

EXPANSION DISTRICT GENDER STRATEGIES

**GENDER STRATEGIES FOR THE
EIGHT EXPANSION DISTRICTS**

EXPANSION DISTRICT GENDER STRATEGIES

As part of the process to support gender mainstreaming in District Assemblies DISCAP facilitated a training for the Gender Support Network on basic gender policy and planning tools. One of the outputs of this training is a District Gender Strategy which the Network then works to implement. The gender strategies for the 8 expansion Districts are presented in this document.

The purpose of the gender strategy adoption training was to develop the expertise of key District stakeholders in gender and policy analysis for effective gender mainstreaming at all levels of development especially in District governance and the water and sanitation sector.

The adoption training has given District stakeholders and Gender Network the opportunity for expression on methods and processes leading to the development of District specific gender strategies and good practices in their own District development efforts.

OBJECTIVES OF THE TRAINING

- ♣ Collate input and approval by stakeholders on the District Gender Strategy (DGS);
- ♣ Increase awareness of gender policies in programming and develop skills to guide and incorporate gender issues in District development programmes;
- ♣ Begin a process of strengthening the Gender Desk Support network;
- ♣ Sensitise the political leadership;
- ♣ Stimulate the adoption of the DGS and policies as a first step in the implementation of the strategy;
- ♣ Improve the good governance agenda of empowering DAs to implement sustainable development

Target Group

Participants included representatives of MOH, GES, Community Development, Social Welfare, MOFA, CHRAJ or NCCE, DWST, core staff of the DA (DCD, DPO, DBO, GDO), sector/department heads and representatives of Traditional Councils and district based NGOs who form the Gender Desk Support Network. The role of the Network is to provide a forum for consultations with gender equality experts and female leaders on the advancement of gender equality issues in the District and also serve as a resource in the implementation of the DGS.

Training Outputs

- ♣ District stakeholders and leadership sensitised on gender issues and equipped with knowledge and tools for gender mainstreaming.
- ♣ Gender Desk established and accepted as a good practice in decentralised governance.
- ♣ District specific gender strategies developed and Districts committed to strategic interventions for bridging gender gaps identified in the baseline study.
- ♣ Gender Support Networks established in all 24 districts and supporting the GDOs to implement the gender strategies.

TAMALE METROPOLITAN GENDER STRATEGY

ORGANISATIONAL

<i>Situational Analysis</i>	<i>Activity to Promote Equity</i>	<i>District Policy Proposal</i>
<ol style="list-style-type: none"> 1. Existence of gender-sensitive policies/programs are limited and not effectively implemented 2. No framework for the coordination of gender issues, it is done at an ad-hoc basis. No existing tools to properly mainstream gender. 3. Level of knowledge of decision makers in gender planning and capacities to implement and monitor gender sensitive programs are low. 4. Gender focal points for incorporating gender equality issues into institutional policies and practices are limited and not adequately effective. 	<ul style="list-style-type: none"> - Increase the percentage of women appointed by government into the assembly. - Organize quarterly meetings with stakeholders to review gender programmes. - Allocate a percentage of DA's common fund to support gender activities. - Sensitize stakeholders (policy makers, management staff of DA, and opinion leaders) on gender issues. - Develop appropriate gender mainstreaming tools and train key stakeholders in their application 	

STAFFING

<i>Situational Analysis</i>	<i>Activity to Promote Equity</i>	<i>District Policy Proposal</i>
<ol style="list-style-type: none"> 1. Low level of motivation/ incentives to carry out duties effectively. 2. Inadequate skilled human resources to fulfill institutional mandate. 3. Political and institutional participation of male/female is unbalanced. 4. Women’s access to skills development and other opportunities is limited. 5. Measures to facilitate women’s access to high ranked positions and opportunities are not considerably implemented and enforced. 6. Available staffing support mechanisms (labour groups, workplace female associations) are weak. 	<ul style="list-style-type: none"> - Support capacity building for existing staff. - Put in place /enforce staff development mechanisms to include gender equity considerations. - Lobby with the Assembly to enforce the existing policy of appointing female members to the DA. - Increase support for Girl – Child Education and Training - Support core technical skills development that will include gender equity considerations. - Institute end-of –year best female worker award - Establish and strengthen female staff association in the DA. 	

