



**GENDER EQUALITY
ACTION PLAN**

AFRICA DIVISION 2009 – 2012



**“DFID HAS LONG RECOGNISED THAT
POVERTY WILL NOT COME TO AN END
UNTIL WOMEN HAVE EQUAL RIGHTS
WITH MEN, AND THAT PROMOTING
GENDER EQUALITY IS AN ESSENTIAL
PART OF POVERTY REDUCTION
ACROSS THE DEVELOPING WORLD”**

GENDER EQUALITY ACTION PLAN

AFRICA DIVISION 2009 – 2012

**Foreword by Gareth Thomas,
Minister of State for International Development**



I would like to welcome you to the DFID Africa Gender Equality Action Plan. The action plan outlines what DFID is doing in Africa to promote gender equality as a fundamental aspect of its ongoing development work.

DFID has long recognised that poverty will not come to an end until women have equal rights with men, and that promoting gender equality is an essential part of poverty reduction across the developing world. Women have far fewer economic opportunities, suffer reduced access to public services, are excluded from decision-making processes and often bear the brunt of conflict and violence. The inequalities endured by women also have a knock-on effect on households, communities and wider society.

We understand that in order to really make a difference to the lives of women we must work in partnership with other agencies and wider civil society. By publishing this action plan, we invite you to engage with the work DFID is doing in Africa to promote gender equality. This is not about doing something extra, it is essential to our success in reducing poverty. Only by working together can we bring change to the lives of some of the poorest people in the world.

A handwritten signature in black ink that reads "Gareth Thomas". The signature is written in a cursive, flowing style.

THE CONTEXT
THE NEED FOR
PARTNERSHIP

THE CONTEXT

- **WOMEN ARE MORE VULNERABLE TO POVERTY**

Two thirds of adults who cannot read or write are women.

- **INEQUALITY IS EXTREME IN AFRICA**

Women provide 70% of agriculture labour but only own 1% of the land.

- **INVESTING IN WOMEN IN AFRICA IS THE BEST WAY TO REDUCE POVERTY**

Child mortality could be cut by 30% if women have just five years of primary education.

- **VIOLENCE AGAINST WOMEN IS WIDESPREAD IN AFRICA**

Surveys suggest that around 50% of women are subject to gender based violence.

- **REFORM IS AN AFRICAN PRIORITY**

African heads of state have committed to improve women's rights.

- **CHANGE IS POSSIBLE**

Rwanda is the first country anywhere in the world to have more women MPs than men.



THE NEED FOR PARTNERSHIP

Despite the fundamental importance of gender equality, progress in Africa is slow. It will take much greater and more effective work by all partners to accelerate the pace of change.

DFID is committed to working with all other partners to support and promote progress on gender. African regional institutions, UN specialist agencies, bilateral agencies with a strong focus on gender and civil society are all playing key roles in Africa. DFID also works closely with the Foreign and Commonwealth Office and Ministry of Defence in particular on strengthening women's political representation, and women's participation in peacekeeping and peacebuilding work.

In all these partnerships DFID will seek to draw on its knowledge and experience of how best to:

- increase girls' access to education and women's access to health services
- engage with a wide range of ministries and sectors
- work with wide range of donor partners in a coordinated manner
- engage in country on complex social and political issues
- work with civil society partners in country to support advocates of change.

“WE RECOGNISE THAT POVERTY WILL NOT COME TO AN END UNTIL WOMEN HAVE EQUAL RIGHTS WITH MEN. THIS IS NOT ABOUT DOING SOMETHING EXTRA. IT IS ESSENTIAL TO OUR SUCCESS” [DFID gender policy commitment 2009]

Umbrella group. Oromia, Ethiopia



**DFID'S GENDER
OBJECTIVES –
CHANGING
WOMEN'S LIVES**

DFID'S GENDER OBJECTIVES – CHANGING WOMEN'S LIVES

DFID Africa has set out five key gender equality objectives and over the next three years, every DFID major programme office in Africa will work to see specific and measurable changes in these areas. The full list of country and regional objectives are set out in Annex A together with details of what DFID will do to deliver these objectives.



OBJECTIVE 1**Increased access to Economic Opportunities****1**

- More women owning **land** through improved tenure security in Mozambique and Rwanda.
- More women getting access to **income** and employment through social protection programmes in DRC, Ethiopia, Kenya and Zambia.
- More women having increased access to **agricultural inputs** and small livestock through targeted programmes in Malawi and Zimbabwe.
- More women having better **jobs** and employment opportunities through market reforms and targeted programmes in Nigeria, Somalia, Southern Africa and Uganda.
- More women having access to **financial services** in Rwanda.

CASE STUDY RWANDA**Equality of land tenure for women**

Since 2002, DFID has supported policy, legal and procedural preparations for land tenure reform in Rwanda to ensure Rwandan men and women have secure title for their land. This process has helped to implement the Inheritance Law passed in 1999 that provides for women's equal inheritance rights with men. Girls are now able to inherit land from their parents and women will also benefit from the fact that new land titles for couples include the names of both husbands and wives. Now that women are receiving formal land titles, they will be able to protect their assets from male relatives and joint title will ensure that men cannot sell family land without their wives' consent.



NOW THAT WOMEN ARE RECEIVING FORMAL LAND TITLES IN RWANDA, MEN CANNOT SELL FAMILY LAND WITHOUT THEIR WIVES' CONSENT

Gedey Fukadu, southern Tigray, Ethiopia



OBJECTIVE 2

Increased access to Public Services

2

- More girls finishing **primary education** in 13 countries.
- More girls starting and completing **secondary education** in Ghana, Kenya, Rwanda, Sierra Leone and Tanzania.
- Fewer women dying in childbirth and fewer pass on HIV/AIDs as more access **health care services** in 15 countries.
- More women able to access **contraception** in Uganda and Nigeria.
- More women walking less far to collect safe potable **water** in Ethiopia, Malawi, Sierra Leone and Zimbabwe.

