

INTERGOVERNMENTAL AUTHORITY ON DEVELOPMENT- IGAD



UPHOLDING PEACE FOR A PROSPEROUS AND INTEGRATED REGION SINCE 1986
AU SERVICE DE LA PAIX POUR UNE REGION PROSPÈRE ET INTÉGRÉE DEPUIS 1986

IGAD Gender Strategy and Implementation Plan 2016– 2020 Volume 1: The Framework

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Acronyms

AfDB	African Development Bank
AIDS	Acquired Immune Deficiency Syndrome
Amb	Ambassador
ANC	Antenatal Care
ADC	Agency for Development Concerns
AEC	African Economic Community
AED	Agriculture and Environment Division
AEZ	Agro-Ecological Zone
ASAL	Arid and Semi-Arid Land
AWD	African Women's Decade
AU	African Union
AUA	African Union's Agenda
AUGP	African Union Gender Policy
BPFA	Beijing Platform for Action
CBMPs	Cross Border and Mobile Populations
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CERD	Committee on the Elimination of Racial Discrimination
CEWARN	Conflict Early Warning and Response Mechanism
COMESA	Common Market for Eastern and Southern Africa
CBMP	Cross Border and Mobile Populations
COMESA	Common Market for Eastern and Southern Africa
CPMR	Conflict Prevention, Management and Resolution
CSOs	Civil Society Organizations
DAF	Division of Finance and Administration
EAC	East African Community
ECSD	Economic Cooperation and Social Development Division
Eng	Engineer
EU	European Union
FGM	Female Genital Mutilation
GAD	Gender And Development
GDD	Gender Disaggregated Data
GDI	Gender Development Index
GDP	Gross Domestic Product

GEM	Gender Empowerment Measure
GEWE	Gender Equality and Women’s Empowerment
GPI	Gender Parity Index
HCT	HIV Counseling and Testing
HE	His Excellency
HIV	Human Immunodeficiency Virus
ICPAC	IGAD Climate Prediction and Applications Centre
ICPALD	IGAD Centre for Pastoral Areas and Livestock Development
ICCPR	International Covenant on Civil and Political Rights
ICESCR	International Covenant on Economic, Social and Cultural Rights
ICPD	International Conference on Population and Development
ICT	Information Communication Technology
IDDRSI	IGAD Drought Disaster Resilience and Sustainability Initiative
IDP	Internally Displaced Person
IGAD	Intergovernmental Authority on Development
IGADD	Intergovernmental Authority on Drought and Development
ILO	International Labor Organization
IRAPP	Infrastructure Risk Assessment Partnership Program
JFA	Joint Financial Agreement
ISAP	Institutional Strengthening Action Plan
LDCs	Least Developed Countries
MDGs	Millennium Development Goals
MES	Monitoring and Evaluation Systems
MP	Member of Parliament
MTCT	Mother to Child Transmission
NGO	Non-Governmental Organization
NGP	National Gender Policy
NRM	Natural Resource Management
NSA	Non-State Actors
PIAs	Priority Intervention Areas
PSD	Peace and Security Division
PRSP	Poverty Reduction Strategy Papers
RCE	Regional Centres of Excellence
RCP	Regional Consultative Process
REC	Regional Economic Community
RMs	Regional Mechanisms

RPP	Regional Programming Paper
RSP/RIP	Regional Strategy Paper/Regional Indicative Programme
SDD	Sex Disaggregated Data
SDGs	Sustainable Development Goals
SG	Strategic Guidelines
SGBV	Sexual and Gender Based Violence
SMEs	Small and Medium-Sized Enterprises
SRH	Sexual and Reproductive Health
UNICEF	United Nations Children's Fund
UNDP	United Nations Development Programme
UNGA	United Nations General Assembly
UNSCR	United Nations Security Council Resolution
USAID	United States Agency for International Development
WID	Women in Development

Foreword

The year 2015 has been fundamental for gender equality and women's empowerment in many ways. It marked the 20th anniversary of the Beijing Platform for Action, the 15th Anniversary of the UN Security Council Resolution (UNCSR) 1325, the mid-term of the African Women's Decade and also the year of transition from the Millennium Development Goals to Sustainable Development Goals. The year was also dedicated to women's empowerment and development towards Africa's Agenda 2063.

A review of trends and progress over the past two decades of the Beijing Platform for Actions paints a mixed picture, revealing that whereas significant achievements had been registered in the realm of norm setting and increases in women's participation in leadership and decision making among other areas, implementation of these normative standards still remains a key challenge. The set targets for gender equality and women's empowerment were largely not achieved, and that means all stakeholders need to step up efforts towards this critical development goal.

This IGAD Gender Strategy (2016-2020) is developed with the recognition that gender equality is a fundamental pre-requisite for the region's and indeed Africa's socio-economic and political transformation.. IGAD's, vision of being *the premier Regional Economic Community (REC) for achieving peace and sustainable development in the region* encompasses creating opportunities for women, men, girls and boys, disadvantaged and marginalized people and communities especially those in ASALs so that everyone can participate effectively in and benefit from the development in our countries. It is this inclusive growth and social cohesion that will lead to peaceful, stable and vibrant societies.

Central to this Strategy for IGAD is also the emphasis on the need to mobilize all Member States, Development Partners, Civil Society Organizations, Private Sector and Citizens in our region to promote the shared goal of gender equality and women's empowerment. We recognize that gender equality and women's empowerment must be systematically and consistently pursued through administrative, policy and programme measures.

Within this strategy, the most important targets for gender equality and women's empowerment which we give emphasis include women's rights as human rights; the development and improvement of inclusion and representative democracy; economic empowerment for women without disempowering men; education for girls and boys; sexual and reproductive health rights for women and men; equitable access and benefits from agriculture and natural resources; peace and security for all as well as women's and men's common acknowledgement of the need to remove imbalances in society and their shared responsibility in doing so.

In the long term, IGAD hopes to help build a region where women participate fully in decision-making, where women have easy access to knowledge because it has been brought closer to them, where women's skills are optimized and their capacities tapped to engage in greater economic opportunities. In this vision, we see a thriving environment in which women, and men, engage equitably in enterprise and public service delivery; a region where no man, woman or child faces institutionalized insecurity and abuse. That's the vision we hope to achieve with this Strategy.

Volume 1 of the IGAD Gender Strategy (2016-2020) builds on the array of tools and guides for our approach to better programming. It will also serve as the framework to define IGAD's operational activities, resource mobilization and allocation for our efforts to step it up for gender equality for enhanced resilience, regional integration and peace for sustainable development. Volume 2 elaborates the Implementation Plan of the Strategy and will form the basis for annual planning, periodic reviews and evaluation of gender equality and women's empowerment in IGAD.

Execution of this strategy will be driven by a strong imperative to achieve results which calls for strong partnerships and collaboration with a wide range of stakeholders, notable among them Member States, Donors and Development Partners, Civil Society Organisations, Private Sector and Citizens (women and men) in the region.

H.E Ambassador (Eng) Mahboub Maalim
Executive Secretary

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1 Executive Summary

- 1.1.1 The founding leaders of IGAD were motivated by the urge to build a region where the people have a shared identity, live in peace and a clean environment having alleviated poverty through appropriate and effective sustainable development programmes. The IGAD Secretariat as the executive body of the Authority was given the mandate to achieve this aspiration.
- 1.1.2 This Gender Strategy for the period 2016-2020, is based on the premise and realization that gender equality and Women's Empowerment are fundamental pre-requisites for the region's and indeed Africa's socio-economic and political transformation. The strategy is also informed by the fact that both are issues of development effectiveness. This fact is drawn from global evidence which demonstrates that when women and men are relatively equal, economies tend to grow faster, the poor move more quickly out of poverty, and the well-being of men, women, and children is enhanced.
- 1.1.3 In clarifying IGAD's approach to gender programming, the strategic vision that guides this strategy is derived from IGAD's vision and mission and the IGAD Gender Policy. These are further informed by various global and continental aspirations and commitments such as The African Union's Agenda 2063, the BPFA, CEDAW and the African Union Gender Policy among others. The strategy also outlines three main operational strategies that will inform its implementation – Advocacy and Awareness Raising (A), Brokerage of Policy (B) and Capacity Building and Knowledge Management (C) – all designed to take into account IGAD's core mandate and vantage position as a platform of decision making, facilitator of processes and capacity builder.
- 1.1.4 In order to leverage results in the various critical areas of focus in IGAD's sectoral work, Volume 1 of the strategy describes both gender mainstreaming and women's empowerment interventions that will be implemented during the set timeframe. These are derived directly from two key approaches of i) Gender and Development; and ii) Women in Development. These will be essential to integrating gender issues in both IGAD's sectoral programmes as well as actions by Member States and other actors, including Civil Society Organisations. A total of seven (7) critical areas of focus are covered under this strategy and these are:
- i. Gender, Agriculture, Livestock and Fisheries Development
 - ii. Gender, Environment and Natural Resources and Environmental Protection
 - iii. Gender, Regional Cooperation and Economic Integration
 - iv. Gender and Social Development
 - v. Gender, Peace and Security
 - vi. Women's Human rights and
 - vii. Gender and Corporate Development Services
- 1.1.5 In each of these critical areas of focus, the Strategy articulates clearly the regional situation that informs the programming context of this strategy as well as a set of key priorities that IGAD will address. This is followed by a set of complimentary actions that Member States and Civil Society will be urged to take measures to address. The key summary results framework for the delivery of the strategy is further summarized at the end of Chapter 2.

- 1.1.6 The Strategy also builds on those distinct factors that define the comparative advantage of IGAD vis-a-vis other development organizations in terms of the sectors/thematic areas in which IGAD has a particularly strong track record or a particularly high level of technical expertise, and in terms of the processes in which IGAD has particular strength. These sectors/thematic areas include among others- Disaster Risk Management, Agriculture and Natural Resources Management, Food Security, Regional Economic Integration and Cooperation, Peace and Security as well as HIV&AIDS.
- 1.1.7 In Volume 2 of the Strategy, an implementation plan that shows the various timelines, resources allocation and responsibility for delivery of the strategy is articulated. IGAD will invest in institutional strengthening for promotion of gender equality and women's empowerment in its corporate services delivery. Financial, technical and logistical resources need to be mobilized from Member States, donors and development partners for the full implementation of the strategy.
- 1.1.8 In Monitoring and Evaluation of this strategy, projects and programs designed and implemented under it will be undertaken in accordance with the overall IGAD Monitoring and Evaluation Systems and the summary results monitoring framework developed at the end of Chapter 2. This will be complemented by a mid term review after the first half of the implementation period which will be followed by an end term review in late 2020 as the Strategy term comes to a close. This information will also help inform the development of the successor strategy.

2 Part I: Introduction and Background

2.1 About IGAD

2.1.1 The Intergovernmental Authority on Development (IGAD) is a Regional Economic Community (REC) in Eastern Africa and one of the eight building blocks of the African Economic Community (AEC) of the African Union (AU). IGAD was launched during the 5th IGAD Heads of State and Government Summit held in Djibouti from 25th to 26th November 1996 in Djibouti, Republic of Djibouti, replacing the Intergovernmental Authority on Drought and Development (IGADD) founded in 1986 by Djibouti, Ethiopia, Kenya, Somalia, Sudan and Uganda. Eritrea and South Sudan joined IGAD in 1993 and 2011 as the seventh and eighth Member States respectively.

2.1.2 The original mandate of "IGADD" was to mitigate the effects of the recurrent droughts and other natural disasters that afflicted famine, ecological degradation and widespread social and economic hardships to the region. However, with new emerging political and socio-economic challenges in the region, the Assembly of Heads of State and Government, meeting in Addis Ababa in April 1995, resolved to revitalize IGADD and expand areas of cooperation among the Member States under IGAD in three priority areas of (a) agriculture and environmental protection; (b) economic cooperation, regional integration and social development; and (c) peace, security and humanitarian affairs.

2.2 The IGAD Vision and Mission Statements

2.2.1 The founding leaders of IGAD were motivated by the urge to build a region where the people have a regional identity, live in peace and a clean environment having alleviated poverty through appropriate and effective sustainable development programmes. The IGAD Secretariat as the executive body of the Authority was given the mandate to achieve this goal.

