

LIST OF PARTICIPANTS**Ethiopia**

Ms. Hanna **ABATE**
Senior Expert
Women's Affairs Office (PMO)
P.O. Box 1031
Addis Ababa, Ethiopia
Tel. 251 1- 5520 44/ 5578 05 / 1138 10
Fax: 251-1-5519 66

Ms. Munira **AHMED**
Office Head
Dire Dawa Regional Women's Affairs Office
Higher 4, Kebele 19
P.O. Box 124
Dire Dawa, Ethiopia
Tel: 251 5 1136 34 / 251 5 1112 43
Fax: 251 5 1110 72

Ms. Daggaga Tiruwork **DANDO**
Acting Womens Affairs Department Head
Ministry of Finance and Economic Development
P.O. Box 1037
Addis Ababa, Ethiopia
Tel. 251 1 56 00 01 / 251 5528 00
Fax: 251 5538 44 or 5501 18
E-mail: medac2@telecom.net.et.

Mr. Tassew **SHIFERAW GIZAW**
Assistant to the Minister
in Charge of Women's Affairs
Prime Ministers Office
P.O. Box 26395
Addis Ababa, Ethiopia
Tel. 251-1-55-77-94 / 09 22 85 59 (mobile)
Fax: 251-1-55-29-86
E-mail: tassew_shiferaw@hotmail.com

Ms. Zenebu **TADESSE**
Head of Women Affairs Office
Amhara Regional Women's Affairs Bureau
P.O. Box: 1238
Bahirdar, Ethiopia
Tel. 251-8-20083 / 251-8-205448
Fax: 251-8-2032-64

Ghana

Mr. David Annan **BONNY**
Principal Accountant
Ministry of Women and Children's Affairs
P.O. Box MBO 186
Accra, Ghana

Tel: 233 21 255412
Fax: 233 21 255297
anafadco@yahoo.com

Ms. Angela Brown **FARHAT**
Principal Analyst
National Development Planning Commission
Flagstaff House
P.O. Box CT633
Accra, Ghana
Tel. 233-21-7717 79
abfarhat@hotmail.com

Ms. Gifty **OHENE-KONADU**
Head of Special Projects Division
Ministry of Women and Children's Affairs
P.O. Box MBO 186
Accra, Ghana
Tel: 233- 21-255-412 (Office) / 512636 (Home)
Mobile: 233 -20-811-7755
Fax: 233-21-255-297
E-Mail: gift yok@hotmail.com

Mr. Yaw **OKYERE-NYAKO**
Principal Economics Officer
Ministry of Finance
P.O. Box M40
Accra, Ghana
Tel. 233 21 686175 / 255464
Mobile: 233 24 270527
Fax: 233 21 667069 / 663854

Ms. Franceska **POBEE-HAYFORD**
Senior Planning Officer
Ministry of Health
Accra, Ghana
Tel. 233 21 684286/ 233 21 505141
Fax: 233 21 660300
E-mail: fp_hayford@hotmail.com

Malawi

Mrs. Christobel Deliwe **CHAKWANA**
Gender Programmes Officer
Ministry of Gender, Youth and Community Services
P/Bag 330
Lilongwe3, Malawi
Tel. 265 7723 34/ 7704 11/736
Mobile (265) 873760
Fax: 265 772334
E-mail: gendereap@malawi.net

Mr. Collins **MOYO**
Director of Social Planning
Ministry of Gender, Youth & Community
Services
P/Bag 330
Lilongwe, Malawi
Tel. 265 7730 34/ 770411 / 265 762165 (Home)
Fax: 265 772334
E-mail: gendereap@malawi.net

Mr. Dominic **SEGANIMALUNJE**
Assistant Chief Economist
National Economic Council
P.O. Box 30136
Lilongwe, Malawi
Tel. 265 788888 Mobile: 265 914513
Fax: 265 788093
E-mail: senganid@malawi.gov.mw

Dr. Mary **SHAWA**
Deputy Director for Gender
Ministry of Gender, Youth and Community Services
P/Bag 330
Lilongwe, Malawi
Tel. 265 771 275/ 772 334/ 770 411/ 770 571 /
949533
Fax: 265 7723 34
E-mail: gendereap@malawi.net

Mr. Cosby **NKWAZI**
Assistant Budget Director
Ministry of Finance and Economic Planning
P.O. Box 30049
Lilongwe 3, Malawi
Tel: 265 7 89355 / 265 936373 / 265 917839
Fax 265 789 173
E-mail: cnkwazi@yahoo.com
[/cnkhwazi@finance.malawi.net](mailto:cnkhwazi@finance.malawi.net)

Rwanda

Ms. Ancilla **AKAYEZU**
Director, Social Affairs and Health
Office of the President
P.O. Box 15
Kigali, Rwanda
Tel: 250 51123 / 84085 / 84087
Home: 250 83792 Mobile: 250 84 30850
Fax: 250 84390 / 82123
abazigo@hotmail.com

Mr. Camille **KARAMAGA**
Director of Budget
Ministry of Finance and Economic Planning
P.O. Box 158
Kigali, Rwanda

Tel. 250 76701/ 75756/ 72272/ 87488 / 8500 840
Fax: 250 77581
E-mail: ckaramaga@yahoo.co.uk

Ms. Aquiline **NIWEMFURA**
Executive Secretary
Beijing PFA Follow-up and Implementation in
Rwanda
P.O. Box 837
Kigali, Rwanda
Tel. 250 85285 97/ 501148
Home: 250 517329 Mobile: 250 8528 527
Fax: 250 77543
E-mail: beijing@rwanda1.com

Mr. Didace **RUBAYIZA**
Director
Human Resources and Support Services Department
Ministry of Gender and Women in Development
P.O. Box 969
Kigali, Rwanda
Tel. 250 77543/ 77203 /250 85050 (Home)
Mobile: 250 859 8535
Fax: 250 77543

Mr. Vincent **RYAMUGEMA**
Director General
Social and Educational Affairs
Office of His Excellency the Prime Minister
B.P. 1334
Kigali, Rwanda
Tel. 250 86902 / 250 86903 / 250 85388 (Home) /
08 522 805 (Mobile)
Fax: 250 83714

Swaziland

Mr. Nkululeko **DLAMINI**
Assistant Secretary
Budget Section
Ministry of Finance
P.O. Box 443
Mbabane, Swaziland
Tel: 268 4048145/9
Fax: 268 40 43187
E-mail: nkululekohd@yahoo.com

Ms. Nonhlanhla **DLAMINI**
Gender Co-ordinator
Ministry of Home Affairs
P.O. Box: 432
Mbabane, Swaziland
Tel. 268 4042941 / 268 5185856
Fax: 268 40 44303

Mr. Titus Mjozi **KHUMALO**
Senior Management Service Officer

Ministry of Public Service and Information
P.O. Box 502
Mbabane, Swaziland
Tel: 268 4043 521-5
Mobile: 7834647104
Fax: 268 4045379

Ms. Ncane R. **MASUKU**
Senior Accountant
Ministry of Home Affairs
P.O. Box 432
Mbabane, Swaziland
Tel.: 268 4045880 / 268 4043845
Fax: 268 4044303

Tanzania

Ms. Uzeeli **KISENGE**
Principal Finance Officer
Ministry of Finance
P.O. Box 9111
Dar es Salaam, Tanzania
Tel. 255-22-2119190
E-mail: ukisenge@yahoo.com

Mr. Noah L.A.M. **MUSYANI**
Senior Statistician/ Demographer
President's Office
Planning and Privatisation
P.O. Box 9242
Dar es Salaam, Tanzania
Tel. 255-22-2112 681-5
Mobile: 255-7444-462 002
E-mail: nlammusyani@yahoo.com,
musyanoah@netscape.net

Ms. Julitha Masanja
Ministry of Community Development, Women
Affairs and Children
P.O. Box 3448
Dar es Salaam
Tel. 255-22-2132 859
Mobile: 255-741-310091

Resource Persons

Ms. Ermelita **VALDEAVILLA**
Executive Director
National Commission on the Role of Filipino Women
1145 J.P. Laurel St.
Sn Miguel Manila
Philippines
Tel: 632-7354 955
Fax: 632-736-4449
E-mail: ed@ncrfw.gov.ph

Tanzania Gender Networking Programme

Ms. Gemma **AKILIMALI**
Ms. Miranda **JOHNSON**
Ms. Aggripina **MOSHA**
P.O. Box 8921
Dar es Salaam, Tanzania
Tel: 255 22 244 3205, 244 3450, 244 3286
Fax 255 22 244 3244
E-mail: tgnp@tgnp.co.tz
Web: www.tgnp.co.tz

