



Gender

**evaluation of questionnaire
on the involvement of women
and men in GWP CEE**

EVALUATION OF QUESTIONNAIRE ON THE INVOLVEMENT OF WOMEN AND MEN IN GWP FOR CENTRAL AND EASTERN EUROPE

Gabriela Babiaková, Pavla Pekárová

Integrated water resources management refers to the coordinated development and management of water, land and related resources for optimizing economic and social welfare without compromising the sustainability of vital environmental systems. The World Water Vision has declared that every woman, man and child must have access to safe and adequate water, sanitation, and food, but also be responsible for ensuring maintenance of the ecosystem. Optimizing development implies recognizing that women and men of all social levels have different requirements and often unequal opportunities for domestic and productive use of catchment areas. Changing practices for greater equality is required through the more effective mobilization of human resources and institutional capacities and resulting in a more logical sharing of burdens, benefits and responsibilities between women and men.

The GWP (Global Water Partnership) is a platform with very close links to water problems, and the position of women in that field is significant, at least in the Central and Eastern Europe region. So GWP CEE is interested in systematically covering and bringing together a group of professionals, experts and institutions that are interested in water issues and are able to contribute to the formulation of policies and strategy on different levels. In order to identify and survey existing networks, develop scenarios regarding gender aspects and provide recommendations for setting up a platform, it is also an important task to have close and effective cooperation within the framework of the GWP.

The impetus behind mapping the status and activity of women in CEE GWP is connected with WMO (World Meteorological Organization) and GWA (Global Water Alliance) activities as well.

A “Questionnaire“ was distributed to the Country Water Partnerships. A copy of the Questionnaire is included as Annex 1.

The Questionnaire requested information in four basic areas:

- *Basic information about National CWP Councils*
- *Main and actively participating institutions/organizations in CWP activity*
- *Position of members of the organization at the executive level*
- *Education of CWP members, participation in the Projects and publishing activity*

Analysis of responses to the Questionnaire from CPW countries

The data for each country have been summarized and developed using a statistically simple approach; each represents the countries and the female participation rate as well in different areas, expressed as a percentage.

The countries that participated in the statistical survey are in Table 1. The majority of the data furnished in the Questionnaire responses is analyzed and presented. The quality of the responses was generally good; however, some countries did not respond to certain sections of the Questionnaire.

Table 1 Participation of CWP and quality of response

BG - Bulgaria, CZ - Czech Republic, EE - Estonia, H - Hungary, LV - Latvia, LT - Lithuania, P - Poland, RO - Romania, SK- Slovakia, SN - Slovenia

Country	Responses in % according to "Q"		
	PART II.	PART III.	PART IV.
CZ	100	60	10
EE	100	100	100
H	100	80	100
LV	100	100	100
LT	100	50	40
P	100	50	0
RO	100	70	100
SK	100	100	100
SN	100	100	100

BG - was not able to respond to Questionnaire because of extremely complicated national GWP structure and too many members consisting of too many persons

PART II. National GWP Council

Using a simple statistical model we compared the gender participation situation in the National Councils of Eastern and Central European GWP countries.

Table 2 Participation in NC of GWP (W - women, M - men)

Country	NC CWP		VICE-CHAIRPERSON		CHAIRPERSON	
	W	M	W	M	W	M
Czech Republic		6				1
Estonia	7	4	1			1
Hungary	3	7		1		1
Latvia	1	1				1
Lithuania	2	2	1			1
Poland	4	7		1		1
Romania	3	5	1			1
Slovakia	3	5	1			1
Slovenia	2	3			1	
Total	25	40	4	2	1	8

The table indicates the number of women and men in the NCs (in each country) and the number of women in the position of chairperson and vice-chairperson. According to the data provided, there is only one woman in the position of chairperson.

Figure 2 illustrates the percentage of women working in NC GWP, both in executive and support capacities in the participating countries.