Vision: *The Vision of IGAD is to be the premier Regional Economic Community (REC) for achieving peace and sustainable development in the region.*

Mission: *The Mission is to promote regional cooperation and integration to add value to Member States' efforts in achieving peace, security and prosperity.*

Aims and Objectives

As stipulated in Article 7 of the Agreement Establishing IGAD, the aims of IGAD include:

- Promote joint development strategies and gradually harmonize macro-economic policies and programmes in the social, technological and scientific fields;
- Harmonize policies with regard to trade, customs, transport, communications, agriculture, and natural resources and environment, and promote free movement of goods, services, and people within the region.
- Create an enabling environment for foreign, cross-border and domestic trade and investment;

- Initiate and promote programmes and projects to achieve regional food security and sustainable development of natural resources and environmental protection, and encourage and assist efforts of Member States to collectively combat drought and other natural and man-made disasters and their consequences;
- Develop and improve a coordinated and complementary infrastructure, in the areas of transport, telecommunications and energy in the region;
- Promote peace and stability in the region and create mechanisms within the region for the prevention, management and resolution of inter-State and intra-State conflicts through dialogue;
- Mobilize resources for the implementation of emergency, short-term, medium-term and long-term programmes within the framework of regional cooperation;
- Facilitate, promote and strengthen cooperation in research development and application in science and technology.
- Provide capacity building and training at regional and national levels; and
- Generate and disseminate development information in the region

Areas of Cooperation

2.2.2 The Agreement Establishing IGAD identifies some twenty areas of cooperation among the Member States. In addressing these diverse areas of cooperation in a manageable manner, the overarching IGAD Regional Strategy (2011-15) regrouped them under four Pillars as follows:

Pillar 1: Agriculture, Natural Resources and Environment;

Pillar 2: Economic Cooperation, Integration and Social Development;

Pillar 3: Peace and Security; and Humanitarian Affairs;

Pillar 4: Corporate Development Services

2.2.3 IGAD recognises the need for close and cooperative partnerships with all stakeholders in translating the ideals of the strategy to concrete results. To that effect, IGAD partners with relevant actors at the local, national, regional and global levels that have similar mandates for achieving sustainable development in the region.

2.3 Profile of the IGAD Region

2.3.1 The IGAD region stretches over an area of 5.2 million km² that comprises the countries of Djibouti, Eritrea, Ethiopia, Kenya, Somalia, South Sudan, Sudan and Uganda. The region has about 6960 Km of coastline with Indian Ocean, Gulf of Aden, Gulf of Toudjoura and the Red Sea. Also, the IGAD region has a total of 6910 Km of international borders with Egypt, Libya, Chad, Central African Republic, Democratic Republic of Congo, Rwanda and Tanzania.

- 2.3.2 Some 70% of the IGAD region is made up have arid and semi arid lands (ASALs), which receive less than 600 mm of rainfall annually. The rest of the region has a great variety of climates and landscapes including cool highlands, swamp areas, tropical rain forests and other features typical of an equatorial region. Further, the region possesses diverse ecosystems and agro-ecological zones at different altitudes ranging from 150 meters below the sea level (Dalul) to about 4600 meters above the sea level (Mount Kenya). Socio-economically, most of the IGAD Member States belong to the Least Developed Countries (LDCs) and share similar economic growth rates and social ethnic groups across their borders, which could be a good opportunity for regional integration, if appropriately utilised.
- 2.3.3 Farmlands account for 7%, forests 19% and permanent pastures 28% of the total land area. The remaining 46% is relatively unproductive or marginal land. Additionally, this region also contains extensive mineral resources that have not yet been fully exploited. One of the main challenges in maximizing the agricultural potential of this region is the high degree of variability of rainfall patterns in both space and time. Furthermore, the IGAD region is prone to recurrent droughts and dry spells, making it one of the most vulnerable regions in the African continent for climatic variations, which accentuates the need for policies and programmes that enhance the technical and research capacities of the region.
- 2.3.4 Land and environmental degradation are the most serious threats to the region as both affect its agricultural production and economic growth. Such degradations could lead to food insecurity, famine and poverty, and may equally fuel social, economic and political tensions that can cause conflicts, wider poverty and misery. Sustainable management of natural resources is therefore essential if the IGAD Member States are to achieve sustainable development, eradication of poverty and environmental sustainability.

Demography, Population, Education and Health

- 2.3.5 The IGAD region has a population of over 230 million people characterised by high natural growth rates. The average population density is about 30 persons per km². Variations in the population density between the IGAD countries are substantial ranging from 14.5 persons per km² in Somalia to above 95 persons per km² in Uganda. These variations are even more pronounced between the different ecological zones. For example, within the IGAD region there are deserts with scarcely anybody living in them, and conversely there are rural areas with high populations of more than 600 persons living on one km². Similarly, urban densities are quite high, for instance in Nairobi there are 4,509 persons/km² and higher still in Addis Ababa at 5,165persons/km². However, the demographic age structure shows that almost over 50% of the population are youth, which provides a good opportunity for continued economic growth, if the youth is provided with appropriate education and training.

- 2.3.6 Urbanization is another key dynamic in the region with large numbers of people from the rural areas migrating into the big urban centres in search of employment and better incomes. The average rate of urbanisation in the region is estimated at 4.1%. The capital cities of Addis Ababa, Nairobi and Khartoum have populations of well over three million each. Socio-economic and environmental problems in the ever-growing urban centres are an on-going challenge, and present a very real threat to peace and stability in some countries of the IGAD region.

Economy, Trade, Transport and Infrastructure

- 2.3.7 The IGAD region is located in a strategic place in the Horn of Africa and blessed with good climate, rich hinterland, a long coastline with deep natural ports and on major air traffic routes for tourism and commodity markets in Africa, Far East, Middle East, and Europe. It is endowed with substantial natural resources such as oil and gas reserves, wildlife, high tourism potentials, diverse ecosystems, alternative energy resources (hydroelectric, solar and geothermal), marine, water and livestock resources. A population of over 230 million and expanses of territorial coverage provide a sizeable market, which has the potential to attract both domestic and foreign investors. In addition, the region is increasingly moving towards democratic governance and has made good progress towards establishing a free market economy. It is against this backdrop that IGAD Member States have chosen to enhance their regional co-operation in an effort to maximize the potential of the vast resources and propel the region to new economic growth levels.
- 2.3.8 The economic mainstay of the region is agriculture, both livestock and crop production, which provides the basis for food supplies and export earnings, as well as employment for over 80% of the population. The contribution of industries to the respective national economies of the IGAD Member States is about 15-20%, on average. Since they produce similar commodities and the low level of infrastructure development in the region, the level of intra-state trade remains low and markets are neither inter-dependent nor inter-linked. Nevertheless, the region has a wide range of agro-ecological zones (AEZ) with rich biodiversity and diverse agricultural potential, which if effectively cultivated and managed could turn the Region into a breadbasket for Africa and neighbouring Asian countries.

Governance, Political Systems, Structures and Civil Society Organisations

- 2.3.9 Good governance with appropriate and conducive structures and institutions is a significant prerequisite for positive outcomes of sustainable development at all levels. The IGAD Member States have been progressively taking tangible steps towards improving governance systems both at the national and regional levels by strengthening the structures and institutions in all development sectors and their respective inter-linkages by ascertaining coherence, integrating policies, minimizing duplication of efforts and wastage of resources, and strengthening institutional capacities. The region has realised commendable economic performance through improvements in transparency and accountability, decentralization and empowerment, social inclusiveness and democratization. Nevertheless, some macroeconomic challenges remain which require continued institutional reforms and creation of enabling environment for private-sector development as well as capacity development.
- 2.3.10 Civil Society and non-state actors will be given a bigger role to play in the IGAD development initiatives such as project preparation and implementation. The IGAD/civil society and non-governmental organizations Forum which was established pursuant to the decision of the IGAD Council of Ministers would serve as the mechanism to involve civil society appropriately in the policy formulation and strategic planning discussions, and the planning, designing and implementation of IGAD programmes and processes.

2.4 The Business Case for Gender Mainstreaming in IGAD

- 2.4.1 The need for this new strategy arises both from the evidence that gender plays an important role in determining economic growth, poverty reduction, and development effectiveness, and from the less-than-systematic integration of gender concerns into IGAD's work to date.
- 2.4.2 At the same time, in IGAD just like many other development organizations, Gender mainstreaming is at critical cross-roads right now. Many advocates of gender mainstreaming admit that progress has been slow and results have not been forthcoming the way it was envisaged so far in all countries. This strategy aims at building from this premise and more so from the fact that the most critical element of mainstreaming – mainstreaming in operations within IGAD – has not been very effective.

Box 1:

Gender Equality

Gender equality means an equal visibility, empowerment and participation of both sexes in all spheres of public and private life. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration—recognizing the diversity of different groups of women and men. It is both a human rights issue and a precondition for, and indicator of, sustainable people-centered development.”-UNDP

Gender Mainstreaming

Gender mainstreaming is an approach used to integrate women's and men's needs and experiences into the design, implementation, monitoring and evaluation of policies and programs in all political.

- 2.4.3 Previously, implementation in IGAD has focused solely on internal organizational dimensions, such as staffing, policies, developing indicators, and training of all staff, which are often interpreted as preconditions or precursors to interventions at the operational level. However, although mainstreaming gender in operations requires some of those organizational elements, it does not have to wait for all those changes to be implemented. It can begin in an entrepreneurial and strategic way and show success in small measures so as to gain traction across IGAD's strategic pillars in a more systemic way. This is especially important now because the strategy offers an invaluable opportunity to reinvigorate efforts to achieve positive development outcomes in IGAD's different work areas.
- 2.4.4 In the IGAD region, there also exist pervasive gender inequalities in various dimensions, including access to education, information, employment, credit, land, inputs, and decision-making power in all IGAD Member States. These inequalities reflect a great disadvantage to women and men that have an overall impact on economic development. For example, several studies have found that gender inequality in education may lead to reduced economic growth (e.g. Knowles et al [2002]; Klasen [2002]; Dollar and Gatti [1999]; World Bank [2001]). There is also evidence suggesting that increasing women's access to weather and climate information through simplified area specific agricultural advisories improves overall resilience to climate variability and change, and boosts agricultural output, incomes, food security and nutrition (ICPAC 2014).
- 2.4.5 A common feature of the economies in IGAD region is that both women and men play considerable economic roles. Gender is a critical economic issue and not just a social equity or human rights concern. Agriculture which is the primary source of employment for men and women provides a good example with women providing a higher proportion of the labour force even though country specific or sub-sectoral production vary. In all countries in the region, women and men are not equally distributed across the productive economy, agriculture is a female-intensive sector while industry and services are male-dominated.
- 2.4.6 These are particularly critical in the context of addressing pro-poor, shared or equitable growth and trade expansion in IGAD region, where many trade-oriented sectors (e.g. livestock, horticulture, tea, coffee and cotton) rely on female or male labour. There are sharp gender inequalities in access to key productive assets including- land, labour, financial services, technology, and inputs; coupled with education and health care. These differences directly or indirectly limit economic growth, productivity, and welfare.

Table 1: Select Gender Indicators for Education, HIV and Health

	Education: Primary Girls to Boys Ratio		HIV Prevalence among 15-24yr olds(2011)		Maternal Mortality (per 100,000 people)	
	1990	2010-2014	Males	Females	1990	2013
Djibouti	74	87	0.1	0.3	400	230
Eritrea	94	84	0.1	0.3	1,700	380
Ethiopia	66	--	0.2	0.4	1,400	420
Kenya	97	100	1.6	3.5	490	400
Somalia	--	--	0.3	0.4	1,300	850
South Sudan	--	66	--	--	1,800	730
Sudan	--	89	0.2	0.2	720	360
Uganda	80	102	2.4	5.3	780	360

Source: AfDB, *Gender, Poverty and Environmental Indicators for African Countries, 2015*

Women's Empowerment

- 2.4.7 The terms 'gender' and 'gender equality' imply concern for both men and women, and the relationships between them. Nevertheless, specific attention to women's needs and contributions is typically required in order to address the array of gender gaps, unequal policies and discrimination that historically have disadvantaged women and distorted development in all societies. This Strategy will therefore also focus on IGAD's responsibility to support a regional capacity to promote the empowerment of women to achieve gender equality.
- 2.4.8 Empowerment is central in the change processes that benefit women at individual, household, community and broader levels. At the most basic level, IGAD will seek to promote interventions that can benefit women simply by improving their well-being in terms of health, nutrition, income, life span, etc. Beyond vital improvements in well-being, changes can result in women's empowerment, where women gain agency¹ and resources to make decisions, build confidence and act in their own interests. Deeper and truly transformative changes however reshape societal norms, attitudes and institutional practices. Greater gender equality in markets, political institutions, family systems and social roles will then provide the foundation for sustaining women's well-being and empowerment. This means that there is ample justification for IGAD members states and governments to promote policies that strengthen gender equality through various means, including legal and political reform, and interventions to give women (and other socially excluded groups) greater access to resources.

¹ Agency refers to the significance given to individual women's own realization that they can be the agents of change in their own lives. However, it does not imply that all improvements in women's position must be brought about through the actions of women themselves or that empowering themselves is the responsibility of individual women.

The Global and AU Policy Context

- 2.4.9 The global Sustainable Development Goals (SDGs) seek to change the course of the 21st century, addressing key challenges such as poverty, inequality, and violence against women. Women's empowerment is a pre-condition for this. Women have a critical role to play in all of the SDGs, with many targets specifically recognizing women's equality and empowerment as both the objective, and as part of the solution. Goal 5 of the SDGs is known as the stand-alone gender goal because it is dedicated to achieving these ends.
- 2.4.10 SDGs build on the momentum set by the Millennium Development Goals (MDGs) which ran from 2000 - 2015, aiming to address unmet needs and outstanding challenges including tackling the root causes of poverty and inequality and the universal need for development that works for all people. They also reinforce and complement the global agenda on gender equality and women's empowerment as laid out in CEDAW and subsequent instruments such as the Beijing Declaration and Platform for Action, outcomes of their periodic reviews inclusive.
- 2.4.11 The vision of the African Union Gender Policy focuses on achieving an African society founded on democracy, gender equality, human rights and dignity and recognizes the equal status of women and men, girls and boys, with both sexes thriving together harmoniously, in a peaceful and secure environment characterized by equal partnership in decision-making in the development of the Continent.
- 2.4.12 The overall goal of the AU Gender Policy is to adopt a rights based approach to development through evidence-based decision-making and the use of sex-disaggregated data and performance indicators for the achievement of gender equality and women's empowerment in Africa. It also seeks to promote a gender responsive environment and practices and undertake commitments linked to the realisation of gender equality and women's empowerment in Member States, and at the international, continental, regional and national levels.
- 2.4.13 The Policy is buttressed by solid and concrete political commitments, most notable among them, the AU Agenda 2063, with an explicit aspiration to unleash the potential of women for the socio-economic and political transformation of the continent in the next 50 years.

