries, where children are private responsibility, and gender equity in the home is not promoted and least pronounced in France and Germany because women supported to work. But higher family care totals in Denmark than France; both men and women do more, and public care is more in France. Effects of parenthood muted by already powerful impact of gender. There is low care penalty, but really what is going on is high gender penalty. Anglo countries are big differences by care responsibilities. There is public-private mismatched. Least pronounced in Denmark where policy and rhetoric promote gender equity in workforce participation and father involvement in childcare.

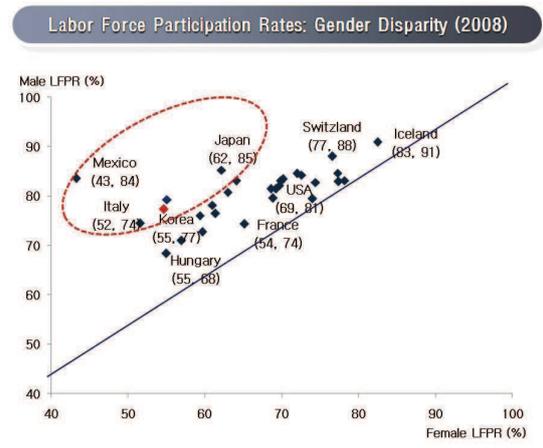
I think that we can say that parenthood brings more total work and a deeper gender division of labor in all the countries studied, but the effects are most pronounced in the Anglo countries. It is in these countries that having children is associated with the strongest bifurcation of experience both between mothers and non-mothers, and between men and women. The time effects of parenthood are least pronounced in Denmark, both because Danish mothers do more paid work and less unpaid work than mothers in other countries, and also because Danish men do more childcare than men elsewhere in Europe.

The policy implication is that to foster work-life conciliation and move towards care work parity, requires the state to share with families the responsibility for raising children, and to ensure that policy and rhetoric encourage both female workforce participation and father involvement in childcare.

**Presentation 2 Jin-Hwa JUNG**  
**“Women and the Corporate World: A Korean Experience”**

One individual employee’s spring of knowledge and skills is not only an asset to that individual; it is also an asset to the corporate employer and of the society as a whole. Knowledge is the most prized source of competitive edge in the knowledge/information-based society and people are both the spring and vehicle of knowledge. The competitive edge in human resources determines corporate and national competitiveness. It also determines one’s socioeconomic status and well-being. As human resources is a key factor, determining the competitiveness of companies and development and utilization of women's human capital are a prerequisite and a very important sector for raising the country's competitiveness and a strategy to improve women's social status.

Korean economy is getting more and more dependent on women as a source of labor. Declining fertility rate, fast aging of the population, and reducing average work hours expected to lead labor shortage in coming years. Full utilization of economic human resources is more critical. Not only in terms of size of labor force, but also in terms of quality of labor, Korean economy’s dependence on women is getting increased. According to human capital theory, gender bias is a cause of corporate economic inefficiency, and diversity theory stated that heterogeneous labor force translates into increased creativity, and better adaptability to change. These theories suggest that full utilization of women labor force can be a good strategy to improve its status.



This is the graph for labor participation rates in gender disparity among the OECD countries. The blue line is 45 degree line which indicates equal participation between men and women. As you can see, all countries’ plots are located above the blue line, and it means the female labor force participation is lower than male labor participation. The average of female labor force participation is 61% while male labor participation is 81%. In Korea, the average of female labor force participation is 55% while male labor participation is 77%, and that makes ratio of 77% which rank 26 out of 30 OECD countries. Development and utilization of women labor force is win-win strategy. Development and utilization of women labor force is a pre-requisite to enhancing corporate/national competitiveness and critical for promoting women’s social economic status and well-being. Strategic development and utilization of women labor force lead corporate and national competitiveness and improvement of women’s welfare.

Rate of women's economic participation is continuously increasing while the men's rate of economic participation is stabilized. Female labor force participation rate is increased from 37% in 1963 to 50.1% in 2007, and the percentage of women in the labor force also increased from 34.4% in 1963 to 41.7% in 2007. There also has been noticeable increase in labor force participation of women with college or higher level of education from 14.6% in 1980 to 36.7% in 2007. Age-participation profile show the different picture for men and women, and it shows career interruptions caused by marriage and childbirth.

Women are less likely than men to be self-employed and more likely to experience job insecurity. Women are more likely than men to be employed by smaller and less well-to-do employers. Gender-based occupational disparity exists. Men tend to be hired as professional and management positions while women are hired as service and sales sector. Percentage of women in management positions is rising, and gender wage disparity is also decreased.

According to the estimation results for the determinants of corporate women-friendliness, female CEO’s and unions tend to have higher ratio of women executives and fairness level, and higher ratio of women executives tend to have higher financial performance.

I will move to human capital movement. The gap of education is almost disappeared in young generation, but women are still under-represented in certain fields of discipline. The employment rate of female college graduates is slightly lower than that of male college graduates. The gender gap in employment rate widens among more advanced degree holders. Women do not have as many opportunities as men for vocational training. For example, participation rate of men is 62.3% while the participation rate of women is 36.2% in workplace training.

Let me briefly introduce obstacles to female employment. According to the result of national survey, about 80% of men and 90% women think that women should work, yet the majority of people think that women should work before marriage and after maturity of children, and the survey confirms that childcare is the biggest obstacle to female employment.

In a survey about reasons behind difficulties women with degrees in science and engineering face in finding employment, employers and male employees point to the labor supply factors, while women employees see that the demand-side is the main culprit.

What must be done to take advantage of women labor force? We need to foster women labor force in the knowledge-intensive/fast-growing sectors, to invest in education/training programs that provide women skills that are sought after by corporate employers, and to support women to continue learning new skills by providing opportunities for continuing education. Policies need to be tailored specifically for women labor force to fit its unique group characteristics like new labor force, job-holders, women professionals or those with advanced degrees, and women with low-level education or those engaged in unskilled jobs. We also stress social infrastructure for women's lifelong career. We need to support for women's lifelong career such as work-family compatibility, extending high-quality child care services, adopting more flexible employment structures, and providing laws and institutions to promote work-family compatibility. We also need to induce more efforts from corporations to hire and to promote women by providing consulting for gender-blind human resource management practices and more support to those corporations with more equal gender representation and intensifying societal pressures to change old gender-biased approaches and perceptions about women in the workplace.

---

**Presentation 3 Azza Amin SIRRY**  
**"Women's Economic Empowerment Case Study of Egypt:**  
**The Dilemma of Informal Sector"**

---

Egypt has 80 million people. 25% of the population lives in Cairo, and 10% of the population lives in Alexandria. The rest of populations live in rural area. Main challenges that we faced in our country are that high population growth rate (I believe that women have a role in the solution), development gap

between urban and rural, wide income gap, development of only 6% of territory, high urban densities, economic development, growth of informal urban areas, and youth community. We have a lot of young people with 52% women, but we do not have enough structures like schools, hospitals, etc. These groups face unemployment, exclusion of some social groups, urban migration, and mismatch between natural resources and growing population. Another challenge was added in our community, and that is global financial crisis. We are suffering from brain draining, especially, to Arab countries and reduction of resources. Poverty is also serious problem. More than 40% of Egyptians are under poverty line. Other problems are that Arab society traditional concept of women is still the biggest challenges and there are no social facilities which can care for elder people who do not have children. Here are some statistics which focused on informal sectors which is important to us. Female literacy is three times greater than male literacy. Agricultural women ownership is only 3%, and businesswomen are 3.5% of total business owners; both are still very low. Participation of women in industry activity is 7%. Female enrolment in practical colleges is increased from 22% to 29%. Works available for women are badly paid, demeaning, or insecure, and employment in non-informal sector is 59%.

In informal areas, women often get married at early age without choice. The living requirement of women for all her activities within the house, in the community, in her work environment, and during her different stages of life is limited in informal areas. When I look as the informal area as urban planner and architect, there are no privacy due to limited area of house, no access to infrastructure, extra burden for cooking, and washing clothes, no place for children to play in safe areas, and no place for extra home activities that produce income. About 60% of the population lives in informal or illegal areas, and there are 1221 informal areas in 24 governorates.

Many studies indicate who lives in informal or illegal areas. There are a lot of combinations, and they are not only lower income people, but also middle income people because they do not have choices.

I would like to go to one of experiences that some agency and donor try to help empower the women in informal areas by supporting small and micro-enterprises. They start with city upgrading like providing advisory services, constructing houses and infrastructures, and then they start upgrading people too by development of social and economic factors. To start this project, they need to have some information about demographic, economic, investment climate, infrastructure, and regional and national.

This is done by German Technical Cooperation in Boulaq El-Dakrou. Boulaq El Dakrou is an informal area with high density of populations (about a half million). To achieve this objective, urban planning and management mechanisms are developed and tested. They are based on the combined efforts and inputs of public administration, private sector and local community. The main problem of this area was that there is no

financial service. The intended results are the sustainable access to financial and non-financial services for low income people of Boulaq El Dakrou. After the project, they are monitoring the situation, and they found that changes in poverty level and number of children and employment. They established a business information center, and this center is providing small and micro-enterprises with information on issues that represent major obstacles for their development such as legal and regulatory framework, business opportunities, managerial and technical training, etc. They also set up meetings to gather information on what are people needs. Through the project and meeting, they can successfully reach objects like developing property rights and regulating land and housing development, equal access to health service, and developing mortgage finance. Strategies with the economic empowerment are implement mechanisms that insure equal access to education and training opportunities to all and micro economic policies that address the needs.

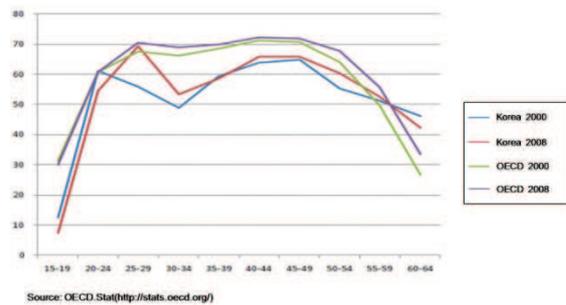
My recommendations for success of the micro and small enterprises project especially for women are that gaining insight into the factors determining the competitiveness and success, identifying internal and external constraints, determining the conditions under which women participate in these enterprises, studying the impact of clusters, and analyzing the impact of favorable environment on the performance of the enterprises.

**Presentation 4 Tae-Hyun KIM**  
**“Work-Family Balance under the Global Economic Crisis”**

I will talk about work-family balance under the global economic crisis, and basically this presentation divides into three sections: impact of economic crisis on women’s employment, current situations WFB policy in Korea, and prospects of WFB policy.

Women are considered as the most vulnerable group under the current global economic crisis, just as they did in the past. There is some evidence that according to the Employment Trend Analysis by Ministry of Gender Equality, during the first half year of 2009, the economically productive population among women is 9.9 million, and this is 99 thousands lower than previous year. On the other hand, the economically productive population among men increased by 100 thousands compared to the same period of the previous year. In particular, if we look at the women’s labor force participation by their age group, the labor market participation of women under 40 shows a steep decline.

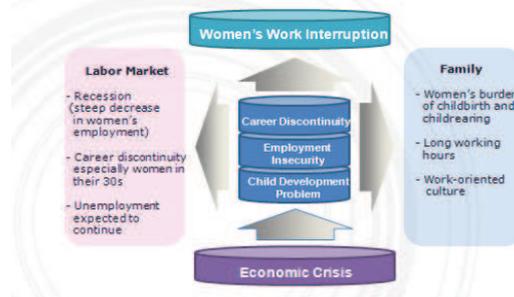
**Women’s Labor Force Participation by Age Group**



Why women under 40 years old have to leave the labor market? This is the evidence that women’s work interruption due to the child birth and child rearing still persist. It means that women who have the primary responsibility of childbirth and childcare are led to leave labor market more often than men, especially under the financial crisis. Therefore, to promote women’s participation in the labor market and to foster their economic empowerment, it is with the most importance to support women’s childbirth and childcare. Especially, women aged 30~34 show lower participation in economic activity than that of OECD member countries’ average

This will show you characteristics and influences of the recent economic crisis. It seems that women’s work interruption incur due to economic crisis, but we should look at the labor market and family to approach to the essential factors of dynamic leading women’s work interruption. In the labor market, women in 30 years old show career discontinuity and it can be changed by solving unemployment problem. On the other hand, women have heavy burden of birth and child care in their family. Moreover, it is hard to reconsider work and family to women because of long work hour and work oriented culture of Korea society. All in all, the interaction among family, women’s work interruption, labor market, and economic crisis brings career discontinuity, employment insecurity, and child development problem.

**Characteristics and Influences of the Recent Economic Crisis**



Let’s move to the current situation of work-family balance policy in Korea. Generally, work-family balance policy is categorized with three areas that child care, leave policies, and working time policies. Child care policy includes service for childcare. Leave policy includes maternity leave, parental

leave, and family care leave. Working hour policy has part-time and flexi-time labor.

Child care is implemented as a key policy to solve low fertility rate and to support childrearing. There is support for child care fee based on means-test, childcare voucher, home childcare service, childrearing allowance, and support for work-site childcare. To improve childcare in the future, we need to improve service quality and satisfy working parents' needs.

Parental leave policy has been expanded through abundant of act, gender equality in employment and support work-family balance. Parents can use parental leave from when child reaches the age of 1 to the age of 3 (1 year during this period). Additionally, the government enhances the system flexibility in leave using by part-time leave and time division. For the improvement, we need to increase leave payment for economic security, to change socio-cultural, and to encourage men's participation in childrearing.

Working hours policy. To settle down working hours policy in Korea, we need to improve long work hours culture and introduce flexible working hours arrangement. Korean government introduced legal working hours that are 40 hours/w, introduced in 2003. Korea has flexible working hours arrangement and legislation to dismantle discrimination against part-time workers. For improvement, we need to expand flexible working hours arrangement like flexible, telecommuting, change long work hours culture, and develop family-friendly business culture.

We are now in the stage of defining WFB as women's problem, and America and EU are heading us. We need active support and interest from the management and reform of business culture. Finally, we have to reach overall connection with business.

In this slide, I would like to talk about status of Work-Family balance in domestic business. Except maternity leave and childcare leave, none of policies reach the settlement stage. Child care service such as work-site childcare, childcare counseling and guide, facilities for working mom, and time for breast feeding is in expansion stage, and teleworking and job sharing are in introduction and expansion stage.

According to The Korean Chamber of Commerce and Industry, there are problems of Work-Family Balance in Domestic Businesses like existence of more important managerial issues, lack of effectiveness of the WFB, and expenditures in application of the WFB. How can we enhance the implementation of WFB? According to The Korean Chamber of Commerce and Industry, we can find the specific way to solve this problem. First, government should subsidize the expense related to application of program. Secondly, the legal system to achieve flexible working hours is needed. Thirdly, government should give incentives in finance and taxation.

I have three main suggestions related to prospects of Work-Family Balance Policy. First of all, Work-Family Balance

Policy is expected to provide policy effect which helps all economic subjects such as the nation, businesses and families at the same time. WFB can contribute to sustainable development. Nation can create jobs for women and make solution for low fertility and aging society through WFB. Business can enhance competitiveness of the business and improve corporate image through WFB. Family can share childcare responsibility between men and women and overcome the work interruption through WFB.

My second suggestion is that WFB can enhance competitiveness of business. Business can raise productivity and increase competitiveness in the market for businesses that operate work-family balance system. They can gain competitiveness by attaining creative female human resources. They can increase in revenue and profit by earning trust of clients internally and externally. It can bring high productivity for businesses with active maternity protection.

My last suggestion is that WFB improves quality of life and employees' career. There are three reasons for creating a women-friendly environment that allows women to compete equally with men at work: lower stress, higher satisfaction of life for workers, and higher satisfaction in work. Decrease in absences and severances enables employees to serve longer.

Lastly, I want to show you the development of WFB Policy. First, we need to overcome the economic crisis together. Even though we are in the recession, we have to introduce Work-Family Balance System to our culture for our future, and it will lead socio-cultural change. Finally, we can establish basis for sustainable development. Work-Family Balance policies will improve the quality of life. Work-Family Balance Policy is a large investment for sustainable development of the Korea Society, and we should promote it actively with long-term perspective.

---

**Presentation 5 Camara Fatimata TRAORE**  
**"Fight Against Poverty and the Economic Independence of Women: Mali Case"**

---

Mali is involved in dynamics of development that articulate better determinants of poverty and gender equity. The country initiated action at the institutional level as well as the operational level through programs and projects that allow women economic promotion. Women in the urban area are often less competitive on the labor market though legislation protect them from any kind of discrimination regarding their access to employment. On the other hand, the informal sector remains the privileged source of employment which allows women to have access to modest but regular incomes. Considering all which proceeds, we can say that the poverty has a feminine face in almost all the developing countries because women represent more than half of the populations and are the first victims of the consequences of poverty. Development and particularly the fight against the poverty cannot be true without the elimination of the disparities between the women and men.

Women promotion is taken into account in national political framework such as CSLP, the CCRP and the PESD. The CSLP aims to integrate the poor especially the women in the development process. The PESD (Project for the Economic and Social Development) is the expression of a political will and commitment at the highest level of the State for the application of the various poverty reduction strategies through the articulation of programs to allow gender integration, the initiation of various programs for women economic autonomy, and the elaboration of a national strategy for gender equality and equity.

The evaluation of various programs and plans puts in evidence some efforts favorable to women's economic empowerment through training programs, household task burden alleviation, micro-programs financing, accessing to means of production and micro-finance resources, supporting to rural women present in the sector of the transformation and the marketing of the farm-produce products, and marketing of the local products.

Urban cities can be considered to be spaces of opportunities as well as starting point to create the conditions and opportunities for a better life for the population. To be so, the basic human condition should be met namely: the education, training, the health, human rights, the economic promotion, the environment, and the institutional frame.

There are the PASAF, the PAREHF, and the SHEA-TREE project which practice the Multifunctional Plate project. We have to add to those projects the initiatives and the sector-based national programs with specific measures for better consideration for gender. These various programs work in partnership with the civil society organizations. Today we can count more than one thousand of them since the advent of the democracy in our country in 1991. These feminine associations and NGOs owe their dynamism to the Women Promotion Policy. They are legally structured and recognized by the authorities.

The education allows the acquisition of knowledge without which enjoyment of the other aspects of the development and the realization of personal or collective projects would be strongly compromised or limited. In Mali, education is largely related to socio-cultural considerations that determine school demand. The disparities registered in the education area can be interpreted as being the logical consequence of the sexual division of labor. Indeed, within the framework of this classic division, the role and the place of the woman in Mali are at home.

Aware of the role of the education in the economic development of a nation, Mali expressed its willingness to make of education a national priority — particularly, the education promotion through a decimal program of education development: the PRODEC which aims to raise the rate of the schooled women and to those who were not able to go to school or decolorized early. This policy seeks to insure an equal schooling for all before 2015.

In Mali the constitution forbids any kinds of discriminations based on sex. For Malian the active participation of the woman in the development passes by the improvement of their reproductive health. Programs were implemented to improve women's access to sanitary structures by a vast program of construction of the community health center in rural area. Mali health policy, the PRODESS registered progress in the maternal mortality and in the field of the fight against the STD/HIV/AIDS.

Women participation in the economy is an important element for her promotion and her role in the society. In Mali, 60.4% of women operate mainly in the primary sector. 63.7% of women in the urban area are involved in business and 58.4% in agriculture. Men are involved in construction and transport. Women are still in precarious and discriminated situation with regard to man in certain socio-professional group. We can notice a high unemployment rate in those areas, especially in modern sector. We have to add that women's participation is invisible especially in domestic exploitations which purpose is to satisfy the needs of the household. That situation restricts the participation of women in the economic sphere. However we can observe that women are real actresses in the rural farming sector. They are present during all the process of production. They work in the family farm as well as their own lands. They are also active in the transformation of the farm produces which get them incomes. So they contribute to the development of the country and manage to satisfy their specific needs. For the Malian government, the economic empowerment of the women corresponds to a process towards the equality between men and women within a harmonious framework of development of the country. The women are actresses of that change and not only beneficiaries of various reform and measure which aim to modify the existence men and women. The changes of women status take a major place in the field of the fight against poverty: the increase of incomes controlled by the women represents an indicator of empowerment because it is the visible demonstration of fundamental and structural changes. These various changes occur at the level of the access, the control of the resources and the economic opportunities as well as a better division of labor.

Nowadays, women are affected by the economic crisis which affects the modern sector and its consequences on the employment. It pushes more women and men into the informal sector where men come to compete with the women even to push them aside. The incidence of the economic crisis in Mali tends to deepen poverty which touches people. It tends to feminize it because women remain particularly poor. The weight of their responsibilities in care and domestic sphere limit their access to the factors of productions and to credit thus reduced the opportunities to generate supplementary resources. I have some recommendations that it will be good to have a committee to provide and implement action plans which show policies that fit with each area through international forum like the 2<sup>nd</sup> Metropolis Women International Network Forum.

---

**■ Discussion**

---

**Q1.** According to the article I read, the difference of house working hour between men who have working wives and non-working wives is just 2 minutes differences. Based on your situation, is this article true?

**A1.** When it comes to statistic, the factor like presence of children in the family affect on men's house working hour, and generally, employments of women in household make very little difference on men's house working hours. It does not matter that women are a part-time worker, full-time worker, or housewives to men's house working hour.

In my case, if I work for a long time, I want to do more housework because of some obligation that I feel.

**Q2. To SIRRY.** Please tell me about how many students are in schools in Egypt, the level of education, and the rate of obtaining jobs after graduation.

**A2.** We have public school system that is obligatory until preparatory, so all boys and girls are supposed to go to schools. 25% of the population is in the category, so we have a lot of schools and healthcare system. We also have private school. Public school is really crowded like 60 ~70 people in the class with low quality. There are a lot of unemployment in the educated people like college degree or higher. After graduating the school, they come to the city to find a job. If they cannot

find a job, they immigrate to richer countries to find a job. Therefore, brain draining is one of the issues. Egypt has a family plan, and it has been trying to have 2 children for each family for 30 years. However, the average number of children per family in Egypt is 3.8, so it does not implement well.

**Q3.** This section has broad topic, and Korean participants focus on national level policy rather than municipal level policy. I want to hear some policies for women at municipal level. **A3.** Seoul Metropolis already has financial supports and job training institutions for lower income women. If I were the mayor of Seoul, I would keep the basics like more opportunities for training and education for women. Producing the effective program, programs need to be tailor made for each group's specific needs. Currently, low fertility rate is a big issue, so it is.

**Q4.** You mentioned that we can get solution for low fertility and aging society though WFB. Are there any programs or policy relevant to this?

**A4.** I think that it is impossible to overcome with low fertility and aging society perfectly. After time goes by, I believe that things will get better, so what is the important is how we face it. From the economic perspective, through WFB, family can share economic responsibility between men and women and overcome economic burden. Work-Family Balance Policy is expected to provide policy effects.

## Workshop B2 Gender-Responsive Social Safety Net

Thursday, October 22 2009, 13:30-16:00

Venue: Shilla Seoul Hotel, Ruby.

### ■ Chairperson and Speakers



**Sra Carme FIGUERAS (Barcelona/spain)** Chairperson

Political Representative of Barcelona Regional office of  
"Metropolis Women International Network"



**Lih-Rong WANG (Taipei/Taiwan)** Speaker 1

Professor, Department and Graduate Institute of Social Work,  
National Taiwan University



**Hyun-kyung PARK (Seoul/Korea)** Speaker 2

President, Seoul Foundation of Women and Family



**Katayoon ALIZADEH (Mashhad/Iran)** Speaker 3

Assistant Professor, Geography Department,  
Islamic Azad University of Mashhad



**Masoumeh ABAD (Teheran/Iran)** Speaker 4

Councilor from Islamic Council of Tehran



**Lilia ARVELO (Caracas/Venezuela)** Speaker 5

President of the Municipal Institute of Women, Caracas City Hall

---

## ■ Opening: Carme FIGUERAS

---

Security, social safety, economic independence, and stability are shared by all women and men, but the problem of gender inequality still exists in all society. Even in developed countries, educational inequality still remains as a problem which needs to be solved, and inequality in the unemployment rate between men and women is a more serious issue that we are facing. The female's unemployment rate is twice much higher than male's unemployment rate under the economic crisis because female can be regarded as a controlled variance in the market. Furthermore, there is certain role model that people expect of women in the society, and it makes women more difficult to participate in the labor market.

For solving the inequality problem, we need to have a new strategy which can allow women and men to live equally in both public and private sectors. The strategy of using new time is one of the new policy directions because it still remains as a problem for women to make balance between work and housework hours. Making balance between work and housework hours is getting social responsibility, and all enterprises and society start to make effort to accept the fact and to try to change it.

In the world, there are only 1% of women who have land ownership, and only 10% of financial resources in the world are used by women. In addition, illiteracy and poverty rate of women is really high. All those things are leading to stretch the gap between men and women.

---

## ■ Main presentation

---

### **Presentation 1 Lih-Rong WANG** **"Can Human Capital and Gender Stratification** **Explain Women's Economic Security in their Later** **Life?"**

---

This study tries to understand the influence of human capital and the effect of gender stratification on middle and old-aged women's economic securities. I try to address factors that influence the middle and old-aged men and women's economic security, and I will discuss our findings in light of the claims of gender stratification and human capital theory. Lastly, I will provide empirical evidence for human capital theory and gender stratification theory.

Due to the time limitation, I cannot go into details. I use two theories, Human Capital and Gender Stratification. Human Capital theory predicts a positive relationship between earnings and investments in human capital via educational attainment. The occupational attainments of women are attributable to choices that reflect differential motivations and orientations/commitments towards work. I am going to address our topics to theories, so you can see that women should be invested in their whole life. Second theory is Gender Stratification theory that is a 'structural model' that examines

the institutional relationships of men and women in the economy, politics, and the family.

Now, we go to look at the situation in Taiwan. If you look at the chart, the average income between gender for 65 years old or above, the average income of elderly women is just half of the average income of elderly men. This chart indicates that elderly women need to get more supports from their family. Women do not have secure income source after unemployment. Just let you know that more women are reliant on the support from their family, and you can also see that women are reliant on the government such as government pension. When we look at the population chart by educational attainment, women who have high education are much lower than men.

I will move to data and method. This is data collection process which was done in the last year. 1607 samples are collected, and the samples used in terms of age and gender. Measures which we used in the study were descriptive statistic and regression analysis. In here, you can see the difference of income between elderly women and men. Men present high income labor while women present very low income labor.

According to human capital theory, level of education and years of working experience are associated with income level. In this study, education and working experience are measurements of human capital. Regardless of women's education level and subjective class status, their average income is lower than that of men. Being employed is positively associated with both women and men's economic security. Both men and women can have better later life if they have enough work experience. Job interruption is an important factor causing economic inequality between genders. If women have poor experience like job interruption, they will get less income security. If we compare between full-time and part-time job labor, part-time labor's income security is quite low.

According to gender stratification theory (with respect to labor market inequalities), family structure (nuclear families, stem families, extended families), job discrimination and economic power are measurements of gender stratification. Marital status is an important factor affecting women's economic security. Job satisfaction is positively associated with economic security. Income sources are an important factor for both men and women. Most of older women are economically dependent on their spouses, while most men are economically independent. Most men have financial management so that they have better economic security than women.

