



Report of the Gender Focal Point Day

Southern Africa, East and North Africa, Occupied Palestinian Territory

Date: **6th October 2017**

Place: **Nairobi, Embassy of Switzerland**

Participants: **SONAP Gender Focal Points** (s. participants list in the Annex)



Photo from the Gender & CSPM Workshop

On the margin of the Gender & CSPM workshop (4-5 October in Nairobi), the Gender Focal Points of the SONAP division convened for a Gender Day. Objectives were to

- Foster exchange and shared learning among the SONAP Gender Focal Points, share gender issues related to countries contexts, and good practices in COOFs
- Update on current developments and priorities of SDC's Gender Policy
- Discuss experiences with Gender mainstreaming tools, in particular the SONAP Gender Equality Mainstreaming Plans (GEMP), the Gender Policy Marker, the Gender Reference Indicators (ARIs), and monitoring and reporting
- Identify gender issues to prioritize in the future and discuss options for (enhanced) regional cooperation

1. Summary, Key Messages and Outlook

- **The Gender Day:** After the Gender & CSPM Training, held the two previous days, the Gender Day provided the opportunity for the Gender Focal Points in SENAP to know each other, deepen the gender contextual analysis, exchange on experiences and tools in implementing SDC's gender mainstreaming policies and share among each other on their roles as Gender Focal Points in their offices. This joint learning event laid the ground for enhanced exchange and cooperation and was highly appreciated by the participants, in particular those newly working for SDC and /or appointed as Gender Focal Points. The Gender day was collectively prepared (GFP at SDC HQ, GFP of Horn of Africa and the new GFP at SENAP Division) and was moderated by the Gender Focal Point HQ. GFP from French speaking countries were not able to attend the meeting due to language issues (workshop in English); this aspect should be considered by the division. Colleagues from Egypt and Occupied Palestinian Territories could not reach the meeting through lync as planned due to technical reasons; based on their context and this report, they are invited to reflect about the subject, identifying some perspectives and/or needs.
- **Gender in country contexts:** At the Gender & CSPM Workshop, gender dimensions of conflict and fragility were explored and discussed by linking different conflict dimensions with the Gender Analytic Framework (s. presentation and photo in the annex). Based on these reflections, participants' zoomed' into their country context to identify related key gender issues and how they are linked to the SDC programs (3 issues per country). The presentations and exchange deepened the understanding on the gender challenges and gaps in the different country and thematic domain contexts and also brought to the forefront some issues and topics that usually are not made visible and reported about. For example, in Tanzania, a presidential decree forbids young teenage mothers to go back to school to pursue their education. It was noted that such contextual knowledge is often missing in the context analysis and reporting and should be included more systematically in the Annual Reports. Generally speaking, the Gender Based Violence (GBV) is a frequent reality identified by the GFP; political participation of women at the local and national levels remains a challenge; low access and control of economic resources (land, finances, information, decision,...). The integration of gender issues seems to be effective at the project level but less systematic or visible at strategy level, and not taken up consistently in at the policy level resp. in policy dialogue.
- **Good practices:** during the discussions, GFP reported on some good practices such as: gender assessment of partners, gender surveys in some domains, partners' trainings, identification of clear gender objectives and changes within each domain to be reached and monitored, gender as a shared responsibility in the office (support of the management), time allocation to assume the tasks.
- **SDC Gender Policy:** Current developments and priorities of SDC's Gender Policy are oriented around the Agenda 2030 and the SDG 5 on Gender Equality, and in particular the strategic goal 7 of the new message 2017-2020 with its three priorities on: i) gender-based violence and women's rights in fragile contexts, ii) the economic empowerment and iii) political participation. These strategic and thematic directions are also reflected in the new FDFA gender strategy incorporating Swiss Foreign Policy in general. (s. the presentation in the annex and the Gender Shareweb for more information on SDC gender policy and practice of mainstreaming <https://www.shareweb.ch/site/Gender>)
- **Gender Action Plans and the role of a Gender Focal Point:** The SENAP division has a regional gender action plan which serves as an umbrella for the country office Gender Action Plans. A short review and comparison showed that most Gender Action Plans include a

