United Nations
Division for the Advancement of Women
In collaboration with
the Economic Commission for Africa (ECA) and
the Office for ECOSOC Support and Coordination,
Department of Economic and Social Affairs

Project on Capacity Building for Promoting Gender Equality in African Countries

Workshop on Strengthening the Capacity of National Machineries through the Effective Use of ICT

Addis Ababa, Ethiopia

10 – 14 January 2005

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PART 1: BACKGROUND

Project history

The United Nations Division for the Advancement of Women (DAW) in collaboration with the Economic Commission for Africa (ECA) and the Office for ECOSOC Support and Coordination (OESC) of the United Nations Department of Economic and Social Affairs (DESA) organised a meeting-cum-training workshop for representatives from national machineries for the advancement of women in the Southern African region. The workshop took place in Addis Ababa, Ethiopia, from 10 – 14 January 2005.

This meeting was part of a project entitled "Capacity-building for national machineries for the advancement of women in promoting gender equality in African countries". Its overall objective was to build institutional capacity for promoting gender equality in Africa, and strengthen the capacity of national machineries to take full advantage of new information and communications technologies (ICT) to strengthen networking, information sharing and knowledge management that will enhance their effectiveness in national policy-making and planning processes for gender equality.

The Addis Ababa workshop was the third in a series of five events scheduled to take place in South, West, East, and North Africa and in West Asia. (See aide mémoire in Annex 1). The first two events were held in Windhoek, Namibia, in April 2004 and in Dakar, Senegal, in May 2004.

Workshop objectives

The workshop aimed to strengthen the institutional capacity of national machineries in selected countries to effectively use ICT to advocate for successful gender equality policies and act as catalysts for systematic gender mainstreaming in all policies and programmes, nationally and regionally. The specific objectives of the meeting were to:
- Enhance the capacity of national machineries to maximise the use and benefit of information, knowledge and good practices through more effective use of ICT to promote gender equality;
- Develop strategies on the use of ICT for advocacy, information sharing and production of information for achieving the goal of gender equality,
- Strengthen capacity of national machineries to influence national ICT policy formulation and implementation,
- Develop an e-based network of national machineries from participating countries to strengthen cooperation and information sharing through regular information dissemination on women's and gender issues, including via electronic media and the internet;
- Raise awareness among representatives from national machineries, especially information managers, about the use of ICT to enhance cooperation, knowledge management and information sharing.

The workshop was expected to produce the following outputs:
- Strategies for institutional capacity-building in the use of ICT identified;
- Representatives from national machineries from ten participating countries trained in the substantive and institutional aspects of using ICT;
- Representatives from national machineries from ten participating countries trained in the technical aspects of using ICT;
- The prototype of websites for national machineries discussed;
- A framework for an e-based network of national machineries developed;

- National machineries able to influence national ICT policies from a gender perspective.

Participants

      Eight[1] of the ten invited countries attended the meeting, which brought together sixteen women and ten men, including nine ICT specialists (of which three were women). Three gender and two ICT trainers facilitated the event. A resource person from the United Nations Economic Commission for Africa (ECA) also attended the workshop (See Annex 2 for list of participants).

Methodology

      The workshop aimed to provide capacity building for both gender equality and information specialists from national machineries. The two sets of participants had quite different knowledge, skills and experience. An important objective of the workshop was to bring together these two groups and create a common understanding of gender equality and ICT issues. The meeting built on lessons learnt from the first two workshops: it focussed on the incorporation of gender perspectives into national and international ICT initiatives and explored in more detail the relationship between gender equality and ICT. Specialists from ICT ministries were also invited to the workshop, which facilitated debate on the integration of gender perspectives into ICT policies. Prior to the meeting, participants received a needs assessment questionnaire. Unfortunately very few were returned in time for the meeting (See Annex 3 for sample questionnaire).

      The workshop used participatory methods throughout, alternating plenary sessions with group work in both in-country and mixed-country teams. The workshop used a range of tools, including flipcharts, visualisation cards, PowerPoint and the internet (See Annex 4 for the workshop programme).

      Participants wanted to exchange and acquire knowledge on ICT (what they are and what they can do to facilitate development and gender equality), as well as gain practical skills and strategies to use ICT creatively for the promotion of gender equality and to mainstream gender perspectives into ICT policies.

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[1] Ethiopia, Gambia, Ghana, Kenya, Liberia, Uganda, Sierra Leone and Sudan.

PART 2: THE WORKSHOP PROCESS

This section of the report outlines the activities that took place during the workshop, as well as key outcomes.

An introductory presentation defined key concepts relating to gender mainstreaming. A brief debate highlighted specific difficulties and challenges that national machineries face in gender mainstreaming, including:
- Confusion between gender mainstreaming and women-specific activities;
- Measuring gender mainstreaming efforts and progress;
- Moving from a women-based approach to a gender-based approach.

2.1   Information and knowledge management

The role of national machineries

The first session of the workshop aimed to review the role and mandate of national machineries, as well as key challenges they are facing, using the 'Web of Institutionalisation' as an analytical framework[2] (See Box 2 and Annex 5).

Box 1: National Machineries

The Beijing Platform for Action sets out the role of national machineries in gender mainstreaming as follows: "A national machinery for the advancement of women is the central policy coordinating unit inside the government. Its main task is to support government-wide mainstreaming of a gender-equality perspective in all policy areas" (Para 201). One critical area of the Platform deals specifically with institutional mechanisms that should be put in place to ensure the implementation of the other eleven critical areas of concern.

Source: DAW Expert Group Meeting, Santiago, Chile, 31 August - 4 September 1998

Participants discussed the constraints that national machineries face, in particular:

- Lack of a clear mandate;
- Limited power;
- Insufficient human, technical and financial resources [3];
- Lack of technical capacity (skills and tools) for gender mainstreaming;
- Insufficient political commitment;
- Ineffective gender focal point mechanisms;

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[2] Based on Caren Levy (1996) `The process of Institutionalising Gender in Policy and Planning: The Web of Institutionalisation", Development Planning Unit University College London Working Paper Series, Working Paper No 74.

[3] For example, in Sierra Leone the national machinery receives 1.3% of the national budget, which is low in absolute terms, though relatively high compared to other countries such as Zambia, which estimates its national machinery budget to represent 0.0235% of the national budget and Botswana, which estimates 0.05% (data from DAW workshop on ICT and gender in Namibia, April 2004).

- Weak monitoring systems;
- Insufficient research on gender equality issues.

Box 2: The Web of Institutionalisation

The web is a tool to assist policy makers and planners in the diagnosis and reinforcement of gender mainstreaming in their work. It identifies and links key entry points crucial to the process of institutionalising gender equality in their practices and those of their partners at micro, meso and/or macro levels. It recognises the power relations underlying these entry points and poses a set of questions to draw out the opportunities and resistance facing those groups operating in relation to each entry point. The web directs policy-makers and planners to diagnose opportunities and resistance to gender mainstreaming in four inter-connected spheres:

- The citizen sphere (household, civil society, community and local politics);
- The political sphere (Policies, budgets and political commitments);
- The organisational sphere (Procedures, mechanisms and skills);
- The information and knowledge management sphere (Programmes/projects, methodologies, research and theories on gender and development).

Through this diagnosis, it is possible to identify potential objectives and strategies that will support and promote gender mainstreaming.

Source: Caren Levy (1996) `The process of Institutionalising Gender in Policy and Planning: The Web of Institutionalisation", Development Planning Unit University College London Working Paper Series, Working Paper No 74.

Most national machineries tend to combine gender mainstreaming as a strategy with women-specific programmes. In some countries, the involvement of national machineries in programme delivery at the micro level is under review. For example, the national machinery in Ghana is considering withdrawing from a women's micro-finance programme. The political and methodological implications of working with a "gender and development" rather than a "women in development" approach is still unclear to some national machineries, their partners and their constituencies. For example, most representatives noted that when women are targeted by traditional research as well as research linked to policy and programme planning, "women" rather than "gender relations" is used as the unit of analysis. The move from women to gender also raises questions about the role and involvement of men in transforming gender relations.

Some national machineries are involved, albeit at different levels, in mainstreaming gender perspectives in the Millennium Development Goals or in working to achieve Goal 3 on gender equality and women's empowerment. Some have also been involved in the development of Poverty Reduction Strategies Papers (PRSPs). It was however noted that national machineries were not always active in integrating gender perspectives into these processes. On the other hand, most national machineries have strategies to domesticate and disseminate the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). Only a few national machineries, such as in Ghana, were involved in national policy processes related to ICT.

Three of the participating national machineries operate in post-conflict countries (Sierra Leone, Liberia and Sudan), where there is a lack of data on gender relations. Participants from these countries noted that, in particular, this hinders their work on the priority area of stopping violence against women. Better gender-specific research would allow them to more effectively deal with all dimensions of the issue, including working with men.

Principles of information and knowledge management

An introductory presentation gave basic definitions of ICT and principles of good information and knowledge management using appropriate ICT strategically (See Box 3).

Box 3: New ICT definitions and tools

Categories of new ICT:

- Information technology uses **computers**, which have become indispensable in modern societies to process data and save time and effort.

- **Telecommunications technologies** include telephones, fax and the broadcasting of radio and television, often through satellites.

- **Networking technologies**, of which the best known is the internet, but which has extended to mobile phone technology, Voice Over IP telephony (VOIP) and satellite communications.

Key new ICT tools include:

- **Computers:** effective organization of information on computers is critical to working efficiently.

- **Databases** can be very effective for the storage and retrieval of information and can also interface with the internet.

- **Audio and visual equipment** can be useful in collecting and storing information and can be repackaged for the internet and for radio.

- **Digital equipment** can make interfacing with the internet easier.

- **Scanning equipment** is used to copy non-digital text or images.

- **Email:** mailing lists are relatively simple to set up and accessible to those with access to the internet, although facilitation and sustaining of interest is difficult.

- **The internet** is increasingly important but only useful if organisations and users have access. A portal website provides a gateway to other resources on the internet, bringing together as much information on a subject area as possible.

- Creating an **organizational network drive** where important documents are stored enables sharing of information within an organization.

Participants were reminded that new ICT are technologies and tools that are used to share, distribute and gather information, utilizing telecommunication and computer technologies, as well as tools to communicate through the use of computers and computer networks. Recent technological innovations have increased the reach and speed of communication and information dissemination. It was highlighted that there is a need to ensure that women and men, rather than the

technology, drive decisions on using ICT to manage information. Furthermore, networking through the sharing of relevant information with partners can be a strong basis of relationship building among national machineries.

It was emphasised that the definition of an information and management system includes three key steps:
- An understanding of the current information needs and processes of an organisation or community;
- Mapping out what information exists and what information is needed;
- Applying the appropriate technology to those needs.

Management of information and knowledge by national machineries

To make the link between information and knowledge management and the promotion of gender equality, participants worked in mixed-country teams to identify common areas of work by national machineries and to describe how they collect, manage and disseminate information.[4] Some common issues that emerged from the group work are presented below.