CASE STUDY KENYA

Motorbike Ambulances and Improved Maternal Health

In a remote area of western Kenya, DFID has funded a motorbike ambulance to take women who are in labour to hospital, therefore cutting down on the number of expectant mothers who have to walk for several hours to receive medical attention. This is part of DFID's Essential Health Services programme that also provides care and support for women through pregnancy and childbirth, and immunisation and treatment for their babies. The programme has also funded training for nurses and midwives and is helping to build better clinics to meet increased demand for maternal healthcare. Approximately 60,000 women in Kenya have benefited from the programme so far.

CASE STUDY NIGERIA

HIV and Sex – changing behaviour amongst high-risk young women

DFID's HIV programme in Nigeria is its biggest in Africa, and one particular component has worked with high-risk communities to help improve young women's understanding of sexual and reproductive health and make condom use more acceptable. DFID's work involves training young women as peer communicators, who pass on what they have learnt to other women through a ripple effect. It also encourages them to get tested so that they know their status. It is estimated that nearly two million people have been reached by this campaign and are now better informed on how to protect themselves against infection.

Water pump in Malawi



IN A REMOTE AREA OF WESTERN KENYA, DFID HAS FUNDED A MOTORBIKE AMBULANCE TO TAKE WOMEN WHO ARE IN LABOUR TO HOSPITAL

OBJECTIVE 3 Greater Political and Social Empowerment

3

- More women elected to **Parliaments**, local councils and civil service in DRC, Ethiopia, Ghana, Mozambique, Sierra Leone, Sudan, Tanzania and Zambia.
- Elected women representatives have stronger **capacity** to impact on policies in DRC, Sudan and Tanzania.
- More women claiming **rights** under existing legislation in Malawi, Nigeria and Zimbabwe.
- More women engaged in **peace processes** in Somalia and Sudan.
- Greater participation by women in **water management** committees in Ethiopia.

CASE STUDY MALAWI

Getting more women into Parliament

DFID supported a campaign by civil society and government in Malawi to get more women elected to Parliament in the 2009 general elections, and increase the numbers of women participating in elections. In the short-term, the campaign aimed to raise awareness of the importance of voting for women candidates and to lobby political party leaders to create opportunities for women to stand for

office. Longer-term campaign aims are to build aspirations amongst women to serve as MPs and strengthen the capacity of potential women candidates. It also seeks to increase community mobilisation in favour of having more women in leadership positions. The 2009 Presidential and Parliamentary elections in Malawi saw the first female vice president, Joyce Banda, and 41 women winning parliamentary seats up from 14% (27 seats) in 2004 to 21% (41 seats) in 2009.

Justice and Peace Commissioners,
Masisi, DR Congo



VIOLENCE AGAINST WOMEN IS A VIOLATION OF HUMAN RIGHTS AND A MATTER FOR THE POLICE, RATHER THAN A PRIVATE FAMILY ISSUE

Women demonstrating on the implementation of the domestic violence bill, Ghana



OBJECTIVE 4

Progress towards the elimination of gender-based violence

4

- Increased **reporting** to police of gender based violence in DRC (without a bribe) and Malawi.
- More **prosecutions** on gender based violence in Ethiopia and Sierra Leone.
- Fewer women in **surveys** reporting sexual or physical violence in Ghana and Uganda.
- Informed **public debate** on Female Genital Mutilation established in Sierra Leone.
- Increased sensitivity in **media coverage** of domestic violence in Uganda.

CASE STUDY UGANDA

Saying 'no' to domestic violence

DFID is involved in many initiatives across Africa that work to prevent the wide-spread problem of domestic violence against women. An example is its support for a Ugandan organisation, CEDOVIP, which raises awareness of the gravity of the problem with the country's police force. CEDOVIP's training programmes demonstrate that violence against women is a violation of human rights and a matter for the police, rather than a private family issue. The organisation works with the police on how to respond to incidences of violence and also uses print and broadcast media to spread its message, stimulate debate and raise awareness on domestic violence. Campaigns targeting local leaders, religious figures and policy makers are also run. It has successfully lobbied the government for the inclusion of a number of recommendations into a new national level Domestic Violence Bill.

OBJECTIVE 5

Stronger case and capacity for future actions on gender

5

- Gender integrated into all Joint government/donor Assistance Strategies that DFID supports.
- Gender disaggregated indicators included in all Poverty Reduction Budget Support/Sector Wide Programmes and all multi donor trust funds that DFID supports.
- Stronger gender analysis undertaken by government statistical services in Kenya, Malawi, Nigeria, Sierra Leone, Sudan, Tanzania, Uganda and Zambia.
- Stronger action networks developed in Southern Africa and Sudan.
- Gender budgeting piloted in Ghana.

CASE STUDY SIERRA LEONE

Measuring the impact of work on gender equality

DFID has committed to working with the UN, the World Bank and civil society to improve gender equality in Sierra Leone, specifically, reducing maternal mortality, getting more girls in school, increasing successful prosecutions on gender-based violence and holding informed and open debate on female genital mutilation. These institutions all recognise the importance of monitoring the impact of initiatives in these areas to show how change is happening. DFID meets regularly with its partners to gather data on community level activities. DFID also provides support to government level statistics work to ensure the information that informs policy and planning is disaggregated by sex and that tools are available for measuring improvements to women's lives.

IDPs in Somalia



**STRENGTHENING
OUR CAPACITY
TO DELIVER**

**WORKING WITH
CIVIL SOCIETY**

STRENGTHENING OUR CAPACITY TO DELIVER

In order to support delivery against these objectives in all our major programme countries DFID will:

- Have Gender Champions in each office with responsibility for monitoring and reporting on gender progress
- Set explicit gender objectives/success criteria in all senior staff's annual performance frameworks
- Undertake gender and social exclusion analysis and gender audits of country programmes to inform business plans
- Have country/regional specific Gender Equality Action Plans/objectives
- Ensure at least one transformative/innovative Civil Society gender programme/project is always being funded in country
- Develop a rolling three year training and development plan to enhance the capacity of all staff to implement the Gender Equality Action Plan
- Meet at least once a year with civil society representatives on gender issues in country
- Report internally on progress every six months as an integral part of the wider Africa Division's Performance Framework review
- Report externally on progress every year as part of DFID wide Gender Equality Action Plan.



