

THE GAMBIA NATIONAL GENDER POLICY 2010- 2020



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LIST OF ACRONYMS

| | |
|-----------------|--|
| AU | African Union |
| BCC | Behavioral Change Communication |
| CEDAW | Convention on the Elimination of All Forms of Discrimination Against Women |
| CSO | Civil Society Organization |
| CBO | Community Based Organization |
| DOP | Department of Planning |
| EFA | Education For All |
| EOC | Emergency Obstetric Care |
| EPI | |
| GER | Gross Enrollment Rate |
| GAD | Gender and Development |
| GDI | Gender and Development Index |
| GDP | Gross Domestic Product |
| GNP | Gross National Product |
| GNGP | Gambia National Gender Policy |
| GSIAE | General Secretariat of Islamic/ Arabic Education |
| HDI | Human Development Index |
| HIV/AIDS | |
| ICT | Information and Communication Technology |
| ICPD | International Conference on Population and Development |
| IEC | Information, Education and Communication |
| ITN | |
| IPT | |
| MDGs | Millennium Development Goals |
| MDFT | Multi Disciplinary Facilitation Team |
| M&E | Monitoring and Evaluation |

| | |
|--------------|--|
| MICS | Multiple Indicator Cluster Survey |
| MSME | Micro, Small and Medium Enterprises |
| MOBSE | Ministry of Basic and Secondary Education |
| MTR | Mid Term Review |
| NGM | National Gender Machinery |
| NGO | Non Governmental Organization |
| NPAGW | National Policy for the Advancement of Gambian Women |
| NPC | National Planning Commission |
| NWC | National Women Council |
| PMO | Personnel Management Office |
| PRSP | Poverty Reduction Strategy Paper |
| PTF | Population Task Force |
| STI | Sexually Transmitted Infection |
| TAC | Technical Advisory Committee |
| UN | United Nation |
| UNFPA | United Nation Population Fund |
| WB | Women's Bureau |
| WID | Women In Development |

Forward

Preface

Executive Summary

1.0 **BACKGROUND**

1.1 Introduction

The Gambia Government enacted the National Policy for the Advancement of Gambian Women (NPAGW) in 1999. The policy provides a legitimate point of reference for addressing gender inequalities at all levels of government and by all stakeholders. The major achievement of the policy includes among others, increase awareness on gender as a development concern, increase enrolment and retention of girls in schools, improved health care delivery, increase women participating in decision making, and reduction in gender stereotyping and discrimination.

challengess

A mid term review of the NPAGW was conducted and among the recommendations of the mid term review was to development a gender policy to adequately address the limitation in the NPAGW, ensure sustainability of the achievement of the NPAGW and address emerging development issues relating to gender. The emerging development issues of the Gambia such as poverty reduction; sector –wide approach to planning; effective service delivery through decentralization; public private partnership and civil service reform all necessitated a shift in policy direction from women empowerment only , to the promotion of gender equality and equity.

The gender policy development process has been further guided by the gender equality related constitutional provisions, best practices in women empowerment and the global conventions where concrete strategies for action towards gender equity have been spelt out and to which the Gambia is a signatory.

The Gender Policy 2010 -2020 is designed therefore to act as reference material and direct all levels of planning, resource allocation and implementation of development projects with a gender perspective. The priority areas for the policy are:

- Gender and Education
- Gender and Health
- Gender and Sustainable Livelihoods Development
- Gender and Governance
- Gender and Human Rights
- Poverty Reduction and Economic Empowerment

1.2 **JUSTIFICATION FOR DEVELOPING A NATIONAL GENDER POLICY**

The goal of National Policy for the Advancement of Gambian Women 1999-2009 is to “improve the life of all Gambians (meaning men, women and children) through the elimination of all forms of gender inequality by concrete gender in development measures”. However no objectives or strategies specifically targeting men or gender mainstreaming measures have been incorporated in any of its 18 Objectives and 112 Strategies. This has created the impression that promoting gender equity and equality are not priorities in the policy.

In addition, during the implementation period of the NPAGW, tremendous achievements were made in the education sector. Gender parity has been attained at lower basic level and significant improvements were made at tertiary level. These successes were realized as a result of affirmative actions and other interventions such as Education for All (EFA) and the Special Scholarship Trust Fund for Girls. The current trend in enrollment at the lower basic level could impact negatively on boys’ enrollment and retention, if strategies are not instituted to equally address the concerns of boys through extending the scholarship scheme to all. As a result programmes are needed that equally target, encourage and support enrollment and retention of boys and girls at both formal and informal levels of the education system.

Best practices in the world indicated a shift of policy directions from women empowerment only to gender equality and equity through the elimination of all discriminatory practices. The paradigm shift from Women in Development (WID) to Gender and Development (GAD) also necessitated this policy change in the Gambia. Notwithstanding, due to persistent cultural barriers and gender gaps that still exist between women and men, special temporal affirmative actions are still required in some areas to bridge the gender gap .As a result Women in Development strategies will be in cooperated into the gender policy.

Lesson learnt during the implementation of the NPAGW revealed stiff resistance from some sectors of society .The pursuit of gender equity and equality as a strategy will enhance Socio- Cultural

acceptance, adaptability, Partnership, and sustainability of policy interventions. The gender policy is designed to equally and equitably address women and men concerns through mainstreaming gender in all policies, programmes and projects. This would breed social cohesion, effective participation and enhanced ownership by men, women, boys and girls.

Finally, the need for a gender policy was recommended in the Mid Term Review (MTR) 2006 of the NPAGW. In general, consensus was reached that the present *NPAGW* should be retained to the end of the current life span of the Policy 2009, owing to the persisting patriarchal and economic disabilities, which continue to constrain Gambian women's empowerment and access to full equality with men. It was decided therefore, that when these disparities change significantly by the next policy design cycle, the word *gender* should be included in the title and mainstreamed into all its objectives and strategies.

1.3 SITUATIONAL ANALYSIS

1.1: The Government of the Gambia recognizes that sustainable economic and social development of the country requires full and equal participation of women, men, girls and boys. This National Gender Policy aims to guide and direct all levels of planning and implementation of development programmes, with a gender perspective including resource allocation geared towards equitable national development. The policy will contribute towards the realization of PRSP II, MDGs and Vision 2020.

