

CASE STUDY CONCERNING GENDER MAINSTREAMING WITHIN ROMANIAN POLICE

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Abstract: This paper looks to highlight the level of inclusion of gender mainstreaming in Romanian Police, in this perspective the actual research reviews the phenomenon of gender mainstreaming and presents some historical facts regarding the United Nations towards 'gender mainstreaming'. Gender mainstreaming is a tool, a strategy and one of the most effective means to achieve gender equality in all areas and at all levels. This paper presents a quantitative research with the aim to evaluate the degree of gender mainstreaming into Romanian Police. In order to develop a questionnaire we've used one of gender mainstreaming methods-PST method, which was considered more appropriate to evaluate the degree of mainstreaming gender into Romanian Police. PST consists in answering to the questions issued on 3 levels: personnel level, structural level and at the thematic level. The final goal of this study is to present the benefits of incorporating gender perspectives in all areas of societal development.

Keywords: gender, gender equality, gender mainstreaming, PST method, gender perspective.

Introduction

The active development of women in all fields of activity was initiated and increased by specific actions concerning gender equality and/or gender mainstreaming. The gender mainstreaming was launched in 1995 at the Fourth World Conference on Women in Beijing and it is a global strategy applied to promote gender equality.

Modern law enforcement models cannot address the current security environment without implementing gender mainstreaming. The motto should be: Think gender. Due to historical, cultural, and religious factors, law enforcement agencies - as integral parts of their societies - long ignored the importance of gender mainstreaming, and created a working environment characterized by high degrees of gender inequality (Kozma, 2012, p.93).

Theoretical background

The idea of gender mainstreaming was formally featured in 1995 at the Fourth World Conference on Women in Beijing, China, and was cited in the document that resulted from the conference, the Beijing Platform for Action (Donaghy, 2004, p. 394). The 'mainstreaming' concept has can be explained as the process of filtering and conceiving each public policy through the prism of the equal opportunity principle (Popescu, 2002, p. 42). The definition of gender mainstreaming developed in the ECOSOC agreed conclusions, presents gender mainstreaming as the strategy and gender equality as the goal. Analyzing the afore mentioned definition it is clear that gender mainstreaming is a tool, a strategy and one of the most effective means to achieve gender equality in all areas and at all levels (Văileanu, 2005, p. 5).

Gender mainstreaming entails bringing the perceptions, experience, knowledge and interests of women as well as men to bear on policy-making, planning and decision-making. Mainstreaming should situate gender equality issues at the center of analyses and policy decisions, medium-term plans, programme budgets, and institutional structures and

processes. This requires explicit, systematic attention to relevant gender perspectives in all areas of the work (OSAGI, 2002, p. V), including macroeconomic questions, operational activities for development, poverty eradication, human rights, humanitarian assistance, budgeting, disarmament, peace and security and legal affairs (OSAGI, DAW&OHRM, 2002, p. 3).

Particularly, the Platform for Action: ‘in addressing the inequality between men and women in the sharing of power and decision-making at all levels, Governments and other actors should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes so that before decisions are taken, an analysis is made of the effects on women and men, respectively’.¹

Gender mainstreaming was established as a major global strategy for the promotion of gender equality in the Beijing Platform for Action from the Fourth United Nations World Conference on Women in Beijing in 1995 (Bocioc et al, 2004, p. 9) and means: ‘the (re)organization, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by the actors normally involved in policymaking’². Gender mainstreaming as a strategy is meant to actively counteract this, and to use the normal mandate of policy makers to promote more equitable relations between women and men³.

Gender mainstreaming methods

There are quantitative and qualitative methods for analyzing gender mainstreaming, as it follows: the 4Rs method, the PST method, gender impact assessment, gender analysis, gender proofing, benchmarking.

We choose to present the PST method, because it was used in our research and presents the levels of anchoring gender equality in organizations⁴ and follows to integrate a gender perspective at the personnel, structural and also at thematic level.

In order to evaluate the degree of organizational structural gender sensitivity, one can use the PST method (Personnel, Structural, Thematic levels). The PST Method was developed and used mainly into the Germanic space and aims at evaluating the degree of mainstreaming gender into organizations. Like the majority of gender mainstreaming methods, PST consists in answering to the questions issued on 3 levels: at the Personnel Level, at the Structural Level and at the Thematic Level (Văileanu, 2005, p. 12).

¹ UN Fourth World Conference on Women, Platform for Action, Women in Power and Decision-Making 189, Beijing: Sept. 1995

² According to ‘Gender Mainstreaming. Conceptual framework, methodology and presentation of good practices. Final Report of Activities of the Group of Specialists on Mainstreaming’, Council of Europe, 1998. The full text is available at: [http://www.coe.int/T/E/Human_Rights/Equality/02._Gender_mainstreaming/100_EG-SMS\(1998\)2rev.asp#TopOfPage](http://www.coe.int/T/E/Human_Rights/Equality/02._Gender_mainstreaming/100_EG-SMS(1998)2rev.asp#TopOfPage)

³ Adapted from J. Schalkwyk, H. Thomas and B. Woroniuk, *Mainstreaming: A Strategy for Achieving Equality between Women and Men*. (Stockholm: Sida, 1996.)