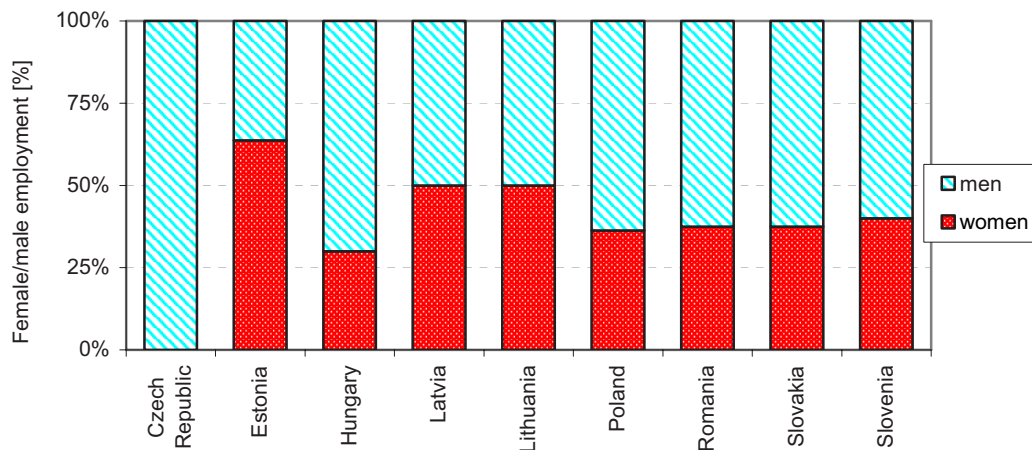


Figure 2 The percentage of women working in NC GWP

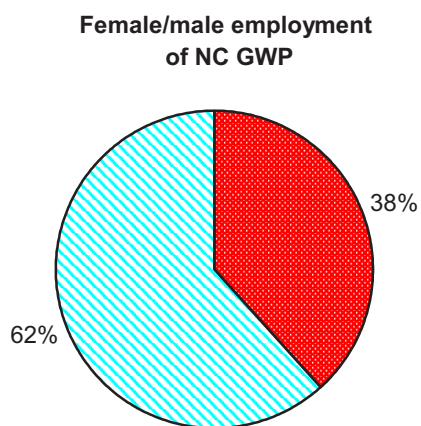


Figure 3 Percentage of women participating in the regional CEE GWP

Part III. Main Participating Institutions/Organizations in GWP Activity (number of persons)

Table 3 indicates the significant participation of governmental organizations and research institutions in GWP activities. Also, the number of NGOs represented has an important place in these organizations.

Table 3 Number of active persons in GWP activity

	GOV. ORG.	RES. INST.	University/Schools		NGOs	PRIVAT. COM.
			PRIV.	GOV.		
CZ	7	4		4	2	5
EE	34	64		26	3	11
H	7	2		5	4	
LV	18			5	2	1
LT	16	14		11	9	15
RO	4	5	1	3	2	1
P	29	22		39	9	
SK	125		1		49	1
SN	31	12		4	3	3
Total	271	123	2	97	83	37

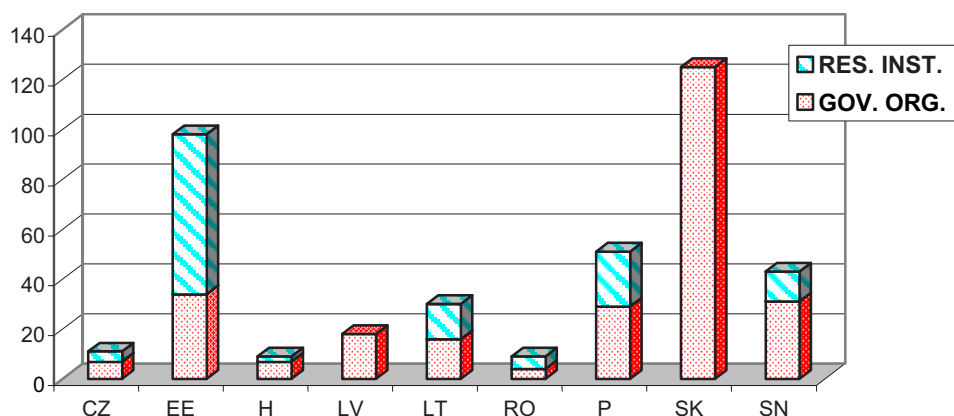


Figure 4 Comparison (persons) of governmental organizations and research institutions