1.2: During the implementation of the NPAGW 1999-2009, the Government of the Gambia adopted both Women in Development (WID) and Gender and Development (GAD) Strategies as a guide to addressing women's concerns and gender issues. During this period, the National Policy for the Advancement of Gambian Women was the guiding document. This policy implementation registered many successes, yet encountered some obstacles. In 2004, a Mid Term Review of that policy was conducted and one of the major recommendations of that study was to formulate a gender policy once the 1999-2009 Policy comes to an end. Among the successes registered and the challenges encountered can be gleaned from the situational analysis below:

1.3: Demographic profile of the Gambia 2003 Census, estimated the population at 1,360,681 with an annual growth rate of 2.74 percent. About 60 percent of the population lives in the rural areas and 52.07 percent of those are women. Women constitute 51 percent of the total population. The crude birth rate is 46 per 1000, while total fertility rate 5.35 births per woman. Over 44 percent of the populations are below 15 years and 19 percent between the ages of 15 to 24, depicting a very youthful population. Average life expectancy is 64 years (Health Policy 2007-2020). **use the 2008 HDI**

A critical analysis of the Gambian society shows that there are strong traditional and cultural forces that impinge on the participation of women in development endeavors. Disparities still exist between men and women in power sharing, participation and control over decision-making processes at all levels of society. (Gender profile 2008)

According to UN Human Development Index 2008/9, the Gambia was ranked 105 out of 157

countries with both Human Development Index (HDI) and Gender and Development Index (GDI). The Gambia GDI value is 0.465 and its HDI value is 0.471. Its GDI value is 98.7 percent of its HDI value. The country has Gross Domestic Product of \$360. The 2007 MDG status report indicated that overall poverty is at 58 percent with a poverty gap of 25.1 percent and poverty severity at 14.35 percent (**disaggregated data on poverty**)

- 1.4: Agriculture is the mainstay of the economy. Studies show that about 50 percent of full time farmers are women (Population Data Bank 1995). In the Gambia, most societies practice traditional Land Tenure System and as a result women do not have full control over the use and ownership of land. Men are mostly involved in cash crop production such as Groundnut, Coos and Millet. Women produce 80 percent of vegetables and 99 percent of the staple food, Rice. Both men and women are involved in fish processing and livestock rearing. Women's access to credit has improved but still below that of men. In some situations, particularly in the rural areas, a woman may access credit, but do not control its use indicating the existence of socio-cultural barriers. **Seek information on Agriculture at Planning Unit DOP**

The Gambia has a relatively high Maternal Mortality Ratio 556/100, 000 live births, with Infant Mortality Rate 75/1,000. Access to health facilities and Family Planning services is reasonably good. For instance proportion of 1- year-old children immunized against measles is 92.4 percent, antennal care coverage rate is 99.3 percent and contraceptive prevalence rate is 13.4 percent (MDG status report 2007).

- 1.5: According to the Behavioral Surveillance Survey on HIV / AIDs (2005), the mean and median ages for sexual debut for females is 16.9 and 16 years respectively; whilst for males it is 20.1 and 20 years respectively. This has serious implications on teenage abortions, problems related to early pregnancies and childbirth. The HIV prevalence rate is 2.8 percent for HIV 1 and 0.9 percent for HIV 2 (Sentinel Surveillance 2006). There is a higher percentage of female living with HIV/ AIDs PLWA 54 percent as compared with 46 percent males. Prevalence of HIV/ AIDs infection is higher in female youths in the age group 15 -25 years than males and females appear to be at higher risk due to social and biological factors. (National Policy Guidelines on HIV/ AIDS 2007-2011).

Malnutrition continues to be a major public health problem as indicated by MICS 2006, stunting 19 percent, wasting 6.8 percent and 17 percent underweight. Access to safe drinking water is 85.1 percent, with 79.9 percent urban and 64.9 percent rural. This impressive situation is not applicable to sanitary facilities, where only 26 percent of households have access to standard sanitary facilities. Malaria associated deaths are highest among children under five, about 47 percent compared to 39 percent of those aged 5 and above (MDG Status Report, 2007).

In the Gambia, women face low nutritional status at household level compared to men, despite the fact that, they are the main producers and processors of food. Cultural practices militate against women control of cash income thereby contributing to household food insecurity. These practices also force women to deny themselves food in the right quantity and quality in favor of male adults and children. In most cases this seriously compromises their nutritional status (Gender Profile 2008).

- 1.6: The education sector registered great achieved within the past years. Gross enrolment Ratio GER rose from 85 percent in 1998 to 92 percent in 2008. At Upper Basic Level GER rose form 29 percent in 1998 to 65 percent in 2008 .These achievements have contributed to the attainment of gender

parity at basic level. However the dropout rate of girls is still high compared to boys. For instance completion rates in 2004/2005 Academic year for grades 6, is 69.05 percent male and 68.1 percent female, grade 9, 68.4 percent male and 58.5 percent female, grade 12, 24.2 percent male and 16.5 percent female (Gender Profile 2008). The transition rate from Upper Basic Levels increased from 72 percent in 1998 to 88.55 percent in 2005 and transition rate to Senior Secondary Schools level has exceeded 50 percent. At the same time the transition rate of girls into tertiary education is lower than boys. An apparent lack of career guidance, perpetuates boys and girls choice in to none science professions.

Since Gambians are predominately Muslims, Madarasa Education continuous to flourish. The Ministry of Basic and Secondary Education (MoBSE) and the General Secretariat for Islamic/Arabic Education (GSIAE) harmonized and synchronized the various syllabuses to achieve quality and standardization of learning outputs. This is a contributing factor in the improvement of adult literacy rates.

Opportunities for vocational and technical training existed, however this sector continues to experience challenges such as access to material and financial resources as seed money to commence operations after training.

Include current statistic on Adult literacy(Education Performance and Quality (Formal and Informal)

1.7: The 1997 Constitution, Section 33 Subsection (4), clearly prohibits all forms of discrimination based on sex. However, this innovative provision in Subsection (4) are made subject to Subsection (5) , which excluded protection from discriminations that emanate from laws of adoption, marriage , divorce , burial, devolution of property on death or other matters of personal law. These laws are a major cause for concern, however recent development at the Ministry of Justice aimed at standardizing and codifying the various schools of thought under Sharia are highly welcome and needs to be promoted to ensure the attainment of the objectives of this policy.

1.8

There is an uneven gender distribution of the labor force in the public and private sector employment. According to the National Population and Housing Census of 2003, 45 percent of the 482,439 economically active populations are women. Women representation in the Fisheries Sector is 16.40 percent, Manufacturing 22.07 percent, Hotels and Restaurants 41.33 percent, Financial Services 2.66 percent, Storage and Communication 6.95 percent ,Commercial, Social and Personnel Services 39.97 percent and Wholesale and Retail 43.49 percent. In the public sector, women represent about 25 percent of the total Civil Servants. At the Cabinet 33.33 percent are women and 13 percent are in Parliament. Out of 147 Area Councilors only 27 are women. Of the 1938 villages only 5 are headed by women (2003 National Population and Housing Census). The Gambia has witnessed an increase in female representation at decision making levels largely due to government's commitments , however special effort are needed to increase and ensure sustainability(Gender Profile 2008)

1.10: The Government of the Gambia has ratified a number of International Declarations, and Conventions including the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), AU Protocol on the Rights of Women and Girls and the Convention on the Rights of the Child (CRC). The Gambia has participated in many International Conferences such as the international conference on Population and Development (ICPD) in Cairo, the World Summit for

Social Development in Copenhagen and the Fourth World Conference on Women in Beijing. In order to domesticate these international decorations and conventions, the government Drafted Women's Bill 2008, which if enacted will speed up the implementation process of the gender policy. Thus this policy takes cognizance of these Conventions and aims at harmonizing them with the National Gender Policy. This policy equally takes inspirations from the AU Decade for Women 2010 -2020.