2.5 The Status of Gender Equality in the IGAD Region

- 2.5.1 In 2014, IGAD undertook a region-wide analysis of the state of gender affairs pulling together findings from country studies conducted during phase one of the preparation of the IGAD five year strategy. The report identified the 'core gender issues' that included the state of violence against women (sexual and gender based violence), power and decision making, institutional mechanisms for the advancement of women, human rights of women, women and the media as well as the issues of the girl child in addition to those that arise in the respective sectoral priorities of IGAD namely natural resource, agriculture, environment, peace and security as well as social development.

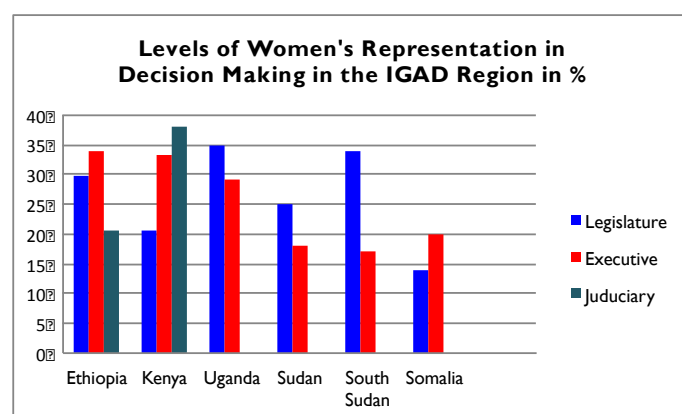
Sexual and Gender Based Violence (SGBV)

- 2.5.2 From the region-wide analysis, SGBV - physical, sexual, psychological and economic violence as well as the various forms of harmful traditional practices is a wide practice in countries with in the IGAD region and throughout the region, systemic gender based discrimination against women is root cause of SGBV. Conflict related sexual violence is also prevalent in countries where on-going conflicts exit. However, even though it is known that SGBV is common, systematic and representative data that shows the extent of the problem is still scarce in many of the countries of the region. The lack of systematic and representative data in most member countries implies that drawing regional figures that show the extent and prevalence of the problem is quite challenging.
- 2.5.3 Some countries however have data. In Uganda for example, physical and sexual violence stood at 27% and 28% respectively in 2011.² In South Sudan, physical violence stood at 47% while sexual violence was at 13% in 2009.³ The figure for violence against women was quite high at 89% in Sudan in 2009.⁴ The available data in relation to harmful traditional practices shows similar variations across the countries. In Ethiopia, the prevalence of FGM as per the latest figures of 2014 stands at 23%⁵ and less than 1% in Uganda⁶ while in Sudan it stood at 66% in 2010.⁷

Women's representation in Decision Making

2.5.4 All of the countries of the region have some level of representation of women in the different branches of government. While the representation is high and encouraging in some of the countries, it is not at the desired level in others. Further, there are differences in terms of the representation of women in the different branches of government. Representation in the legislative branch of government is significantly higher compared to representation within the executive and the judiciary across the countries of the region.

2.5.5 It is however important to note that most of the countries in the region have not been able to meet the desired level of 30% representation of women in their respective parliaments (at UN level) and 50:50 level at AU and IGAD level. Women's representation in lower levels of legislative organs like regional councils or parliaments is also growing.



Status of the Girl Child

² Uganda, National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

³ South Sudan Gender Affairs Baseline Report , IGAD 2014.

⁴ Sudan Gender Affairs Baseline Report , IGAD 2014.

⁵ Ethiopia, National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

⁶ Uganda Gender Affairs Baseline Report , IGAD 2014.

⁷ Sudan Gender Affairs Baseline Report , IGAD 2014.

- 2.5.6 The countries of the region have adopted the Convention on the Rights of the Child, which provides extensive protection to the rights of the girl child. In addition to this, the countries have adopted detailed national frameworks that address the critical areas of concern such as education, health, economic exploitation of children. In Kenya, the constitution gives every child the right to free and compulsory basic education. Further, the education policy prohibits dismissal of girls from school on the basis of pregnancy and prohibits repetition of classes by students on the basis of performance.⁸
- 2.5.7 The policy framework in South Sudan aims to increase school enrolment, including advancing the rights of girls to education. Through the promulgation and adoption of the transitional Constitution, the child Act (2008), General Education Bill (2012) and Education Policy the government has shown positive commitment to promote the education of the girl child. Both the Child Act and Transitional Constitution provide for the right to free and compulsory primary education and the Child Act also explicitly states that no girl can be expelled from school due to pregnancy and that young mothers must be allowed to continue their education.⁹
- 2.5.8 In Uganda, the Employment Act (2006) prohibits employment of children in hazardous and exploitative work. Similarly, the National Policy on Elimination of Child Labour (2006) prohibits exploitation of the girl child while in Ethiopia, there is recognition that special targeting is required to ensure that the girl child benefits from the development outcomes of the country.

2.6 Current and Emerging Challenges for the Gender Strategy

Major social, economic and political changes, particularly in relation to conflict, globalization, climate change and variability, HIV&AIDS, violent extremism and terrorism, poverty and migration all have vital implications for gender equality. For example, conflicts in IGAD countries still remain and in some cases steadily worsening in their impact on the lives of citizens with clear and disturbing gender aspects (e.g., rape with impunity used as a weapon of war, radicalisation of youthful females and males abduction of girls, child soldiers, and refugees and internally displaced persons).

⁸ Sudan, National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

⁹ South Sudan, National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

- 2.6.1 The advent of climate change has certainly exacerbated these pre-existing problems and according to various studies, women are disproportionately affected. Existing inequalities for instance only mean that women are much more vulnerable to the impacts of climate variability, have weaker capacities to adapt and therefore suffer more disproportionately in the face of climate change than men.
- 2.6.2 On the Peace and Security front, the nature and range of possible drivers of violent extremism and insurgency, variations of local contexts, and nascent evidence around social dimensions of extremism in the region also make the implementation environment challenging. A number of multiple drivers often in the same setting can fuel individual level radicalization in different ways, and the pathways to violent extremism are multiple for both young men and young women. Some may be long-standing grievances, while others can be more recent developments.
- 2.6.3 This strategy also sharpens the focus on working towards gender equality and is cognizant of the position and situation of men and boys with a recognition of emerging male gender gaps and issues. These include boys' underachievement in education, the issues of child soldiers and men in armed conflicts, and the pivotal role of men in sexual and reproductive health, and HIV/AIDS and its prevention. In addition to being perpetrators of gender-based violence, men and boys also experience various forms of violence, including gender-based violence in armed and other forms of conflict. As traditionally male-dominated industries collapse or are reorganized in the global economy, men frequently face unemployment. This strategy recognizes that the impacts of such shifts in the economy define and shape gender roles and the situation of women and girls as well.

3 Part II: The Gender Strategy

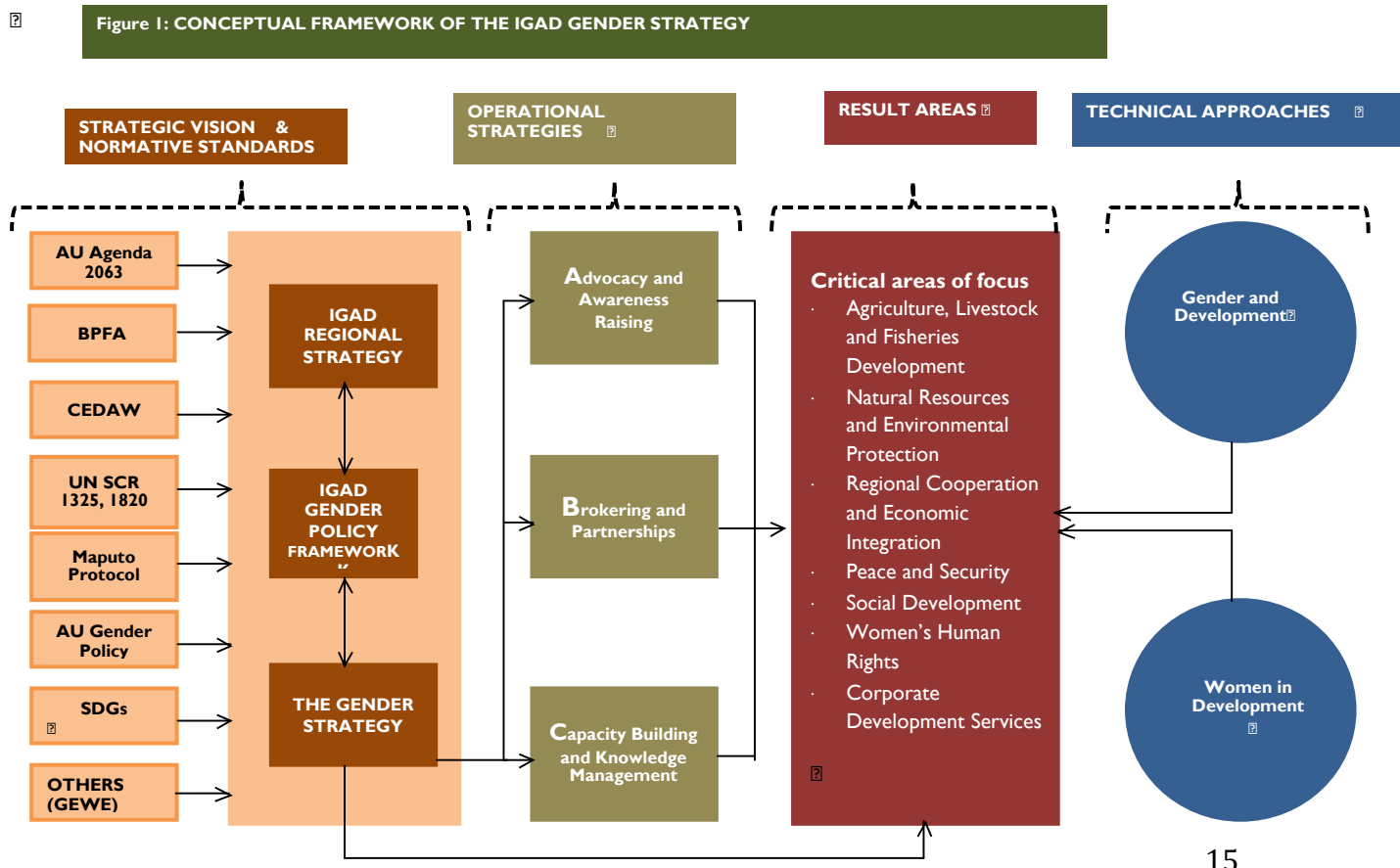
3.1 Conceptual Framework for the Gender Strategy

3.1.1 The Conceptual Framework of the Gender Strategy (Figure 1 below) shows that the strategic vision and normative standards, which include various international, continental and regional policies and strategies, provide it with a core foundation.

3.1.2 Three broad operational strategies are identified as the vehicles for delivery of the Strategy, summarized as A, B and C as elaborated below:

- A) **Advocacy and awareness raising:** The use of the available evidence base to undertake advocacy and raise awareness on the need for and value added by gender mainstreaming and empowering women in the different focus sectors of IGAD;
- B) **Brokering and partnerships:** Working with other development actors and agencies including Member States, Development Partners, Private Sector and CSOs for enhanced promotion of gender equality and women's empowerment in the region;
- C) **Capacity building and knowledge management:** Strengthening capacities and knowledge of relevant institutions and actors for enhanced gender equality and women's empowerment results.

3.1.3 Results domains of the Strategy are identified in line with the priority areas of focus of the overarching IGAD Regional Strategy (2016-2020), underscoring the main technical approaches to be employed as both WID and GAD.



3.2 Overall Goal and Objectives of the Strategy

3.2.1 The overall goal of the Strategy is to support implementation of commitments on gender equality and women's empowerment in Member States; and at regional and international levels.

3.2.2 The specific objectives of the Gender Strategy are to:

- Promote gender-responsive policies, legislations, administrative systems, processes and decision making at Member States, regional and international levels;
- Strengthen coordination and coherence among development actors for effective implementation of national, regional and international commitments on gender equality and women's empowerment in the region;
- Improve gender mainstreaming practice in IGAD's sectoral focus areas and priorities/ programmes at regional and Member State levels.