MONITORING & EVALUATION

<i>Situational Analysis</i>	<i>Activity to Promote Equity</i>	<i>District Policy Proposal</i>
<ol style="list-style-type: none"> 1. The collection, analyses and use of sex-disaggregated data are inadequate and unreliable. 2. Tools for gender mainstreaming and analysis scarce and limited in their usage. 3. Efforts to monitor and evaluate gender-differentiated impacts are ineffective. Results and lessons partially available. 4. Data and information are poorly documented. 5. Systems for analysing data on trends in gender development are inconsistent. 	<ul style="list-style-type: none"> - Collect, update and harmonize sectoral and field data and establish a Gender Data Bank at the DPCU level - Implement gender responsive M&E <ol style="list-style-type: none"> a) Develop gender sensitive M & E system that will include indicators for monitoring gender impacts - Institute an annual budget allocation for field data collection and M&E. - Review MTDP and Annual Action Plan to ensure that programmes and projects are gender sensitive. - Provide a computer and accessories for the GDO - Train four gender officers on IT 	

WATER AND & SANITATION

<i>Situational Analysis</i>	<i>Activity to Promote Equity</i>	<i>District Policy Proposal</i>
<p>1. Low participation of women in institutional and management structures to promote their strategic interest in the water and sanitation sector.</p>	<ul style="list-style-type: none"> - Increase access to potable water supply to lesson the burden of females in the provision of these services - Encourage women to participate in WATSAN activities - Develop and implement sanitation strategy in the metropolis 	

WEST MAMPRUSI DISTRICT GENDER STRATEGY

ORGANISATIONAL

<i>Situational Analysis</i>	<i>Activity to Promote Equity</i>	<i>District Policy Proposal</i>
<p>1. Existence of gender-sensitive policies/programs are limited and not effectively implemented</p> <p>2. No framework for the coordination of gender issues, it is done at an ad-hoc basis. No existing tools to properly mainstream gender.</p> <p>3. Level of knowledge of decision makers in gender planning and capacities to implement and monitor gender sensitive programs are low.</p> <p>4. Gender focal points for incorporating gender equality issues into institutional policies and practices are limited and not adequately effective.</p>	<ul style="list-style-type: none"> - Promote girl child education and training: <ul style="list-style-type: none"> a) Lobby with DA to establish a fund to support needy girl children b) Provide counseling and financial support to victims of teenaged pregnancies to continue schooling after birth. c) Establish a vocational training centre for girls. - Develop capacity of core staff in gender mainstreaming, data management and monitoring and evaluation. - Sensitize stakeholders at district and community level on gender issues- IE&C - Mobilize resources (through fund raising, proposal writing etc.) to support the District Gender Strategy 	<ul style="list-style-type: none"> - DA and GES to enact a bye-law to ensure that the cost of education of the victim is borne by the man responsible for the pregnancy.

STAFFING

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<ol style="list-style-type: none"> 1. Low level of motivation/ incentives to carry out duties effectively. 2. Inadequate skilled human resources to fulfill institutional mandate. 3. Political and institutional participation of male/female is unbalanced. 4. Women’s access to skills development and other opportunities is limited. 5. Measures to facilitate women’s access to high ranked positions and opportunities are not considerably implemented and enforced. 6. Available staffing support mechanisms (labour groups, workplace female associations) are weak. 	<ul style="list-style-type: none"> - Put in place / enforce staff development mechanisms to include gender equity considerations. - Encourage DA’s to award incentives for female staff working in rural areas in the district. - Sensitize and lobby with the district political leadership for female representation in appointed membership of the DA - Support women contesting for elections to the DA’s (e.g training and financial support). 	

MONITORING & EVALUATION

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WATER AND & SANITATION

<i>Situational Analysis</i>	<i>Activity to Promote Equity</i>	<i>District Policy Proposal</i>
<ol style="list-style-type: none"> 1. Low participation of women in institutional and management structures to promote their strategic interest in the water and sanitation sector. 	<ul style="list-style-type: none"> - Identify entry points in the DA and water sector organizations (DWST and Water Boards) and encourage increased female participation. 	