The gender disparities highlighted above, limit women's participation and benefits from the development process despite the National Policy for the Advancement of Women 1999- 2009 Strategies of pursuing the Women in Development approach. Hence, the focus of this policy on gender as a development concept is to guide the participation of women and men in an equal and equitable manner for economic, political, and socio-cultural development of the Gambia within the next decade.

2.0: THE GAMBIA NATIONAL GENDER POLICY

The Gender Policy is developed as an integral part of the national development objectives to enhance the overall government strategy of growth through poverty eradication. Gender being a crosscutting issue, the policy is developed along six thematic areas embracing the government's priority development concerns. It specifically covers the priority gender issues that must be mainstreamed in development policies and programmes. This is to address the existing gender imbalances and ensure sustained and sustainable socio-economic development. The themes covered under the policy are:

- Gender and Education
- Gender and Health
- Gender and Sustainable Livelihoods Development
- Gender and Good Governance
- Gender and Human Rights
- Poverty Reduction and Economic Empowerment

2.1: THE NATIONAL GENDER MACHINERY

The National Gender Machineries are: the Ministry of Women's Affairs (MWA), National Women's Council (NWC) and the Women's Bureau (WB). These institutions are mandated to spearhead the formulation, implementation, coordination, monitoring and evaluation of the gender policy. However, *individual stakeholders shall be responsible for the implementation of the component of the Gender Policy relevant to its institutional mandate.* It must be noted that, the Gender Policy is not aimed at replacing institutional policies but to enhance their implementation process and ensure that they are gender sensitive.

Each stakeholder shall be responsible for the identification of gender focal persons and establish gender units in its organization. Key ministries such as Health, Agriculture, Trade and Employment, Finance and Economic Affairs, Local Government and Lands shall be supported to establish functional Gender Units like the Ministry of Education. The Gender Focal Points network shall be responsible for advising Sectoral Ministries or institutions on gender and provide feedbacks for effective monitoring and evaluation. The network will also identify priority gender issues, plan for relevant interventions, assess and review progress in implementation of the policy. The National Gender Machinery will assist with the training of the staff of the gender units on gender analysis;

gender budgeting, advocacy and gender mainstreaming strategies.

A Gender Policy implementation committee shall be set up comprising members of the gender focal points in all Sectoral Ministries, National Planning Commission Non Governmental Organizations (NGOs), Civil Society Organisations (CSOs), Community Based Organisations (CBOs), Parastatals and the Private Sector. This will enhance the coordination and dissemination of information on the status of the implementation of the Gender Policy.

To enhance the decentralization of the policy implementation, the existing institutions at Regional, District and Ward levels shall be utilized. In addition the regional programme officers shall work closely with Multi Disciplinary Facilitation Team (MDFTs), Technical Advisory Committees (TAC), Population Task Forces (PTFs)and Regional Traditional and Religious Leaders

In order to ensure the effective implementation of the Gender Policy and harmonized institutional arrangements with the Gender Policy mission and objectives, there is need to review the national Gender Machineries and their mandates. The Ministry of Women’s Affairs and the Women’s Bureau shall be renamed as the Ministry of Women’s Affairs and Gender and Gender Bureau respectively. To ensure decentralized implementation of the Gender Policy, bridge the exiting gender gaps highlighted in the situational analysis and promote the ownership of the policy at the grassroot level, the National Women’s Council shall remain as it is. However strategies shall be formulated to ensure its effective operation.

2.2: ROLES AND RESPONSIBILITY OF THE NATIONAL GENDER MACHINERIES

The institutional structure roles and responsibility for the implementation of the Gender Policy shall be:

| Institution | Roles and responsibilities |
|--|--|
| The Ministry of Women’s Affairs and Gender | <ul style="list-style-type: none"> • Responsible for the overall coordination and harmonization of efforts by all stakeholders. • Establish appropriate mechanism for coordinating Gender Mainstreaming at all levels. • Lobby, advocate and mobilize resource for the implementation of the Gender policy • Provide support to gender units and focal points |
| Gender Bureau | <ul style="list-style-type: none"> • Provide technical support on gender mainstreaming to ministries, institutions, organizations, local governments bodies, civil society organizations and private sector. • Coordinate , Monitor and Evaluate the implementation process of the Gender Policy • Provide back stopping support in critical areas • Set standards, develop guide lines and disseminate and monitor their operations |
| National Women’s Council | <ul style="list-style-type: none"> • Advise Government on Gender Issues • Oversee the implementation of the Gender Policy at Decentralized |

| | |
|--|---|
| | <p>level</p> <ul style="list-style-type: none"> • Lobby and advocate for policy reviews and enactment of laws. • Sensitize and advocate on gender issues at grassroots level |
| Government Ministries and Parastatals | <ul style="list-style-type: none"> • Translate the National Gender Policy (NGP) into institutional specific policies, strategies and programmes. • Support the gender units and focal persons by building their capacity in gender analysis, planning and provide budget lines for their operations • Monitor, evaluate and provide disaggregate data on sector programmes and their impact on gender equity • Institute and implement affirmative actions on short term basis to bridge the existing gender gaps • Partner with the Ministry of Women's affairs and Gender and the Gender Bureau on matters of Gender mainstreaming. • Mobilize, allocate and release resources for gender mainstreaming • Ensure institutional policies and programmes are gender sensitive and benefit women and men. |
| NGOs, CSOs and CBOs | <ul style="list-style-type: none"> • Translate the National Gender Policy (NGP) into institutional specific policies, strategies and programmes • Develop and implement programmes that address key NGP intervention areas • Participate in the implementation committee • Monitor the implementation of NGP • Share information of institutional programmes with Ministry of Women's Affairs and Gender |
| Development Partners | <ul style="list-style-type: none"> • Recognize and use The Gambia Gender Policy in development cooperation partnerships • Collaborate with Ministry of Women's Affairs and Gender, Gender Bureau and National Women's Council on matters of gender mainstreaming • Establish mechanisms for ensuring gender responsiveness of development cooperation • Provide financial and technical support for promoting Gender Equality and Women Empowerment in Development Cooperation. • Develop incentives for promoting gender equity and women's empowerment in development cooperation |
| Gender Policy Implementation Committee | <ul style="list-style-type: none"> • Identify priority gender issues • Plan for relevant interventions • Review progress in implementation of the policy. • Advise national machineries on key issues and strategies to attain Policy objectives. |

3.1

Vision

Quality and dignified living standard for all

3.2

Mission: Our purpose is to:

1. Achieve gender equity and equality at policy, programme and project levels in all institutions across all sectors of The Gambian society.
2. Achieve sustainable eradication of gendered poverty and deliver an acceptable quality of life.
3. Eliminate all forms of discrimination and gender based violence.
4. Empower women to be able to take their rightful position in national development.