⁴ Method presented by Henriette Meseke, Compass Bremen and Regina Frey, Gender Buero Berlin at the Gender Conference "Women and Economy", Gdansk 2003, organized by NEWW Poland, within the workshop ‘Developing Gender Mainstreaming Strategies for EU funded projects’. More information available at: <http://www.neww.org.pl/en.php/achivements/meeting/0.html?mit=2>

Gender mainstreaming in Romanian Police

In the first decade post-1989 no gender policies with clear objectives and specific instruments existed in Romania. The gender mainstreaming was first stated in the two National Action Plans for Equal Opportunities between Women and Men (1996 and 2000) (Ghebrea, 2006, p.5).

In Romania there are different structures in charge of gender mainstreaming, but the most important is National Agency for Equal Chances which is under the head of Ministry of Labour, Family, Social Protection and Elderly. Other institutions responsible with gender equality are Parliamentary Commissions for Equal Chances and Treatment and the National Commission in the field of Equal Opportunities between Women and Men.

Ministry of Internal Affairs is included in National Commission in the field of Equal Opportunities between Women and Men, in accordance with the Governmental Decision no. 285 issued in 2004. In this perspective, Romanian Police as subordinate unit of Ministry of Internal Affairs applies gender mainstreaming/gender equality principles in accordance with the order of the minister of internal affairs no. 416/2003.

Within Romanian Police aspects concerning legislation, policies and programs regarding gender mainstreaming are very important in the perspective of equal pay for men and women for equal work, equal treatment in employment, vocational training, promotion and working conditions, equal treatment in social security, and also to protect workers in the event of pregnancy and maternity, paternity, specific rights for parental leave for fathers and mothers.

The organization has specialized units that handle the cases of direct discrimination, indirect discrimination, sexual harassment, victim`s access to justice and protect them from criminals, sanctions against those who committed the discrimination and compensation for victims discrimination.

Usually, when there are events that involve harassment and discrimination, the representatives of the Romanian Police form a working group that has the responsibility to evaluate the actual measures applied to prevent discrimination and harassment, the actual measures concerning gender equality, the positive actions for the under-represented sex, in order to establish the actions to be taken. Taking into account that in 2012 the total number of women who worked in Romanian Police was of 8809, almost 16% of the total number of employees, over the European standard established at 12% (Institut de Seguretat Publica de Catalunya, p. 82), it can be admitted that the surveyed organization is liable to advance gender discrimination.

In this perspective, we`ve conducted a survey in an organization from public sector which is responsible for law enforcement where the women represent the minority of the employees (in the recent years approx. 16% of the total number of employees). We`ve developed and applied a questionnaire at the level of managers of Romanian Police with the aim to evaluate the degree of gender mainstreaming into Romanian Police. In order to achieve this we used the PST Method and synchronize the method`s specific questions to the characteristics of the Romanian Police. PST consists in answering to the questions issued on 3 levels: personnel, structural and thematic, the questionnaire includes five general questions, seven questions in connection with the personal level, nine questions for structural level and three questions at thematic level. The first two levels refer to internal structures of

an organization and the third refers to the output of an organization. This paper aims to present the survey conducted in Romanian Police concerning gender mainstreaming, which involves the interpretation of the results at all three levels: personnel, structural and thematic. In order to develop the research, we identified three hypotheses:

H1: In Romanian Police, at personnel level there are specific policies for gender mainstreaming;

H2: In Romanian Police, at structural level there are programmes regarding gender mainstreaming;

H3: In Romanian Police, at thematic level, there are projects concerning gender mainstreaming.

The main reason for conducting this surveyed among the heads of Romanian Police is to obtain relevant answers, another reason consists in the importance of managers in successful implementation of gender mainstreaming and the commitment of senior management to this concept. The research took place in the period of August-November 2013 and the questionnaire was distributed through internal network to a number of 500 managers. Actually, in Romanian Police there are 9823 managers, until now the number of respondents is 370. Taking into account that the survey is not finish yet and if we consider the level of confidence 95% and the sample error ± 5 , then for total population of 9823 the sample is relevant.

In respect to gender issued, the sample was balanced: 58.9% were male and 41.1% were female. Most of the respondents were aged 'between 31 and 39 years'-52.7%, whilst 'under 30' and 'over 40' were 6.8%, respectively 40.5%. Concerning the seniority in organization only 12.7% have 'between 3 and 10 years', 47.3% have 'between 10 and 15 years' and the rest of 40% 'over 15 years' within the institution. The majority of people surveyed-67.6% is working in 'crime investigation area'. 42.7% of the examinees have a bachelor's degree, 42.4% a master's degree and only 14.9% have a doctorate diploma.