United Nations, Division for the Advancement of Women/DESA

Ms. Tsu-Wei **CHANG**
Social Affairs Officer
Gender Advisory Services Unit (GASU)
Division for the Advancement of Women/DESA
Two United Nations Plaza, 12th Floor - Room 1264
United Nations, New York, USA 10017
Tel.: 1-212-963-8370
Fax: 1-212-963-3463
E-mail: CHANGT@un.org

Ms. Sofia **HEINE-ELLISON**
Consultant
Gender Advisory Services Unit (GASU)
Division for the Advancement of Women/DESA
Two United Nations Plaza, 12th Floor - Room 1254
United Nations, New York, USA 10017
Tel.: 1-212-963-0058
Fax: 1-212-963-3463
E-mail: heine-ellison@un.org

AGENDA

Regional Training Workshop on Gender-Sensitive National Planning and Budgeting for National Machineries for the Advancement of Women

Dar es Salaam, Tanzania 4-7 December 2001

Sunday 2 December 2001

15:00 – 18:00 **Facilitators Meeting**

Monday 3 December 2001

17:00 – 19:00 **Facilitators Meeting**

Tuesday 4 December 2001

Morning session

9:00 **Depart Hotel**

10:00 – 14.30 **Field Visit to Tanzania Gender Networking Programme (TGNP)/ Lunch**

Evening session

17.30 – 18.00 **Registration**

18.00 – 18.45 **Introductions and Opening Statements**

- Brief introductions by participants
- Host Country: Ms. Mary Mushi, Permanent Secretary, Ministry of Community Development, Women Affairs and Children
- United Nations: Ms. Tsu-Wei Chang, Social Affairs Officer, Gender Advisory Services Unit, Division for the Advancement of Women/DESA

18:45 – 19:30 **Participants needs & expectations of the workshop, pre-workshop assessment of knowledge**

19:30 – 20:00 **Introduction of the workshop objectives and proposed agenda and methodology**

20:30 **Reception hosted by UN/DESA**

Wednesday 5 December 2001

08:30 – 09:30 **An Overview of Gender Concepts and Framework**

09:30 – 10:00 **Case Study on gender-sensitive national planning and budgeting
Presentation of experience and lessons learned:**

- Philippines

| | |
|---------------------------------|--|
| 10:00 – 10:15 | Questions of Clarification |
| 10:15 – 10:30 | Tea/ Coffee Break |
| 10:30 – 11:00 | Case Study on gender-sensitive national planning and budgeting Presentation of experience and lessons learned: <ul style="list-style-type: none">• Tanzania |
| 11:00 – 11:15 | Questions of Clarification |
| 11:15 – 13:00 | Principles and Applications of gender-sensitive national planning and budgeting |
| 13:00 - 14:00 | Lunch break |
| <i>Afternoon Session</i> | |
| 14:00 – 15:00 | Six country working groups to review the Application of the Principles to the Countries |
| 15:00 – 16:45 | Country presentations and discussion |
| 16:45 – 17:00 | Wrap-up / Evaluation of the day |
| <i>Thursday 6 December 2001</i> | |
| <i>Morning Session</i> | |
| 08:30 – 08:45 | Summary/ re-cap of Wednesday’s session by the Rapporteur |
| 08:45 – 09:45 | Overview of planning and budgeting processes in six countries (country presentations) |
| 09:45 – 10:00 | Summary of the main steps for planning and budgeting |
| 10:00 – 11:30 | Intra-disciplinary working groups (finance, planning and gender) to identify strategic entry points and opportunities and constraints |
| 10:15 -- 10:30 | Tea/ Coffee break (during the group work) |
| 11:30 – 13:00 | Feedback and discussion on the conclusions of the Working Groups |
| 13:00 – 14:00 | Lunch break |
| <i>Afternoon Session</i> | |
| 14:00 – 14:45 | Sharing of basic tool for gender review of national planning and budgeting |
| 14:45 – 15:00 | Questions of Clarification |
| 15:00 – 16:30 | Six country working groups review respective national development in planning and budgeting at the country level: |
| 15:30 – 15:45 | Tea/ Coffee break (during the group work) |

16:30 - 17:30 **Plenary feedback on the working groups' recommendations and proposed indicators**

17:30 -- 17:45 **Wrap-up/ Evaluation of the day**

Friday 7 December 2001

Morning Session

08:30 – 08:45 **Summary of recommendations of Thursday's session by drafting group/ Rapporteur**

08:45 – 09:00 **Presentation of a framework for developing an immediate plan for incorporating gender perspectives into the next National Development Plan**

09:00 – 10:30 **Country working groups discussions to develop immediate- and short-term follow-up action plan to incorporate gender perspectives to the next National Development Plan**

10:30 -- 10:45 **Tea/ Coffee Break**

10:45 -- 13:00 **Presentations by Working Groups of National Action Plans and Discussion**

13:00 -- 14:00 **Lunch**

14:00 -- 15:30 **Plenary session: Elements of a sub-regional strategy for operationalising gender sensitive national planning and budgeting and follow-up activities**

15:30 -- 15:45 **Tea/ Coffee break**

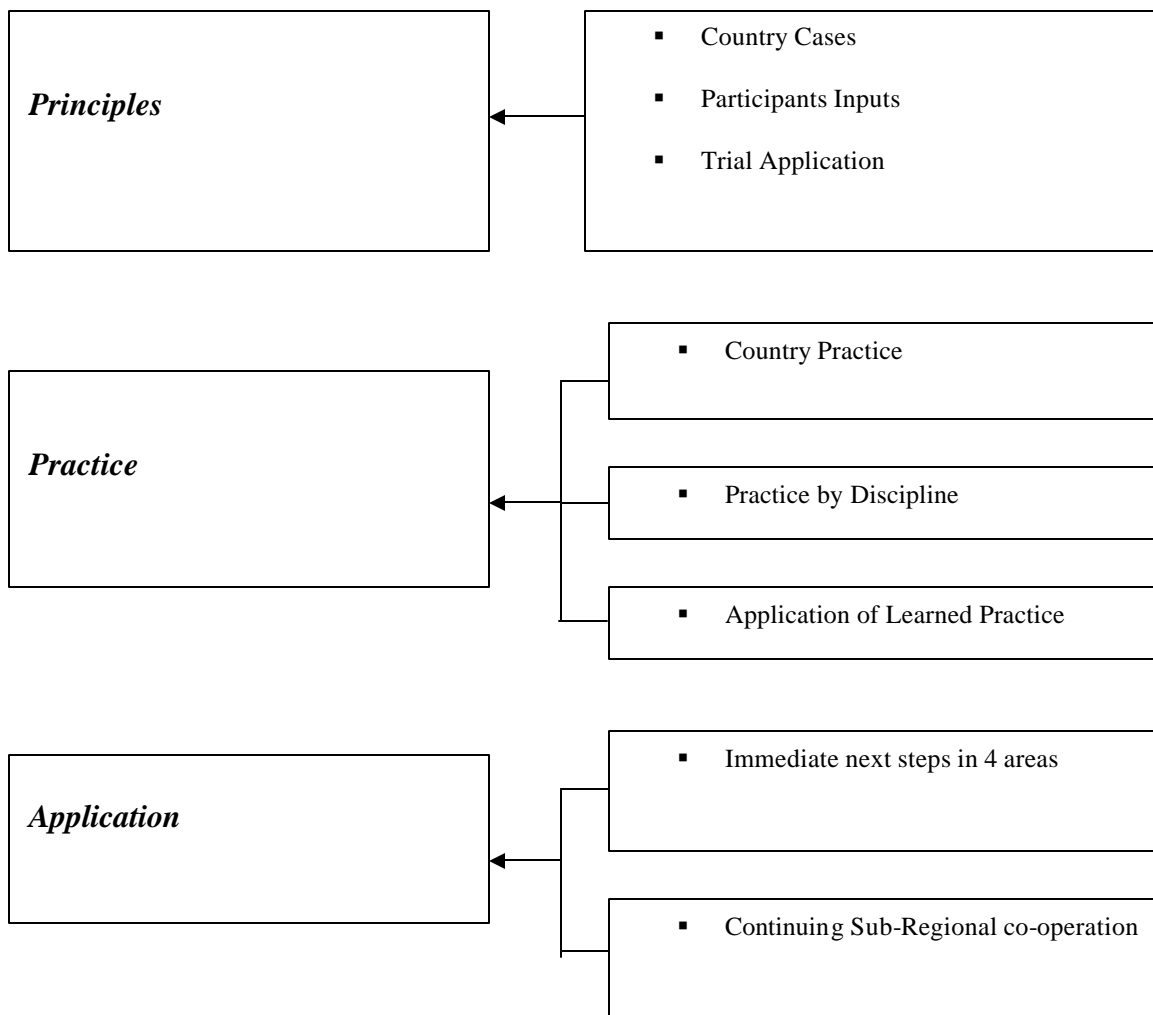
15:45 – 16:15 **Workshop evaluation/ post-workshop needs assessment**

16:15 – 16:45 **Presentation of draft Workshop Report by the General Rapporteur**

16:45 – 17:00 **Closing**

ANNEX B (ii)

TRAINING FRAMEWORK



OPENING SPEECHES

Statement on behalf of Fatiha Serour, Chief

**Gender Advisory Services Unit
Division for the Advancement of Women
Department of Economic and Social Affairs**

Excellencies,
Ladies and Gentlemen,
Colleagues and friends,

Firstly, I would like to express my deepest gratitude to the Government of Tanzania for hosting this important event to further strengthen our efforts for the advancement of women. In particular, I would like to thank the Tanzania Gender Networking Programme for their support during the preparations for this workshop.