3.4:

General Objectives:

The overall goal of this policy is to achieve gender equity and women empowerment as an integral part of the national development process through enhancing participation of women and men, girls and boys for sustainable and equitable development and poverty reduction

Mission 1: Achieve gender equity and equality at policy, programme and project levels in all institutions and levels across all sectors of The Gambian society

Objectives

- By 2015 all stakeholder institutions would have established and operational gender units so as to institutionalized gender mainstreaming into sectoral policies, programmes and projects design and implementation
- By 2020 all decision making institutions and bodies would have achieve at least 30% women representation at all levels
- By 2020 all law enforcement agencies would have ensured the consistent and adequate implementation of gender related laws
- By 2015 an operation mechanism for consistent harmonization and domestication of international conventions on gender is established.
- Ensure that by 2020 all public programs should channel investment resources equitably to male and female entrepreneurs in both formal and informal sector.

Mission 2: Achieve sustainable eradication of gendered poverty and deliver an acceptable quality of life

Objectives

- By 2020 maternal and infant morbidity and mortality rate would have reduce by 30%
- Ensure gender parity at all levels and equitable access to equality education and appropriate livelihood skills for women and men, girls and boys by 2015.
- Attain equal employment opportunities for women and men and fully operationalise the National Employment Policy and Action Plan by 2015.
- Ensure equal access to productive resources (land, capital, farming implements and skill and inputs) by 2020.

- Reduce national poverty level by 30% and ensure equitable distribution of national resources between male and female by 2020.
- Community members, especially women are fully empowered to participate and take ownership of development projects and programmes by 2020.

Mission 3: Eliminate all forms of discrimination and gender based violence

Objectives:

- By 2020 women and men understand human rights and can identify cases of violation, demand, access, seek redress and enjoy a dignified life Gender.
- Ensure harmonization and domestication of international protocols and conventions with national laws by 2015.
- Enact laws that will prohibit all forms of gender based violence by 2020.
- Ensure the full enforcement of the constitutional provisions that guarantee equality between women and men by 2020.

Mission 4: Empower women to be able to take their rightful position in national development.

3.5

Objectives :

- To provide all actors in national development such as policy makers, the private sector, non-governmental organizations (NGOs), and donors, reference guidelines for recognizing and addressing gender concerns, make informed development policy decisions, and ensure that gender perspectives are mainstreamed in all policies and programmes to benefit both women and men, girls and boys equitably.
- Ensure the Strengthening of national institutions capacities to promote women participation in national development.
- To promote collective sharing and use of gender disaggregated data in planning and implementation of development programmes by 2015.
- Ensure equitable distribution of resource and capacity building for women and men in all sectors and institutions.
- Promote positive image of women in the media

3.5.1

3.6:

GUIDING PRINCIPLES

The following principles shall guide the implementation of this policy:-

The policy reaffirms government’s commitment to gender equality as enshrined in the 1997 Constitution of the Gambia.

3.6.1:

Gender Equity: Gender equity is an integral part of the planning and implementation of national development processes. This policy emphasizes government’s commitment to eliminating all forms of gender inequality and empowers women and girls in the development process. Therefore fairness and justices in the distribution of resources, benefits and responsibilities between men and women, girls and boys in all spheres of life shall be the guiding principle

3.6.2

Gender Equality: the recognition that equal opportunities and status of women and men, boys and girls to realize their potential will enable them to contribute to socio –cultural, economic

and political development of the country. The principle of equality shall be promoted in education and health, opportunities to utilize capabilities to earn income and live a full potential; and agency which is the ability to influence outcomes.

3.6.2:

Promotion of GAD and WID approache:

Women in Development and Gender and Development approaches shall be used. Interventions targeting women within the mainstreaming of development so as to improve their condition and bridge gender gaps. The second strategy shall support women and men in their roles in development through advocating for structural transformation in reproductive and productive spheres

3.6.3:

Affirmative action. Closing gender gaps require temporal preferential treatment for the disadvantaged in some sectors. Affirmative actions will be pursued to redress historical and traditional forms of discrimination against women and girls in political, education, economic and other social spheres.

3.6.4:

Partnership; Partnership, networking and alliances with other line sectors, NGOs and international partners shall be pursued to ensure success and sustainability.

3.6.5:

Cultural pluralism and tolerance: Recognition of traditional norms and values, adoption of gradualist approach, dialogue and respect for religious views and traditional institutions and structures.

4.0:

MACRO-ECONOMIC POLICY ISSUES

4.1:

The Gambia has an estimated GNP per capita of US\$400 in 2009. The 2003 Integrated Household Survey indicated a poverty level of 59%. Poverty eradication is one of the central development objectives of the Gambia. Despite the global economic crises GDP growth rate for The Gambian economy improved from 6.1% in 2007 to 7.2% in 2008. Agricultural production increases from 27.8% in 2007 to 33.4% in 2008 while the share of industry decline from 16% in 2007 to 15% in 2008. The financial service sector improves dramatically at a rate of 14.5% in 2008. (Annual Progress Report PRSP 2008).

Gender imbalances existing in the Gambian society which reinforced the existing poverty. The National poverty gap ratio is 25.1% and the share of poorest quintile in national consumption is 8.8 %.(MDG Status Report 2007). Poverty is extreme in the rural areas; with an average of 60% while in the urban area, poverty is estimated at 13%. A great proportion of those affected by poverty are women who have little or no access to productive resources such as land, credit, technology and information (Gender Profile 2009).

4.2:

Since 1994 the Government has been-implementing macro-economic reforms to restore the economy and foster growth. These economic recovery policies however do not fully mainstream gender as a development concern and as such they tend to be gender neutral. As a result some of these policies thus have negative impact on vulnerable groups such as women,

children, people with disabilities and the rural poor. To this end, the gender policy will advocate for review and adoption of macro-economic policies and development of strategies that are gender sensitive.

4.3: The Government of Gambia is in the process of implementing the Local Government Act, which aims at devolution of power from the centre to the local levels of government, with the local authorities exercising considerable autonomy in establishing and implementing local plans, setting priorities, controlling local resources for the provision of services and implementation of policies and programmes. This Act is gender sensitive since it requires equal representation at village level, yet imbalances exist at Ward and Regional Level

5.0: **SPECIFIC POLICY OBJECTIVES AND STRATEGIES FOR THE THEMATIC PRIORITY AREAS**

5.1: Gender is a crosscutting issue and all aspects that affect sustainable and human centered development have a bearing on it. The Government of the Gambia has identified the key priority areas incorporated in this policy with critical gender concerns that need concentration of all development efforts for equal participation of men and women in the development process. The policy requires all development actors including Government Ministries, Non Governmental Organizations (NGOs), Community Based Organizations (CBOs), Civil Society Organizations (CSOs), Private Sector and Donor Community, to mainstream gender in their programmes and activities.

5.2: **GENDER AND EDUCATION**

Education is a human right and an essential tool for achieving the goals of equality, development and peace (Beijing Platform for Action). Education benefits both girls and boys and this ultimately contributes to more equal relationships between women and men.