ZABZUGU-TATALE DISTRICT GENDER STRATEGY

ORGANISATIONAL

<i>Situational Analysis</i>	<i>Activity to Promote Equity</i>	<i>District Policy Proposal</i>
<p>1. Existence of gender-sensitive policies/programs are limited and not effectively implemented</p> <p>2. No framework for the coordination of gender issues, it is done at an ad-hoc basis. No existing tools to properly mainstream gender.</p> <p>3. Level of knowledge of decision makers in gender planning and capacities to implement and monitor gender sensitive programs are low.</p> <p>4. Gender focal points for incorporating gender equality issues into institutional policies and practices are limited and not adequately effective.</p>	<ul style="list-style-type: none"> - Promote girl child education and women’s professional training. <ul style="list-style-type: none"> a) Intensify community mobilization on sensitization of girl child education. b) Intensify role modelling. c) Intensify female sponsorship to Senior Secondary Schools and other professional training institutions. d) Provide vocational training in 4 communities and expand training programmes of Zabzugu vocational training centre. - Lobby with DA and MDAs to include gender issues in their programmes and allocate resources to support these activities. - Train gender focal points and senior management staff in the District in gender analysis in planning. - Identify entry points in the DA governance structure, including the DWST and initiate policies to encourage female participation in management decision making. 	

STAFFING

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MONITORING & EVALUATION

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WATER AND & SANITATION

<i>Situational Analysis</i>	<i>Activity to Promote Equity</i>	<i>District Policy Proposal</i>
<ol style="list-style-type: none"> 1. Low participation of women in institutional and management structures to promote their strategic interest in the water and sanitation sector. 	<ul style="list-style-type: none"> - Update existing data on Water and Sanitation regularly and identify gender issues for action. - Intensify monitoring of supervision of water and sanitation activities and document gender equality results. 	

SABOBA-CHEREPONI DISTRICT GENDER STRATEGY

ORGANISATIONAL

<i>Situational Analysis</i>	<i>Activity to Promote Equity</i>	<i>District Policy Proposal</i>
<p>1. Existence of gender-sensitive policies/programs are limited and not effectively implemented</p> <p>2. No framework for the coordination of gender issues, it is done at an ad-hoc basis. No existing tools to properly mainstream gender.</p> <p>3. Level of knowledge of decision makers in gender planning and capacities to implement and monitor gender sensitive programs are low.</p> <p>4. Gender focal points for incorporating gender equality issues into institutional policies and practices are limited and not adequately effective.</p>	<ul style="list-style-type: none"> - Train District Assembly members and key staff of decentralized departments including sector gender focal persons on gender issues. - Employ a full time GDO. - Establish a local F.M station to sensitize people on gender issues. - Intensify education on girl-child enrolment and retention in schools. - Undertake role modelling for girls. - Train, coach and encourage women to contest local level elections 	

STAFFING

<i>Situational Analysis</i>	<i>Activity to Promote Equity</i>	<i>District Policy Proposal</i>
<ol style="list-style-type: none"> 1. Low level of motivation/ incentives to carry out duties effectively. 2. Inadequate skilled human resources to fulfil institutional mandate. 3. Political and institutional participation of male/female is unbalanced. 4. Women’s access to skills development and other opportunities is limited. 5. Measures to facilitate women’s access to high ranked positions and opportunities are not considerably implemented and enforced. 6. Available staffing support mechanisms (labour groups, workplace female associations) are weak. 	<ul style="list-style-type: none"> - Promote girls education and women’s professional development <ol style="list-style-type: none"> a) Create special award scheme/incentive packages for girls who excel BECE/SSS/technical examinations and for retention of female staff in the district based on performance. b) Expand sponsorship scheme to cover more student girls in colleges and tertiary institutions. c) Encourage women/girls to study non-traditional vocations like carpentry, masonry etc. - Lobby for improvement in the provision of social amenities e.g. T.V reception, telephone facilities etc. to attract skilled personnel(men and women) to the district. - Lobby with the District Assembly and traditional leadership to enact and enforce bye-laws on outmoded and obnoxious socio-cultural practices e.g. betrothal and forced marriages. - Sensitise communities on outmoded and obnoxious socio-cultural practices. 	