Strategic collection and dissemination of information

Most national machineries experience a shortage of reliable national-level gender equality resources. Although national machineries potentially have access to a wide range of information, mainly via written documents, reports and meetings, they have *ad hoc* rather than well-defined communication strategies. In many cases, this reflects a lack of documentation rather than a lack of activities promoting gender equality. For instance, in Uganda and Sierra Leone, civil society groups are active in promoting CEDAW, but it is difficult to find documented evidence of their activities and their impact. The use of external consultants for collecting information is quite common amongst national machineries, partly because of insufficient internal human resources for research.

National machineries mainly use traditional ICT (TV, radio, newspapers, pamphlets, mobile vans and drama) to communicate with their constituencies. Participants noted that radio and drama are especially useful for disseminating information, in particular at the grassroots level. Modern ICT, such as computers and the internet, are used only occasionally, mainly because of a lack of appropriate resources, including equipment, skills and finances. However, the use of the internet, including email and discussion lists, is seen as an efficient way to improve the work of existing gender networks. The national machineries of the Gambia, Kenya and Ghana appeared to be more advanced in using ICT, mainly because their countries have better infrastructure and strategies on using ICT for development. The use of local languages is a key issue in increasing women and men's access to both traditional and modern ICT, but is limited in some countries for technical as well as financial reasons. The use of free software was discussed as an efficient and cost-effective way to deal with multi-language environments.

Targeting

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[4] Chosen areas of common work were CEDAW (Sierra Leone and Uganda), the Millennium Development Goals (Kenya and Ghana), Gender-sensitive budgeting (Sudan and Liberia) and Education and skills development (the Gambia and Ethiopia).

In general, most national machineries package their information in a general fashion and there is limited strategic targeting of specific groups. For example, participants agreed that there is a need to target men in gender-related issues but little has been done to date to understand what men need to know in order to contribute to changes in gender relations, as well as to identify the best strategies and media to reach them.

National machineries reflected that they tend to write progress reports on gender equality issues and share them with international agencies and donors more than with their local constituencies. For instance CEDAW reports are sent to the Committee on the Elimination of Discrimination against Women, but they are rarely shared in a suitable format with local civil society groups.

Most national machineries pointed to difficulties in reaching their main constituency - women - due to gender disparities in accessing information in the public domain. Some interesting attempts have been made to engage both women and men in discussing gender relations. In Sierra Leone and Liberia, national machineries collect testimonies of women who have experienced violence and use them to sensitize political leaders (who are mostly men). In Ghana, participatory rapid appraisal (PRA) techniques are used to collect and share information with women and men at the local level. In Kenya, they use an innovative street-based and participatory method, known as the "MDG walk", to lobby about the Millennium Development Goals. The aim is to illustrate how men walk the development path faster than women, identifying constraints to women's access to resources and rights etc. In the Gambia, interactive groups of women listen to radio programmes on gender issues collectively, compete for the right answers, and collect prizes from the local Women's Bureau.

2.2   Gender gaps in ICT

The workshop aimed to provide both gender equality and ICT specialists with a sound understanding of the contributions ICT can make to their work, as well as to raise their awareness of the challenges that ICT bring to development issues, including gender equality. Different linkages between gender equality and ICT were also explored, including:
- Current use of ICT by national machineries for information and knowledge management;
- Gender differences and disparities in the use of, access to and control of ICT;
- Integration of a gender perspective into ICT policies;
- Integration of ICT into the strategies and programmes of national machineries.

ICT for development: A gender perspective

Participants were provided with an overview of the importance of harnessing ICT for development and poverty reduction, as well as of the large disparities in access to ICT which mirrors social and economic disparities between the developed and developing nations, including disparities between women and men. It was noted that the gender divide is one of the most significant inequalities to be amplified by the digital revolution, and cuts across all social and income groups. There is a need to transform this inequality, with full knowledge that ICT can either exacerbate or improve unequal power relations. There is also the need to recognise the limits of ICT - that it cannot guarantee gender equality in itself but can be a tool for social action and positive social change. Furthermore, it was highlighted that most technological innovations affect men and women differently, including ICT. Unless gender issues are fully integrated into ICT

analysis, policy development and programme design, women and men will not benefit equally from ICT and their applications.

Participants emphasised that when aiming to improve women's and girls' access to ICT, there is a need to consider not only physical access but also appropriate technology, affordability, capacity, relevant content, integration, trust, legal and regulatory frameworks, local and macro economic environments and political will[5]. In particular, it was highlighted that critical gender equality and ICT policy issues need to be brought to the attention of policy-makers, especially during policy processes such as the World Summit on the Information Society (WSIS)[6], which has catalysed huge interest and engagement in ICT policy issues.

Some examples of successful case studies that used ICT for women's empowerment were provided:

Case study 1: Farmwise, Malawi

In Africa, those who have access to ICT can leverage its advantages for those who do not, for example by using radio and print media. Farmwise, a project in the rural village of Mwandama in Zomba district, Malawi, developed a computer database system with a web interface and email facility to help women farmers determine what they can expect to harvest from their land, which crops they can grow given the soil type and fertility, and what inputs they should use. A radio station of the Malawi Broadcasting Corporation popularly known as "Farmers Radio" was used to publicize and facilitate access to the database and women were given alerts of which programmes to listen to. The station's programme presenters used an online input calculator to answer questions from farmers and also taught farmers with internet access how to use the tool. Requests for advice from farmers were passed on by email to advisers in the agricultural extension office. As a result of the project, productivity more than doubled and women are now producing approximately 10–15 bags of maize each.

Source: http://ictupdate.cta.int/index.php/article/articleview/366/1/69/

Case study 2: Women's experiences in situations of armed conflict, Uganda

Many development strategists working on ICT for development use "repackaging" as a tool to share information between those with access and those without access. Repackaging combines new technologies (internet, email, voice over IP, mobile telephony) with old technologies (print, radio, drama, story-telling) in order to make the tools useful and appropriate to relevant constituencies. Isis-WICCE, an NGO based in Kampala, Uganda, developed a programme "Women's experiences in situations of armed conflict" which aimed to highlight women's experiences in situations of armed conflict, the roles they play, their impact and how they are coping in post-conflict situations. The project used different ICT, including tape recorders, video recording and photography in addition to meetings, focus group discussions and workshops. Research results were made available for download on the NGO's website.

Source: http://www.genderawards.net/winners/wicce.htm

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[5] http://www.bridges.org/real_access/RealAccess_overview_bridges_03Aug04ii.pdf
[6] http://www.apcwomen.org/policy/resources/wnsp_policyguide.htm

Gender gaps in participating countries

Having discussed the general relationship between ICT, development and gender equality, participants then identified gender disparities in ICT in their own countries, using the "Web of Institutionalisation"[7] as a framework for diagnosis.

Citizens' sphere

In this sphere, participants examined disparities in the way women and men interact with ICT at the micro level (home, community, workplace and local politics). Participants found that, in general, there is a divide between urban and rural areas and between rich and poor households. Within each of these categories, men have more access and control over ICT than women. At the household level, participants noted that women may be "afraid" to operate ICT tools (TV, videos, computers) because of lack of knowledge and because they are afraid of breaking them. It was also noted that in some cases, if a husband pays for a phone, for example, he might lock it to prevent the woman from accessing it. Men also have more access to ICT at the community level as they are more literate and have more power, time, money, mobility and assumed legitimacy to use ICT. In addition, research has shown that it is often not safe for women to access public ICT services, such as internet cafés and multimedia centres, in the evening.[8]

In the labour market, women tend to use computers more than men because they are employed in administrative work. However, women do not usually create content or have control over the equipment they use. Participants also noted that new ICT-based jobs, such as de-localised call centres, employ many women but in low-skilled and low-paid jobs. It was also noted that businesses run by men tend to use ICT, such as the internet, more than businesses run by women. Amongst civil society groups, women's organisations, especially those in rural areas, tend to use ICT less than other development organisations. Participants also noted that even women's organisations tend to employ men in ICT jobs.

Political/policy sphere

Participants also examined the interaction between gender equality and ICT at the policy level, including in budget allocations. Most participants noted that their governments have not identified the gender divide in ICT as an issue and do not incorporate a gender perspective into their ICT policies, programmes and projects. In most countries, ICT policy-makers are not involved in the work of national machineries and national machineries do not take advantage of ICT policy formulation to advance gender equality issues. There are positive exceptions however, as in the Gambia, where the national machinery is involved in formulating gender dimensions of the national ICT policy. Most national machineries felt that to date the integration of gender perspectives into ICT policies has meant "adding" a gender-specific paragraph rather than mainstreaming gender perspectives. In some countries, including Sudan, national machineries are

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[7] Caren Levy (1996) `The process of Institutionalising Gender in Policy and Planning: The Web of Institutionalisation", Development Planning Unit University College London Working Paper Series, Working Paper No 74.

[8] United Nations Division for the Advancement of Women (2005). *Women2000 and beyond: Gender equality and empowerment of women through ICT*. New York, September 2005.

in charge of monitoring all national policies, including ICT policies, from a gender perspective, although they have not been involved in policy formulation.

Overall, there is now realization that more women with commitment to and expertise in ICT need to be involved in policy processes. In the Gambia, more women have been intervening between the first and the second round of ICT policy formulation. In Ghana, the national machinery examined each area of the national ICT policy from a gender perspective and developed a strategic plan to tackle these issues.

Public education policies were also discussed as a possible root cause of the gender divide in ICT. For example, in Kenya the use of computers in schools is now a priority but the issue of equal access for boys and girls has not been addressed. In the private sector, firms have no policies on gender equality and equal opportunities. Generally, the domination of large international corporations, such as Microsoft, in providing equipment to governments in developing countries has also meant that more women-friendly technologies, such as open source software, are not promoted and governments have not addressed such choices as a general policy issues.

Institutional/organisational sphere

In this sphere, participants explored the ways in which institutions and organisations access, use and control ICT, and how they deal with gender equality and ICT issues. In general, national machineries commented that line ministries and institutions involved in policy-making still use ICT sparingly, particularly the internet. Connectivity is an issue, as is the compatibility of computer systems in government institutions. Furthermore, differences in budget allocations between line ministries influence the level of ICT available. Since national machineries usually have the lowest budgets, they are consequently not well equipped.

There are also differences in access to technology within line ministries. For example, one national machinery reported that the only connected computer in their department was in the Permanent Secretary's office, which limits its use. Gender differences in occupational use of ICT are also common, with women mainly occupying secretarial posts, with no control over the purchase, use and maintenance of equipment. Men are considered to be more technically capable and tend to occupy technical posts, which are associated with power. Participants noted that this pattern is seen in the public and private sectors, as well as in civil society. It was also highlighted that computers become more efficient and complex, women are displaced from their traditional secretarial jobs and replaced by male computer operators, who have better access to training and are thought to be more naturally inclined to technology.

> **Box 4: When skills are not enough** …
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> Ida, a workshop participant from the Gambia, was a trained ICT engineer when she started looking for work. For years, she was confined to administrative jobs in the ICT sector, where she quickly discovered that despite her skills her male bosses could not forget that she was also a woman. She had to struggle to be given a chance to work on "real" ICT projects, in which she proved herself successful. Later, she began training young women and women's associations to use ICT. She is now the Executive Director of the Women's Bureau in the Gambian Ministry for Women and is taking an active part in the formulation of national ICT policies.
>
> Source: Ms Ida Fye-Hydara, Executive Director of the Gambian Women's Bureau

The division of labour between women and men is reflected in the way that women and men develop their ICT skills on-the-job. In many countries, participants noted that female secretaries still have limited access to advanced computer skills in both initial and on-the-job training Women were also more likely to return home during lunchtime and after work to look after their home and family, whilst men stay in the office or go to cyber cafés to improve their technical skills. Though most governments have staff training budgets, there is a lack of specific plans to bridge the gender divide and improve women's skills. However, many of the experiences shared during the workshop showed that it is often stereotypes rather than skills that prevent women from receiving equal treatment in the ICT field.