We used regression model to test human capital and gender stratification theory. Let's look at human capital theory first. There are several key variables to effect on men's later life and income security, and those are education, subjective class, and number of full-time jobs throughout life course. There are several key variables to effect on women's later life and income security, and those are education, subjective class, and number of full-time jobs throughout life course. Next is the gender stratification theory. We look at the social stratification

factor for both men and women. If we look at the men's side, job satisfaction and financial management are the most crucial factor. If the income sources are come from the spouse or other, men's later life is not so good. If we look at the women's side, a greater number of children leads them to suffer in later life. Job satisfaction and financial management are crucial factors for their later life. If the income sources come from others, women's later life will be good. Finally, we put all variables into the model. Education, subjective class, number of full-time jobs throughout life course, job satisfaction, financial management and income sources are factors influencing men's economic security. Education, subjective class, number of full-time jobs throughout life course, child number, job satisfaction, financial management and income sources are factors influencing women's economic security.

For finding, gender stratification model and human capital model partially explain both men and women's economic security, so how to go to policy of strategic implication. First one is that we should build up work-and-family-balance programs for fighting gender stratification, and this is view from gender stratification theory. Secondly, we suggest that we need to work on wage penalty. The next, we need to fight against job discrimination. We also need to keep women in the job because work experience is crucial for their later life. Women need to learn financial management because it is important factor. I will stop here. Thank you.

---

**Presentation 2 Hyunkyung PARK**

**"Feminization of Poverty and Restructuring of the Social Safety Net: A Focus on the Seoul Social Welfare Model"**

---

This study will explain the actual poverty condition of women in Seoul, the causes of feminization of poverty and the poverty policy in Seoul. After explaining these subjects, I will suggest some future plans. Let's start with the current situation in Seoul. Women householder in Seoul whose income is less than \$ 3,000 is 72.1%, and women householder mostly distributed in range \$ 1,000 ~ less than \$ 2,000 while men householder mostly distributed in range \$ 3,000 ~ less than \$ 4,000. Women householder shows bipolar poverty household distribution and rapid increase in poverty households with women householder in their 40s and 70s. About 50% of women householder family is below relative poverty line, and poverty rate of Seoul women householder family is the highest in the nation.

I believe that this is the issue not only in Korea, but also in the world. Before trying to find the solution for women's poverty, we need to find out the reasons. Feminization of poverty is caused by male supporter-dominated social security system, gender-discriminated labor market, patriarchal family, change in family structure, and transference to knowledge-based society. What we need to focus on is transference to knowledge-based society. The reason is because it leads to the

peripheralization of women labor and incompatibility between work and family, and women are exposed to dangers by male supporter-dominated social security system.

Now, we will go into more details of causes of feminization of poverty. The first one is limited access to labor market. Economic activity rate of women in Seoul is 51.0% while Economic activity rate of men in Seoul is 73.7%, and it shows low women participation in labor market regarding OECD Average of women's economic activity rate 61.3%. The second one is wage inequality based on gender-discrimination.. Wage of women laborer is around 64% of wage of men laborer. Furthermore, as for women laborers, among unpaid laborer unpaid family workers make up, which is significantly higher compared to men. Among paid laborer temporary makes up, which is significantly higher compared to men. This shows that unstable women status in the labor market. For women with low education and low skills, not only is it even harder for them to enter the labor market, but because of the worsening of occupational gender polarization, they are stuck in poorly regulated or unstable, temporary employment, hence women entering the ranks of poverty are accelerating.

What is anti-poverty strategy in Seoul? We support for economic activity of poverty women through diminishing their burden on care labor with two slogans that are "Seoul, Free from Worries on Childcare Seoul" and "Free from Worries on Senior Care." Seoul tries to provide customized childcare service available anytime, reliable circumstances for safe childcare, customized safe senior care service, and senior care service available within close range.

Seoul is trying to strengthen public nursery, so we build Seoul Nursery. Seoul Nursery reduces gap between public and private facilities by lowering nursery fee and enhancing service quality of private facilities. We also try to strengthen public childcare with expansion in support of nursery fee. We provide graded support according to parents' income level, and children who receive graded support are supported 100%, 60%, and 30% of nursery fee according to parents' income level and pay the rest. We also provide customized childcare service which depends on parents' and children's specific needs and situation like childcare for disabled children and childcare of multi-culture family. For making circumstances for safe childcare, we are operating several systems like monitors for safe childcare, enhancing nursery transparency, evaluation and certification of nursery, and managerial accounting system. Another anti-poverty strategy through care is senior care. We establish day care centers, and we expect we are going to run about 250 centers in the future. We are trying to provide 3-ten service which is certificated that 10 minutes from residence, operating hour until 10:00 p.m, and 10 more certified centers in every autonomous district.

In addition to care strategy, we have different strategy through supporting economic activities. One of the most famous job creation projects for women in Seoul is "Energetic Mom Project." This project has been run with an 80 million dollar budget, and the project creates 28,150 jobs so far. "Energetic Mom Project" is divided 6 sections: "Reviving Sleeping

Certification” which re-educate housewives with certifications to keep on career, “Job Counseling Service” which visit marts or apartments to meet women and provide job counseling, “Internship Program” which provide six-months internship. Provide women with chances for job experience and social adaptation. 900 women as of 2009, “Seeking Out Hidden Talent” which provides customized education and special job training based on results of business demand survey and connect to employment and customized, “Seeking Out Local Workers,” and “Center for Female Entrepreneur.” I want to mention several projects, “Micro Credit” which supports for start-up of poverty women and “Momprenneur (Mom + Entrepreneur)” which is one-stop support for start-up of poverty women. In Korea, we build very firm social safety net, but it cannot reach to women. Therefore, we have strategies to overcome old social risks like “SOS Special Support for Family in Crisis.”

For the future plan, Seoul needs to implement several strategies like support for women’s entry to labor market and economic activity, gender-sensitive education and job training program, expansion in social care system, and expansion in gender-sensitive social safety net.

---

**Presentation 3 Katayoon ALIZADEH**  
**“Non-Governmental Funding Systems Established and Managed by Women Community Members”**

---

This presentation is for introducing Non-Governmental Funding Systems and funding organization which are run by women in Mashhad. There is the non-governmental movement during 30 years in Mashhad, and it has made social network. Especially, women have initiated remarkable innovation through establishing supportive front to overcome their financial hindrances.

Establishing women’s Interest-free Credit Funding, despite their similarity with traditional features such as traditional informal micro-credit or even micro-loans as the modern banking features, is holding some distinct features which is one clear instance of such an innovation. Under such Funding Institutions, neighbors, co-workers, religious community friends, family members or family members of those participating in religious community meetings along non-family members of such meetings offer their inefficient scanty savings to collaborate with others to turn it to more efficient and bigger investment which is a sort of cooperation.

The section is held once per month, and each member agrees to collect scanty saving. In the end of section, the loan is given out based on lottery and turn taking. Loans are advocated on drawing, turning terms of conditions. The turning term is defined on the basis of membership term length or drawing chances. As mentioned women are not obliged to indicate any banking drafts or referees and what commits them is their close familiarity and religious and cultural bonds which they fuel to pay their due back. The winner pays back the money by monthly or weekly basis according to their regulation. There is

usually no limitation day of payback, but the average of payback time is a year. Occasionally, when anyone may not return the debts on time, some penalties such as removing their membership on upcoming drawing or delaying their turn in later receiving loans are taken. If there are people urgently needing loans, they can speak with managers. Members will discuss it, and winner will give the right of loan to the person who urgently needs it.

They offer their investment, which is free of any interest, to members in order to help out others financially with tackling their financial obstacles. All members, regardless of their demands, apply for such loans to be taken to manage their business, in that the funding body has no role in loans allocations. This is non-official financial system, not registered, and not following by directives of states, supreme councilor, and credit, money, and security companies. These financial systems are managed and operated all by women. Still the distinct feature is such loans are free of any interest. As economic truism, no financial fund will survive without profit, but this system is an exception to this rule.

Although such loans are not considered to be this far-reaching, yet women have been taking them for decades and they are well growing. There are several key reasons for Women’s Free-Credit Interest Funding’s Success like interest-free, no question asked, bureaucracy-free, no guarantee or collateral needed and short waiting list. Growing rate of such funding, high turnover, and especially women advocacy among deprived class of people and medium-incomers who get through such loans without going through office bureaucracy such as pawns, Legal Instrument, Group-Guarantee or Joint Liability and individual associating securities will get their loan shares which have prompted marketing sufficient accounting software.

For fund system, we surveyed based on municipal division. There is no clear information of the first women fund. The number of establishing funds corresponded with economic crisis in national and international level. Establishment of funds increased in the year following the world economic crisis and seizing the oil price. As I mentioned before, most of funds are not officially registered or associated with articles. There are only 2.6% funds that are registered. Since the fund was run without complicated legal formality, there seems to be no need of legal commitments. Only 15% of funds are associated with articles. These circumstances make people easy to operated funds. 84.6% of funds are run by individual, and 15.4% of funds are run by board. Those funds are established based on trust, so the members are usually neighbors, co-workers, religious community friends, and family members. There is no limitation of number of people, and it depends on members’ opinions.

According to our survey, fewer women have a job, but they are underpaid. There are also women who are paid less than the minimum wage. A lot of women are working at home. The level of education and the number of children are crucial factors for feminization of poverty. If we look at the poverty

areas, women tend to have high number of children while women who live in rich area tend to have less number of children. Women usually use funds for solving economic issues related their family.

Micro-loans which are non-governmental service are very helpful and valuable for lower income women, and it has become the major resource for women.

**Presentation 4 Masoumeh ABAD**  
**“Empowerment of Women in the Economic Crisis”**

The study of the developments taking place in the family in different parts of the world reveals that the number of families with women as the guardian has increased through the last thirty years in comparison with the total population in those areas. Around two-thirds of the women heads of family are the only sustainers for their families and due to lack of equal job opportunities with men, they are less productive and since a majority of them are engaged in part-time jobs, they suffer from inappropriate financial situation as well. As a matter of fact, they form one of the most vulnerable social strata due to unpleasant social and economic status, lack of knowledge and awareness and poor physical and psychological condition.

In spite of some actions taken by supportive organizations from time to time, due to lack of enough cohesive fundamental programs that engage a significant number of related organizations, they have failed to render a comprehensive plan that covers all or at least a major part of these women’s problems.

Consequently, the Municipality of Tehran serving as a social organization has established a center for the empowerment of women Heads of family. The association is headed by Tehran mayor and run by the general bureau of women’s affairs, which is a subdivision of the Municipality of Tehran. According to the latest, from the total 2,245,601 families living in Tehran, the number of families with women as the guardian is 256,591, which constitutes 11.4% of the total number of the families living in Tehran. The census has also revealed that most of these women are aged 25-55, 29.5% of them are illiterate and a very low percentage is working.

It is worth to mention that Imam Khomeini Relief Committee and the State Welfare Organization are among the major institutes involved in the support of the women heads of family with the former covering 13.2% and latter covering 3.7% families in Tehran. In fact, only 16.9% of such women are covered and supported by these two organizations. Therefore, a bill aimed at the empowerment of women heads of family in psychological, social, cultural, economic and legal aspects was taken to and approved by the general bureau of women’s affairs of the Municipality of Tehran in 2007. The plan was then implemented with the aim of promoting women’s self-confidence and self-dignity, improving their capabilities and discovering their talents, reducing poverty, providing grounds for women’s permanent sustainment ability,

strengthening the families vulnerable to threats and decreasing social harms.

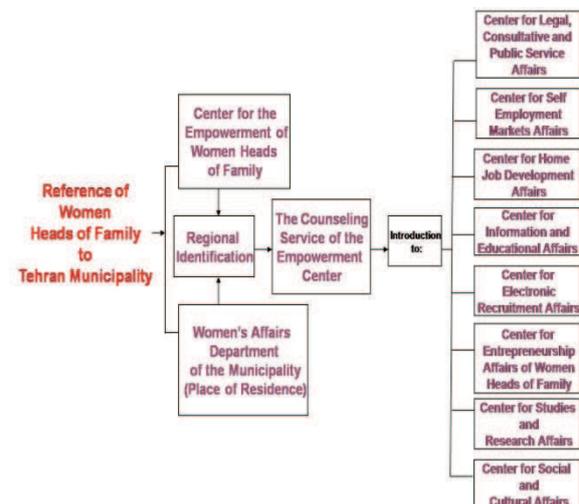
Empowerment means improvement of capabilities, extension of social and individual strategic choices within the target society and inside the families and providing them with cultural, economic and social opportunities so they can change their living condition and affect their surrounding environment through participation procedures.

Target society is that of women heads of family: women who have lost their husband and guardian due to death, divorce, disappearance etc, women with corrupt guardians: women whose husband is drug addicted, unemployed, imprisoned, exiled and/or incapable of working, and women with no guardians: maid women who are above 35 years old.

The main objective of this initiative is to empower the families whose guardian is a woman, in various social, cultural, psychological, economic and legal aspects within all 22 municipal districts of Tehran. As social and cultural aspects, we need to raise the level of awareness and cultural capacity, increase the power of self-recognition and public relations skills, improve individual and social capabilities, and improve access to social opportunities and resources. As psychological aspect, we need to improve self-recognition, self-confidence and self-dignity, improve psychological well-being, improve living skills, and improve the power of creativity and innovation. As legal aspect, we need to increase the knowledge of individual, family and social rights and improve the legal status of women heads of family and protect their rights.

Essentials are that reinforcing the power of vulnerable families, creating the sense of self-confidence and self-appreciation, turning into empowering instead of supportive approach, improving the public culture and raise the public awareness, decreasing poverty and provide grounds for permanent sustainment ability, and discovering and improve women’s capabilities within the target society.

This is the 2-year operational cycle for the empowerment of women heads of family.



We have three programs. First is Short-term Programs that identify and call on the women heads of family who are not covered by any of the supportive organizations, classify the women by their qualifications for separate planning and providing them with two-year courses that empower them through career and professional counseling, specify the educational level, type and degree of skills, housing situation, degree of interest and capability of working and economic situation of these women in order to link them with the Center's subdivisions and active institutions. Second one is Medium-term Programs that launch and develop empowerment and the Kowsar Skill Learning centers in all the 22 municipal districts of Tehran, start and develop home jobs with the cooperation of related organizations, launch, equip and develop seasonal, temporary and occasional self-employment markets, develop and carry out training courses related with the empowerment plan, study and prepare a plan aimed at providing the women heads of family with insurance facilities, establish connection between Kowsar Skill Learning Centers and self-employment markets, draw the participation of cultural, economic and social corporations for the empowerment of the target group, make records of all activities of the empowerment plan, cooperate and exchange information and experiences with the related plans and organizations abroad, expand welfare, public service and supportive programs for the women heads of family, and establish connection between the plan and the public and private sectors and also the civil and non-governmental organizations. Lastly, we have Long-term Programs that send and receive international missionaries for cultural and social cooperation and exchange of experience between entrepreneurs and get acquainted with the latest achievements that support the permanent sustainment ability of women heads of family, launch guild cooperatives for women heads of family, launch guild assemblies for women heads of family, hold annual domestic and international conferences that focus on promoting the status of women heads of family and introduce the successful plans and programs aimed at these women's permanent sustainment ability, study and analyze the plan's feedback and promote it, and build office for Women heads of Family and Job Creators.

Office for Women Heads of family and Job Creators is one of the most active subdivisions of the center, and the office is responsible for identifying capable women involved in job creation in the city of Tehran through counseling and studying their areas of capability with the aid of women's affairs departments located in each district. Considering the equipments, the power of job creation and the kind of activity they are involved in, the center will then provide these women with an appropriate place for their activities. This office is also equipped with a comprehensive database of most talented women job creators across Tehran, so it can make use of their capabilities in creating more jobs and recruiting other women heads of family through providing necessary places and facilities. So far, 160 women job creators have been identified across Tehran.

Electronic Recruitment Agency is the office specializes in matching the target society and those seeking employment, based on their qualifications and area of interest, with skill and job learning centers, entrepreneurship and ventures out of the municipality system. Having received its license, the office has been planning an electronic website whose designing is underway. The site will start working in the near future.

There is Office for Social and Cultural Affairs. Statistics reveal that due to living and financial problems, the majority of women heads of family suffer from poor mental and psychological condition. Also for the most part, they cannot afford any entertainment facilities for their leisure time for themselves and their children because of the priority of living needs. Therefore, an office was launched concentrating on the social and cultural needs of these families by the empowerment center. Among the activities of this unit are organized religious and recreational tours, preparing educational brochures and distributing special tickets for sports facilities among the women heads of family and their children. The office is going to provide legal and psychological consultative services and cultural and religious activities and library services within the self-employment markets.

Database on Women Heads of Family, one of the most significant achievements of the center in this year, was the preparation of a comprehensive information database of women heads of family classified by 22 municipal districts of Tehran. The second phase of the software was also prepared providing access to these women's information as quickly as possible.

Supportive Measures distribute food baskets among needy families and women heads of family in 2 phases and distribute special tickets of Shahrvand chain store to women heads of family in 4 phases. The measure was taken to support and improve the living condition of women heads of family living in Tehran, who are not covered by any of the supportive organizations.

We provide Counseling Services to women heads of family. So far, the center has provided 2,860 women heads of family with family, psychological, legal and career counseling services. Out of the above-mentioned number, 639 people have received supportive services rendered by the municipality, in the form of necessary loans, financial aids and introduction to skill learning centers and self-employment markets.

Training Courses allocated to women heads of family. The center has decided to establish general and specialized training workshops and job learning courses in order to empower women in social, economic and cultural aspects. This measure is mainly aimed at promoting women's capabilities, recognizing their qualifications and talents, improving their mental security and preventing/decreasing family harms. Therefore, the education office was established and equipped with necessary facilities to educate women heads of family and prepare them for regional learning. We prepare the plan

for women heads of family with the participation of the Ministry of Labor and Social Affairs.

The most significant training courses are training courses on family rights with the cooperation of the judiciary (600 man-hour), ICDL courses for women heads of family and trainers (3 groups) in districts 3, 4, 5, 6, 7, 8 (2 groups), 10, 11, 12, 15, 19 (2 groups) and 20 (in order of appearance) at the education department located at the center's premises (14000 man-hour), and more than ten different training courses in different fields held by the Women's Affairs Department in each district under the supervision of the center (115600 man-hour).

---

**Presentation 5 Lilia ARVELO**

**“Caracas Metropolitan Social Network for Supporting Women”**

---

We are in front of an unprecedented crisis. This crisis will lead consequences such as high unemployment levels, less economic growth, and business downturn. The raising of unemployment level will generate rising of informal employment (peddling) as a surviving alternative. Growth motors also are turned off and poverty and destitution levels will rise. Gross Domestic Income falls 3% after an almost 23% accumulated growth in the period 2003-2008. Crisis impacts more on female unemployment and time designated for caring influences directly on women employment quality. Women take precarious job (81% of women population without self-generated income works receiving no compensation). However the women workforce is big, a significant percentage of working age women population doesn't receive payment for duties such as domestic. Another significant percentage doesn't access to jobs because of having more unemployment levels than men.

Therefore, we need to take actions which have special emphasis on women to face crisis like incentives to women employment, increasing social cost for social development, conciliation rules that enterprises must assume costs and benefits of qualified working women, and improving employment conditions by distributing caring duties with public institutions.

In Venezuela, as the oil price was decreased, the private sector has been changed to be nationalized. As a result, freedom of expression was limited, unconstitutional law is approved, the number of non-regular women workers are increasing, and

50% of women undergo poverty situation. When we think that unconstitutional law is approved, there are a lot of people who have more power and high status than the Mayor of Caracas. This fact indicates that government party wants to take better position in 2010 election, but it will affect a lot on implement of women policy. For example, our research center is having trouble to get a budget.

INMEMUJER was created as an autonomous institute attached to the Metropolitan District of Caracas Office, with its own patrimony on July 7<sup>th</sup>, 2005. INMEMUJER's action field is in the whole Metropolitan District of Caracas, integrated by five townships: Libertador, Chacao, Sucre, Baruta and El Hatillo. INMEMUJER has created a Social Network, one office on each township of Metropolitan District of Caracas besides headquarter located on Caracas Downtown. Four Majors gave support by borrowing offices. INMEMUJER's team was trained and coached by workshops and talks that made possible an efficient, gender-awarded and motivated to success human resource. Since January 2009, when Major Antonio Ledezma takes on Metropolitan Major Dispatch names Lilia Arvelo as Executive Chairwoman of INMEMUJER. Then we start a restructuring process which prioritizes Social Network of Women Integral Attention Centers and Women Metropolitan Network.

INMEMUJER has partnership and work together with Women's Rights Venezuelan Observatory, Civil Space, Women and Citizenship, Latin-American Social Studies Institute (ILDIS), Caracas Bar Association, Venezuelan Board of Engineers, United Nations Development Program (UNDP), United Nations Development Fund for Women (UNIFEM), Santa María University (USM), Monteávila University (UMA), and Governmental Organizations

We offer workshops, talks and even social, psychological and legal consultancy. We organize a team which consists of professionals from all areas and works together. Today, there are total 4,129 women participate in 5 different locations. INMEMUJER supports social, economic, political and cultural empowerment for women from Metropolitan District of Caracas.

---

■ **Discussions**

---

\*Due to the time limitation, there was no discussion in Workshop B2.

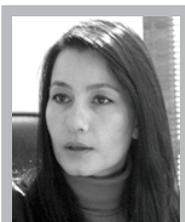
## 6. Workshop C. Building a Safe City for Women

### Workshop C1 Women's Right to Safe Cities

Friday, October 23, 2009, 10:00-12:30

Venue: Shilla Seoul Hotel, Emerald.

#### ■ Chairperson and Speakers



**Arwa Othman BALKER (Amman/Jordan)** Chairperson

Director,  
Metropolis Women International Network Arab regional office



**Youko KINOSHITA WATANABE (Tokyo/Japan)** Speaker 1

Professor, Department of Architecture Kogakuin University



**In-suk KOH (Seoul/Korea)** Speaker 2

Director, City Transportation Headquarters,  
Seoul Metropolitan Government



**Mara NAZAR (Rosario/Argentina)** Speaker 3

Coordinator, UNIFEM Regional Program



**Cecilia ANDERSSON (Nairobi/Kenya)** Speaker 4

Urban and Regional Planner,  
United Nations Human Settlements Program, UN-HABITAT



**Anne LEEMANS (Brussels/Belgium)** Speaker 5

Secretary General,  
Yellowdesign Foundation

■ Opening: Arwa Othman BALKER

We will start workshop C1. Women's Rights to Safe Cities. Today, a lot of expertise, professors, and professional speakers are gathering from all over the world. The topics which we are going to go over during the session are securing places for women safety, women's right for the city, measurement to stop violence against women, etc. I hope that we will have valuable time to find solutions to what each people are looking for and this session will be helpful for your country.

■ Main Presentation

**Presentation 1 Youko KINOSHITA WATANABE**  
**"House without a Housewife**  
**- Architecture to Support Working Women"**

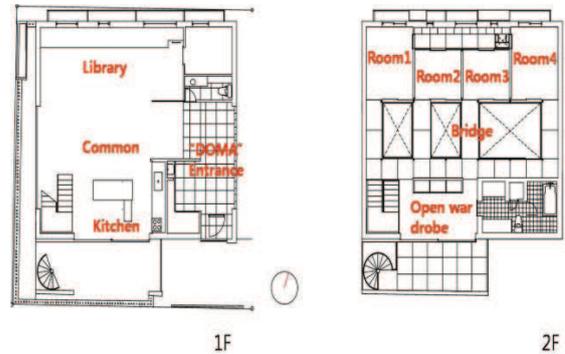
Before starting the presentation, my name was introduced as Watanabe, but this one comes from my husband. I usually use Kinoshita which is my family name. If you want to search about me, it is better to use Kinoshita. I am not a policy maker, so please allow me to give you presentation as practicing architecture/creator perspective.

A survey, "Criteria for Women Friendly City," had been conducted in Japan in 1994 by a publisher. The result being the City of Nara as the first in total ranking, leaving behind Tokyo in its twenty-third place and Osaka as the thirty-seventh. Amongst the criteria in question, I pay particular attention to the percentage of working women in which Nara ranks the fifth by its single category. In effect, working women feel at ease in Nara. If higher percentage of working women may be an evaluative measure for Women Friendly City, then to find means for sustaining the population of working women may contribute in making cities women friendly.

When considering that the basic compositional unit of city is a household, providing comfortable and practical living environment for working mothers is essential in making their lives stress-free. Today, I will introduce three residential projects which are NT, TO, and IS, designed by my office, all of which are for families of professional couples with children. As an architect-designer, I have been interested in playing part in creating comfortable and convenient house for family by proposing innovative architectural design solutions that support professional working women with their domestic chores or with raising children.

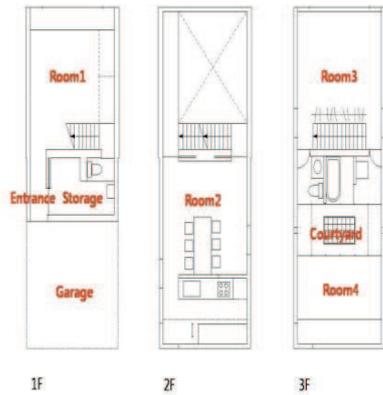
NT is a house designed for a couple, professor husband and practicing physician wife, with two pre-teen children in Chiba. Our solution essentially was to create a "One-room House." What had been explored here was a design that is practical and efficient for housework. In answer to such needs, an easy-to-maintain open kitchen, and "open wardrobe," a wardrobe-storage when opened up becomes well ventilated space for drying laundry, became design features. Family closeness was the biggest issue. As the result, library, around which most of the family activities is centered, replaced what is ordinarily a

living room. By keeping the size of the individual rooms to a minimum, and having sliding screens that replace walls of the individual rooms, each room can open up or closed off from the main part of the house as desired.

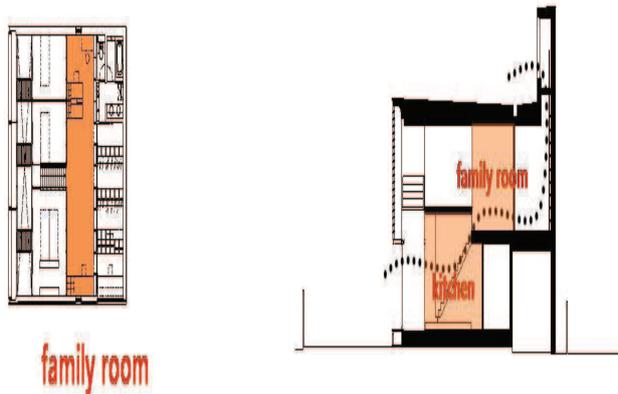


The owner of TO, a professional working couple with two preschool boys, felt that the concept of a "One-room House" as that of NT very much suited their philosophy of raising children with family closeness. Due to the smallness of the site, the one-room feeling had to be explored, not in plan, but in section by overlapping the rooms vertically. The boys' playroom is directly above the kitchen-dining, and has access via a ladder. The children enjoy using the ladder while the parents keep close eye on their activities. The playroom opens up to the third floor courtyard, so the mother in the kitchen can hear children playing outside in the courtyard. The entire family now sleeps in one room with four beds that is lined up one against another, in the traditional way of placing "futon" on "tatami" mats. Both the playroom and the bedroom could be subdivided into two separate rooms according to the future needs.