Literacy of women is critical to improving health and nutrition of the family. Investing in formal and non-formal education and training; with its exceptionally high social and economic return has proved to be one of the best means of achieving sustainable development. Taking cognizance of this, The Education Policy 2004-2015 aims to “promote broad-based education for all through quality learning, training and mainstreaming gender for girl and boys to acquire literacy, livelihood skills and utilize those skills to earn a living and become economically self-reliant.

The ongoing efforts aim at enhancing and consolidating the implementation of the Education Policy objectives:- include: Free Education for Girls in the rural areas, the change in policy to allow pregnant girls to go back to school after delivery, the initiative to encourage girls and women pursue science and technology courses, the revision of the education curricula to make it more gender responsive, the inclusion of gender in refresher training courses for teachers and the mothers club initiatives. These interventions have led to the achievement of gender parity at lower levels and significantly improved enrolment at Upper, Senior and Tertiary levels.

Notwithstanding, a lot more needs to be done which includes changing societal attitudes towards the value of females and promote their empowerment, improve the quality and relevance of education, increasing financial resources for education, expand the scholarships

scheme for boys, develop educational skills training programmes for out of school youth and strengthen the non formal education and Madarassa literacy programmes.

Although access to education at different levels is improving due to the affirmative actions in place, it should however be noted that Mathematics and other Science subjects are still a domain of boys. Girls still concentrate in stereotype fields of study such as nursing, teaching, secretarial training and home economics.

Goal: Ensure gender parity at all levels and equitable access to equality education and appropriate livelihood skills for women and men, girls and boys by 2015

5.2.1: Gender Specific Objectives

5.2.1.1 *Objective 1: To advocate for the provision of equal access, retention and quality education to all school age children by 2020.*

Strategies

5.2.1.2 Encourage increased enrolment and retention of girls and boys at all levels.

5.2.1.3 Advocate for more classroom space to cater for the increased numbers of students.

5.2.1.4: Encourage the procurement of more teaching and learning materials.

5.2.1.5: Encourage the increase establishment of special education facilities in primary and tertiary institutions to cater for girls and boys who are physically challenged.

5.2.1.6: Advocate for Legislation for Compulsory Free Universal Basic Education for all.

5.2.2: *Objective 2: To advocate for retention of girls and boys at all levels of education by 2015*

Strategies

5.2.2.1; Lobby for the legislation and enforcement of laws for the abolition of child labor.

5.2.2.2 Create awareness on the legal provision for the minimum of marriage, 18 years.

5.2.2.3 Advocate for the re-entry programmes for girls and at all levels to allow more girls who dropout to come back to school.

5.2.2.4 Lobby for the creation of conducive learning environment in all schools.

5.2.3 *Objective 3: To encourage equal training and recruitment opportunities of female and male teachers in schools by 2015.*

Strategies

5.2.3.1: Encourage the provision of facilities in teacher training institutions for equal enrolment of female and male students.

5.2.3.2: Advocate for equal opportunities for training and promoting women and men teachers for managerial positions at all levels.

5.2.4: *Objective 4: To promote the use of gender responsive curriculum and educational materials at all levels by 2015*

Strategies

5.2.4.1 Encourage the continued mainstreaming of gender in all curricula

5.2.4.2: Promote gender sensitization of all teachers and strengthen the gender units at all teacher training institutions.

5.2.4.2: Advocate for the Strengthening of the Gender Unit at the Department of State for Education.

5.2.4.3: Advocate for strengthening, training of Cluster Monitors and Regional Education Heads in gender analysis, monitoring and evaluation.

5.2.5: *Objective 5: Advocate for the introduction of gender courses in all training institutions by 2020.*

Strategies

5.2.5.1: Ensure the availability of sex disaggregated data on enrolment ,and performance of girls and boys at all levels of education

5.2.5.2: Encourage the dissemination and training of gender related education policies to the communities at all levels.

5.2.6: *Objective 6: To advocate for positive attitudes and behaviors among teachers and parents towards girls and boys education by 2015.*

Strategies

5.2.6.1: Advocate for the provision of counseling services including family planning to female and male students.

5.2.6.2 Advocate for the introduction of moral education and strengthening of religious studies in all learning institutions

5.2.6.3: Sensitize students to report cases of sexual, verbal abuse and harassment.

5.2.6.4: Ensure an enabling environment in learning institutions for students to report sexual, verbal abuse and harassment.

5.2.7 *Objective 7: To advocate for the increased enrolment of girls and boys in science and technology training by 2015.*

- 5.2.7.1: Encourage girls and boys to study science subjects.
- 5.2.7.2: Encourage the provision of scholarships and career guidance talks in schools to encourage girls and boys to join non-traditional fields.

5.2.8 *Objective 8: To encourage the provision of formal and non-formal education to girls and boys who are dropouts and illiterate female and male adults by 2015*

Strategies

- 5.2.8.1: Advocate for the strengthening of distance education services
- 5.2.8.2: Ensure the strengthening of the existing Madarassa Education System
- 5.2.8.3: Link and strengthen National Adult Literacy programme to the formal education system.
- 5.2.8.4: Conduct review of the education curricula to incorporate more life skills
- 5.2.8.6: Ensure the elimination of all forms of harmful ritual and cultural practices that hinder girls and boys participation in education-

5.3: GENDER AND HEALTH

The Health Policy 2007- 2020 incorporates all health care providers, be it the public or private sector. The Gambia has an infant mortality rate of 75/1000 live births, 60 percent of which is attributed to malaria, diarrhea, acute respiratory tract infections and lack of iron and other necessary food nutrients. The maternal mortality ratio is estimated at 556/100,000 live births , majority of which are due to , hemorrhage and eclampsia.(Health Policy Framework 2007-2020)

The attainment of Health Policy objectives are constrained by inadequate financial and logistics support , uncoordinated donor support , shortage of adequate and appropriately trained health staff, high attrition rate and lack of efficient and effective referral system (Health Policy 2007-2020).

The government attaches great importance to Reproductive health issues as it indicative in the Population Policy and the United Nation Population Fund 5th Country Programme. Health is a state of complete physical, mental and social well being and not merely the absence of disease. (WHO definition).

Notwithstanding , the health sector has registered tremendous achievements among which are,

- Reduction in HIV /Aid prevalence rate > 2.8 for HIV 1 and 0.9 for HIV 2(Sentinel 2006)

- Reduction in incidences of Malaria

Increase in national coverage for fully immunized children to 92.4 percent, proportion of births attended by skilled health personnel is 56.8 and unmet need for family planning stood at 30 percent. (MDG Status Report 2007)

Goal: To reduce maternal and infant morbidity and mortality rate by 30% and increase the access to quality health care for all.

5.3.1 Gender Specific Objectives

5.3.1: *Objective 1: To reduce gender imbalance in all sexual and reproductive health and other health related services by women and men, girls and boys.*

Strategies

5.3.1.1 Promote the creation of gender awareness among policy makers and health care providers at all levels.

5.3.1.2 Ensure the establishment and strengthening of a Gender Unit at the Ministry of Health.

5.3.1.3 Expand maternal, child, and neonate care Services countrywide.

5.3.1.4 Improve staff motivation and retention among midwives, nurses public health officers

5.3.1.5 Promote healthy reproductive behaviors among men and women

5.3.2: *Objectives 2: To advocate for the development of specific integrated programmes on counseling in family life, behavioral change and moral education and reproductive health for adolescents and youths.*

Strategies

5.3.2.1: Encourage intensified information, education and communication (IEC) services on reproductive health at community level.