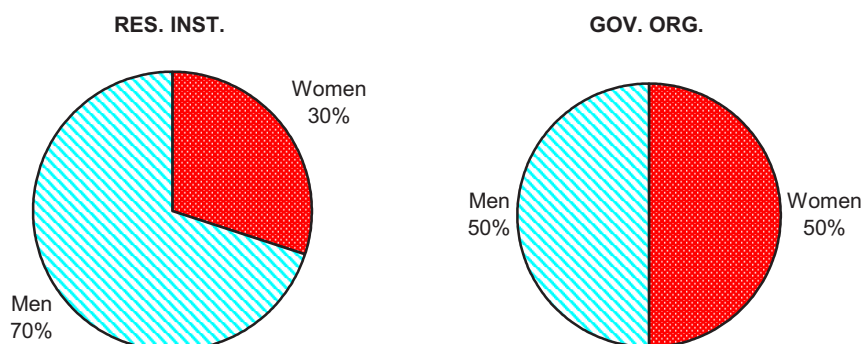
***Participation of women and men
in represented organization/institution in GWP activity***

The situation in the mentioned country – the relation between women and men is described in Table 4 and illustrated in Figure 5.

As follows from Figure 5, the percentage of women working in the field of GWP in terms of organizational capacity is 50% in governmental organizations, and in research, 30%. In universities and NGOs, men exceed 73%.

Table 4 Participation of women and men in particular organizations and institutions

	GOV. ORG.		RES. INST.		University/Schools				NGOs		PRIVAT. COM.	
	W	M	W	M	PRIV.		GOV.		W	M	W	M
EE	18	16	18	46			7	19		3	3	8
H	5	2		2			2	3	2	2		
LV	12	6					1	4	1	1	4	1
P	9	20	5	17			9	30	4	5		
SK	60	65			1				6	43		
SN	18	13	7	5			2	2	1	2	13	
Total	122	122	30	70	1	0	21	58	14	56	20	9



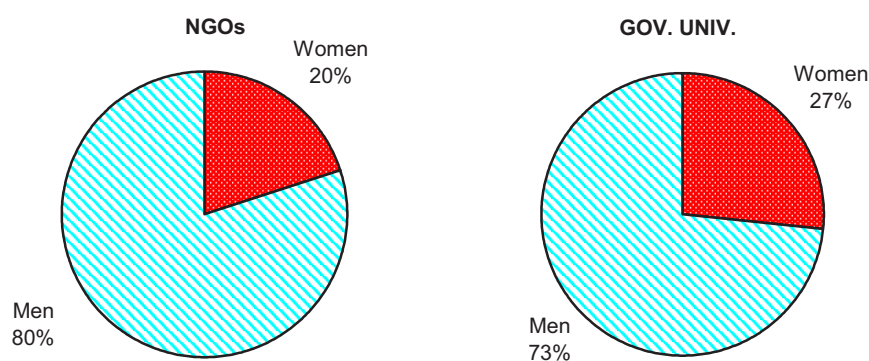


Figure 5 The percentage of women working in GWP fields from the mentioned countries

Participation of CWP members at executive institutional levels

Indication:

- 1st level (directors, heads of NGOs, etc.)
- 2nd level (director of division, deputy director, etc.)
- 3rd level (head of department, head of working group)
- SB Scientific boards
- MB municipal boards

Table 5 Participation of CWP members at executive institutional levels

COUNTRY	1 st LEVEL	2 nd LEVEL	3 rd LEVEL	SB	MB
CZ	4	6	13		
EE	32	10	18	12	4
H	3	6	8	1	
LV	5	7	10		
LT	7	6	4		2
RO	4	9	13	7	2
SK	4	3	6	2	
SN	8	6	12		
Total	67	53	84	22	8

Table 6 indicates the number of women and men in different executive positions in the CWP (in each mentioned country). According to the data provided, there are very few women in the CWP countries at the 1st level position. The representation of women-to-men in this category is 12:44, while the same relation at the 3rd level is better balanced.