This is an important step in a project which aims to strengthen national machineries in countries in the African region. National machineries have been identified by the Beijing Platform for Action as a critical area of concern and represent the primary institutional mechanism implementing the strategic objectives contained in the Platform at the national level. The Platform for Action has specifically called for effective machineries with the capacity to influence national policy-making and clear resource allocation to carry out their mandate.

As early as 1975, at the First World Conference on Women in Mexico City, the role of national machineries was addressed in a recommendation. Since then, the importance of national machineries has been recognized by various sessions of the Commission on the Status of Women. In the process, their mandate has evolved from promoting women-specific projects to ensuring that gender equality concerns are integrated into all government legislation, policies, programmes and budgetary processes.

The issue of national machineries and their critical role in promoting gender equality forms an important part of the mandate and work of the Division for the Advancement of Women (DAW). In this context, and in preparation for the 43rd session of the Commission on the Status of Women (CSW), DAW held an Expert Group Meeting on national machineries in collaboration with the Economic Commission for Latin America and the Caribbean (ECLAC) in September 1998. In 1999, CSW “recognised that the effectiveness and sustainability of national machineries were highly dependent on their imbeddedness in the national context, the political and socio-economic system and the needs of and accountability to women, including those with the least access to resources.” The Agreed Conclusions on the Critical Areas of Concern re-affirmed this statement. They also acknowledged that, for national machineries to be effective, “clear mandates, location at the highest possible level, accountability mechanisms, partnerships with civil society, a transparent political process, adequate financial and human resources and continued strong political commitment are crucial.”

Following the General Assembly’s special session on Beijing + 5 in June 2000, DAW organised a consultation meeting for national machineries in New York, which provided an opportunity for exchange of views on the mandate and role of national machineries, in particular in the light of emerging challenges and future actions contained in the outcome document. The outcome document indicated that the Beijing + 5 process had reaffirmed national machineries’ critical and essential role in the implementation of the Platform for Action. However, there were also significant obstacles reported to have affected their functioning. These included “inadequate financial and human resources [...] unclear mandates, a marginalized location within the national government structure, lack of data disaggregated by sex and age [...] in addition to paucity of authority and insufficient links to civil society”.

The recognition of these obstacles has motivated DAW to undertake the current project to strengthen national machineries in selected countries in Africa. An initial regional meeting was held in Addis Ababa, Ethiopia in April 2001 to devise an implementation schedule and monitoring mechanisms for the project and to set up the Regional Task Force, among other tasks. You will find the report of this meeting in your folders.

This workshop is the first pilot activity addressing gender-sensitive national planning. I am confident that together you will develop strategies for operationalizing gender-sensitive national planning and budgeting that can be replicated regionally and which focus in particular on national machineries.

I wish you every success in this workshop.

Thank you.

Speech by Mary I. Mushi, Permanent Secretary

Ministry of Community Development,
Women's Affairs and Children, Tanzania

Representatives of the Division for the Advancement of Women,
Ms. Tsu-Wei Chang and Ms. Sofia Heine-Ellison,
Representatives of TGNP,
Invited Guests,
Workshop Participants,
Ladies and Gentlemen.

On behalf of the Government of the United Republic of Tanzania I would like to take this opportunity to welcome you to Tanzania and in particular to this training workshop. I am told that participants to this workshop are coming from various countries in Southern Africa, namely Ethiopia, Malawi, Rwanda, Ghana, Swaziland and Tanzania. I am further told that several staff members from donor agencies in Tanzania are also participating in the training workshop. For those participants coming from outside Tanzania, please feel at home. This is a very peaceful country, and therefore you can even take a holiday at the end of your training.

Dear Participants,

May I take this opportunity to thank the organisers of this Training Workshop, i.e. the Division for the Advancement of Women and the Division for Public Economics and Public Administration of the UN for deciding to undertake this type of training and more important, for holding it in Tanzania. I would also like to thank the Tanzania Gender Networking Programme (TGNP) for their collaboration and cooperation in preparing for this workshop. Tanzania Gender Networking Programme (TGNP) has extensive experience on gender issues including Gender-Sensitive National Planning. I assure you organizers, you couldn't get a better partner.

May I take this opportunity to say a few words on Tanzania's rich experience on Gender Budgeting and Planning. The Government of Tanzania having recognized the importance of gender in any growing economy, took steps to institutionalise gender in public budgeting. This initiative by the Government involved NGOs and was successfully coordinated by TGNP. Throughout the process, the major actors to the initiative, TGNP, Ministry of Finance, the Planning Commission, and the Ministry for Community Development, Women's Affairs and Children worked as a team which resulted in having, for the first time, Budget Guidelines for financial year 1999/2000, directing all Ministries to include gender concerns in their Budgets. Subsequently, the Ministry of Finance took the lead in coordinating the process of mainstreaming gender budgeting in six pilot ministries, and these are, Ministry of Health, Ministry of Education and Culture, Ministry of Regional Administration and Local Government, Ministry of Water and Livestock Development, Ministry of Agriculture and Food Security, and Ministry of Community Development, Women's Affairs and Children. Activities implemented included capacity building, tools development,

collection of gender-disaggregated data, and support to planners and budget officers. This exercise is expected to expand to include the rest of the ministries. The process is particularly unique because it has involved close collaboration between the Government and NGOs and it has shown the benefits of such an approach.

Meanwhile, the Government of Tanzania, with the support of the Ministry of Community Development, Women's Affairs and Children has also made other major accomplishments to advance gender objectives. These include the passage of a new Act in 1998 the Sexual Offences (Special Provisions) Act which enforces strict penalties for sexual offences; the Land Act and Village Land Act of 1999 which provides equal rights to men and women in the acquisition, ownership and management of land; and the National Policy on Women and Gender Development of 2000 which specifically focuses on ensuring that all policies, strategies and programmes take into account a gender perspective.

The bottom line of all these successes is the Tanzanian Constitution itself. According to Article 12 of the constitution, all human beings are born free and equal and every person has the right to dignity and to be recognised as a person. Article 13 further states that, all persons are equal before the law and have the right without any discrimination to equal rights and equal protection before the law. It is prohibited for any legislation to contain a provision whose consequences are patently or implicitly discriminating. These provisions obviously create a framework within which gender laws and other human rights instruments may be put in place.

Dear Participants,

I understand that this training is part of the implementation of a three-year project on Capacity Building for Promoting Gender Equality in the African Countries by the UN. The project aims to:

- Strengthen existing national machineries
- Enhance the capacity of national machineries related to ensuring the advancement of women and mainstreaming a gender perspective, and
- Strengthen capacities of women in decision-making in the public sector in particular, by increasing women's ability to participate and have influence over the policy making process.

In this regard, the Ministry of Community Development, Women's Affairs and Children highly welcomes this UN initiative to enhance capacity of gender machineries in Africa and provide an opportunity to meet and strategise on issues of importance to our respective countries. As I had stated earlier Tanzania has rich experience on these issues of gender and therefore let us all come together and learn from each other.

Dear Participants,

I am sure this workshop is being held in Tanzania in recognition of the local capacity in gender budgeting and gender mainstreaming and the progress that has already been made in this regard, which can easily be transferred to you in the spirit of technical cooperation among African countries. Tanzania also stands a good chance of learning from you and strengthening its capacities accordingly.

May I once again take this opportunity to thank the organisers of this workshop for their decision to hold it in Tanzania.

I thank you!

ANNEX D

KEY CONCEPTS IN GENDER PLANNING AND BUDGETING

Gender:

Refers to the attributes and opportunities associated with being male and female and socially constructed role differentiation, as opposed to biological differences, between men and women, boys and girls. These attributes, opportunities and relationships are context-specific and changeable.