background/context part and the action plan with thematic/operational objectives, and objectives regarding management, capacity building and policy dialogue. The Southern Africa GFP presented their Gender Action Plan which also included a context and a partner assessment. Discussing the practical experiences with and usefulness of gender action plans, the following main points emerged: A good and useful gender action plans includes 1) specific objectives and actions defining the changes we want to achieve in and through our programs (with a focus on *transformative changes*) and how we monitor and report on it, 2) the cooperation and engagement with the implementing partners and 3) the resources and organization in the office as well as the support by the management/organization. The third point addresses the role of a Gender Focal Point in a cooperation office. It is clear that a GFP is not responsible alone for Gender, she/he has a facilitating, advisory and coordinating role and is also the link to the SDC Gendernet for information and knowledge sharing and support. The reality is, however, that some participants often feel that they have to act as a 'watch dog' and colleagues tend to 'delegate gender' to the GFPs, a clear position and support by the management is thus essential.

- **Gender in Monitoring and Reporting:** Reporting on gender takes place on different levels and is part of the overall result chain from project to domain results in the cooperation strategy which serve as a basis for the reporting on the message. Participants shared about the experiences and efforts to engage and dialogue with partners to include gender in a systematic way in their monitoring and reporting. Also, it was suggested to systematically include gender in the ToRs for field missions (incl. from HQ) when visiting projects and partners. Some offices have elaborated a checklist for field missions. The systematic gender monitoring that can capture transformations on project level is fundamental for monitoring gender on cooperation strategy level.
With the strategic goal 7 on gender equality in the message 2017-2020 a specific reporting on gender is requested (which previously has not been the case with gender only as transversal theme). The SDC Gender Focal Point (with the support of backstoppers) will present a yearly status report on the strategic goal 7, along the three thematic lines (SGBV, economic and political empowerment). To provide the data, it is key that gender is systematically integrated in Cooperation Strategies and reported about accordingly in Annual Reports. During the last years, the Gendernet at HQ has been screening Annual Reports and has compiled short reports on the findings with recommendations. While sex-disaggregated data and gender results are generally better reported and more visible, including on outcome level and in result statements, reporting on gender transformative changes and qualitative sound data that show such changes remain a challenge. The GFP provides a short checklist on reporting in Annual Reports and is currently developing a short guidance note on how to integrate gender in cooperation strategies and annual reports, which will be available in the Gender Toolbox on the Shareweb.
- **Gender Reference Indicators:** The Aggregated and Thematic Reference Indicators on Gender (Gender ARI, TRI) are aligned with the thematic priorities of the strategic goal 7. They serve as guidance and support when elaborating new cooperation strategies, and should be used wherever feasible and appropriate. The list with the proposed Gender Reference Indicators is available in the Gender Toolbox.
- **Gender Policy Marker:** The Gender Policy Marker, to be marked in the SAP for each credit proposal, is a tool to monitor the integration of and track resources allocated to gender equality. With the revision of the Gender Policy Marker in spring 2017, the SDC Policy Marker was aligned with the OECD / DAC Gender Policy Marker. The aim is to improve data quality and ensure comparability. Criteria for scoring were not clear, in particular for significant (transversal) projects, therefore data quality was weak. The new guidance defines minimum

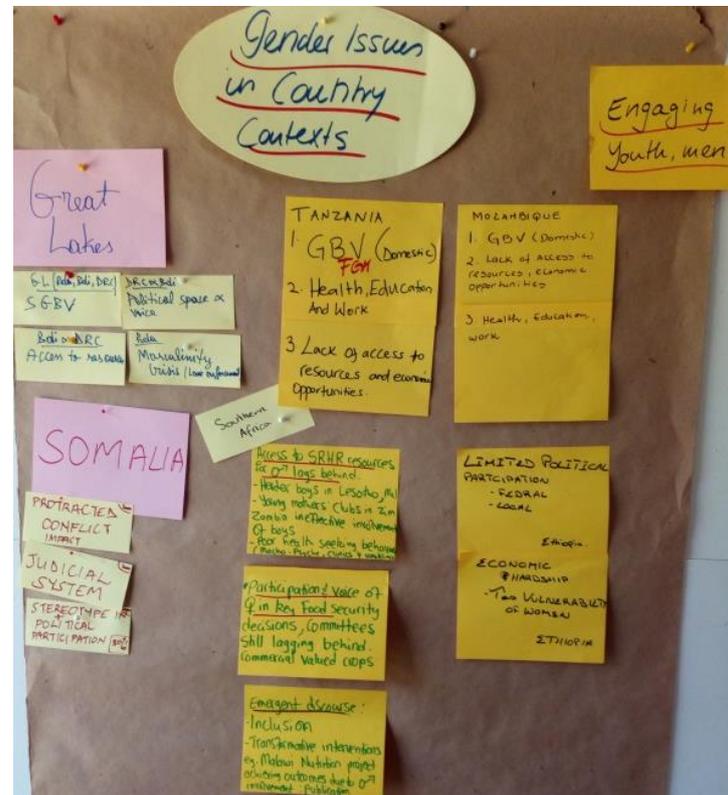
criteria for applying the marker that have to be met in full. The scores are adjusted to the OECD DAC terminology, called now *principal* (gender-specific) and *significant* (transversal). A new Gender Checklist (replacing the old one) has been developed. The checklist is an annex to all credit proposals. The gender checklist is a controlling tool. Guidance on how to integrate gender in projects resp. project cycle management or how to do a gender analysis are available in the Gender Toolbox (available by December)