MONITORING & EVALUATION

<i>Situational Analysis</i>	<i>Activity to Promote Equity</i>	<i>District Policy Proposal</i>
<ol style="list-style-type: none"> 1. The collection, analyses and use of sex-disaggregated data are inadequate and unreliable. 2. Tools for gender mainstreaming and analysis scarce and limited in their usage. 3. Efforts to monitor and evaluate gender-differentiated impacts are ineffective. Results and lessons partially available. 4. Data and information are poorly documented. 5. Systems for analysing data on trends in gender development are inconsistent. 	<ul style="list-style-type: none"> - Train a core team on data collection and compilation of a comprehensive gender disaggregated data, and establish a 'Gender Data Bank'. - Provide IT training for proper documentation - Organize a workshop on harmonization of sectoral data on gender. - Develop a district M & E system for gender mainstreaming. - Identify girls who have acquired skills in male-dominated vocations like carpentry, masonry etc, and support them with funds and logistics to set up their businesses. - Identify and train women on employable skills in income generating activities through the STEP Programme. 	

WATER AND & SANITATION

<i>Situational Analysis</i>	<i>Activity to Promote Equity</i>	<i>District Policy Proposal</i>
<ol style="list-style-type: none"> 1. Low participation of women in institutional and management structures to promote their strategic interest in the water and sanitation sector. 	<ul style="list-style-type: none"> - Organize leaders of Women's groups to sensitize them to join Water and Sanitation Development Boards - Organize refresher courses for board members on their roles and responsibilities. - Provide further training for technicians, mechanics and revenue collectors of Water Boards. - Train women on WATSANs and WSDBs on managerial skills. 	

NANUMBA NORTH DISTRICT GENDER STRATEGY

ORGANIZATIONAL

Situational Analysis	Equity Measure	District Policy Proposal
<p>1. Existence of gender-sensitive policies/programs are limited and not effectively implemented</p> <p>2. No framework for the coordination of gender issues, it is done at an ad-hoc basis. No existing tools to properly mainstream gender.</p> <p>3. Level of knowledge of decision makers in gender planning and capacities to implement and monitor gender sensitive programs are low.</p> <p>4. Gender focal points for incorporating gender equality issues into institutional policies and practices are limited and not adequately effective.</p>	<ul style="list-style-type: none"> - Develop capacity through training to mainstream gender issues into policies and programs: <ul style="list-style-type: none"> a) organise training in gender analysis and follow up on use of skills by trainees in their sectors - Support Girl-Child Education and training - Support recruitment and training opportunities in core skills of women - Increase awareness of gender issues through media campaign and highlight success stories - Lobby with DA for budgetary allocation to support gender activities - Create and strengthen networks for collaboration with stakeholders and share best practices in gender mainstreaming: <ul style="list-style-type: none"> a) Form gender focal groups in DA down to the community level and build their capacity - Identify entry points in DA, including the DWST and encourage female participation. 	

STAFFING

Situational Analysis	Activity to Promote Gender Equity	District Policy Proposal
<ol style="list-style-type: none"> 1. Low level of motivation/ incentives to carry out duties effectively. 2. Inadequate skilled human resources to fulfill institutional mandate. 3. Political and institutional participation of male/ female is unbalanced. 4. Women's access to skills development and other opportunities is limited. 5. Measures to facilitate women's access to high ranked positions and opportunities are not considerably implemented and enforced. 6. Available staffing support mechanisms (labour groups, workplace female associations) are weak. 	<ul style="list-style-type: none"> - Encourage DA to award incentives for staff working in the district. - Sensitization of communities on the need of women's participation at the DA - Sensitization of the DA on the role of the DWST - Support for women contesting for elections to the DA. - Develop training for women candidates campaigning for local/national elections - Lobby with DA to enact and implement bye-laws to address gender issues and negative traditional practices. - Put in place/enforce staff development to include equity consideration 	

MONITORING AND EVALUATION

Situational Analysis	Activity to Promote Equity	District Policy Proposal
<p>1. The collection, analyses and use of sex-disaggregated data are inadequate and unreliable.</p> <p>2. Tools for gender mainstreaming and analysis scarce and limited in their usage.</p> <p>3. Efforts to monitor and evaluate gender-differentiated impacts are ineffective. Results and lessons partially available.</p> <p>4. Data and information are poorly documented; systems for analysing data on trends in gender development are inconsistent.</p>	<ul style="list-style-type: none"> - Gender training at district and community levels. - Support a comprehensive data collection on gender and development and establish a 'Gender Data Bank' - Provide equipment for database and IT training - Harmonize of sectoral data on gender - Develop and implement gender sensitive M & E System for gender programmes and use results for gender mainstreaming - Lobby political leadership and administrative staff at the DA to support effective monitoring and evaluation on gender issues 	