Table 6 Participation of women and men at the executive institutional level in the CWP countries

COUNTRY	1 st LEVEL		2 nd LEVEL		3 rd LEVEL		SB		MB	
	W	M	W	M	W	M	W	M	W	M
CZ	0	4	1	5	4	9				
EE	3	29	3	7	7	11	2	10	1	3
H	1	2	1	5	2	6		1		
LV	4	1	4	3	8	4				
SK	1	3	1	2	2	4	1	1		
SN	3	5	3	3	7	5				
Total	12	44	13	25	30	39	3	12	1	3
%	21.4	78.6	34.2	65.8	43.5	56.5	20.0	80.0	25.0	75.0

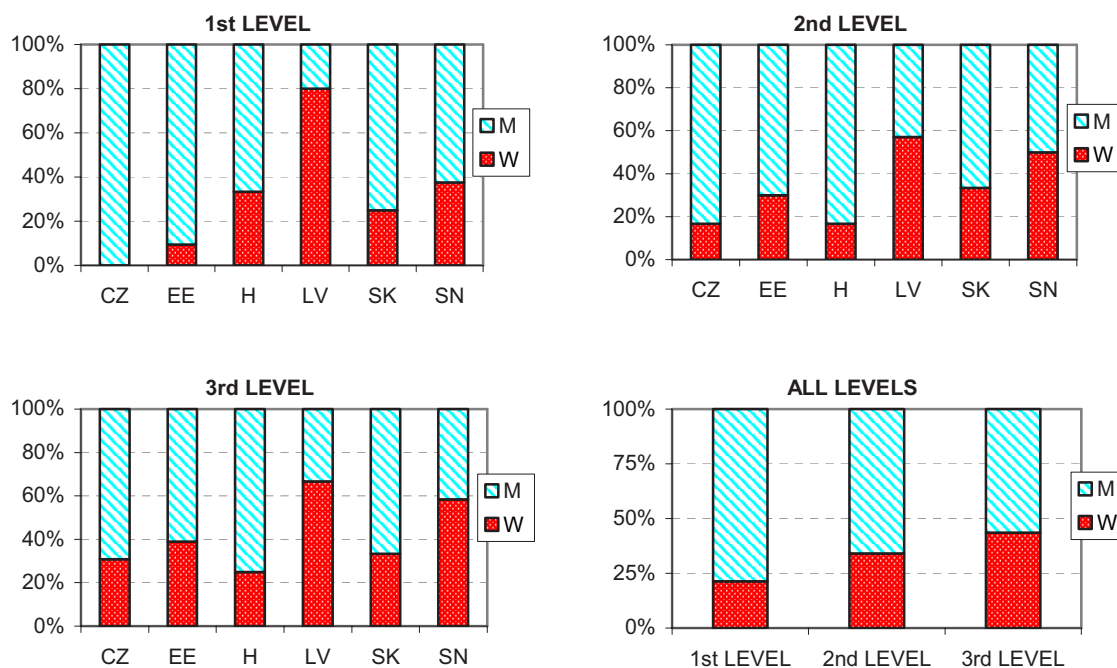


Figure 6 Participation of women in institutional activities

The participation of women at the national institutional level is also evident. The participation increases with the decreasing of the executive level from 21% to 44% at the 3rd level.

Participation of women on international and regional commissions

Indications:

- ICM – International commission meetings
- RCM – Regional commission meetings
- Members of IC – Members of International Commissions
- Members of NC – Members of National Institutional Commissions

Table 7 Participation of women and men in meetings and commissions in CWP countries

	ICM			RCM			Members of IC			Members of NC		
	W	M	TOT	W	M	TOT	W	M	TOT	W	M	TOT
EE	1	0	1	0	1	1			0	6	6	12
LV	3	2	5	3	2	5	2	2	4			
RO	7	11	18	4	3	7	4	6	10	8	5	13
SK	1	1	2	2	2	4	1	1	2	5	5	10
SN	2	2	4		2	2	1	1	2	4	2	6
Total	14	16	30	9	10	19	8	10	18	23	18	41
%	46.7	53.3		47.4	52.6		44.4	55.6		56.1	43.9	

