

# INTERGOVERNMENTAL AUTHORITY ON DEVELOPMENT- IGAD



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

## **IGAD Gender Strategy: Volume 2: Implementation Plan 2016 – 2020**

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## Acronyms

<b>AED</b>	Agriculture and Environment Division
<b>ASALs</b>	Arid and Semi-Arid Lands
<b>BPFA</b>	Beijing Platform for Action
<b>CEDAW</b>	Convention on the Elimination of All Forms of Discrimination Against Women
<b>CEWARN</b>	Conflict Early Warning and Response Mechanism
<b>DAF</b>	Division of Administration and Finance
<b>ECSD</b>	Economic Cooperation and Social Development Division
<b>FGM</b>	Female Genital Mutilation
<b>GAD</b>	Gender And Development
<b>GDD</b>	Gender Disaggregated Data
<b>GEWE</b>	Gender Equality and Women's Empowerment
<b>HIV</b>	Human Immunodeficiency Virus
<b>ICPAC</b>	IGAD Climate Prediction and Applications Centre
<b>ICPALD</b>	IGAD Centre for Pastoral Areas and Livestock Development
<b>ICT</b>	Information Communication Technology
<b>IDDRSI</b>	IGAD Drought Disaster Resilience and Sustainability Initiative
<b>IGAD</b>	Intergovernmental Authority on Development
<b>PCU</b>	Platform Coordination Unit
<b>PSD</b>	Peace and Security Division
<b>REC</b>	Regional Economic Community

<b>RM</b> s	Regional Mechanisms
<b>SDD</b>	Sex Disaggregated Data
<b>SDG</b> s	Sustainable Development Goals
<b>SGBV</b>	Sexual and Gender Based Violence
<b>SME</b> s	Small and Medium-Sized Enterprises
<b>SRH</b>	Sexual and Reproductive Health
<b>WID</b>	Women in Development

## 1. Introduction

Volume 1 of the IGAD Gender Strategy (2016-2020) analyses, synthesizes and elaborates the critical gender inequalities and women's empowerment challenges and priorities in IGAD region and provides the overall framework for action in the medium term.

Volume 2 of Gender Strategy pulls together the key activities that will be implemented during the strategy time frame. It spells out the actions that will be directly executed by IGAD Secretariat, with the primary responsibility for the strategy vested in the Gender Affairs Programme, while identifying complementary actors.

The Implementation Plan should be cross-referenced with the overall Gender Strategy Framework (volume 1) for further clarity. The plan serves as a key reference for development of periodic (quarterly, bi-annual and or annual workplans and budgets). It will also provide the overall basis for assessing performance of the Gender Programme during its defined timeframe as well as for resources mobilization.

The implementation plan is structured in four main sections. The first is the introduction; the second section highlights the overarching operational strategies as described in Volume 1 of the Strategy; section 3 lays out the five year implementation plan presented as a Gantt Chart; whereas the fourth and final section is the results framework extracted from volume 1.

## 2. Overarching operational strategies: A,B,C

Three key strategies will be employed during implementation of the IGAD Gender Strategy (2016-2020). These are:

- i) **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;
- ii) **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;
- iii) **Capacity building and knowledge management:** Strengthening capacities and knowledge of relevant institutions and actors for enhanced gender equality and women's empowerment results

### 3. Implementation Plan

#### Sector Implementation Plans

Key Issues	Strategies and Activities	Timelines					Budget <sup>1</sup> Estimates (USD)	Outputs	Responsibility
		Y1	Y2	Y3	Y4	Y5			
Agriculture, Livestock and Fisheries Development	<ul style="list-style-type: none"> <li>Advocate for gender responsive land policies and legal frameworks in agriculture and livestock sectors especially to address access and control of the resources</li> </ul>		X	X			200,000	Regional instruments/commitments on gender and agriculture, livestock and land rights strengthened	Lead: Gender Affairs Programme Inputs: AED, ICPALD, IDDRSI PCU
	<ul style="list-style-type: none"> <li>Develop and share knowledge products on women's participation on agriculture and fisheries value chains</li> </ul>	X	X				190,000	Good practices and lessons on women's participation in agriculture and fisheries value chains shared	Lead: Gender Affairs Programme Inputs: AED, ICPALD, IDDRSI PCU
	<ul style="list-style-type: none"> <li>Build capacity of sector actors at regional and national level on gender mainstreaming</li> </ul>				X	X	270,000	Capacity of agriculture, livestock and fisheries actors to mainstream gender enhanced	Lead: Gender Affairs Programme Inputs: AED,