WORKING WITH CIVIL SOCIETY

In all the gender equality objectives, DFID recognises that civil society plays an essential transformative role. DFID supports civil society organisations in all its programme countries. DFID has also committed over £10 million in the last 2 years on gender equality in Africa through two centrally funded initiatives – the Civil Society Challenge Fund and the Governance and Transparency Fund. DFID also supports 27 civil society organisations through Central Partnership Programme Agreements, where many of these organisations have a strong focus on gender. Examples of current support include:

- DFID Sudan support for Femme Africa Solidarite to work on gender issues in the Peace process
- DFID central funding for WOMANKIND WORLDWIDE to work with partners in Zimbabwe to increase grassroots participation of women in decision-making
- DFID central funding for the Campaign for Female Education in Tanzania and Zambia
- DFID central funding for Oxfam on the implementation of the African Union women's Protocol
- DFID central funding for Gender Links and Gender Media Southern Africa network
- Partnership Programme Agreements with focus on gender equality – One World Action and Action AiD.

A full list of centrally funded civil society organisations is set out in Annex B.

Girl uses DFID/Oxfam funded water pump in Kinshasa, DRC



ANNEX A COUNTRY AND REGIONAL OBJECTIVES IN DETAIL

ANNEX B DFID SUPPORT TO CIVIL SOCIETY IN AFRICA



ANNEX A

COUNTRY AND REGIONAL OBJECTIVES IN DETAIL

DFID DRC IS COMMITTED TO:

- Generating direct and indirect economic opportunities for women through the DFID contribution to the road rehabilitation public works programme, which will also improve access to markets for agricultural products.
- Increasing the number of girls in school by providing resources to reduce school fees via the World Bank Trust Fund.
- Reducing maternal mortality through increased access to free health care services to pregnant women and children under five by funding two NGOs that deliver free health care services in 20 health zones.
- Improving the representation of women in local, provincial and national parliaments and improving the capacity and visibility of current female elected representatives by:
 - Supporting parliaments, political parties and election components and
 - Ensuring targeted actions on gender aspects of the political settlements work being managed by UNDP are undertaken.

- Increasing the number of women who report that police respond to complaints without a bribe by:
 - Ensuring targeted actions on sexual and gender based violence (SGBV) in DFID's work with the police are undertaken
 - Ensuring data in attitudes to policing surveys are sex disaggregated, providing baseline information
 - Building police SGBV investigation capacities as part of gender mainstreaming in the Security Sector Accountability and Police Reform programme.

DFID ETHIOPIA IS COMMITTED TO:

- Ensuring women's assets are protected through food and cash transfers as part of the Productive Safety Net Programme, which delivers transfers and public works opportunities by improving approaches to gender mainstreaming and monitoring.
- Increasing girls' primary school completion rates by:
 - Expanding education services for girls through the Protection of Basic Services Programme

- Implementing a General Education Quality Improvement programme that includes a gender and equity needs assessment to improve learning outcomes for girls.
- Reducing maternal mortality through increasing the percentage of deliveries attended by skilled health personnel by:
 - Supporting the expansion of infrastructure and numbers of health care workers through the Protection of Basic Services programme
 - Supporting funding for the Ministry of Health Millennium Development Goal performance fund, which will contribute to plans for greater access to contraceptives and emergency obstetric care
 - Funding a social marketing NGO (DKT) to increase access to contraceptives.
- Reducing the distance to safe, potable water in rural areas and ensuring the equal participation of women in water management committees by expanding access to water points through a Water and Sanitation project.
- Increasing the number of women in decision-making positions in public services and the House of People's Representatives by:
 - Supporting civil service reform, including addressing administrative, institutional and cultural constraints to women's progression
- Supporting gender and election work in the run up to the 2010 elections, based on an FCO funded scoping study.
- Increasing successful prosecutions in cases of violence against women and harmful traditional practices by supporting justice sector reform including:
 - Training on family law
 - Sensitisation of legal aspects of violence against women
 - Supporting the Ethiopian Women's Lawyers Association.

DFID GHANA IS COMMITTED TO:

- Achieving gender parity in primary and junior secondary school enrolment by supporting the Sector Wide Approaches and using the sector theme groups as influencing vehicles.
- Increasing antenatal care coverage and reducing the institutional maternal mortality by supporting the Sector Wide Approaches and using the sector theme groups as influencing vehicles.
- Increasing women's participation in governance structures by:
 - Working with local women's political voice organisations and existing civil society programmes and
 - Integrating gender into public sector modernisation programmes.

DFID ETHIOPIA IS COMMITTED TO REDUCING THE DISTANCE TO SAFE, POTABLE WATER IN RURAL AREAS

Water carrying Ethiopia



DFID KENYA AND SOMALIA IS COMMITTED TO REDUCING LEVELS OF MORTALITY AND MORBIDITY ESPECIALLY AMONG WOMEN AND CHILDREN

Fighting disease in Northern Kenya



- Significantly reducing gender based violence and discrimination against women by:
 - Working with other donors on operationalising the domestic violence bill through support to the Ministry of Women and Children’s Domestic Violence Action Plan and
 - providing support to the CSO Domestic Violence Coalition.
- Improving the impact and quality of policy decisions affecting women by:
 - Working with other donors to maximise the impacts on women through multi-donor budgetary support
 - Encouraging the production of gender disaggregated data and ensuring gender analysis of policies and budgeting is carried out
 - Improving legal frameworks that hinder access to credit and land
 - Improving indicators in the Multi-Donor Budget Support framework
 - Supporting the gender advisor in the Ministry of Finance and
 - Supporting capacity in the Ministry of Women and Children’s Affairs.

DFID KENYA AND SOMALIA IS COMMITTED TO:

- Increasing income and employment for the most vulnerable households headed by women in Kenya by providing a social protection programme where the majority of targeted households are headed by women.
- Improving opportunities for women in Somalia to secure decent employment and income by providing support to the International Labour Organisation’s Enterprise and Livelihoods programme (EEL) and UNDP’s Employment Generation for Early Recovery programme (EGER) thereby enhancing women’s entrepreneurial and business development skills.
- Increasing the coverage of mother-to-child transmission of HIV services in Kenya by:
 - Testing, counselling and treating pregnant women with, and at risk of, HIV/AIDS
 - Providing effective support to the UN AIDS programme in Kenya.