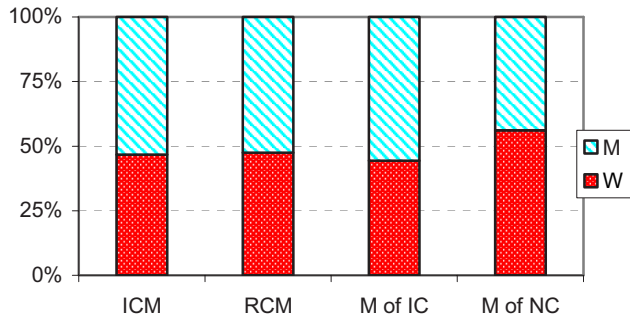


Figure 7 Percentages of women and men in meetings and on commissions

The percentage of women involved on commissions and in meetings is relatively well-balanced in the responses, amounting to 47% women in ICM and 56% in Members of NC.

PART IV. Educational Background of CWP Members

Education

Table 8 Educational background of women and men

	A			B			C			D		
	W	M	TOT	W	M	TOT	W	M	TOT	W	M	TOT
EE	20	10	30	15	50	65	5	5	10	5	1	6
H	1	1	2	1	1	2	0	7	7	7	0	7
LV	9	5	14	2	2	4	1	0	1	1	1	2
LT			34			15						1
RO		8	8	1	10	11	2	3	5	1	3	4
Sk	31	30	61	20	40	60	10	30	40	5	8	13
SN	19	10	29	2	1	3	7		7	4	3	7
Total	80	64	144	41	104	145	25	45	70	23	16	39
%	55.6	44.4		28.3	71.7		35.7	64.3		59.0	41.0	

Identification of symbols: A - natural science, B - civil engineering, C - chemistry of water, D - humanities

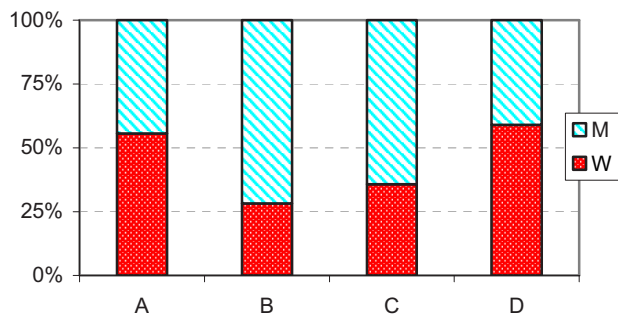


Figure 8 Participation of women according to educational background

The number of females who have been educated in natural science is relatively high and represents 56%. On the other hand, 72% of men have had an education in civil engineering. Females have a substantial presence in the humanities (59% : 41%).

Publications

Table 9 Amount of publications

	W	M	W+M	SUM
EE	2	2		4
LV	4	2		6
LT		1		1
RO	7	5	12	24
SK	4	1		5
SN	2	3		5
Total	19	14	12	33
%	42.2	31.1	26.7	

Publishing activity is illustrated in Figure 9.

