

Gender Screening of Annual Reports 2015

Final Report

Summary

There is a positive trend to be noted, however, there is still a great variation regarding the quality and depth of analysis and regarding the systematization of data:

Gender has a good visibility in almost all the ARs of 2015 and the quality and relevance of the information has further improved compared to the previous years.

Most reports contain some kind of gender analysis and the number of reports that provide gender results and statements on the level of outcomes and results statements (as against on output level only), has significantly increased.

While most ARs have sex-disaggregated data, these are often not related to a baseline or without reference to the context or the result framework.

Gender analysis is often implicit and an assessment about change-processes (how the results came about and what kind of changes they brought for the beneficiaries) was mostly absent.

To improve Gender Reporting in ARs, we need to focus on the systematic integration of gender in new Cooperation Strategies. Conduct a thorough *Gender Analysis per Domain* and *define a key gender issue and a change hypothesis*.

1. General Findings

The Gendernet conducted a systematic screening of the Annual Reports (ARs) with regard to gender results. Thanks to the great support of the Gendernet members, almost 40 ARs were analyzed. The criteria for the assessment were based on the guidance note on Gender in Annual Reports (Gender-Analysis, Gender Data, Gender Results, Gender in the institutions, s. table with summary results in the Annex)

All in all, there is a positive trend to be noted: Gender had a good visibility in almost all ARs of 2015 and the quality and relevance of the information has further improved compared to the previous years (2013 and 2014).. Key achievements:

- Most reports contain some kind of gender analysis and the number of reports with substantive gender analysis that relates to outcomes and results has increased
- Most reports provide sex-disaggregated data in a majority of the domains reported on.
- The number of reports that provide gender results and statements on the level of outcomes and results statements (as against on output level only), has significantly increased.

However, there is still a great variation regarding the quality and depth of analysis and regarding the systematization of data:

- While most ARs have sex-disaggregated data, these are often not related to a baseline or without reference to the context.
- Also, information and assessments about change-processes (how the results came about and what kind of changes they brought for the beneficiaries) was mostly absent.

Summary of findings

	Analysis
Gender-Analysis: Is there a gender-analysis? Is there any reference to the gender-analysis in the cooperation strategy?	<ul style="list-style-type: none"> • Many but not all AR have a short gender analysis in the introduction remarks • Special thematic analysis Exp. Grand Lac comments how crises affects women in Burundi
Gender-Data: Is sex-disaggregated Data systematically recorded on output- and outcome level? What kind of topics are mentioned (e.g. household income)?	<ul style="list-style-type: none"> • Mostly, numbers and quotas are mentioned, missing are information about change/improvement and relation to a baseline. • Topics are the following: Agriculture, Food and Nutrition, Business, economic development, Participation in Politics, Security sector, Education, Elimination of Violence, SGBV, Health, Water/Sanitation, Disaster Risk Preparedness, Access to justice, Training, vocational skills
Gender-Results: Do you find gender-relevant data in the outcome and in the result statement? Reference on effects, impacts, changes and qualitative analysis of the data?	<ul style="list-style-type: none"> • Gender is often mission as a topic in Political Dialogue • Not clear <u>how</u> the results came about and what kind of <u>changes</u> they brought
Institutional level: Are there additional information on gender (activities) on a cooperation office level (Methods, Planning)? Or do you know about such information but it is not mentioned in the AR?	<ul style="list-style-type: none"> • Motivation und Engagement « Le plan d'action est mis en œuvre avec détermination ! » • Trainings, Networks, Gender-Actions-Plans (Grand Lacs) • Link to new Cooperation Strategies • Separate gender-section/NPO not mainstreamed in overall programme • Cooperations such as with UN-Women

Some good practices include:

- Special thematic analysis on how the crisis affects the women in Burundi (Grate Lakes)
- Comparison to previous years and success stories (Bangladesh, Pakistan)
- Gender-visibility through systematic use of gender-sensitive language (mentioning of „men and women“ (Mongolia)
- Gender Analysis with a specific reference to priorities in the cooperation strategy (Bhutan, Horn of Africa)
- Contextualization of results: “9 out of 61 mayors are women (14%), whereas in 2011 only 5 out of 384 (1.3%) were female. (Albania)
- Good practice for systematic integration of gender results in all domains (Afghanistan)
- Integration of gender both as a transversal and stand-alone goal (specific domain) ; also substantive gender information in country context (Cuba)

2. Key Recommendations

- **To analyze gender systematically regarding both the country context** (*What are main challenges for women in the country?*) as well as **the thematic context of the domain** (*i.e. how are women affected by lack of sanitation? How do they contribute to water management?*)
- **To assess results** to make understand the changes/improvements in relation to the baseline, and how the change affects women in their daily life. *Is this an improvement? How does the intervention contribute to this result? Why is the number of women that low, what are the barriers?*

- **Try to include gender aspects in all domains**, including on domains dealing with governance, public finance management and peace building (where gender is often neglected)
- **Outline the aspect of empowerment and active involvement of women as actors** (in contrast to passive beneficiaries or victims). Often, women are over proportionally benefiting from interventions and are mentioned as beneficiaries only, but are absent in management and decision-making goals.
- **Focus on new Cooperation Strategies:** To improve Gender Reporting in ARs, we need to focus on the systematic integration of gender in new Cooperation Strategies. Conduct a thorough *Gender Analysis per Domain* and *define a key gender issue and a change hypothesis*. The *How to Note on Integration of Gender in Cooperation Strategy Management* provides step to step guidance.

