

Building on National Capacity for the Promotion of Gender Equality

Presented to MOWAC
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Learning Objectives

- At the end of the workshop participants will:
 - Be familiar with the key gender concepts and their use in implementing gender-sensitive policies and programmes;
 - Be able to apply gender-based analysis to their work;
 - Understand the key challenges in mainstreaming gender and the role of advocacy in meeting those challenges.

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Programme

Time	July 19
9:00- 10:00	Introductions Presentation of the workshop Expectations
10:00-10:30	The status of women in Ghana and Ghana's Commitments
11:00-12:00	Basic concepts: exercise with the definitions Plenary session and comment : gender is not a foreign concept. Includes break.
12:00-13:00	From WID to Gad: evolution of thinking Brainstorming/discussion: What is your role in promoting gender equality?
13:00- 14:00	Lunch
14:00-15:30	Introduction to gender analysis
15:30-16:45	Gender Analysis: case study and plenary session
16:45-17:00	Wrap up

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Programme

Time	July 20
9:00- 9:30	Review of the previous day's contents
9:30-11:00	Planning gender-sensitive programmes Developing results statements Plenary session
11:00-13:00	Gender sensitive M&E: developing indicators and identifying means of verification. Includes break.
13:00-14:00	Lunch
14:00-15:30	Mainstreaming Gender and Government Machineries Promoting change: what are the key challenges in mainstreaming gender into policies and programmes? Force field analysis to identify the constraints and opportunities
15h30-16h30	Advocacy and lobbying: keys to promoting change Developing an advocacy strategy Plenary session
16:30-17:00	Wrap up and workshop evaluation

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Expectations

- Identify one or two particular issues, topics or questions that you would like to know more about at the end of this workshop.

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The Status of Women in Ghana

Indicator	Men	Women
Adult Literacy Levels	66.2	42.5
Household Head Attended School	80.3	55.9
Parliamentarians (2001) (total 200)	182	18
Parliamentarians (2005) (total 230)	206	24
% in informal work force	9	91
% in formal work force	92	8

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Ghana's GE Commitments

- International Agreements: CEDAW and the Beijing Platform of Action;
- The establishment of NCWD (1975);
- Adoption of Ghana Gender Policy (1997);
- Creation of the Ministry for Women's and Children's Affairs (1992);
- Affirmative action provision for 30% of government appointees to DAs to be women;
- Gender sensitive laws: Head of Family Accountability Law, Customary Marriage and Divorce Registration Law, Interstate Succession Law and the 1992 Constitution that guarantees the protection and advancement of women.

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Discussion

- Is gender a foreign concept?

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Basic Concepts

- Each team will be asked to define one of the following concepts:
 - Sex/gender;
 - Equality/equity;
 - Basic needs/strategic interests;
 - Empowerment;
 - Productive/reproductive/community roles;
 - Gender-based analysis;
 - Gender mainstreaming;
 - Gender blind, gender neutral, gender redistributive policies.

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From WID to GAD

	WID	GAD
Approach	Women's integration	Women's empowerment
Focus	Effects of women's disadvantage	Causes of women's disadvantage
Goal	More efficient development	More equitable development
Problem	Exclusion of women from development process	Unequal relations between men and women
Strategies	Women's projects, women's components	Addressing men's and women's long term interests

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Gender Analysis

- The systematic gathering and examination of information on gender differences and social relations in order to identify, understand and redress inequities based on gender;
- Gender analysis must be carried out on the basis of sex-disaggregated information.

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Conducting a Gender Analysis: Steps

- Identification of issues to be addressed: questions needing answers;
- Data collection;
- Data analysis;
- Formulation of specific gender equality issues identified, their possible causes and stakeholders opinions;
- Formulation of expected gender-sensitive results (short, medium and long term);
- Development of indicators to measure progress.

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GENDER ANALYTICAL FRAMEWORKS

- Practical tools that can assist you in carrying out a gender analysis. They can be modified or combined to suit the particular context. As gender analysis can be carried out at community, organizational or policy level. Each level of analysis uses a different framework.

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Using the Right Analytical Framework

- Harvard Framework: community-level analysis;
- Social Relations Approach: institutional-level analysis;
- Empowerment Framework: policy-level analysis.

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The Moser Framework

- At the heart of the framework are three concepts
 - Women’s triple role;
 - Practical and strategic gender needs;
 - Categories of WID /GAD policy approaches (policy matrix)
- **Moser Tool 1:** Gender roles identification / triple role- reproductive role, productive role and community work;
- **Moser Tool 2:** Gender needs assessment - Practical gender needs/strategic gender needs;
- **Moser Tool 3:** Disaggregates control of resources and decision –making within the household: Who controls what? Who decides what? How?

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The Moser Framework

- **Moser tool 4:** Planning for balancing the triple role;
- **Moser Tool 5:** Distinguishes between different aims in interventions: the WID /GAD Policy Matrix (**welfare**, equity; anti-poverty; efficiency; empowerment). It asks the question, “To what extent do different approaches meet practical and strategic gender needs”;
- **Moser Tool 6:** Involving women, and gender –aware organizations and planners in planning.

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Exercise

- Complete Steps 1, 2, 3 and 4 of the case study.

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What is a Result?

- A result is a describable or measurable change resulting from a cause and effect relationship. A result should be SMART:
 - ♣ S Specific (it should specify the nature of the change, the target groups, the target region);
 - ♣ M Measurable (it can be measured by using indicators);
 - ♣ A Achievable (it is realistic given the time and resources available);
 - ♣ R Relevant (it is an answer to an identified need)
 - ♣ T Time-bound (it can be achieved in the timeframe of the project).