WATER AND SANITATION

Situational Analysis	Activity to Promote Equity	District Policy Proposal
<p>1. Low participation of women in institutional and management structures to promote their strategic interest in the water and sanitation sector.</p>	<ul style="list-style-type: none"> - Support core technical skills development in the water sector that will include gender equity considerations 	

YENDI DISTRICT GENDER STRATEGY

ORGANIZATIONAL

Situational Analysis	Equity Measure	District Policy Proposal
<p>1. Existence of gender-sensitive policies/programs are limited and not effectively implemented</p> <p>2. No framework for the coordination of gender issues, it is done at an ad-hoc basis. No existing tools to properly mainstream gender.</p> <p>3. Level of knowledge of decision makers in gender planning and capacities to implement and monitor gender sensitive programs are low.</p> <p>4. Gender focal points for incorporating gender equality issues into institutional policies and practices are limited and not adequately effective.</p>	<ul style="list-style-type: none"> - Develop capacity of key stakeholders through training to mainstream gender issues into policies and programs - Increase awareness of gender issues through media campaign and gender clubs and highlight success stories - Lobby with DA to allocate resources to support gender programming - Strengthen gender support network and use sectoral approach to mainstream and coordinate gender issues - Train stakeholders in gender analysis and follow-up on skills application 	

STAFFING

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<ol style="list-style-type: none"> 1. Low level of motivation/ incentives to carry out duties effectively. 2. Inadequate skilled human resources to fulfill institutional mandate. 3. Political and institutional participation of male/ female is unbalanced. 4. Women’s access to skills development and other opportunities is limited. 5. Measures to facilitate women’s access to high ranked positions and opportunities are not considerably implemented and enforced. 6. Available staffing support mechanisms (labour groups, workplace female associations) are weak. 	<ul style="list-style-type: none"> - Put in place/enforce staff development mechanisms to include gender equity considerations - Organize refresher training for all stakeholders on gender - Institute a scholarship scheme for staff who qualify for study leave (with pay or without pay???) - Support Girl-Child Education (enrolment/ retention) and training - Advocate with DA to initiate policies for increasing female appointed membership as well as appoint women to key positions in the Area/Urban Councils - Sensitise communities on the need for women’s participation at the DA - Lobby with the DA to support women contesting for elections to the DA: <ol style="list-style-type: none"> a) Financial support b) Training for assertiveness building - Encourage the formation of workplace associations and sensitize them on how to influence policies toward gender equity 	

MONITORING AND EVALUATION

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<p>1. The collection, analyses and use of sex-disaggregated data are inadequate and unreliable.</p> <p>2. Tools for gender mainstreaming and analysis scarce and limited in their usage.</p> <p>3. Efforts to monitor and evaluate gender-differentiated impacts are ineffective. Results and lessons partially available.</p> <p>4. Data and information are poorly documented; systems for analysing data on trends in gender development are inconsistent.</p>	<ul style="list-style-type: none"> - Support a comprehensive data collection on gender and development and establish a 'Gender Data Bank' - Develop a gender M & E System for district programmes and use results for planning and policy decisions - Provide equipment for database and IT training - Lobby with DA/DPCU to include women into M & E team 	

WATER AND SANITATION

Situational Analysis	Activity to Promote Equity	District Policy Proposal
<p>1. Low participation of women in institutional and management structures to promote their strategic interest in the water and sanitation sector.</p>	<ul style="list-style-type: none"> - Involve women and other stakeholders and institutions at all levels of WATSAN issues from planning to implementation and monitoring and evaluation - Sensitise DA on the role of the DWST 	