Several other factors contribute to the marginalization of women and to a gender-unfriendly ICT environment. Participants, including Sudan and the Gambia, mentioned that the allocation of government contracts for ICT and tenders are not transparent and tend to follow "old boys networks" that exclude women. Some participants felt that there is a need for affirmative action in procurement laws in order to change this situation. The suggestion by some that this would bring in "less able" women and result in lower quality was strongly resisted by other participants.

Information and knowledge management sphere

In this sphere, participants reflected on initiatives by public, private and civil society groups in the use of ICT to promote gender equality and/or identify linkages between gender equality and ICT. It was noted that little research in both the public and private arenas address gender equality and ICT and issues relating to access, affordability and relevance of content have been neglected. Participants reflected that it has been only NGOs, in particular women's organizations, that have tried to identify and bridge the gender gaps in ICT. There are also a growing number of associations and internet discussion groups that are trying to raise awareness at the policy level as well as educate women in the use of ICT for gender equality. Participants noted that using research to change organisational prejudices and stereotypes is an important method of improving women's access, use and control over ICT.

The media was also discussed as a vehicle for the promotion of gender equality. Most participants felt that some mass media have a negative impact on women, such as the exploitation of women's images on the internet and TV to market products and the lack of policies to regulate this environment. Participants noted that media is also used in a positive way, such as radio programmes that inform citizens about their rights. Sensitization programmes are also often aimed solely at women even though the issues, such as early marriage, usually concern women and men. A key difficulty is that programmes addressing what are seen as "women's issues" do not attract sponsors and are given marginal time slots. Some participants suggested that a focus on gender

relations rather than women may make these programmes more popular as they would also target men. In general, participants noted that the freedom that the media have acquired in many countries over recent years has not led to more debates on gender equality, partly because there are few women in key media posts; media are generally not gender-sensitive; media have entered a free-market logic where gender equality issues are not popular; and legislation preventing the exploitation of women in public media is not enforced. It was also noted that women may be involved in the presentation of women's programmes but do not contribute to their content and production.

2.3   Integration of gender issues into ICT policies

In the third day, participants focused on the policy level, were acquainted with a number of ICT policy initiatives and discussed the relationship between ICT, gender equality and development at the policy level.

Mainstreaming gender into national and international ICT policies

In order to discuss how ongoing national and international ICT projects address gender equality issues, the Economic Commission for Africa (ECA) presented two of its initiatives that promote ICT in African countries: Scan-ICT and the African Information Society Initiative (AISI).[9]

Scan-ICT

Scan-ICT is an initiative that aims to build support for the development of Africa's capacity to collect and manage information that is needed to support the growing investment in ICT and Africa's transition into an Information Society. Scan-ICT reports elaborate on the opportunities available to build capacity for Africa to influence ICT investments, increase their impact, and encourage development of "made in Africa" solutions, applications and content. The goal is to create a pan-African ICT network that will connect all levels of ICT-related issues. The network is to be coordinated and supported by a research institute. This initiative, supported by the International Development Research Centre (IDRC) (Canada) and Norwegian Agency for Development Cooperation (NORAD) aims to measure the level of ICT penetration in different sectors of development, including health, education and commerce, so as to establish ICT country profiles and develop benchmarks than can assist ICT policy formulation.

ECA recognized that to date gender equality has been omitted from the Scan-ICT methodology. As a result, five out of six pilot country profiles carried out are gender-blind. The exception is Ethiopia, where ICT experts made a personal effort to mainstream gender perspectives. The Scan-ICT methodology is under review and can be improved, particularly to include gender equality as a goal. In particular, ECA noted that opportunities to influence Scan-ICT from a gender perspective include:

- Reviewing indicators and disaggregating existing indicators by sex;
- Adding gender-specific indicators;
- Raising awareness of gender equality among ICT policy-makers;
- Identifying gender equality and ICT issues in the development sectors;
- Involving gender-sensitive ICT experts or adding gender experts to SCAN-ICT teams;

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[9] http://www.uneca.org/aisi for information on SCAN-ICT and AISI

- Consolidating gender perspectives in the monitoring process of ICT policies and programmes;
- Influencing the WSIS process;
- Learning from IRDC expertise, including the development of 300 qualitative indicators.

Discussion among participants highlighted that the SACN-ICT initiative has been technically oriented and is not embedded in the socio-economic context. Participants expressed concern over ECA's current approach to gender mainstreaming, noting that gender perspectives must influence the whole process, not only the methodology and the indicators, and that there is a need for leadership from ECA to ensure that the entire project is gender-sensitive. Participants argued that gender mainstreaming should not solely be the responsibility of national machineries and noted that institutions such as ECA should be pro-actively involved in gender sensitization of key actors in the ICT field. More qualitative and context-specific research is needed to influence policy processes, as well as greater involvement by gender-sensitive actors. Participants requested ECA to assist national machineries in identify policy processes and key actors that they should try to influence.

African Information Society Initiative (AISI) and National Information and Communication Infrastructure (NICI)

Participants were introduced to the AISI initiative, which provides support to develop national ICT policies in African countries. The project was piloted in 13 countries, all of which now have national ICT plans. As in the SCAN-ICT project, ECA recognized that gender equality issues have been marginalized. For example, although an initial survey included a balanced representation of men and women, the results are not disaggregated by sex and gender equality is considered only as an add-on in lessons learned. This is reflected in the policy process (national machineries and women's organizations were rarely consulted and there were few women in the expert teams) and also in the resulting national plans, which are largely gender-blind. In the Gambia however, ICT experts did meet with gender-sensitive actors and as a result the policy is gender-sensitive.

Representatives of national machineries commented that to date ECA has not provided guidelines regarding the integration of gender perspectives into ICT projects and criticised the project's approach to gender equality as a sector rather than a goal, with cross-cutting implications. This approach has meant that the issue is devolved to the country-level and does not ensure that gender equality is incorporated into all policies as called for in the Beijing Platform for Action and CEDAW. Participants also noted that treating gender equality as a sector rather than a goal has meant that the relationship between critical ICT and gender issues, such as violence against women, was likely to be overlooked.

In response to ECA's suggestion that national machineries should develop gender and ICT plans, some participants expressed their fear that the creation of a separate gender equality and ICT process would once more result in the marginalization of women. They recommended that ECA and its partners adopt a crosscutting approach to gender equality and integrate it systematically into policy formulation, implementation and monitoring. They also strongly recommended that ECA supports gender sensitization programmes for ICT policy-makers, as well as ICT awareness raising for gender advocates, including national machinery personnel. In Sudan for example, representatives of the national machinery attended meetings in the framework of the AISI project but felt inadequate as the discussions were too technically oriented and used unfamiliar ICT jargon.

Finally, most representatives from national machineries pointed out that they are not aware of ICT policy initiatives in their country. They felt that national machineries should be better informed, equipped and supported to influence international processes such as the World Summit on the Information Society (WSIS). It was noted that some NGOs had already developed arguments about gender equality and ICT that could be used to lobby ICT policy-makers (See Box 5).

Box 5: Women's rights in ICT

The Association for Progressive Communications Women's Networking Support Programme (APC WNSP) has identified the following rights that should be included in any ICT policy:

1. Acknowledge, protect and defend women's rights in the Information Society.
2. Gender equality, non-discrimination and women's empowerment are essential prerequisites for equitable and people -centred development in the Information Society.
3. ICT governance and policy frameworks must enable full and equal participation.
4. All ICT initiatives must incorporate a gender perspective.
5. Every woman has the right to affordable access to ICT.
6. Education and training programmes must promote gender awareness.
7. Women and girls have a right to equal access to educational opportunities in the fields of science and technology.
8. Women's viewpoints, knowledge, experience and concerns must be visible.
9. There can be no public domain of global knowledge without women's knowledge.
10. Every woman and girl has the right to communicate freely in safe and secure online spaces.

Gender equality in macro development policies and strategies: Current challenges

The workshop also explored the integration of a gender perspective into macro development policies and strategies, with the aim of identifying relevant points of intersection between ICT policies and development policies and establishing how ICT could assist national machineries in mainstreaming a gender perspective into development policies at the macro level. Three initiatives were discussed: Poverty Reduction Strategy Papers (PRSPs), the Millennium Development Goals (MDGs) and the New Partnership for Africa's Development (NEPAD).

Participants conducted a gender critique of the three processes, arguing that they have all shown a lack of real political commitment to gender equality. Although some national machineries had been actively involved in the PRSP and MDG processes, others had been left out. It was noted that, in general, a rights-based approach to gender equality issues has not been used and gender equality is addressed either as a separate issue, such as in the MDGs, or as an add-on, as in the case of PRSPs and NEPAD. Participants noted that in most cases the main actors involved in these processes seem to not recognize the need to challenge the structural causes of poverty, including gender inequality. Given that the initiatives are constantly monitored and reviewed at national and international levels, it was emphasized that national machineries can still play a critical role in reshaping these processes to incorporate a gender perspective. With the use of the Web of Institutionalisation[10], participants developed strategies to join existing gender mainstreaming

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[10] Caren Levy (1996) `The process of Institutionalising Gender in Policy and Planning: The Web of Institutionalisation", Development Planning Unit University College London Working Paper Series, Working Paper No 74.

approaches into these three initiatives and explored how such strategies could be followed, in particular emphasising the use of ICT to achieve better results.

Participants also shared initiatives undertaken in their countries to mainstream gender equality into PRSPs and the MDGs. For example, the national machinery in Kenya hired a consultant who intervened in taskforces related to each Goal. In Ghana, after the first round of the PRSP process which did not incorporate a gender perspective, the national machinery mobilized lobbying of the Ministry of Planning. In Sierra Leone, some key line ministries, including the ministries of education and agriculture, played a critical role in influencing the PRSP and MDG processes. Participants noted the need for improved networking between different line ministries as well as bi-lateral and multi-lateral organisations.

2.4   ICT and gender mainstreaming initiatives

The Enterprise Development Facility Initiative

ECA presented the Enterprise Development Facilities (EDF) initiative to demonstrate how ICT can be used to support women's economic empowerment (see Box 6). EDF is a technology-driven initiative aiming to address the constraints faced by African women in informal and formal small businesses, and give them access to information training and business opportunities. EDF was jointly launched in 1998 by ECA and the United Nations Development Program (UNDP) as a follow-up to the recommendations adopted by the Africa-Asia Forum on the Economic Empowerment of Women, held in Bangkok, Thailand, in July 1997. The African Center for Gender and Development (ACGD) of ECA has endeavoured to accelerate the establishment of two EDFs in Lome (Togo) and Kampala (Uganda), which to date have a membership of 50 African entrepreneurs engaged in textiles and food processing, in addition to institutions such as Chambers of Commerce and other organizations working in the area of enterprise development.