3. Some Challenges

- **Gender Analysis is implicit:** There are often clear statements on gender inequalities as an important factor, but these are implicit: (*„To conclude, it is worth remembering that communities living in the Horn of Africa are structurally exposed to an extremely high level of gender inequality. In fact gender inequality is still prevalent in Kenya although progress is being made towards realizing of women’s rights.”*). However, conclusions for programme and domains are not made explicit. Such a statement could be mentioned in the general context part and then specific implications and the relevance for each domain to be analyzed and defined.
- **Gender-specific data** on No. of farmers (men/women), but **no gender-specific data** regarding *household income*
- **Contextual / gender analysis on certain topics is often incomplete:** Interesting gender analysis and data are sometimes presented in the domain sections country contexts of domains. However, these are often stand-alone information without connection to results or outcomes of the domains. The example of Albania:
 - Result statement Domain 2: “ Thanks to Swiss sup-port progress was made with calculated unemployment rate and developed job seeker’s gender aware profile, improved skills-jobs’ matching schemes and labour market functionality, created linkages between employment services and social cash schemes.” (*Unfortunately no explicit results on outcome level, how female employment has improved due to the gender aware job profile.*)
 - Country context (dom1): “The introduced quota of women in the local elections brought a meaningful result: 9 out of 61 mayors are women (14%), whereas in 2011 only 5 out of 384 (1.3%) were female. The dldp “women in politics” net-work supported female candidates for councils and mayors throughout different parties.” (*this is interesting contextual information, but there are not links to the domain outcomes*)
 - Country context, Dom 2: “The moderate GDP growth has not yielded employment. Unemployment rate decreased only slightly to 17.3% in 2015 compared to 17.7% in 2014. Youth unemployment increased moderately to 34.2% in 2015 compared to 33.5% in 2014. Women are also disproportionally represented in low paid and unpaid jobs, due to gender segregation in the labour market. Although there is political will and commitment to pursue the re-form on skills and vocational training, youth unemployment and emigration were on a rising trend.” (*again, extremely interesting data, but no link to SDC intervention and results*)

4. Examples of good practices

AFGHANISTAN: Systematic integration of relevant gender information and results reporting in all domains (*good practice for ‘transversal integration’*)

Result Framework: Governance and Human Rights

- “Take decision-making closer to the people and make decision-makers accountable to the people and **attain a critical mass of women active in communities and in political life**”.
- “Improve access to justice for all, in particular women, by ensuring that the Constitution and other fundamental laws are enforced expeditiously; ensure that **women can fully enjoy their economic, social, civil, political and cultural rights.**”

Context:

- “The ARTF delivers services through the country system to women, men and children in education, health, agriculture, rural development by strengthening governance.”
- “Agriculture is the engine of inclusive growth. The NUG is determined to strengthen the productive capacities of women in particular, to boost the role of the private sector.”

Result Statements: Dom 1/Gov and HR

- “Afghan people’s confidence in Swiss supported governance institutions moderately increased but remains low. SCOA contributed to the basic functionality of subnational governance, e.g.: elections and capacities of 34 Provincial Councils (PCs) and the set-up and functioning of 31 Municipal Advisory Boards (MABs). **Women’s participation in social, economic and political life remains very limited.** Switzerland helped **improving work conditions and the recruitment of women in the Afghan National Police (ANP, 230 to 388 increase in leadership ranks).** Women still only make 1.5% of the police force. While hardly any substantial outcomes can be reported in prioritized human rights areas (access to justice, torture, violence against women, gender discrimination), supported civil society organizations (CSOs) reported advocacy successes (at least 6 laws/policies amended). The Ministry of Justice (MoJ) Human Rights Support Unit (HRSU) further strengthened institutionally now animating a regularly meeting inter-ministerial “human rights taskforce committee”. The Afghanistan Independent Human Rights Commission (AIHRC) remains a vocal human rights defender. It retained A-status.”

Gender Outcome Reporting, on both Swiss contributions and Country development results

- **Country development results:** More women are represented in government which remains male dominated: the President, CEO, all vice-presidents and CEO deputies are men. 4/25 ministers (previous administration: 3), 2/34 Provincial Governors and 1/388 District Governors are women. The President nominated the first woman for the Supreme Court (rejected by Parliament) and signed the National Action Plan on the UN’s Security Council Resolution 1325. Countrywide 35% of District Development Assemblies are women (not directly supported by SDC).
- **Swiss contributions:** Police: at least 4 communities (260m/69f representatives) engaged with ANP in community policing. Women in ANP leadership positions increased (230 to 388).