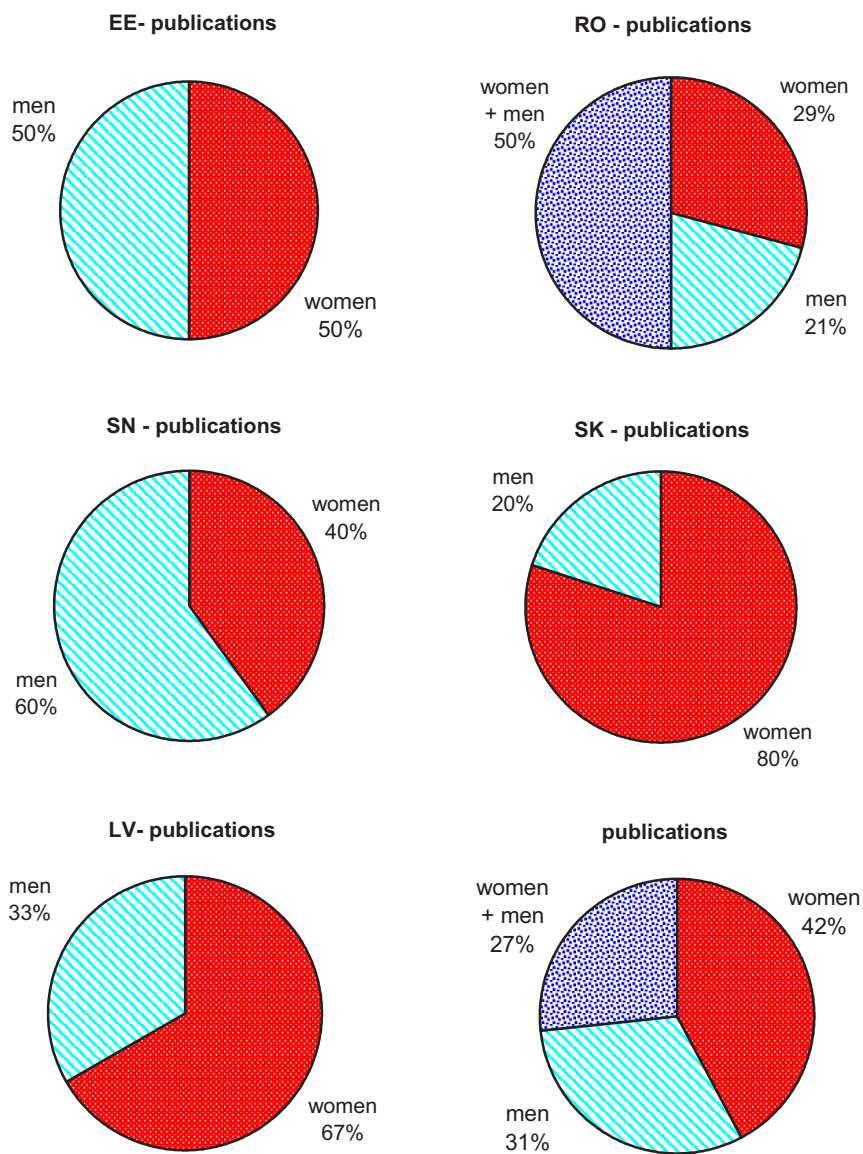


Figure 9 Percentage of publications connected with GWP activity produced by women, men and jointly (women and men)

Participation in GWP Programmes/Projects

The number of women and men involved in projects – national, bilateral, multilateral, and associated – is summarized in Table 10.

Table 10 Participation of CWP members in projects

	NATIONAL			INTERNATIONAL						ASSOCIATED		
	W	M	SUM	BILATERAL			MULTILATERAL			W	M	SUM
	W	M	SUM	W	M	SUM	W	M	SUM	W	M	SUM
CZ	1	5	6			0			0			0
H	2	9	11					2	2			0
LV	17	9	26									0
EE	8	10	18			0	1	1	2			0
LT	22	28	50			0		2				0
RO	72	56	128	3	5	8	2	5	7			0
SK	23	32	55	1		1	1		1			0
SN	7	5	12			0			0			0
Total	152	154	306	4	5	9	4	10	14	1	0	1
%	49.7	50.3		44.4	55.6		28.6	71.4		100.0	0.0	

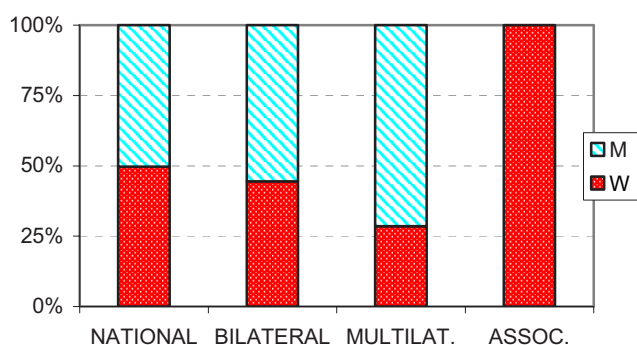


Figure 10 Percentage of women involved in projects

The majority of CWP members are involved in Programmes/Projects on a national level - 93%. In bilateral activity, only 3% participate, and in multilaterals, 4%. The number of females who participate in that activity varies from 50% (national) to 29% (multilateral).

