



BUILDING CAPACITY FOR GENDER MAINSTREAMING IN AFRICA: LESSONS FOR ACBF OPERATIONS

GRACE KAIMILA-KANJO

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Intro and Background

- ▣ Gender mainstreaming is a global strategy for promoting gender equality
- ▣ Clearly articulated in the Beijing Declaration and Platform for Action UN 4th Conf on Women - Beijing, 1995
- ▣ Great momentum in the 1st decade post – Beijing (national structures and mechanisms to promote gender equality)
- ▣ Inclusion of a goal on gender equality and the empowerment of women in the MDGs re-enforced the Beijing Commitment.
- ▣ Beijing +15 Review in 2010 noted some challenges in implementation mainly capacity

Methodology

- ▣ Desk Study
- ▣ Explores gender mainstreaming experiences of Kenya, Uganda, and Tanzania, from Eastern Africa; and Malawi, Zambia, Zimbabwe, Botswana, Swaziland and South Africa from Southern Africa.
- ▣ Aggregates the varied attempts to mainstream gender at national, institutional, and civil society levels, and identifies common gaps.
- ▣ Examines some best practices from these countries and recommends approaches that can be used for capacity building for Gender Mainstreaming in Africa

Defining Gender Equality

- ▣ Refers to the equal rights, responsibilities and opportunities of women and men and girls and boys;
- ▣ Entails equal access to and control over legal, political, economic and social/cultural spheres so that women and men, boys and girls benefit and participate equally;
- ▣ Does not imply that women and men are the same, but that they have equal value and should be accorded equal treatment.
- ▣ Based on Human rights principles of universality and inalienability, indivisibility, interdependence and Interrelatedness of rights, inclusion and non-discrimination – *every human being has to enjoy same rights regardless of sex, race, colour, ethnicity, age, language, sexual orientation, religion, national, social or geographical origin, disability, property, birth or other status*

Gender Inequality

- ▣ Is similar to any other kind of human inequality (racism, regionalism, ethnicity) –with no rational basis – belief of supremacy by a certain group
- ▣ Underlying cause of gender inequality is Patriarchy - a system of male authority which legitimizes the oppression of women through political, social, economic, cultural and religious beliefs and practices.
- ▣ Like other forms of inequality, it is an irrational social construct perpetuated by gendered power relations through the process of socialisation

Why Gender Equality Matters in Development?

- ▣ Gender equality is a core development objective in itself – the human rights and equality imperative (*promotion of equal opportunities, rights and resources for both males and females*)
- ▣ Gender equality is smart economics – *with equality, economies tend to grow faster thru improved productivity and increasing per capita output,*
- ▣ Gender equality enhances economic efficiency - *thru economies of scale in supply and purchasing power*
- ▣ Improves other development outcomes - *health, education, nutrition and has intergenerational multiplier effects (better care for children, elderly and other vulnerable groups)*

What is Gender Mainstreaming

UN EcSoc Definition:

- A process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in any area and at all levels.
 - a strategy for making the concerns and experiences of women as well as of men an integral part of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres, so that women and men benefit equally, and inequality is not perpetuated
 - The ultimate goal of mainstreaming is to achieve gender equality.
 - Mainstreaming is a means to an end - equality

What it entails

In practice, gender mainstreaming means:

- identifying gaps in gender equality through the use of gender-disaggregated data;
- developing strategies to close those gaps;
- putting resources and expertise into implementing strategies for gender equality;
- monitoring implementation of the strategies;
- holding individuals and institutions accountable for results

Mainstreaming Approaches in Use in the Focus Countries

- ▣ Policy and administrative measures to eliminate negative economic, social and cultural practices that impede equality and equity;
- ▣ Increasing the participation of women in the economic sectors and other areas;
- ▣ Gender sensitive information and gender disaggregated data for use in planning and project implementation at all levels and in all sectors;
- ▣ Promoting equal and equitable access, control and ownership of resources in order to address gender inequalities
- ▣ Promoting equal advancement of women and men by creating equal opportunities for women and men in decision making in all areas and at all levels.