Baseline and Indicators

- New PCs include 97/458 women (21%; 2010-14: 117/425, 27%; decrease due to reduction of legal quota), MABs 78/653 (12%, 2% more than quota).
- Systematic sex-disaggregated data throughout the report (although too many data?)
- Relevant indicators:

- Increase of women's income: " Increased production of staple foods has **reduced the food gap**. 1500 women in focus areas in the Central Highlands and the North East have produced vegetables in the fields, in greenhouses and in kitchen gardens. Thereby they have not only improved household nutrition, but also developed a significant source of income (between USD 150 and 250 per women/year).
- Female enrolment at secondary level (better even would be drop-out rate)
- Women in police/leadership (ANP): 230 to 388 increase in leadership ranks

Country context:

- Despite efforts, recruitment of policewomen remains a major concern. 2'399 policewomen are far from enough to provide adequate police services to women in a society with very high levels of violence against women and considerable gender separation beyond homes.
- In addition, social constraints and - partly security related - movement restrictions on women impacts negatively on women workforce in the education sector: Female teachers are a decisive factor if parents send their girls to school or not.

PAKISTAN: The Annual Report includes case studies in its Annex

- The case studies describe success stories and outline changes, challenges and achievement of some women's specific interventions.

SOUTH CAUCASUS: Good Result Statements

Domain 1/ economic development (Armenia)

- "Positive changes were registered in terms of **women's involvement** in decision making processes at farm level. Thus, women's involvement in decision making on investments in cattle (one of the most important assets for rural households) has increased comprising about 40% of surveyed households compared to 8% in the base-line year (2010)."

Domain 2 / Governance and Public services /Armenia

- With the successful introduction and roll-out of e-governance services, results-oriented budgeting, one-stop shops for administrative services and the training of women political leaders, important contributions for **a more accountable, effective and efficient local governance system** have been made in 2014-15
 - The result statement was supported by related output reporting on the trainings of women
 - Also, in the rating of results achievements, gender was specifically mentioned as a relevant factor the reform-supportive components: "In local governance, progress on the reform-supportive components (planning, budgeting, e-governance, women's empowerment, ATDF relaunch etc.) is satisfactory to very satisfactory"

Domain 2/ Gov and Public services /Georgia

- The capacity of the Ministry for Regional Development and Infrastructure (MRDI) was enhanced to establish the legal framework for the institutionalization of the National Training System of local civil servants, to facilitate the municipal priorities' elaboration process, to lead the process of the sectoral laws harmonization and **to introduce gender equality institutional mechanisms at the municipal level.**

TCHAD: Interesting and relevant gender references in *Result Statements and on Outcome level:*

- «De plus en plus de femmes occupent des postes à responsabilité, jusqu'à 46% dans les centres de santé appuyés au Wadi Fira, alors que ce taux était proche de zéro en 2010. Ceci permet de répondre de manière plus appropriée aux besoins spécifiques des femmes et des enfants.»
- « **Genre** : En AENF, 85% des apprenantes sont des femmes. Certaines ayant atteint le niveau post alpha travaillent comme animatrices dans les camps de réfugiés (PDR-WF). Des appuis complémentaires sont nécessaires pour pouvoir améliorer les revenus et la position sociale des alphabétisées. »
- « la disponibilité permanente de l'eau d'abreuvement des petits ruminants dans les puits traditionnels (contre 6 à 7 mois auparavant) entraînant l'allègement des charges confiées traditionnellement aux enfants et aux femmes) »
- « la mise en valeur de 122 ha en culture maraîchage, faite à 90% par des femmes, a augmenté le revenu familial de plus de 10%. »
- **Genre** : « les femmes sont présentes dans les instances de prise de décision mais leur influence/responsabilité (notamment sur la gestion des revenus, sur la famille) est encore limitée. Dans les vallées aménagées par la GIZ, les femmes sont plus nombreuses (322) que les hommes (52) à y réaliser des activités maraîchères. Elles sont actives dans la construction des seuils. Mais elles n'exploitent pas de grandes parcelles à l'instar des hommes. A l'heure actuelle, les données font défaut pour mesurer le changement quant à leur situation socioéconomique et leur sécurité alimentaire. »

Gender at institutional level:

- The report outlines very specific measures regarding gender in the institutional part. These are placed on page 2, thus receive high visibility and demonstrate the commitment of the management.
„Le plan d'action genre est mis en oeuvre avec détermination. Les projets sont amenés à désagréger les données par sexe et à planifier les actions en conséquence. A cet effet, une formation, sous forme d'atelier, a été organisée en début novembre pour le personnel de la DDC et certains de ses partenaires. L'objectif étant de renforcer d'avantage la capacité de mettre en oeuvre un programme qui répond systématiquement aux exigences du développement équitable des genres »