- Improving gender parity in enrolment, retention and performance in primary and secondary education in Kenya and Somalia and increasing girls' enrolment in primary and secondary schools in Somalia by:
 - Implementing the Kenya Education Sector Support Programme, which includes a gender investment programme
 - Strengthening the Education Management Information System (EMIS) and monitoring and evaluations system to better scrutinize gender outcomes
 - Supporting the UNICEF/UNESCO Strategic Partnership in Somalia to increase enrolment and support girls' network for education.
 - Reducing levels of mortality and morbidity especially among women and children in Kenya and Somalia by:
 - Providing equipment and training in obstetric care within health institutions
 - Social marketing of family planning.
 - Ensuring that Kenyan state institutions consistently implement gender responsive policies and laws by:
 - Influencing policy decisions through the Gender Sector Co-ordinating Group
 - Supporting Gender Governance Programme basket funding for 2009–2011.
 - Increasing space for women to input into policy dialogue, peace processes and conflict resolution in Somalia by:
 - Providing support to non-state actor platforms to enable women's groups to participate in policy dialogue
 - Supporting the inclusion of women in peace building and conflict resolution processes through the UN and civil society partners
 - Influencing policy dialogues with Somali governance counterparts and the UN to ensure women's participation and representation.
 - Improving gender monitoring at national level and within DFID Kenya to effectively capture differing impacts of programmes on men and women by:
 - Providing support to the Kenya National Bureau of Statistics to improve capacity to generate specified data for programme use
- Increasingly using gender disaggregated data and influencing gender focus areas.
- Improving gender monitoring and reporting of sex disaggregated data within DFID Somalia and co-ordination with our development partners as well as UN and INGOs by:
 - Remaining an active member of Statistics Working and Monitoring and Evaluation groups of the Reconstruction and Development Programme (RDP) for Somalia
 - Taking a lead role in co-ordination as a Co-chair of the Somali Donor Group.
 - Building DFID Kenya and Somalia staff and partner capacity to implement and deliver GEAP outcomes by:
 - Using the results of the DFID Kenya and Somalia Gender Audit to identify gaps in the capacity to deliver the Gender Equality Action Plan
 - Helping co-ordinate engagement with other development partners and UN and NGOs on gender issues as a co-chair of the Somali Donor Group.

DFID HAVE PROVIDED £6M FUNDING TO THE UNICEF/UNESCO STRATEGIC PARTNERSHIP IN SOMALIA TO INCREASE THE ENROLMENT AND SUPPORT GIRLS' NETWORK FOR EDUCATION

DFID MALAWI IS COMMITTED TO:

- Increasing female headed household access to subsidized agriculture inputs by providing £20m support (2007–2011) to the Agriculture Inputs Subsidy Programme and analysing the gender dimension of the agriculture subsidy programme.
- Reducing the school repetition rate and primary school drop-out rate by:
 - Implementing the Education Sector Support Programme, which focuses on girls’ retention in schools, and supporting the implementation of the education re-admission policy
 - Establishing mothers’ groups in primary schools to support girls’ education.
- Decreasing maternal mortality from through an increased number of Christian Health Association Malawi (CHAM) hospitals providing free maternal health services through Service Level Agreements with the Ministry of Health, increasing the proportion of child births attended by skilled health workers by:
 - Supporting the health Sector-Wide Approach
 - Funding the White Ribbon Alliance to increase awareness and political commitment on maternal and neonatal health issues.
 - Reducing the prevalence of HIV among young pregnant women attending antenatal classes, improving the proportion of HIV+ pregnant women receiving anti-retroviral treatment (thereby reducing the risk of mother to child transmission) and increasing prevention of mother to child transmission services by providing £14m to the National Response to HIV and AIDS programme.
 - Increasing sustainable access to safe water and sanitation by:
 - Providing support to WaterAid (£1m) and Concern Universal (£629,000) to increase access
 - Providing support through the African Catalytic Growth Fund (ACGF) to the Malawi National Development Programme.
- Increasing women’s representation in decision making within national and local assemblies and women’s participation in the electoral process by:
 - Providing a 5 year project on Strengthening Voice and Accountability to include a component on ‘Gender and Minority Issues’
 - Influencing through the Development Assistance Group on Gender
 - Providing £4.9m support to the Malawi Electoral Commission
 - Remaining an active member of the Donor Committee on Governance, including the sub-committee on Elections.
- Increasing women’s access to justice and a reducing cases of gender based violence, increasing reporting of gender based violence and increasing coverage of community policing and victim support in rural areas by providing a Community Safety and Security Programme through the Catholic Commission for Justice and Peace (CCJP) and UNICEF in order to promote access to primary justice and address gender based violence.

DFID MALAWI HAS PROVIDED SUPPORT TO WATERAID (£1M) AND CONCERN UNIVERSAL (£629,000)

- Improving gender monitoring at national level and within DFID Malawi, integration of the gender status index into the National Statistical System and mainstreaming gender in the Performance Assessment Framework (PAF) by funding the National Statistical Office to develop the Malawi Gender and Development Index and engaging effectively on the Donor and Government Gender Group (DAGG).

DFID MOZAMBIQUE IS COMMITTED TO:

- Progressive improvement of women's access to their land rights and natural resources by ensuring that the Community Land Fund is reoriented so that women are as involved as men in the transactions between community representatives, potential investors and/or other interested stakeholders.
- Reducing the gender gap in primary education by providing a 10 year, £45m programme which includes gender equity targets for girls' enrolment and completion in primary education, and enrolment in secondary education.
- Increasing the proportion of births attended by skilled health workers and increasing the health worker to population ratio by supporting the development of a human resources strategy and mobilising additional resources to fund the strategy through the International Health Partnership.
- Developing an HIV/AIDS prevention strategy focusing on reducing multiple concurrent partnerships (based on a deeper understanding of gender relations) and providing strategic support to the national strategy aimed at increasing access to prevention of mother to child transmission services and anti-retroviral treatment by:
 - Focusing on multiple concurrent partnerships as a main challenge driving the epidemic
 - Supporting mass media campaigns to address harmful behaviours based on gender inequity.
- Increasing participation of women as citizens in the electoral process and improving the quality and strength of women's participation as political candidates by supporting an Electoral Institute of Southern Africa project.
- Ensuring that the forthcoming Poverty Reduction Strategy Paper impact evaluation will assess progress made in gender equity, identify gaps in policies and knowledge, and recommend systems for measuring progress by working to influence selected evaluation working groups to address gender in their analysis.