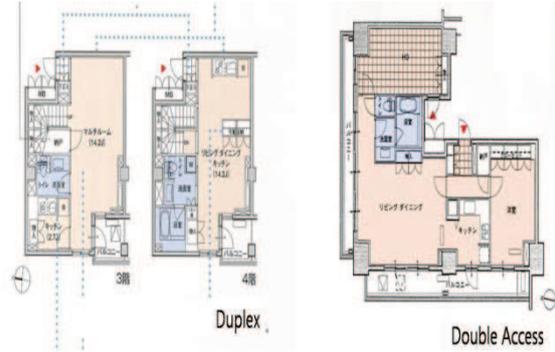
IS was designed for a couple, both practicing physicians, and their elementary school children. Here again, a maximum family interaction for busy family members became an issue. The family-room that is located on the mezzanine level has visual connectivity to the ground floor living, dining, kitchen, as well as to the second floor bedrooms. This house is located in Sapporo, Hokkaido, the northern-most island of Japan, so environmental comfort had also been sought for. The house is divided into two zones, the inner zone and the outer buffer zones.



The outer buffer zones include, to the south, a double height sunroom which is reminiscent of the traditional "engawa," an intermediary space between the outside and the inside, and to the north, rooms with such functions as the bathroom, entrance, storage and closets where people do not need to spend much time. The grandmother next door is in charge of general housework.

Finally, I will introduce the Shinonome housing project. Shinonome is located only about 5 km from Ginza where is famous fashionable district. Six different architecture's groups were in charge on the project. Overall master plan was S-shaped Avenue with commercial and nursery and elderly care facilities. What we found out was how important landscape, light, and road sign designers are in order to create this which is highly densely populated urban neighborhood (about 2000 units of houses). It is very important to include environmental design for building safe and comfortable places. Block 5 was design by our firm. When we design the place, we consider the distance between habitation and work. Therefore, when we design duplex, we made separated floor for habitation and

work with separated accesses to public area. Even for flat unit, we try to design double access for habitation and work.



In conclusion, talking about women friendly city from macro stance which was done by yesterday like policy making, organizing, and creating guideline is very important, but on the other hand, we should tackle theme from more detail as well.

---

**Presentation 2 In-Suk KOH**  
**"Securing Rights to Safe Space in Seoul"**

---

Let's start by looking at a safe city for a women project. The modern cities are characterized by lots of interactions between strangers, anonymity and impersonality, and city environment is a spatial representation of broad social relationships. Existing cities have been designed and built mainly by male planners and developers, so women feel insecurity and inconvenience in city space. It is necessary to create spaces where women are protected from violence, and feel more comfortable. Even though there are a lot of achievements of policy for women like improvement of women's socio-economic status, legal and institutional reform including abolition of Hojuje (patriarchal family registration system). There are a lot of problems. Women's perspectives and experiences were not integrated in policies of roads, traffic, culture, and housing, and women as city residents felt uncomfortable and unsafe daily.

The major concept of the project is that women-friendly city policies should eliminate 3 major problems (inconvenience, insecurity, discomfort), integrate women's perspectives and experiences in city policies, and enhance women's quality of life.

This is our project outline. Direction of our project is increase of women's social participation and establishment of women friendly city environment. We have five main targets such as "Seoul Cares", "Seoul Provides Jobs", "Seoul is Generous", "Seoul Guarantees Safety", and "Seoul Provides Convenience" with 90 programs. Our key strategy are extending policies for women to cover their whole city life and taking preventive approach in the planning stages, and establishing comprehensive implementation system.

There are several key programs we are promoting. Women-friendly streets provide evenly paved sidewalks, CCTVs, and

guard lamps for safe home returning at night. WF call taxis provide call taxis for safe home returning at night. WF parking lots lead to increase of women-first parking lots, CCTVs, emergency alarms. WF bathrooms are increase of toilets and other facilities for women. WF parks provide safe and convenient parks for women. We will go into more detail.

First, we are promoting Women-friendly Streets. Sidewalk pavements are to be constructed densely so that women's high heels will not fall between the bricks. Women-friendly Streets equipped with better lighting and a variety of exhibits for women will be extended from 13 km last year to 51 km this year, which will cover a total of 47 streets (20 of Seoul Renaissance, 20 of Design Seoul, and 7 of Green Way) with the goal of making all the luxury streets in Seoul women-friendly ones. Special street-management personnel and street patrols are on call 24/7 to respond immediately to any complaints of inconvenience. Extra 1,707 CCTV's and 22,032 guard lamps will be installed for women to return home safely at night. Lighting will be improved, and CCTV's and emergency bells will be installed in 9 tunnels and 11 underground roads with sidewalks. Second one is Women-friendly Call Taxis which can guarantee women's safe home-returning during night time. It provides services such as advance approval of credit-card payment, sending text messages of the ride information, and GPS locating. Third, Women-friendly Parking Lots provide increase of "women-first parking lots" to improve underground parking environment. Women-friendly parking lots guarantee easy access, easy mobility, and safety for women. They are also well monitored through CCTV's and by parking attendants. The parking lots are located near the elevators, and painted pink with the symbol of women. Fourth, Women-friendly Bathrooms provide more toilets for women in Seoul. The city is planning to make the equal ratio between genders by increasing the number of toilets for women in 2010, and city is planning to put and complement things that women need such as diaper change room, powder room, and emergency bell. Next, we have Women-Friendly Parks project. Providing safe, comfortable and convenient parks will be designated as "women-friendly parks." Started with 50 parks in Seoul in 2009, including "Seoul Forest", a total of 343 parks will be promoted as women-friendly parks by 2010. Furthermore, guard lamps will be installed for women and children for safety in the night. Lastly, Seoul announced the constructing of the underground road plan. By constructing the underground road system, the city of Seoul will be one of the most charming and cleanest global cities in the world.

We have Women-Friendliness Guideline. Guidelines on women-friendly streets, parking lots, and public bathrooms will be provided and used as the criteria for best-facilities certificates. Those facilities will be given certification marks shown to the public so that women can be more aware of the women-friendly projects. There is also Women-friendliness certificates program.

There are future tasks to make the city safe for women like safe bus stop during night time, "WF Bus" with designated seats for pregnant women, WF apartments, comfortable work

environment for women, and safe schools for women. Women's happiness can bring the happiness to all. I will keep trying to make efforts to make a Women Friendly City.

---

### **Presentation 3 Mara NAZAR**

#### **"Cities without Violence against Women, Safe Cities for All"**

---

The Regional Program "Cities without violence against women, safe cities for all" is designed primarily to strengthen the rights of women citizens in Latin America, reducing the public and private violence against them in the cities. Women and Habitat Network is participating, as main partner, in its implementation.

What do we want to achieve? The prevention and reduction of violence against women and to more harmonious urban relations in the medium and long terms: a process of women's empowerment drawing on their rights as citizens. Community mobilization for the improvement of the urban space; the cooperation between women and local government authorities trained in gender issues in order to implement public programs and action for improvement of public spaces and reduction of violence against women.

We have strategic lines such as social experience in local level, knowledge building, awareness-raising and communication in local and regional level, training for the actors participating in the programs in local and regional level, strengthening of networks in local, regional, and international level, and technical assistance by CEUR and Urban study center.

We also have strategic action for each strategic line. First, we identify relevant actors for working in partnership and coordinating synergies with regional program. Second, for knowledge building, we participate in diagnosis on the conception of violence, safety, security, with different actors, and women at the local level and build innovative, theoretical, and practical knowledge at the regional level. Thirdly, we have capacity building of government, civil society, sharing of advocacy tool, tools for public policy making. Fourthly, women's empowerment is important. Women are protagonists of the process. From diagnosis to proposals for the design of public policies, awareness-raising and training in the right to safe cities and in participatory management are needed in order to strengthen the partnership with policy makers. Fifthly, we promote dialogue spaces and coordination between actors, community-based organizations, the different government departments, and government and civil society. As social awareness-raising communication strategies, we have activities with media as main opinion makers to foster cultural change and campaigns in public transportation and in several city spaces by the use of posters on the streets and theaters.

Areas for incidence, knowledge production, building capacity, women empowerment, promotion of dialogue spaces and actors' articulation, sensitization and raising social awareness, and working along with the media are what we implement. We have worked with neighborhoods, women's organizations,

local government departments, community police, councilors of participatory budget, and young people.

This is Rosario. Rosario ranks second in the country in terms of numbers of inhabitants, and the city is at the center of an urban area as known as the Metropolitan Area of Big Rosario, with a population of 1,069,293. From a socioeconomic point of view, it can be said that the middle classes prevail in Rosario, as well as the fact that about 30% of its population live in situation of poverty. Rosario has about one hundred informal settlements that house 23,000 families.

We have made synergy with another project, "Gender Inclusive Cities." There are two relevant actors. One of them is Municipal Urban Guard (GUM) who is community police without guns. Their role is to promote better society condition and solving conflicts in the public space. Today, the GUM is an institutional resource for the prevention and provision of care of gender-based violence that works in coordination with other departments of the municipal government. It institutionalizes protocol for the prevention and provision of care of gender-based violence in public spaces. The GUM transforms its policing role into one of social agent of prevention, so they can understand safety from a human-rights perspective. GUM transfers knowledge and tools to their members about identifying and giving answers in violence against women situations and exchange with the integral attention of Violence Program of Fuenlabrada Municipality, Spain. GUM also opens articulation spaces with other areas, the Women's Program of the Municipality and women's organizations of the Western district.

There are several achievements GUM has made. They change in the institutional culture and sustainability conditions. GUM comes to be an institutional resource for the attention and prevention of gender based violence and articulates with other areas of the municipal government. They institutionalize a policy building of an action protocol for the attention and prevention of gender based violence in public spaces. GUM changes its controller profile for one of a social agent of prevention. In this way it understands security from a human rights perspective. They involve actively in the campaign against gender-based violence with unique initiatives.

This is the topic I want to focus on, women empowerment. The women's groups from Western District developed a proposal agenda for promotion of greater safety in their neighborhood that is aimed at public officials. They create women's collective of community promoters for a city without violence who have the recognition of the neighborhood and the city. They request from women's networks against violence from other places to take part in the program. They experience appropriation in public spaces. This is the tool we are making "Walking our Neighborhoods, Building Cities Free from Violence." It includes a DVD, and a booklet that explain the methodology in a dynamic and simple way, so it can be implemented by women's groups and organizations.

I want to explain how we make a local participatory diagnosis. The objects were developing innovative initiatives of harmonious relations and appropriation of public spaces, incorporating the issue of urban violence against women into the agendas of the women's and human rights, and social organizations of the City of Rosario, and strengthening women's neighborhood groups so that they can make use of the right to the city and elaborate proposals for the local government. Their actions are identification of organizations and institutions, holding of introductory meetings, and documentary surveys, awareness-raising workshop on the issue and for the appropriation of tools, and interviewing with women and municipal officials on the provision of care for women victims of violence. We make safety audit. It is adaptation of the instrument to the everyday language used by women and to the characteristics of the territory. It ran in the neighborhood with five groups of women neighbors and navigated the trajectory that women walk in everyday. Most of people participating in the five groups were women from low income sector. One of the groups was made up of adolescent girls only. Each audit was preceded by training in the methodology and the drawing of the map of insecurity. As a result of the audits, proposals and strategies to prevent urban violence, especially, violence against women were elaborated and discussed in order to incorporate them into the programs and projects that the municipality is developing; particularly within the framework of the Equal Opportunity Plan and the Participatory Budget.

Situations of fear and danger identified by women are uninhabited places or places occupied by violent groups or by groups that are threatening to women and other neighbors, the weakness of social networks, lack of maintenance in some places, poor lighting, and high trees blocking the light and waste lands.

Some proposals are made by women. They want to generate spaces for meeting and dialogue between neighbors, women's organizations and the Municipality Working Group and to use and enjoy our squares, which make them lively, generating cultural and social activities in order to strengthen bonds of solidarity and neighborhood identity. They want to repair benches and put light bulbs in squares. They want to continue and strengthen the municipal program "Educating for harmonious relations", through which the community separates waste material in order to have cleaner neighborhoods.

For reflections and challenges, we need to consolidate and deepen the performed actions. At the government level, we need Public Policies for gender-based violence like an integral concept, more than the family violence concept. Security and gender-based violence need to be taken as two committed areas of local governments and not only of a Women's Programs. At the civil society level, we need to look at gender-based violence as not only a feminist movement commitment but also of other social movements. The city problem is an issue which has to be approached by women's organizations and feminists.

---

**Presentation 4 Cecilia ANDERSSON**

**“Using Planning to Combat Violence against Women in Public Spaces – the Role of Local Authorities”**

---

Towns and cities are growing rapidly today. For the first time in the history, more than half of the population will be living in urban areas and the cities of the developing world will absorb 95% of urban growth in coming years. Urban growth and development need to be addressed. The potential for making cities responsive to the needs of women will largely depend on the way cities are built, managed and governed. Planning for promoting equitable, women friendly and balanced territorial development has to start today.

Women’s safety should be envisioned as a continuum, providing safety from the home to the workplace, to all the public spaces, streets, parks, neighborhoods and in transit. Safety and violence against women cannot be addressed through short-term projects, neither should we accept that women’s safety is simply something women have to put up with and find strategies to avoid. For a successful long-term strategy, approaches to improve women’s safety must start with planning of the urban spaces. Different people use public spaces differently, depending on factors such as gender, age, background, socio-demographics; however for safety for women and girls to become a reality, the planning for a safer place to live has to start today. Planning has a huge impact on the surroundings and the impact goes beyond mere physical experience of the buildings. Today many women live with feeling insecure at certain times of the day and night and in certain places, for most of their lives.

Planning and architecture have been considered merely with building and construction discipline, and has less been focused from peoples, more precisely from a women’s perspective. Moreover there has been a clear separation between planning and built environment issues and advancement of women and gender equality. Neither have women issues of development been a part of the planning discipline nor has planning for women been a part of the larger women’s movement. While the debate on women and local governance has enriched during the past few years, the linkage between women, urban and city wide planning and local governance is not fully documented. This separation has led to design and planning of cities which are merely physical than based on analysis of women who live and use urban space and taking into account the social dynamics of public space.

In the planning and design of neighborhoods, the gender specificity is often ignored and the failure to address this has created major impediments to gender equality and human development.

Sustainable urbanization involves creating cities that are safe and secure for everyone. Safety from violence is more than a policing issue. Local authorities and urban planning has its role to play. Violence against women takes place in private, public and semi-public spaces and is a violation of human rights. Traditionally concern about violence against women

focused on domestic violence in the private realm. It is increasingly recognized that there is a need to address violence in public spaces; to take a gendered approach and to understand the role design, planning and management can play in minimizing risks.

Local authorities and urban planners may be aware of violence against women but not appreciate the role they themselves can play in tackling the issue. The UN-HABITAT Global Assessment of Women’s Safety which cooperated with Huairou Commission and CISCISA identified two sets of risk factors relating to gender-based violence, and urban planning has a particular role to play in the first set, which is women’s lack of access to safe and affordable homes, lack or ineffectiveness of services and resources for women, lack or ineffectiveness of gender-based policies, poor urban infrastructure, illiteracy, economic inequalities, cultural norms, and drug and alcohol abuse.

The design and planning management of urban environment can reduce risks of crime and injury. Poor physical design in public spaces can create vantage points. Women may feel vulnerable or isolated in the places. Women maybe face danger when they are expected to walk through areas dominated by activities associated with men. For example, a lot of places are used for young men to play football, and women are not very often engaged in using that space. There is lack of provision of poorly located support services such as women centers, childcare facilities, and community centers. Development within city is often agreed without active involved women. In order to address violence against women, the city needs to be planned the way that shows the consideration of needs of different genders. That is not only women, but also boys, girls, and elderly. We need to create the space owned by all citizens. We also need to recognize the role of women in the society. Violence affects different groups and people like gender, ages, ethics, religion, and social classes in different ways. Disabled women and sexual minority are more at risk of violence as result of prejudice and lack of respect in societies. In order to address violence, these differences are needed to be understood and acknowledged. Where there are unequal distribution in resources are high levels of crime.

The urban poor are more exposed to violence than rich. Since women make a majority of urban poor, they are highly exposed to risk. 1.2 billion people in the world are living in poverty, and 70% of these are women. The urban poor are less likely to recover from the impact of violence since there are little or no support systems are available for them such as accessing to insurance, counseling, financial service, and healthcare. To highlight this some of these issues, UN-HABITAT has been looking at various case studies from across the world.

Montreal in Canada is being known as one of the safe places in the world, and they started at a very early stage to work on safety. They have created various key steps to follow to create safe space in the city. They have public consultations and dialogue. The local authorities elected officials making formal commitments for gender equality. They created local

authorities creating administrative gender unit/programs. They adapted safety audit tools to specific local reality. They developed partnerships with local women's groups and crime prevention workers for safety audits implementation. They created a safety planning guide adapted to local authorities from women's perspective. They also conducted training for all the stakeholders of women safety. They created a city-wide partnership committee on women's safety. They also conducted a campaign. Finally, they adopted local policies and development services to increase women's safety in public spaces.

My second case study is Santiago in Chile, and this is looking at much more mobility. This case study shows ethnic graphic approach. This study illustrates the better understanding how violence affects people by analyzing the way men and women experience moving around the city. It shows planners need to engage in the everyday lives of urban residents to understand the issues and respond to different gender needs. When planners understand the different experiences of women and men, they come to better understand the inequalities in access to education, employment, health and other services in urban spaces. Many people fear violence and crime when traveling in the city and fear leads them to change their transport behavior. One of the key implementation for planning is that they need to acknowledge the local diversity of mobility experiences as part of the decision-making process.

The next case study is Dar es Salaam in Tanzania, and it demonstrates using safety audit tools. Safety Audit is used to help people identify areas in neighborhoods that feel unsafe and determine what factors make it feel unsafe. The key recommendations made included better enforcement of by-laws on blocking roads, demolition of illegally constructed buildings and abandoned buildings, and improving street lighting, and some of them are implemented. The participatory nature of the process allows those who are often excluded to contribute to decision-making. The audits help planners and other city decision-makers understand how women and men experience their environments and give legitimacy to women's concerns about safety.

Another case study I want to highlight is Kingston, in Jamaica. It was led by local women, involving the residents of two neighboring communities caught in the middle of gang conflict. Women organize street dances to reclaim public space previously dominated by gang violence. They generate income for the community and create safe zones in the community, as well as bringing people in the communities together. Most residents are very supportive of the street dances. The police have also been very supportive of the dances; they carry out regular patrols to make sure no violence takes place. The active use of public space generates economic activity for the community, creates a safe space for all the community to gather, socialize, and promotes tolerance and unity between two communities.

To conclude with this wide range of studies and 15 years of working in urban safety have developed key factors for success. What we need is very clear. We need leadership and

vision, champion, mobilization of support like fund and resources, mobilization partners in the stakeholders and communities, management and coordination, monitoring, and development with community for their needs.

In conclusion, women's safety in the public space is also an issue of participation and governance: greater involvement of women in city planning and management is needed. To make cities safer and address the issues of insecurity and violence against women, cities must engage women and girls in decision-making and bring a gender analysis to governance. Local governments have a vital role and responsibility in engaging women and men as equals in municipal decision-making. Working with a gender and social equity perspective provides new opportunities for democratization of municipal governance and reducing poverty through provision of quality, relevant and effective services and opportunities for both women and men.

With local authorities working with an integrated approach with health, education, planning, environment, and social services and in partnership with the police, civil society organizations and the private sector, then major strides can be made in preventing violence against women in both the private but also in the public sphere making our streets and spaces safer for everyone!

---

#### **Presentation 5 Anne LEEMANS**

#### **"SPIN-UP the Feminization of Public Space, Improvement of Perceived Security in Urban Centers and/or Mobility Nodes"**

---

I want to talk about some research and research application that we have found as well as simple measurement to build women friendly city. There is some very serious misconception. People often think that security is government matter, and security only can reach through technology. Safety is expensive, and city planning is men's business. However, safety is very emotional. What we think is that management of the space should be a set up of good examples, and it is not only governance, council, and operators' viewpoints. They have to do this in synergy. Women friendly city also requires closing the gender gaps. We need to look at it in synergy on equal putting technology. People and technology should be 50/50.

We did this research in 6 countries in Europe with the support of UITP, Flemish Community, Cabinet for Equal Opportunities of the Brussels Capital Region Government, STIB (Brussels), RATP (Paris), VVM De Lijn (Flanders), Sporveier (Oslo), Storstockholm Lokaltrafik (Stockholm), Lanstrafiken (Jonköping), Ulasim (Istanbul), Metro do Porto (Porto), and IBM, Clear Channel, Schröder.

I mentioned that women friendly city requires closing the gender gaps. In history, in Europe, men were the main producers of goods and services in the city. They influenced and decided on the design of public space and public buildings,

delivered speeches and prepared laws in Parliament, etc. Many streets are named after grandiose events and their male protagonists, very powerfully in statues, female statues portray a mystical or fictional character. I found one female statue; this excludes which is the nurse Edith Cavell.

Baron Haussman 19<sup>th</sup> Century Paris, France, saw urban planning as “a way to control the circulation of goods, services and people.”. However, today we are likely to develop from a centrally controlled environment to a multilateral synergy with the surrounding environment. It is very important when we think about public space or transport that users are involved. It is really key message that synergy with users and taking them seriously.

How does SPIN-UP contribute to closing the gender gap in public space and transport? Perception influences behavior and perceived, so security in public space and specifically in urban public transport stations cannot be addressed only from a technical perspective. If we look at emotion, it is kind of developing insight and understanding of context, culture, social and economic dynamics of environment around station.

One of the questions that we asked people we invited in our study is when you feel unsafe because there is no/not enough CCTV, personal address, fencing, traveling in closed networks, more uniforms, and brighter light in underground. The key issue that concerns people in public transport in mobility is that of offering good services, safe at night and day, and accessible places. Safety is in the heads of people. It is influenced by rumor and the media and transversal to gender, religion, social or intellectual status. It is emotional and non-technical. Safety requires multidisciplinary and non-technical approach.

There are two main concepts for SPIN-UP. First, what we say is that public station is HETEROTOPIA. It means that it has to be accessible by everybody. A station is a city in its own, influenced by osmosis by the surrounding neighborhoods. In HETEROTOPIA, we have front and back spaces. Front space is correct behavior of usage as conceived by architects and designers. Back space behaviors are ruse and abuse. Ruse is sometime irritation and friction, but it is not necessary to be negative. Abuse is unacceptable activities which have no excuse. The second concept is the actor who is mobility and community services provider. The public transport operator provides transport, information, retailing and entertainment such as safe and on time, accurate, shops and services, look and feel, design, and leisure.

I want to give you a practical example, Brussels-Midi Station which has 135,000 passersby per day in Belgium. Our recommendations cover the fields of infrastructure, equipment and look & feel. They also involve the development of synergies with the surrounding neighborhoods. Surveillance budget of shops in station has gone up by 35% in the last 5 years. We were asked to audit their space, so we looked the spaces and spoke with security workers because there were gangsters and homeless people. The approach is mainly to look & feel the station and equipments, and we did not tackle the infrastructure because that was not our assignment. One of

things we looked at light, color, sounds, audio system, smell, and quality of material that used in equipment. We recommended to change the color of taxi stop, cleaning ceiling, making toilet sign, high visibility for night and day, creating new seats, wide corridors, maintenance, acoustics, art, and performance, synergies with surroundings.

Operators cannot do this their own. It is important to synergy with surroundings schools, NGOs, shopkeepers, and artists for creating women friendly city.

---

### ■ Discussion

---

**Q1.** Are there facilities for disabled, elderly, and single mother? I do not want to be rude in here, but can you tell me about the dark side of projects because all I can hear in the forum was the good part of projects.

**Q2.** In Seoul, there is Women-friendly Call Taxis right? Do all women can use it? If so how much does it costs?

**A2.** In Seoul, there are three kinds of taxis, normal, exemplary, and international taxi. The cost is an adjusted amount base depending on distance and time, and there is no extra cost for Women-friendly Call Taxi. When you call the Women-friendly Call Taxi, the closest taxi located around you will come to pick you up. It provides services such as advance approval of credit-card payment, sending text messages of the ride information, and GPS locating.

**Q3. to Cecilia ANDERSSON.** You mentioned that Safety audit apply to different countries. Is there exemplary or mother question they use? If so, where can I find it?

**A3.** Safety audit was developed in Toronto in Canada, and there are a certain list on how to do audit and what we need to look at. We use the list in safety audit, and it is used in developed countries, Cameroon, Delhi, and other countries. In each time, it is adapted to local environment and modified for their circumstance, so the checklist is worked by reference group to make it relevant to local environment. There is attempt to make a more generalized list. Women in city, UN-HABITAT, and other communities are generalizing and preparing the list, and it will come out soon. For information, UNIFEM has a campaign for women safety city that uses safety audit for framework.

### <Comment about Audit by Anne LEEMANS>

When we did this audit in the past, we had to speak with not only people in charge but also oppositions. It was important to know what their needs are and why they think that the official layout is insufficient. We spoke with street workers and people who were suffering from re-development of the station. We wanted to know what made them unhappy. It is very important to have a checklist, but it is crucial to customize the checklist for the assignment that you face.

**<Comment by audience>**

I was impressed that the Forum has produced: suggestions and solutions through discussion and presentation. Women friendly city can make not only women, but also men and family happy. I would like to make some recommendation for women and family safety. First, women participation is crucial in policy decision making. Second, it is important to promote, improve, and suggest for problems we face through organization of communities and networks. Third, it is important to improve women's leadership through training programs and collecting opinions.

**Q4.** For action plan, I think we need indicators for how city is safe. All countries have different cultures and social issues, and if there is an indicator, it will be helpful.

**A4.** As I know, there is no attempt to do that, but the closest one is what Seoul is doing, "Marking Safe spaces." They have specific criteria on what safe space should be like. I think that it is very good idea and one of my recommendations.

**<Comment by Mara NAZAR>**

We need to involve official organizations. A women-friendly city is a city from women's perspective. In November, we are planning a conference for sharing experiences between organizations from Columbia, Chile, and Rosario. We will evaluate and discuss the process in the real life of women. This action will give us the indicator that we need for building women friendly city.