Gender equality:

Refers to equal rights and opportunities for men and women in economic, social and political aspects. It does not mean that men and women will become the same but will depend on whether they are born male and female. It does not mean that women and men will become the same but that women and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Equality includes both quantitative and qualitative aspects.

Gender mainstreaming:

Implies that attention to equality between women and men should pervade all development policies, strategies and interventions. Mainstreaming does not simply mean ensuring that women participate in a development agenda that has already been decided upon. It aims at ensuring that women as well as men are involved in setting goals and in planning and budgeting so that development meets the priorities and needs of both men and women. Mainstreaming thus involves giving attention to equality in relation to analysis, policies, planning processes and institutional practices which set the overall conditions for development. Affirmative action may be necessary to enable groups that have been disadvantaged to have equal opportunities

Gender bias:

In either planning or programming, favouring one sex, either male or female. Barriers that are traditionally or culturally constructed are reflected in the planning process, whereby programmes do not allocate resources in the budgeting processes to needs of various groups.

Gender planning:

Entails the understanding of the existing gender relations and bringing to the fore existing inequalities and address them in policies and programmes for change that ensure equality in development

Gender budgeting:

Ensuring that the national (institutional/ organisational) and local budgets take into consideration the needs of disadvantaged groups in the society, including women, and allocate sufficient resources to address their needs. The different needs of women and men, girls and boys, are taken into consideration, as is the expected impact of the budget on these groups.

**CASE STUDY ON GENDER MAINSTREAMING
IN PLANNING AND BUDGETING**

The Case of the Philippines

[Power point presentation: Available upon request]

Case Study on Gender Budgeting in Tanzania

(by Ms. Gemma Akilimali, TGNP)

Gender Budget Initiative

Background/Contributing Factors:

- Increase in poverty
- Globalisation – Structural Adjustment Programmes
 - Government withdrawal of support: Cost sharing in health and education, Deterioration in facilities and care
 - Privatisation and retrenchment
 - Liberalisation of investing: mining, tourism
- Not much on agriculture – flower farming
- Textiles – already in existence

The GBI Approach

- Not a separate budget
- Not a women’s budget
- Not a budget for special groups
- It is a step-by-step process of planning and budgeting

Rationale:

- Constitution
- Gender Policy
- Regional and international commitments

Strategies:

- Coalition building and building alliances
 - Government
 - Parliament
 - Media
- Building credibility
- Building advocacy strategy
- Preparedness for the opposer

Processes:

- Articulation and internalisation
- Building entry points
- Data collection/ participatory research
- Feedbacking research findings and gaps identified
 - Planning gender blind
 - Lack of gender-disaggregated data and information
 - Budgeting gender blind

- Planners and budget officers lack gender capacity
- Globalisation and the effects of SAP
- Low resources
- Donor dependency
- Development and dissemination of materials
- Lobbying and advocacy
- Utilising different process – PRSP, sector reforms, PER and others

Institutionalisation of GBI

- Ministry of Finance and Planning Commission
- Addressing the gaps through gender budget capacity building (MTEF) and backstopping
- Development of tools
 - Checklist
 - Gender gaps in different sectors
 - Developing manuals

**COUNTRY WORKING GROUPS ON APPLICATIONS OF PRINCIPLES
FOR GENDER PLANNING AND BUDGETING**

Ethiopia

| <i>Principle</i> | <i>Recommendations</i> | <i>Role of Gender Focal Point</i> |
|---|---|--|
| Development of tools to mainstream gender | <ol style="list-style-type: none"> 1. Appropriate strategies to strengthen application of these principles 2. Intervention activities through existing structures | <ol style="list-style-type: none"> 3. Ensuring that gender mainstreaming is adopted and directives followed 4. Providing tools for gender planning and budgeting |
| Capacity building for planners and focal points | | |
| Participation of planners in budgeting process | | |
| Operationalise international instruments – CEDAW, PFA – at the national level | | |
| Coalition building | | |
| Political, social, economic environment assessment from a gender perspective | | |
| Generation and application of gender-disaggregated data | | |

Ghana

| <i>Principles</i> | <i>Recommendations</i> | <i>Role of Focal Points</i> |
|---|--|---|
| Motivation | GLSS4 Results Consultations on draft GPRS GPRS drafted with support and participation of donors (allies) | <ol style="list-style-type: none"> 1. All focal persons to develop guidelines to monitor African and Beijing Platforms for Action 2. How to mainstream gender into plans and budgets 3. Sensitise DAs and policymakers 4. Monitor outputs and outcomes 5. Form a core team of trainers on gender |
| Domestic International commitments | Working on economic empowerment objective of the African/ Beijing Platform Gender in analytical framework, rolling plans and review processes | |
| Gender-disaggregated data | Ensure that GSS, Das, MDAs and district assembly collect gender disaggregated data | |
| Appreciate success | Appreciate achievements governments and NGOs alike | |
| Institutions to support mainstreaming efforts | Advocacy groups, print and electronic media, MOWAC, Netright, NGOs Affirmative action, dec, grassroots party | |
| Sustainability – focus on technocrats | Gender focal points in all MDAs to be trained and sensitised | |
| | Sensitise MPs, district assemblies to monitor gender sensitivity of development budget | |

Malawi

| Principles | Recommendations | Role of Focal Points |
|---|--|--|
| Motivation Harmonisation of international instruments with domestic policies | <ol style="list-style-type: none"> 1. Form an alliance with the Ministry of Finance and the National Economic Council (NEC) 2. Harmonise national, regional and international instruments with the existing Constitution and penal code 3. Legitimation of gender using gender disaggregated data depicting cases of discrimination, e.g. education 4. Use of radical approach – Ensure that Ministry of Finance and the Cabinet internalise the need for gender equality through targeted capacity building on engendering budgets and mainstreaming (Application of the ‘no gender, no funding principle) 5. Development of gender mainstreaming monitoring tools 6. Development of gender mainstreaming guidelines 7. Document and publicise gender mainstreaming undertakings 8. Provide rewards to hard-working technocrats 9. Creation of national secretariat for all gender networks 10. Training in gender analysis for planners and budget directors/ officers 11. Identify strategic entry points for gender mainstreaming 12. Political leadership needs to be aware of the negative impact of some neo-colonial principles of globalisation, SAPs and privatisation | <ul style="list-style-type: none"> ▪ Coordination of gender activities at the institutional level ▪ Provide gender backstopping services in planning, budgeting and monitoring and evaluation ▪ Provide periodic reports to the national gender machinery ▪ Provide advisory services on gender to the institution |

Rwanda

| Principle | Recommendations | Role of Gender Focal Point |
|--|---|--|
| Gender data collection and analysis | <ol style="list-style-type: none"> 1. Sensitisation programmes 2. Capacity Building 3. Good governance – decentralisation, democratisation, accountability | <ol style="list-style-type: none"> 1. Information dissemination and sensitisation 2. Monitoring of gender programmes |
| Analysis of political and economic environment | | |
| Identification and involvement of key players | | |
| Focus on priority programmes | | |
| Political will | | |
| Integration of gender programmes in national development plans | | |

| <i>Principle</i> | <i>Recommendations</i> | <i>Role of Gender Focal Point</i> |
|---|------------------------|-----------------------------------|
| Regional and international gender sensitive initiatives and conventions | | |

Swaziland

| Principles | Recommendations | Role of Gender Focal Points |
|--|--|---|
| Motivation to Act | Intensive gender training programmes | <ol style="list-style-type: none"> 1. Ensure gender sensitivity of the sectoral policies, programmes and projects 2. Brief NM through monthly meetings on sectoral issues 3. Form a core team of trainers to assist the NM |
| Assessment of socio-economic, political and environmental situation | Availability of gender-disaggregated data | |
| Use of national, organisational and internal instruments | Internalise international instruments Monitor implementation of international instruments | |
| Gender equality to be institutionalised into national vision and incorporated into national policies and | Training relevant officials in gender analytical tools | |
| Process of adopting gender issues should be gradual but on track. | Medium to long-term plans on GAD Train gender focal points on gender mainstreaming | |
| Sustainability – focus more on technocrats than on policymakers | Extensive training on gender planning and budgeting for relevant officials | |
| Gender diagnosis of the planning cycle | National machinery to be incorporated to the PBC. | |

Tanzania

| Principles | Recommendations | Role of Focal Points |
|--|--|--|
| Motivation <ul style="list-style-type: none"> ▪ Reality of life ▪ Embedded in the Constitution and Vision 2025 | Issues to be made transparent through media, data, position papers | Coordinate and disseminate information Initiate and ensure institutionalisation |
| Gender disaggregated data and information | Sectors and regions to generate and use relevant data Capacity building support | Coalition and network building To maintain database |
| 3. Supporters/ stakeholders | <ol style="list-style-type: none"> 1. Identify stakeholders that are supportive and opposed 2. Build strategies to take advantage of opportunities | Follow-up on implementation |
| Feedback strategy | Feedback to stakeholders: should be told what has been achieved and what are the next steps | Follow-up on implementation |

COUNTRY REPORTS ON BEST PRACTICES IN MAINSTREAMING GENDER IN PLANNING AND BUDGETING

Ethiopia

1. Adoption of the National Women's Policy in 1993 and related implementation strategies, with an emphasis on mobilising grassroots women's organisations; advocacy and networking activities
2. Location of the Women Affairs in the Office of the Prime Minister (however, the Minister is not a member of the Cabinet, which will be the focus of further lobbying.)
3. Location of Women Affairs Bureau in 9 regional states and focal points in Ministries and Commissions at department level.
4. Provision of a mandate to the women's machinery to participate and monitor each level of planning process and formation of programmes in each sector.
5. Revision of the family law to be more gender friendly and initiation of a process to revise the penal code.