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Examples of Result Statements

- An improvement in the quality of reproductive health care services provided by government health centers;
- An increase in the number of women in management positions within organization x;
- An enhancement of the partner organizations' capacity to carry out gender analysis;

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Exercise: Developing Results Statements

- Complete Step 5 of the Case Study

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Indicators

- Indicators are:
 - “pointers” that help you to measure progress towards achieving results;
 - Qualitative and/or quantitative measures of project or programme resources, process and results that are monitored during the implementation to assess progress toward the objectives;
 - Data collected must be sex-disaggregated.

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Selection Criteria

- *Validity*: Does it measure the result?
- *Reliability*: Is it a consistent measure over time?
- *Sensitivity*: When the result changes, will it be sensitive to those changes?
- *Simplicity*: Will it be easy to collect and analyze the information?
- *Utility*: Will the information be useful for decision-making?
- *Affordability*: Can we afford to collect and analyze the information?

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Quantitative Indicators

- Number of women in decision-making positions
- Percentage of targeted participants that have completed primary school (male/female)
- Frequency of complaints related to the enforcement of the law on domestic violence
- Boys to girls ratio in secondary level classes
- Maternal mortality rate for 100 000 live births

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Qualitative Indicators

- Level of satisfaction of beneficiaries (male/female)
- Presence of gender analysis guidelines in the planning cycle of partner organizations
- Quality of training available to farmers (male/female)
- Extent to which a particular law protects the well-being of children (boys/girls)
- Men's perception toward women's participation in water management committee

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Means of Verification

- Data collection methods and sources:
 - Sources: people, organizations or documents
 - Methods:
 - participatory methods—participatory rural appraisal, self-assessment, participatory action research;
 - individual or group interviews;
 - surveys;
 - document content analysis;
 - observation;
 - testimonials.

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Exercise

- Complete Step 6 of the Case Study

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Defining Mainstreaming

- Integrating gender concerns into every aspect of an organization's priorities and procedures;
- It means adopting a gender-sensitive approach to policies, programmes, projects, human resources development, budgets and in working with partner organizations.

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Origins of the Concept

- The concept of mainstreaming gender gained wider recognition (and wider application) around the Beijing Conference held in 1995 and is the corner stone of the Beijing Platform for Action;
- It is an evolution from the previous schools of thought that have guided the thinking around gender equality.

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Lessons on Mainstreaming

- Model developed in a number of African countries includes a combination of women's machineries, women's affairs ministry and focal points in technical ministries;
- Focal points can be in a central ministry (ex. Cameroon and Ministry of Economic Planning) or in technical ministries (Senegal, Tanzania, Uganda) like agric., health and education. They often have other functions.

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Lessons on Mainstreaming

- Integration is good because it becomes the organization's responsibility and it provides more opportunities for influencing organizations from within;
- It can dilute gender issues and as a result they may disappear from the agenda;
- Gender specialist structures (gender desks, women's machineries, gender officers and focal points) have the potential to oblige organizations to maintain their commitment towards GE;

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Lessons on Mainstreaming

- They face significant challenges: limited resources, political vulnerability, lack of influence over ministries and departments;
- In many countries the lack of understanding of the role of the women's affairs ministry by other ministries weakens its capacity to influence changes in their policies and programmes.

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Lessons on Mainstreaming

- A full integration of gender concerns throughout the organization is required alongside gender-specific structures whose mandate focuses exclusively on the promotion of gender equality;
- It requires adequate political and institutional support that permits synergy between gender-specific and gender mainstreaming efforts.

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Exercise: Constraints and Enabling Factors in Gender Mainstreaming

- Using the Sheet Provided Identify:
 - The constraints that influence the mainstreaming of gender within your department;
 - The factors that constitute an opportunity for advancing the mainstreaming agenda within your department.

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What is Advocacy?

- “Advocacy is a set of coherent actions designed to introduce, influence and change policies, programmes, practices, attitudes and decisions for a just and equitable world”
(AA International, 1998)

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Key Principles of Advocacy

- Legitimacy – Why and how can you speak for anyone or on behalf of somebody?
- Credibility – The issue must be believable;
- Accountability – Those involved must be trustworthy;
- Trust – Entails responsibility toward the target group;
- Participation – Critical principle of rights based approach
- Values – Advocacy is value based. What you advocate for depends on your beliefs, perspective; i.e. your values.

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Implementing an Advocacy Campaign

- 1. Identifying and clarifying the issues** that require an action
- 2. Establishing goals and objectives:** the general result you want to achieve; incremental steps toward achieving your goal (should be specific, measurable, realistic, time-bound).

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Implementing an Advocacy Campaign

3. Preparing for advocacy campaign

Selecting target/ audience: the group you are trying to influence.

Message development: statements tailored to different audiences that define the issue, state solutions, and describe the actions that need to be taken.

Channels of Communication: the means by which the message will be delivered.

Building support: building alliances with other groups, organizations, or individuals committed to supporting the issue.

Fundraising: identifying and attracting resources

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Implementing an Advocacy Campaign

4. Implementing the Advocacy strategy: carrying out the plan

5. Monitoring and evaluation

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Exercise: Developing an Advocacy Strategy

- Select one constraint identified in the previous exercise;
- Complete steps 1, 2 and 3 in implementing an advocacy campaign to overcome this constraint.