## Workshop C2 Measures to stop Violence against Women

Friday, October 23, 2009, 10:00-12:30

Venue: Shilla Seoul Hotel, Topaz

### ■ Chairperson and Speakers



**Samia SUKKAR** (Amman/Jordan)

Chairperson

Amman City Councillor,  
Greater Amman Municipality



**Ivy JOSIAH** (Kuala Lumpur/Malaysia)

Speaker 1

Executive Director,  
Women's Aid Organization



**Mikyoung LEE** (Seoul/Korea)

Speaker 2

Former Director,  
Korea Sexual Violence Relief Center



**Paula KOKKONEN** (Helsinki/Finland)

Speaker 3

Deputy Mayor, City of Helsinki



**Janice PETERSON** (New York/USA)

Speaker 4

Secretariat Director, Huairou Commission



**Kalpana VISWANATH** (Gurgaon/India)

Speaker 5

Project Director, Gender Inclusive Cities Program,  
Women in Cities International

## ■ Opening: Samia SUKKAR

---

We will start workshop C2 Measures to Stop Violence against Women. From the start, we need to define what the violence is. In this context, it is the violence against women, simply, because of the gender. It could be inside/outside the partnership, public space, and all work places. Secondly, we need to acknowledge that it is every women's right to be protected from violence. As for measures to be taken to stop the violence, we need to take a very comprehensive look at legal and economic aspects. However, this alone will not be enough. We need to be involved as individuals and in communities. We need to empower the women because only then we can be on the right track of elimination of violence against women. I would like to ask several questions that might be helpful for our discussion to participants. First, what are laws and legal mechanisms for residents in different countries to protect women? How much resources are appropriated by different agencies to secure the prevention or protection of women against all forms of violence. Are we designing cities that are friendly for women? How involved are the various NGOs and different organizations? How much is this society development of the family with cultures, supportive of actions to stop the violence against women? How much is the media leveraged to enhance awareness about the rights of women, especially, the right of the protection from Domestic Violence? What is the international, national, and local level to protect women in cities, conflicts, and the areas that are hit by natural disasters? Today, we have a group of ladies from various countries and different areas of expertise who will share with us their experiences, designing, and recommending measures to stop violence against women. We need to know how to use our position as mayors, councilors, and representatives of NGOs to mobilize all organizations to convince the political leadership of the necessity of providing safe cities.

---

## ■ Main presentation

---

### Presentation 1 Ivy JOSIAH "No Use for Abuse"

---

My topic is "no use for abuse." This was the tagline we used a lot on the T-shirts in 1980's. In fact, according to the Family statistics, one in every three women in the world has experienced sexual, physical, emotional, or other abuses in her lifetime, and the very recent report from WHO (2006) reported that in forty-eight surveys from around the world, 10-69% of women stated that they had been physically assaulted by an intimate partner at some point in their lives; Korea, Japan, in all different parts of Europe. If you go Google, you can find more information for that. All of this is not new news for us. The WHO also reports that studies from a range of countries show that 40-70% of female murder victims were killed by an intimate partner. If the women or wives died in the house, we need to track down whether it was related to DV or not. What about the global responses? It has been tremendous; we have UN special reports on violence against women, general

recommendation 19 on violence, and many UN mechanisms. Therefore, they have seen it as discriminations. International communities, UN Human Rights Council, and everybody has their place. We have UNIFEM which is also specifically on violence against women. Even though there are a lot of international declarations, treaties, etc. the 2006 UN SG Study concludes that violence against women has yet to receive the priority attention and resources needed at all levels to tackle it with the seriousness and visibility necessary. I encourage all of you to look at those reports that can be excellent guideline and good practice. The true matter is that we continue to face violence in the home, workplace, and public spaces. I really focus on violence in the home. We all know that the roots of violence against women lie in historically unequal power relations between men and women. Because of this unequal relation, violence is the form of output. This inequality is not just in law; it is in culture, custom, religious practices, political, and economic structures, so we need to look at all areas. We have a great convention called CEDAW (Convention on the Elimination of All Forms of Discrimination against Women) because it really holds governments accountable. Beijing platform for action is a series of great actions. Actions to complement what should be done complement CEDAW. CEDAW is an international treaty. In other words, our governments have to go to the UN CEDAW Committee and report in every 2 or 4 years to see what we have done for women. My favourite part of CEDAW is section 5 which states that governments must take actions to change and to reform cultural practices that discriminate against women with a view to achieving the elimination of prejudices and customs and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women. There is also sexism which is very much alive. Sexism is basically for me that one person or group of people think that somehow another or others are inferior. Sexism leads to stereotyping which leads to discrimination against women. Media. If we look at the media, even though there are really good forms of media showing women in different portraits, it is completely contracted by MTV and advertisements where women are portrayed very subserviently, and boys, girls, and men are learning this. They have to particularly dress up or to be sexual, not sexualized. This is a series of body parts of women portraits. Women symbolized as a reward, a symbol of success and luxury. It's not unusual to see ads featuring women in positions that are submissive to men. Sexism leads to stereotyping which leads to discrimination against women. This slide is 1950's animation that was used in the "We can" campaign. You can go Google and type "We Can Campaign in India" that will show us how individuals can do something to change violence against women. Let's look at the law. Law should be geared towards assisting victims, criminalize violence against women, and fight impunity. Law, itself, there is three main areas, substance of the law, structures of the law, and culture of the law. A content of law is important, and there is some discrimination for women in the contents of law. For example, Malaysia women cannot give citizenship to husband unless you are born in Malaysia while you can do it in Germany. We have a very good domestic violence act in Malaysia as the first

Muslim country. Police reports went up by 200% in 1997, Protection orders within 24 hours to 1 week, Easy access to protection orders, magistrates in every district, Police escort to home to collect belongings, and Access to shelters. Let me show you some DVA in Malaysia. It took us almost 11 years to have the act, and the law was not implemented for 2 years because this was not applicable for Muslim women. The bad news about DVA in Malaysia is that police investigation takes too long, victim/survivors are not informed of case, and conviction rates are very low (less than 5%). In a recent case, a very rich man was only charged a \$200 fine for hurt while woman who drinks beer is charged \$2,000. That is why the culture of the law is an important challenge we need to take. Guiding principles for provision of services and programs. Now, I want to go on to my organization, WAO, you can see the brochure I gave. It really starts from shelter. We offer services such as shelter, telephone-call, pick-up service, and help women get protection and all of this. We, now, have very good understanding if we provide services for women, there are some guiding principles we must adopt. It must ensure physical safety of victims/survivors, adopt a No Blame approach to the victims/survivors, promote the well-being and economic security of victims/survivors, access to appropriate services (for example, mobile clinic in Bangladeshi and India), access needs of women facing multiple discrimination, ensure that service providers are skilled and gender-sensitive,, provide female staff (for example, schools in Bangladesh and India), maintain the confidentiality and privacy of the victim/survivor, cooperate and coordinate with all other services for victims/survivors of violence, receive feedback from victim/survivors to evaluate the services provided, reject ideologies that excuse or justify men's violence (for example, women and men each have their own pressure, so it cannot be excused or justified), and punish the perpetrator. As two examples of good practices, one is One Stop Crisis Centres in Malaysia. OSCC is in hospital facility, and it is a centralized inter-agency support system that responds to victims of rape and domestic violence. Women can go different places too like school facilities, police officers, welfare officers, medical social workers, and NGOs. Second is working with men. It is that men should take responsibility to change attitude among the groups. For example, in Canada, we have White Ribbon campaign "It starts with you. It stays with you." Father is good example, and we are talking about how we raise our sons. We should also urge father to be able to raise our children. Please Google the campaign. In over fifty-five countries, campaigns are led by both men and women, even though the focus is on educating men and boys.

Now, obviously any kinds of approach has been multiple set, but in the center there should be women's right, equality, and feminist ideology that women need to have rights, women are equal to men, and women's human rights must be respected. It has to take with all different kinds of aspect, and we cannot do it in isolation. At the last, this is my favorite poem used in WAO, "If you have come to help me you are wasting your time. But if you have come because your liberation is bound up with mine then let us work together."

---

**Presentation 2 Mi-Kyoung LEE**  
**"Measures to Stop Violence against Women"**

---

This presentation explores current international efforts to end violence against women which happens in various forms in different places all over the world. It will also discuss policies that will build cities and societies where women's rights are respected and a safe life is assured. The issue of violence against women has been made perceptible through the international efforts and support. Currently, the UN's, "Unite to End Violence against Women" campaign has been in progress until 2015. Thanks for these international efforts, we are witnessing changes, such as laws and policies, which are being made to deal with violence against women. In the center of this shift, there have been survivors who make their story public and struggle to claim their rights as victims. These courageous acts are against social prejudice in which they have been blamed in their society. Women's organizations committed to promoting women's rights and supporting survivors of sexual violence have endeavored to persuade people and society that deep rooted unequal social structures that are unfavorable to women is to blame, not individual victims. They have requested the establishment of policies that will help improve the situation. In particular, the grass-roots work of women's organizations and movements have been particularly active with regard to this issue. Their activities include providing: First, an empowerment strategy for survivors beyond counseling. For example, counseling services, Japanese military comfort women who demand for official apology by Japanese government, publish collections of their experiences, and testify in international court, sexual violence survivors who hold Annual Speaking Out Day, self-defense training, demands on offenders, Self-help meetings and single-parent family network, and training for financial independence. Second, there are educational, research and public campaigns for gender equality. Changing the misguided culture of sexuality is the basic approach to preventing violence against women. For example of the activities include Flash-mobs and performances, press conference and campaigns, bloggers communicate online, Take Back the Night Event, and research and education. Third, there are various programs and campaigning to persuade volunteers to participate. We have participants from all different kinds of area like students, homemakers, and experts (legal, medical, academic). Next is supporting of the enactment of new laws and revision of existing laws, encouraging and educating government and businesses to make policy changes through consultation, and monitoring government policies. There are special laws related to violence against women enacted. Fifth, there is networking of women's organizations to work with human rights and civil movement organizations like peace, labor discrimination, and nationwide candlelight rallies against importing US beef. Finally, there are monitoring of the media and strategic use of it. For the outcomes, we lead public attention and participation, empowered survivors, change discourses about VAW, pressure governments to enact relevant laws and regulations, and create enthusiastic activism.

Now is the time to effectively put the laws into practice. There are six main areas that need our concern. First, we need to provide regulations and estimate budgets. Each city should provide regulations and effectively enforce them, and we need to make efforts at precautionary education. Second is leadership. Gender sensitivity training should be conducted by mayors, local government officials in charge of VAW, police, prosecutors, judges, and medical. Third is collaboration with the central government, NGOs, and private sectors like equal partnership and providing a coordinated system. Fourth is promoting women's safety in public spaces like increasing the safety of physical spaces. Fifth is Research on VAW. The last is public service announcements and campaigns like establishing public service announcements for changing perceptions and promoting White Ribbons campaign. Finally, I want to suggest the establishing of a standard for a "women-friendly city environment" in this Forum.

---

**Presentation 3 Paula KOKKONEN**  
**"Visions and Challenges for a Women Friendly City**  
**Case Helsinki in a European Perspective"**

---

I will not repeat everything, but I will take you through the journey to Finland and try to tell you about what we are doing on the city level. Those are pictures of Helsinki (Introduction of Finland). We are mainly doing all kinds of research and surveys, and this slide shows you what we have done. As it was stated by previous speakers, violence is something that you are not likely to experience by foreigners but at a home. That is why I very much focus on what happens in homes. First of all, I want to emphasize that Finland is one of the safest countries in Europe. We are very equal according to UN statistics; we are number two on the list of all the nations. We work with man as collaborator side by side, but we still experience violence. In the wide context, verbal violence is also considered as violence. Home is often the most dangerous place, and in most cases the perpetrator is known to the woman even in non-domestic cases. It might be biological behavior that leads to violence, but socio-historical angle is also very important. In Finland, the violation of women became from private to societal question in 1970's. The first shelter home opened in 1971 and domestic violence became an issue on the national level. Here you can see the development of legislation. As you can see, history is not very long. For example, marital rape was criminalized only in 1994, abuse in private confines placed under public prosecution in 1995, law on restriction orders in 1999, and restriction orders within the family only in 2005. Next I want to talk about the City of Helsinki Program for Preventing Domestic Violence. We had council motion in 1994 to stop domestic violence and violence against women. You can see that City of Helsinki program for preventing domestic violence focal elements in here. I think that the most important one is that training and information on the subject which is what we emphasize very much. This program discusses the DV by the angle of not only customer service, but also whole city. In Helsinki, training is organized every year for key persons who work in world and country DV, and training material deals with different angles of DV in

forms of news, study results, child victims, and also perpetrator. The prevention of DV requires all understanding that is more comprehensive than technical expertise. We also think that it is important to have a functional service chain. We had a survey "where the abused women sought help," and if you count these percentages in here, they do not add-up to 100; that means many women do not seek help at all. DV should be approached like heart-attack. Everyone knows immediately what the question is about and what help is needed. Every situation requires physical protection, medical care, and psychological support. Help is generally thought for public sector only, but DV can happen in the isolated family in the community. Conciliation in cases of domestic violence makes perpetrator take responsibility for their act and give satisfactions to the victims. This offers the possibility to learn. Cooperation with the police; smooth cooperation between social service departments and police is very important. Police have added the item on prevention of DV in their basic training. They work together to collect resources about DV, assessing, transferring the cases to the appropriate responsible unit, and providing safety for victims and social workers. This slide shows that serious cases of domestic violence during the life span reported to the police. The process did not go further than the police is 61%, and a sentence of imprisonment was given is zero percentage because murder or series of crime is dealt with separately. We made "ASSAULT AND BODY MAP FORM" in Helsinki. Patient's injuries and other abuse related information are recorded at the Emergency Polyclinic which has developed the form for improving legal protection and cooperation with authorities. The form serves as the tool for documenting of the abuse and DV (especially) and is excellent basis for preparing a report of offence and medical certificate. We also have shelter homes for people who have been encountering violence in a closed relationship, and it offers safety, supports to overcome the crisis, and helps to withdraw from the circle of violence through professionals to victims. The victim side, reliable information helps in fighting violence, and statistics is essential to make visibility of the phenomenon. It is important that people understand that violence against women is not problem or deviant family. Different European studies have revealed that every fifth woman has been abused at least once by their partners or husband. I think that Asia might show different figures. Here you can see the age groups which are very likely to be facing the violence. In order to escape violence the victim should think that violence need not be tolerated, talk to outsiders and seek help, prepare oneself for recurrence of violence, require the perpetrator to take active steps to stop violence, and report the offence and demand damages. We render the perpetrator responsible special programs. We have had some posters spread to all cities, and one of them was "You have the courage to hit. Do you have the courage to seek help?" Stopping violence request programs concentrated on putting an end to violent behaviors. In Helsinki, there are different services for men who want to prevent or to stop exercising violence in their closed relationship. We also have poster "Love is enduring. How enduring?" Even one blow is too much information campaign was carried out in 1998. The role of the media, you can see some headline that a Finland kills

his woman more often than Sweden, no rational motive for killing a young woman, and extended suicide. It is important that violence is recognized and reported, and statistics are published because then you can raise the issue. We also prepare Guide for City of Helsinki Employees, "FIRST AID FOR VICTIMS OF DOMESTIC VIOLENCE IN HELSINKI (Recognition – help – co-operation)." It gives you step by step order how to go on the case. I want to emphasize one more time that Helsinki is a very safe city, and we want to keep it this way. This is the picture of the center of Helsinki. Helsinki's new strategy for the year 2009-2011 underlies the importance of the residence safety and equality. Here you can see Moonlight Swim, organized every August, in the City of Helsinki Töölö Bay, and The President of the Republic of Finland participates just like other people. We want to build the safe city for children, women, and men. We have committed in Helsinki to prevent violence against women by revising our legislation, developing system, training, research, and improving services. We are aiming at everybody's safety.

---

**Presentation 4 Kalpana VISWANATH**  
**"Creating Gender Inclusive Cities"**

---

I am going to be talking today about primary focusing on issues of violence that be facing in cities and urban spaces. Growing urbanization and developing cities leads to more and more people are going to be living in cities and moving away from rural environment. Urban spaces become a main and major vehicle of growth and development. I would like to say that violence against women needs to be looked at as urban issue. Within the context of urban development, we need to understand how the growth of the city and the increased migration into cities are leading certain forms of violence and nature of public space which makes difficult for women to access and to re-include as equal citizen, largely because of fear of violence and perception that they are going to face in security in public spaces. Women should have the right to the city that participate in every aspect city can offer. People move to the city in order to access the benefit they perceive. The benefits are finding works, homes, and entertainments. The fear of violence against women often prevents to access all the city has to offer. Therefore, we should include women's right to participate in the city, but the gender that is women's identity intersects other vulnerability and therefore all women do not experience city in the same way like poverty, ethnicity, race, disability and age intersect with gender to make this experience of the city different for different women. There are different ways of mapping and looking at how to understand this gender exclusion in the city. We have used different methodologies and tools in the world such as safety audits, targeting vulnerable groups, focusing group discussions, and creating strategic partnerships for sustainability. What are the ways that we can talk about safety? One of experience of Seoul showed us is that designing and planning are very important. In addition to designing and planning which is physical, there are also issues that play as an important role; they include usage of space and who use the space and when they use the space. It is important to recognize that we need to

make public spaces comfortable in inviting people's use. Everyone, in terms of diversity, can feel comfortable and happy to use public space. Social and community factors, especially neighborhoods and community groups, can play very important roles in deciding to make different usage of the space. For example, in Delhi, a lot of older women sit in the park, and we often found out that old women sitting in the park provide a safe place for children; it is part of community life that is not ordered to do it. Just go back to safety audit. In addition to looking at lighting designing of the space, size of pavement, maintaining the parks and trees, we also ask the questions like do you feel uncomfortable in the places in certain places. Have you heard or experienced anything negative here? Would anyone be able to hear if you called for help? Would people help if you were in need? What kind of changes would make you feel safer? Who do you think can play a role in addressing safety? Finally, we ask what kind of change would you like because one of the central principles of WSA is users of the spaces.. Therefore, the voice of users should be taken into consideration when we design policy, programs, and plans for urban planning, design, and changes. There are already WSA in several countries, and there are attempts to do cross culture study to study cross countries. Yesterday, UNHCR reports there are certain security concerns that run across about 60 countries were in the survey. The research that I was involved in looked at four very different countries, but the aim is not to compare; we need to look at are there common concerns or specific cultural difference that might impact on women's urban life. The focus of my study in this presentation is Delhi which is really large and diverse city. We use methodology to identify factors leading to safety or lack of safety. Delhi is the most unsafe city in India. There are 35 mega-cities that have more than 1 million populations in India, and Delhi has the highest rape, sexual harassment, and kidnapping among the cities. In Delhi, there is word 'Eve-teasing that is sexual harassment. People do not think it is serious issue as you see the word 'teasing'. This is another struggle that women's movement tries to change the terminology, and we end up using it. However, it already has been used in the society widely, so we are not able to get rid of the word itself; this is a problem. We audited the entire city, but we tried to audit ranges of space like middle and lower class residential areas and resettlement areas because of the size matter. We did meetings with people using the spaces to understand the perception of safety. We also need to see that are there other factors which make public space different. One of them is public spaces are traditionally male dominated places in Delhi. The other thing is trivializing of sexual harassment which is everyday violence. Finally, the burden of safety is put upon women. I want to stress that different contexts produce different notions of safety. Quickly, we did campaign that we did the last 4 years, and we produced the map that you can see later, and it shows where the safe and unsafe places are. This has been very useful tool when we talk with urban planner and government. We did a lot of public mobilization to get people to speak out on violence against women. We are working in partnership with police and administration, urban planners, law enforcement. We also build partnerships with diverse constituencies, government, civil society groups, NGO's, educational institutions, etc. For

the last, bus was seen as the main violence like Eve-teasing. We work with bus drivers and conductors whom we train and make programs for, and we had great results on that. Main aim for this campaign is that it is responsibility of diversity stake holders to address violence against women in urban spaces; it is not just issue for women, it is issue of government, city, police, bus and taxi drivers, and everyone.

---

#### **Presentation 5 Janice PETERSON**

#### **“Women-Friendly Cities Require Grassroots Women-Friendly Solutions”**

---

I want to start with more personal, and I have been part of history of the movement in my country in terms of trying to deal with and eliminate violence against women and other forms of problem women faced. I had experience to be molested twice even though I lived in the safe city in Wisconsin. All of action form women’s movement did not happen by government or professional group, it happened because people have organized. (She gives examples, rape, and points out some problems from 1970’s when women’s movement has begun.) All I want to do is make some points in this early history because I want to look at some of gaps, where we are now, and how we take the next step. Obviously, we had many successes like creating shelters, crisis center, YWCA, training programs, etc. and yet violence is growing. One of failure is that victims of rape need to be consulted and protected, but they do not need to fight back. The Huairou Commission is basically not organized because of battling and safety environment, but we are trying to say in the contexts that all of global women’s movement, poor women, and poor community have to be seen as actors in the whole process because if we do not have grassroots community buying into what we are doing what we end up implementing is not we set out to do and having our feet on the ground is a pretty important part for the next stage I think where women’s movement is. Huairou builds the capacity of grassroots women’s organizations so that they can influence the trends of development in their communities and represent their views and priorities in key forums at local, national and international levels. We organized globally with seven different national, regional, and international networks that have come together to look at human settlements and to organize women at local level. Our big issue was how not do what we are seeing happening before, and the main question was how do we organize globally and act locally. This was the main approach. We create variety of tools to bring grassroots women together so that they can not only act locally but also they become part of the national, global, and regional discourse. One of thing is that we run Grassroots Academies which number about 20 all around world. Grassroots women come together to exchange and analyze their local knowledge and skills, and create collective policy recommendations for global meetings, and we had the Forum in Brazil to share practices of what they are doing, how they are doing, their ways to make their community safe. We form campaign for grassroots women. We come together, and they begin to articulate what we have in common, what we are seeing, and what the pattern is. In our

campaign, we are now looking at the forming global campaign on safety and security that is our part of government work. In our governance work, we link up with three network members who are advancing city focused planning and changing, and we are emerging now with three networks of grassroots women from around the world in at least 15 to 20 different countries like Jamaica and the Philippines; we have women in cities at least 10 or 15 places that are linking up between grassroots municipalities. Putting together, I call it the new partnership that is needed to deal with the times we are now in. We have to bridge the gap between talking about and not linking in an organized way for poor women and create new partnerships structure which means we all have to create different roles for ourselves. It means when we talk about Atlanta, the government has consultation in Atlanta. For most of women in this room, it is going to be a big deal if the local government meets with them; Kenya is one of good examples. Therefore, getting links between grassroots women and local government is a big portion of our work that is called the Local to Local Dialogues process where women are now creating new protocol. Grassroots women are becoming empowered and building relationships with local authorities and other officials to promote urban livability, sustainable development and safer communities. We need to strengthen grassroots women’s active role in decision-making and negotiations, with the objectives of reducing violence against women in private and public places, through local-to-local dialogues and encouraging women to run for local, municipal, and national political positions. (Out of time.) So basically, we call the idea that there are many strategies and methods to bring in new kind partnership and new structure for this partnership and looking at how maybe we can go from here to there. We need to make sure that grassroots women, local government, and NGOs are there when we have conference like 3<sup>rd</sup> Safe City Conference in Delhi and see what we emerge with and try to deal with these gaps.

---

#### **■ Discussion**

---

**Q1.** During the presentation, many speakers mentioned about DV, and I think that there is violence in unconsciousness such as relatives kiss and hug 5 years old nephew. Most of people think it is common thing, and if the children do not like the action, old people judge that the children are very shy. However, I believe that this is another form of violence, and we need to respect the feeling and thinking of children. What do you think about this issue?

**Q2. This is for Mi Kyoung LEE.** You mention that you found some women friendly facilities and policy improve women’s conveniences, but it also implies that women require protection and restriction. That is very good point, and protection does not really change behavior of men. I am wondering if you are targeting the fact that those women friendly policies are quite political and really change the behavior, and they do imply that women do not need protection and restriction. I am wondering how you are working towards maybe altering those policies.

**Q3.** I believe that this is the time when disabled women should stand up and raise their voice. I want to say something about safety audit. I think we need to establish the guideline for disabled women, and it should include the perspective of gender. How can disabled women join in grassroots women? There are seven consultation offices for violence against disabled women in Korea, and do other countries have the office like Korea? I want to know how other countries make efforts for disabled women and what kind of vision they have.

**Q4.** I think that a lot of countries have developed programs for perpetrator who did DV against women. How do Finland and India deal with perpetrator? I think that this kind of programs really help to develop the safe environment for women in home.

**A1. Ivy JOSIAH.** In Singapore, there is very good perpetrator program, and perpetrators have to go on this program. The program is really important, and America also has quite a number of perpetrator programs. It addresses the core value of the person, but it should not be anger management program. It is not about how you manage the anger, but you recognize you do get angry and violent on the particular situation. It has to address also his relationship with his wife, daughter, mother, and respect women. It really has to address that. It has been more successful when we are looking at the value system of the person too, and not just looking at how to manage. However, we should monitor men who took perpetrator programs because they know the language, pattern, and how to plot.

**A2. Mi-Kyoung LEE.** This is what I want to discuss as the main issue. Women friendly policies cannot get out in terms of protections. Parking places that are designated only for women should be considered basis and philosophy of policy. I want to bring two issues in here. First, there is problem with a subway section that is exclusive for women. It was designed for preventing sexual harassment in the subway, but it is the problem to operate the private section only for women during the rush hour. I believe that the separation of gender is not the right solution in here. Second is an offense subject to complaint which is a big issue in Korea. It had developed to protect women's privacy, but I think that it cannot lead to protect women's privacy. The reason is because an offense subject to complaint often results in situations that a harmer persuades a victim to negotiate or blame a victim. We need to take a good look at "protection" and "principle of right of women."

**A3. Paula KOKKONEN.** A Korean lady who asked about respecting for small children, and I fully agree with you. I think that small children and their body, and personality should be respected the same as adults. I do remember being a small child. I had a fair curly hair, and everybody used to come and attack me as I felt it. I still do remember that a very dark-eye brash came too close to me and how I felt very unfriendly, and I was very afraid of this person. Therefore, I fully agree with you that children should be respected; when children do not feel right, people should not approach them. Somebody also mentioned about a disabled person. We act

accordingly to principle of normality, so we do not divide people into handicapped and non-handicapped people. Instead of that, we try to provide them all aids, so that they could live as normal life as possible. Somebody asked about the perpetrator program. Here is Mariah who has been working in the field of this program center (I think that everything that we have done in Finland and maybe even wider) for 20 years. If you have question about the program, you can ask her more detail. In the program, we try a man to face what he has done, and he is also working with his behavior and tries to change his behavior. That is very important to know when you are violent, what triggers your violence, and then change the behavior. I think that is what we are aiming at mainly in this program.

**A4. Janice PETERSON.** This is just my comment again about the community. What if the community is really involved in women and organization? They generally know who are handicapped? Who are the perpetrators, and who has been battered? They know more than the police and other professionals. Who do people turn to? Actually, most people first turn to their family and friends, and that is not up there. I mainly try to have the way that we use eyes, self-help, and involvement in communities, and then I think that more people and everybody will be seen and be able to get attention and support where they need it the most.

**A5. Kalpana VISWANATH.** I just want to answer one question related to disability. I think what is important for government certainly takes measures; I think the voices of people who are themselves disabled need to be included in that because often interests of different groups in society can be conflicting also. For example, in Delhi, we have conflict between the government and blind group of people about developing high speed transportation.

## 7. Workshop D. Fostering Diversity and Women's Creativity

### Workshop D1 Migration, Gender, and Diversity

Friday, October 23, 2009, 10:00-12:30

Venue: Shilla Seoul Hotel, Ruby.