DFID MOZAMBIQUE IS COMMITTED TO PROGRESSIVE IMPROVEMENT OF WOMEN'S ACCESS TO THEIR LAND RIGHTS AND NATURAL RESOURCES

Madalena Scenane from Tsalala, Mozambique



DFID NIGERIA IS INCREASING THE RATIO OF GIRLS TO BOYS ATTENDING PRIMARY SCHOOL AND JUNIOR SECONDARY SCHOOL

Islammiya school girls, Kano, Nigeria



DFID NIGERIA IS COMMITTED TO:

- Enhancing employment opportunities for women in selected sectors of the economy, facilitating easier and quicker access to land for women and prioritizing skills training for women and other socially disadvantaged groups by supporting the joint DFID/ World Bank Growth, Employment and Markets programme to increase private sector investments in the non-oil economy in selected Nigerian states.
- Increasing the ratio of girls to boys attending primary school and junior secondary school and enhancing the security of the environment and the range and quality of education in Nigeria's state, private and Islamiyyah (Islamic) schools by implementing Education Sector Support programmes in three states and a Girls' Education Project in four states. Gender specific activities include:
 - Reforming the policy, planning and budgeting systems to ensure girls' access to basic education is enhanced through gender mainstreaming
 - Implementing a bursary scheme to train female teachers from rural areas with the highest gender disparities
 - Implementing a Conditional Cash Transfer pilot scheme with the World Bank to stimulate demand for girls' completion of basic education and to deter early marriage
 - Awarding grants to school based management committees, based upon gender friendly school development plans
 - Provision of separate girls and boys sanitation and the provision of clean water in selected schools
 - Raising awareness amongst traditional and religious leaders of the importance of educating girls and to deter harmful practices.
 - Providing expertise to improve teaching of the basic curriculum in a child-centred, sensitive manner.

- Increasing access for women to safe motherhood services including Primary Health Care, emergency obstetric care and a tetanus vaccination programme by:
 - Implementing the Partnerships for Transforming Health Systems 2 programme, a National Malaria Programme (SUNMAP) and the integrated Maternal and Child Health Programme
 - Providing expertise to improve Primary Health Clinics
 - Supporting government to reform policy, planning and budgeting frameworks to ensure delivery and resourcing of primary health care services for women
 - Providing funding to help government buy vaccines, drugs, and equipment and train staff
 - Working with communities to increase health knowledge and encourage communities, particularly women, to access healthcare.
- Halving the HIV prevalence rate in young women through increased uptake of counselling, testing and related services, increased consistent condom use by female sex workers and increased condom use by young women, to be achieved by:
 - Working with the World Bank to implement the Enhancing Nigeria's Response to HIV programme (ENR). The programme will work with the Federal Government and in up to eight states
 - Working with government and civil society through the ENR to improve the delivery of HIV services to those most at risk of infection; young people, sex workers and transport workers
 - Supporting media campaigns and outreach activities that will help vulnerable people to access the 1.2 billion condoms (including female condoms) to be distributed over the six years of the project.
- Supporting government to adopt the gender recommendations made by the Electoral Reform Commission, including reserving 30% of political party lists for women and increasing the number of women in political positions.
 - Increasing the number of women claiming rights under present legislation (land, child rights, inheritance, harmful traditional practices) and improving support mechanisms for women to claim rights by:
 - Providing support through the State Accountability and Voice Initiative (SAVI) to build broad-based coalitions (CSOs, legislatures, communities, faith groups) around gender equality issues
 - Supporting mechanisms for women to claim their rights, including information dissemination and support for redress
 - Providing support through the Coalitions for Change and Deepening Democracy projects to support women to participate in the political process.

DFID IS SUPPORTING THE GOVERNMENT OF NIGERIA TO RESERVE 30% OF POLITICAL PARTY LISTS FOR WOMEN AND INCREASE THE NUMBER OF WOMEN IN POLITICAL POSITIONS

- Improving gender-disaggregated data collection and reporting through donor and government systems by:
 - Co-funding an Education Data survey with USAID to understand our knowledge of why and how many girls do not go to school
 - Commissioning a Gender and Growth Assessment to establish potential for enhanced women's access to employment and finance
 - Providing support through our governance and voice and accountability programmes to help states develop plans that will clearly show how government is addressing gender issues, particularly in the areas of health and education
 - Supporting the Nigeria Bureau of Statistics to ensure that the Nigeria Living Standard Survey and the Core Welfare Indicator Questionnaire are able to produce data on gender and poverty
 - Strengthening government's ability to undertake social and economic policy analysis, including gender issues, through our State-Led Programmes.

DFID RWANDA IS COMMITTED TO:

- Increasing the number of women owning land through improved tenure security by:
 - Designing a £10m land tenure reform programme that ensures women's rights are protected
 - The planned roll out of nationwide registration that will monitor by gender.
- Increasing the number of women who have access to appropriate financial services by designing a £10m financial sector deepening programme that will increase access for poor rural and urban people, especially women, to financial services.
- Increasing girls' primary enrolment and completion rates and increasing secondary enrolment rates by:
 - Implementing the Education Sector Wide Approach, including minimum quality standards and child friendly schools with gender specific criteria

- Introducing measures to decrease girls' drop out and positive discrimination incentives
- Funding scholarships to promote girls' study of science & technology.
- Reducing maternal mortality by increasing the proportion of births attended by skilled health personnel, to be achieved by:
 - Implementing the Health Sector-wide approach including removal of remaining cost barriers to women delivering in health centres (through the health financing group) and improving quality of maternal health care, particularly antenatal care
 - Providing support to the White Ribbon Alliance.
- Increasing the availability and dissemination of gender sensitive data by advocating for a focus on gender in the annual review of progress against the government's Economic Development and Poverty Reduction Strategy targets, and through our work with other development partners and Government in the General Budget Support Review and Annual Sector Reviews for Health and Education.