5.3.2.2: Promote IEC and counseling on adolescent health, fertility, STIs and HIV/AIDS.

5.3.2.3: Promote education for adolescents and youths for responsible sexual behavior and parenthood.

5.3.3: *Objective 3: To empower women and men to protect and care for themselves, particularly in relation to, HIV/AIDS and other infectious diseases.*

Strategies

Advocate for quality service delivery , especially specific men and women diseases

5.3.3.1:

5.3.3.2: Encourage the Abstained /delay sexual encounter , Behavioral change and use of Condoms among youths

5.3.3.2: Conduct capacity development of women and men, girls and boys in negotiation skills.

5.3.4

Objective 4: To reduce maternal and infant morbidity and mortality rate by 30%

Strategies

5.3.4.1: Improve access and use of ITNs and IPTs for the vulnerable group

5.3.4.2: Advocate for the abandonment of all forms of harmful traditional practices and reduction of high prevalence of unsafe abortions.

5.3.4.3: Create opportunities for the improvement of the nutritional status of vulnerable groups, particularly, pregnant and lactating women, girls and boys.

5.3.4.4: Empower women and girls educationally , socially and economically to enhance their self – esteem and equity in gender relations

5.3.4.5: Establish and strengthen existing post-abortion care and counseling to the youth.

5.3.4.6:

Advocate for the Provision free Fistula and Hernia care service in all health care facilities

5.3.4.7: Advocate for the introduction of laws in the provision of safe abortion services for medically at risk mothers and victims of rape

5.3.5: ***Objective 5: To lobby for the elimination of all forms of discriminatory and harmful sexual and cultural practices.***

Strategies

5.3.5.1: Create and sustain an enabling and conducive environment through advocacy and sensitization to ensure continued political commitment for the elimination of gender base violence and other forms of social taboos.

5.3.5.2 Advocate for the abandonment of all forms of all forms harmful traditional practices.

5.3.5.3 Provide treatment and counseling services for victims of domestic violence and rape

5.4:

GENDER AND SUSTAINABLE LIVELIHOOD DEVELOPMENT

This policy shall focus on food and nutrition security to improve the nutritional status of the Gambian population particularly that of women and children to ensure good health. Food security is a major concern of the government of the Gambia and Gambian household in both rural and urban areas. Approximately 50percent of national food requirements is grown in the

Gambia (Gender Profile 2008)

The National Gender Policy shall focus on gender issues in agricultural production to redress the constraints women and men face that limits their productivity. While women play a key role in smallholder agriculture by constituting over 50% of full time farmers and do nearly 70 percent of all the agricultural work and food production, their productivity is constrained by several factors. These include lack of access, control and ownership of productive resources such as land, credit, and improved technology and extension services.

5.4 .1: **NUTRITION SECURITY**

Goal : To improve the nutritional and health status of all Gambians

5.4.1.1: Specific Gender Objectives

5.4.1.1.1 *Objective 1: To advocate for increased food and nutrient intake of women and children to reduce the major nutritional disorders prevalent in the country.*

Strategies

5.4.0.1.1.1: Promote consumption of food rich in Iron, Vitamin A and proteins.

5.4.0.1.1.2 Advocate and encourage increased meal frequency.

5.4.0.1.1.3: Create awareness on the importance and use of iodized salt.

5.4.0.1.1.4: Advocate and encourage increased food production and consumption diversifying livestock and crop production so as to increase the food base.

5.4.0.1.1.5: Promote improved monitoring and evaluation systems for nutrition.

5.4.0.2: *Objective 2: To advocate for the elimination of food taboos and eating habits that negatively impact on the nutritional status of women and children by 2015.*

Strategies

5.4.0.2.1: Promote gender responsive research to establish the extent of negative food taboos and habits which affect nutrition.

5.4.0.2.2: Advocate for the development food standards and guidelines for processing , preservation , storage , food hygiene, safety and sanitation

5.4.0.2.3: Promote exclusive breastfeeding for first six months and continues breastfeeding for two years

5.4.0.2.4: Promote the use of Iodized salt and vitamin supplements for girls and boys women and men

5.4.0.2.4: Promote affordable labour and time saving technologies for improved household food preparation, processing and storage

- 5.4.0.2.5: Promote research and development of specific indigenous traditional foods.
- 5.4.0.3: ***Objective 3: To ensure food consumed by the men, women and children is of high quality and safe by 2020.***
- 5.4.0.3.1: Promote appropriate nutrition education programmes at all levels.
- 5.4.0.3.2: Ensure capacity development for gender responsive food and nutrition experts
- 5.4.0.3.3: Advocate for gender responsive research in food and nutrition
- 5.4.0.3.4: Lobby for the training of more nutritionists, food technologists, food scientists and dieticians.
- 5.4.0.3.5: Advocate for enforcement of quality and safety standards in foods
- 5.4.0.3.6: Encourage the monitoring and evaluation mechanism for food and nutrition safety.

5.4.1: **AGRICULTURAL PRODUCTION**
Goal: Ensure equal access to productive resources (land, capital, farming implements and skill and inputs) by 2020.

Specific Gender Objectives

- 5.4.1.1: ***Objective 1: To promote national efforts for food self sufficiency.***

Strategies

- 5.4.1.1.1: Advocate for gender analysis to identify key gender issues in the agriculture sector.
- 5.4.1.1.3: Ensure the establishment of a Gender Unit under the Ministry of Agriculture to ensure Gender Mainstreaming in agricultural policies, programmes, projects, plans and activities.
- 5.4.1.2: ***Objective 2: To lobby for increased access to and control of land by women and men in both matrilineal and patrilineal systems.***

Strategies

- 5.4.1.2.1: Lobby for Land Reform pertaining to land ownership and inheritance.
- 5.4.1.2.2: Encourage agro-forestry for land conservation
- 5.4.1.2.3: Promote sustainable utilization and conservation of the land resource.
- 5.4.1.3: ***Objective 3: To encourage increased access by women to agricultural extension services.***

Strategies

- 5.4.1.3.1: Encourage continuous needs assessment in order to establish knowledge gaps between women and men to set up realistic extension targets.
- 5.4.1.3.2: Sensitize target population and existing male and female extension workers to undertake extension services for both women and men farmers.
- 5.4.1.3.3: Advocate for increased number of female extension workers.
- 5.4.1.4 ***Objective 4: To advocate for increased availability, access and control of credit by disadvantaged farmers particularly women.***
- 5.4.1.4.1: Promote an enabling government policy to enhance the operation of more credit institutions.
- 5.4.1.4.2: Lobby for favorable credit conditions for disadvantaged farmers
- 5.4.1.4.3: Advocate for increased campaign services to encourage women farmers to access credit
- 5.4.1.4.4: Sensitize both women and men on their roles and responsibilities over credit and its benefit to the households.
- 5.4.1.4.5: Encourage the provision of more training opportunities to women and men in credit management
- 5.4.1.4.6: Promote profitable agricultural enterprises among disadvantaged farmers.
- 5.4.1.4.7: Promote monitoring of access, use, management and control over credit by women and men.
- 5.4.1.5: ***Objective 5: To lobby for increased accessibility to processing and marketing of agricultural produce.***