#### ■ Chairperson and Speakers



**Elenore Biedjui DANHO**  
(Abidjan/Republic of Côte d'Ivoire)

Chairperson

Abidjan Regional Antenna Political Representative



**Chiho OGAYA** (Tokyo/Japan)

Speaker 1

Associate Professor, Education and Human Sciences,  
Yokohama National University



**Eunshil KIM** (Seoul/Korea)

Speaker 2

Professor, Department of Women's Studies,  
Ewha Womans University



**Lena LEFVERSTRÖM** (Stockholm/Sweden)

Speaker 3

Human Resource Strategist, Personnel policy of department,  
City of Stockholm



**Mary Akeyo OMOLLO** (Nairobi/Kenya)

Speaker 4

Director, Youth Education Network  
Vice-chairperson, Women Federation for Global Peace



**Vijaya VAIDYANATH** (Waitakere/New Zealand)

Speaker 5

Chief Executive Officer, Waitakere City Council

■ Opening : Yaba Catherine ZOUZOUA

The purpose of this session D1, "Migration, Gender, and Diversity" is to suggest and discuss the direction of women friendly policy in global cities through making a discussion based on the diverse cases of city where migrant women and women who have diverse experiences in different situations live together.

■ Main Presentation

Presentation 1 Chiho OGAYA

**"Toward the Actual Empowerment of Immigration Women: Experiences and Challenges of Filipino Women in Japan"**

Today's presentation, I will talk about situations of migration women in Japan, and I will focus on Filipino immigrant women's situations. They are the largest group of immigrants in Japan. Cities, government, local governments, and the whole society in general should be sensitive to diversity even among the immigrant women.

If we look at the case of Filipino immigrant women in Japan, they can speak very good English. Recently, Japanese government wants to have a good English education even for elementary school, so some of Filipino immigrant women actively involve in the internationalization program under local government as assistant educator, interpreter, etc. due to their language skill. In Yokohama, we have a program to support new migrant children to learn Japanese. Those migrant women usually appreciate these activities, but it is true that most migrant women like interpreters and English teachers are working or doing activities on a volunteer base or for a very small amount of payment. Government should not depend on their volunteerism too much. If the government wants to sustain the program with supports of migrant women, they should hire the migrant women on a regular base or respect their volunteerisms.

We cannot generalize migrant women as only one group. There is another kind of migrant women who are the victims of Domestic Violence, divorced migrant women, and responsible for raising children. They usually suffer from economic difficulty. In Yokohama and Kawasaki area, there are several NGOs which coordinated with local governments to support migrant women.

Let me introduce "Feminization of immigration" in Asia. In Asia, most of women migrants are solo/ independent migrant. Those solo migrant women engage in the service sector, typically such as domestic work and entertainment industry, as contract workers. More recently, they are migrating for the purpose of marriage through arranged marriage or, in many cases particularly in Japan, as the consequence of working as entertainers. In short, those women are flowing into the social reproductive sector, in its broader meaning, in receiving societies. According to the graph of registered foreign

residents by gender and nationality in 2006, there are more migrant women than migrant men from Korea, China, and the Philippines. If we look at the Evolution of Nationality of Foreign Wife of Japanese Husband (1970-2006), Korean women had been the majority group of foreign wives of Japanese husbands until the end of 1980's, and after that, Chinese and Filipino women have increased.

If I move to the characteristics of Filipino immigrant women in Japan, (reflecting the strict immigration policy that does not accept the entrance of so-called "unskilled workers", 'entertainer') visa has become the mostly sole route for women migrant workers mainly from Asian region and largely from the Philippines to enter Japan since late 70's until recently. In many cases, the reverse of the statistical numbers of 'entertainer' and 'Japanese spouse' among Filipino in Japan is led by the common path such as a Filipina entertainer encounters a Japanese man in the night club of their workplace and consequently comes to marriage with him.

The characteristics of Filipino immigrant women in Japan as that lack of the geographical community due to intermarriage causes the various struggles for them as living alone in Japanese society, first in Japanese family. Their 'solo' status as migrants, close to the labor migration, makes difficult for them to establish the migrant network or ethnic community with geographical space. Besides, migration for marriage does not only imply the conflicts in the private sphere regarding gender role or women's labor participation, but also induces the strong pressures for migrant women of 'adaptation' or 'assimilation' to host society much more directly. At the same time, there are dynamisms that immigrant women become the active citizen (regardless of their legal status).

As I mentioned before, immigrant women participate in international program of the cities. The relationship between the immigrant women and city policies is complicated in Japan. In fact, some Filipino women and their groups are actively involved in "International program" for the city, as interpreter, English teacher, and lecturer for the cultural and social programs or educational assistant for migrant children in the public school, mostly volunteer-base. They can be an agent of "Internationalization/Globalization" of the city program especially for the educational sector like multicultural educator for local community and a mediator for co-ethnic people like multicultural school supporter for immigrant children and interpreter. They can maximize their language ability, or cultural resource as English-Filipino speakers, but the city government should not exploit the immigrant women's cultural resource while depending on their voluntarism.

On the other hand, economic difficulties of immigrant women living in the cities are also observed. Situation of the single mothers who have been raising the children in Japan, are quite serious. Some of them are DV survivors. Lack of geographical network might become the weakness for supporting those immigrant women and their children with economic difficulties. Those women and their support groups have been coordinating with city governments like in the case of Kanagawa prefecture in Japan. Supporters are invited to the

training for the public officer of the city government, such as police and women's shelter staff to share the situation of immigrant women and immigrant women become the educator for the officers. Related to economic difficulty let me introduce the public assistance and Seikatsu-Hogo issues. Seikatsu-Hogo is available even for immigrant women. However, the lack of the information is still a problem and some of immigrant women are excluded, so immigrant women's group started to make a study group of SH at Kawasaki-city. If we look at the graph, "the number of the non-Japanese recipients of Seikatsu-Hogo/public assistance," the number of recipients is increasing, but I do not have exact data.

It would be important to recognize the diversity among immigrant women. Some can become the facilitator of internationalization of the city as citizen, as well as the mediator between migrant community and the general public. However, some should be specially supported by the city government for securing their basic life. The possibility of creating the better coordination with city and immigrant women, without exploiting the cultural or linguistic diversities, but realizing the social and economic empowerment of migrant women, should be explored.

---

#### **Presentation 2 Eun-Shil KIM**

#### **"Women Who Are Making Places in the Global City, Seoul"**

---

This presentation will explain and discuss cultural citizenship of migrant women making Seoul a global city through the efforts that women try to make their 'places' in Seoul. The movement of capital and human resources, and the development of tail communication technology have made globalization. Not only culture diversity, but also homogenizations are brought by globalization to all over the world. This is the reason why each region has become "a space." In the globalization, the capital and human resources move more frequently, so it is very important to have an identity and a self-recognition such as "where am I.". It must be discussed how their cultural consciousness is going to be effective in changing the direction in the course of migration.

Let's look at status of marriage migrant women in Korea. The history of migrant women has been for 20 years in Seoul, but in fact there are a lot of migrant women who have made Seoul as their "place" for a long time. Recently, the number of migrant labor and women is increasing more and more. The most recent statistics in May 2008 show us that marriage migrant women are about 144,000 and the majority of them live in the Metropolitan area.

88.4% of migrant women come to Korea through marriage, and the number of their children has reached about 60,000. If we look at their nationalities, they are Chinese, Josun-jok, Vietnamese, Japanese, Taiwanese, Filipinos, Mongolian, Thailand, and so on. The number of divorced migrant women has been increasing in every year.

To discuss the civilization of marriage migrant women, we need to know their difficult situation and examine closely about the problem of Korean society.

Firstly, the main problem of Korean society related the civilization of marriage migrant women is the culture of "Korea One Blood Line" or "Pure bloodism" which can refer to "Hanminjok" or "Hankyoreh". The issues like "Who is Korean", "How Korean is reproduction", we have been recognized as Korean as being reproduced by Korean women, but the appearance of marriage migrant women challenge Korean Pure-bloodism culture.

Korea has admitted migrant women without self-examination and recognition such as "how to admit them". When the early migration through marriage initiated, Chinese-Josun-jok came to Korea for economic activities through marriage with Korean men. Since many Chinese-Josun-jok migrants divorced with their husbands, people start to blame the marriage for a method of entry into Korea and deception for getting a visa. After increasing many problems related to Chinese-Josun-jok marriage migrant women, Korean marriage agencies have converted their target country from China to Vietnam and Cambodia.

There are a lot of cases that marriage migrant women who come to Korea through marriage agencies have incorrect prior information about Korean culture, so they are having difficulties in many areas such as family, economic, social, and cultural life. It is time to start to pay attention to find out difficulties that migrant women are having and to establish policies to support them as cultural mediators.

Let's look at the multicultural policy in Korea. Korean government starts to support multicultural family for social integration aspect. Most of multicultural policies are assimilated policies for certain limited group like marriage migrant women, except other migrant women. Therefore, it brought some social issues and problems.

The multicultural policies include acquisition of nationality, labor right, and economic citizenship, but it does not consider their cultural right and citizenship such as cultural identity, language, etc. This situation leads to separate the citizenship into two parts, cultural citizenship and political citizenship.

Let's look at the issue related to cultural citizenship of marriage migrant women. Even though the term multicultural family was used as a political purpose in Korea, the appearance of multicultural family policy helps migrant women to form their cultural identity. They can share their culture and language in multicultural families.

I think that making a multicultural space which can share their culture and language can pave the road that Korea Society can reach to the multicultural society with recognizing the diversity which can make a crack on "Korea One Blood Line" or "Pure-bloodism" culture. Our society should accept their cultural citizenship affirmatively, so the transition of multicultural society will be promoted soon.

---

**Presentation 3 Lena LEFVERSTRÖM**  
**“Equal Opportunities for All”**

---

This presentation will introduce how to make women-friendly city in Stockholm. Sweden aims to have a society free from discrimination. On January 1<sup>st</sup>, 2009, the new discrimination act came into force. The aim of the Act was to improve the legal protection of individuals and assist people who have been violated to financial compensation for the injury suffered. Under the new Act grounds of discrimination include sex, transgender identity or expression, ethnic origin, religion or other belief, disability, sexual orientation and age. At the same time, the new agency was established to supervise the compliance of the new Act.

Gender equality policy ensures that women and men have the same power to shape society and their own lives. The policy has four sub-goals, equal distribution of power and influence, equal distribution of unpaid care and household work, economic equality between the sexes, and men's violence against women must stop.

The City Council is the City's supreme decision-making body. There are 101 members who are elected through municipal election. The City Council sets goals and guidelines for the City's operations. Committees and boards draft the issues and matters for decision by the Council. Stockholm is divided into districts, which carry responsibility for many of the municipal services, such as pre-schools, elderly care, income support, local business issues, local urban environment issues and parks, within their respective areas.

The “Vision 2030 – a world-class Stockholm” presents an overall long-term vision of Stockholm as a world-class city. The vision of the city includes expanding, diversifying, and rich for entertainment, and the city has a safe and high quality of life.

The overall policy in Stockholm makes it clear that all inhabitants of Stockholm shall have equal opportunities to work, education, influence and independence, the work for equal opportunities shall be integrated into all the activities of the City of Stockholm. Therefore, all the districts and city-owned companies draw up annual goal-oriented action plans for equal opportunities, diversity and gender mainstreaming, according to special guidelines approved by the City Council. The policy ensures that a fair distribution of resources to women and men, girls and boys. That the City works actively to break patterns of traditional career choice and gender division in the labor market. The proposals for change are analyzed from a gender and diverse perspective.

The City of Stockholm is one of the partners of the Regional Strategy for gender equality in the City of Stockholm; the vision is that gender equality is a driving force for regional development, and it is backed up by three goals that are: to reinforce Stockholm's position as an attractive region by ensuring that conditions for women and men are equal, to

continue to be a strong region in terms of knowledge in the fields of gender equality and gender issues in general, where gender equality is integrated into regional decisions and initiatives, and to be a leading growth region in Europe, where gender equality contributes to regional development and growth. During 2009 the City of Stockholm also signed the European Charter for Equality of Women and Men in Local Life.

In 2008, about 1,500 refugees received residence permits and settled in Stockholm. If you have a permanent residence permit, you are entitled to participate in an induction program organized by the district administrations. This includes “Swedish for Immigrants” which provides basic skills in the Swedish language and knowledge about Swedish society. Participants are entitled to financial aid.

Jobbtorg Stockholm is the City's shared entry points to labor market initiatives. The target groups include people on financial assistance and refugees that are able to work. Individual action plans are developed within five days.

The Järvalyftet (Invest in Järva) project is a long-term investment in the city districts bordering the Järvafältet area and is intended to end alienation and promote integration. Some practical examples are more flats for vulnerable women, sports activities for girls, extra summer job initiatives for young people, new safety and security organization through networks consisting of the city districts' civic and youth liaison officers, police, volunteers, “night walkers”, local businesses and organizations, helping with homework at school, and meeting place and “incubator” for young entrepreneurs wanting to learn more about ICT, entrepreneurship and the use of technology in societal development.

Operation “Peace for Women” is a platform for collaboration and coordination between authorities on issues concerning violence and abuse in close relationships in Stockholm County. During 2009 and 2010, “Peace for Women” will focus on issues of honor-related violence. The reason is the lack of support from the authorities to girls, boys, women and men subjected to honor-related violence. One initiative for offering long-term support to the victims of honor-related violence is the building of a cross-county centre, the “Honor House”, to be opened in 2010. Help will be available online as well as at a physical centre in central Stockholm. The Honor House will be staffed with social workers, police, and a midwife.

The government has commissioned the County Administrative Board of Stockholm to carry out measures for a stronger regional cooperation against prostitution and human sex trafficking, and to increase the protection of victims. Authorities, municipalities and county councils in the region will also work together to fight sex trafficking and prostitution.

In conclusion, what we need to succeed is anti-discrimination legislation and a framework that helps to increase and improve

equality between men and women and enhance understanding and openness among people, increasing knowledge of equal opportunities and the existing legal framework, working to achieve and maintain equal opportunities must be integrated into all activities, gender statistics and surveys, equal opportunities and diversity, as a natural part of all our activities, and each individual's responsibility for attitudes towards our fellow beings. Working on equal rights and safe city for women, men, girls, and boys is crucial for the future and for the world we want our children to grow in.

---

**Presentation 4 Mary Akeyo OMOLLO**  
**"Urbanization and Gender Roles of African Women"**

---

I will start with urbanization and gender roles of African women. Urbanization has contributed significantly in reformulating gender roles of African women. The rural sector where production is based on women labor legitimizes the confinement of the woman in the kitchen and the farm, thus women's life is perfectly marginalized from mainstream public life. As gender sensitivity, women are being marginalized. Boy was given first priority of education while girls were placed in a kitchen.

Urbanization began with long distance trade and later European colonialism. Urbanization transformed from colonial times to a free society in Africa. Urbanization has put in motion processes that ultimately force the African woman to perform same roles with the African man. Gender Equality brought by urbanization has led to women accessing education, so women can fully participate in law and policy making like Lady President of Liberia. However, there are some side effects of urbanization like DV, prostitution, rape, and murder. Women and children who migrated to Ghana and other countries during the war time have returned home.

The growth of urbanization in the 20<sup>th</sup> century led to increased migration of women from rural to urban centers. In Africa, especially, Kenya, 60 ~ 70% people live in rural area. The transformation started from Mombasa, Nairobi, Nakuru, Kisumu, and Eldoret, and the number of small cities has been increased following urbanization. Migrant women came from these towns to join their husbands and relatives, and some of them came to work as housekeepers. Women should be empowered for their rights. Our organization is helping to empower women like running center for providing education to young women.

Women constitute over 50% of the population in major towns of Mombasa, Nakuru, Kisumu, Nairobi, and Eldoret, but they have lower education than men. Therefore, it makes it difficult for women to have a job. It is logical that they have to have equal participants in decision making in policies and laws that propel development in the cities. Women participation, women right, and decision making in policy and law in the nations, especially in Africa, should take serious consideration.

Lack of comprehensive gender policies has over time perpetuated poverty of women in cities. As comprehensive gender policy perspective, women should be included in gender policies in the cities. For example, there are few participants in decision making in the City of Nairobi.

Most of the women migrants who come to provide cheap labor in cities end up residing in slums/informal settlements because the wages they earn cannot enable them to acquire appropriate housing in low income and middle class estates. In the informal settlements, women face gross violation of their rights like lack of access to water, housing, employment, food, health, and privacy. Women have been left out in slum upgrading programs and urban development initiatives.

I will move to gender balance, equality, and sensitivity. Women should have equal rights, and women ought to have a voice in urban planning and implementation of urban policies that relate to physical expansion and governance because they are consumers. Women voices and participation should be guaranteed in any development of society.

In rural and urban migration, the civil society organizations and international organizations in North America and Europe are main and significant contributors to opening up of space for women's involvement in urban development in Kenya. Women should participate in every urban development. There are only 2 women in the council of Kenya, so it is really hard to affect on decision making. The organizations are working closely with advocacy, human rights and shelter focused organizations to increase the voice of women in the governance and physical development of Kenyan cities and other cities in the world. The UN MDGs focus on gender mainstreaming in all aspects of rural and urban environment, and we are working closely with UN HABITAT. The safer cities programs intend to create cities where women can reside without fear of physical, sexual and psychological torture by men. The process of globalization in the long run will bring greater benefits to women in Kenyan cities because it emphasizes equity among the male and female gender.

In conclusion, in this 21<sup>st</sup> century, women's special traits - tenderness and delicacies - are the most important aspects, to make the cities and the world a better place to live in. Let's work together and make changes in our cities and the world with all of our strength.

---

**Presentation 5 Sue BIDROSE**  
**"Vision and Challenges for a Women Friendly City"**

---

New Zealand is just east of Australia and a very small country with 4.5 million of population. Waitakere is fifth largest City in New Zealand with 200,000 of population, and the first city to give the vote to women. We declared our city as eco-city in 1992. Since 1800 or so, we are really being country and city of migration. There are more than 140 students who have different nationality. We are one of most multicultural city in the world. There are more than 100 of strategies, and we

replaced it with only 6 strategies with essential of strategies. The 6 strategies focus on cultural, environmental, economic, transport, and growth planning.

Two of them, I will talk about are relevant to this presentation, social strategy and cultural wellbeing strategy. The point of social strategy is emphasized in people who live in our city. The vision of social strategy is that it's a city where everyone feels valued and connects to their communities, neighborhoods and the natural environment, can access facilities, activities and services they need to achieve optimal health and wellbeing, is safe in their families and communities, and has enough to live on, the information, skills and knowledge they need to participate fully in society and affordable, sustainable and healthy housing choices. The outcome that we measured for the social strategy is strong resilient communities, great living spaces, and informed people. All council's activities and decisions contribute to improved social and community well-being outcomes. For example of city planning, we engaged in wide consultation to think about the wide variety groups, we can take all aspect to account to establish the city plan. We have cultural well-being strategy. The point of cultural wellbeing strategy is ok to be who you are in our city, so everyone can feel we belong. The outcomes of cultural wellbeing strategy are a strong sense of connection and identity, taking pride in its rich fabric of cultures, communities are involved in shaping their neighborhoods and the city, and natural and cultural taonga (in Mali: precious thing) is cherished. Waitakere is a work of art where cultural expression and creative opportunities abound such as art exhibition on the bridge by 3,000 donors and festivals like Moon festival, art festival, and celebration of lesbian, transsexual, and bisexual communities.

Some other example is that we have a mayor task force to monitor family violence in the city. It is made up of local and central government and non-government leaders committed to supporting the people and agencies working to reduce family violence, and to promote peaceful strong and supported families where violence is not tolerated. We have refugee migration women who suffer from violence. We have billboards campaign "It's not OK" that there are all 800 telephone that people can ring a multi-language line.

We declared a City for Peace in 2007 ties into world family violence section. We have an ethnic board that is long established board for the council, and its establishment followed requests from ethnic community leaders. It was the first in the country, and many other cities have copied it. Library is particular interest for multicultural service, and it is first and oldest services of its kind in New Zealand. It extends to various projects directly targeted towards achieving social cohesion, providing lifelong opportunities and equal and equitable access to information for all. Women confront manifold violations of their human rights across the globe. Other obstacles to rights arise when women and girls are prevented from going to school or attaining health care or are subject to harmful traditional practices.

The urban environment gives people from diverse backgrounds the opportunity to live, work, and play. City, government, and council should make effort to build true environment where everyone feels happy.

#### <Discussion>

**Q1.** If Filipino migrant woman has been trafficked, how NGOs can take care of this issue?

**A1.** I think that migrant women organization like The Coalition for Migrant Women should contact with the woman. I am not in NGOs, so I cannot give you specific answer.

**Q2.** I think that being English educator is one of best way to be independent for Filipino immigrant in Japan. How do women who have children in Japan think about that?

**A2.** In Japan, recognition toward to marriage migrant women has been changed, so I believe that people will not be against it on the surface. However, American English teacher get higher salary in the reality.

**Q3.** In your presentation, migrant women have been obtaining cultural citizenship in Korea. Could you give me more detail on it?

**A3.** Marriage migrant women who have been in Korea for long times teach new migrant women about Korean culture and language, so new migrant women can adopt Korean culture easily compare to the past. During the process, they establish and build their own "place" where they can share their own culture and language. They can be acknowledged in their identity and value by Korean society through "the place." Migrant women can restructure themselves and be respected by others through processing to establish "the place" or having "the place."

## Workshop D2 Women's Creativity and Cultural Industries

Friday, October 23, 2009, 10:00-12:30

Venue: Shilla Seoul Hotel, Lilac.

### ■ Chairperson and Speakers



**Lucia Kiwala (Nairobi/Kenya)**

Chairperson

Chief, Gender Mainstreaming Unit, UN HABITAT



**Hye-Kyoung LEE (Seoul/Korea)**

Speaker 1

Festival Director,  
International Women's Film Festival in Seoul



**Fatima MEITE (Bamako/Mali)**

Speaker 2

Communal Advisor Commune II, District of Bamako



**Miyoung HAN (Seoul/Korea)**

Speaker 3

President, Korea Women Inventors Association



**Carmen GRIFFITHS (Kingston/Jamaica)**

Speaker 4

Executive Director,  
Construction Resource and Development Center



**Michele PICARD (Montreal/Canada)**

Speaker 5

Biodiversity Coordinator, Advisor to the City's Assistant  
Director General, City of Montreal

■ Opening: Lucia KIWALA

---

We will start workshop D2 “Women's Creativity and Cultural Industries”, I am glad that the organization chose to have a workshop in this subject area which helps us all to examine how women express themselves, talk about cities, and share experiences in cities. Women's creativity not only helps women to talk about women's right, gender inequality, and the way of women's experience, but also helps women to express in many ways how they can address injustices and see the harmony of cities. This whole thing also can help women's empowerment in economics because they will have social status and be competitive in culture industries like music, dance, film, etc. I will briefly introduce our speakers.

---

■ Main presentation

---

Presentation 1 Hyea-Kyoung LEE

“An Introduction to the International Women's Film Festival in Seoul”

---

The International Women's Film Festival in Seoul (IWFFIS) started in April 1997, as a part of the feminist culture & art movement hosted by the Feminist Artist's Network (FAN), an organization which I was then and still am now taking part in. FAN was founded in 1992, and was made up of artists, critics, and young scholars working in the fields of art, theater, film, dance, music, and other performing arts. I started this organization by bringing feminist artists together. At first, the main projects were theatre plays. We staged plays like "A room of one's own" and "Let one wander alone like a rhinoceros", and they were big hits at that time. Our third play "A Dream of Amazonas" also received favorable reactions from audiences and critics, but financially it showed a loss and from there we came to search for a different kind of medium.

We were looking for a better medium of communication, and what we found was a film festival. If we wanted our message to be delivered through a play, we had to work on that one play for almost a year to get it on stage. For films, it is different. We can screen more than a hundred films at the same event. Information is rapidly changing and globalizing everywhere. We needed a more effective, more popular, more universal medium for the feminist culture & art movement in this era, and that made me decide to start a new film festival. It was 1995, and IWFFIS came into being two years after that decision.

IWFFIS is basically an ‘invitation film festival’, which means that it is mostly non-competitive. We invite most of the films that we show. The only competition section is the "Asian short film competition" which began as a "Korean short film competition". We had 39 competitors the first year, and the next year it became 68, and next was 136. The Festival got bigger by the year, and the competition became the "Asian short film competition." It was not just a change of title, but it was really meant to be a place of solidarity and mutual understanding for Asian women. The "Asian short film competition", which brings films not only from Korea, China,

and Japan, but also from Israel, Turkey and so on, is still going on and last year, there were more than 260 competitors and this year, among over 220 entries, we chose 18 films.

We started IWFFIS with a budget of approximately 200 thousand dollars, which became 1.5 million dollars last year. Also the number of visitors has grown by the year, starting with around 15 thousand in our first and second years, and reaching 50 thousand last year. All this growth is an encouraging sign that films which showcase women's perspectives can draw many visitors to the festival. But this year the budget is reduced because of the global economic crisis.

Since the beginning, our festival has been a place of empowerment for our main audience of young women in their twenties. IWFFIS has also been a place of harmony where various types of women could join together in the name of "women": university students, office workers, blue-collar workers, professional workers, domestic workers, commercial film makers, independent film makers, cine-feminists, scholars, critics, feminist artists of various genres and so on. IWFFIS draws young women's attention through cultural rather than militant means. So IWFFIS has created a unique cultural community and it has functioned as a liberated area for women from the beginning. In this liberated area, women regardless of their class or sexual orientation can be free to express themselves.

What we can say proudly of IWFFIS is that we went beyond the dogmatic feminism of the time and created a festival expressing women's self-affirmation. What matters most is that IWFFIS is a ‘festive’ place open to everyone who is ready to enjoy it. Also by making the ‘unseen’ culture of women visualized we created a cultural community for the audiences and filmmakers, and by doing so, brought a change to the Korean cultural landscape. Lots of women film makers came to prominence through IWFFIS and we encouraged them to make films exploring women's perspectives. And last but not least, we are trying to cultivate a band of women's global understanding with communication and comprehension which would only be possible by seeing the world exploring women's perspective.

This year, the festival will be held from the 9<sup>th</sup> to the 16<sup>th</sup> of April at Sinchon Atheon Theater. We will showcase 105 films from 23 countries in 10 sections including the movie, <Half-Life> which has been selected as the opening film. In addition, there will be various events and performances during the festival. For details, please check the introductory notes that we have given you. Also we have brought some postcards as souvenirs, please take them. The postcards were designed by Yoon Seok Nam who is one of the most important feminist artists in Korea. Although she started her life in art at age 40, she was awarded the Grand Prix at the Lee Joong Sup awards. Also, if you want to join us as a member of IWFFIS, you can get a membership application from our staff. Thank you for your attention and I hope you can enjoy a beautiful spring with IWFFIS.

**<Comment by Chairperson>**

Hae-Kyoung LEE presented about IWFFIS; how it is started, accomplishment, and where they want to go, and her last words were a request to authorities to support for growth women's creativity and expression through film and industries. Like I said, perhaps it will be good if this movement engulfs the whole world joining women who are interested in film and industries throughout the whole world.