Data was centralized and analyzed in the Statistical Package for Social Scientists program SPSS version 20.0. This study aims to establish the perception of managers from Romanian Police on determinants of gender mainstreaming. The respondents were asked to evaluate each variable on Likert type scale with the respondents ranging from 1 (strongly disagree) to 5 (strongly agree). The questionnaire was tested for validity and reliability (Cronbach's Alpha=.816).

The PST method presents the followings variables: commitment for gender mainstreaming at management level, balanced gender structures, awareness of gender mainstreaming in planning, structures for gender mainstreaming, gender expertise, gender sensitization by training and information provided with regards to problematic gender issues, a gender equality strategy, the clarity of goals and objectives, institutionalization of gender analysis, resources, gender disaggregated data, the inclusion of gender mainstreaming in planning, monitoring and evaluation, gender stereotypes, practical and strategic interests, knowledge from other organizations, publications, gender experts and public relations. All the variables were adapted to the specific of the institution and developed in separated questions.

As displayed in table 1-statistics showed that for every variable selected to be investigated regarding the personnel level, the questionnaire was fulfilled properly, missing response was 0.

Table 1: Statistics

		Personnel_level	Structural_level	Thematical_level
N	Valid	25	25	25
	Missing	0	0	0
Mean		3.84	4.36	4.33
Std. Error of Mean		.073	.048	.072
Mode		4 ^a	4 ^a	4
Std. Deviation		.363	.241	.360
Variance		.131	.058	.130
Minimum		3	4	3
Maximum		4	5	5

a. Multiple modes exist. The smallest value is shown

The mean of a set of numbers represents the arithmetic average of those numbers; also the mean summarizes all of the units in every observed value, and is the most frequently used measure of central tendency for numerical variables. In our study, the values of the mean registered for each item is displayed in table 1 on the specified row for each variable of the study.

The standard error is the standard deviation of the sampling distribution of a statistic and the values registered are presented in table 1 just under the values registered for the mean.

The mode, especially useful in summarizing categorical or discrete numerical variables, is the category or value that occurs with the greatest frequency. It is also possible to determine the mode of a variable by examining the frequency distribution itself. The value associated with these numbers is the most common value for the variable — the mode of the variable. The values of the mode for each variable are presented in table 1.

The standard deviation (s) is a type of average of the distances of the values of individual observations from the mean. It is one of the most common and most useful measures of dispersion. The variance (s²) is the square of the standard deviation.

The standard deviation is found by computing the square root of the variance. Notice that the variance is the square of the standard deviation. All the registered values are displayed in table 1.

The range is the difference between the maximum value in a distribution and the minimum value. To find the range from this distribution, subtract the minimum value from the maximum value, as we can see in table 1.

Table 2: Correlations

		Personnel_level	Structural_level	Thematical_level	Gender_ mainstreaming
Personnel_level	Pearson Correlation	1			
	Sig. (2-tailed)				
	N	25			
Structural_level	Pearson Correlation	-.228	1		
	Sig. (2-tailed)	.273			
	N	25	25		
Thematical_level	Pearson Correlation	-.015	.107	1	
	Sig. (2-tailed)	.943	.612		
	N	25	25	25	
Gender_ mainstreaming	Pearson Correlation	.557**	.363	.701**	1
	Sig. (2-tailed)	.004	.004	.000	
	N	25	25	25	25

** . Correlation is significant at the 0.01 level (2-tailed).

As presented in Table 2, analyzes showed a strong positive relation between gender mainstreaming and personnel level ($r=.557$, $p<.01$), structural level and gender mainstreaming ($r=.363$, $p<.01$) and between structural level and gender mainstreaming ($r=.701$, $p<.01$). Therefore, the determination coefficient, as the square of the sample correlation coefficient (r^2), explains that changes in determinants describe 31%, 13% and 49% of changes in gender mainstreaming.

Conclusions

It is clear, however, that implementing practices regarding gender mainstreaming requires more than good analysis. A critical factor in successful implementation of gender mainstreaming is the commitment of senior management and the establishment of effective accountability mechanisms. Experience has shown that development of training programmes, guidelines and other materials are of little use if there is no explicit policy commitment to gender equality and to the gender mainstreaming strategy. Ways and means of promoting, facilitating and rewarding efforts to bring gender perspectives to the centre of attention should be developed (OSAGI, 2002, p. 27).

In the surveyed institution there are policies that establish equal pay, equal treatment at work, equal treatment of statutory social security schemes, equal treatment on the schedules of occupational social security, maternity leave, parental leave, flipping the burden of proof in cases of discrimination based on sex.

Gender mainstreaming is neither the only nor the traditional approach to gender equality policy this is why it is necessary to incorporate gender issues throughout *all* governmental institutions and policies, in Romanian Police there are gender equality policies that aims equal treatment for women through legal statutes that deliver rights to women, positive actions for women - project manager training, leadership training, and of course gender mainstreaming.

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