Ghana

1. Establishment of the National Council on Women in Development in 1975 under the Office of the President, with an executive secretary and council. The National Council conducted research on women in public life and disseminated findings on facts and figures on status of women in the country. They also designed a training to train key figures in various sector ministries.
2. Creation of National Gender Policy
3. Creation of a Ministry for gender, which is still new and in the process of working out the modalities. The budget has now increased to 9.8% and has cabinet-level status.

Malawi

1. Training a multi-sectoral team of gender trainers including civil society and conducting of sensitisation workshops, including sensitisation of PS, Executives of NGOs and other key actors.
2. Development of national platform for action after Beijing Conference. The government reaffirmed its commitment to improve the status of women in Malawi and identified 4 thematic areas of importance to Malawi, empowerment, violence against women, the girl child and peace.
3. Development of the Malawi Gender Policy (2000) through consultative process. They identified the following as the main areas of concern: education and training, reproductive health, food and nutrition security, natural resource and environmental management, governance and human rights, poverty eradication and economic empowerment. The policy commits the President to institute a national gender machinery and the government to implement national gender policy. They created an implementation structure with the Cabinet as its apex, which also provides a centre role for the gender machinery and gender focal points in the sectoral ministries.
4. Strengthening the national women's machinery:
 - a. Organised a series of sensitisation and advocacy workshops with Members of Parliament and Principal Secretaries on the importance of the NM.
 - b. Resulted in a 490% increase in budget allocation for the Ministry (from 0.4% to 4%).

Rwanda

1. Development of linkages between the Ministry of Gender and Women in Development and the Ministry of Finance, Health, Education, Justice, Land and Environment, Agriculture, Labour and Public Services, and Local and Public Administration. National machinery includes the National Women's Council, National Committee for implementation of Beijing BFA and focal points from various ministries, civil society and the private sector. There are co-ordinated structures on gender from the ministry to the cell level.
2. Obtaining a political commitment to support gender-sensitive programmes and financial commitment from the government to support processes to follow-up the Beijing PFA. This resulted in the creation of national permanent secretary for Beijing BFA.

3. Creation of 5 main programmes in the Ministry: training and mainstreaming, advocacy, legal affairs/ framework, institutional support, and women's empowerment.
4. Creation of have National Gender policy and gender sectoral policy and plan of action for 3 years and 5 years.
5. Attempting to mainstream gender in each project and programme, taking into consideration Beijing Platform for Action.

Swaziland

1. Creation of the national machinery in 1998 based on recommendations from a platform composed of NGOs, government and civil society after the Beijing Conference.
2. Through the machinery, sensitisation of communities, data collection on the status of women and conduction of consultative processes with policy makers, Chiefs, civil society, religious leaders and disadvantaged groups
3. Construction of a draft Gender Policy with 9-10 thematic areas – education and training, gender violence, legal equality, human rights, culture/ family and socialisation, environment and natural resources, information and community, people with disability, health and reproductive health, economic empowerment. Technical committee formed comprising of NGOs and government officials to finalise the policy.
4. Identification of gender focal points in central Ministries that are responsible for the budget

Tanzania

1. Within the Ministry for Community Development, Women Affairs and Children, identification of 4 main areas for implementation of gender and the formation of the National Policy on Gender and Women Development (2000)
2. Government commitment to gender budgeting through the budget guidelines. The guidelines in 1999/2000 and 2000/01 categorically instructed sectors to mainstream gender all sectors, starting in six pilot sectors. To enhance implementation of this, they invited TGNP when preparing guidelines and to support gender budgeting processes in the sectors. Each ministry is expected to prepare action plans that are aimed at gender equality and equity.
3. Preparation of tools, including a checklist for gender budgeting, in collaboration with TGNP and each ministry has been given this tool and has been trained. They are now seeking to develop a manual. Tools are also being developed to mainstream gender at the local level.
4. Expansion of the Public Expenditure Review process to be more transparent and inclusive of more organisations. Government expenditure is published every month through the media and through the web-site.

ANNEX H
INTRA-DISCIPLINARY WORKING GROUPS
National Machinery:

| Issues, Opportunities and Constraints | Recommendations |
|---|---|
| The need for a national machinery with the required structures, clear mandate, clear placement, gender policy/ policy framework as well as programme of action | |
| High staff turnover | Should be highly motivated with good remuneration package. |
| Focal points in all sectors | Gender focal points should be identified in all ministries and be well-equipped |
| Capacity building | Conduct capacity building for staff of NM and focal points in various issues, including policy analysis, advocacy and the collection/ analysis of gender-disaggregated data. |
| Politicisation of NM | Advocate for non-interference of politics into NM |
| Lack of institutionalised core team within NM | Establishment and institutionalisation of core team of experts/ trainers within NM (to enhance continuity and build capacity). |
| The weakness of the machinery: <ul style="list-style-type: none"> ▪ Lack of structures to the grassroots ▪ Cultural and religious barriers ▪ Gap between policy and implementation | <ul style="list-style-type: none"> ▪ NM should be strengthened with clear structure and staff ▪ Good budget allocation ▪ Proper implementation, monitoring and evaluation ▪ Create multi-sectoral committee of the gender machinery, sectoral gender focal points, and gender experts from the civil society ▪ Close collaboration with NGOs and civil society |
| Gender policy | In countries where gender policy has not yet been developed, build a gender policy to guide the implementation process. |

Opportunities:

- Planning process gives the opportunity to intervene
- Existing international, regional and national instruments, policies and gender focal points.

Finance: Gender Budgeting

| Issues and Constraints | Recommendations | Opportunities |
|---|---|--|
| Inadequate training on gender issues | NM should initiate <ul style="list-style-type: none"> ▪ Training programs ▪ Tools development | 1. Gender mainstreaming is a global issue 2. Technological developments |
| National guidelines | Explicit statement directing all Ministries to incorporate gender in their programs | |
| Scarcity of resources: Low resources allocated to gender and these are the first areas cut. | Resource allocation should ensure that gender is a priority | |

| Issues and Constraints | Recommendations | Opportunities |
|--|---|----------------------|
| Important to ensure that resources are used as they are intended | Budgetary discipline: Monitor implementation of the engendered budget Reporting, monitoring and evaluation | |
| Turnover of gender trained personnel | | |

Planning

| Issues | Recommendations |
|--|---|
| 1. Limited capacity in gender analysis and mainstreaming | Intensive training of trainers in gender analysis and mainstreaming for all planners |
| 2. Limited access to information, e.g. International/ Regional Conventions (Beijing PFA), Bill of Rights | Publicise and disseminate to all |
| 3. Inadequate gender-disaggregated data and capacity to generate and utilise it | Strong collaboration between NM and National Statistics Department |
| 4. Resource allocation is not gender-sensitive | Prioritisation of most needy sectors where gender concerns are high |
| 5. Ineffective/ incomprehensive gender policy that will address all gender issues | Develop a comprehensive gender policy or review existing gender policy to ensure: <ul style="list-style-type: none"> ▪ Action plan with performance indicators |
| 6. Many sectoral policies are not gender sensitive | Link with NM to ensure that existing policies and processes address gender concerns within them. Take advantage of on-going reviews. |

ANNEX I

**SHARING OF BASIC TOOLS FOR GENDER REVIEW OF
NATIONAL PLANNING AND BUDGETING**

Presentation on Gender-Sensitive Planning by Ms. Ermelita Valdeavilla

(Power point presentation – available upon request)