---

**Presentation 2 Fatima MEITE**

**"Women's Creativity and Culture industries Empowerment"**

---

I will present to you what cultural industries can offer as opportunities for Malian Women. Cultural Industry is the industry which produces tangible or intangible artistic and creative outputs. It has a potential for wealth creation and income generation through the exploitation of cultural assets and production both traditional and contemporary. Cultural industries use creativity, cultural knowledge, and intellectual property to produce products and services with social and cultural meaning. For example, publication, graphic industries, film-making, recording of music and other oral traditions, multi-media productions, crafts, fashion, architecture, fine and the performing arts, advertising, publicity, television, radio, film and entertainment. As well as men and women are concerned, we have cultural industries divided in artisans and handcraft. I will present you experiences on handcraft. Malian women are involved in handcraft production; these can be defined as products which are produced either completely by hand or with the help of tools. Mechanical tools may be used as long as the direct manual contribution of the artisan remains the most substantial component to the finished product. Handicrafts are made from raw materials and can be produced in unlimited numbers. Such products can be utilitarian, aesthetic, artistic, creative, culturally attached, decorative, functional, traditional, religiously and socially symbolic and significant. Cultural Industry relies on the development processes which are founded upon local knowledge and 'ways of being'. It's comfort sustainability by relying on internal models and methods which are appropriate to the local cultural landscape. In Mali, women are the first guardian of the cultural life in Mali. They transmit life, the ancestral values, the indigenous forms of solidarity and expression, the traditional knowledge and know-how. Mali has a rich diversity of local cultures, oral traditions, and languages as well as heritage, cultural and natural. Politically speaking, in the national political framework, the Mali PRSP links culture with religion, social harmony, and security as a major axis in the country's poverty reduction strategies. This is in recognition of the potential of Malian culture in promoting traditional and religious values with a view to creating a climate of social harmony and security. At the world level, 55% of cultural industries like film, video, music, TV and radio program, etc. are controlled by North American firms; 25% by European; 15% by Japanese and the rest by Asian; 5% by Latin American. In the absence of coherent strategies and capital investments, Africa's share is less than 1%. At the national level the situation is not better: according to some estimates, the share

of cultural industries in the GNPs is around 7% at the world level, while in the developing countries, including Africa, it represents only 3%; but still it can be an opportunity for women in the city. Cultural industries bring structural changes in global economy and trade. Industrial Economy is characterized by the universalization of access to education, and the communication and information flows. Cultural Industry is a shift towards Knowledge-Based Production. It is also a fundamental shift in the way businesses and societies are organized. Cultural Industry in Mali can be invisible, non-tax paying, non-structured, limited capacity, limited access to capital, non-regulated, and non-standardized. But still it is an opportunity for women in Mali. Why cultural industries are opportunities for women in Mali: Cultural Industry contributes to poverty reduction and has a structure suitable for women in Mali because it has low entry barrier, flexible organization, small size, closeness to communities, and easier to reconcile with family and community obligations. Cultural Industry contributes to community vitalization, corresponds well with traditional and inclinations of societies, conserves cultural elements such as norms and practices, expends human, social and environmental capital, and strengthens cultural identities. There are some challenges like incompatibility of systems between economic cultural activities and the macro-economic system. In the context of developing countries, cultural industry is an informal economic activity while the global trade system is formal. Challenges of Cultural Industry for Malian women seem to move from invisible economic cultural activity to structured formal industry. How women can meet the challenge: Women traditional structure needs to be transformed from a supplementary income generating activities to a formal industry. The transformation needs to be holistic, inclusive, cross-sector, multiple levels and dimensions, and back and forward linkages. You can see the picture that women are trained for production in their style (handcraft). This kind of tradition can help to put more women to work. What are requirements for Malian women in cultural industries? We need to set up an administrative office and resource center, information sharing of market trends through periodic newsletters, new product designs which is very important, AWARD/SEAL OF EXCELLENCE for handicrafts, establish centre for products, purchase and distribution of craft materials, and formation of women. We need to promote and have marketing activities at the local level like launching products, the craft festival, fashion show, and national design competition. This picture is what we produce by textile. What is in perspective? We need to set a long-term strategy for the promotion of the cultural industries in Mali with a specific view to the potential of this sector to affect poverty reduction and women empowerment, reposition of the cultural industries to become a fundamental driver for local socio-economic, and growth and a key to the installation of more sustainable models for social development in Mali. For the last, I want to show you the picture of women in rural area. I request them to produce 100 of leather goods, and they said no. The reason is because they cannot trade family work and children education for money. They prefer to have knowledge, culture, and happiness of family instead of gaining money, so they want to decide more than production.

**<Comment by Chairperson>**

She is making a challenge which faces all of us regardless where we come from. That is the challenge about the rural and urban divides. Given the factor that urbanization is for real, and rural areas will be urbanized in the next 10, 20, and 50 years. Therefore how we link up with rural is important. MEITE's perspective is let's have a partnership between women in rural and city. When we are talking about creativity and culture diversity, I think that women in urban and rural work together for better society. Creativity in drama, film, handcraft and whatever it is, the world is so competitive that you need to think how you are going to beat or to be the best in the industry. I think this is very good for women because it forces people to think about ways of doing things differently. When women in Mali concentrate on crafts, they need to engage with commercial agent, and their recommendation is all the time to think new fits and make sure that you produce new designs. The reason is because today's technology makes it possible to produce a lot of imitations. Therefore, in order for you to be fast in the market, you have to build the system and come up with new designs. The design that can speak the culture, environment, and the harmony with cities is unique. I think that women actually are doing well.

---

**Presentation 3 Mi-Young HAN**  
**"Women's Life Invention in Korea"**

---

The invention of women is important because women can make it possible to do niche marketing and invent items which are closed to our lives through delicate creativity of women. Women can be a great economic effectiveness by awaking women's creativity.

I would imagine that a good number of you are wondering, 'why inventions by women?' The importance of women's life invention is to enable women to exercise their creativity and acquire economic power with intellectual property rights. Many Korean businesswomen have gained success through their unique inventions created with such creativity. Outstanding inventions by women such as the steam cleaner, and food waste drier have generated great success both in Korea and overseas.

The promotion of creativity for positive industrial and economic outcomes by awakening the dormant senses within women is one of the key roles of Korea Women Inventors Association. Following our official recognition by the Korean Intellectual Property Office in 1999, Korea Women Inventors Association started public-scale operations with an increased number of members.

In May 2008, we decided to host the Korea International Women's Invention Exposition and Korea International Women's Invention Forum. This year we also held KIWIE 2009 successfully and participated by a total of 35 countries. The most meaningful outcome of Korea International Women's Invention Forum which was held specifically to establish a Women Inventor's Network for Business is the

impending establishment of the World Women Inventors and Entrepreneurs Association which will have its head office in Seoul. Here, the representatives of each country were all in consensus that a place for world women inventors and entrepreneurs to share and exchange information on a regular basis is necessary. As such, the World Women Inventors and Entrepreneur's Association (WWIEA) was launched in 2008 with, at first, representatives of 18 countries. This year, its first general assembly was held in the presence of representatives of 23 countries. The ultimate objective of WWIEA is to enable women to exercise their creativity and acquire economic power with intellectual property rights.

In addition to exposition and commercialization of women inventors, we promote various events like seminar for outstanding inventions by women, campaign for IPR for disabled women, women's invention competition, inventive family festival, publishing the monthly magazine "Inventors." Furthermore, we are running a lot of education programs. Women IP seminars, women invention workshop, women invention instructor programs, and invention camps for women university students are good examples.

We live in an era of intellectual property rights. The development of original technology by companies and research institutes is important. But as equally important are the ideas for inventions to be used in life that women find in daily life with their sensitiveness, which can become another source of national competitiveness.

**<Comment by Chairperson>**

It does not matter what your age or education is. The key thing is if you want to make life easier, you can be an inventor. Because this whole argument about women are less educated than men, so women cannot compete; women cannot represent in the ministry or other professional fields because they are less educated than men. The reality is different when it comes to invention. Let's face it. Economy is really run by businesses wherever we are, and the invention is critical in all kinds of business. Therefore, when we get more women into invention and business, we can reach the economic empowerment of women. Organizations try to reach to different category of people like young, old, and disabled. Quite a number of people do not engage with disabled people. However, disabled people can think and invent. They promote sharing, learning, and capacity building. Through the global movement of the world inventors and business entrepreneurs, the potential is great.

---

**Presentation 4 Carmen GRIFFITHS**  
**"Using Culture to Make Cities Safe"**

---

Jamaica's total size and population could fit easily into any of the large metropolis. With a total population of 2.5 million persons, half of whom live and work in the cities, and the statistic facts are 64% of existing households are headed by women and 50% of this figure live and work in the city. As a small country Jamaica has been placed in the top countries with the highest murder rate, according to figures produced in

2005. That is the reason why women's safety within the cities should be high priority. According to the UN Habitat report on Enhancing Urban Safety and Security 2007, 60% of all urban residents have been victims of crime. When we speak with women in the community, they have to respond to this. One, the figure is higher simply because most of crimes are not reported. The factors contributing to the levels of insecurity in the cities are many and varied and can be traced to the disintegration of the social fabric that held these communities together. Social and political upheavals divide rather than unite communities. In Jamaica, we have a tradition that is called "Community Don". Dons are community leaders who have given themselves this title. They think that they have right to control women's movement and resources in the community, but usually these resources are suspected because most of resources are from illegal activities. The emergence of the "Community Don" dictating how women should live and operate within their communities are holding many women prisoners within their own homes. For many of these women, the peaceful existence they hoped to provide for their children has become elusive, as often they witness their communities become war zones as fighting over control of the community becomes the norm. The rapid and escalating crimes that have gripped the country especially within the last five years have driven many women and children to live in constant fear. Children, especially young girls, are traumatized as they listen daily to incidents of kidnapping and rape. Women are paralyzed as their entire families are killed in their full view. This is the map that can give you an idea. These are the communities, one with star, have high violence rate (Kingston, Montego Bay, and Spanish Town). As women began to meet and share their grief and pain, it was clear that they had to be the ones to begin a process towards changing the way they lived. The resilience of Jamaican women often emerges in the most difficult times, and soon these women began using local culture as a means of taking back their communities and cities. Music and the performing arts are an integral part of the Jamaican culture and it is through the medium of the performing arts that women have begun to look at making their cities safer places to live and work. One group, for example, the Sistren Theatre Collective that is well known for its work in the performing arts, emerged in 1977 as a response to the crisis of sexual, domestic, and criminal abuses against women in Jamaica. Sistren effectively employs the use of artistic expression as a means of inciting social change creatively responding to the changing needs within communities across Jamaica using the arts as a means of confronting the public on problems facing both genders. The Collective produced several full-length plays and its drama-in-education program created pieces almost exclusively from the personal stories of the women involved with the Collective. Using their vast experience with popular theatre Sistren is targeting young unemployed youths on street corners within inner city communities in order to create an awareness of the impact of gender-based violence on women. Performances are held on street corners where youths gather and the dramatization of the stories of women being raped or mother crying who have lost their children to the guns is getting the attention of these youths and creating a new level of awareness

that is leading to change. Once the level of awareness is sufficiently raised the group continues the process with training sessions aimed at reclaiming these young men, who are often the perpetrators of violence, from the streets. The Male Leadership Development Project, which then equip these young men with a skill has experienced 85% retention rate within the program over the past two years with all the young men currently employed, seeking employment or enrolled in other training programs. The street corner youths are not the only ones who are being targeted in this process. Sistren partnered with organizations, Women in Cities International, UN-HABITAT, University of Technology, GROOTS International that formed by Fletchers Land Parenting the Construction Resource & Development Centre and Fletchers Land Parenting Association, Huairou Commission, and CRDC. This group will be focusing on training women to conduct safety audits thus encouraging women to become proactive about their cities. What is safety audit training? Safety audit training is actually taking women through the cities, so they begin to map the areas where violence happens. As we train the women how they map their communities, we realized that women, themselves, because of trauma that they have gone through actually need sessions to heal themselves. Therefore, we are conducting Healing Sessions. Where are we now? We are training other community leaders on the use of the tool. What have we learned? We have learned that creativity and cultural practice can help us to deal with issues in cities. We learned that women can use culture to promote standards within cities and keys to unlock the solution of gender based violence in cities, we also recognized that small steps can lead to big changes. I just like to close with this saying that I picked up. "If you think that you're too small to make a difference, try sleeping in a closed room with a mosquito.". These are women who are making changes in Kingston; they are ready and will focus on continued training as they do safety audit and healing within their communities.

---

**<Comment by Chairperson>**

Thank you for telling us the story of Jamaica which focused on news of culture, creativity, performing arts. These things help women to deal with their trauma and experiences and also help to change communities for the better. Sometimes it is good to meet people from different parts of the world because it can make possible to understand their perspectives and priority. Jamaica is a different case with 64% of household being carried by women. It is astonishing. And 50% of those women reside in cities and town. They are not only having family, but also dealing with their children's behaviors, and they impact on urbanization too. In Jamaica just like Caribbean, they are dealing with "male marginalization" where women have taken over where men used to fit, and boys are falling way behind girls. It maybe causes to lead to increase violence in indirect way. Their situations in Caribbean and Jamaica are different from others, women in Jamaica try to deal with the situations through culture and creativities. The good thing about the culture and creativity is that you can solve community problems, and at the same time you entertain; and it leads the healing aspect. Furthermore, you can make money during the

process. Jamaica has developed through these experiences, and now they have safety audits as the major tool to address the gender-based violence.

---

**Presentation 5 Michele PICARD**  
**“Women’s Creativity and Cultural Industries”**

---

Montreal is a safe city. In this presentation, I will address the city’s actions towards equality, culture, and the involvement of women. I will also underline the specifics of large contacts of small communities with a French tradition in an English culture base such as English Canada and USA.

Montreal is a custom-built creative city, and it is a UNESCO City of Design.. Montreal was the first city to obtain a geo-tourism status by the National Geographic, and it is a knowledge city with four universities and many colleges, and one of North America’s safest cities. (Giving information about geographic location of Montreal) Montreal contains almost 50% of Quebec’s population, and it is the second largest city in Canada.

Ville-Marie was founded in 1642 by French settlers who came to evangelize the native tribes. A century later, English troops coae to claimr territory mainly for trade, and they attacked all French settlers and won. However, some people fought for the culture, language, and heritage. The French language and culture persisted even though they were under English rule.

Several events are important for Montreal, but we can summarize into one that broadened perspective and gathered Montreal’s spirits and talents in the 20<sup>th</sup> century, it is what we call “the Quiet Revolution.” Most of barriers went down including some of women’s barriers. The 1967 International World Fair (Expo 67) marked the turning point that created a window of opportunity on the world.

Montreal’s cultural diversity is enriched in several ways by people and their cultures coming to Montreal. French culture and language, and more than 120 ethnic communities influence today’s Montreal.

Montreal is a city where men and women are equal and diverse. Montreal has a 1.6 million (as Island 1.8 million) people with more than a half of the population are women, and 1 out of 4 women are immigrants. Montreal launched in March 2008 its policy “*Pour une participation égalitaire des femmes et des hommes à la vie de Montréal.*”/ “*For an equal participation of women and men in the life of Montreal*”. This was an achievement not only for the City, but also for the people, the women and the men who participated in making this policy. We can see that the public consultation of the 2002 Montreal Summit made a difference following women’s recommendations. The government organized advisory committee served as the basis of the future policy governing gender equality in the workplace. Montreal has engaged its reflection on the status of women since women themselves had initiated the demand. For example, the rate of women

participation in the municipal government increased from 26% in 1986 to 37% in 2005.

To achieve equality and to contribute to everyone, Montreal adopted an action plan that offers the municipal body guideline to all of them to achieve equality in very concrete terms. There are five key themes that have been elaborated, and this is very important to culture. I will talk about governance and city as employer first. In governance, the principal guides of municipal management according to gender accepted the equality from the some point of access to decision making position, in parliament cooperation, on boards of directors, and advisory councils governed by the City. In City as employer, there are: pay equality, equal opportunity, accessing women to senior management position, and broader adoption of work-family balance measures. Others are gender mainstreaming to enhancing its public services, equal participation in economic development, and on the international scene. Montreal’s culture is highly diverse, and women are part of it. They are artists, producers, managers, entertainers, creators, librarians, and musicians, but they are also part of the public.

We need to consider what position or status women have in cultural industries. Montreal is unique because of its diversity. More than half of the population is in the creative sector, and the artistic population is 15% higher than the average of other major Canadian cities. 75% of Quebec artists live in Montreal. Montreal is internationally recognized as the city for the center of electronic culture, and it is a UNESCO City of Design. Today’s Montreal is a cosmopolitan cultural city transformed by its immigration. Institutions such as museums, festivals, creative studios, libraries, theaters, artistic urban places, and women make Montreal a cultural metropolis.

Historically, women have been of the culture in different two ways. The first model is taking care of their family (not encouraged to work outside), and the second model is a teacher and educator. In the last 50 years, things have changed but not dramatically. 22% of women in universities major in education study. Women are still working as teachers, but they are also working as librarians, cultural mentors in museums and other institutions, and many other professional fields. In the cultural industry, money is the key word. Entertainment and film industries are dominated by men, and men do not participate in the soft art sector because of low salary. Two recent studies by the Quebec Union of Playwright and Artists’ Union revealed that even though 40% of plays are written by women, only 29% of their plays work in theater. If we compare the tax return on the salary, women as actress and comedian have lower salary than men. The average income of women artists is only 77% of the average income of men artists. Average income in 2008: women: \$17,000 / men: \$23,000. Fortunately, this situation of inequality is not in every institution. Women dominate in the library sector with over 90% of librarians. Men dominate in the festival, entertainment, and film sector. Women are really present in the Montreal cultural industry such as Celine Dion, directors of museums, directors of libraries, etc, but they are underpaid and not recognized.

In conclusion, what is the future of women in cultural Montreal? The City must give women the opportunity to demonstrate their cultural management ability, and the City must give opportunity of promotion to women. The City should accompany women with tools that can make women access to higher position. Montreal has done it in the last year. In 2008, 55% of women were hired in management or high positions in Montreal.

Women are taking their place in the city's culture because of policies and plans, and mainly because of their talents. The City should make its objective that all of them succeed. A creative city needs creative women. If women are so talented, I urge the City to encourage them as we do every time it is possible. Women in Montreal are successful, and we have the chance to be equal in society. That is why I was encouraged to to exercise my talent and become a manager in the cultural field for several years. The city that can do that is a women friendly city. Women's battle should be taking place not only in Montreal, but also in the world.

**<Comment by Chairperson>**

Thanks for giving us the Montreal story and telling us pro, cons, challenges, successes, and what we need to be done. You asked us the question where women are at in culture in Montreal. Montreal is UNESCO, historical, and heritage city, and there is a lot women can do. According to statistics, the number of women in management role has been increased; they are participating in the leadership of culture. The leadership of women has been increased from 26% in 1986 to 37% in 2009, and that is 11% increase. It means that they are going in the right direction, but obviously there are some challenges. The good thing with this topic, culture and creativity, is how women can use positive side of culture to bring in equality and equity and for them to improve their income as well as leadership. We used to discuss about the culture as it values men better than women, so it causes gender inequality. In this workshop, we are looking at the other side of culture. How women can use the culture in order to be empowered, to take a leadership, and to move the world. We still have to deal with difficulty. Why women in arts and writers stay in the current status. Even though there are more than 40% of plays written by women, only 20 something percentage of works play in theater. There is still long way to go, but it is moving in right direction. If cities can give women the opportunity and create the conditions to whenever women can express their creativity, (this is 2009) maybe in 2050, more than a half of films and songs will be created and directed by women. Women will be recognized.

---

■ Discussion

---

**Q1.** What causes Montreal to be a safe city? Is that because of French culture basis?

**A1. Michele PICARD.** It is not easy to understand why Montreal is such a safe city. The reason is probably because of

history or personality. Possibly, it was because of the harmonization between two groups using different languages. French settlers came first, and then English came. We had to make some accommodations for English rulers. However, we (the French) kept our religion, language, and culture, and this situation went on for a century. In the beginning of the 19<sup>th</sup> century, the French speaking population got more educated, and finally people lived well together; there were no violence or events. However, I do not have a precise explanation for that.

**<Comment by Chairperson>**

Montreal as the safe city, one cannot forget the history, because there are some contributions. There was a Massacre (14 women engineering students were gunned down for being feminists), and there was celebration of 16 days of activism on violence against women. That eventually led to the declaration of international year of violence against women in 1999. Since then, every year, women around the world celebrate and organize activity for 16 days of activism which is on 25 November. It all starts from Montreal. Montreal is the city which has the best practice on women's security and safety. Montreal is designed as women friendly city such as safety environment, transport planning, etc.

**Michele PICARD.** I thought this was not the answer because it is normal for me, and it already has been into our life, so I did not think this was so special.

**<Comment by Chairperson>**

Our work is global, so we try to compare and see what is happening. The thing which is normal in Montreal is not normal for the others. However, what they are doing in Montreal can be replicated in other countries.

**Q2. To Hae-Kyoung LEE.** Are there ways that young and talented women enter the film industry? How are you going to support them?

**A2. Hae-Kyoung LEE.** First, I think that studying film major in the universities is one of the ways, and they can join the film festival; so they can introduce their film in the festival. Learning and improving technique of film is important, but they need to think how they can see the world differently. They do not have to study film major because they can enter the film industry through film festivals. Even though Korean government is not really interested in the film industry policy and creativity, the world is surprised about the growth of Korean film industry. This means that people are interested in the film industries. There are still not enough national supports or funds for the film industries. The government needs to establish the policy that can include creativity.

**Q3. To Fatima MEITE.** You mentioned at the end of presentation that you request them to produce 100 of leather goods, and they said no. The reason is because they cannot trade family work and children education for money. Is there any policies to support and improve for creativity, and even though there is a policy for industrialization, people are just

satisfied to earn money for living. Linking up between rural and city does not need to be limited in focusing on industrialization. I was thinking about those things when I consider women friendly city. I also think if the birthrate is continuously decreasing, women naturally will take over the jobs. I believe that we need to establish the policy that can balance between the quality of life and work force and it is very affirmative and realistic. What do you think about this?

**A3. Fatima MEITE.** As I mentioned, rural areas produce and support raw material to urban women. In the reality, rural and city have different social structures. In the city, they want to be fast, quantitative, and money. In rural area, they have their own logic like the job is something they can enjoy. Therefore, you cannot put any pressure for women in rural areas. If you do so, they will leave the job because they do not think that their life is depending on the job. We need to consider the reality in both sides. I think how we may add on value is more important. It is important to hear that the products are beautiful and good, but the most important thing is how our products fit with buyers' culture. That needs to be done in our country.

**<Comment by Chairperson>**

I think that it has been a good exchange, and there are quite a number of key issues that come up. For response to these issues, we need to encourage government and municipality to come up with proper policies that can support creativity and development of film industry. That is one concluded solution. Improving policy and creating environment which can help women and men in film industry. The other thing is to strengthen the linkages and to encourage on young talents. Get young women and men to be involved in this whole thing of culture and creativity.

Fatima MEITE was talking about the subsistence nature of rural women. For those particular women, money is not their ultimate goal as long as they have food. It is a challenge if you are promoting gender quality, there are urban and rural in the nation, so strategies have to be adopted in order to help those rural women to think beyond the subsistence. Because they think of subsistence alone and being comfortable, they will remain poor, and they are not going to be developed. Urban women can help rural women. The reason is because sometimes rural women produce goods, but they do not have market. Urban women can help rural women to get into markets. This is not a priority, but definitely something needs to happen. How to improve rural women produce more, so they can improve their economic power as well as their creativity. Grass-root women use the culture to change the way of city. Through the culture, you can upgrade living city, and it should be supported by policies and partners in terms of making safe city for women.

**Hae-Kyoung LEE.** This is not the problem that women's creativity does not get used with today's capitalism and men centralized life; it is more like how women need to make balance between life and creativity with respecting their family and life style. The case of Mali is important because it can improve the centralization of women. We need to support each

other wherever we come from. We need to support to empower women.

---

## 8. Plenary I & II

---

### Plenary I - II

Plenary I: Thursday, October 22, 2009, 16:20 - 17:20

Plenary II: Friday, October 23, 2009, 14:00 - 15:00

Venue: Shilla Seoul Hotel, Dynasty Hall

#### ► Purpose of Plenary I and II

The purpose of Plenary Sessions I-II is to provide a basic direction and detailed action guideline for the Seoul Declaration which was accepted through sharing results and summaries of 8 sessions of workshops that progressed under the main theme, "Visions and Challenges for Women Friendly City," of the 2<sup>nd</sup> Metropolis Women International Network Forum.

Plenary Session I is a general discussion of workshops A1, A2, B1, and B2 with Carolyn HANNAN as Moderator. Chairpersons of each workshop session reported a summary of each workshop session, and then suggested and recommended strategic directions for gender mainstreaming and the role of women under economic crisis on the basis of reports from each session's chairperson.

Plenary Session II is a general discussion of workshops C1, C2, D1, and D2 with Hei-Soo SHIN as Moderator. Chairpersons of each workshop session reported a summary of each workshop session, and then suggested and recommended strategic directions for strategies of policy for a safe city for women and cultural diversity on the basis of reports from each session's chairperson.

#### The themes of Plenary I

##### **A. Mainstreaming Gender in City Policies and Administration**

A1 - Gender Governance in City Administration

A2 - Women's Political Representation

##### **B. Empowering Women during Economic Crisis**

B1 - Women's Economic Empowerment

B2 - Gender-Responsive Social Safety Net

#### The themes of Plenary II

##### **C. Building a Safe City for Women**

C1 - Women's Right to Safe Cities

C2 - Measures to Stop Violence against Women

##### **D. Fostering Diversity and Women's Creativity**

D1 - Migration, Gender, and Diversity

D2 - Women's Creativity and Cultural Industries

■ **Speakers of Plenary I**

---

- Moderator for Plenary I  
Carolyn HANNAN  
Director, Division for the Advancement of Women, UN
- Chairperson for workshop A1  
Brigitte GROUWELS  
Political Representative, Brussels Regional Antenna
- Chairperson for workshop A2  
Krisel LAGMAN-LUISTRO  
Mayor of Tabaco City
- Chairperson for workshop B1  
Hye-Ryun KANG  
Professor, College of Business Administration  
Ewha Womans University
- Chairperson for workshop B2  
Carme FIGUERAS  
Political Representative, Barcelona Regional Antenna

■ **Summary of each Chairperson's Speech**

---

- ▶ Brigitte GROUWELS - Summary of A1  
Gender Governance in City Policies and Administration

Local governments in the world have been making efforts to recognize gender mainstreaming. We believe that leaders who have an awareness of gender equality would make it possible to realize gender mainstreaming. In this process, we should consider the diversity of women's groups. For example, Seoul Metropolitan Government tried to define women's diversity through the matrix system which they built.

Currently, women's NGOs are performing a crucial role to promote a policy for gender equality. It is possible that sometimes, politicians including women politicians are less aware of gender equality, but they should keep making efforts to be aware of gender equality through synergy with women's NGOs and grassroots groups.

- ▶ Krisel LAGMAN-LUISTRO - Summary of A2  
Women's Political Representation

Gender mainstreaming policies for women's political representation can be truly achieved through electoral gender quotas, gender balance in decision making, and combined process.