Critical Areas of Focus

3.3 Gender, Agriculture, Livestock, Fisheries and Food Security

- 3.3.1 Agriculture is the main source of livelihood for the majority of countries in the IGAD region. Though the contribution to GDP differs across countries, it is a significant employer of the vast majority of the rural population in most of the countries. While livestock and crop production are predominant in IGAD Member States, in others, both sectors of agriculture serve as sources of livelihood for the population in the region.
- 3.3.2 In the whole region however, the contribution of women to agriculture sector is high. This contribution is seen mainly in terms of labour for production. Throughout the region, women's contribution ranges from 70-80% on average.¹⁰ In Ethiopia for instance, the pre-harvest and post-harvest period constitute the heaviest workload on rural farming women.¹¹ In Kenya too, women are mostly engaged in food storage as well as the transport of the produce which is mostly done manually.¹²
- 3.3.3 Women are mostly engaged in small scale subsistence agriculture in the region. This implies that they have less access and opportunity to engage in cash crop production which has much higher returns compared to subsistence farming. The subsistence farming on the other hand is characterized by traditional farming techniques, rudimentary farm technology and inadequate farm inputs. Furthermore, in cash crop production, women have little decision making powers and limited financial benefits even though they provide the bulk of labour, especially during harvesting for cash crops.¹³
- 3.3.4 Another distinctive feature relates to women's access to and control over productive resources and agricultural inputs. In countries across the region women have less access to and control over productive resources like land and other agricultural inputs. The most important disparity is seen in terms of land. Across the countries, women also have less entitlement both in terms of ownership and use right over land compared to men.
- 3.3.5 The lack of land ownership or use right has consequences in terms of women's involvement and contribution to agricultural productivity as well as the benefits that accrue from the sector. With ownership or guaranteed land use rights, consequences like increased decision making power, increased conservation efforts and eventually better returns that can improve livelihood come about. However, the restrictions on ownership and use rights have resulted in limited opportunity and benefit for women.

¹⁰ Country baseline reports, IGAD 2014.

¹¹ Ethiopia Gender Affairs baseline report, IGAD 2014.

¹² Kenya Gender Affairs baseline report, IGAD 2014.

¹³ Kenya Gender Affairs baseline report, IGAD 2014.

- 3.3.6 This pattern of inequality is also evident in levels of access to financing and technology. In Uganda for example, men have more access to credit than women, with 24.6% men compared to 19.4% women.¹⁴ This is largely explained by the lack of collateral securities by women, especially land which is the major security for bank lending. In Ethiopia the problem emanates from the low level of financial literacy among women. Accordingly, although credit access is available, either women take little or are hesitant to access and use the same because of fear of debt.¹⁵
- 3.3.7 Similar patterns of limitation in access and control are also in the livestock production sector. The country reports show that there are clear patterns of ownership of livestock among women and men in most countries in the region. In Kenya for example, larger stock such as cattle, camels, donkeys, goats and sheep are owned by men while women are associated with smaller stock like chicken, rabbits and to a smaller extent, a few goats and sheep.¹⁶ In Uganda too, women own small livestock like goats and pigs.¹⁷
- 3.3.8 In the predominantly pastoralist communities of Somalia, the distinction in terms of ownership and division of labour is easily discernable. Women and girls dominate sheep and goat production while men share marketing and butchering roles. Likewise, although men and boys herd and have primary responsibility for camels and cattle, it is women who market the milk. Men are responsible for the livestock managing grazing and water resources; providing for the family and ensuring its security.¹⁸
- 3.3.9 In fisheries, women's roles and benefits mirror that of the other agricultural sectors. In Kenya, they are generally involved on the lower levels of the fishery value chains (retail selling), having less access to resources and decision making. The lack of resources and skills imply that they are restricted to access collateral and credit facilities; effective marketing information, especially on the stringent sanitary and phytosanitary standards set by major export destinations leaving the women more disadvantaged than men.¹⁹
- 3.3.10 Similarly in Uganda, the fishing sector is dominated by men. Women's role is limited to processing including: smoking, drying and marketing. This is mainly due to the high investments in fishing gear such as boats and fish nets which bar women from engaging in the more lucrative activities in fisheries.²⁰
- 3.3.11 Consequently, activities in this critical area for IGAD will focus on;
- i. Advocate for gender responsive land policies and legal frameworks in agriculture and livestock sectors especially to address access and control of the resources
 - ii. Develop and share knowledge products on women's participation on agriculture and fisheries value chains

¹⁴ Uganda Gender Affairs baseline report IGAD 2014.

¹⁵ Ethiopia Gender Affairs baseline report IGAD 2014.

¹⁶ Kenya Gender Affairs baseline report IGAD 2014.

¹⁷ Uganda Gender Affairs baseline report IGAD, 2014.

¹⁸ Somalia Gender Affairs baseline report IGAD, 2014.

¹⁹ Kenya Gender Affairs baseline report IGAD, 2014.

²⁰ Uganda Gender Affairs baseline report, IGAD 2014.

- iii. Build capacity of sector actors at regional and national level on gender mainstreaming
- iv. Identify and share knowledge on appropriate technologies for women in agriculture, livestock and fisheries production
- v. Joint monitoring mechanisms to review progress in regards to the adoption, level of implementation of commitment to gender responsive policies in the sector
- vi. Share sex disaggregated data, information and lessons of best practices of gender mainstreaming in policies
- vii. Undertake capacity building for agriculture sector experts through regional forums and in collaboration with academic institutions in the region.

3.3.12 Member States and Civil Society Organizations will be encouraged to;

- i. Facilitate access to land and property ownership by formalizing land tenure system to ensure women's equal rights to land.
- ii. Revise land administration laws to guarantee equal rights and improved implementation where such rights are guaranteed is called for.
- iii. Improve the integration or mainstreaming of gender in agriculture, livestock and fisheries policies.
- iv. Regularly collate and collect sex disaggregated data on women and men's contribution in the agriculture, livestock and fisheries sector for sharing and decision making
- v. Strengthen implementation capacity of policies and laws necessary.
- vi. Continuously build capacity of implementers at the national and sub national government with a particular focus on equipping them with gender analysis capabilities – from planners to ground level workers like extension agents is required.
- vii. Promote initiatives that increase women's access to technology in agriculture, livestock and fisheries production.

3.4 Gender, Natural Resources and Environment Protection

- 3.4.1 Weather and climate related hazards and disaster risk management: disasters impact lives, livelihoods and socioeconomic development.²¹ The impacts of climate related hazards are different among women and men. In the same manner, adaptation capacity is also skewed along gender lines. Over the years, this has reduced women's voices in disaster risk management. Most of this is a result of differences in access to resources, access to information, socially expected behaviour patterns and gender division of labour as well as issues of mobility.²²
- 3.4.2 At IGAD level, the IDDRSI strategy presents an opportunity and guidance towards making policies gender sensitive. Natural resource and environmental management is one of the seven priority intervention areas (PIAs) for building drought resilience under the IDDRSI strategy. The strategy underscores that to promote sustainable ecosystem rehabilitation and management, and equitable access to environmental resources including water, pastures, and rangeland, it is essential to ensure gender equity and women empowerment in planning and management of natural resources. Similarly under the priority area of Research, Knowledge Management and Technology Transfer, Support research and capacity building in a variety of areas including gender is stated.
- 3.4.3 Many of the environmental policies in the countries of region recognize though to differing degrees, the important role of women in environmental management. As the country reports show, this recognition does not go deep into analyzing the gender differences that lead to differences in vulnerability as well as disaster risk management. The policy in Uganda provides a good example of how gender-based differences are taken into account in policy making. The Uganda National Climate Change Policy (2013) recognizes gender as an area of concern and provides for mainstreaming of gender issues in adaptation and mitigation approaches in order to reduce the vulnerability of women and children to the impacts of climate change. It particularly recognizes the key role of women in tackling the issue of climate change.²³
- 3.4.4 In Kenya, gender has been mainstreamed in the environmental policy as there is clear recognition that women play a critical role in the management of the environment. The policy mandates the government to provide incentives to attract the under-represented gender and other vulnerable groups into environmental management.²⁴ In Somali there is lack of sound environmental management policy which relates to the adoption and effective enforcement of a set of international, regional and national agreements which define the country's own responsibilities as well as those of the international community.²⁵

²¹ Conference on Gender Dimensions of Weather and Climate Services, 2014 Conference Report.

²² As above.

²³ Uganda, National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

²⁴ Kenya National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

²⁵ Somalia National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

- 3.4.5 The IGAD region has also got rich biodiversity with Member States endowed with different varieties of animal and plant species. There is direct connection between gender and biodiversity. As the literature shows women are custodians of these resources and depend on these resources to fulfil their reproductive roles. Biodiversity is being adversely affected due to human intervention as well as natural disasters. Human intervention such as overexploitation of resources is a major problem in the region. A good example is the reduction in the forest cover in the region. In Uganda by 2009, Uganda's forest cover was 18% having declined from 24% in 1990. This is a result of change of land use in agriculture and grazing; high demand on timber and fuel wood, and other land uses.²⁶ Similarly, 70% of forest cover has been lost throughout the country as a result of accelerating deforestation due to wood being collected for fuel, charcoal production, livestock, agriculture, bricks, and collection of construction materials.²⁷
- 3.4.6 In Sudan too there are more than 2 million households dependent upon the forest (Gum Arabic), most of whom are women. Rural women in Sudan face overlapping crises of poverty, environmental degradation and discrimination. Many are struggling to provide enough food to keep their families from starving and because of climate change and gender discrimination, new generations are forced to abandon their farming way of life.²⁸
- 3.4.7 Some of the Member States are taking these into consideration in their policy frameworks. In Kenya for example the Forest Act provides for involvement of women and youth in the management of forest resources and the establishment of Centres of Excellence on Natural Resource Management provide ideas on how to integrate women's indigenous knowledge of the environment into environmental conservation efforts and environmental policies and laws.²⁹ In Ethiopia, an important approach adopted by the government in engaging women in environmental protection programs relates to the high levels of involvement of grass-root women in natural resource management protection schemes. In Uganda, a Draft Environment and Natural Resources Sub-Sector Gender Strategy is in place.
- 3.4.8 Another critical area for women's participation and engagement in the IGAD region is in the extractive industries. In most of the countries – Uganda, Kenya, Ethiopia, South Sudan and Sudan, new explorations and discoveries of oil and gas provide an impetus for greater growth and economic opportunities. These opportunities range from redefinition of gender relations and roles at the household level to new business and value chains to the need for more skilled and unskilled workforce. Tapping on the evidence of how women have been impacted in other growing economies in the sector will help inform how to position women better for these developments.

²⁶ Uganda Gender Affairs baseline report IGAD 2014.

²⁷ South Sudan National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

²⁸ Sudan Gender Affairs baseline report IGAD 2014.

²⁹ Kenya National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

- 3.4.9 Consequently, activities in this critical area for IGAD will focus on;
- i. Building capacity of relevant actors to mainstream gender in provision of weather and climate services; water resources management; energy policies and strategies; disaster risk management; and biodiversity conservation and management
 - ii. Advocate for increased and effective participation of women in governance of natural resources
 - iii. Generate and share knowledge on clean energy options that reduce women's dependence on the natural environment for energy especially in ASAL areas
 - iv. Undertake regular review of national policies and laws on climate related disaster and risk management using a gender lens.
 - v. Advocate for greater participation of women in the extractive industry
 - vi. Documentation and sharing of best practices with and among Member States.
 - vii. Developing tools such as policy guidelines to support Member States towards mainstreaming gender in these policies.

3.4.10 Member States and Civil Society Organizations will be encouraged to;

- i. Increase the representation of women in environmental and natural resources decision making forums/positions and further ensuring that women's voices are heard at the community level for local policy.
- ii. Undertake capacity building on gender mainstreaming in disaster risk management and other sectors in Natural Resources Management
- iii. Build the capacity of national meteorological and hydrological services to mainstream gender in weather and climate services. Such measures could include improving channels of communication of meteorological data to target women
- iv. Develop national policies that address equity in the access and benefits to and from natural resources for women
- v. Document and share knowledge products on affordable rural energy.
- vi. Conduct regular review or scan all policies and programs through a gender lens by commissioning studies to assess the level of gender sensitivity of policies.
- vii. Collate and collect sex and gender disaggregated data and indicators to inform planning and monitoring.
- viii. Set up data systems such as databases where there are none and strengthen existing capabilities to capture sex and gender disaggregated data.
- ix. Adopt national level policies to provide scholarships for women in the extractive industry

3.5 Gender and Social Development

- 3.5.1 The major health indicators in Member States show improvements in women's access to health care services and the resulting health outcomes. Member States have made strides in improving maternal mortality. Sudan has made the some of the most impressive gains while Somalia and South Sudan are far behind. Looking at the trends where such data is available, in Ethiopia maternal mortality reduced from 1800 in 1995 to 420 in 2014 ; in Sudan from 509 in 1999 to 216 currently , in Uganda from 525 in 2000 to 438 currently . The trend shows that significant improvements have been made in some of the countries while in others it is a slight improvement over the years even though the countries in the region missed the MDGs on Maternal and Child health.
- 3.5.2 The approach in Member States has been to mainstream gender issues in health sector policies and programs as well as the adoption of women specific policies and strategies such as those focusing on maternal health and reproductive health services in general for example. All the countries provide for the right to health in their respective constitutions.
- 3.5.3 In the fight against HIV&AIDS, a good practice in relation to addressing the HIV problem comes from Uganda. In Uganda, HIV Counselling and Testing (HCT) has been a major strategy in the campaign to combat HIV. There was increased attention and reporting on HCT services from health facilities from 2,425 health facilities reporting in 2011 to 3,418 in 2013. A highlight of HCT services in 2013 was the public testing of the by H.E the President of the Republic of Uganda and the First Lady as demonstration of the high value of HCT and political commitment. By the end of 2013, all the 112 districts in the country had at least one health facility providing the full scope of services.
- 3.5.4 At regional level, IGAD has developed a Regional HIV/AIDS Partnership program (IRAPP) with the objectives of increasing preventative action, and reducing misconception of cross border and mobile populations, refugees, IDPs, returnees and surrounding host communities concerning HIV/AIDS prevention, treatment and mitigation in selected sites in the IGAD Member States; and establishing a common and sustainable regional approach to supporting these populations in the IGAD Member States.³⁰
- 3.5.5 In girls' access to education, improvements have been noted in completion rates as well as increase in access at primary, secondary and tertiary levels. Measured in terms of meeting the global MDG goal, Ethiopia is on track to meet the MDG goal of achieving gender parity at primary level with the annual educational statistics showing that in 2012/13 at the national level the GPI for primary education was at 0.94. In Kenya, the gender disparity improved in favour of girls from 0.96 in 2008 to 1.00 in 2012. The net primary school enrolment gender gap ratio is 0.93 in Sudan. Uganda has achieved gender parity in enrolment at primary level, with boys at 50% and girls at 50%.