DFID RWANDA IS DESIGNING A £10M LAND TENURE REFORM PROGRAMME THAT ENSURES WOMEN'S RIGHTS ARE PROTECTED

DFID SIERRA LEONE IS COMMITTED TO:

- Increasing primary completion rates for girls and increasing the ratio of girls to boys in secondary education by:
 - Scaling up support to government-led sector reform strategy
 - Increasing the funding allocation to education to £2m by 2010/11.
- Improving maternal mortality rates through an increase in attended births by providing £16m support for the government's Reproductive and Child Health Plan over three years in its initial phase.
- Increasing the accessibility and use of latrines and reducing the distance to safe potable sources of water by implementing Water & Sanitation and Water, Sanitation & Hygiene programmes.
- Increasing the number of women involved in decision making (specifically more women in parliament and local councils) by agreeing the follow-up to activities supporting the previous elections (2007 and 2008) leading up to the next national and local elections in 2012.
- Ensuring the enforcement of gender acts and increasing prosecutions on gender based violence by:
 - Supporting the Ministry of Social Welfare, Gender and Children's Affairs and the National Committee on Gender-based Violence in the rolling out of the Gender Acts and the implementation of systems for prosecutions
 - Working with donor and civil society partners to influence the Government of Sierra Leone to enforce the Gender Acts proactively.
- Establishing informed, public debate on female genital mutilation by:
 - Working with donor and civil society partners to facilitate events where female genital mutilation can be discussed
 - Where appropriate and helpful, disseminating information from other countries and/or from the legal framework in Sierra Leone.
- Ensuring that the monitoring and reporting of programme impact is sex disaggregated in Sierra Leone and in DFID Sierra Leone's projects and programmes by providing £5m support to Statistics Sierra Leone to ensure that all national data is disaggregated.

DFID RWANDA IS COMMITTED TO IMPLEMENTING MINIMUM QUALITY STANDARDS AND CHILD FRIENDLY SCHOOLS WITH GENDER SPECIFIC CRITERIA

Girls education, Rwanda



DFID SIERRA LEONE IS COMMITTED TO SEEING AN INCREASE IN THE NUMBER OF WOMEN IN PARLIAMENT AND LOCAL COUNCILS

Voter registration, Sierra Leone



- Working closely with DFID partners (UN, European Commission, World Bank, African Development Bank) and NGOs to co-ordinate and strengthen approaches to gender across all programmes by:
 - Supporting gender elements in the new Poverty Reduction Strategy Paper
 - Commissioning a shared gender assessment with key partners to strengthen institutional commitment and capacity and external accountability.
- Running a regional Behaviour Change Communication programme
- Running a New South Africa programme on HIV/AIDS designed and operational by end 2009.
- Reduced maternal mortality through increased access to and utilisation of basic health package by women and children under 5 in Angola by supporting UNICEF Angola's Accelerated Child Survival and Development Programme.

DFID SOUTHERN AFRICA IS COMMITTED TO:

- Making markets work better to deliver higher incomes and more employment for poor women in the region by implementing programmes on regional trade, financial markets and commodities markets that will benefit poor men and women.
- Reducing mortality and morbidity from communicable diseases among women by:
 - Running an Apparel Lesotho Alliance to Fight AIDS programme
- Improving Regional Economic Community accountability and responsiveness to the needs of poor women and men in Southern Africa by:
 - Strengthening women's voice in policy in southern Africa through the Southern Africa Trust programme
 - Influencing and providing policy dialogue work through DFID's participation in the International Cooperation Partners Southern African Development Community working groups and standing meetings

DFID IS PROVIDING £5M SUPPORT TO STATISTICS SIERRA LEONE TO ENSURE THAT ALL NATIONAL DATA IS DISAGGREGATED

- Exploring possible joint work with other donors on Southern African Development Community gender capacity
- Supporting Oxfam's work on the Africa Women's Protocol.
- Ensuring that the monitoring and reporting of programme impact is sex disaggregated in DFID Southern Africa's projects and programmes by:
 - Commissioning occasional gender impact assessments
 - Ensuring evidence on gender inequalities and sex disaggregated data informs the new regional plan for southern Africa.

DFID SUDAN IS COMMITTED TO:

- Increasing the proportion of female elected representatives of government that are actively shaping policy at all levels by:
 - Providing financial support to the electoral process
 - Remaining an active member of the Electoral Donor Group and gender subgroup on elections
- Ensuring that the concerns and needs of women are integrated into the Darfur Peace Process by:
 - Working with like-minded donors to support NGO Femme Africa Solidarite which is working on gender issues in peace process
 - Supporting Darfur Dialogue and Consultation, a key forum for civil society participation in the peace process.
- Increasing the availability of sex-disaggregated data for planning, policy formulation and assessing impact by providing support to the National Census.
- Ensuring that gender is adequately integrated into the programmes of the multi-donor funds in which DFID invests by:
 - Supporting the integration of gender issues, for example the appointment of gender adviser to national Multi-donor Trust Fund
 - Support to the gender project in southern Sudan
 - Ensuring impact data in other funds, such as Basic Services Fund and Sudan Recovery Fund, are sex disaggregated
- Establishing a vibrant network involving representatives from the international community, government and civil society that is able to influence key policy areas by:

- Using recent DFID-commissioned work on gender exclusion in Sudan to build consensus with a range of actors as to the priority of gender issues to be addressed
- Supporting the UN and Canadian International Development Agency (CIDA) to build the gender network (providing consultancy support as required).

DFID TANZANIA IS COMMITTED TO:

- Increasing the number of women benefiting from economic opportunities by:
 - Using the opportunity of chairing the Donor Partners Group on Private Sector Development & Trade to highlight gender issues
 - Collaborating with and supporting the Ministry of Industry Trade and Marketing and other Development Partners on the follow-up of the recommendations and implementation of the Gender & Growth Assessment and Gender and Growth workshop
 - Developing specific gender indicators for the second phase of the financial sector deepening programme, in particular in relation to access to financial services.