<sup>1</sup> The amounts in this column are an indicative minimum required for implementation of the strategy. Additional resources may be mobilized for wider outreach and enhanced impact of interventions

									ICPALD, IDDRSI PCU
	<ul style="list-style-type: none"> <li>Identify and share knowledge on appropriate technologies for women in agriculture, livestock and fisheries production</li> </ul>		X		X	X	120,000	Knowledge base on appropriate technologies for women in agriculture, livestock and fisheries production	Lead: Gender Affairs Programme Inputs: AED, ICPALD, IDDRSI PCU
<b>Gender, Natural Resources and Environmental Protection</b>	<ul style="list-style-type: none"> <li>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 biodiversity conservation and management</li> </ul>			X	X		200,000	Climate sensitive sectors and relevant communities (both women and men) receive and use weather and climate information for decision making	Lead: Gender Affairs Programme; Inputs: AED, ICPAC, IDDRSI PCU, BMP
	<ul style="list-style-type: none"> <li>Advocate for increased and effective participation of women in governance of natural resources</li> </ul>	X	X	X	X	X	250,000	Capacity building alliances with training institutions on gender and natural resources management established.	Lead: Gender Affairs Programme, Inputs: IDDRSI, AED
	<ul style="list-style-type: none"> <li>Generate and share knowledge on clean energy options that reduce women's dependence on the natural environment for energy especially in ASAL areas</li> </ul>	X		X		X	170,000	Policy and technological options for clean gender responsive energy sources identified	Lead: Gender Affairs Programme, Inputs: AED
	<ul style="list-style-type: none"> <li>Undertake regular review of national policies and laws on climate related disaster and risk management using a gender lens.</li> </ul>		X		X		80,000	Policy and legislative gaps for gender mainstreaming in the legal and policy framework in	Lead: Gender Affairs Programme,

								climate related disaster risk management identified and shared	Inputs: ICPAC
	<ul style="list-style-type: none"> <li>Advocate for greater participation of women in the extractive industry</li> </ul>			X	X	X	130,000	Policy measures to improve training opportunities for women experts in the extractive industry identified	Lead: Gender Affairs Programme Inputs: AED
<b>Gender and Social Development</b>	<ul style="list-style-type: none"> <li>Advocate for increased investment in SRH and HIV prevention, access to treatment, care and support in ASALs and conflict affected settings</li> </ul>	X	X	X	X	X	290,000	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.	Lead: Gender Affairs Programme Inputs: ECSD
	<ul style="list-style-type: none"> <li>Study and make policy recommendations on cultural/social barriers limiting access to health services among women</li> </ul>		X	X	X		60,000	Policy recommendations on cultural/social barriers limiting access to health services among women	Lead: Gender Affairs Programme Inputs: ECSD
	<ul style="list-style-type: none"> <li>Document lessons and good practices on SRH and HIV interventions in the region and provide platforms for mutual learning by relevant actors</li> </ul>	X	X	X			90,000	Innovations, lessons and interventions from learning alliances on good practices in SRH and HIV interventions identified and shared among Member States	Lead: Gender Affairs Programme Inputs: ECSD
	<ul style="list-style-type: none"> <li>Build partnerships with relevant state and non state actors to mentor and empower girls and boys</li> </ul>		X	X	X		150,000	Strategies to mentor and empower girls and boys (youth)	Lead: Gender Affairs