Strategies

- 5.4.1.5.1: Encourage the provision of marketing skills to women and men farmers.
 - 5.4.1.5.2: Lobby for provision of crop finance, storage facilities and more market outlets for women and men farm produces
 - 5.4.1.5.3: Encourage the provision of market information and infrastructures
 - 5.4.1.5.4: Advocate for the provision of agricultural subsidies and reduction in the prices of farming inputs.
 - 5.4.1.5.5: ***Objective 6: To advocate for the generation of appropriate and affordable gender sensitive technologies.***
- Conduct training on food preservation, new farming technologies and supply early maturing

- 5.4.1.5.5.1: crop varieties and other farming inputs.
- 5.4.1.5.5.2: Ensure the strengthening of farm research and extension services linkages to influence design of gender sensitive technologies.
- 5.4.1.5.5.3: Advocate for research, development and dissemination of gender responsive technologies.
- 5.4.1.5.5.4: Advocate for the Establishment of agricultural gender unit

5.4.2: **WATER RESOURCES AND SUPPLY**

Goal : Ensure 100% access to safe clean and portable water for all Gambian

5.4.2.0: **Specific Gender Objective 1**

To lobby for the provision of safe, sufficient and portable water.

Strategies

- 5.4.2.0.1: Promote increased coverage of the population with access to potable water supply.
- 5.4.2.0.2: Empower both women and men to invest in the management of their own water resources and services
- 5.4.2.0.2: *Objective 2 :To promote equal participation of women and men, girls and boys in the planning, designing and management of water projects*

Strategies

- 5.4.2.0.2.1: Encourage mobilization campaigns to involve women, men, girls and boys in the planning, designing and management of water facilities.
- 5.4.2.0.2.2: Ensure the provision of adequate and less intensive water supply technologies for horticultural farmers

5.4.3: **FISHERIES**

Goal

Specific Gender Objective 1

- 5.4.3.0.1: *To encourage the participation of indigenes, men and women in fish farming, processing and marketing.*

Strategies

- 5.4.3.0.1.1: Encourage the mobilization of communities, particularly women to fish in both natural bodies of water and fishponds.
- 5.4.3.0.1.2: Promote the training of more Gambian men and women in fishing techniques, processing and business management.
- 5.4.3.0.1.3: Encourage the dissemination of appropriate technologies for fish processing and storage.
- 5.4.3.0.1.4: Lobby for the introduction of credit schemes with favorable conditions for women involved in fishing, processing and marketing

5.5: **GENDER GOVERNANCE AND HUMAN RIGHTS**

The policy shall promote democratic governance and ensure gender equity and equality before the laws of the Gambia

5.5.0: **HUMAN RIGHTS**

The 1997 Constitutions recognizes and guarantees gender equality. The spirit and targets of the constitution advocates and guarantees that women shall be accorded full and equal dignity of the person with men. This guarantee includes equal treatment in all spheres of life, and equal opportunities in political, economic and social activities. The Constitutions also advocates and guarantees all persons, men and women, equality before the law, and expressly prohibits the enactment and application of any discriminatory laws.

It is however critical that matters relating to customary and religious laws are addressed, as these fall within the realm of “**personal law**”, which is expressly made applicable by virtue of the constitution and other laws of The Gambia.

The challenge to the gender policy is how to ensure that the constitutional principles that accord equal dignity of the person to both man and woman, prevail over the other constitutional provisions that recognize customary laws and practices, that tend to subjugate and abrogate these fundamental rights that women should enjoy. The policy must therefore address these inconsistencies, because most of the discrimination against women arises directly from the discriminatory practices perpetuated under the guise of religious and customary laws

Goal: By 2020 women and men understand human rights and can identify cases of violation, demand, access, seek redress and enjoy a dignified life Gender

5.5.0.1: **Gender Specific Objectives**

- 5.5.0.1.1: ***Objective 1: To lobby for the implementation of the constitutional provisions that guarantees that men and women are accorded full and equal dignity of the person and equality before the law.***

Strategies

- 5.5.0.1.1.1: Ensure that the poor and the disadvantage have access to legal services through the provision of legal aid to the indigent.

- 5.5.0.1.1.2: Advocate for the incorporation of gender studies and human rights education in tertiary institutions.
- 5.5.0.1.1.3: Ensure the review of all harmful customary practices perpetuated under the disguise of religion.
- 5.5.0.1.1.4: Ensure the codification of customary and Sharia Laws and procedures applicable in the District Tribunal Cadi Courts.
- 5.5.0.1.1.5: Advocate for the translation and dissemination of the relevant laws of the Gambia that affect the lives of women and men.
- 5.5.0.1.1.6: Ensure the enforcement and protection of the rights of women and girls as prescribe in the laws of The Gambia.

5.5.0.1.2: ***Objective 2: To lobby for the elimination of all forms of gender discrimination and the prohibition of all forms of gender based violence.***

Specific Strategies

- 5.5.0.1.2.1: Promote research to establish gender imbalances, the level and nature of gender based violence, customary law applicable to women and men.
- 5.5.0.1.2.2: Provide technical and financial support to organizations that promote human rights education, prevention and management cases of gender based violence.
- 5.5.0.1.2.3: Lobby for the enactment of specific laws addressing the rights of women and expressly prohibiting all forms of violence against women.

5.5.0.1.3: ***Objective 3: Advocate ratification and harmonization of all International Conventions and Declarations addressing gender specific rights and human rights generally.***

Strategies

- 5.5.0.1.3.1: Advocate for an in-depth review of the national laws so that they are in line with international and regional obligations of the Gambia
- 5.5.0.1.3.2: Advocate for the adoption and application of uniform procedures and laws in all district tribunals and Cadi courts.

5.5.1: **GENDER AND GOVERNANCE**

Good governance aims at providing an environment in which individuals feel protected, civil societies are able to flourish and government carries out its responsibilities effectively and transparently with adequate institutional mechanisms to ensure accountability. Respect for human rights and the rule of law are necessary components of any effort to make peace

durable. These are cornerstones of good governance. By signaling its commitment to respecting human rights, a Government can demonstrate its commitment to building a society in which all can live freely. Good governance also requires the effective management of resources. Democratic governance helps to guarantee political rights, protect economic freedoms and foster an environment where peace and development can flourish.

Goal: By 2020 all decision making institutions and bodies would have achieved at least 30% women representation at all levels

Specific Gender Objectives 1

5.5.1.0.1: *To advocate for the increased capacity for national women machineries and women in decision making positions at all levels*

Strategies

Train national women machineries on policy and impact analysis and strengthen the research, monitoring and coordination capacity of the ministry and the bureau

5.5.1.0.1.1: Sensitize women to support and promote fellow women in decision making positions at all levels.