EAST MAMPRUSI DISTRICT GENDER STRATEGY

ORGANIZATIONAL

Situational Analysis	Equity Measure	District Policy Proposal
<p>1. Existence of gender-sensitive policies/programs are limited and not effectively implemented</p> <p>2. No framework for the coordination of gender issues, it is done at an ad-hoc basis. No existing tools to properly mainstream gender.</p> <p>3. Level of knowledge of decision makers in gender planning and capacities to implement and monitor gender sensitive programs are low.</p> <p>4. Gender focal points for incorporating gender equality issues into institutional policies and practices are limited and not adequately effective.</p>	<ul style="list-style-type: none"> - Develop stakeholders' capacity to mainstream gender in policies and programs. - Sensitise district stakeholders and community members on gender issues - Strengthen Gender Support Network for effective implementation of DGS and share best practices - Train core staff and heads of department on gender planning and analysis - Identify entry points including the DWST and encourage female participation 	

STAFFING

Situational Analysis	Activity to Promote Gender Equity	District Policy Proposal
<ol style="list-style-type: none"> 1. Low level of motivation/ incentives to carry out duties effectively. 2. Inadequate skilled human resources to fulfil institutional mandate. 3. Political and institutional participation of male/female is unbalanced. 4. Women’s access to skills development and other opportunities is limited. 5. Measures to facilitate women’s access to high ranked positions and opportunities are not considerably implemented and enforced. 6. Available staffing support mechanisms (labour groups, workplace female associations) are weak. 	<ul style="list-style-type: none"> - Put in place and enforce staff development mechanisms to include gender equity considerations - Lobby with the DA to award incentives to staff, especially females working in the District - Encourage the DA to support women candidates campaigning for local elections - Support capacity building for existing staff - Sensitize communities on the need for women’s participation at the DA - Initiate a policy for increasing women appointed members to the Assembly - Support girl-child education 	

MONITORING AND EVALUATION

Situational Analysis	Activity to Promote Equity	District Policy Proposal
<p>1. The collection, analyses and use of sex-disaggregated data are inadequate and unreliable.</p> <p>2. Tools for gender mainstreaming and analysis scarce and limited in their usage.</p> <p>3. Efforts to monitor and evaluate gender-differentiated impacts are ineffective. Results and lessons partially available.</p> <p>4. Data and information are poorly documented; systems for analysing data on trends in gender development are inconsistent.</p>	<ul style="list-style-type: none"> - Support a comprehensive data collection on gender and development and establish a 'Gender Data Bank' - Provide equipment for data base development and IT training - Develop and implement a gender sensitive M & E System and use results for gender mainstreaming 	

WATER AND SANITATION

Situational Analysis	Activity to Promote Equity	District Policy Proposal
<p>1. Low participation of women in institutional and management structures to promote their strategic interest in the water and sanitation sector.</p>	<ul style="list-style-type: none"> - Sensitization of the DA on the role of the DWST - DA to Lobby with the DA/NGOs to include qualified women as well as provide logistics to enhance gender issues in the water and sanitation sector 	

GUSHIEGU DISTRICT GENDER STRATEGY

ORGANIZATIONAL

Situational Analysis	Equity Measure	District Policy Proposal
<p>1. Existence of gender-sensitive policies/programs are limited and not effectively implemented</p> <p>2. No framework for the coordination of gender issues, it is done at an ad-hoc basis. No existing tools to properly mainstream gender.</p> <p>3. Level of knowledge of decision makers in gender planning and capacities to implement and monitor gender sensitive programs are low.</p> <p>4. Gender focal points for incorporating gender equality issues into institutional policies and practices are limited and not adequately effective.</p>	<ul style="list-style-type: none"> - Promote gender sensitive policies: <ul style="list-style-type: none"> a) allocate and mobilise resources for girl child education b) Establish a quota for increasing female appointed membership - Develop skills of key stakeholders in gender planning/analysis to enhance gender mainstreaming efforts - Create awareness on gender issues through durbars and media campaign and highlight success stories - Lobby with the DA to allocate resources to support the activities of the District Gender Support Network 	

STAFFING

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MONITORING AND EVALUATION

Situational Analysis	Activity to Promote Equity	District Policy Proposal
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WATER AND SANITATION

Situational Analysis	Activity to Promote Equity	District Policy Proposal
<ol style="list-style-type: none"> 1. Low participation of women in institutional and management structures to promote their strategic interest in the water and sanitation sector. 	<ul style="list-style-type: none"> - Encourage women's participation in the activities of Water Boards and DWST 	