How this has been done

- ▣ Institutional arrangements and instruments have been put in place with varied levels of success:
 - National Gender Machinery – Special MDA dealing with gender issues
 - Gender focal points and desks in various MDAs
 - Inter-ministerial taskforces for particular programmes,
 - Special Commissions
 - Special gender policies and legislation
 - Special Funds
 - Gender budgeting
 - Research and studies (action research)
 - Applying quotas for representation

Gaps Identified in Current Approaches

Underlying causes of inequality have not really tackled – Patriarchy is intact:

- ▣ Over-emphasis on numbers (quantity vs quality – support/conducive environment for participation often lacking)
- ▣ Inadequate budgetary allocation for GM initiatives
- ▣ Lack of infrastructure – poorly resourced MDAs, lacking in clout and visibility - not well respected – affects capability to implement planned programmes as well as the application and enforcement of sanctions
- ▣ Poor political will to implement structures and instruments – Initiatives not fully owned - Lack of enforcement mechanisms
- ▣ Poor understanding of gender mainstreaming concept – leading to haphazard approaches or those that have backfired
- ▣ Inadequate gender specialists at national level – overuse of foreign specialists (expensive, affects credibility, ownership and sustainability of approaches)
- ▣ Feminisation of Gender Mainstreaming – most specialists are women – creates perception of self-serving - affects support from men who see GM as a threat to usurp their leadership positions and governance in the family, traditional settings, communities and national development
- ▣ Violence against Women & lack of respect for professional and outstanding women – prevents women from participating as equals
- ▣ Trivialisation of the issues– denigration of initiatives & those involved

Capacity Building needs at Country Level

Capacity means ability to act – Knowing how to act, having the means to act (tools, equipment, conducive environment) and willingness to act. Therefore need to deal with all these aspects:

- ▣ First and foremost, deal with Patriarchy to address the willingness aspect. Improve capacity at country level for rights-based approaches where duty bearers take responsibility
- ▣ Strengthened gender analysis capacity to formulate, design, review and implement gender responsive policies, programmes and plans in line ministries
- ▣ Gender responsive legal framework in targeted economic, social cultural and political spheres of national development
- ▣ Partnerships for the implementation of innovative initiatives for economic empowerment of women facilitated and operational – conducive environment.
- ▣ Enhanced institutional framework capacity for coordination, advocacy, reporting, monitoring and evaluation of gender mainstreaming in service delivery.
- ▣ Functional mechanisms for enforcing responsibility and accountability for results

CB Recommendations – National Level

In the short term:

- ▣ Improve the capacities of the National Gender Machinery and key stakeholders in all MDAs on gender issues and mainstreaming-facilities, tools, equipment;
- ▣ Improve capacity for managing statistics to produce sex disaggregated data to inform policies and programmes;
- ▣ Provide ongoing training for key actors in MDAs in:
 - Rights-Based Programming
 - Gender analysis of policies and programmes
 - Gender responsive budgeting :
- ▣ Adequately resource the NGMs so they are able to carry out their mandate
- ▣ Gender sensitization and awareness building for society
- ▣ Support NGOs, social groups and networks in civil society to play critical advocacy roles in relation to gender mainstreaming and monitor the adherence to all commitments made by Governments.
- ▣ Support women specific programmes aimed at bridging the gender gap

What role can ACBF play?

CB Recommendations – National Level Cont...

In the Medium Term, paradigm shift is needed in how mainstreaming is done at national level:

- ▣ Gender Mainstreaming should form part of core curriculum for all disciplines in secondary and tertiary education institutions to create a critical mass of graduates that are gender aware.
- ▣ Train more gender specialists at national level paying attention to equal representation of men and women and balance between sector gender specialists and General Specialists – support special programmes (Executive courses, Special Degrees)

What role can ACBF play?

CB Recommendations – Regional Level

- ▣ Improved capacity for solidarity and networking across borders (mutual support and accountability in implementing regional gender protocols – AU 50/50, SADC Gender Protocol);
- ▣ Sharing lessons and best practices (some of the countries have best practices to share – don't reinvent the wheel! - Also share what has not worked!)
- ▣ Cross-border programmes to share resources and expertise including training programmes – some countries have Centres of Excellence, others have experts !
- ▣ Joint Advocacy by civil society groups

What role can ACBF play?

Some Key Questions for ACBF Operations

- ▣ From a typical ACBF perspective – what are the real policy implications for the poor performance in gender mainstreaming in Africa?
- ▣ Looking at ACBF itself – to what extent does our portfolio integrate gender mainstreaming - what are some of the missing elements?
- ▣ What are the implications for ACBF for NOT reinforcing gender mainstreaming and equality in the operations?
- ▣ What practical methods can be employed to mainstream gender in ACBF operations?

Thank you for your attention