								developed	Programme Inputs: ECSD
	<ul style="list-style-type: none"> <li>Generate and share knowledge among Member States on policy innovation and best practices for increasing the empowerment of girls and boys</li> </ul>			X	X	X	135,000	Member countries identify policy measures to increase girls enrolment in higher education	Lead: Gender Affairs Programme Inputs: ECSD
	<ul style="list-style-type: none"> <li>Integrate gender in regional dialogue and cooperation on migration policy issues through the regional Consultative Process</li> </ul>			X	X	X	120,000	Policy issues on the causes, dimensions, patterns, trends and impacts of migration on women and girls identified	Lead: Gender Affairs Programme Inputs: ECSD
<b>Gender, Regional Economic Cooperation and Integration</b>	<ul style="list-style-type: none"> <li>Establish and operationalize the IGAD Women in Business Forum for strengthened advocacy at regional level on issues affecting women in business</li> </ul>		X	X	X	X	300,000	Functional IGAD Women in Business platform in place	Lead: Gender Affairs Programme Inputs: ECSD
	<ul style="list-style-type: none"> <li>Develop models for women's economic empowerment and share good practices within and among Member States</li> </ul>	X	X				100,000	Evidence based policy and programming options for women's economic empowerment in the region documented and shared widely within and among Member States	Lead: Gender Affairs Programme Inputs: ECSD
	<ul style="list-style-type: none"> <li>Build the capacity of relevant stakeholders to address gender issues in economic cooperation policies and strategies (esp. on trade, migration and tourism)</li> </ul>			X	X	X	340,000	Regional Policies/ Legislative Frameworks on Trade, Tourism and Migration Reviewed to incorporate gender perspectives	Lead: Gender Affairs Programme Inputs: ECSD

	<ul style="list-style-type: none"> <li>Advocate for better cooperation on the establishment of a comprehensive institution, legal and policy framework to address trafficking in persons</li> </ul>	X	X	X	X	X	160,000	Regional policy, law and institutional areas identified for improvement in the fight against trafficking in persons	Lead: Gender Affairs Programme Inputs: ECSD	
<b>Gender, Peace and Security</b>	<ul style="list-style-type: none"> <li>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</li> </ul>		X	X	X		500,000	Measures to implement and monitor National Action Plans on UN Resolutions on women, peace and security identified and shared by Member States	Lead: Gender Affairs Programme Inputs: PSD	
	<ul style="list-style-type: none"> <li>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</li> </ul>	X	X	X	X	X	260,000	Regional fora and mechanisms for Women's participation in peace and security in the region established	Lead: Gender Affairs Programme Inputs: PSD	
	<ul style="list-style-type: none"> <li>Conduct a gender review of security sector reform policies in the region and build the capacity of relevant institutions to address identified gaps</li> </ul>		X	X				300,000	Proposals for improving the gender responsiveness of security sector reforms developed and shared with Member States	Lead: Gender Affairs Programme Inputs: PSD
	<ul style="list-style-type: none"> <li>Advocate for the setting up of a trust fund for a rapid response mechanism for women and girls in conflict.</li> </ul>		X					120,000	Key elements of setting up trust fund for rapid response mechanism identified	Lead: Gender Affairs Programme Inputs: PSD

<b>Gender and Corporate Development Services</b>	<ul style="list-style-type: none"> <li>Develop and operationalize a Gender Management System for IGAD</li> </ul>	X	X	X	X	X	200,000	Requisite elements for operationalizing the Gender Management System identified	Lead: Gender Affairs Programme Inputs: All Divisions and Offices
	<ul style="list-style-type: none"> <li>Mentoring and technical support supervision on IGAD Gender Policy Framework, Guidelines and tools for gender mainstreaming programmes at the IGAD Secretariat and Specialized Offices</li> </ul>	X	X	X	X	X	285,000	Knowledge, skills and capacity for gender mainstreaming in IGAD programs enhanced	Lead: Gender Affairs Programme Inputs: All Divisions and Offices
	<ul style="list-style-type: none"> <li>Conduct, publish and disseminate gender oriented research focusing on IGAD Sectors and relevant thematic issues</li> </ul>	X	X	X	X	X	456,000	Increased gender knowledge in various IGAD program sectors	Lead: Gender Affairs Programme Inputs: All Divisions and Offices
	<ul style="list-style-type: none"> <li>Build capacity of professional staff and experts in gender mainstreaming at sectoral level</li> </ul>						700,000	Knowledge, skills and capacity for gender mainstreaming in IGAD programs enhanced	Lead: Gender Affairs Programme Inputs: All Divisions and Offices and Member States
	<ul style="list-style-type: none"> <li>Undertake periodic Participatory Gender Audits</li> </ul>	X		X		X	180,000	Good practices, lessons and	Lead: Gender