Gender quotas that Dr. Lenita FREIDENVALL, the first speaker, explained in the presentation is an effective policy tool for increasing women's representation in political bodies, if adequately constructed. As she mentioned, political parties are vital in the promotion of women in politics, so political parties and women's organizations as well as other stakeholders should develop tools for gender monitoring of

nominations and elections. Furthermore, women need to support themselves on their own.

As Mayor KIM the second speaker, explained, we need to develop the leadership programs for women and help women to prepare the leadership by themselves. In order to sustain and get women into the higher position in politics, we need to support them not only in a political way, but also in a cultural way.

Lastly, as Vera Akosua AGYENIM-BOATENG and Penny HULSE explained, to increase women's participation in politics, we need to support them by official and unofficial ways and use social networks.

- ▶ Hye-Ryun KANG - Summary of B1  
Women's Economic Empowerment

Women in most countries are responsible for domestic work as well as the sources of income of family, and it is difficult to coexist with both. Many countries have tried to solve the issue and improve work-family balance, USA provides paid vacation for women, and European countries provide national supports like giving 'parental leave' for women and men and encouraging child care for men for promoting women's participation in economic activity. In Korea, the government introduces flexible working-hours arrangement for work-family balance.

In Egypt and Mali, there are a large increased number of poverty women under the global economic crisis, so those countries need to provide political supports and provide upgrading housing, maintaining infrastructure, financial support, and empowerment for solving essential problems.

- ▶ Carme FIGUERAS - Summary of B2  
Gender-Responsive Social Safety Net

Today, many women are facing unequal working environments like incentives to women employment, irregular, less paid, and part-time jobs, so we need to have protection systems or policies for women employment.

Education is one of key variables that affect employment and economic status. Generally, more education leads to better economic status in the society, but variables which affect on employment are different between men and women. Number of children, one of the variables affecting on employment, does not really affect men while a greater number of children lead women to suffer. This fact indicates that we need social supports for women's economic empowerment and women's economic stability.

The female's unemployment rate is twice higher than male's unemployment rate under the global economic crisis because female can be regarded as a controlled variance in the market. Poverty rate of women, especially women householders, are increasing. For example, 50% of women undergo poverty situation. We need to establish social supports to overcome their financial hindrances. In addition, it is important how

much leadership women have in the domestic economy for women's economic empowerment.

#### ■ Q&A and Discussion

---

##### ► Participant 1

For implementing gender mainstreaming and gender sensitive policies, the most difficult thing is to pursue men who do not recognize women's right and gender equality. Therefore, we must take actions to change and to reform cultural practices that discriminate against women with a view to achieving the elimination of prejudices and customs and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women, and I think it is the most important to educate and teach boys to recognize gender equality.

##### ► Participant 2

Today, there are a lot of people who live in cities through marriage and labor migrations. They should enjoy their life in city, but they are not. They are suffering from economic and cultural difficulty, violence, and discrimination. We need to care for them, especially marriage migrant women, to enjoy their life in the city and give them education opportunities. Cities, government, local government, NGOs, and whole society in general should be sensitive to diversity and support them.

##### ► Participant 3

The most important factor for the women friendly city is house. Safety in the city and society is important, but on top of that, safety in the house is the most important.

##### ► Participant 4

Before we consider women's rights and needs, we should discuss and define the diversity of women's groups. For example, we need to consider what kind of support we can give to young women, migrant women, low income women, disabled women, and women who are suffering from war and natural disaster because they have different situations and needs. Therefore, we should understand them and make suitable policies for each group.

##### ► A2: Krisel LAGMAN-LUISTRO

In the Philippines, women usually participate in the politics which are dominated by men, so women have disadvantages and systematic and cultural weakness in politics. Therefore, we need policies and processes in order to increase women's political representation, and I believe that the first step should be initiated from primary school.

For women's employment issue, we need political efforts like "women friendly city project" in Seoul Metropolitan City. In women friendly city project, Seoul is running a program that reeducates women to help them to enter the public sector.

##### ► A1: Brigitte GROUWELS

We should find a solution for women who live in undeveloped and developing countries and need to support sex trafficking

women. We also need to establish policies for migrants from the globalization and strategies for natural disaster. Finally, it is important to make an environment that can help women to stand by themselves.

#### ■ Plenary I Moderator Carolyn HANNAN

---

Today is the time when the leadership and the empowerment which hold visions are very important. No one should be enforced unpaid work. It is true that women are currently used inefficiently in the business sectors. However, if women are actively involved in the business sectors, the expenses for child care will raise as the new issue. We better think about the suitable measurement for that. We have to make efforts and support to increase women's economic participations and mom-entrepreneur.

There is also working poor which is a serious problem. (Most of women laborers are working poor). Social stabilization is directly linked to women's employment.

The women's right for child care which is supported by governments is not the thing that they need to attain through struggling or fighting; it is the fundamental right that everyone should enjoy.

#### ■ Speakers of Plenary II

---

- Moderator for Plenary II  
Hei-Soo SHIN  
Adjunct Professor, Ewha Womans University, Seoul
- Chairperson for workshop C1  
Arwa Othman BALKER  
Director, Metropolis Women International Network  
Arab Regional Antenna
- Chairperson for workshop C2  
Samia SUKKAR  
Amman City Councilor, Greater Amman Municipality
- Chairperson for workshop D1  
Yaba Catherine ZOUZOUA  
Political Representative, Metropolis International Network  
Abidjan Regional Antenna
- Chairperson for workshop D2  
Lucia KIWALA  
Chief, Gender-Mainstreaming Unit. UN HABITAT

#### ■ Summary of each Chairperson's Speech

---

- Arwa Othman BALKER - Summary of C1  
Women's Right to Safe Cities

Most of speakers in session C1 focused on the current situations that more than a half of population in the world is women and women's economic participation is growing. Speakers in session C1 concluded that if we make women friendly city, both women and men will have responsibility

and authority for urban planning and operation. Furthermore, we can make a safe and sustainable city through women-friendly city.

Youko KINOSHITA WATANABE, the first speaker, explained that if the basic composition of city is family, the structure of architecture should provide comfortable circumstance for work. Women should have comfortable and positive environment whether they are professionals or not. Especially, Youko KINOSHITA WATANABE presented the design of houses that can provide for both habitat and work place.

In-Suk KOH, the second speaker, presented Seoul Metropolitan Government's project, "women friendly city," that provides women friendly call-taxi, parks, streets for women's safety, and increasing the number of toilets for upgrading the quality of women's working environment.

Mara NAZAR, the third speaker, presented the research about safe circumstance and city plan policies related to extermination of violence against women.

Cecilia ANDERSSON, the fourth speaker, discussed stability that the city provides and the city's extermination measure of violence.

Lastly, Ann LEEMANS explained that public space must approach to safe city in terms of women friendly city rather than technical terms of safe city, and the strategy to make women friendly city can vary depending on each country's and city's circumstance.

For the women friendly and safe city, we must have an in-depth discussion, and women's viewpoints should be reflected on the design of the city. We concluded the session with agreement that we need to have meaningful cases related to the subjects we discussed in this session.

### ► Samia SUKKAR – Summary of C2 Measures to Stop Violence against Women

In session C2, we shared professionals' experiences about "Measures to Stop Violence against Women." We promised that we will not just announce the Declaration. We will try to make great changes in our country after we go back to our countries. In order to make changes, we need to have political agenda and willingness to make changes, democratic efforts by NGOs like grassroots organizations, and local governments.

Mi-Kyoung LEE, the second speaker of this session, mentioned that the victims of violence are "survivors" rather than just "victims," and their efforts will lead to changes in our society.

The third speaker of this session, Paula KOKKONEN, presented the Helsinki cases which show the changes and prevention of violence against women through the partnerships. She stated that we need to secure the budget for gender mainstreaming and safe city for women. She also pointed out that there are no such policies or programs for disabled women,

and we should try to stop grouping the minority people as a marginal group.

Furthermore, we should be concerned and think to find the way to create synergy with mass communication and media, and the best way to exterminate violence against women is prevention.

### ► Yaba Catherine ZOUZOUA - Summary of D1 Migration, Gender and Diversity

In session D1, "Migration, Gender, Diversity", the first speaker Chiho OGAYA presented how Filipino women contributed to Japan in strengthening English education and what kind of roles Filipino women are carrying out in Japan. According to the presentation, today, a lot of Filipino women are working as English educators and interpreters, and they are making great contributions to Japan's English education. However, they are suffering from economic difficulties such as under paid and isolation in local communities. In Seoul, it is not difficult to find a similar situation as in Japan.

According to Eun-Shil KIM's presentation, migrant women from the Philippines and Cambodia are suffering from forced labor and sexual exploitation, and Seoul tries to approach the problem through NGOs. She explained that a lot of migrant women are suffering torture from Korean culture's "pure-bloodism." She thinks that making a multicultural space which can share their culture and language can pave the road so that Korean Society can reach out to the multicultural society while recognizing the diversity which can make a crack on the "Korea One Blood Line" or "Pure-bloodism" culture. Our society should accept their cultural citizenship affirmatively, so the transition of multicultural society will be promoted soon.

According to the third speaker in the session, Lena LEFVERSTRÖM, even though Sweden aims to have society free from discrimination, migrant men have the priority order for the political benefits for migrant policy. She also indicated that the principle of the equal opportunity in the field of legalization should be approached by the legal perspective.

The fourth speaker, Mary Akeyo OMOLLO, reviewed and criticized the current situation of Africa that has lack of recognition about women's rights and education benefits.

Lastly, Sue BIDROSE explained how Waitakere City is trying to deal and solve the problem or the situations that migrant women are facing.

### ► Lucia KIWALA - Summary of D2 Women's Creativity and Cultural Industries

The session D2, "Women's Creativity and Cultural Industries" was dealing with the bright side of women. We discussed how we can use women's culture in a good way and how we can change the world by women's perspectives.

Hyaee-Kyoung LEE, the first speaker, discussed how we can use the film industry to achieve women's empowerment. Since

the beginning, the International Women's Film Festival in Seoul has been a place of empowerment for our main audience of young women in their twenties, and she stated that they are promoting the IWFFIS to compete with the Hollywood film industry.

Fatima MEITE, the second speaker, said that women in Mali can create wealth and improve creativity through hand-crafts production, and she also explained that they need to think what kind of marketing strategy they are going to use in the future.

Mi-Young HAN, the third speaker, explained that it does not matter what your age is, what education you have, or who you are. The key thing is the mind and thinking that you want to make life easier, and if you have the thinking and mind, you can be an inventor. The invention is critical in all kinds of business, so when we support and help more women to get into invention and business, we can reach the economic empowerment of women.

The fourth speaker, Carmen GRIFFITHS, introduced that Jamaica tries to deal with the current situations through culture and creativities like making drama which is inspired by story about victims of sexual violence and DV. The good thing about the culture and creativity is that we can solve community problems, and at the same time we entertain; and it leads the healing aspect.

I think that we need a research that shows what women really want, and we also need to share our experiences, build networks, and improve women's leadership.

## ■ Q&A and Discussion

---

### ► Participant 1

I think that education for women is an efficient way to prevent violence against women, and education that teach you to live in coexistence, peace, and harmony is important.

We need a correct protection and application of law, and a legal support should be guaranteed especially for lower income. We need to put the idea into our regular curriculum.

I also think that we need to provide and apply more results of our discussion to poor women. If the city tries to provide convenience and safety for migrant women, women working under poor conditions, and working women in the city, we can make a safe city and women friendly city. If we want our society to be united, we need to have those kinds of systems..

### ► Sumia SUKKAR

The most important thing is education, and we need to educate about violence for both women and men. Who is responsible to teach children? In Jordan, the central government publishes textbooks while local governments are partly involved in decision making. We need to pay attention to it more and more.

### ► Lucia KIWALA

Grassroots groups like local communities and NGOs should be linked to each other through network activities, and we should

learn the way of sharing a convenience and safety through the cultural perspective.

## ■ Plenary II Moderator Hei-Soo SHIN

---

We need various policies to prevent violence against women, development of women's good participation to contribute to society, and good environment for growing-up talent which women have, and we need to support women who move from rural to urban area. Finally, we should keep making efforts to build women's network all over the world.

## 9. Mayor's Panel

### Mayors' Panel Report

Friday, October 23, 2009, 15:20-17:00

Venue: Shilla Seoul Hotel, Dynasty Hall

#### ■ Overview of the Mayors' Panel

Twelve panelists, 5 Mayors and 7 Deputy Mayors took part in the Mayors' Panel moderated by Rita Rachele DANDAVINO, Coordinator of the Metropolis Women International Network.

#### The panelists, 9 women and 3 men, were from the following cities and countries:

- |                           |   |
|---------------------------|---|
| - ALHASSA, Jordan         | Ms. Rana KHALAF HAJAIA, Mayor of Alhassa                      |
| - CHORE, Paraguay         | Ms. Elida Enilda MARECO DE ORTIZ, Mayor of Chore              |
| - CONCEPCIÓN, Chile       | Ms. Jacqueline Van RYSSELBERGHE HERRERA, Mayor of Concepción  |
| - HELSINKI, Finland       | Ms. Paula KOKKONEN, Deputy Mayor of Helsinki                  |
| - JAKARTA, Indonesia      | Ms. Sylviana MURNI, Mayor of Central Jakarta                  |
| - KYOTO, Japan            | Mr. Fumihiko YUKI, Deputy Mayor of Kyoto                      |
| - MANAGUA, Nicaragua      | Ms. Reina Juanita RUEDA ALVARADO, Deputy Mayor of Managua     |
| - MASHHAD, Iran           | Mr. Seyed Mohammad SADEQ MORAKABI, Deputy Mayor of Mashhad    |
| - NETANYA, Israel         | Ms. Avital LAUFER, Deputy Mayor of Netanya                    |
| - SEOUL, South Korea      | Mr. Jin Goo RA, Deputy Mayor of Seoul Metropolitan Government |
| - TABACO, The Philippines | Ms. Krisel LAGMAN-LUISTRO, Mayor of Tabaco                    |
| - WAITAKERE, New Zealand  | Ms. Penny HULSE, Deputy Mayor of Waitakere                    |

#### The 100-minute panel took place in three parts:

- Mayors' presentations of their city and what visions and challenges they encounter for a women friendly city by focusing on one of the Forum's four themes
- Discussion and questions on the other Forum's main themes
- Women Leadership

#### The panelists were asked to refer to the Forum's themes:

- A. Mainstreaming Gender in City Policies and Administration
  - A1 - Gender Governance in City Administration; A2 - Women's Political Representation
- B. Empowering Women during Economic Crisis
  - B1 - Women's Economic Empowerment; B2 - Gender Responsive Social Safety Net
- C. Building a Safe City for Women
  - C1 - Women's Right to Safe Cities; C2 - Measures to Stop Violence against Women
- D. Fostering Diversity and Women's Creativity
  - D1 - Migration, Gender and Cultural Diversity; D2 - Women's Creativity and Cultural Industries

The panelists were asked to contribute in a concise way, in order to give an opportunity to all to participate in the discussion.. Simultaneous translation was offered in Korean, English, French, and Spanish. The Kyoto and Mashhad Deputy Mayors were accompanied by their own interpreters.

## **1. City Presentation and Main Forum's Themes**

The Moderator presented each Mayor and Deputy Mayor following the city name in an alphabetical order. Then, each Mayor/Deputy Mayor had 3 to 5 minutes to present their city (scale, population, main characteristics). The panelists had to identify one of the Forum's main themes on which their City focused in regards to their *Visions and Challenges for a Women-Friendly City*.

The following is a short summary of the main ideas that were expressed by each panelist:

- In Alhassa, there have recently been more opportunities for women to participate in politics and other areas.
- In Chore, women are active in enterprises related to agricultural and meat products, a characteristic of the city.
- In Concepción, public spaces are becoming friendlier (better lighting, creation of public parks to renovate deserted places). Citizens are taking control of the public space. Related to domestic violence, children are now reporting some cases.
- In Helsinki, when intervening in regard to violence against women, it is important to be aware that home is usually the most dangerous place for domestic violence.
- In Jakarta, government supports programs with grants for women's projects to help them face the economic crisis.
- In Kyoto, gender equality is included in the Japanese Constitution. Also, there are municipal policies and regulations on gender equality.
- In Managua, a 50% quota encourages women to participate in politics and other administrative areas.
- Mashhad has exclusive initiatives and areas dedicated to women (beaches, sports centers, radio, and taxi). The 1-2-3 emergency call service helps women and girls facing personal and family violence.
- In Netanya, support is necessary for women to achieve economic independence and know their rights, especially in the context of an important multicultural immigration.
- Seoul has implemented the *Women Friendly Seoul Project* to make women feel comfortable in the city: design of public spaces (squares, parking spaces, and washrooms), improvement of the transportation service, and training courses to increase their skills.
- Tabaco has implemented an in-person survey procedure to reach women at home in order to create a database identifying women's problems related to social, public health and education issues, and also to design appropriate programs to solve them.
- In Waitakere, the great multicultural immigration adds a cultural component to programs to fight domestic violence as centers for women facing domestic violence are perceived by some men to contributing to change of family values.

## **2. Discussion Period on the Forum's Main Themes**

### **A. Mainstreaming Gender in City Policies and Administration**

- Women's political representation is a big challenge for a rural city such as Alhassa. It is important to not only stimulate women's political participation, but also to formalize it in laws and regulations to ensure continuity in policies. Collaboration from city councils and administrations and different other organizations, as well as a consensus are required to face this challenge. At this moment, the quota for women is low, but it is the first time women have the opportunity to participate in politics. It will be better in the future (Alhassa).
- Gender perspectives are integrated in policies to cover all aspects of women's life, even to such details as street paving and sidewalks enabling women to walk with their high-heeled shoes (Seoul).
- The Indonesian government has established a 30% quota system to increase women's participation in parliament. Reality now stands at 20%. It is also important to work on strengthening women's rights through training and empowerment (Jakarta).
- The Helsinki's representative questions why accept a women's participation 30 % quota and not ask for a 50% quota (Helsinki).

### **B. Empowering Women during Economic Crisis**

- Women economic participation is still poor, but the municipality is working to change this situation. There are some women's organizations existing to help women to take care of children and to foster economic independence by cultivating medicinal plants and animal breeding (Chore).
- Most women work in the informal economy and do not have social security. The government is offering financial support and training to help women establish women-headed small businesses and to hire women (Concepción).
- To improve the rural population quality of life, the government is implementing loans to women and training programs to encourage small businesses headed by women (Managua).

### **C. Building a Safe City for Women**

- Equal opportunities for education, especially for women between 25 and 40 years old, the most difficult age for getting a job. The government is working on the creation of a women's social security network to tackle problems with the national social security system as a consequence of the ageing Japanese population (Kyoto).
- As women start to raise their voices against violence, reports on violence against women and children have increased up to 50%, but there is still a lot of work to fight against this violence (Tabaco).
- If mothers are healthy and well-educated, families will be happy and harmonious, and this will reflect on the whole of society (Mashhad).

**D. Fostering Diversity and Women's Creativity**

- Cultural diversity is the city's main asset due to important migrations. It is necessary to support women to express their cultural talents (Netanya).

**3. Women Leadership**

- Appreciation for the opportunity given to men to take part in the Forum with hard-working and dynamic women (Mashhad).
- Women leadership needs sustainable policies regarding women's rights as well as good training and experience for women in different areas. Women can work together and create basic alliances between political women and NGOs to become stronger and to support other women (Waitakere).
- Training is a key factor for women to lead change, diversity and gender representation. Men are in majority in parliament, which limits women's ability to express their ideas. To thwart this, one initiative is to have a national women network, integrating elected women. The 50-50 quota supports the change bringing in women representatives, but training remains essential to empower women to reach this quota (Netanya).

**Conclusion**

The Moderator thanked the Mayors and Deputy Mayors for sharing their experiences and ideas and concluded the Mayors' Panel.

---

## 10. Closing Ceremony

---

### Forum Outcome Report

By Kyungsook Lee, Co-President of the Forum

Distinguished guests and participants,

The 2<sup>nd</sup> Metropolis Women International Network Forum on “Visions and Challenges for a Women Friendly City” is coming to the end. Before making an announcement of Seoul Forum Declaration, I would like to summarize the works that we have done for the last two days of the Forum.

With the start of Metropolis Gender Budgeting Training on October 20<sup>th</sup>, we had the Huairou Commission Safety Audit Training and Asia Women Network Roundtable consecutively. In the Gender Budgeting Training, we shared about the case study of the Fulton County’s gender budgeting practice which was a good motivation and resource for the Seoul Metropolitan Government. They will soon adopt the gender budgeting system in its policy framework very soon. In the case of Huairou Commission’s Safety Audit Training, 11 associated members joined in the program to introduce its project, ‘Safer Cities Program’ with UN HABITAT, which drew interest and support from many participants.

One of our greatest achievements from this Forum includes the Metropolis Women Asian Network Asian Dialogue. The Metropolis Women Network has 12 Regional Antennas around the world. For this Asian Dialogue project, 4 Asian Regional Antennas will initiate to work with NGO, international organizations, and a group of experts. By initiating such cooperative work in order for women to prepare and confront political, social as well as economic changes, Asian Dialogue, will grow as a network hub for Asian women.

At the opening ceremony yesterday, invited delegates from 40 cities among 35 countries and 700 participants attended, and confirmed an important message, “if women, who make the half of the population, don’t feel happiness in the city, the city space itself is not a livable city.. We will also cherish the ambitious plan from the Mayor of Seoul, Sehoon Oh, that he will make Seoul to become one of the friendliest cities in the world.

Over the last two days, there were 8 workshops for 4 different sessions and around 60 female leaders made their presentations. The needs for policies on stable female employment during the economic downturn and more sensitive policy making procedure on women’s diversity were particularly emphasized during the discussion.

From 12 Mayors’ Panel today, we learned about the current state of the other cities and found common grounds between them as well as differences.

Now, most importantly, we have to further develop our vision and ideas by narrowing them down for a specific implement. We begin this by contemplating on how we can make changes in our daily lives.

Finally, I would like to thank the staff members from the Seoul Metropolitan Government and the Montreal office. They have been working hard for a year to make this wonderful Forum possible. For all participants I would like to applaud you all for your passionate contribution, encouragement, and inspiration. I strongly feel that such efforts are the pivotal keys to open the doors for the women friendly cities around the world.

## SEOUL DECLARATION

Adopted at the Second International Forum of the Metropolis Women International Network

*Dynamic Cities Need Women:  
Visions and Challenges for a Women-Friendly City,  
Seoul, 21-24 October 2009*

WE, the participants to the 2<sup>nd</sup> International Forum *Dynamic Cities Need Women: Visions and Challenges for a Women-Friendly City*, having met in Seoul at the invitation of the Seoul Metropolitan Government and the Metropolis Women International Network,

SHARING the opinion that the situation described in the Brussels Declaration adopted on the 5 December 2007 in Brussels, at the 1<sup>st</sup> International Forum *Dynamic Cities Need Women: Actions and Policies for Gender Equality* remains actual and requires continuous attention,

RECOGNIZING that climate change, natural disasters and armed conflicts affect cities and their citizens in an acute way,

CONSIDERING the significant overall impact of the current international financial and economic crisis upon the more vulnerable population of women,

WELCOMING the decision of the General Assembly of the United Nations to establish a strengthened gender equality entity within the United Nations,

REAFFIRM our endorsement of the goals and plans of the Brussels Declaration,

URGE city officials and administrators to embrace and adopt the concept of "Women-Friendly Cities" as a positive proactive strategy to promote their cities and recognize as an exemplary approach the "Women-Friendly Seoul Project",

ENCOURAGE the adoption of strategies and actions related to their jurisdiction:

### **1. Mainstreaming gender perspectives in city policies and administration**

- Through systematic use of gender analysis, gender impact assessment and gender-responsive budgeting
- Through promoting women's equal participation in political and administrative decision making
- Through consultative participation to engage all women in city policies and administration including grass-root organization
- By improving work-family balance
- By stimulating changes in gender role stereotypes

### **2. Empowering women during the economic crisis**

- By creating more decent work for women
- By supporting women-led businesses
- By promoting actions to avoid poverty during economic crisis
- By taking necessary measures to avoid an increase in women's unequal burden of unpaid work, including care giving
- By promoting actions to ensure social protection and provide decent pension

### **3. Building safe cities for women**

- By taking appropriate measures to combat all forms of violence against women in all public spaces, work places, and private homes
- By creating awareness among the public on the need to combat domestic violence and by supporting the efforts of community and non-governmental organizations on this regard
- By promoting the safety of women and girls, and their own perception of security, eliminating the risk of harassment and violence in all public spaces:
  - By carrying out gender safety audits
  - By improving the design of public space and infrastructures
  - By improving services especially in public transport

### **4. Fostering diversity and women's creativity**

- By recognizing the specific needs and contributions of different groups of women such as women with disabilities, migrant women, and elderly women

- By creating equal opportunities and providing the necessary support to allow women to express their creativity in various ways through art and culture
- By encouraging and supporting the media in improving the portrayal of women, in particular in highlighting women's leadership roles
- By promoting remarkable women in a creative way in the public space (street names, statues, women artists).
- 

WE, the participants to the 2<sup>nd</sup> International Forum *Dynamic Cities Need Women: Visions and Challenges for a Women-Friendly City*, ask the Metropolis Women International Network:

1. To transmit the Declaration to all member cities of Metropolis, and encourage them to adopt and implement it
2. To transmit the Declaration to all relevant authorities and institutions with women's and urban issues
3. To transmit the Declaration to the Secretary General of the United Nations and to all the important and relevant entities in the United Nations
4. To offer the collaboration of the Metropolis Women International Network to the strengthened United Nations gender equality entity, when established
5. To report at the next Forum on progress in implementation of the Declaration.

Signed in Seoul, on 23 October 2009

Kyung Sook LEE  
The 2<sup>nd</sup> Metropolis Women International  
Network Forum Co-president



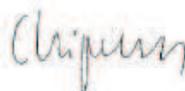
Francine SENÉCAL  
President, Metropolis Women International  
Network and Forum Co-President



Arwa Othman BALKER  
Administrative Representative  
Metropolis Women International Network  
MENA Arab regional office



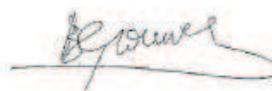
Carme FIGUERAS  
Political Representative of the Barcelona  
Regional Antenna



Fatimeh GHAYOUR RAZMGAH  
Political Representative of the Mashhad  
Regional Antenna



Brigitte GROUWELS  
Political Representative of the Brussels  
Regional Antenna



Fatimata TRAORÉ CAMARA  
Administrative Representative of the Bamako  
Regional Antenna



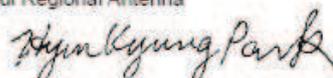
Yaba Catherine ZOUZOUA  
Political Representative of the Abidjan  
Regional Antenna



Lucia KIWALA  
Chief, Gender Mainstreaming Unit,  
UN HABITAT



Hyun Kyung PARK  
Political Representative,  
Seoul Regional Antenna



---

## Side Events

---

### 1. Asia Women's Network Roundtable

*As the special session of the 2<sup>nd</sup> Metropolis Women International Network Forum, the Asia Network Forum was hosted by the Seoul Foundation of Women and Family.*

#### Overview

- **Title:** Asia Women's Network Roundtable
- **Theme:** Envisioning Gender Governance Strategies for Asian Metropolises
- **Date:** 14:00 – 17:00, Wednesday 21 October 2009
- **Venue:** Conference Hall, Seoul Women's Plaza
- **Participants:** See below
- **Organizer :** Seoul Foundation of Women and Family
- **Sponsors :** Seoul Metropolitan Government, Metropolis Women International Network

#### Background

With the rise of multilateral institutions in the twentieth century, gender issue has been evolved in the context of global governance, that is global norms and rules for gender equality have been established at the international arena, and adapted and institutionalized at the national, regional, and local levels. The metropolises have been playing crucial roles in that sense that they are situated in the position of translating international norms and agendas on gender into concrete policies and actions, and connecting multiple actors at the international and national as well as the local and grassroots levels. After the Beijing conference, mainstreaming gender has been the major policy strategy. Also stressed is the importance of the processes by which decisions are made and implemented. Good governance principles put emphasis on consensus building, open dialogue, promotion and participation of diverse stakeholders including civil society organization and business sector, which eventually contribute to the intended outcome of the gender policies and projects.