³⁰ M.H.E. Abdalla, Reaching the unreachable: the case of IGAD Regional AIDS Partnership Program (IRAPP) targeting cross border and mobile population including pastoralists in the Horn of Africa.

- 3.5.6 In public health, access to safe drinking water and adequate sanitation services still remain a challenge in the region. Data from the countries of the region show that in terms of access to safe drinking water, the countries have a long way to go particularly to reach the majority of the rural poor. In Ethiopia, the proportion of urban housing units using safe drinking water reached 95% in 2011, in rural areas; the proportion reached 41.3%. In Kenya access to water for most urban and rural poor groups in Kenya remains very poor. In Sudan, access to safe drinking water stands at 58.7%. It is safe to say that challenges remain in terms of ensuring universal access to safe drinking water. The picture is no different in regards to sanitation as adequate and standard sanitation is not widely available in countries of the region.
- 3.5.7 In a broader sense however, unemployment, poverty and political marginalization also continue to contribute to youth disempowerment in many countries in the region, a situation that badly affects young women who become easy targets for early marriage and radicalization. This is a situation that ought to be addressed through multiple empowerment initiatives including economic empowerment and inclusive policies. High youth unemployment breeds high levels of political disenchantment and makes youth very vulnerable to criminal activities, terrorism or even just general waste. In Kenya for example, an estimated 75 percent of out-of-school youths are unemployed, in Uganda the AfDB estimates upto 83% of youth are unemployed while in Ethiopia it's estimated at more than 50%.
- 3.5.8 Consequently, activities in this critical area for IGAD will focus on;
- i. Advocating for increased investment in SRH and HIV prevention, access to treatment, care and support in ASALs and conflict affected settings
 - ii. Studying and making policy recommendations on cultural/social barriers limiting access to health services
 - iii. Documenting lessons and good practices on SRH and HIV interventions in the region and provide platforms for mutual learning by relevant actors
 - iv. Building partnerships with relevant state and non state actors to mentor and empower girls for improved education outcomes.
 - v. Generating and sharing knowledge among Member States on policy innovation and best practices for increasing the enrolment, retention and completion of girls in school
 - vi. Supporting knowledge generation on measures to empower young women in and out of school
 - vii. Integrating gender in regional dialogue and cooperation on migration policy issues through the regional Consultative Process
 - viii. Advocacy among Member States to provide free or low cost reproductive health care services for women and girls. IGAD to monitor the level of progress through the reporting mechanism.
 - ix. Advocate and build the capacity of countries in the region to respond better to the health needs of Cross Border and Mobile Populations especially in addressing HIV&AIDS
 - x. Commission studies on the reasons behind the consistent gap between ANC and skilled birth attendance across the region, IGAD to initiate policy dialogue on how to close this gap and IGAD to advocate for measures at state level to close this gap.
 - xi. Promote the IGAD regional HIV/AIDS Partnership program to address the needs of other marginalized and underserved population groups at national and regional levels.

3.5.9 Member States and Civil Society Organizations will be encouraged to:

- i. Improve the health-care infrastructure and actions to broaden the range, reach and quality of health-care services for women and girls.
- ii. Mobilize and allocate more resources for health care services particularly for providing free access to sexual and reproductive health care, including maternity care, HIV testing.
- iii. Protect against cultural practices that hamper the utilization of maternal health services through measures to increase awareness of gender inequalities and women's rights among girls and women, the community, health-care staff through education, use of media and community conversations and grass roots organizations.
- iv. Work to close the gap between ANC attendance and skilled birth attendance through targeted measures
- v. Address resource and capacity constraints that undermine water, sanitation and hygiene goals
- vi. Implement national level policies that promote the retention of girls such as boarding facilities in ASAL areas
- vii. Adopt national policies that promote affirmative action in improving the enrolment of girls education especially in higher education institutions
- viii. Put in place measures that increase women's access to information and technologies that critical to economic growth in the ASALs
- ix. Adopt and implement policies to empower young women and men

3.6 Gender and Regional Economic Cooperation and Integration

- 3.6.1 On the economy in the region, statistics across the member countries show that the labour force participation of women is consistently lower than that of men particularly when it comes to formal and wage employment. In Sudan for example, the percentage economically inactive female population accounts for 74% as opposed to 26% of the male population.³¹ In Kenya, men form 70% of formal employment while women only occupy 30% of the employment positions.³² Women account for more than a half of the total labour force in Uganda while in Ethiopia the female employment to population ratio has reached 69.8%.³³ In Somalia, females experience higher unemployment at 74% than males at 61%. Women account for 20% of civil servants in Somaliland.³⁴ The obvious conclusion from these figures is that the unemployment ratio is much higher among women compared to men.
- 3.6.2 Evidence from some countries however show that increasingly more and more women are beginning to be absorbed into the labour market such as in Ethiopia where the growth in absorption of female labour force has gone up from 37.5% in 2009 to 69.8% in 2013.³⁵ Though this trend is a positive development, examination of the concentration of women in the different economic sectors shows that women are more concentrated in sectors that do not as such have high economic returns.
- 3.6.3 At the same time, the kinds of positions that women occupy in the formal sector show that the opportunity for career development is quite limited. The data from Ethiopia shows that although the proportion of women in the formal sector is high, the positions held by women are low level positions as the following figures show women hold 27% of managerial positions, 32% of professional posts, 64% of clerical jobs and 65% of service related jobs. In Kenya, women are significantly under-represented in leadership and decision-making positions at all levels.
- 3.6.4 Women also dominate the informal sector in all countries of the region. The data shows that women constitute 51.6% in Ethiopia and in Uganda women constitute 62 % compared to 55% male in the informal sector. Similarly in Kenya, more women tend to venture into the small micro enterprises (SMEs). Women entrepreneurs tend to dominate micro and informal enterprises and their participation progressively declines as one moves from informal to formal and from micro to small, medium and large businesses with limited involvement in manufacturing industries.
- 3.6.5 Available data from the countries of the region show in Ethiopia 12% of small manufacturing enterprises are owned by women, women's representation in the textile and leather production sectors amounted to 66.1% and 67.9% respectively. In Kenya, women operate 54% of the total enterprises in the country, where they dominate wholesale and retail businesses, rural manufacturing and urban agriculture sectors.

³¹ Sudan Gender Affairs baseline report, IGAD 2014.

³² Kenya National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

³³ See Country Gender Affairs baseline reports of Ethiopia and Uganda, IGAD 2014.

³⁴ Somalia Gender Affairs baseline report, IGAD 2014.

³⁵ Ethiopia Gender Affairs baseline report IGAD 2014.

- 3.6.6 In the hospitality trade, a large number of women operate hotel/lodges. Women are also involved in the crafts trade, selling mainly leather products, mats, decorations and even though the tourism sector has huge potential to benefit women through employment, in the tourism sector export business, as tour operators and running and managing hospitality business, disaggregated data that shows the level of involvement and benefit for women is not readily available. This has implications in terms of evidence based planning.
- 3.6.7 A number of countries in the region have adopted various policy and legal frameworks to encourage the integration of women in the labour market. These frameworks correct discriminatory practices that limit women's opportunities to participate in the labour market. Further, frameworks that attempt to address the reproductive burden of women are also provided for. In Ethiopia for example, policy and legal frameworks of the country guarantee equal pay for equal work as well as prohibition of discrimination on the basis of sex in the labour market.
- 3.6.8 In Sudan, the Civil Service Act prohibits discrimination against women in the work place and provides for maternity leave for women for eight weeks with full pay.³⁶ In Somalia, the existing draft gender policy spells out the establishment of a quota for women in employment especially at the decision-making and high management levels in both public and private sectors and supports and safeguards the promotion of national policies that guarantees women's quota in all Government and private institutions.³⁷
- 3.6.9 On cross border trade, reports from the countries indicate that cross border trade is a major source of livelihood particularly for people living in border areas of the countries of the region. The role of women is also highlighted in cross border trade. Women are said to have major responsibility in small trade, as travellers, shopkeepers and store owners. The major products for trade are milk, dairy products, chicken and eggs, grains, clothes, shoes and electronics trade.
- 3.6.10 However, there is scant data on cross border trade in general and women's involvement in particular. This partly arises from the informal nature of the trade activities that take place in the border areas of the country and the region.
- 3.6.11 Consequently, activities in this critical area for IGAD will focus on;
- i. Establishing and operationalize the IGAD Women in Business Forum for strengthened advocacy at regional level on issues affecting women in business
 - ii. Developing models for women's economic empowerment and share good practices within and among Member States
 - iii. Build the capacity of relevant stakeholders to address gender issues in economic cooperation policies and strategies (esp. on trade, migration and tourism)
 - iv. Advocate for better cooperation on the establishment of a comprehensive institution, legal and policy framework to address trafficking

³⁶ Sudan, National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

³⁷ Somalia, National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

- v. Advocate among Member States to review discriminatory laws and policies in trade.
- vi. Documentation and dissemination of good practices from state reports, and facilitate the creation of policy dialogue among responsible ministries of members.
- vii. Sharing of good practices where women are benefiting from the sector and share experience among Member States.

3.6.12 Member States and Civil Society organizations will be encouraged to;

- i. Address discriminatory practices like sexual harassment and discrimination against women of childbearing age through review of laws, policies and programs.
- ii. Tackle inequalities in access to economic and productive assets such as land, access to finance and training.
- iii. Support skills development and access to productive resources for women and men.
- iv. Adopt and implement national policies that promote women's inclusion in financial services for trade.
- v. Allocate resources for gender assessments of agricultural and trade value chains to identify constraints and opportunities facing women in comparison to men in agriculture and trade.
- vi. Develop strategies in tourism policy frameworks targeted at benefiting women.
- vii. Facilitate the ease of operation of informal cross border traders through removing cumbersome processes as well as providing secure environment.

3.7 Gender, Peace and Security

- 3.7.1 The conditions of peace and security in the countries of the region differ greatly. While some countries have had large periods of peaceful existence others have either emerged out of long years of conflict and still others are in deep conflict situations. In light of these differences, the importance of the themes addressed under the priority area of peace and security will be different for the different countries. Nonetheless, issues on the participation of women in peace and security structures or organs and the level of participation are equally relevant to all the countries.
- 3.7.2 Past and on-going conflicts in some of the countries of the region have seriously affected the wellbeing of women and children in the region. Serious violations of human rights of women and children have been and continue to be committed. In South Sudan, past and on-going conflicts had and continue to have major and localized specific gender related dimensions such as increased incidents of rape, abduction of women and girls, hunger and malnutrition and deprivation of human dignity.³⁸ The conflict in Northern Uganda contributed to the rising of gender based violence within the post conflict setting for a long time. This was marked by an increase in incidents of rape, abduction of young girls, early and forced marriages and unwanted pregnancies.³⁹
- 3.7.3 In Somalia, the adverse impact of conflict has impacted not only on women and girls but also on men and boys. Men and boys have been the target of systematic and extensive clan-related killings, threatened with death and torture, coerced to participate in militia groups, forced at gunpoint to perpetrate and to witness rape and other sexual violations against women and girls. Boy children have been co-opted or coerced into taking up arms as part of the various armed factions that have operated throughout the course of the war.⁴⁰
- 3.7.4 Terrorism and extreme violence is also a major threat in the region. The impacts of terrorism range from violence related consequences like death and injuries to that of impact on economies of countries of the region. The latter has been one of the adverse consequences of terrorism on the Kenyan economy growth in 2014 stood at 4.7 per cent against the projections of 5.5 per cent mainly due to the acts of terrorism experienced within the year.⁴¹
- 3.7.5 At the same time, studies show that members of the IGAD region and beyond (in the Eastern Africa Region), serve as origin, transit and destination countries for trafficked persons. Ethiopia and Kenya are the major countries of origin in the IGAD region while Kenya, Somalia and Sudan serve as transits. Sudan, Kenya, Somalia, Djibouti and Southern Sudan serve as destination countries. Trafficking affects both men and women in the region however the impact is much more pronounced among women. Young women are trafficked both within the region and outside of the region in particular with the purpose of trafficking of women is for domestic labour, forced labour and sexual exploitation.