							trends on gender mainstreaming within IGAD documented and shared with key stakeholders	Affairs Programme Inputs: All Divisions and Offices
<ul style="list-style-type: none"> <li>Build the capacity of National Gender Machineries on gender dimensions of IGAD's Sectoral Focus Areas</li> </ul>	X	X	X	X	X	550,000	National Gender Machineries better able to mainstream gender in IGAD's priority sectors within Member States	Lead: Gender Affairs Programme Inputs: All Divisions and Offices
<ul style="list-style-type: none"> <li>Establish mechanisms for regular collection, packaging and dissemination of GDD &amp; SDD in collaboration with relevant actors in Member States and IGAD Priority Sectors</li> </ul>		X	X	X	X	476,000	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	Lead: Gender Affairs Programme Inputs: All Divisions and Offices; Member States
<ul style="list-style-type: none"> <li>Strengthen the Gender Affairs Unit with additional human resources</li> </ul>		X	X	X	X	500,000	Additional positions in the Gender Affairs Unit identified	Lead: Gender Affairs Programme Inputs: DAF, Specialised Offices and Programmes

<b>Women's Human Rights</b>	<ul style="list-style-type: none"> <li>• Coordination and policy influence at national, regional and global level (MS Ministerial meetings, AU, RECs, UN &amp; other relevant agenda setting platforms on gender equality and women's empowerment)</li> </ul>	X	X	X	X	X	224,000	Set of key issues for policy influence and advocacy at national, regional and global platforms raised	Lead: Gender Affairs Programme  Inputs: Member States; RECs, RMs; UN Agencies; AUC; CSOs
	<ul style="list-style-type: none"> <li>• Strengthen regional reporting and monitoring mechanisms on GEWE</li> </ul>	X	X	X	X	X	198,000	Reporting skills on different GEWE monitoring mechanisms enhanced	Lead: Gender Affairs Programme  Inputs: Member States
	<ul style="list-style-type: none"> <li>• Advocate for greater representation of women in decision making at all levels</li> </ul>	X	X	X	X	X	220,000	Database of women in leadership and decision making	Lead: Gender Affairs Programme  Inputs: Member States
	<ul style="list-style-type: none"> <li>• Build capacity of women in leadership positions to effectively promote GEWE</li> </ul>						290,000	Increased knowledge and skills on prevention of SGBV among Member States	Lead: Gender Affairs Programme  Inputs: Member States
	<ul style="list-style-type: none"> <li>• Strengthen national capacities for prevention and response to SGBV</li> </ul>		X	X			500,000	Good practices and lessons on SGBV prevention and response shared among key stakeholders	Lead: Gender Affairs Programme

										Inputs: Member States
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#### 4. Summary of the IGAD Gender Strategic Results Framework

Critical Areas of Focus <sup>2</sup>	Key Strategies and Activities	Outputs	Outcomes	Impact
<p><b>Gender, Agriculture, Livestock and Fisheries Development</b></p> <ul style="list-style-type: none"> <li>Gender responsive land laws and policies undermine agricultural production and productivity</li> <li>High participation of women in high agriculture and fisheries value chains limits their incomes</li> <li>Increase women's participation in agriculture and livestock value chains as producers and traders/business owners</li> <li>Increase access to appropriate technologies to increase the capacity of women producers</li> </ul>	<ul style="list-style-type: none"> <li>Advocate for gender responsive land policies and legal frameworks in agriculture and livestock sectors especially to address access and control of the resources</li> <li>Develop and share knowledge products on women's participation on agriculture and fisheries value chains</li> <li>Build capacity of sector actors at regional and national level on gender mainstreaming</li> <li>Identify and share knowledge on appropriate technologies for women in agriculture, livestock and fisheries production</li> </ul>	<ul style="list-style-type: none"> <li>Regional instruments/commitments on gender and agriculture, livestock and land rights strengthened</li> <li>Good practices and lessons on women's participation in agriculture and fisheries value chains shared</li> <li>Capacity of agriculture, livestock and fisheries actors to mainstream gender enhanced</li> </ul>	<ul style="list-style-type: none"> <li>Enabling environment for implementation of gender responsive laws and policies in land rights among Member States</li> <li>Equitable agricultural laws and policies in the region</li> <li>Enhanced ability of women in agriculture, livestock and fisheries to increase their production capacities</li> </ul>	<ul style="list-style-type: none"> <li>Both women and men access opportunities to participate equally in alleviating their poverty through effective interventions in economic, food security and environmental programs.</li> </ul>
<p><b>Gender, Natural resources and Environmental Protection</b></p> <ul style="list-style-type: none"> <li>Address gender inequality which makes women disproportionately vulnerable to the effects of natural</li> </ul>	<ul style="list-style-type: none"> <li>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 biodiversity conservation and</li> </ul>	<ul style="list-style-type: none"> <li>Climate sensitive sectors and relevant communities (both women and men) receive and use weather and climate information for decision making</li> <li>Capacity building</li> </ul>	<ul style="list-style-type: none"> <li>Improved gender equity in natural resources management and environmental protection at regional, national, sub-national and community levels in</li> </ul>	<ul style="list-style-type: none"> <li>Increased progress is achieved in reducing gender inequality and promoting</li> </ul>