Presentation on Gender-Sensitive Budgeting by Ms. Gemma Akilimali

1. Revisit the national goals and national policies to ensure they are gender sensitive
 - a. For example, ‘water for all by 2000’ is this considering the different constraints in terms of accessing water?
 - b. How do they reflect solving gender needs of women and men, girls and boys?
2. National guidelines:
 - a. Do they direct you at a sector level to address gender issues?
3. Environmental scan
 - a. What is happening in the sector?
 - b. Take a gender friendly analysis: Who participates in decisions – men, women, youth? – at what level and how?
 - c. SWOT analysis: what are the strength, weakness, opportunities and threats in budgeting with a gender perspective?
 - d. Based on this analysis, are they likely to increase or decrease the gender gaps?
 - e. Stakeholders analysis: who, why, how and when?
 - f. Gender disaggregated data/ information
 - g. Analysis what, why, who and how? Analyse the context of the data.
 - h. Sources of data: can you reach it, how?
4. Programme Design
 - a. Do they address the needs of the society? Men, women, youth?
 - b. Targets: what are they, who is it you want to reach?
5. Activities
 - a. Are they addressing the needs of the society, men, women and youth?
 - b. Prioritise the activities so that they are addressing the gender needs first
 - c. Invent in capacity building: identify capacity needs and build them, including policy analysis skills
 - d. Retention of the capacities built
6. Budgeting
 - a. What are the main sources?
 - b. Will you have the resources?
 - c. If not, what alternative?
 - d. Respect the budgets
7. Monitoring, evaluation and documentation from a gender perspective.

**COUNTRY WORKING GROUPS TO DEVELOP ACTION PLANS
FOR MAINSTREAMING GENDER IN PLANNING AND BUDGETING**

Ethiopia

| <u>Issues</u> | <u>Strategies</u> | <u>Activities</u> | <u>Indicators</u> |
|--|--|--|--|
| <ul style="list-style-type: none"> ▪ Shortage of human resource at all levels (in the national machinery) ▪ Lack of technical ability on how to mainstream gender in each sector ▪ Lack of concern and accountability | <ul style="list-style-type: none"> ▪ Capacity building (gender planning and budgeting, gender techniques and concepts) ▪ Advocacy at all levels ▪ Develop clear guidelines ▪ Placing well-equipped and well-trained focal points at each level | <ul style="list-style-type: none"> ▪ Providing training for planners, focal points and stakeholders ▪ Sensitising decision-makers, Parliamentarians, local government officials and others ▪ Monitoring and evaluating the implementation of the plans through the guideline and checklist ▪ Use every possible means to influence all concerned towards the implementation of the plans | <ul style="list-style-type: none"> ▪ No. of gender-sensitive projects ▪ No. of gender focal points ▪ No. of competent gender personnel ▪ No. of qualified trainers on gender and development |

Ghana

| <u>Issues</u> | <u>Strategies</u> | <u>Roles</u> | <u>Indicators</u> |
|---|--|--|--|
| 1. Strengthen National Machinery | <ul style="list-style-type: none"> ▪ Assessing the needs of the NM ▪ Development of policies ▪ Establishment of actions/ systems ▪ Recruitment of necessary expertise in M&E, coordination, advocacy ▪ Organise a short try on gender mainstreaming for Minister, etc. ▪ Build and development institutional mechanism | <ul style="list-style-type: none"> ▪ Cabinet ▪ Ministry of Finance ▪ National Machinery ▪ Development partners ▪ UN DAW | <ul style="list-style-type: none"> ▪ A NM with a full complement of qualified staff with the requisite gender mainstreaming skills ▪ The Minister and the sectoral Ministers equipped with gender mainstreaming skills |
| 2. Identifying and strengthening focal persons/ points (budget officers, capacity building) | <ul style="list-style-type: none"> ▪ Conduct needs assessment ▪ Organise study tours to Malawi, etc. for selected FP and gender team ▪ Develop training guidelines/ manuals ▪ Organise training programme on gender mainstreaming ▪ Establish monitoring mechanisms and operationalise them ▪ Provide adequate resources and logistics | <ul style="list-style-type: none"> ▪ National Machinery ▪ Gender team from Dar es Salaam ▪ MDAs ▪ Development partners | <ul style="list-style-type: none"> ▪ Needs assessment report ▪ A snap survey of the FP ▪ Training guidelines/ manual developed ▪ No. of GFPs trained |

| Issues | Strategies | Roles | Indicators |
|--------|--|-------|------------|
| | <ul style="list-style-type: none"> ▪ Build and develop institutional memory ▪ Recognise and motivate staff (FPs) | | |

Malawi

| Issue | Strategy | Indicator | Role |
|---|--|--|---|
| Capacity building | Develop a training manual in gender planning and budgeting | GP&B Manual produced Manual used | Dar – Participants |
| | Training focal points in gender mainstreaming analysis, planning and budgeting monitoring and evaluation | No. of courses conducted Focal points trained | Dar – Participants and Malawi Gender Training Team (MGTT) |
| | Develop gender planning and budgeting guidelines | Gender planning and budgeting guidelines developed | NM, Ministry of Finance and NEC |
| | Develop monitoring and evaluation tool | M&E tool developed | NM Finance and NEC |
| | Establish computerised management information system | Computerised MIS established | NM |
| | Establish resource centre in the NM | Resource centre established | NM |
| | Conduct study tour to Philippines, SA, TA, Sweden | Study tour conducted | PS for NM, PS for Finance, Dar participants |
| Strengthen the NM | Training the NM staff in new approaches to gender mainstreaming, analysis, planning, budgeting, M&E data analysis | NM staff trained No. of courses conducted | M&TT Dar participants |
| | Filling of all vacant posts | All vacant posts filled | Treasury, NM |
| | Develop the NM training plan | NM training manual developed | NM |
| | Implement the training plan | Training plan implemented | NM |
| Capacity building for Key stakeholders | Train all budget officers, directors and planners in sectoral ministries in gender mainstreaming, analysis, planning and budgeting | No. of courses conducted No. of officers trained | Dar participants NM |
| Policy | Engender all national policies and reforms | No. of workshops conducted National policies and reforms engendered | Dar participants and NM |
| | Orient MGTT on gender planning and budgeting | No. of MGTT members trained | Dar participants |

| Issue | Strategy | Indicator | Role |
|-----------------|--|---|------------------|
| | | No. of workshops conducted | |
| Advocacy | Sensitise the policymakers, PS, Cabinet, Parliamentarians and Chief Executives on the importance of gender mainstreaming, analysis, planning and budgeting | No. of workshops conducted Policymakers sensitised | Dar participants |
| | Prepare a country paper on gender mainstreaming analysis, planning and budgeting | Country paper produced and presented to: <ul style="list-style-type: none"> ▪ Minister of Finance ▪ Minister of gender ▪ Cabinet | Dar participants |

Rwanda

| Issues | Strategies | Roles | Performance Indicators |
|---|--|---|--|
| 1. Insufficiency of expertise | Mainstream gender in national curricula | NM | <ul style="list-style-type: none"> ▪ Increased number of national gender experts ▪ High quality documents on gender issues produced ▪ 2000 persons well-trained on gender issues per year ▪ 500 planners and budgeters trained and retained at centralised and decentralised levels. ▪ FP operational in Ministries and public institutions at decision-making levels by 2003 ▪ Gender guidelines adhered to by all partners ▪ National Gender Policy adopted by June 2002 ▪ Financial and human resources increased by 30% by June 2002 ▪ 15 statisticians operating at NM, Central and Local levels by 2003 ▪ In the short-term 30 gender researchers at national level by December 2002 ▪ All sectoral policies and programmes to be gender-sensitive before December 2002 |
| 2. Personnel turnover at centralised and decentralised levels | Training of many trainers with retention mechanisms | Government, NM, Ministry of Education, Donors | |
| 3. Inadequate financial and human resources | Improve planning of activities | NM | |
| 4. Focal points not at decision-making level | Focal point to be at decision-making levels | NM | |
| 5. Lack of guidelines to harmonise gender-sensitive messages | Establish clear guidelines on gender issues | NM and partners | |
| 6. Accelerate adoption of the National Gender Policy | Cabinet to discuss and adopt National Gender Policy | Cabinet | |
| 7. Inadequate consultation between gender stakeholders | Reinforce existing consultation mechanisms | NM, Government and partners | |
| 8. Unreliable and insufficient gender-disaggregated data | <ul style="list-style-type: none"> ▪ Strengthen the capacity of Department of Gender database in the Ministry ▪ Work in close collaboration with experts in the National Bureau of Statistics to harmonise data ▪ | Government (Ministry of Finance and Economic Planning), NM and partners | |
| 9. Lack of gender-oriented research | <ul style="list-style-type: none"> ▪ Set up a National Gender Research office | Government and partners | |
| 10. Sectoral policies and programmes not gender sensitive | <ul style="list-style-type: none"> ▪ Institutionalise gender mainstreaming | Government | |