³⁸ South Sudan Gender Affairs baseline report IGAD, 2014. See also National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

³⁹ Uganda Gender Affairs baseline report IGAD, 2014.

⁴⁰ Somalia Gender Affairs baseline report IGAD, 2014.

⁴¹ Kenya Compiled Country Report IGAD 2014.

- 3.7.6 At IGAD level, The Conflict Early Warning and Response Mechanism (CEWARN) of IGAD has been receiving and sharing information concerning potentially violent conflicts as well as their outbreak and escalation in the IGAD region. In addition, the IGAD Regional Consultative Process (RCP) on migration was established in 2010 with a core function of promoting the common position of the IGAD Member States on migration and facilitating regional dialogue and cooperation on migration policy issues amongst them.⁴²
- 3.7.7 Similarly, in protecting the rights of women, post conflict reconstruction provides both opportunities and challenges in terms for women's participation in governance structures, rule of law and infrastructure development. However a continuing challenge is the insufficient attention to gender equality and women's empowerment, including in resource allocations, post-conflict peace building and recovery processes. This is linked to the exclusion of women from the initial stages in decision-making in peace processes, and limited capacity for gender-sensitive analysis and needs assessment, data collection and evaluation in peace building and recovery efforts.
- 3.7.8 On the other hand there is also the risk of continued gender-based violence in post-conflict situations, such as domestic violence.⁴³ Addressing both aspects: capitalizing on the opportunity and minimizing victimization of women calls for attention to gender equality and women's empowerment in post conflict reconstruction and development. To this end, IGAD has been playing exemplary role through targeting women from conflict affected countries of the region, Somalia, South Sudan and Sudan.⁴⁴
- 3.7.9 Similarly, although women and children are more vulnerable to the impacts of conflict and insecurity, their voice and generally involvement in peace processes and negotiations is unusually limited.
- 3.7.10 Consequently, activities in this critical area for IGAD will focus on;
- i. Build the capacity of Member States to develop and implement National Action Plans on UN Security Council Resolutions on women, peace and security (1325, 1820, 2242 etc); and monitor the implementation
 - ii. Establish and support mechanisms such as the IGAD Women and Peace Forum as a voice and agency for women's involvement in peace and security initiatives in the region
 - iii. Conduct a gender review of security sector reform policies in the region and build the capacity of relevant institutions to address identified gaps
 - iv. Generating knowledge on the gender dimensions of the causes and consequences of conflict in the IGAD region, with a view to including gender in early warning thinking and policy responses in the region.⁴⁵

⁴² Second Meeting of the IGAD Regional Consultative Process on Migration, Proceeding Report, 2012.

⁴³ UN Review of the implementation of the Beijing Declaration and Platform for Action, the outcomes of the twenty-third special session of the General Assembly and its contribution to shaping a gender perspective towards the full realization of the Millennium Development Goals, 2010.

⁴⁴IGAD, Post-Conflict Reconstruction and Development Training for Women from three IGAD Member States conducted. http://igad.int/index.php?option=com_content&view=article&id=705:post-conflict-reconstruction-and-development-training-for-women-from-three-igad-member-states-conducted&catid=45:peace-and-security&Itemid=128

⁴⁵ Rachel Sittoni Gender and Conflict Early Warning in the IGAD Region: Making a Case for an Alternative, Context Specific Approach, 2012 <http://www.africanleadershipcentre.org/attachments/article/177/ALC%20Working%20Paper%20No.8%20Rachel%20Sittoni.pdf>

- v. Provide skills on integration of gender into conflict prevention, early warning and community based interventions.
- vi. Build capacity for responding to the rights of women and preventing and responding to violence against women in conflict affected areas.⁴⁶
- vii. Advocate for Member States to develop comprehensive laws to address trafficking in persons based on the Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime (2000).
- viii. Advocate for the setting up of a trust fund for a rapid response mechanism for women and girls in conflict.
- ix. Build capacity for gender responsiveness in post-conflict reconstruction efforts in countries of the region affected by conflict.

3.7.11 Member States and Civil Society Organizations will be encouraged to;

- i. At Member State level, to increase women's participation in peace processes as well as peace and security structures states should embark on integrating provisions on women's inclusion in national peace processes, peace building negotiations and conflict resolution in national policies and in law.
- ii. At national level, member countries should strive to adopt national action plans on resolution 1325 and 1820 to ensure that best standards to protect women in time of conflict are included in national frameworks.

3.8 Gender and Corporate Development Services

IGAD institutional and policy frameworks on gender equality and women's empowerment

3.8.1 At the organization level, Gender Affairs Program was institutionalized at the IGAD Secretariat in 2005. The program since its establishment continued to carry out various activities, such as popularization of policy objectives, convening Annual Meetings of Ministers of Women/Gender Affairs, conducting technical workshops and forums related to gender mainstreaming issues, mainstreaming gender into IGAD sectoral programs and projects (IGAD Gender Audit, 2010).

3.8.2 At the same time, a number of existing policy frameworks within IGAD have been useful in addressing gender equality and women's empowerment even though there still lacks a Gender Mainstreaming System to support gender work. Some of the existing policies and frameworks include;

- The updated IGAD Gender Policy Framework (2012-2020) whose overall goal is to provide a framework for consolidating the gains obtained over the last decades and exerting maximum efforts for further achievements in gender mainstreaming, equality and women's empowerment.
- IGAD Food Security Strategy (2005)

⁴⁶ Uganda Country Report IGAD 2014

- IGAD Environmental and Natural Resources Strategy (2007)
- Disaster Risk Management Program in the IGAD Region (2002)
- Regional Action Plan for Implementation of United Nations Security Council Resolutions 1325 (2000) and 1820 (2008)
- Regional Strategy for Higher Representation of Women in Decision Making Positions
- A Regional Post-conflict Reconstruction and Development Policy Framework (2013)

3.8.3 A number of institutional features of IGAD also provide important entry points for advocacy and guidance on integrating gender issues/concerns at national and regional levels. For instance, the Gender Affairs Program provides the focal point for implementing gender related program and mainstreaming in the organization. The IGAD Heads of State and Government provides high-level policy directives. The IGAD Council of Ministers also takes important decisions for the region; and the Permanent Representatives of Member States provide regular advice to the Secretariat. They also support the elaboration, adoption, and follow-up of the implementation of gender-related policies and programs. Similarly, sectoral and line-ministries on gender-related issues can generate vital policy recommendations and ensure implementation of these policies at national and local levels.

3.8.4 Consequently, activities under these critical areas in IGAD will focus on;

- i. Developing and operationalizing a Gender Management System for IGAD
- ii. Mentoring and technical support supervision on IGAD Gender Policy Framework, Guidelines and tools for gender mainstreaming programmes at the IGAD Secretariat and Specialized Offices
- iii. Conduct, publish and disseminate gender oriented research focusing on IGAD Sectors and relevant thematic issues
- iv. Build capacity of professional staff and experts in gender mainstreaming at sectoral level
- v. Undertake periodic Participatory Gender Audits
- vi. Build the capacity of National Gender Mechanisms on gender dimensions of IGAD's Sectoral Focus Areas
- vii. Establish mechanisms for regular collection, packaging and dissemination of GDD & SDD in collaboration with relevant actors in Member States and IGAD Priority Sectors
- viii. Strengthen the Gender Affairs Unit with additional human resources

3.9 The Human Rights of Women

- 3.9.1 Looking at the legal frameworks, all the countries of the region have adopted legal frameworks that prohibit discrimination against women. The foundation of prohibition of discrimination is laid down in the constitutions of the countries. In addition to the constitution, the countries have adopted extensive legal frameworks that criminalize discriminatory practices against women and thereby promote human rights of women. The discussions on core gender issues and IGAD priority sectors above provide on the details of the legal frameworks protecting women from discrimination.⁴⁷
- 3.9.2 In Ethiopia for example, national level legal frameworks including the Constitution of the country and several subsidiary legislations prohibit discrimination on the basis of sex in every sphere of life. The Kenyan constitution requires state organs and public officers to take measures, including affirmative action to address past systemic discrimination suffered by vulnerable groups including women. The constitution also guarantees equal citizenship rights. Fundamental rights of women are acknowledged under the bill of rights in both the interim constitution and the transitional constitution of South Sudan.
- 3.9.3 Respect for all women's rights on the basis of equality and non-discrimination is recognized in successive constitutions of Sudan, as guaranteed by the Constitution of the Sudan Transitional Act of 2005. The Ugandan constitution provides an elaborate framework that has entrenched the principle of equality between women and men and outlawed discrimination on the basis of sex among other differences. In Djibouti, the existence of a good legal base at regional and national levels serves in defending the rights of girls and women.

National level policy and legal frameworks

- 3.9.4 In the region, all the countries except Somalis where a draft national policy is being developed, have adopted national level frameworks, national women's policy or gender equality policy to promote gender equality and women's empowerment. The policies come in different names and with differing depth in terms of addressing the challenges of gender equality. The national policies identify priority areas over a course of a certain period and come with national level action plans to guide implementation.
- 3.9.5 In Uganda, the National Gender Policy of 1997 was revised in 2007 in 2007 guides all stakeholders in identifying priorities for women's empowerment while South Sudan developed a national Gender policy and its implementation strategy that came to effect in 2013. In Sudan, the National Policy for Empowerment of Women of 2007 has six pillars aimed at strengthening women's capacities, developing their skills, thereby resulting in the development of operational plans for policy, which led to the improvement of health services, educational, and economic conditions of women, empowering them economically, socially and politically, and legally, and active participation in peace-building.⁴⁸

⁴⁷ See Gender Affairs country baseline reports , IGAD 2014.

⁴⁸ Sudan, National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

- 3.9.6 In Kenya, the government adopted a gender policy under the auspices of the Ministry of Gender, Sports, Culture and Social Services, the *Sessional Paper No. 5 of 2005 on Gender Equality and Development*. A National Plan of Action to Implement the Gender Policy (2008 – 2012) was also issued⁴⁹ while in Ethiopia, the National Policy on Women has a general objective of institutionalizing the political and socio-economic rights of women by creating appropriate structures in government institutions.
- 3.9.7 In Djibouti, the National gender policy is the national reference framework for gender promotion and equality. In this regard, the NGP for 2011-2021 bases its interventions on *five strategic guidelines* (SG) that are interdependent: promotion of gender based consciousness in households and communities; reinforcement of the equitable access of women, men and teenagers to basic social welfare services; equitable promotion of the potential of women and men within the economy, and their access to economic resources; reinforcement of the equitable exercise of rights by women and men, and their involvement in management and economic and political decision making organs; capacity building of national institutions on the implementation of NGP. Implementing an efficient institutional mechanism, and harmonizing and combining gender-based interventions are necessary for an efficacious implementation of the NGP.⁵⁰
- 3.9.8 In Somalia, the national women's policy is still in draft stage. Similarly, the Federal Constitution is in draft stage which will be strong instrument if finalized to promote equal rights of all citizens' and effectively operationalize.⁵¹
- 3.9.9 Countries of the region have also adopted legal frameworks providing protection to women's human rights and in most of them; their Constitutions explicitly outlaw discrimination on the basis of sex. In addition discrimination on grounds of pregnancy or similar other attributes are also prohibited. Many of the constitutions provide for affirmative measures to correct historical imbalances of access to power and resources.

National institutional frameworks for gender equality and empowerment of women

- 3.9.10 Institutional mechanisms for the advancement of women also constitute an important element for ensuring gender equality and the empowerment of women. In Ethiopia, the previous Ministry of Women's Affairs was restructured with extended mandates as the Ministry of Women, Children and Youth Affairs in 2010 with the mandate to promote the rights of women through various mechanisms including follow up and evaluation of the integration of women's concerns/issues in policies and programs at all levels of government. In South Sudan, the Ministry of Gender, Child and Social Welfare takes on the portfolio of promoting gender equality and women's empowerment.⁵²

⁴⁹ Kenya, National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

⁵⁰ Djibouti Gender Affairs country baseline report IGAD 2014.