Box 6: The Enterprise Development Facility: ICT for women's economic empowerment

The EDF website is the main channel for information assimilation and dissemination in this project. It has been designed in such a way to provide useful, well-analyzed and processed business information.

The EDF website serves as:
- A space for information sharing (products and services, finance, events, technological training etc.)
- A space for training (marketing, management, legal issues etc.)
- A space for networking (women entrepreneurs, women's associations, promotional service providers etc.)
- A space for promotion
- A space for mutual assistance

Guiding Principles of the EDF website include:
- Simplicity – easy to understand the contents of the website;
- Avoiding duplication of efforts - content is developed from existing sources of information;
- Relevance – well-selected and processed information.

Source: http://www.edf-rifed.com/index.asp

African Gender and Development Index (AGDI)

ECA also presented its new African Gender and Development Index (AGDI)[11], a tool to measure the status of gender equality and the progress of women. This index can assist countries to prepare a national gender profile every three years using existing national statistics. It is envisaged that governments and civil society will work together in compiling the AGDI and national machineries were encouraged to make contacts with the teams and focal points leading the process in their countries. Participants noted that the Index was an isolated project in the ECA as other ECA initiatives were gender-blind and were concerned that this may compromise the credibility of the Index. Some participants also expressed concern that the Index may duplicate existing national gender-monitoring initiatives.

2.5   Technical training

The workshop also incorporated technical training sessions to provide an opportunity for participants to become familiar with various ICT tools, including one session on using the internet. This session focused on clarifying internet jargon and explaining the technology and necessary equipment for establishing an internet connection. Participants were also introduced to the various challenges associated with internet connection and usage.

Another session was held on the use of websites as information and knowledge management tools. This session reviewed good practices for websites and gave an overview of how national machineries can make the best use of websites. The national machineries from Uganda and the Gambia demonstrated their respective websites (http://www.mglsd.go.ug) and (http://www.gambiawomen.gm).   During this session, an exercise was also conducted for participants to identify objectives, target constituencies and content for a regional website for national machineries in Africa. Objectives identified included: providing information about national machineries, including objectives, activities and contact details; sharing experiences among national machineries; interacting with stakeholders and enabling them to exchange information with national machineries; creating a communication network among national women's groups; informing the general public about gender equality issues; and sharing information between national machineries and the public via an electronic database. Stakeholders identified included: national machinery personnel; other line ministries and government departments; civil society organizations; and women's organizations. The exercise revealed that most of the desired content for the website did not exist in electronic format and would have to be developed.

Participants also decided to join the electronic discussion list that was created at the end of the Namibia workshop to facilitate the exchange of information between national machineries.[12]

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[11] http://www.uneca.org/fr/acgd/en/800x600/en_intro/en_cwd/en_meeting3/en_agdi.htm

[12] http://mailman-new.greennet.org.uk/mailman/listinfo/windhoekNMSnet

PART 3: STRATEGIES TO REINFORCE THE LINKS BETWEEN GENDER EQUALITY AND ICT

Participants developed strategies to address gender equality and ICT at different levels, as summarized below, which together constituted a framework for national machineries to work from after the workshop.

Incorporating gender perspectives into national ICT policies (Group work #3 – See Annex 6)

To achieve one of the workshop's main objectives, national machineries identified key actions to mainstream gender perspectives into national ICT policies (See Annex 6 for country-specific plans). The most common features of the strategies developed include:

- Identifying key national actors dealing with national and international ICT policy and planning processes in order to raise their awareness of gender equality issues;
- Connecting with international focal points on ICT (for example in ECA);
- Consulting and networking with civil society organizations to identify gender-based ICT issues and develop joint strategies to mainstream gender perspectives into on-going ICT policy and planning processes;
- Identifying suitable women to be involved in ICT policy and planning processes;
- Accessing and commenting on existing national ICT policies and plans and proposing priority areas for action;
- Promoting WSIS and other international ICT initiatives among relevant gender equality actors in the public, private and civil society sectors;
- Ensuring gender-sensitive monitoring of existing policies and promoting the adjustment of plans according to gender-sensitive indicators;
- Raising awareness of the relevance of ICT for gender equality among national machinery personnel;
- Influencing relevant bodies to develop more research on the links between gender and ICT and/or to mainstream a gender perspective into on-going research on ICT;
- Developing arguments to promote the use of ICT for the promotion of women's rights and ensure equal access to ICT for women and girls in education and training programmes; and
- Sharing results of the workshop with ICT policy-makers and other relevant actors.

Using ICT to improve national machineries' programmes (Group work #4 – See Annex 7)

This group work required national machinery groups to select one of their existing programmes and identify ways to use ICT to make the programme more effective and efficient. The following programmes were selected: gender mainstreaming in the health sector (Sudan); leadership training for women councillors (Uganda); Promotion of CEDAW (Sierra Leone); media (Liberia); micro finance for women (Ghana); female genital mutilation (Kenya); gender investment for poverty alleviation (the Gambia); and gender mainstreaming (Ethiopia).

The exercise illustrated that ICT can be used in any kind of programme, whether addressing the basic needs of local women and men (as in Sudan's programme to reduce maternal mortality), targeting policy-makers (as in Uganda's programme on leadership training for women councillors), or policy advocacy (as in Sierra Leone's CEDAW programme). The exercise also showed that in most countries, collecting and organising information, rather than dissemination, are

the most difficult steps and there is therefore a need to train key actors in research, including the use of databases and other ICT tools.

The group work showed that national machineries have a wide range of ICT at their disposal and can potentially combine modern and traditional ICT. The lack of infrastructure in some countries, particularly in rural areas, is obviously a constraint but it was generally agreed that the provision of infrastructure alone would not solve all access problems. For instance, affordability, convenience, location, language, safety, relevance and gender relations are key determining factors influencing women and men's access to ICT. The incorporation of these dimensions is a key challenge for the development of ICT-based strategies for the promotion of gender equality. Finally, participants emphasized that ICT must be properly reflected in programme budgets, including purchase, repairs, equipment upgrades, depreciation costs, user fees and training.

Developing ICT strategic plans for national machineries (Group work #5 – See Annex 8)

To develop an appropriate, effective and sustainable strategic ICT plan, participants identified their information and communication needs as well as the most appropriate ICT tools available. In country teams, participants developed a communication strategy for a select project, identifying the team, partners, skills and technology, as well as the process of documenting and managing information.

Key issues and common features identified during this exercise included:
- All key actors must be involved, including national machinery personnel; line ministry gender equality and ICT focal points; representatives from civil society, especially women's organisations; and regional and global institutions. Ensuring high-level involvement was highlighted;
- The need to include greater knowledge and skills on the technical and policy aspects of ICT, including communication and networking skills;
- The need for computer software and hardware, including reliable access to the internet and digital cameras and scanners;
- Reliable and sufficient financial resources;
- The need for communication with government departments, academic institutions, researchers, NGOs, women's organisations, donors and United Nations agencies;
- Networking and collaboration are crucial for the collection of information. Particular strategies included the use of mainstream media, establishing research groups and digitizing content.

PART 4: CONCLUSIONS AND REMAINING CHALLENGES

Making ICT work for women as well as men at macro and micro levels

The workshop highlighted that working with men as well as women to change gender relations and achieve gender equality must be stressed in all sectors, particularly in the ICT field, which is dominated by men and carries powerful negative stereotypes on women's abilities in understanding and using technology.

Overall, discussions showed that, ten years after the adoption of the Beijing Platform for Action, it is difficult for national machineries to influence the policy-making level, including in the area of ICT. In general, national machineries noted the need to redefine their roles in more political terms in order to avoid being exclusively focused on programme implementation. Participants expressed that, in addition to traditional projects at the micro level, they should become more involved in macro-level strategic work on gender equality issues, such as liberalisation, globalisation and ICT development. National machineries noted the need to give priority to integrating gender perspective perspectives into the development of national and international ICT policy processes by sensitizing ICT policy-makers; becoming involved in ICT policy-making processes; and developing arguments to promote the integration of gender perspectives into all aspects of ICT policies and programmes. In particular, national machineries noted the need to collaborate more with civil society at national, regional and international levels and promote research on gender equality and ICT, which can be used to sensitize ICT policy-makers to the importance of gender mainstreaming.

Understanding and using ICT as tools for gender equality

Most national machineries lack equipment, connectivity and human resources and noted the need to lobby relevant policy-makers and donors in order to raise funds for their ICT needs. However, it was also noted that low access to and use of ICT is also limited by institutional attitudes and cultures. Therefore, in order for ICT to be an effective tool for gender equality, participants noted that national machineries must change their organisational culture and move towards more open information-sharing systems.

National machineries recognized the need to reveal the gender equality aspects of ICT in order to mainstream gender perspectives in ICT and media and to support the work of gender mainstreaming in other sectors. National machineries noted that at the policy level, ICT can help to build a community of public, private and civil society actors, for example through the use of email, discussion lists and newsletters. ICT can also be used to carry out innovative policy-focused research.

Discussions highlighted the potential for the strategic use of ICT to improve communication between actors, make policy and planning processes more transparent, encourage governments and other development institutions to become more accountable to the women and men that they serve and disseminate research results to policy-makers and local communities. The workshop highlighted that the appropriate use of ICT in national machineries could improve institutional memory, which is important to ensure that gender equality gains are not lost.

The workshop clearly showed that although ICT can make a significant contribution to the work of national machineries it will not solve all of the information and knowledge management challenges that national machineries face.

ANNEXES

1. Aide mémoire
2. List of participants
3. Questionnaire
4. Programme
5. The roles of national machineries
6. Country strategies to mainstream gender in ICT policies (Group work 3)
7. Using ICT in national machineries programmes (Group work 4)
8. Country strategies to use ICT to improve national machineries' programmes (Group work 5)
9. ECA Press release about the workshop

ANNEX 1 – AIDE-MEMOIRE

Division for the Advancement of Women
Office for ECOSOC Support and Coordination
Department of Economic and Social Affairs
Capacity Building for Promoting Gender Equality in African Countries

AIDE-MEMOIRE

Workshop on strengthening the capacity of national machineries
through the effective use of ICTs

Addis Ababa, Ethiopia
10– 14 January 2005

I. Introduction

The Division for the Advancement of Women (DAW), and the United Nations Information Communication Technologies (ICT) Task Force Secretariat within the Office for ECOSOC Support and Coordination (OESC) of the United Nations Department of Economic and Social Affairs (DESA) are collaborating in the organization of a workshop for representatives from ten national machineries for the advancement of women from English-speaking countries in the East and West African regions. The workshop will identify common strategies for institutional capacity-building for promoting gender equality through the effective use of ICT, and develop an e-based network of national machineries. The five-day meeting for senior representatives of the national machineries will include training for expert representatives and for information managers/specialists from national machineries on the use of information and communications technologies (ICT) for knowledge management and information sharing. Participants from the United Nations Information Communication Technologies (ICT) Task Force are also invited.

The workshop will take place in Addis Ababa, Ethiopia from 10 – 14 January 2005. The following countries will be invited to participate: Eritrea, Ethiopia, Gambia, Ghana, Kenya, Liberia, Nigeria, Uganda, Sierra Leone and Sudan (10).