Leadership of the GWP Programmes/Projects

Table 11 Participation of CWP members as leaders in Programmes/Projects

	NATIONAL			INTERNATIONAL						ASSOCIATED		
	W	M	SUM	BILATERAL			MULTILATERAL			W	M	SUM
	W	M	SUM	W	M	SUM	W	M	SUM	W	M	SUM
EE	1	1	2				1		1			0
H		3	3					1	1			
LV	1	2	3									
LT	2	2	4									0
RO	2	2	4				1	2	3			0
SK	1	2	3				1		1			0
SN	2	1	3						0	1		1
Total	9	13	22				3	3	6	1	0	1
%	40.9	59.1					50.0	50.0		100.0	0.0	

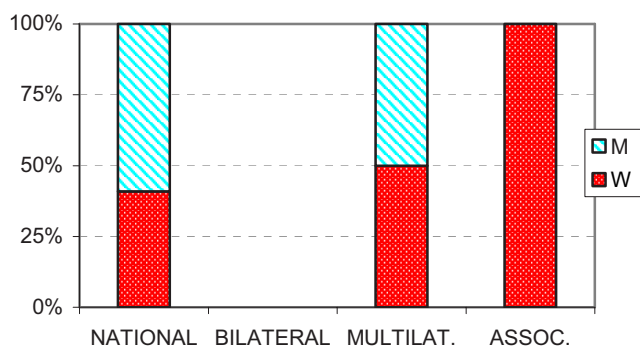


Figure 11 The rate of participation of women as leaders (in %) in GWP Programmes/Projects

As Figure 11 shows, the rate of participation of women as leaders in GWP Programmes/Projects varied from 47% in national projects to 100% in associated projects, in which only one woman is represented. In bilateral programmes/projects, no leaders are mentioned.

Conclusions and recommendations

Conclusions

The national results have been aggregated in order to summarise the global personal participation of women in CWP CEE and in GWP activities in general. The quality of responses from the countries was relatively satisfactory to meet the intent of the authors to furnish as comprehensive a picture in these areas as possible. It was evident in some cases that some questions had not been answered because it would prove difficult to collect the information, especially where it was necessary to contact many organisations with a large number of employees. The extreme case is Bulgaria, which did not respond for this reason.

The results are indicated as follows:

1. Overall number of females on CWP National Councils is 33%, with a few more in Estonia (64%) and Lithuania (50%).
2. The majority of CWP members are recruited from governmental organisations (44.2%), research institutes (20%) and governmental schools (16%). Other organisations participate from 13.5% (NGOs) to 0.3% (private schools). The participation of women in particular sectors decreases from 50% in governmental organisations to 20% in NGOs.
3. The educational background of GWP members is ranked:
 - civil engineering, around 36%
 - natural science, 36%
 - chemistry of water, 18%
 - humanities, 10%.
4. A summary of the female participation in various CWP activities shows that women are involved in each area of activity – projects, programmes, and publications.
5. The relatively low participation of women in the management of higher institutional levels is significant. The situation demonstrates the fact that at the lower levels of institutional management, the number of women in management (mostly on and below the 3rd level) is increasing.

6. The report shows that the involvement of women in water management in the CEE region is a positive development. It is obvious that further enhancement is desirable.

Recommendations

- When the membership of a Council is changed, a strong recommendation is for the respective CWP to elect a woman for this post to achieve a 50:50 ratio of women and men in the Council's composition
- Council members should propagate the same approach at the high management level of the water sector in their respective countries
- CWPs will support discussion fora, seminars and conferences on gender topics to encourage participants to develop proposals to enhance the situation
- The GWP CEE Council is asked for its opinion on the dissemination of this report, including the proper form of its publication.