- Increasing the completion rate for girls at primary and secondary level by:
 - Using the opportunity of chairing the Donor Partner Group on Education in 2009 to highlight issues constraining girls' access to education, including water and sanitation provision, re-entry policy and violence in schools
 - Developing a programme to address water supply and sanitation needs in primary and secondary schools, to increase girls' enrolment, retention and completion.
- Increasing the representation of women in elections and at senior levels of decision making by:
 - Ensuring the Election Programme (through the UN) includes specific support opportunities for aspiring female candidates from across the political spectrum to increase their constituency representation
 - Providing strategic capacity building for women through a public sector management programme
 - Actively encouraging the appointment of women in key posts
- Ensuring that DFID election support funding includes support for gender sensitive voter registration.
- Providing support to the Government of Tanzania to ensure that it is better able to monitor gender impact of its activities and incorporate gender into planning by:
 - Providing programme support to the National Bureau of Statistics' 'Better Statistics' programme
 - Ensuring the Better Statistics Programme has a strong focus on gender disaggregation and analysis
 - Ensuring the systems for gender disaggregated data for the education sector are in place and comply with the Temporary Process Action in the Performance Assessment Framework.
- Increasing the gender focus amongst key partners (multilaterals/CSOs) by:
 - Using DFID support to the 'One UN' pilot to press for stronger and more coherent approach to gender in particular across Joint Programmes
- Ensuring that the new Accountability Programme (AcT) conducts a mapping exercise of local and national women focused CSOs
- Ensuring AcT-supported CSOs adopt a gender focus with measurable gender indicators.

DFID UGANDA IS COMMITTED TO:

- Reducing employment discrimination for women shown by increasing the proportion of women in non-agricultural wage employment, to be achieved by:
 - Exploring opportunities to work through the UN gender programme
 - Publicising recent changes in employment law
 - Supporting the Equal Opportunities Commission.
- Improving girls' primary school completion rates by working through budget support operations that identify improved completion rates as an outcome, and through the joint programme with UN agencies.

DFID UGANDA IS WORKING TO IMPROVE EFFECTIVENESS, STATISTICS, MONITORING, PLANNING, BUDGETING AND ACCOUNTABILITY FOR GENDER EQUALITY AT NATIONAL AND LOCAL GOVERNMENT LEVELS

- Improving sexual and reproductive health for women, with an increase in the contraceptive prevalence rate, by:
 - Working through a budget support operation that identifies contraceptive prevalence as an outcome
 - Working through a UN agencies' population and joint gender programme.
- Reducing the percentage of married women who have experienced physical or sexual violence committed by their partners in the previous twelve months by:
 - Supporting advocacy and behaviour change initiatives
 - Providing assistance to survivors and improvements to the legal system (this will be achieved through support to UN joint gender programme).
- Improving the Government of Uganda's systems for gender equality by:
 - Working through the UN joint programme to build capacity at national and local government levels to improve effectiveness, statistics, monitoring, planning, budgeting and accountability for gender equality

- Supporting the integration of gender strategies, budgets and monitoring indicators into the new National Development Plan.

DFID ZAMBIA IS COMMITTED TO:

- Increasing the proportion of total social protection cash transfers going to female headed households by slowly scaling up a range of social protection interventions, supporting lesson learning and increasing government commitment (both political and financial).
- Increasing the number of girls in secondary school by:
 - Providing strong advocacy to ensure education policy addresses gender issues
 - Advocating that indicators in performance assessment include the gender parity index up to grade 12 and that the indicator on net enrolment rates in secondary school is disaggregated for girls and boys
 - Ensuring the gender dimensions of secondary education are discussed at high level policy meetings and in future issues papers.

DFID UGANDA IS COMMITTED TO IMPROVING GIRLS' PRIMARY SCHOOL COMPLETION RATES

School children outside their classroom in Gulu district, northern Uganda



DFID ZAMBIA IS COMMITTED TO ENSURING THAT FEWER HIV+ MOTHERS PASS ON THE VIRUS TO THEIR BABIES

Elizabeth Senkwe, HIV positive, Zambia



- Ensuring that fewer mothers die due to complications in child birth and more women have assisted deliveries by:
 - Commissioning an NGO to further investigate the reported drop in maternal mortality to inform policy and future programming
 - Procuring essential equipment and supplies for addressing obstetric emergencies in rural health facilities
 - Designing a NGO community based programme to increase demand for assisted deliveries in rural areas, including action research into the barriers faced by women to deliver in facilities, community advocacy work and activities to increase access.
- Ensuring that fewer HIV+ mothers pass on the virus to their babies by:
 - Strongly advocating through a sector-wide approach to increase the availability of prevention of mother to child transmission services
 - Placing midwifery tutors in schools to train midwives
 - Providing funding to organisations in government working on the national response to AIDS which includes prevention of mother to child transmission education
- Providing strong advocacy and engagement through technical working groups on drug procurement and the supply chain.
- Increasing the number of women in key decision-making positions in civil service and increasing the number of MPs who are women by supporting the development and implementation of a strategy to create a more gender-responsive civil service, including the development of equal opportunities policies and procedures that affect recruitment, placement and promotion.
- Increasing the gender focus across Government and within DFID Zambia and increasing the number of gender sensitive indicators in the Performance Assessment Framework by:
 - Advocating for an increase in the number of Gender sensitive indicators within the Government's Poverty Reduction Strategy Paper (PRBS) Performance Assessment Framework and sector monitoring frameworks, to ensure gender issues are discussed in high level meetings on performance and results
 - Providing support to the Central Statistics Office and Ministry of Health
 - Mainstreaming gender throughout DFID Zambia projects and programmes.