The workshop in Ethiopia is the third in the series of five such events the Division for the Advancement of Women is organizing for national machineries. The first workshop was held in Windhoek, Namibia from 19 – 23 April 2004 and the second workshop was held in Dakar, Senegal from 24 – 28 May 2004.

II. Background

The project, entitled "Capacity-building for national machineries for the advancement of women in promoting gender equality in African countries", has the overall objective to build institutional capacity for promoting gender equality in Africa. The workshop aims to strengthen the capacity of national machineries of participating countries to take full advantage of new information and communications technologies to strengthen networking, information sharing and knowledge management that will enhance their effectiveness in national policy-making and planning processes for gender equality.

The Beijing Platform for Action emphasized that national mechanisms for the advancement of women are intended to design, promote the implementation of, execute, monitor, evaluate, advocate and mobilize support for policies that promote gender equality (para 196). National machineries serve as central policy-coordinating units inside Government, and are expected to support the mainstreaming of gender perspectives in all governmental policy areas, including legislation, public policies, and programmes and projects. National machineries are also expected to disseminate sex-disaggregated data and information for planning and evaluation purposes (para 201).

The Commission on the Status of Women, at its forty-seventh session, considered the role of ICTs in relation to gender equality. The panel discussion on "Participation in and access of women to the media, and information and communication technologies and their impact on and use as an instrument for the advancement and empowerment of women", held during the Commission, emphasized the role of ICTs and the media as tools for development and as central to the empowerment of women. These new media and ICTs were increasingly used to share knowledge, enhance participation of all members of society, increase networking, give voice to marginalized groups, organize political action, empower people, fight poverty and enhance economic development. In addition to access, the issues of women's information needs and available content were addressed in the panel. Participants called for research on women's information needs and the production of local content in local language.

In Agreed Conclusions adopted by the Commission on the Status of Women at its forty-seven session, the Commission noted that "the media and ICTs offer tools for enhancing women's full access to the benefits of information and new technologies and can become central tools for women's empowerment and the promotion of gender equality" (para 2). One of the actions to be taken was to "strengthen the capacity of national machineries for the advancement of women, including through the allocation of adequate and appropriate resources and the provision of technical expertise, to take a lead advocacy role with respect to media and ICTs and gender equality, and support their involvement in national, regional and international processes related to media and ICTs issues, and enhance coordination among ministries responsible for ICTs, national machineries for the advancement of women, the private sector and gender advocacy NGOs within countries" (para 4 (x)).

The series of five workshops to be organized will strengthen the capacity of national machineries in participating countries to take full advantage of new information and communications technologies to establish and/or strengthen the types of networking, information sharing and knowledge management that will enhance their effectiveness in national policy-making and planning processes for gender equality. The creation of an e-based network of national machineries will enhance the effectiveness of national machineries within each country. It will serve as a tool to strengthen the capacity of national machineries to implement their mandates, for example, by supporting their work as advocates and catalysts for gender mainstreaming, as well as support the design and use of an adequate information infrastructure for the achievement of gender equality. It will also enhance networking and sharing of information and good practice examples regionally and sub-regionally. The development of a website prototype for national machineries for the advancement of women will expand opportunities for networking and information sharing on common priorities.

The project will draw on the expertise of African professionals, including from the United Nations ICT Task Force.

III.   Workshop for ten countries in:

A.   Objectives of the workshop

The workshop aims to strengthen the institutional capacity of national machineries in selected countries to effectively use ICTs to advocate for successful gender equality policies and act as catalysts for systematic gender mainstreaming in all policies and programmes, nationally and regionally. It will also provide practical training to information managers and/or documentalists of national machineries to support networking and partnerships among national machineries, through effective development and maintenance of information bases, websites and related information infrastructure.

The workshop will:

a) Enhance the capacity of national machineries to maximize the use and benefit of information, knowledge and good practices through more effective use of ICTs to promote gender equality;
b) Develop strategies on the use of ICTs for advocacy, information sharing, and production of information for achieving the goal of gender equality;
c) Strengthen capacity of national machineries to influence the national ICT policy formulation and implementation;
d) Develop an e-based network of national machineries from participating countries to strengthen cooperation and information sharing through regular information dissemination on women's and gender issues, including via electronic media and the internet.
e) Raise awareness among representatives from national machineries, especially information managers, in the use of ICTs to enhance cooperation, knowledge management and information sharing.

B.   Expected outputs

The workshop will produce the following outputs:

- Strategies for institutional capacity-building in use of ICTs will have been identified.
- Representatives from national machineries from ten countries will have been trained in the substantive and institutional aspects of use of ICTs;
- Representatives from 10 countries will have been trained in the technical aspects of use of ICTs;
- The prototype of a website for national machineries will have been designed;
- A framework for an e-based network of national machineries will have been developed;
- National machineries will be able to influence national ICT policies and processes from gender perspective.

It is anticipated that, based on the experience gained during the workshop, participants will use the e-based network on a continuous basis, to share experiences and exercise leadership for promoting gender equality. The results of the workshop will be used in the organization of two additional workshops for representatives of national machineries of other countries in Africa and West Asia.

C.   Venue and participants

The five-day event will take place at the Economic Commission for Africa (ECA) in Addis Ababa, Ethiopia.

The number of participants will be approximately forty. They will include:

- Three representatives from each country: two expert representatives from the national machinery and one information specialist working with national machineries;
- Two to three staff members from Division for the Advancement of Women;
- Three consultants/facilitators/trainers;
- One to two resource persons;
- Representatives from regional/sub-regional institutions; and
- Representatives from the Regional Commission (ECA), and UN entities as observers.

D.   Organizational and administrative matters

The workshop will be organized by the Division for the Advancement of Women and the Office for ECOSOC Support and Coordination, and will be hosted by ECA. The meeting of 30 representatives of national machineries will be held for 5 days. On the final day, the results of the discussions in the meeting, strategies for the proposed prototype website, and the proposed framework for an e-based network, will be presented in plenary.

Participants in the five-day meeting will convene in plenary as well as in working groups. Brief country presentations on current institutional set-ups, knowledge management networking and use of ICTs will be made in plenary. This will be followed by interactive dialogue, facilitated by the consultants/resource persons, to identify priorities and develop a common strategy for improved knowledge management and advocacy using ICT and a framework for an e-based network.

Participants in the training will include one information specialist from each of the participating national machineries. The focus of the training will be on the use of ICTs for networking, knowledge management and information sharing, as well as training in website design and maintenance. Participants will discuss the development of a prototype of a website for national machineries.

E.   Documentation

The documentation of the workshop will comprise relevant background papers, including United Nations documents as well as training material designed specifically for this workshop. Participants will be invited to provide relevant information in advance on the basis of a short questionnaire, and to make brief presentations on national experiences in the plenary.

F.   Budget

The Office for ECOSOC Support and Coordination will cover the cost of participation of representatives of the United Nations ICT Task Force. The Division for the Advancement of Women will make available funds required to cover all expenses regarding the organization of the workshop for all other participants. This will include the costs of travel and DSA for all invited participants, as well as for consultants and resource persons.

G.	**Passports and Visas**

Participants will be expected to make necessary arrangements with regard to passports, visa and health certificates for travel. An information note will be sent out to participants to assist them with travel arrangements. All relevant correspondence should be addressed to:

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ANNEX 3 - NEEDS ASSESSMENT QUESTIONNAIRE

NAME OF THE PERSON (OR PERSONS) COMPLETING THE QUESTIONNAIRE:

ORGANISATION AND POSITION(S):

COUNTRY:

Introduction

A/ What are the main objectives and activities of the national machinery for gender in your country

B/ What are the main bodies (governmental and non-governmental) that make up the national machinery in your country

1. **HOW NATIONAL MACHINERIES COLLECT AND MANAGE INFORMATION?**

   1.1. Does the national machinery for gender have a communication strategy? Please explain

   1.2. What information does the machinery **collect** on a regular basis on gender issues and mainstreaming in your country? e.g. reports, statistics, journals etc

   1.3. What tools and mechanisms are used collect this information at different levels?

   1.4. What are the key problems for information collection?

   1.5. How does the national machinery **package** (e.g. leaflets in local languages, annual statistical report to the national assembly) and **disseminate** (e.g. through local organisations, radios, theatre) the information it wants to share with different target groups?

   1.6. What problems does the national machinery face to reach target groups with relevant information?

   1.7. Does the national machinery use the internet to collect and disseminate information?
      - If the answer is "yes", please briefly explain how these ICT are used and with what level of satisfaction and efficiency
      - If the answer is "no", explain why these ICT are not used

   1.8 What kind of gender information would the national machinery need to have access to on the internet and via e-networks and what kind of information would it like to disseminate to others via internet, e-network?

   1.9 Do you personally search the World Wide Web (WWW) regularly for information, news and events relating to your work?

   1.10   Do you find useful information when you search the WWW?

   1.11   Do you have some favourite/useful web sites that you use? Please share these.

2. GENDER DIFFERENCES AND INEQUALITIES IN ACCESS TO AND CONTROL OF ICT

Remember that there are many kinds of ICTs –read definitions on the first page of the questionnaire. So please try to be as specific as possible in your answers.

2.1 To your knowledge, are there differences and inequalities in the way that women and men (girls and boys) have access to, use and control ICT in your country:

- At household level
- In schools and in further education
- In the labour market
- In civil society organisations

2.1   Are there organisations (public, private or NGO) that use innovative ICT to promote gender equality?

2.2   Do you know if there are studies, reports etc. that provide information on ICT and gender (or women/girls) in your country? Could you give us the titles of these documents and bring some examples with you to Addis.

3   ICT POLICIES AND PROGRAMMES

3.1 Does your government have a national ICT policy? If the answer is 'yes', can you explain to what extent this policy integrates gender?

3.2 Is your national machinery involved in the development or implementation of this policy? If 'yes', please explain how, if 'no', please explain 'why'?

3.3 Does the national machinery support women/gender and ICT projects? If yes, please explain

3.4 Are you aware of, or involved in the World Summit on the Information Society (WSIS) process?

4.   ICT CAPACITY IN THE NATIONAL MACHINERY

ICT experts will probably need to be involved to answer these questions

4.1 Technical Infrastructure Questions

4.1.1   Do you have your own computer at work?

4.1.2   How many computers are in your office and who uses them?

4.1.3   How would you rate the efficiency of your computer?

4.1.4   Does your computer have a CD-ROM drive?

4.1.5   Do you have access to the Internet?

4.1.6   Do you have a dial-up connection or are you permanently connected to the Internet?

4.1.7   Who is your Internet Service Provider?

4.1.8   Do you experience crashes/unexpected interruptions to the service?

4.1.9   Do you have a reliable electricity connection?

4.1.10   Do you have a person able to assist you with technical troubleshooting?

4.1.11   How long does it take for this person to respond to your technical queries?

4.2   Technical know how questions

4.2.1   Do all members of your institution have email addresses?

4.2.2   Do you communicate with other national machineries and/or with your constituencies electronically?

4.2.3   What software do you use/have loaded onto your computer? I.e. Microsoft Office, email packages etc.

4.3   Websites

4.3.1   Does your institution have a website? If so, please provide your URL.

4.3.2   Who built it?

4.3.3   Who maintains it?

4.3.4   How regularly is it updated? I.e. daily, weekly, monthly, on an ad hoc basis.

4.4   Mailing lists/Listservs and networking

4.4.1   Do you belong to any email mailing lists/listservs? If Yes, which ones?

4.4.2   Are you part of a network/(s) relating to your work, both electronic and non-electronic? If yes, with whom and how do you communicate?