References

- WMO 1997. Report on the Participation of Women in the Fields of Meteorology, Operational Hydrology and Related Geophysical Sciences.
- Participation of Women in the Fields of Meteorology, Operational Hydrology and Related Sciences. Conference Group of the Visegrad States (The Czech Republic, Hungary, Poland, The Slovak Republic). Proceedings of Gender Issues, Bratislava 16-17May 2002.
- WMO 2003. Report of the Second WMO Conference on Women in Meteorology and Hydrology. Geneva, 24-27 March 2003

Authors:

Gabriela Babiakova, Slovak Hydrometeorological Institute, Jeséniova 17, 833 15 Bratislava - Koliba, Slovakia, e-mail: gabriela.babiakova@shmu.sk

Pavla Pekárová, Institute of Hydrology Slovak Academy of Science, Račianska 75, 831 02 Bratislava, Slovakia, e-mail: pekarova@uh.savba.sk

QUESTIONNAIRE

Global Water Partnership for Central and Eastern Europe

QUESTIONNAIRE ON THE INVOLVEMENT OF WOMEN AND MEN IN THE CWPs

Part I. General information

Country
Name of Respondent
Title
Address
Telephone Number
Fax Number
E-mail address
Date

Explanatory remarks: Coordinates of the person filling out the questionnaire

Part II. Staff of GWP

Women Men

Participation as follows:

Chairperson
Vice-chairperson
Members
Secretariat

Part III. Main (actively) participating institutions/organizations in GWP activity

Women Men

Governmental organizations
Research institutions
Universities/schools - Private
- Governmental
NGOs

For each kind of institution/organization, summarize the amount of

Participation at Executive Institutional levels

1st level (Directors, Heads of NGOs, etc.)
2nd level (Directors of Divisions, deputy directors, etc.)
3rd level (Heads of Departments, Heads of Working Groups, etc.)

Scientific boards
Municipal boards

Participation in international commission meetings

Participation in regional commission meetings

Membership of International Commissions

Member of National Institutional Commission

Explanatory remarks: Please provide the number of women and men involved in CWP activities **in 2003**

Part IV. Education of CWP members (referring to Parts I and III)

Women Men

- A. Natural science
- B. Management of water supplies
- C. Chemistry of water
- D. Humanities

Publications for GWP and CEE GWP

Women Men Women + Men

Participation in GWP Projects

Women Men

- National
- International - Bilateral
- Multilateral
- Associated

Leadership of GWP Programmes/Projects

- National
- International - Bilateral
- Multilateral
- Associated

Explanatory remarks: Please provide the number of women and men involved in CWP
Activities **in 2003**

Part V. References of information sources used for filling out the Questionnaire (“Q”)

The GWP-CEE region



BG – Bulgaria
CZ – Czech Rep.
EE – Estonia
H – Hungary
LT – Lithuania

LV – Latvia
P – Poland
RO – Romania
SK – Slovakia
SL – Slovenia

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The Global Water Partnership (GWP), established in 1996, is an international network open to all organizations involved in water resources management: developed and developing country government institutions, agencies of the United Nations, bi- and multilateral development banks, professional associations, research institutions, nongovernmental organizations, and the private sector.

GWP was created to foster Integrated Water Resources Management (IWRM), which aims to ensure the coordinated development and management of water, land, and related resources by maximizing economic and social welfare without compromising the sustainability of vital environmental systems. GWP promotes IWRM by creating fora at global, regional, and national levels designed to support stakeholders with their practical implementation of IWRM.

Currently, the GWP network consists of twelve regions: Central America, Central and Eastern Europe, Central Asia and Caucasus, China, Eastern Africa, Mediterranean, Pacific, South America, South Asia, Southeast Asia, Southern Africa and West Africa. The GWP Secretariat is located in Stockholm in Sweden and supported by the following resource centers: DHI Water & Environment in Denmark, HR Wallingford in the UK, and the International Water Management Institute (IWMI) in Sri Lanka. The mission of GWP is to "support countries in the sustainable management of their water resources."

GWP Central and Eastern Europe
c/o Slovak Hydrometeorological Institute
Jeseniova 17, 833 15 Bratislava, Slovakia
E-mail: gwpcee@shmu.sk

GWP Secretariat
Hantverkargatan 5
SE-112 21 Stockholm, Sweden
E-mail: gwp@gwpforum.org