⁵¹ Somali, National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

⁵² Ethiopia, National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

- 3.9.11 In Sudan, the Ministry of Welfare and Social Security has the mandate towards the development of public policy in the area of women and the family and women; the development of plans and programs in the field of social care for mothers and children, at the national level propose bills of law national organization for women, the family and children, protection of mothers and children, and promoting the role of women and supervision of the national organizations and associations, organizations and bodies in the area of women and children.⁵³
- 3.9.12 In Uganda, the Ministry of Gender, Labour and Social Development is the National Machinery for Advancement of Women and promotion of gender equality (National Women's Machinery). It coordinates all mechanisms for promotion of gender equality and women's empowerment. It is charged with the responsibility to mainstream gender in National Development Plans, sector Investment Plans and Local Government Development Plans with the overall responsibility of spearheading and coordinating gender responsive development, and in particular ensuring improvement in the status of women as directed by the National Gender Policy.
- 3.9.13 In Djibouti too, the Ministry for Women's Affairs and Family Planning is a full-fledged Ministry in charge of promoting gender equality. Its missions include: formulating and implementing Government Policy on the integration of women in the country's development process; contributing to social cohesion, notably the welfare and wellbeing of the family; defining, within the limits of its prerogatives in relation to women's empowerment and jointly with the Ministry of Labour, the legal framework and implementation of provisions on the protection of women's rights among others.⁵⁴
- 3.9.14 In Kenya the Directorate of Gender in the Ministry of Devolution and Planning which is under the Presidency is responsible for overall coordination of gender mainstreaming in national development, formulation, review and management of gender related policies, negotiations, domestication and reporting on gender related international and regional treaties and promotion of equitable socio-economic development between men and women.⁵⁵ In Somalia the Ministry of Labour and Social Affairs is the national gender machinery, was created in 2010.⁵⁶
- 3.9.15 In South Sudan, the institutional mechanism still has weak institutional capacity to effectively fulfil their institutional mandate and implement their institutional program. Unreliable institutional budget also hamper their performance⁵⁷ while in Uganda effectiveness of the machinery is affected by the limited number of technical staff for example. The number of technical staff reduced from 33 in 1995 to 10 in 2014 as a result of the Civil Service Reforms that Government implemented in the 1990's.⁵⁸

⁵³ Sudan, National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

⁵⁴ Djibouti, Gender Affairs baseline country report IGAD 2014.

⁵⁵ Kenya, National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

⁵⁶ Somalia, National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

⁵⁷ South Sudan, National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

⁵⁸ Uganda, National report on the implementation of the Beijing platform for action and the outcome of the 23rd special session of the United Nations General Assembly (2000), 2014.

3.9.16 Consequently, in order to support Member States to strengthen the environment for defending Women's Human Rights and support the National institutional frameworks for gender equality and empowerment of women, activities under these critical areas for IGAD will focus on;

- i. Coordination and policy influence at national, regional and global level (MS Ministerial meetings, AU, RECs, UN & other relevant agenda setting platforms on gender equality and women's empowerment
- ii. Strengthening regional reporting and monitoring mechanisms on GEWE
- iii. Advocating for greater representation of women in decision making at all levels
- iv. Building capacity of women in leadership positions to effectively promote GEWE
- v. Strengthen national capacities for prevention and response to SGBV.
- vi. Advocate for the ratification and domestication of regional and international standards/conventions, institutional capacity limitations and budgetary constraints for gender structures.
- vii. Strengthening reporting and feedback systems by Member States in implementing gender commitments at both regional and national level.
- viii. Mobilize resources to address gender mainstreaming in the organization and regional programs.
- ix. Advocate and support National Gender Machineries to push for greater allocation of national budget resources to address gender and women's development.

3.9.17 Member States will be encouraged to;

- i. Address negative attitudes, cultures and tradition of patriarchy that stand on the way progress towards promoting gender equality and women's empowerment.
- ii. Address gaps in relation to policies and strategies, resources, implementation challenges, discriminatory legal frameworks
- iii. Develop capacities to support implementation of existing laws and policies.
- iv. Address areas of inconsistency in law where discrimination still exist eg; conflicts between customary and statutory laws.
- v. Strengthen the capacities of gender machineries in terms of financial or budgetary allocation, human resource, political positioning of the machineries.
- vi. Put in place policy and institutional measures to address SGBV and strengthen them where they already exist.

3.10 Summary of the IGAD Gender Strategic Results Framework

Critical Areas of Focus ⁵⁹	Key Strategies and Activities	Outputs	Outcomes	Impact
Gender, Agriculture, Livestock and Fisheries Development <ul style="list-style-type: none"> Gender responsive land laws and policies undermine agricultural production and productivity High participation of women in high agriculture and fisheries value chains limits their incomes Increase women's participation in agriculture and livestock value chains as producers and traders/business owners Increase access to appropriate technologies to increase the capacity of women producers 	<ul style="list-style-type: none"> Advocate for gender responsive land policies and legal frameworks in agriculture and livestock sectors especially to address access and control of the resources Develop and share knowledge products on women's participation on agriculture and fisheries value chains Build capacity of sector actors at regional and national level on gender mainstreaming Identify and share knowledge on appropriate technologies for women in agriculture, livestock and fisheries production 	<ul style="list-style-type: none"> Regional instruments/commitments on gender and agriculture, livestock and land rights strengthened Good practices and lessons on women's participation in agriculture and fisheries value chains shared Capacity of agriculture, livestock and fisheries actors to mainstream gender enhanced 	<ul style="list-style-type: none"> Enabling environment for implementation of gender responsive laws and policies in land rights among Member States Equitable agricultural laws and policies in the region Enhanced ability of women in agriculture, livestock and fisheries to increase their production capacities 	<ul style="list-style-type: none"> Both women and men access opportunities to participate equally in alleviating their poverty through effective interventions in economic, food security and environmental programs.
Gender, Natural resources and Environmental Protection <ul style="list-style-type: none"> Address gender inequality which makes women disproportionately vulnerable to the effects of natural 	<ul style="list-style-type: none"> Build capacity of relevant actors to mainstream gender in provision of weather and climate services; water resources management; energy policies and strategies; disaster risk management; and 	<ul style="list-style-type: none"> Climate sensitive sectors and relevant communities (both women and men) receive and use weather and climate information for decision making 	<ul style="list-style-type: none"> Improved gender equity in natural resources management and environmental protection at regional, national, sub-national 	<ul style="list-style-type: none"> Increased progress is achieved in reducing gender

⁵⁹ Source: IGAD Consolidated Synthesis Report, 2014

<p>disasters and climate change</p> <ul style="list-style-type: none"> • High participation of women in governance of natural resources leads to poor environmental governance and policy choices • Improve women's participation in the extractive industry 	<p>biodiversity conservation and management</p> <ul style="list-style-type: none"> • Advocate for increased and effective participation of women in governance of natural resources • Generate and share knowledge on clean energy options that reduce women's dependence on the natural environment for energy especially in ASAL areas • Undertake regular review of national policies and laws on climate related disaster and risk management using a gender lens. • Advocate for greater participation of women in the extractive industry 	<ul style="list-style-type: none"> • Capacity building alliances with training institutions on gender and natural resources management established. • Policy and legislative gaps for gender mainstreaming in the legal and policy framework in climate related disaster risk management identified and shared • Policy and technological options for clean gender responsive energy sources identified • Policy measures to improve training opportunities for women experts in the extractive industry identified 	<p>and community levels in IGAD Region.</p> <ul style="list-style-type: none"> • Reduced dependence on the natural environment for energy sources among women especially in ASALs • More women benefit from the opportunities for business and training in the extractive industries in the region especially in oil, gas and mining sectors 	<p>inequality and promoting women's empowerment in the IGAD region</p> <ul style="list-style-type: none"> • More effective and responsive security institutions and personnel that provide appropriate support and responses to women and girls before, during and post-conflict
<p>Gender and Social Development</p> <ul style="list-style-type: none"> • Improving health indicators especially for women in relation to sexual and reproductive health and HIV&AIDS reduces their productivity • Women and girl's inadequate 	<ul style="list-style-type: none"> • Advocate for increased investment in SRH and HIV prevention, access to treatment, care and support in ASALs and conflict affected settings • Study and make policy recommendations on cultural/social barriers limiting access to health services 	<ul style="list-style-type: none"> • Member States make commitments to mobilize resources for better health care services particularly for SRH and providing free access to HIV&AIDS treatment, care and support. • Innovations, lessons and 	<ul style="list-style-type: none"> • Women and girls increased access to health services especially SRH services to prevent the transmission of HIV in the region • Increased number of adolescent girls 	

<p>access to health services especially in ASALs & conflict affected settings</p> <ul style="list-style-type: none"> Increasing enrolment, retention and completion rates among girls in primary and post primary schools and tertiary levels of education. Better understanding by policy makers and stakeholders of the gender dimensions of the causes, dimensions, patterns, trends and impact of migration in the IGAD region 	<ul style="list-style-type: none"> Document lessons and good practices on SRH and HIV interventions in the region and provide platforms for mutual learning by relevant actors Build partnerships with relevant state and non state actors to mentor and empower girls for improved education outcomes. Generate and share knowledge among Member States on policy innovation and best practices for increasing the enrolment, retention and completion of girls in school Integrate gender in regional dialogue and cooperation on migration policy issues through the regional Consultative Process 	<p>interventions from learning alliances on good practices in SRH and HIV interventions identified and shared among Member States</p> <ul style="list-style-type: none"> Strategies to mentor and empower girls in education developed Member countries identify policy measures to increase girls enrolment in higher education Policy issues on the causes, dimensions, patterns, trends and impacts of migration on women and girls identified 	<p>completing primary, secondary and tertiary education in ASAL areas</p> <ul style="list-style-type: none"> Increased skilled labour of women in the ASAL region Member countries put in place more gender responsive laws and policies on migration 	
<p>Gender, Regional Economic Cooperation and Integration</p> <ul style="list-style-type: none"> Women's involvement in off farm agricultural activities is largely in the informal sector, micro and small enterprises, and in cross-border trading Women's access to finance and business development services is weak and interest rates on loans are prohibitive Improving policy and regulatory framework which 	<ul style="list-style-type: none"> Establish and operationalize the IGAD Women in Business Forum for strengthened advocacy at regional level on issues affecting women in business Develop models for women's economic empowerment and share good practices within and among Member States Build the capacity of relevant stakeholders to address gender issues in economic cooperation policies and strategies (esp. on 	<ul style="list-style-type: none"> Functional IGAD Women in Business platform in place Evidence based policy and programming options for women's economic empowerment in the region documented and shared widely within and among Member States Regional Policies/ Legislative Frameworks on Trade, Tourism and 	<ul style="list-style-type: none"> A gender-responsive enabling environment for women's economic empowerment of particularly in the informal sector, micro and small microenterprises. Sustainable SMEs that create more, better and decent jobs for both women in the region 	

<p>fuel gender discriminatory practices in tourism and trade e.g. commercial sexual exploitation and abuse of girls and boys through tourism</p> <ul style="list-style-type: none"> Increasing incidents of women and girls trafficked for sexual purposes through labour exportation schemes 	<p>trade, migration and tourism)</p> <ul style="list-style-type: none"> Advocate for better cooperation on the establishment of a comprehensive institution, legal and policy framework to address trafficking 	<p>Migration Reviewed to incorporate gender perspectives</p> <ul style="list-style-type: none"> Regional policy, law and institutional areas identified for improvement in the fight against trafficking 	<ul style="list-style-type: none"> More responsive institutions, laws and policies to fight trafficking 	
<p>Gender, Peace and Security</p> <ul style="list-style-type: none"> High risk and incidents of conflict related sexual violence Better participation of women in peace building and conflict resolution Improving security sector policies and strategies Reducing severe impacts of violent extremism/terrorism on women and girls 	<ul style="list-style-type: none"> Build the capacity of Member States to develop and implement National Action Plans on UN Security Council Resolutions on women, peace and security (1325, 1820, 2242 etc); and monitor the implementation Establish and support mechanisms such as the IGAD Women and Peace Forum as a voice and agency for women's involvement in peace and security initiatives in the region Conduct a gender review of security sector reform policies in the region and build the capacity of relevant institutions to address identified gaps Advocate for the setting up of a trust fund for a rapid response mechanism for women and girls in 	<ul style="list-style-type: none"> Measures to implement and monitor National Action Plans on UN Resolutions on women, peace and security identified and shared by Member States Regional fora and mechanisms for Women's participation in peace and security in the region established Proposals for improving the gender responsiveness of security sector reforms developed and shared with Member States 	<ul style="list-style-type: none"> Member States are more effective in the implementation of UN Resolutions on women, peace and security Regular spaces for dialogue and women to engage meaningfully on peace and security initiatives established in the region Security Sector Reforms in the region create more secure environments for women by way of protection, access to justice and local reforms 	

	conflict.			
<p>Gender and Corporate Development Services</p> <ul style="list-style-type: none"> • Increasing compliance to guidelines for gender mainstreaming in the organization • Capacities for gender mainstreaming in sectoral work • Strengthening the interface between the Gender Unit and MS National Gender Machineries • Availability of Gender and Sex Disaggregated Data 	<ul style="list-style-type: none"> • Develop and operationalize a Gender Management System for IGAD • Mentoring and technical support supervision on IGAD Gender Policy Framework, Guidelines and tools for gender mainstreaming programmes at the IGAD Secretariat and Specialized Offices • Conduct, publish and disseminate gender oriented research focusing on IGAD Sectors and relevant thematic issues • Build capacity of professional staff and experts in gender mainstreaming at sectoral level • Undertake periodic Participatory Gender Audits • Build the capacity of National Gender Machineries on gender dimensions of IGAD's Sectoral Focus Areas • Establish mechanisms for regular collection, packaging and dissemination of GDD & SDD in collaboration with relevant actors in Member States and IGAD Priority Sectors • Strengthen the Gender Affairs Unit with additional human resources 	<ul style="list-style-type: none"> • Requisite elements for operationalizing the Gender Management System identified • Knowledge, skills and capacity for gender mainstreaming in IGAD programs enhanced • Gaps in the implementation gender programs clarified • Set of measures to address the collection, packaging and dissemination of GDD and SDD in the region developed and shared with and among Member States • Additional positions in the Gender Affairs Unit identified 		