4.5.1   How would you rate your institution networking? I.e. Do other organisations know what your national machinery does and do you know what other organisations do on gender?

ANNEX 4 - PROGRAMME

Monday 10

8.00	Registration
8.30	Opening remarks
	• DISD (ECA)
	• African Centre for Gender and Development (ECA)
	• Division for the Advancement of Women (UN)
9.30	Introduction to the workshop
	• Facilitators
	• Introduction of participants and expectations
	• Logistics
	• Objectives and methodology
10.30	*Coffee/tea*
11.00	Input 1: A framework for reviewing the role of National Machineries
12.30	*Lunch*
14.00	Input 2: Information and knowledge management
14.15	Group work 1: How do National Machineries manage information and knowledge?
16.00	*Coffee/Tea*
16.30	Feed back from group work 1
18.00	End of day

Tuesday 11

8.00	Input 3: ICT for development: A gender perspective
9.00	Discussion
9.30	Group work 2: Identifying gender gaps in ICT in participants' own countries
11.00	*Coffee/tea*
11.30	Feed back from group work 2
12.30	*Lunch*
14.00	Feed back from group work 2 (ctd) (followed by brainstorming)
14.30	Input 4: Gender in SCAN-ICT indicators
15.30	Input 5: ICTs as collection and information management tool (hands-on)
16.00	*Coffee/tea*
17.30	End of day

Wednesday 12

8.00	Input 6: World Wide Websites as an information and knowledge management tool. What would NMs want from a website servicing their needs? (hands-on)
10.30	*Coffee/tea*
11.00	Input 7: Mainstreaming gender in national and international ICT policies
12.00	Discussion
12.30	*Lunch*
14.00	Input 7 (ctd)
15.00	*Discussion*
15.30	*Coffee/tea*

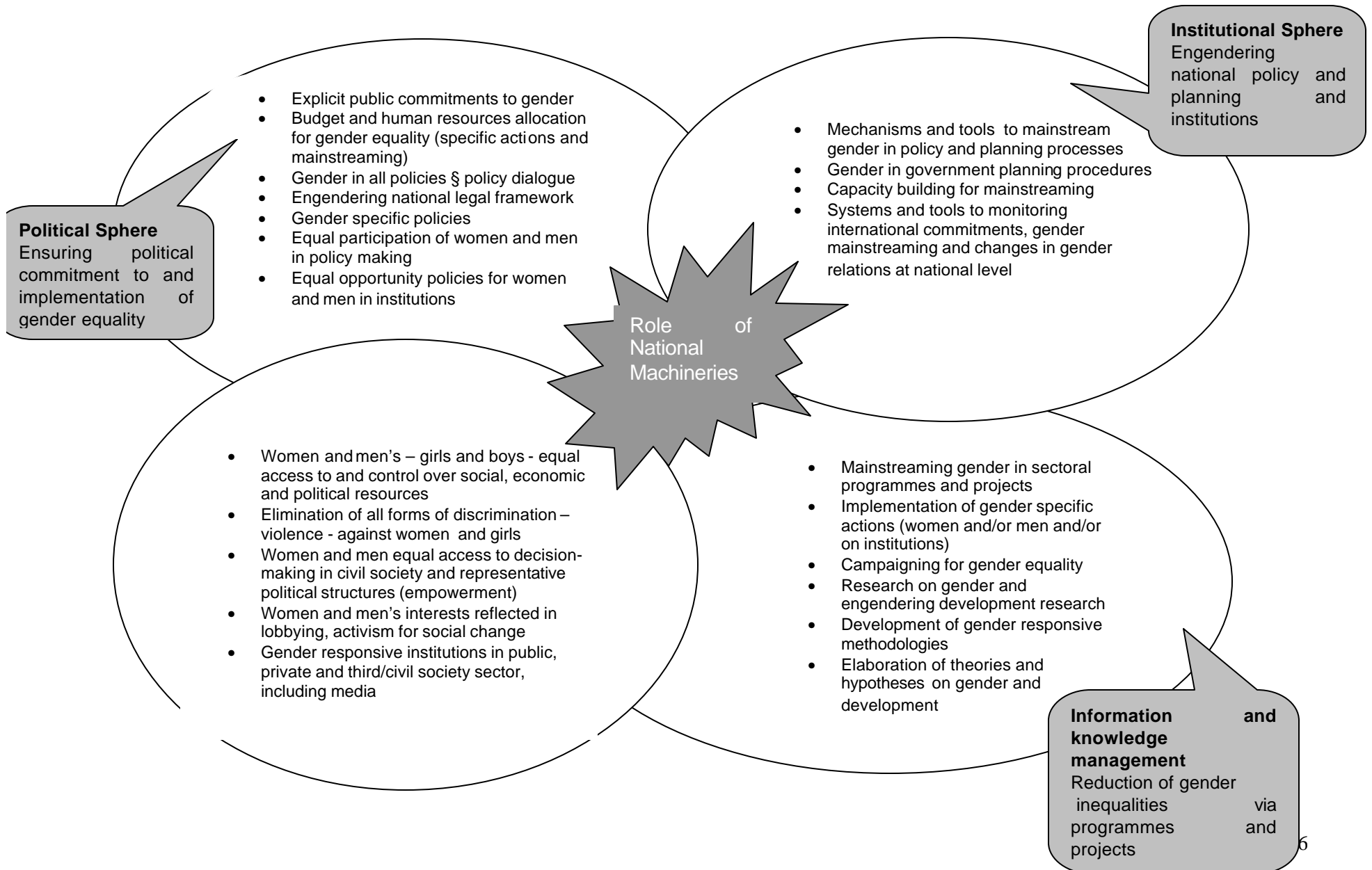| 16.00 | Group work 3: How to mainstream gender in ICT policies? |
| 17.00 | Feed back |
| 18.00 | End of day |

Thursday 13

8.00	Input 8: Gender equality in development policies: current challenges
8.45	Input 9: Moving from diagnosis to strategies
9.00	Group work 4: How to use ICT to mainstream gender in on-going programmes?
10.30	*Coffee/tea*
11.00	Feed back from group work 4
12.30	Lunch
14.00	Input 10: ICT as a tool for information management and networking (hands-on)
17.30	End of day

Friday 14

8.00	Input 11: What is a strategic ICT plan?
8.30	Group work 5: Developing strategic ICT plans for National Machineries?
10.30	*Coffee/tea*
11.00	Presentations of strategic ICT plans
12.30	Next steps?
13.00	Evaluation and close of workshop
13.30	Lunch

ANNEX 5: ROLES OF NATIONAL MACHINERIES

Institutional Sphere
Engendering national policy and planning and institutions

Political Sphere
Ensuring political commitment to and implementation of gender equality

- Explicit public commitments to gender
- Budget and human resources allocation for gender equality (specific actions and mainstreaming)
- Gender in all policies § policy dialogue
- Engendering national legal framework
- Gender specific policies
- Equal participation of women and men in policy making
- Equal opportunity policies for women and men in institutions

- Mechanisms and tools to mainstream gender in policy and planning processes
- Gender in government planning procedures
- Capacity building for mainstreaming
- Systems and tools to monitoring international commitments, gender mainstreaming and changes in gender relations at national level

Role of National Machineries

- Women and men's – girls and boys - equal access to and control over social, economic and political resources
- Elimination of all forms of discrimination – violence - against women and girls
- Women and men equal access to decision-making in civil society and representative political structures (empowerment)
- Women and men's interests reflected in lobbying, activism for social change
- Gender responsive institutions in public, private and third/civil society sector, including media

- Mainstreaming gender in sectoral programmes and projects
- Implementation of gender specific actions (women and/or men and/or on institutions)
- Campaigning for gender equality
- Research on gender and engendering development research
- Development of gender responsive methodologies
- Elaboration of theories and hypotheses on gender and development

Information and knowledge management
Reduction of gender inequalities via programmes and projects

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ANNEX 6: COUNTRY STRATEGIES TO INCORPORATE GENDER PERSPECTIVES INTO NATIONAL ICT POLICIES
(Group work 3)

Country: Ghana

Q.No	Questions	Strategies
1	Review the current status of formulation and/or implementation of the national ICT policy and strategies and how they have been formulated and/or implemented in your country, including the agency/department responsible for the coordination, key actors, vision and objectives of the policy and focus areas of the policy	N.M has involved in the formulation of the ICT policy. However gender is not explicitly in the policy
2	Assess the level of participation of national machineries in the formulation and implementation process and what the policy says about gender: does it reflect the gender gaps identified in the previous sessions? What else needs to be included?	N.M has involved in the formulation of the ICT policy. However gender is not explicitly in the policy
3	If a policy has not been approved or formulated, identify key areas which an ICT policy or plan should address in order to promote gender equality	N.M has involved in the formulation of the ICT policy. However gender is not explicitly in the policy

4	Identify the steps and actions which need to be undertaken in order to address the areas of identified by the question 2 and 3, mainstream gender in the ICT policy and strengthen participation of national machineries in the process? What is the role of national machineries?	A draft e-strategy on the gender & ICT has been developed.
		 ➢ We recommend wider consultations with :
		     o Gender specialists
		     o Gender sensitive:-CSOs, NGOs
		     o Other stakeholders

5	Propose how AISI could be implemented to facilitate the participation of women and women's organizations in the formulation , implementation and monitoring of ICT policies and initiatives in your country	AISI should collaborate with :
		 ➢ National machineries
		 ➢ Gender sensitive:- CSOs, NGOs
		 ➢ Setup networks of:
		     o Gender desk offices
		     o Gender focal points

6	Propose how national machineries could play a	BY getting involved in the WSIS process starting with Accra:

	more active role in the implementation of the WSIS Plan of Action and any recommendations from the group to the WSIS Regional Preparatory Conference in Accra	N.M should also get involved in the AISI process by adopting or adapting it into our local process.