5.5.1.0.1.2: Encourage women to take an active part in decision making at all levels.

5.5.1.0.1.3: Promote the provision of information and management training to enable women participate in the decision making process.

5.5.1.0.1.4: Lobby for the appointment of at least 30% women to decision making positions in all sectors.

5.5.1.0.1.5: Lobby for leadership and assertiveness training to women and girls to prepare them for decision-making positions.

5.5.1.0.2: *Objectives 2: To promote understanding among men, women, boys and girls on their roles and responsibilities as citizens*

Strategies

5.5.1.0.2.1: Encourage the creation of awareness on the roles and responsibilities of a good citizen.

5.5.1.0.2.2: Promote patriotism and respect for cultural norms and values

5.6: POVERTY REDUCTION and ECONOMIC EMPOWERMENT

The three poverty studies conducted in the Gambia in 1992, 1998 and 2003 indicated a raising poverty level from 31% in 1992, and 58% in 2003. These studies also show a widening disparity between urban and rural population. The Government shall continue to create an enabling environment to enable women, men and the vulnerable segments of the society to participate and benefit equitably from productive work in all sectors of development. For poverty eradication and economic empowerment of communities, government shall promote

participatory approaches to development.

Approximately 21,000 people are employed in the public sector (Personnel Management Offices Records). This is less than 20% of the active work force demonstrating that the majority of Gambians are in the informal sector, where women form the majority (Gender Profile 2009).

Business in the Informal sector is vibrant and growing rapidly, as the majority of the poor men and women start micro and small businesses for family survival. The majority face constraints including access to credit, information, inefficient marketing, and storage and transportation facilities which hinder their effective participation. The situation of women is exacerbated by lack of business management skills, business information, high illiteracy, cultural altitudes and practices. The gender policy shall promote economic empowerment of the poor women and men through gender sensitive community participatory approaches to address the inequalities that constrain effective participation in economic activities.

Goal: Reduce national poverty level by 30% and ensure equitable distribution of national resources between male and female by 2020.

5.6.1:

EMPLOYMENT

5.6.1.1: **Gender Specific Objectives :**

Objectives 1: To advocate for the creation of a favourable environment for equal employment opportunities and benefits for women, men, girls and boys.

Strategies

5.6.1.1.1; Ensure the review of conditions of service and labour laws to be gender responsive.

5.6.1.1.2: Advocate for girls and boys increased training on all relevant knowledge and skills such as ICT and other livelihood skills.

5.6.1.1.3: Lobby for, women to constitute at least 30% of decision and policy-making positions in the public and private sector.

5.6.1.1.4: Advocate for the formulation of gender responsive policies, rules and regulations that support the development of the informal sector.

5.6.2.2: *Objective 2: To encourage the creation of increased employment opportunities for the youths.*

Strategies

5.6.2.2.1: Encourage equal employment opportunities for the youth
Promote the provision of youth skills training and counseling centers.

5.6.2.2.2:

5.6.2.2.3: Promote the strengthening of credit mechanisms to allow access to credit by out of school youth.

5.6.2.2.4: Promote affirmative actions for disadvantage youths

5.6.3: **BUSINESS AND INDUSTRY**
Goal

Specific Gender Objectives 1

5.6.3.1: *To promote the creation of an enabling environment for growth of Micro Small and Medium Enterprises (MSMEs).*

Strategies

5.6.3.1.1: Encourage the provision of skills training in business entrepreneurship, credit management and appropriate technologies to improve productivity for both men and women.

5.6.3.1.2: Lobby for the formulation, adoption and implementation of the MSMEs Policy.

5.6.3.1.3: Advocate for the enhancement of MSMEs capacity and competitiveness in regional and global trade.

5.6.3.1.4: Promote dissemination and provision of trade and Investment information and backstopping services to women and men entrepreneurs

5.6.3.1.5: Promote linkage and networking between the large-scale industry and MSMEs.

5.6.3.1.6: Encourage the improvement of communication Infrastructure

5.6.3.2: *Objective 2: To advocate for the elimination of gender disparities in access to new skills, training, credit, appropriate technologies and markets.*

Strategies

5.6.3.2.1: Advocate for engendering of existing formal and non-formal lending, appropriate technology, business management training and marketing institutions.

5.6.3.2.2: Sensitise the society to recognize that women; men, girls and boys can be entrepreneurs.

5.6.3.2.3: Advocate for the strengthening and provision of credit guarantee funds to MSMEs for both women and men equitably.

5.6.3.2.4: Promote adult literacy for both women and men engaged in MSMEs.

5.6.3.3: *Objective 3: To promote the identification, development, acquisition and utilization of value added labour and time saving technologies for the benefit of women and men.*

5.6.3.3.1: Ensure the expansion of skill centers, rural electrification and capacity development for women and men entrepreneurs.

5.6.3.3.2: Promote the provision of labor saving devices to households.

5.6.7: **COMMUNITY PARTICIPATION**

Goal: Community members, especially women are fully empowered to participate and take ownership of development projects and programmes by 2020

Specific Gender Objective 1

5.6.7.1: To advocate for the improvement of the socioeconomic status of vulnerable groups such as women, children, youths and people with disabilities.

Strategies

5.6.7.1.1: Conduct capacity building for grassroots leaders on issues that hinder local development :

5.6.7.1.2 Promote self reliance of both women and men, particularly in the rural areas

5.6.7.1.3: Promote community policing and other grass root mobilization initiatives

5.6.7.1.4: Promote the effective implementation of the local government Act.

5.6.7.1.5: Ensure full participation of religious and traditional leaders in gender advocacy

7.0: MONITORING AND EVALUATION

The National Gender Policy implementation requires-an integrated and effective monitoring and evaluation system with appropriate and efficient feedback mechanisms. This requires undertaking monitoring and evaluation functions at all levels including gathering information at the macro, sectoral and grassroot levels. The Women's Bureau shall be responsible for coordinating M&E within the National Gender Monitoring Framework. Gender units at organizations or institutions shall provide quarterly reports of activities, which will be fed into a data base.

- The overall monitoring indicators shall be:
- Proportion of the population below poverty line by sex of household head
- Proportion of women in decision making positions
- Proportion of population accessing justices by sex
- Maternal mortality ratio
- Infant mortality ratio

- Proportion of girls and boys completing formal education by level
- Incidences of gender base violence report by region
- Proportion of the population accessing and utilizing credit by sex and industry
- Adult literacy rates by sex and location
- Gross Domestic Products GDP
- Proportion of business registered by type ,sex of owners and turnover
- Percentage of population accessing public and private services by sex , sector and location
- Number of functional gender units in line Ministries
- Number of gender sensitive policies programmes and projects

International Indicator

- Human Development Index (HDI)
- Gender Development Index (GDI)
- Women's participation in political decision-making;
- Women's access to professional opportunities;
- Woman's earning power and participation in the economy.

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