Swaziland

| Issues | Strategies | Roles |
|--|--|--|
| 1. Limited capacity in gender analysis and mainstreaming | <ul style="list-style-type: none"> ▪ Train NM official in gender mainstreaming skills ▪ Train gender focal points in gender analysis and mainstreaming ▪ Engage services of a consultant to review all national policies for gender sensitivity | NM requests budget increase for professional services or prepare a project document for consideration by PBC (2002/3) |
| Inadequate staffing of the NM | <ul style="list-style-type: none"> ▪ Create the following departments: <ol style="list-style-type: none"> 1. Legal and advisory services department 2. Mainstreaming and training department 3. Research and information department ▪ Upgrade level of coordinator to director | <ul style="list-style-type: none"> ▪ Public service to institute ▪ Job evaluation exercise ▪ Public service to create additional posts (2003/4) ▪ NM to request for increase of personnel budget |

Tanzania

| Strategies/ Activities | Process Indicators |
|---|---|
| <ol style="list-style-type: none"> 1. Training <ul style="list-style-type: none"> ▪ Use of existing structures/ forms <ul style="list-style-type: none"> ○ IMTC ○ Ministerial Budget Committees ▪ Briefing Ministers and MPs <ul style="list-style-type: none"> ○ Parliamentary Committees 2. Co-ordination <ul style="list-style-type: none"> ▪ NM to lead other sectors by putting an implementing mechanism for gender mainstreaming. 3. Document best practices and success stories on gender mainstreaming 4. Team up with relevant NGOs and development partners and other civil society organisations 5. Strengthening the National Machinery <ul style="list-style-type: none"> ▪ Capacity building ▪ Resources ▪ Equipment ▪ Resources | Process Indicators: <ol style="list-style-type: none"> 1. No. of training conducted and numbers of Executives, Ministers and Parliamentarians trained and sensitised 2. Mechanisms for mainstreaming gender established and tools developed 3. Teams established and co-ordinated to produce position papers 4. National machinery empowered to lead. |

COUNTRY IMMEDIATE ACTION PLANS
Ethiopia

| Specific Objectives | Expected Outputs | Activities | Indicators | Responsible | External Support | Timeframe |
|--|--|---|---|-------------|-----------------------|-------------------------------|
| 1. Feedback the output of the workshop to those concerned | Increasing the understanding about gender planning/ budgeting | <ul style="list-style-type: none"> - Write a report - Dissemination of the report - Conduct face-to-face meeting on the report | No. of copies of the report given to the concerned bodies | The group | UNDAW NGOs/ donors | 1 month as of 8 December 2001 |
| 2. To prepare experience sharing workshop for colleagues and stakeholders (home) | Same | <ul style="list-style-type: none"> - Identifying resource persons - Identifying potential participants - Conducting workshop - Disseminate workshop proceedings | No. of participants | The group | UNDAW NGOs/ donors | Jan. 10-15, 2001 |
| 3. To strengthen networking among participants (Dar es Salaam) | Increase the capacity of applying the skills from the workshop | <ul style="list-style-type: none"> - Exchange information through e-mail and fax | No. of messages sent and received | The group | UNDAW NGOs/ donors | Throughout |

REGIONAL TRAINING WORKSHOP ON GENDER-SENSITIVE NATIONAL PLANNING AND BUDGETING

Ghana

| Specific Objectives | Expected Outputs | Activities | Indicators | Responsible | External Support | Timeframe |
|---|--|--|--|------------------------|------------------|----------------------------------|
| 1. To organise an internal group meeting to reflect on the outcome of the workshop | Meeting held | Brainstorming session | Debriefing paper development | Gender group | None | By 12 th December '01 |
| 2. To brief the sector Ministries and other members of staff on the outcome of the workshop | Debriefing held | Organise meeting with Minister and staff | Minister and staff briefed | Gender group | None | By 15 th December '01 |
| 3. To organise focal point debriefing meeting as a first step towards both strengthening networks and building linkages | Debriefing held | Organise meeting with focal points | Focal points debriefed | Gender group | None. | By 20 th December '01 |
| 4. To conduct gender needs assessment as a first step for capacity building for gender focal points | Strengths and weaknesses of focal point identified | - Prepare format - Conduct survey - Analyse results - Write the report - Produce training manual | Needs assessment Report ready Training manual developed (<i>perhaps more long-term</i>) | Gender group NM | Facilitators | By end of January 2002 |

Malawi:

| Specific Objectives | Expected Outputs | Activities | Indicators | Responsible | External Support | Timeframe | Assumption |
|-----------------------------|---|---|---|-------------------------------|------------------|---|--------------|
| 1. Feedback on the workshop | <ul style="list-style-type: none"> ▪ Plans refined ▪ Plans costed ▪ Country report prepared ▪ Authorities appraised | <ul style="list-style-type: none"> ▪ Refined action plans ▪ Cost action plans ▪ Prepare country report | <ul style="list-style-type: none"> ▪ Meetings held ▪ Reports ▪ Reports | Dar es Salaam Participants | None | December 2001 December 2001 December 2001 | Co-operation |

UNITED NATIONS DIVISION FOR THE ADVANCEMENT OF WOMEN

| | | | | | | | |
|--|--|---|--|---|-------------------------|---------------------------|------------------------------------|
| | | <ul style="list-style-type: none"> ▪ Appraise appropriate authorities | <ul style="list-style-type: none"> ▪ Reports and meetings | | | January 2002 | |
| 2. Strengthening networking and linkages | <ul style="list-style-type: none"> ▪ Linkages and networks established | Share e-mail addresses | No. of addresses shared | Dar es Salaam participants | None | December 2001 | Co-operation |
| 3. Continue building capacities | <ul style="list-style-type: none"> ▪ Training plan development ▪ Training manual development | <ul style="list-style-type: none"> ▪ Develop training plan ▪ Develop training manual | Manuals and plan | NM and Dar participants | Financial (treasury) | December 2001 | Availability of funds |
| 4. Build actions to follow-up on gender gaps | <ul style="list-style-type: none"> ▪ Action plan implemented | <ul style="list-style-type: none"> ▪ Implement action plan | <ul style="list-style-type: none"> ▪ Study tour ▪ No. of courses ▪ Policies engendered ▪ Budget engendered | NM Treasury | Technical and Financial | Jan – June '02 | Availability of funds and approval |
| 5. Link-up with sub-region | Strengthened networking | <ul style="list-style-type: none"> ▪ Info sharing ▪ Expertise ▪ Technical support ▪ Regional training | Improved regional linkages | NM Dar participants Treasury NEC | Technical expertise | January 2002 and on-going | Co-operation |

Rwanda

| Specific Objectives | Expected Outputs | Activities | Indicators | Responsible | External Support | Timeframe |
|---|---|--|---|--------------------------------------|------------------|----------------------|
| 1. To accelerate the adoption of the National Gender Policy | Have adopted by Cabinet and implemented | <ul style="list-style-type: none"> - Circulation of the draft to partners for input - Submit final draft to cabinet for discussion | Draft policy discussed by cabinet and adopted | Government NM Dar participants | None | Adopted by June 2002 |
| 2. Disseminate Guidelines on Gender | All stakeholders adhere to the | <ul style="list-style-type: none"> - Translate into 3 official languages | Manual translated into the 3 official | NM | UN | By June 2002 |

REGIONAL TRAINING WORKSHOP ON GENDER-SENSITIVE NATIONAL PLANNING AND BUDGETING

| Specific Objectives | Expected Outputs | Activities | Indicators | Responsible | External Support | Timeframe |
|--|------------------------------------|---|---|--|-------------------------|---------------------------------|
| mainstreaming | guidelines | - Distribute to partners including focal points up to grassroots level | languages Manuals distributed up to village level (at least 5000 copies) | Permanent Secretary Beijing PFA | DFID | |
| 3. Revitalise FPs | Gender mainstreaming at all levels | - All gender focal points trained in gender mainstreaming skills - Prepare terms of reference for FP f | Gender focal points in place at decision-making levels | NM NM and NCC FB PSE FB (participants) | NM UN | By September 2002 |
| 4. Better planning of activities | Existence of Action Plan | - Meetings - Consultation with various partners | Acquire adequate financial and human resources | NM Participants | Donors Government | By September 2002 |
| 5. Change in attitudes and mentalities | Gender stereotypes will change | - Sensitisation through meetings conferences | Qualitative: change in behaviour, attitudes, perceptions | NM | Donors | By December 2002 and continuous |