<sup>2</sup> Source: IGAD Consolidated Synthesis Report, 2014

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



<p>retention and completion rates among girls in primary and post primary schools and tertiary levels of education.</p> <ul style="list-style-type: none"> <li>• 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</li> </ul>	<ul style="list-style-type: none"> <li>• Build partnerships with relevant state and non state actors to mentor and empower girls for improved education outcomes.</li> <li>• Generate and share knowledge among Member States on policy innovation and best practices for increasing the enrolment, retention and completion of girls in school</li> <li>• Integrate gender in regional dialogue and cooperation on migration policy issues through the regional Consultative Process</li> </ul>	<p>among Member States</p> <ul style="list-style-type: none"> <li>• Strategies to mentor and empower girls in education developed</li> <li>• Member countries identify policy measures to increase girls enrolment in higher education</li> <li>• Policy issues on the causes, dimensions, patterns, trends and impacts of migration on women and girls identified</li> </ul>	<p>of women in the ASAL region</p> <ul style="list-style-type: none"> <li>• Member countries put in place more gender responsive laws and policies on migration</li> </ul>	
<p><b>Gender, Regional Economic Cooperation and Integration</b></p> <ul style="list-style-type: none"> <li>• Women’s involvement in off farm agricultural activities is largely in the informal sector, micro and small enterprises, and in cross-border trading</li> <li>• Women’s access to finance and business development services is weak and interest rates on loans are prohibitive</li> <li>• Improving policy and regulatory framework which fuel gender discriminatory practices in tourism and trade e.g. commercial sexual exploitation and abuse of girls and boys through tourism</li> <li>• Increasing incidents of women and girls trafficked for sexual purposes through labour</li> </ul>	<ul style="list-style-type: none"> <li>• Establish and operationalize the IGAD Women in Business Forum for strengthened advocacy at regional level on issues affecting women in business</li> <li>• Develop models for women’s economic empowerment and share good practices within and among Member States</li> <li>• Build the capacity of relevant stakeholders to address gender issues in economic cooperation policies and strategies (esp. on trade, migration and tourism)</li> <li>• Advocate for better cooperation on the establishment of a comprehensive institution, legal and policy framework to address trafficking</li> </ul>	<ul style="list-style-type: none"> <li>• Functional IGAD Women in Business platform in place</li> <li>• Evidence based policy and programming options for women’s economic empowerment in the region documented and shared widely within and among Member States</li> <li>• Regional Policies/ Legislative Frameworks on Trade, Tourism and Migration Reviewed to incorporate gender perspectives</li> <li>• Regional policy, law and institutional areas identified for improvement in the fight against trafficking</li> </ul>	<ul style="list-style-type: none"> <li>• A gender-responsive enabling environment for women's economic empowerment of particularly in the informal sector, micro and small microenterprises.</li> <li>• Sustainable SMEs that create more, better and decent jobs for both women in the region</li> <li>• More responsive institutions, laws and policies to fight trafficking</li> </ul>	