In celebration of the Metropolis Women International Network 2<sup>nd</sup> Forum in Asia, the Seoul Foundation of Women and Family, MWIN Regional Antenna in Seoul, hosted a Roundtable discussion to share visions and challenges on gender governance strategy building for the fellow Asian member cities of Metropolises, women NGO activists and experts. The Asia Women's Network Roundtable exchanged basic perspectives relevant for the initial step to enhance Asian women's empowerment through the Metropolis members' collaboration.

#### Objectives

- Building a collaboration network among Asian member cities of Metropolis, women NGO activists and experts in order to cope with the challenges on gender issues that are common and critical to Asian Metropolises.
- Providing an opportunity to share knowledge and experiences on successful cases of good governance putting emphasis on partnership building with open dialogue, promotion and participation of multiple stakeholders including civil society organizations.

#### Targeted Public and Participants

Targeted public of the Roundtable includes: 1) Policy makers from Asian Metropolis member cities; 2) NGO activists, academics, experts from international organizations, and 3) Associate members - including representatives from non-member cities. The participants of the program are as follows:

#### Opening

- Hyunkyung PARK, President of Seoul Foundation of Women & Family
- Eun-Hee CHO, Assistant Mayor of Women and Family Policy Affairs, Seoul Metropolitan Government
- Francine SENÉCAL, President, Metropolis Women International Network, Co-President of the Forum

#### Keynote Speech

- Carolyn HANNAN, Director, Division for the Advancement of Women, UN

### City Reports

- Chairperson [Seoul/Korea]: Soon-Young JUNG, Global Gender Initiative, Chief Representative
- City report 1 [Colombo/Sri Lanka]: JM Badrani JAYAWARDHANA, Municipal Commissioner of Colombo Municipal Council
- City report 2 [Jakarta/Indonesia]: Sylviana MURNI, Mayor, City of Central Jakarta
- City report 3 [Kathmandu(MuAN)/Nepal]: Vidya Upadhyaya NEUPANE, Executive Member, Women Department, MuAN
- City report 4 [Sahiwal/Pakistan]: Farzana ABBAS, Divisional Head, Women Caucus
- City report 5 [Seoul/Korea]:Hyunkyung PARK President, Seoul Foundation of Women & Family
- City report 6 [Tabaco/Philippines]: Krisel LAGMAN-LUISTRO, Mayor, City of Tabaco

### Panel

- [Amman/Jordan]: Samia SUKKAR, Amman City Councilor
- [Gurgaon/India]: Kalpana VISWANATH, Project Director of Gender Inclusive Cities Program, Women in Cities International
- [Tehran/Iran]: Masoume ABAD, Councilor from Islamic Council of Tehran
- [Kuala Lumpur/Malaysia]: Zuraidah AMIRUDDIN, Deputy Under Secretary of the Policy Division, Ministry of Women, Family and Community Development
- [Kuala Lumpur/Malaysia]: Ivy JOSIAH, Executive Director of the Women's Aid Organization
- [Huairou Commission]: Janice PETERSON, Chair of the Secretariat

In total, 25 speakers and panels, 45 foreign and 30 local participants joined in the Roundtable.

### **Case reports and Discussions**

Following the keynote speech by Dr. HANNAN on “Women, Gender Equality and Governance in Cities”, which provided insightful analysis on gender governance in Asian context and recommendations to enhance gender governance at local level, 6 city reports were presented. Each of the city cases were focused on the gender governance practices of the local governments in cooperation with women’s NGOs and communities. Most of the speakers provided introduction on the national structure for gender equality, which highlighted the fact that the local governments’ efforts should be supported by the national level legal and political system. After the presentation, a panel discussion followed, which provided chances to hear some more cases and different contexts of gender governance practices by women’s NGOs. The Roundtable was wrapped up with consensus on creating a body of network for Asian cities, ‘Asian Dialogue’. The network promised to open to any participants who are interested in the issues of Asia and women and finalize the proposed plan of action in the near future.

### **Outcomes**

Expected outcomes of the Roundtable was to 1) develop effective governance strategies and implementation of gender mainstreaming at the Metropolis level, 2) organize online and offline meetings among Asian Metropolises on a regular basis to identify emerging gender issues and address policy issues that are common and critical to Asian Metropolises, and 3) designate participating members (focal points) for future collaboration.

Through the Roundtable discussion, creation of the ‘Asian Dialogue’ led to consensus among the participants. Seoul Foundation of Women and Family who proposed the network will carry out the coordination with support of Seoul Metropolitan Government and Metropolis Women International Network. The proposed plan of action for the network was briefly discussed during the session and reserved for being improved with the start of the network’s official activities in the near future.

---

**Metropolis Women International Network**  
**Asian Dialogue**  
2009-2011 Plan of Action (Draft)

---

**Background**

In celebration of the MWIN 2<sup>nd</sup> Forum in Asia, 2009, it is suggested by the Forum hosting city, Seoul to initiate a regional network to share visions and challenges on gender governance for the fellow Asian member cities of Metropolises, women NGO activists and experts. Recognizing women in Asian cities are sharing common socio-economic challenges in the globalizing world, representatives of 12 city governments and 3 NGOs in the Roundtable discussion which was held as a special session during the Forum, exchanged perspectives relevant for the initial step to enhance women's empowerment through the Asian members' collaboration.

**Mission**

M-WIN Asian Dialogue - a proposed name of the network - as the communication channel for Asian member cities and the NGOs committed to the Asian women issues will promote discussions and exchanges of ideas on gender sensitive urban policy planning, practice, and civil monitoring methods and strategies. The Dialogue is open to anyone and any organization which has interest and commitment to the socio-economic issues of women in Asia. The Dialogue is a regional collaboration party of the Metropolis Women International Network.

**Objectives**

- Building a collaboration network among Asian member cities of Metropolis, women NGO activists and experts in order to cope with the challenges on gender issues that are common and critical to Asian Metropolises
- Providing an opportunity to share knowledge and experiences on successful cases of good governance putting emphasis on partnership building with open dialogue, promotion and participation of multiple stakeholders including civil society organizations

**Plan of Action 2009-2011**

The Asian Dialogue promotes the following activities from 2009 to 2011:

1. Designating a coordinating body and focal points for cooperative activities
2. Organizing online and offline dialogues and meetings on a regular basis to identify emerging gender and policy issues that are common and critical to Asian cities
  - Period: prior to the Dynamic Cities Need Women Forum
  - Participation: city representatives, NGOs and academics whose interest is in Asia
  - Funding: the Forum hosting city provides meeting venue arrangements and the participants bear their travel and accommodation costs
3. Initiating joint projects to research and develop effective gender-sensitive governance strategies and implementation of gender mainstreaming at the city level
  - Annual report documentation on the joint activities and distribution of the report among the Metropolis member cities by the coordinating body in cooperation with the focal points
4. Promoting joint public and media campaigns on the women friendly city initiative in Asia and collaborative cultural activities among the participating members.

## 2. Training Programs

### Women's Safety Audit Training

*As the pre-event of the 2<sup>nd</sup> Metropolis Women International Network Forum, Women's Safety Audit Training was co-hosted by Seoul Foundation of Women and Family, Huairou Commission, Women in Cities International and Women and Habitat Latin America.*

#### Overview

- **Title:** Women's Safety Audit Training
- **Date:** October 20 2009, 9:00am – 5:00pm
- **Venue:** Conference Room, Seoul Women's Plaza
- **Co-hosts:** Seoul Foundation of Women and Family, Huairou Commission, Women in Cities International, Women and Habitat Latin America
- **Supporting Organizations:** Seoul Metropolitan Government, Metropolis Women International Network, UN-HABITAT

#### 1. Background

The women's safety audit is a well-established methodology that is used by numerous urban actors to promote women-friendly cities. Groups using this tool worldwide report its success in: facilitating the creation of partnerships between women and local authorities, promoting gendered consideration in municipal policies, developing relevant leadership skills and confidence among participants, improving public safety, and encouraging women from different social and cultural backgrounds to work together to create better communities.

#### 2. Objectives

The objectives of the women's safety audit training were to provide step-by-step instructions on conducting women's safety audits, while at the same time offering insights from experienced trainers and grassroots women on contextual adaptations and conceptual linkages within the framework of the Dynamic Cities Need Women themes. In addition, the content of the training was designed so that participants could gain an understanding of the safe cities for women model; the history and use to date of the women's safety audit tool; the process of planning for and conducting a successful women's safety audit; and the ways in which the women's safety audit can be used to build partnerships, develop capacities, and enhance community safety.

#### 3. Contents

- **Presentation** - Kalpana VISWANATH, Project Director of Gender Inclusive Cities Program, Women in Cities International.

Dr. VISWANATH's presentation emphasized the principles and process of the methodology. In particular, she presented the women's safety audit as a multi-step practice involving capacity development in the areas of group discussion, mapping, observation, recording, analysis, recommendations, and implementation. This presentation stressed the importance of gathering background information, and suggested that women conducting audits focus on six "Principles of Safety" (lighting, signage, visibility, isolation, escape routes, and maintenance). Practical advice focused on what factors could be looked at and what questions could be asked during a safety audit walk; how to comprise a safety audit team; and how to document findings. In addition, guidance on basic urban planning and design principles was offered and links between social factors, poverty and community safety were clarified.

- **Safety Walk & Discussion**

During the safety audit walks and resulting group discussions, participants were able to put Dr. VISWANATH's advice into practice. Outside the building, women noted factors which led to feelings of insecurity, such as isolated (during the evening) pedestrian pathways underground, a lack of accessible bus transportation, blank building walls/facades, and loud/unsafe facilities for wheelchair users wishing to travel down stairs into the subway system. After the training was conducted, other safety issues were raised. Some key discussions focused on South Korea's vehicle-oriented culture, which puts pedestrians at risk; the identification of resistance to change within South Korean public bodies, due to a hierarchal government with little opportunity for community participation; the identification of large gaps in cities between the experiences of the rich and the poor and a recognition of the need for high quality public spaces for all people; the understanding that in some contexts, it is appropriate for middle- and upper-class women to use their political power to make their cities safer; and a common agreement that women and other marginalized groups need to be involved in the planning process. Within these group discussions, women also shared different strategies for making their cities safer and for conducting successful safety audits. Strategies that were mentioned included the creation of awareness and monitoring systems among housewives; the strategic use of SMS reporting and phone calls; the institution of citizen patrols; pressure and political lobbying from women's groups; public rating systems for government safety practices; and developing partnerships between community groups for increased influence and support.

•**Case Study Presentation**

In case study presentations, presentations clarified how the safety audit tool can be adapted to suit local contexts. In Young-Ju SUH's presentation, the safety audit was shown to be a useful tool for ensuring that women-friendly policies were put in place in the city of Seoul. While the safety audits undertaken in her presentation were conducted by a team of professionals, and not women residents, their result – certified women-friendly spaces (public washrooms, parking lots, streets, parks, apartments, and workplaces) is an interesting concept that can be applied in any women's safety audit where there is a strong working partnership with local government. In particular, it is interesting to note that within the Seoul context, specific technical recommendations have been generated to assess whether a space is safe and amenable for women or not. For instance, for a parking lot to be certified as women-friendly by auditors, special parking for women measuring 2.5m x 1,0m must account for 20% of the entire lot.

In Carmen GRIFFITHS' presentation, the safety audit was portrayed as an effective tool to open up communication amongst women in the community. Ms. GRIFFITHS pointed out that while instituting audits in Kingston, Jamaica, it became clear that participants were not emotionally ready to address local safety issues. Accordingly, in order to prepare women for the audit process, healing sessions were organized for Kingston residents before audits were conducted. These sessions allowed women in the community to recognize the high levels of violence and loss they had experienced in the past few years. As a result, audit participants were able to focus on the most important issues plaguing women's safety in the community when they actually did evaluate their neighbourhoods.

Finally, in Mara NAZAR's presentation, a video representation of the safety audit process in Rosario, Argentina was shown. The video that Ms. NAZAR exhibited gave participants a firsthand look at the conditions women face in Rosario, and the steps involved in their audit process. Moreover, the video showed related practices in the promotion of women's safety, such as awareness-raising marches and meeting within women's organizations. The format of this presentation was an effective way of demonstrating how women can visually demonstrate why their city is unsafe, while at the same time raising awareness and capacity around the issue of violence against women..

**4. Targeted Public and Participants**

Targeted public of the Women's Safety Audit Training includes NGOs, local government officials, women organization members, etc. A total of 17 people from world cities and 33 from domestic cities participated in the training.

Trainers and panels are as follows:

Chair

- Cecilia ANDERSSON, Urban Safety Expert, Safer Cities Programme, United Nations Human Settlements Programme, UN-HABITAT

Trainer

- Kalpana VISWANATH, Expert Consultant, Women in Cities International

Panels

- Young Joo SUH, Women Friendly City Project, Seoul Foundation of Women and Family, Korea
- Mara NAZAR, Regional Programme Team, Centro de Intercambios y Servicios Cono Sur Argentina (CISCSA), Argentina
- Carmen GRIFFITHS, Construction Resource and Development Centre, Jamaica

**5. Conclusion**

The pre-event Women's Safety Audit Training at the 2<sup>nd</sup> Metropolis Women International Network Forum enabled women from different countries and different backgrounds to share their knowledge of making cities safer for women. The highlight of this process was the women's safety audit methodology, which was explained in detail. Through this methodology, training participants were given a chance to view the city as a place where all women's participation and representation in governance, planning and everyday activity is considered essential. The discussions that arose during this training indicated that the safety audit tool is useful in a wide variety of contexts for a wide variety of actors. Moreover, it appears that existing safety audit adaptations create opportunities for the tool to encourage community partnerships, to fulfill policy directives, and to enhance community support in situations of extreme violence and disaster. Participant evaluations indicate that the event successfully portrayed the wide-ranging effects of this tool in the community. Furthermore, the importance of women's safety audits as a participative methodology was committed for posterity in the "Seoul Declaration" at the end of the Forum.

## Metropolis Gender Budgeting Training

**Date:** October 20 – 21 (am), 2009

**Venue:** Seoul's Women Plaza, Seoul, South Korea

### 1. Context

Organisations at local, national and international levels are reviewing their decision-making process to better understand and answer the specific needs of women and men with adequate programs and services and thus, achieve gender equality. Better programs and services require human, material and financial resources that must be linked to the decision-making of budget allocation. The gender mainstreaming approach and gender analysis allow a better understanding and identification of programs and services offered and, in consequence, contribute to the budget evaluation to implement gender equality strategies in services and programs offered to women and men, girls and boys. Although budgetary processes are specific to each organisation, the introduction of gender responsive budgeting is a new and powerful tool to support the decision-making process to achieve gender equality. The implementation of gender budgeting implies the introduction of a gender mainstreaming approach within organisations with a strong political and administrative support. It also implies phasing. Organisations having implemented gender budgeting have learned lessons that are worthwhile sharing.

### 2. Objectives

This course allowed the participants to:

- Become familiar with the gender mainstreaming terms, principles, and concepts
- Understand the gender budgeting necessity, principles, terms and concepts
- Understand the application of gender budgeting in budget processes
- Explore the relationship between gender budgeting, performance outcomes and indicators
- Clarify the roles of budget analysts and department staff in the gender budgeting activities

### 3. Content

- Main gender challenges
- Gender governance : gender mainstreaming, gender impact analysis and gender budgeting concepts
- Gender Budgeting: why and what is it?
- Case Studies : Fulton County (USA) & Korean challenges of Gender Budgeting Systems
- Links with performance outcomes & indicators
- Need for role clarifications and process phasing
- Lessons learned worldwide
- The pedagogical approach included : Presentations, Case studies, Exchange of expertise and Interactive exercises in teams

### 4. Experts and Metropolis International Institute Staff

- Opening and closing : Metropolis Women International Network : Ms Francine SENÉCAL, President
- Course coordinator and facilitator : Ms Rita Rachele DANDAVINO, Project Director, Metropolis International Institute & Metropolis Women International Network Coordinator
- International experts :
  - Ms Sharon WHITMORE, Deputy Director of Finance, Fulton County, Georgia, USA
  - Ms. Yang-Kee KIM, Representative, Gender and Leadership, Seoul, South Korea
  - Ms. Young-Ock KIM, Director, Gender Budget Research Center, Korean Women's Development, Seoul, South Korea

### 5. Targeted Public and Participants

The target public included elected representatives, managers and professionals working in local and national governments and organisations in topics related to gender and budgeting such as gender analysts and budget analysts and policy makers. The course was limited to participants with the knowledge of English as there was no translation provided. **Eighteen (18)** registered participants (14 women and 4 men) took part in the complete day and a half course. Their functions included 2 deputy-mayors; 6 municipal councillors; 4 directors or department heads. The 18 participants came from 6 different countries and 11 cities as indicated hereafter: Iran (11) - *Ardabil (1), Mashhad (5), Tehran (2), Yazd (1), Zahedan (2)*; Jordan (2) - *Al-Fuhies (1), Amman (1)*; Korea (2) - *Seoul (2)*; Mali (1) - *Bamako (1)*; Nepal (1) - *Kathmandu (1)*; The Philippines (1) - *Makati City (1)*..

### 6. Requests

**The registered participants requested to:** 1) Continue the topic in Regional Antennas, including Mashhad; 2) Organise a training course in Mashhad every year; 3) Plan courses to develop gender sensitive thinking for men; 4) Advance technology of Gender Budgeting; 5) Organize more training workshops in requested cities; and 6) Compare other countries' experiences. **The observers requested to:** 1) Develop Government-NGO partnerships; 2) Offer NGO capacity-building; 3) Gender budgeting for NGO's; and 4) How to organize women locally to set up budget.

### 3. Cultural Activities

#### Social Events

*Promoting the dynamic contents of Seoul, diverse social events were prepared during the 2<sup>nd</sup> .Metropolis Women International Network Forum. Through the VIP dinner, Gala dinner, and Farewell dinner it ensured the union and support of Metropolis member cities.*

#### VIP Dinner

- **Date** : October 21, 2009 (Wed) 18:30~20:00
- **Place** : Pradia, Hangang River
- **Participants** : 139 participants including overseas speakers and domestic • foreign participants
- **Details** :
  - Welcoming address by the Deputy Mayor of Seoul and Congratulatory Remarks by the Forum Co-Presidents
  - Cultural Events: Fusion and acapella music

#### Gala Dinner

- **Date** : October 22, 2009 (Thu) 18:00~20:00
- **Place** : Shilla Hotel, Dynasty hall
- **Participants** : 407 including Forum participants and domestic • foreign VIP
- **Details** :
  - Welcoming Address by the Mayor of Seoul,  
Congratulatory Remarks by the Mayor of Jakarta
  - Side Events: Children's chorus and Jindo Arirang
  - Ceremony: Oriental Tea ceremony

#### Farewell Dinner

- **Date** : October 23,2009 (Fri) 18:00~20:00
- **Place** : Four famous restaurants in Seoul
- **Participants**: 70 participants including foreign speakers and Forum participants
- **Details** :
  - By taking names in advance, Seoul Casual Food Tour program was organized. The participants were offered a choice of one of four famous Korean restaurants around Insadong, Samcheonggak, and Gwanghwamun, to enjoy the traditional food and have some free time.

## Tour Programs

*Designed for the foreign and local participants, the Forum offered two types of tour courses: Herstory Tour and Women Friendly City Tour which allowed the participants opportunities to visit and explore facilities throughout Seoul that displayed historical aspects focused on women's lives and the women friendly city project.*

### Herstory Tour

- Date : October 24, 2009 (Morning and afternoon courses)
- Participants : 60 participants including Speakers
- Contents : A tour with a focus on understanding the city's cultural heritage from gender-sensitive perspectives

Time	Courses
08:30~08:50	Shilla Hotel → Palace Gyeongbokgung
08:50~10:00	Visit Palace Gyeongbokgung
10:00~10:05	Palace Gyeongbokgung → Gwanghwamun Square
10:05~10:45	Visit Gwanghwamun Square
10:45~10:55	Gwanghwamun square → Cheongyecheon
10:55~11:35	Visit Cheongyecheon
11:35~11:45	Cheongyecheon → Insadong
11:45~12:45	Lunch at Insadong
12:45~12:00	Back to Shilla Hotel
13:30~13:40	Shilla Hotel → Jongmyo
13:40~14:50	Visit Jongmyo
14:50~14:55	Jongmyo → Palace Changgyeonggung
14:55~16:50	Visit Palace Changgyeonggung
16:50~17:00	Back to Shilla Hotel

### Women Friendly City Tour

- Date : October 24, 2009 (Morning and afternoon courses)
- Participants : 42 participants including Speakers
- Contents : Women Friendly City project sites

Time	Courses
08:30~09:05	Shilla Hotel → Seoul Foundation of Women and Family
09:05~10:30	Visit Seoul Foundation of Women and Family
10:30~10:50	Seoul Foundation of Women and Family → Sunyudo Park
10:50~12:00	Visit Sunyudo Park
12:00~12:40	Sunyudo Park → Insadong
12:40~13:40	Lunch at Insadong
13:40~14:10	Back to Shilla Hotel
14:30~15:30	Shilla Hotel → Seoul Design Olympic
15:30~16:40	Visit Seoul Design Olympic
16:40~16:50	Seoul Design Olympic → Infant Plaza
16:50~18:00	Visit Infant Plaza
18:00~18:10	Infant Plaza → Sunyudo Park
18:10~18:50	Visit Sunyudo Park
18:50~19:30	Back to Shilla Hotel

**Annex 1: List of Participating Cities by Country**

Abidjan (COTE D'IVOIRE)	Gurgaon (INDIA)	Netanya (ISRAEL)
Accra (GHANA)	Helsinki (FINLAND)	New York (USA)
Al-Fuhies (JORDAN)	Hiroshima (JAPAN)	Nijmegen (NETHERLANDS)
Alhassa (SAUDI ARABIA)	Jakarta (INDONESIA)	Osaka (JAPAN)
Amman (JORDAN)	Kampala (UGANDA)	Perth (AUSTRALIA)
Ardabil (IRAN)	Kanagawa (JAPAN)	Rosario (ARGENTINA)
Atlanta (USA)	Kathmandu (NEPAL)	Sahiwal (PAKISTAN)
Bamako (MALI)	Kingston (CANADA)	San Salvador (EL SALVADOR)
Barcelona (SPAIN)	Kingston (JAMAICA)	Santiago (CHILE)
Brussels (BELGIUM)	Kuala Lumpur (MALAYSIA)	Seoul (KOREA)
Cairo (EGYPT)	Kyoto (JAPAN)	Silakot (PAKISTAN)
Caracas (VENEZUELA)	Lahore (PAKISTAN)	Stockholm (SWEDEN)
Casablanca (MOROCCO)	Lalitpur (NEPAL)	Sydney (AUSTRALIA)
Cebu City (PHILLIPINES)	Langata (KENYA)	Tabaco City (PHILLIPINES)
Chore (PARAGUAY)	Makati (PHILLIPINES)	Taipei (TAIWAN)
Chungbuk (KOREA)	Managua (NICARAGUA)	Tehran (IRAN)
Colombo (SRI LANKA)	Manila (PHILLIPINES)	Tokyo (JAPAN)
Concepcion (CHILE)	Mashhad (IRAN)	Torrington (USA)
Dar Es Salaam (TANZANIA)	Montreal (CANADA)	Waitakere (NEW ZEALAND)
Dhanusha (NEPAL)	Moscow (RUSSIA)	Yazd (IRAN)
Freetown (SIERRA LEONE)	Nairobi (KENYA)	Zahedan (IRAN)

**Hosts:**

Seoul Metropolitan Government  
Metropolis Women International Network

**Organizer:**

Seoul Foundation of Women and Family

**Administration Support Team (Seoul) : Seoul Metropolitan Government**

Young Bok Kim, Director of Women's Policy Division  
Bangil Lee, Team Manager of Women Friendly City Project Team  
Hyeungsuk Yoo, Assistant Manager of Women Friendly City Project Team  
EunJu Ro, Assistant Manager of Women Friendly City Project Team  
Kyrou Mock, Assistant Manager of Women Friendly City Project Team  
Seungcheol Im, Assistant Manager of Women Friendly City Project Team  
Beunghyeub An, Assistant Manager of Women Friendly City Project Team  
Mieah Han, Assistant Manager of Women Friendly City Project Team

**Metropolis Women International Network Coordination Team (Montreal)**

Rita Rachele Dandavino, Coordinator, Metropolis Women International Network  
Adriana Elisa Correa Mora, Research Assistant, Metropolis Women International Network  
Milena Gessesse Redda, International Institute for the Management of Major Metropolises - Metropolis  
Lise Louette, International Institute for the Management of Major Metropolises - Metropolis

**The Secretariat (Seoul) : Seoul Foundation of Women and Family**

Hyeran Oh, Forum Secretariat Director  
Seungeun Lee, Forum Secretariat Coordinator  
Jiwoon Lee, Forum Secretariat Coordinator  
Jaeun Choi, Forum Secretariat Coordinator  
Eunjung Lee, Forum Secretariat Coordinator  
Kihyun Mun, Forum Secretariat Coordinator  
Sunghee Park, Forum Secretariat Coordinator  
Hyunhee Lee, Forum Secretariat Coordinator  
Janghee Park, Forum Secretariat Staff  
Kyeungjin Choi, Forum Secretariat Staff  
Jinhee Lee, Forum Secretariat Staff  
Hyunjun Kim, Forum Secretariat Staff

**Contacts:**

**Seoul Foundation of Women and Family**

Tel. +82-2-810-5063 - Fax. +82-2-810-5063  
Website: [www.womenfriendlycity.or.kr](http://www.womenfriendlycity.or.kr)  
Email: [jjunwm@hotmail.com](mailto:jjunwm@hotmail.com)

**Metropolis Women International Network**

Tel: + 1-514-280-2553 - Fax: +1-514-282-0241  
Website: [www.metropolis.org](http://www.metropolis.org)  
Email: [rdandavino@ville.montreal.qc.ca](mailto:rdandavino@ville.montreal.qc.ca)