<p>Women's Human Rights</p> <ul style="list-style-type: none"> • Implementation and monitoring of international commitments on GEWE • High representation and ineffective participation of women in decision making in Member States • Reducing incidence/prevalence of SGBV in the region 	<ul style="list-style-type: none"> • Coordination and policy influence at national, regional and global level (MS Ministerial meetings, AU, RECs, UN & other relevant agenda setting platforms on gender equality and women's empowerment) • Strengthen regional reporting and monitoring mechanisms on GEWE • Advocate for greater representation of women in decision making at all levels • Build capacity of women in leadership positions to effectively promote GEWE • Strengthen national capacities for prevention and response to SGBV 	<ul style="list-style-type: none"> • Set of key issues for policy influence and advocacy at national, regional and global platforms raised • Reporting skills on different GEWE monitoring mechanisms enhanced • Database of women in leadership and decision making • Increased knowledge and skills for the prevention of SGBV among Member States 	<ul style="list-style-type: none"> • Member States take more initiatives to follow through on decisions and resolutions on GEWE at regional and global events • Effective participation of women in leadership and decision making at all levels • Member States put in place more effective measures to address SGBV 	
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4 Part III: Implementing the Strategy

There are two distinct factors that will define how IGAD will achieve results in this strategy. Firstly, from the IGAD corporate Strategy and history, IGAD's sectoral strengths are broad. Secondly, from its location and mandate, IGAD is particularly better positioned as a broker of knowledge, ideas and capacities. This means that the breadth of IGAD's expertise fits well with a mainstreaming approach to gender issues and facilitating process that promote women's empowerment. As an organization that is capable of working across a broad range of development issues, the Gender Strategy will enable IGAD to strengthen its effectiveness by taking a comprehensive approach to gender and development issues. This Strategy will build on all these strengths, particularly emphasizing application of three key mutually reinforcing strategies elaborated below.

4.1 Advocacy and Awareness Raising

- 4.1.1 IGAD will invest in mobilising support for gender equality and women's empowerment causes in the region. Availability of gender and sex disaggregated data and information as well as gender oriented research will be critical inputs for evidence based advocacy. Key decision makers from within IGAD (Policy organs, Secretariat, Specialised institutions and Offices), Member States and partner organisations will be targeted for enhanced changes in policy and practice. Various advocacy platforms, events and interventions including ministerial meetings, conferences, round tables and dialogues will be organised to improve both internal and external appreciation of the gender equality mandate at all levels and across the IGAD focus sectors.
- 4.1.2 Available IGAD communication tools, strategies and infrastructure will be extensively used to raise awareness on critical gender issues among key actors and stakeholders (both internal and external). Efforts by Member States geared towards promoting behavioural change regarding respect for and fulfilment of women and girls' human rights will be complemented through technical support and leveraging of top leadership in the region to become messengers of the message for change.

4.2 Brokerage and Partnership Building

- 4.2.1 IGAD will invest in supporting Member States to internalize, domesticate and implement agreed regional, continental and global normative standards on gender equality and women's empowerment. Further efforts will be directed at monitoring implementation of these commitments as well as engaging in policy dialogues at national, regional, continental and global level with the view to promoting mutual learning and action on challenges and opportunities for improved performance. IGAD will facilitate dialogue with the Member States to ratify or lift reservations relating to instruments or sections therein that are critical for achieving gender equality and women's empowerment in the region.

4.2.2 Partnerships with international and regional development actors, multilateral agencies and donors will be strengthened through this strategy for increased investments in and enhanced gender equality results. IGAD Secretariat will strengthen existing partnerships and create new ones, particularly with stakeholders who have expertise, experience or interest in the critical areas of the Gender Strategy. Some of the main partners will include:

- Member States
- The African Union
- Other RECs
- Universities, public service training institutions and other tertiary educational institutions
- Civil Society Organizations
- Private sector
- The Media
- UN Agencies
- Donors and Development Partners
- Other multilateral agencies including financial and trade institutions

4.2.3 Through partnerships, IGAD will explore new approaches to gender and development as well as women's empowerment. It will also ensure that other actors and stakeholders are aware of the organisation's efforts and thereby build synergies and complementarities while minimizing duplication. In addition, Member States and CSOs will be able to take advantage of these relationships to help mobilize resources for gender equality and women's empowerment in the region.

4.3 Capacity Building and Knowledge Management

4.3.1 Generating new knowledge and information sharing are two of IGAD's core strengths. IGAD will continue to contribute to the regional and global body of information, documenting and disseminating best practice on gender equality and women's empowerment to inform the development of gender-aware policies, plans and programs in Member States. At the same time, IGAD will support national research and capacity building institutions in the region to spearhead gender research and capacity development in the focus areas of the strategy.

4.3.2 Further efforts will be directed towards collaborating with other agencies and organisations including the UN, research organisations and CSOs to consolidate and enhance gender knowledge generation and sharing in the region. The Gender Strategy will take advantage of IGAD's corporate Knowledge Management Strategies, infrastructure, platforms and tools to share gender knowledge products with policy makers, implementers and other stakeholders at all levels.

- 4.3.3 IGAD will invest in capacity-building programmes on gender equality and women's empowerment within the context of the sectoral focus areas of the Gender strategy for NWMs. The programmes will also target other key line ministries including those responsible for: finance, planning, agriculture, environment, water, health, education, trade, security and disaster management. Additionally, parliamentarians, the judiciary, universities, public service training institutions, the private sector and CSOs will also be targeted for capacity building on gender equality and women's empowerment. Regional and international capacity building activities will be organised for sharing experiences and good practices as well as developing new tools and methodologies for promotion of gender equality and women's empowerment in the region.

Other key drivers for implementation of the Gender Strategy

4.4 Human Resources

- 4.4.1 Internally, the Gender Programme will continue to advocate for the increase of females among professional and management staff to achieve gender balance. While some progress has been made in line with the systemic changes within the organization, wide disparities still remain especially at the higher levels of decision-making. For example, among professional cadre of staff at the IGAD Headquarters, female professionals form just 19% while males are 81% as opposed to general cadre of staff where females form 63% and males 37%.
- 4.4.2 The specialized offices perform slightly well in this regard with CEWARN having the best ratio at 50:50 for professional staff. The Gender Programme will continue to monitor the current situation regarding gender balance at various levels of the organization both at the secretariat as well as in the specialized units with a view of promoting the need for gender parity from the current state of play. Drawing on the Gender Programme's strengths and clear leadership on this issue, a comprehensive set of human resource policies, a wide range of staff development resources and a pool of both female and male potential managers, will be provided with tools and information to further assist them in talent management and contributions to gender parity goals.
- 4.4.3 However, to create sustainable change, quite often the organization will require to go beyond the numbers and address issues such as changes in the in organization culture and practices. In changing the culture of the organization, improving gender parity figures will be one indicator and improved programme results another. Beyond addressing cultural barriers and resistance to gender equality, The Gender Programme will spearhead the process of developing:

- Strong leadership on this issue across all sections of the organization;
- Management accountability mechanisms for the achievement of gender parity in organizational units and the selection of consultants;
- Attention to the 'four R's' of gender parity: recruitment, retention, re-entry and recognition (advancement/promotion); and
- Contract modalities that are more conducive to gender parity, in consultation with other program managers and heads of specialized units.

4.5 Financing

- 4.5.1 IGAD will continue to invest core resources in strengthening the institutional arrangements for gender equality that will be developed as shown in the human resources area, including in the development of accountability, knowledge management, capacities and expertise. In addition, IGAD will embark on a robust resources mobilization strategy from other development partners while maintaining a strict internal allocation of resource formula, earmarking funds and setting minimum targets for gender equality programming in some sectors where results can be quick such as in Social Affairs and Development under the Corporate Development Services. Where this is possible, the Gender Affairs Programme will build skills and capacities in sector programs for ensuring targeted programs are incorporated in development of new programs or alternately, gender is incorporated as a principle objective and resources allocated to these. Specific to the Gender Programme, IGAD will pursue and encourage long-term relationships and extended commitments with donors and development partners that yield support for strategically effective interventions and durable results.

4.6 Monitoring and Evaluation and Reporting

- 4.6.1 Monitoring and evaluation of this strategy and the projects and programs designed and implemented under it will be undertaken in accordance with the overall IGAD Monitoring and Evaluation Systems and the summary results monitoring framework developed at the end of Chapter 2 of this Strategy. Specific monitoring and evaluation indicators will be developed within projects that shall be designed within the framework of this strategy. There will be mid-term review after the first half of the implementation period (mid 2018) which will be followed by an end term review (2020). Periodic reports (annual and quarterly) will be prepared and disseminated as part of the overall reporting in accordance to the implementation plan of the strategy. All reports will be linked to the overarching IGAD Regional Strategy in terms of their contribution to the corporate results.

5 Annexes

Annex 1: Listing of IGAD Gender Policies, Strategies and Normative Frameworks

- 1) The Updated IGAD Gender Policy Framework (2012-2020)
- 2) Regional Action Plan for Implementation of United Nations Security Council Resolutions 1325 (2000) and 1820 (2008)
- 3) Regional Strategy for Higher Representation of Women in Decision Making Positions (2013)

Annex 2: Selected International Instruments on Gender Equality and Women's Empowerment

United Nations Instruments

- 1) The Sustainable Development Goals (2015)
- 2) UN Security Council Resolution 2242 (2015)
- 3) UN Security Council Resolution 1820 (2008)
- 4) UN General Assembly Resolution A/RES/58/241 on Illicit Arms and Light Weapons (2003)
- 5) UN Security Council Resolution 1325 on Women, Peace and Security (2000)
- 6) Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (1999)
- 7) The Beijing Declaration and Platform for Action (BPFA) (1995)
- 8) International Conference on Population and Development (ICPD)/ Programme of Action , (1994)
- 9) The UN Declaration on the Elimination of Violence against Women (1993)
- 10) The UN Convention on the Rights of the Child (1989)
- 11) The UN Convention Against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (1984)
- 12) The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (1979)
- 13) The Declaration on the Protection of Women and Children in Emergencies and Armed Conflicts (1974)
- 14) The International Covenant on Civil and Political Rights (ICCPR) (1966)
- 15) The International Covenant on Economic, Social and Cultural Rights (ICESCR) (1966)
- 16) The Universal Declaration of Human Rights (1948)

African Union Instruments

- 17) AU Agenda 2063 (2015)
- 18) AU African Women's Decade (2010 -2020)
- 19) The African Union Gender Policy
- 20) The Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa (2003)
- 21) The African Charter on the Welfare and Rights of the Child (1999)
- 22) The African Charter on Human and Peoples' Rights (1981)

Annex 3: The 12 critical areas of concern of the Beijing Declaration and Platform for Action (BPFA), 1995

- A. Women and poverty
- B. Education and training of women
- C. Women and health
- D. Violence against women
- E. Women and armed conflict
- F. Women and the economy
- G. Women in power and decision-making
- H. Institutional mechanisms for the advancement of women
- I. Human rights of women
- J. Women and the media
- K. Women and the environment
- L. The girl-child

Annex 4: The UN Sustainable Development Goals (2015)

- Goal 1. End poverty in all its forms everywhere
- Goal 2. End hunger, achieve food security and improved nutrition and promote sustainable agriculture
- Goal 3. Ensure healthy lives and promote well-being for all at all ages
- Goal 4. Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
- Goal 5. Achieve gender equality and empower all women and girls
- Goal 6. Ensure availability and sustainable management of water and sanitation for all
- Goal 7. Ensure access to affordable, reliable, sustainable and modern energy for all
- Goal 8. Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all
- Goal 9. Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation
- Goal 10. Reduce inequality within and among countries
- Goal 11. Make cities and human settlements inclusive, safe, resilient and sustainable
- Goal 12. Ensure sustainable consumption and production patterns
- Goal 13. Take urgent action to combat climate change and its impacts*
- Goal 14. Conserve and sustainably use the oceans, seas and marine resources for sustainable development
- Goal 15. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss
- Goal 16. Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
- Goal 17. Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

Annex 5: The AU AGENDA 2063: The Africa We Want

Our Aspirations For The Africa We Want

- 1) A prosperous Africa based on inclusive growth and sustainable development.
- 2) An integrated continent politically united and based on the ideals of Pan-Africanism and the vision of Africa's Renaissance.
- 3) An Africa of good governance, democracy, respect for human rights, justice and the rule of law.
- 4) A peaceful and secure Africa.
- 5) An Africa with a strong cultural identity, common heritage, values and ethics.
- 6) An Africa where development is people-driven, unleashing the potential of its women and youth.
- 7) Africa as a strong, united and influential global player and partner.