DFID ZIMBABWE IS COMMITTED TO:

- Increasing women's access to agricultural inputs and small livestock by delivering these inputs through the Protracted Relief Programme, reaching approximately 2 million households nationwide.
- Reducing the prevalence of HIV in young women by:
 - Providing contraceptives, including male and female condoms
 - Providing HIV prevention education, including a focus on stigma reduction.
- Increasing access to prevention of mother to child transmission services and anti-retroviral treatment by:
 - Supporting prevention of mother to child transmission by improving service delivery and promoting use of and access to contraceptives to all women including those who are HIV positive
 - Supporting priority waiting lists for pregnant women who need access to anti-retrovirals.
- Reducing the distance to safe, potable water in rural areas by rehabilitating boreholes, dip wells and constructing elephant pumps through the Protracted Relief Programme.
- Strengthening the Women's Coalition of Zimbabwe to effectively represent and advocate for women's rights by:
 - Promoting capacity building through the DFID/EC Gender Support Programme
 - Increasing support and providing more predictable funding to the sector.
- Ensuring that DFID Zimbabwe's monitoring and evaluation systems are able to effectively capture differing impacts of programmes on men and women by making sure that all DFID programmes will have gender disaggregated data by commissioning occasional gender impact assessments.

DFID ZIMBABWE IS INCREASING WOMEN'S ACCESS TO AGRICULTURAL INPUTS AND SMALL LIVESTOCK IN APPROXIMATELY 2 MILLION HOUSEHOLDS NATIONWIDE

ANNEX B

DFID SUPPORT TO CIVIL SOCIETY IN AFRICA

DFID provides support for projects run by civil society in Africa through a number of different funding mechanisms. All country offices provide direct funding to local NGOs. In addition DFID UK provides funding through the Civil Society Challenge Fund and the Governance and Transparency Fund. Recent projects with a focus on gender are detailed below.

DFID also provides unrestricted funding to some 27 key NGOs in the form of Partnership Programme Agreements (PPA). Many of these NGOs work in Africa and a number have a focus on gender equality. One World Action, for example, has a PPA on gender and governance, while ActionAid's PPA on HIV/AIDS has a core gender component.

Projects on gender in Africa supported by DFID through the Civil Society Challenge Fund				
Organisation	Country	Project title	Purpose	Funding £
African Medical Research Foundation	South Africa	Addressing Gender based violence in Umkhanyakude district	Empower women, girls and civil society in rural communities in Jozini to reduce and prevent gender-based violence, as both a human rights violation and a health concern, within the context of high HIV prevalence in South Africa.	499,568 Ends March 2010
APT Enterprise Development (Alleviating Poverty Together)	Tanzania	Women Fight Inequality and Destitution	The purpose of the project is to enable vulnerable women to tackle the discrimination and abuse of rights which they face and to influence patriarchal customs, attitudes, and decision-making processes to reduce the incidence of these in the future.	489,932 Ends July 2012
Education Action International	Uganda	Strengthening Girl's and Women's Education in Northern Uganda	Increase daily school attendance rates among girl-children in 480 primary schools in 8 districts and reduce school drop-out rates with girl's educational performance improved to be at par with boys.	480,000 Ends March 2010
International Development through Sport	Zambia	Expansion of Go Sisters – Girls' Empowerment through Sport in Zambia	This project aims to contribute to promoting gender equity and empowerment by increasing the number of girls in the target communities adopting leadership roles at the community and district levels.	473,955 Ends March 2013
WOMANKIND Worldwide	Zimbabwe	Taking Women into the Centre of Politics	The purpose of the project is to increase women's participation in politics and decision making at all levels. It will foster political awareness and understanding and increase grassroots participation of women in decision-making, as well as supporting 100 women members of parliament and local councillors from all political parties.	500,000 Ends March 2012

Projects on gender in Africa supported by DFID's Governance and Transparency Fund

Organisation	Country	Project title	Purpose	Funding £
Oxfam	The Gambia, Liberia, Mozambique, Nigeria, South Africa, Sudan, Tanzania, and Uganda	Promoting poor women's participation in Governance	The emergence of new continental policy and legal standards under the African Union (AU) provides an unprecedented moment to mobilise women to achieve the popularisation, ratification, and domestication of supportive AU legislation for women's engagement in governance, known as the African Women's Protocol. The entry into force of the Protocol in 2005 provides a key moment to enact legislative frameworks across the continent that build women's role into governance in new ways. At country level, Oxfam's focus is on strengthening national legislation, adequate budgeting and the implementation of the Protocol. This builds on work already undertaken in Southern Africa that included lobbying of relevant ministries, translation of materials into local languages and work at community level to familiarise people with the new legislation.	5 000 000 (global project, 33% of which is in Africa)
Zimbabwe Women's Resource Centre and Network	Zimbabwe	Local government gender budgeting programme	The programme's goal is to improve the quality of life of women in Zimbabwe by promoting poverty reduction and good local governance in six selected pilot districts through the formulation and implementation of local level policies, programmes and budgets that address the specific needs of women and men. Strategies employed will include human capacity building in gender budgeting, research and publications, and advocacy and networking targeted at local authorities, communities, civil society and community based organizations.	1 160 000
Gender Links & Gender and Media Southern Africa Network (GEMSA)	SADC region	Making every voice count for gender equality in Southern Africa	A portfolio of projects that aim to make governments and the media accountable for achieving gender equality and ending poverty in the Southern African Development Community (SADC) region. Using as its framework the SADC Protocol on Gender and Development, the programme will empower citizens, especially women, to engage critically with the media and policy makers. It forms part of the work of Gender Links, a Southern African NGO that promotes gender equality in and through the media, in partnership with the GEMSA network.	4 350 000

**“WE RECOGNISE THAT POVERTY
WILL NOT COME TO AN END UNTIL
WOMEN HAVE EQUAL RIGHTS
WITH MEN. THIS IS NOT ABOUT
DOING SOMETHING EXTRA. IT IS
ESSENTIAL TO OUR SUCCESS”**

[DFID gender policy commitment 2009]

HOW CAN I FIND OUT MORE?

**If you would like to know more about DFID Africa’s
work to promote gender equality, please contact
genderinafrica@dfid.gov.uk**

Designed by Cog Design for DFID.

08/09 2.5K Printed on recycled material containing 75%
recycled fibre and 25% elemental chlorine free virgin fibre.

REF: GEAP1