<p>exportation schemes</p>				
<p><b>Gender, Peace and Security</b></p> <ul style="list-style-type: none"> <li>• High risk and incidents of conflict related sexual violence</li> <li>• Better participation of women in peace building and conflict resolution</li> <li>• Improving security sector policies and strategies</li> <li>• Reducing severe impacts of violent extremism/terrorism on women and girls</li> </ul>	<ul style="list-style-type: none"> <li>• 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</li> <li>• 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</li> <li>• Conduct a gender review of security sector reform policies in the region and build the capacity of relevant institutions to address identified gaps</li> <li>• Advocate for the setting up of a trust fund for a rapid response mechanism for women and girls in conflict.</li> </ul>	<ul style="list-style-type: none"> <li>• Measures to implement and monitor National Action Plans on UN Resolutions on women, peace and security identified and shared by Member States</li> <li>• Regional fora and mechanisms for Women's participation in peace and security in the region established</li> <li>• Proposals for improving the gender responsiveness of security sector reforms developed and shared with Member States</li> </ul>	<ul style="list-style-type: none"> <li>• Member States are more effective in the implementation of UN Resolutions on women, peace and security</li> <li>• Regular spaces for dialogue and women to engage meaningfully on peace and security initiatives established in the region</li> <li>• Security Sector Reforms in the region create more secure environments for women by way of protection, access to justice and local reforms</li> </ul>	
<p><b>Gender and Corporate Development Services</b></p> <ul style="list-style-type: none"> <li>• Increasing compliance to guidelines for gender mainstreaming in the organization</li> <li>• Capacities for gender mainstreaming in sectoral work</li> <li>• Strengthening the interface</li> </ul>	<ul style="list-style-type: none"> <li>• Develop and operationalize a Gender Management System for IGAD</li> <li>• Mentoring and technical support supervision on IGAD Gender Policy Framework, Guidelines and tools for gender mainstreaming programmes at the IGAD Secretariat and Specialized Offices</li> <li>• Conduct, publish and disseminate</li> </ul>	<ul style="list-style-type: none"> <li>• Requisite elements for operationalizing the Gender Management System identified</li> <li>• Knowledge, skills and capacity for gender mainstreaming in IGAD programs enhanced</li> <li>• Gaps in the implementation gender programs clarified</li> </ul>		

<p>between the Gender Unit and MS National Gender Machineries</p> <ul style="list-style-type: none"> <li>• Availability of Gender and Sex Disaggregated Data</li> </ul>	<p>gender oriented research focusing on IGAD Sectors and relevant thematic issues</p> <ul style="list-style-type: none"> <li>• Build capacity of professional staff and experts in gender mainstreaming at sectoral level</li> <li>• Undertake periodic Participatory Gender Audits</li> <li>• Build the capacity of National Gender Machineries on gender dimensions of IGAD's Sectoral Focus Areas</li> <li>• Establish mechanisms for regular collection, packaging and dissemination of GDD &amp; SDD in collaboration with relevant actors in Member States and IGAD Priority Sectors</li> <li>• Strengthen the Gender Affairs Unit with additional human resources</li> </ul>	<ul style="list-style-type: none"> <li>• 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</li> <li>• Additional positions in the Gender Affairs Unit identified</li> </ul>		
<p><b>Women's Human Rights</b></p> <ul style="list-style-type: none"> <li>• Implementation and monitoring of international commitments on GEWE</li> <li>• High representation and ineffective participation of women in decision making in Member States</li> <li>• Reducing incidence/prevalence of SGBV in the region</li> </ul>	<ul style="list-style-type: none"> <li>• Coordination and policy influence at national, regional and global level (MS Ministerial meetings, AU, RECs, UN &amp; other relevant agenda setting platforms on gender equality and women's empowerment</li> <li>• Strengthen regional reporting and monitoring mechanisms on GEWE</li> <li>• Advocate for greater representation of women in decision making at all levels</li> <li>• Build capacity of women in leadership positions to effectively promote GEWE</li> </ul>	<ul style="list-style-type: none"> <li>• Set of key issues for policy influence and advocacy at national, regional and global platforms raised</li> <li>• Reporting skills on different GEWE monitoring mechanisms enhanced</li> <li>• Database of women in leadership and decision making</li> <li>• Increased knowledge and skills for the prevention of SGBV among Member</li> </ul>	<ul style="list-style-type: none"> <li>• Member States take more initiatives to follow through on decisions and resolutions on GEWE at regional and global events</li> <li>• Effective participation of women in leadership and decision making at all levels</li> <li>• Member States put in place more effective measures to address SGBV</li> </ul>	

	<ul style="list-style-type: none"><li>• Strengthen national capacities for prevention and response to SGBV</li></ul>	States		
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