Country: Liberia

Q.No	*Questions*	*Strategies*
1	Review the current status of formulation and/or implementation of the national ICT policy and strategies and how they have been formulated and/or implemented in your country, including the agency/department responsible for the coordination, key actors, vision and objectives of the policy and focus areas of the policy	No policy has been formulated
2	Assess the level of participation of national machineries in the formulation and implementation process and what the policy says about gender: does it reflect the gender gaps identified in the previous sessions? What else needs to be included?	No policy has been formulated
3	If a policy has not been approved or formulated, identify key areas which an ICT policy or plan should address in order to promote gender equality	Key areas which ICT policy or plan should address in order to promote gender equality are human right and protection
4	Identify the steps and actions which need to be undertaken in order to address the areas of identified by the question 2 and 3, mainstream gender in the ICT policy and strengthen participation of national machineries in the process? What is the role of national machineries?	The role of national machineries is to advice national government on rights and welfare of women and children: ➢ To coordinate and monitor projects and programs on the development of women & children ➢ Undertake periodic researches and professional studies for the advancement of women & children
5	Propose how AISI could be implemented to facilitate the participation of women and women's organizations in the formulation , implementation and monitoring of ICT policies and initiatives in your country	To help develop a full ICT policy: ➢ Information and knowledge development ➢ To help outreach & communication sectors ➢ Build the capacity of members of state to develop & use information for development

6	Propose how national machineries could play a more active role in the implementation of the WSIS Plan of Action and any recommendations from the group to the WSIS Regional Preparatory Conference in Accra	National machinery could play a more active role in the implementation of the WSIS plan of action by WSIS Regional Preparatory conference in the Accra supporting: ➢ National consultation with line ICT Agencies or Ministries ➢ Capacity building of line ICT agencies ➢ Democratic process(good governance and rule of law)

Country: Sierra Leone

Q.No	Questions	Strategies
1	Review the current status of formulation and/or implementation of the national ICT policy and strategies and how they have been formulated and/or implemented in your country, including the agency/department responsible for the coordination, key actors, vision and objectives of the policy and focus areas of the policy	Policy formulation under process
2	Assess the level of participation of national machineries in the formulation and implementation process and what the policy says about gender: does it reflect the gender gaps identified in the previous sessions? What else needs to be included?	Policy formulation under process and the national machineries are not involved in the process.
3	If a policy has not been approved or formulated, identify key areas which an ICT policy or plan should address in order to promote gender equality	Awareness raising campaign for the incorporation the gender issues in the ICT policy
4	Identify the steps and actions which need to be undertaken in order to address the areas of identified by the question 2 and 3, mainstream gender in the ICT policy and strengthen participation of national machineries in the process? What is the role of national machineries?	Steps: ➢ National machinery must have total participation by all stakeholders to ensure that the policy has no gender gaps Roles: ➢ National sensitization on gender issues in relation to ICT ➢ To lobby political leaders and other opinion leaders to mainstream gender into all policies, projects and programs
5	Propose how AISI could be implemented to	➢ Set up a gender balanced national taskforce

	facilitate the participation of women and women's organizations in the formulation , implementation and monitoring of ICT policies and initiatives in your country	➤ Initiate awareness-raising campaign among the general populace bring out the potential benefits of the African information infrastructure with reference to gender equality
6	Propose how national machineries could play a more active role in the implementation of the WSIS Plan of Action and any recommendations from the group to the WSIS Regional Preparatory Conference in Accra	➤ Members of the national machinery, stakeholders, and taskforces should be aware of WSIS plan of action ➤ Network with other national machineries in Africa to inculcate best practices Recommendations: ➤ Provide training at national and international levels through participation at workshops and conferences ➤ Ensure that National Machineries participate in the discussions group of WSIS

Country: Uganda

Q.No	Questions	Strategies
1	Review the current status of formulation and/or implementation of the national ICT policy and strategies and how they have been formulated and/or implemented in your country, including the agency/department responsible for the coordination, key actors, vision and objectives of the policy and focus areas of the policy	A draft of the ICT policy is completed and is now before the cabinet for consideration. The NM was not involved but did review the draft. There is no gender analysis in the policy. However, every sector has to have a plan to integrate gender. It is never too late to incorporate gender issues into the plan.
2	Assess the level of participation of national machineries in the formulation and implementation process and what the policy says about gender: does it reflect the gender gaps identified in the previous sessions? What else needs to be included?	The N.M was not involved in the process, only got the daft policy. There is no gender analysis in the policy. However there is still Room to incorporation the gender dimensions as an action plan as it allows for any other sectors in the policy statement.
3	If a policy has not been approved or formulated, identify key areas which an ICT policy or plan should address in order to promote gender equality	-
4	Identify the steps and actions which need to be undertaken in order to address the areas of identified by the question 2 and 3, mainstream gender in the ICT policy and strengthen participation of national machineries in the process? What is the role of national machineries?	Steps : ➤ A comprehensive gender analysis of ICT situation in Uganda ➤ Wide consultation with all stakeholders including CSOs, academia, private sector, women's organizations, women's caucus groups, international organizations ➤ Integrate gender in the, aim, vision & goal of the draft ICT policy Identification of priority areas of action to address gender issues to be incorporated into the policy/plan

		Role of the national machinery: ➢ Provide data & information on gender & ICT ➢ Provide technical assistance in formulation of the policy ➢ Advocacy
5	Propose how AISI could be implemented to facilitate the participation of women and women's organizations in the formulation , implementation and monitoring of ICT policies and initiatives in your country	➢ AISI should do more consultations with national machineries and women organizations by way of meetings & information sharing ➢ They should mobilize resources to support national machineries: financial and human ➢ They should bring on board national machineries in the consultative process & program development
6	Propose how national machineries could play a more active role in the implementation of the WSIS Plan of Action and any recommendations from the group to the WSIS Regional Preparatory Conference in Accra	Get up-date from coordinating agencies in Uganda ➢ Share information from this workshop with coordinating agency of the WSIS at the country level ➢ Agree on action plan for implementation including funding mechanisms

Country: Kenya

1	Review the current status of formulation and/or implementation of the national ICT policy and strategies and how they have been formulated and/or implemented in your country, including the agency/department responsible for the coordination, key actors, vision and objectives of the policy and focus areas of the policy	Policy is not been finalized (draft form) there could be possibilities to incorporate the gender issues (dimensions)
2	Assess the level of participation of national machineries in the formulation and implementation process and what the policy says about gender: does it reflect the gender gaps identified in the previous sessions? What else needs to be included?	Policy formulation under process and the national machineries are not involved in the process.
3	If a policy has not been approved or formulated, identify key areas which an ICT policy or plan should address in order to promote gender equality	-
4	Identify the steps and actions which need to be undertaken in order to address the areas of identified by the question 2 and 3, mainstream gender in the ICT policy and strengthen participation of national	Steps and actions: ➢ Awareness of National Machineries on ICT policy formulation ➢ National Machineries to input the draft on national ICT policy (Agriculture, tourism, maternal health & reproductive health)

	machineries in the process? What is the role of national machineries?	
5	Propose how AISI could be implemented to facilitate the participation of women and women's organizations in the formulation , implementation and monitoring of ICT policies and initiatives in your country	➤ Customize AISI to NICI ➤ Customize NICI to AISI ➤ Implement/monitor/eva luate NICI &AISI ➤ UNECA to assist in the above transformation
6	Propose how national machineries could play a more active role in the implementation of the WSIS Plan of Action and any recommendations from the group to the WSIS Regional Preparatory Conference in Accra	Advocacy of WSIS plan of action Domestic WSIS plan of action Participate actively in the national, regional and global WSIS forums

Country: Gambia

Q.No	*Questions*	*Strategies*
1	Review the current status of formulation and/or implementation of the national ICT policy and strategies and how they have been formulated and/or implemented in your country, including the agency/department responsible for the coordination, key actors, vision and objectives of the policy and focus areas of the policy	Have ICT policy but at the draft level Identified statements that should be reformulated
2	Assess the level of participation of national machineries in the formulation and implementation process and what the policy says about gender: does it refle ct the gender gaps identified in the previous sessions? What else needs to be included?	-
3	If a policy has not been approved or formulated, identify key areas which an ICT policy or plan should address in order to promote gender equality	Proposed the following statement to be incorporated the policy statements: ➤ To facilitate equal access to basic ICT services through collaboration with use of infrastructure by both men and women ➤ Develop a highly trained ICT cadre through appropriate educational programs taking gender disparities on board ➤ Encourage more girls to take up ICT courses at tertiary level ➤ Upgrade capacities of secretaries/women/male in database development and management
4	Identify the steps and actions which need to be	➤ Ensure the national machinery is involved in the implementation, monitoring

	undertaken in order to address the areas of identified by the question 2 and 3, mainstream gender in the ICT policy and strengthen participation of national machineries in the process? What is the role of national machineries?	and evaluation of the policy strategies ➤ Skill training for young women and girls ➤ Build capacities of ICT professionals on gender issues and mainstreaming
5	Propose how AISI could be implemented to facilitate the participation of women and women's organizations in the formulation , implementation and monitoring of ICT policies and initiatives in your country	-
6	Propose how national machineries could play a more active role in the implementation of the WSIS Plan of Action and any recommendations from the group to the WSIS Regional Preparatory Conference in Accra	➤ National machineries should be involved/participate in the whole process and ensure gender standout as an important issue.

Country: Sudan

Q.No	Questions	Strategies
1	Review the current status of formulation and/or implementation of the national ICT policy and strategies and how they have been formulated and/or implemented in your country, including the agency/department responsible for the coordination, key actors, vision and objectives of the policy and focus areas of the policy	Have ICT policy Identified statements that should be reformulated as it is not gender sensitive. We need to rewrite the policy and strategy. Very few or no professionals can work for women/ gender mainstreaming in ICT.
2	Assess the level of participation of national machineries in the formulation and implementation process and what the policy says about gender: does it reflect the gender gaps identified in the previous sessions? What else needs to be included?	-
3	If a policy has not been approved or formulated, identify key areas which an ICT policy or plan should address in order to promote gender equality	-

4	Identify the steps and actions which need to be undertaken in order to address the areas of identified by the question 2 and 3, mainstream gender in the ICT policy and strengthen participation of national machineries in the process? What is the role of national machineries?	Concerns: ➢ Raising the awareness among the stakeholders ➢ Capacity building of National machinery staff and members in gender mainstreaming of ICT ➢ Develop indicators and determine gaps in different sectors i.e. education, heath, ecology environment.
5	Propose how AISI could be implemented to facilitate the participation of women and women's organizations in the formulation , implementation and monitoring of ICT policies and initiatives in your country	➢ AISI can technically support mainstreaming gender in ICT strategy, in all its phases offering consultation, specifically in e-education, e-health, etc. ➢ Networking of all women groups
6	Propose how national machineries could play a more active role in the implementation of the WSIS Plan of Action and any recommendations from the group to the WSIS Regional Preparatory Conference in Accra	Making lobby through the others who will participate in Accra about gender mainstreaming of ICT

Country: Ethiopia

Q.No	*Questions*	Strategies
1	Review the current status of formulation and/or implementation of the national ICT policy and strategies and how they have been formulated and/or implemented in your country, including the agency/department responsible for the coordination, key actors, vision and objectives of the policy and focus areas of the policy	There is a draft ICT policy
2	Assess the level of participation of national machineries in the formulation and implementation process and what the policy says about gender: does it reflect the gender gaps identified in the previous sessions? What else needs to be included?	National machineries involved in the process of drafting but does not explicitly state about gender mainstreaming in ICT.
3	If a policy has not been approved or formulated, identify key areas which an ICT policy or plan should address in order to promote gender	It should mainstream gender in the following areas o Education o Agriculture

	equality	o Health ➢ Facilitate access to ICT such as computers, Internet, etc. ➢ Skill upgrading infrastructure for rural areas ➢ Capacity building in ways of training, participation on workshops
4	Identify the steps and actions which need to be undertaken in order to address the areas of identified by the question 2 and 3, mainstream gender in the ICT policy and strengthen participation of national machineries in the process? What is the role of national machineries?	-
5	Propose how AISI could be implemented to facilitate the participation of women and women's organizations in the formulation , implementation and monitoring of ICT policies and initiatives in your country	-
6	Propose how national machineries could play a more active role in the implementation of the WSIS Plan of Action and any recommendations from the group to the WSIS Regional Preparatory Conference in Accra	-

ANNEX 7: USING ICT IN NATIONAL MACHINERIES PROGRAMMES
(Group work 4)

Task sheet

Objectives: To develop strategies to improve the use of ICT in gender equality promotion programmes at national level.