Swaziland

| Specific Objectives | Expected Outputs | Activities | Indicators | Responsible | External Support | Timeframe |
|--|---|--|---|--------------------|-------------------------|----------------------------------|
| 1. Feedback on the workshop | Receptiveness to initiatives of gender budgeting and planning | - Team meetings to draft workshop report - Presenting report to NM | Workshop report Meeting with Principal Secretary | Dar participants | None | 3 rd week of December |
| 2. Strengthening networking and linkages | Strong linkages with gender focal points and civil society | - Training for GFP on gender analysis and mainstreaming - Train GFP from civil society on | Holding workshops for GFP Workshop reports | Participants | Donor funding | 3 months |

UNITED NATIONS DIVISION FOR THE ADVANCEMENT OF WOMEN

| Specific Objectives | Expected Outputs | Activities | Indicators | Responsible | External Support | Timeframe |
|--|---|---|---|---|------------------|-----------|
| | | the above | | | | |
| 3. Continue capacity building | Gender-sensitive planning and budgeting | <ul style="list-style-type: none"> - Train planners - Train PS - Train policymakers - Train NM officials | <p>Workshop for the groups</p> <p>Participation of GFP in meetings/ workshops</p> | <p>GFP in government and NGOs</p> <p>Planners</p> | Donor funding | 6 months |
| 4. Build actions to follow-up on gender gaps | <ul style="list-style-type: none"> - Project document in place - Consultancy to review all national policies - Sectoral action plans | <ul style="list-style-type: none"> - Draw up the project document - Select consultants - Engender national policies - Produce sectoral action plans | <p>Engendered sectoral policies</p> <p>Transfer of skills to NM (localising skills)</p> | <p>NM</p> <p>Economic planning</p> <p>GFP</p> | Donor funding | 2003/04 |
| 5. Link up with sub-region | - Appraisal report | - Technical backstopping (UN) | Secondment of expert to the country | UN SADC | None | 2003/04 |

Tanzania

| Specific Objectives | Expected Outputs | Activities | Indicators | Responsible | External Support | Timeframe |
|-------------------------------------|--|--|--------------------------|--------------|---|-----------|
| 1. To make a feedback on the report | Joint report submission | Preparation and submission of report | Report available | Trained team | Comments from TGNP before submit report | 2 weeks |
| | Input to the plan and budget guideline preparation | Identify issues that will be included in the guideline preparation | No. of issues identified | Trained team | None | 2 days |

REGIONAL TRAINING WORKSHOP ON GENDER-SENSITIVE NATIONAL PLANNING AND BUDGETING

| Specific Objectives | Expected Outputs | Activities | Indicators | Responsible | External Support | Timeframe |
|---|--|--|---|---|---|--|
| 2. To strengthen networking and linkages | Gender mainstreaming core team established | Follow-up on report recommendations | Core team institutionalised | Ministries: Directors/ Commissioners | None | January |
| 3. To build capabilities | PS, Cabinet members and Parliamentarians briefed | Preparation of position papers | No. of position papers available No. of key people briefed | PS and Ministers of all Ministries | Financial support | Ministerial Technical Committee and Parliamentary Committee Meetings |
| | Engendered plans and budgets | Implementation follow-up of previous gender mainstreaming training | No. of gender issues in plans and budgets | MOF, Presidents Office Planning and Privatisation, MCDWAC | TGNP: evaluation and technical backstopping | Feb. – March |
| 4. To build action plans to follow-up on the gender gap | | | | | | |
| 5. To link up with the sub-regional UN | | | | | | |

WORKSHOP EVALUATIONS

i) PRE- AND POST – WORKSHOP ASSESSMENTS

| | Pre-Test | Post-Test |
|--|-----------|-----------|
| 1. Knowledge | | |
| <i>a. Do you have any knowledge of planning and budgeting?</i> | | |
| Yes | 20 | 19 |
| No | 2 | 0 |
| <i>b. How do you define gender sensitive planning and budgeting?</i> | | |
| <u>Level of understanding</u> | | |
| Good | 7 | 10 |
| Average | 14 | 7 |
| Poor | 0 | 0 |
| NR | 1 | 2 |
| 2. Attitude | | |
| <i>a. Do you think that gender-sensitive planning and budgeting is important or necessary?</i> | | |
| Yes | <u>22</u> | <u>19</u> |
| No | <u>0</u> | <u>0</u> |
| <i>b. Why do you think it is important or necessary?</i> | | |
| <u>Ability to Justify</u> | | |
| Good | 9 | 11 |
| Average | 12 | 8 |
| Poor | 1 | 0 |
| 3. Practice | | |
| <i>a. Are you involved in planning and budgeting?</i> | | |
| Yes | 21 | 18 |
| No | 1 | 1 |
| <i>b. Do you attempt to influence the planning and budgeting process for gender sensitiveness?</i> | | |
| Yes | 14 | 19 |
| No | 5 | 0 |
| NR | 3 | 0 |

Comments on 3b:

‘Absolutely’

‘I will now after the training’

‘Yes. I am going to jump into the sea to practice – practice makes perfect’

‘Previously I had knowledge on planning and budgeting. Now I have developed more skills in gender sensitive planning and budgeting.’

‘Now I will strive to advocate for more resource allocation.’

‘After this workshop, I promise to use all of the tools available and at my disposal to influence planning and budgeting processes for gender sensitivity.’

ii) DAILY MOOD METER RESULTS

Ranking: 3= Good

2= Average

1= Poor

| Express your opinion as regards: | Day 1 (21 forms received) | Day 2 (18 forms received) | Day 3 (21 forms received) |
|---|-------------------------------------|-------------------------------------|-------------------------------------|
| Topic of the day¹ | 2.8 (59/ 21) | 2.8 (51/ 18) | 2.6 (55/ 21) |
| Plenary sessions | 2.8 (54/ 19, NR=2) | 2.8 (51/18) | 2.7 (57/ 21) |
| Group work participation | 2.8 (58/ 21) | 2.9 (52/ 18) | 2.7 (56/ 21) |
| Relevance of handouts | 2.4 (46/ 19, NR=2) | Not asked on Day 2 | 2.3 (42/ 18, NR=3) |
| Are your expectations being addressed? | 2.6 (55/ 21) | 2.6 (46/ 18) | 2.5 (53/ 21) |
| Skills enhanced | 2.6 (55/ 21) | 2.7 (46/ 17, NR=1) | 2.6 (54/ 21) |
| Logistics / administration | Not asked on Day 1 | 2.0 (34/ 17, NR=1) | Not asked on Day 3 |

Comments:

| | Day 1 | Day 2 | Day 3 |
|--------------------------------------|--|---|---|
| Most exciting session today: | Principles of gender planning and budgeting (5) Philippines (5) Plenary (3) Tanzania experience (2) Presentation of group work | Sharing of country experiences (5) Philippines (4) TGNP Group work (3) Basic tools for gender review Steps in gender planning and budgeting (3) Action plan development | Sharing of immediate plans (2) Plenary Follow-up issues (2) Country planning process and regional initiative Country best practices (2) Immediate and short-term follow-up action plan (2) |
| What you can apply at work: | Principles of gender planning and budgeting (6) Gender mainstreaming in budgeting process (2) Facilitation skills | Steps in gender planning and budgeting (4) All (2) Sensitisation Mainstreaming/ principles How to eliminate sexist language in development plan Strategic plan of action for gender mainstreaming Teaming up for enhancing gender mainstreaming Questions to ask when mainstreaming gender in the budget Prioritising gender programmes Gender appraisal | Immediate action plans (7) Principles of gender planning and budgeting (2) All Can continue to initiate training, coalition and networking Concepts and techniques on gender planning Convincing the directors of my Ministry to mainstream gender Poster exhibitions concept |
| Suggestions for improve ment: | More group discussion More time for plenary discussion Encourage female participation (women are on the quiet side) Timekeeping | Farewell reception More time for group work (3) Follow-up workshops Workshop venue should not be so far from city centre You may need to prepare | Logistics (accommodation, food, welfare, etc). Information sharing pertaining to administration and logistics (2) Better arrangements for venue (Hotel rates too high) (2) |

¹ Principals of gender planning and budgeting (Day 1), Intra-sharing of country experience and basic tools for gender review (Day 2), Plans and immediate follow-ups (Day 3)

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| | Day 1 | Day 2 | Day 3 |
|--|--------------|--|--|
| | | well-defined steps for budgeting Case study – gender analysis of a sample Ministry Distribution of handouts for each session | Follow-up conference Strengthening networking Time for presentation on techniques and concept of gender planning More time for group discussion (2) Proper time management Please come up with clear stages or steps for gender budgeting and planning Gender budgeting to be more detailed TGNP coalition with training institute to engender such trainings |