Basing yourself on the previous group work and the various inputs in the workshop so far, do the following:

1. Identify one programme [13] currently implemented by your National Machinery. . Explain the general purpose, activities and target group(s) of the programme. Write these down briefly on the flip chart.

2. Explain how information management is used/not used at the moment   Identify problems and opportunities with the current information management situation in this programme (about what is collected, who is targeted, how etc.). Write these down on cards (use one colour for problems and one for opportunities) and place them on the web next to the relevant elements.

3. Choose two key information management problems and associated opportunities. Write down on cards next to each of them what you would hope to achieve with increased use of ICT in relation to these specific problems. (For instance, if parliamentarians do not support your programme for lack of information; your objective could be 'to 'improve communication with parliamentarians').

4. For each objective, define an ICT strategy using 'routes' through the web', starting the routes where you are/have influence and weaving your way through the different elements and spheres till you reach your objective (use provided arrows).

5. Then, taking each route in turn, identify the different steps along the way and explain your strategy (how you will use ICT in this programme, including what ICT will be used, how, with whom etc.). Write key points on the flip chart for feed-back purposes.

6. For each route, identify key indicators which will help you to follow the progress of the integration of ICT, and its impact on achieving gender equality.

Remember that the final aim is to improve the overall performance of the National Machinery programme, not to use ICTs. ICTs are tools, not aims.

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[13] This can include mainstreaming gender in sectoral policies, national budgets or PRSP; or advocacy/capacity building on gender equality at different level and with different audiences, research on gender, etc. as well as more 'classical' programmes/projects directly working with women/men in communities (e.g. micro enterprise or legal education).

ANNEX 8: COUNTRY STRATEGIES TO USE ICT TO IMPROVE NATIONAL MACHINERIES' PROGRAMMES
(Group work 5)

Liberia

- To develop an inter-communication system for the national machinery
- To establish an internet & intranet with the national machinery
- To develop an information centre (video clip, power point presentation &cable TV)

1) Identify who will be involve in the communication team
   - ICT focal person
2) Identify what you have and what you need
   - We have the person, skill & computers
   - We need internet, digital satellite TV,& telephone accessories
3) Identify who you will communicate with
   - Policy makers, NGOs, Civil societies, political constituencies, regional & global institutions & alliances
4) Training, research, analysis
5) Identify who you will receive information from
   - Gender focal persons at the various line ministries
   - Representative from national gender forum
   - Women NGO secretariat

Sudan

Mission: To accelerate implementation of plan of action for the advancement of women

Steps/Activities:
1) To build in website for national machinery
2) To appoint consultant/expert for national machinery to conduct training program
3) Networking all gender local points(State, line ministries)
4) Activate communication with NGOs, CSOs, public ministry of culture & information and Media
5) To establish gender focal point at NIC
6) To develop a system of documentation and unified the reporting system to build the database information system
7) Production of attractive media(news paper, TV, Radio)

Sierra Leone

1) The following will form the communication Team in the National Machinery
   i. Director
   ii. Deputy Director
   iii. 1 Program office
2)
   a) We have the personnel with basic skills in gender
   b) We need:

a. To improve skills in the use of technology
b. we need internet technology
c. we need fax machines
3) We communicate with the following
    i. Regional Desk officer
    ii. Gender focal points in Line Ministries
    iii. Women's Forum
    iv. Local & International NGO's
    v. Civil society movement
    vi. Donors e.g. UNIFEM, UNDP, etc.
4) Research method as a process to develop information
- Networking with NGO's working on gender issues and the women's forum to share and disseminate information
- To document information
- Set up a research centre
- Transfer information to CD ROMs/Audio cassettes, video cassettes
5) We receive information from
- Regional Desk officers
- Gender focal points
- Women's Forum
- NGO's
- Other National machineries

Gambia

Team:
- National Machineries
- ICT specialists
- Gender specialists
- National women council
- Gender focal points
- Members of parliament
- Gambia Association of Local Gov. Authorities
- Councillors (WARD)

Skill and Technology Available:
- Video halls
- Community radios
- National TV and Radio
- Traditional communicators
- Drama and theatre groups
- Telephones(mobile and fixed)
- Internet centres and telecentres
- Extension workers
- Publications
- Scanners and computers

Needs:
- Resources
- Capacity building

Target:
- National women groups
- Policy makers
- Politicians
- NGOs
- CSO
- Disadvantage communities
- Donors
- Religious leader
- Council of elders

Process:
- Set up the team
- Identify TOR
- Develop program and activities
- Mobilise resources
- Develop video, audio and key messages on issues for extension workers, traditional communicators, drama groups, video halls
- Conduct focused group discussions
- Phone-in programs for TV and radio
- Develop program for community radio

Information Sources :
- Publications
- Websites
- NGOs and CSOs
- International protocols
- Television
- Radio
- Research reports

Ghana

1. Communication Team
   - All Heads of departments
   - Representatives from various departments of National Machineries

2. a) What we have:
   - People
   - Technology

   b) What we need:
   - Capacity building
   - Other ICT tools such as scanners, SMS, backups, software

3. Communicate with:
   - Heads of Ministries, departments & agencies (MDAs)
   - Gender focal persons and gender desk officers in MDAs & MMDAs
   - Metropolitan Municipal and district assemblies (MMDAs)

- Civil Society organizations including NGOs
- Development partners with Ghana
- Other NMs in other countries
- International, regional and sub-regional organizations working toward the advancement of women e.g. UN agencies, AU, ECOWAS, etc.

4. Process
- Data collection from MDAs & MMDAs
- Research by N.M
- Collaborate with other research institute

5. Sources of information
- All agencies stated in No. 3 above

Kenya

- Gender departments:- wider ministries especially: planners, finance, ICT units and accounting officers field staff
- CBOs, CSO, NGOs, line ministries gender units/focal points, faith based organizations, legislators, ICT ministry
- Regional & global outreach

What is available:
- Human resources
- Skills(to be enhanced) few computers/standalone

What we need:
- Relevant ICT communication skills
- To network computers

Vulnerable groups:
Parents, victims, village leaders, women, men, girls/boys

Develop/document:
- To identify the relevant computer software(e.g., Access to develop database, Ms word)
- Use of radios & radio tapes, mobile(for SMS)
- Mailing list, websites

Those people we have communicated with:
- Receive information from my website visitors

Ethiopia

Aim: To develop ICT strategic plan for National Machineries.

We have to know the institutional set up: Women affairs office in all Regional governments, professional women's association, focal points in all sectors and women's association in some regional government.

Vision: To improve the social and economical well-being of the people by minimizing the gender gap.

Mission: To develop gender equality awareness in all level of society.

Technology Team:
- Board members
- Staff
- ICT professional to shape the technology

ICT plan that support the mission to implement all successfully.

We have now:
- Computers(limited in number)
- Hard copy information
- Few numbers of skilled personnel

We need:
- Additional computers
- Networking
- ICT facilities
- Consultants
- ICT professionals and other resources

The following will be communicated according to their importance because our resources are limited.
- Women Affairs Office
- Focal points on all sectors
- Women's Associations
- Line ministries
- NGOs

The implementations will be gathered and disseminated through:
- Workshop
- Forums
- Mass media
- Web site

We get information from all societies and disseminate to policy makers, planners, NGOs, etc.

Uganda

Ministry of Gender, Labor & Social Development (Strategic ICT Plan 2005-2007)

Overall objective: To support the NWM achieve its mission through effective use of ICT

Ministry of ICT Advisory Team:
- Permanent Secretary
- Directors (2)

- Under secretary (1)
- Commissioners (7)
- Head ICT
- System Administrator
- Information scientist
- Librarian

What is in Place?
- Computers
- Internet
- LAN
- Website
- Skilled human resources
- Resource Center
- Video & LCD projectors
- Mail server (using our domain name)

What we need:
- Financial resources
- Training for staff(ICT)
- Repair & maintenance technician(full time)
- More computers fir Ministry & districts
- Reliable ISP
- Database:- resources
- Resources person(external)
- M&E

Who to communicate with:
- Ministry staff(among each other)
- Sector Ministries, Gender focal points and district staff
- NGOs, CSOs
- Public, Development partners
- Community members(rural access)
- Regional & global community including other NWM
- Political leaders, MPs, academia, researchers

Who to receive information from:
- Ministry staff(among each other)
- Sector Ministries, Gender focal points and district staff
- NGOs, CSOs
- Public, Development partners
- Community members(rural access)
- Regional & global community including other NWM
- Political leaders, MPs, academia, researchers
- Process to put in place:

Process to put in place:

- Update websites
- Develop mailing lists

- Archiving information
- Organizing database
- M&E for ICT plan
- Burning CDs

ANNEX 9: ECA PRESS REVIEW OF THE WORKSHOP

Seeing ICT through a gender lens

By Mercy Wambui, Communication Officer, ECA

17 January 2005

"The gender movement in Africa needs to do a lot more to sensitize policy-makers on mainstreaming ICTs in national policy". This was the main message to participants concluding a 5-day workshop in Addis Ababa on "Strengthening the capacity of national machineries through the effective use of ICTs."

Aida Opoku-Mensah, of the Economic Commission for Africa called on gender activists and institutions working on empowerment issues to have a more concerted strategy for prioritizing ICTs in the national development agenda: "There is a need for gender-aware approaches to policies in sectors such as e-commerce and e-government frameworks to support the needs of those in the informal sector, who are often women."

Held from 10 to 14 January 2005, the main aim of the workshop was to build the institutional capacity of information managers working for National Machineries for the Empowerment of Women to support gender equality and gender mainstreaming in the development frameworks of member States as outlined in the Beijing Declaration and Platform for Action. The workshop was organized by the UN Division for the Advancement of women (DAW) in collaboration with ECA's Development Information Services Division (DISD) and the African Centre for Gender and Development (ACGD).

"So far, the participants have gone through quite a bit of ICT sensitization throughout the training process," said technical consultant Jenny Radloff, referring to previous workshops held by UNDAW for National Machineries in other Anglophone and Francophone African countries.

"The combination of technical hands-on training in mailing lists and websites and the training on gender issues in the context of ICT policy makes the training exercise more complete and will help the Machineries to strengthen their national and regional networks and participation in ICT policy formulation and implementation processes," said Radloff.

Ms. Roselyn Odera, head of Gender Analysis in the Division for the Advancement of Women (DAW), said that the outcomes of the meeting would contribute to the preparations for the World Summit on the Information Society (WSIS) whose second phase will be held in Tunis later in the year, with a view to ensuring attention to gender perspectives and a focus on gender equality in Africa's emerging Information Society.

Commenting on a presentation by DISD's Scan-ICT project which aims to assess the impact of ICTs in society and in development, she said: "National Machineries have a key role to play to ensure that gender perspectives are taken into account in such analysis."

Eight English-speaking member States - Ethiopia, Gambia, Ghana, Kenya, Liberia, Sierra Leone, Sudan and Uganda were represented.

Source. www.uneca.org (17 January 2005)