- **Gender network:** in 2018, SDC's Gender network will be involved in various activities that may include GFP when relevant to their contexts: an international conference in Switzerland on engaging boys and men for gender transformation and two capitalizations about gender budgeting (with DDLGN network) and financial inclusion (with E+I network). Detailed information will be shared later on.
- **Outlook:** To close the Gender Day, the participants discussed priorities for 2018 for their offices and programs and how the Gender Focal Points could collaborate and exchange more closely on a regional level. The issues identified were (s. table below)
 - Working on and promoting gender-specific topics and activities, as identified per office
 - Engaging with partners (such as partner dialogue, trainings, sharing of experiences etc.)
 - Review the gender action plans for 2018 and discuss whether a regional action plan or country strategy based action plans should be elaborated in the future
 - Follow up on the suggestions to integrate gender systematically in the management at the office level and HQ (such as gender issues to be integrated for field missions, Gender ToRs in the MbOs, etc.)
 - Review the domain monitoring systems and integrate the gender indicators for strategic goal 7
 - Engage in policy dialogue and identify topics and entry points (i.e. the advocacy concept in the Great Lakes)
- **Regional exchange:** To foster regional exchange in the SENAP, it would be interesting to invite the offices to:
 - better communicate about gender issues (to deepen and share an analysis or a specific gender issue or a gender learning event) in order to valorize more what is done and to share qualitative results.
 - be more engage in gender policy analysis and policy dialogue regarding gender in their domain of intervention.

SENAP's colleagues who could not attend this Gender Day are also invited to analyze their situation with a gender lens, in order to identify some perspectives and/or needs and to communicate them.

2. Photo Minutes of the Gender Day

a. Gender dimensions in conflict and in the different country contexts



Country /region	Issue 1	Issue 2	Issue 3
Great Lakes	- Rda, Bdi, DRC: SGBV - Access to resources	- Drc, Bdi: Political space and voice - Rda: Masculinity crisis / Law enforcement	
Somalia	Protracted conflict impact	Judicial system	Stereotype + political participation
Tanzania	GBV (Domestic) and FGM	Health, Education and Work	Lack of access to resources and economic opportunities
Southern Africa	Access to SRHR resources for men lags behind (Holder boys in Lesotho, young mothers' clubs in Zim/Zambia ineffective involvement of boys, poor health seeking behavior – macho, psyche, clinics for weaklings)	Participation & voice of women in key food security decision, committees still lagging behind. Commercial valued crops	Emergent discourse: inclusion, transformative intervention e.g Malawi Nutrition project achieving outcomes due to male involvement: publication
Mozambique	GBV (domestic)	Lack of access to resources, economic opportunities	Health, education, work
Ethiopia	Limited political participation : federal & local	Economic hardship	Vulnerability of women

b. Gender in our programs and offices

Gender in our programs and offices

- ||||| Δ Gender Action Plans → priorities 2018
- ||||| Δ Gender in Annual Reports Monitoring
- | Δ Gender Reference Indicators
- ||| Δ Gender Policy Marker
- || Δ my role as Gender Focal Point

Monitoring+ Reporting Gender qual resa

SDGS Message 2017-2020/Agenda 2030

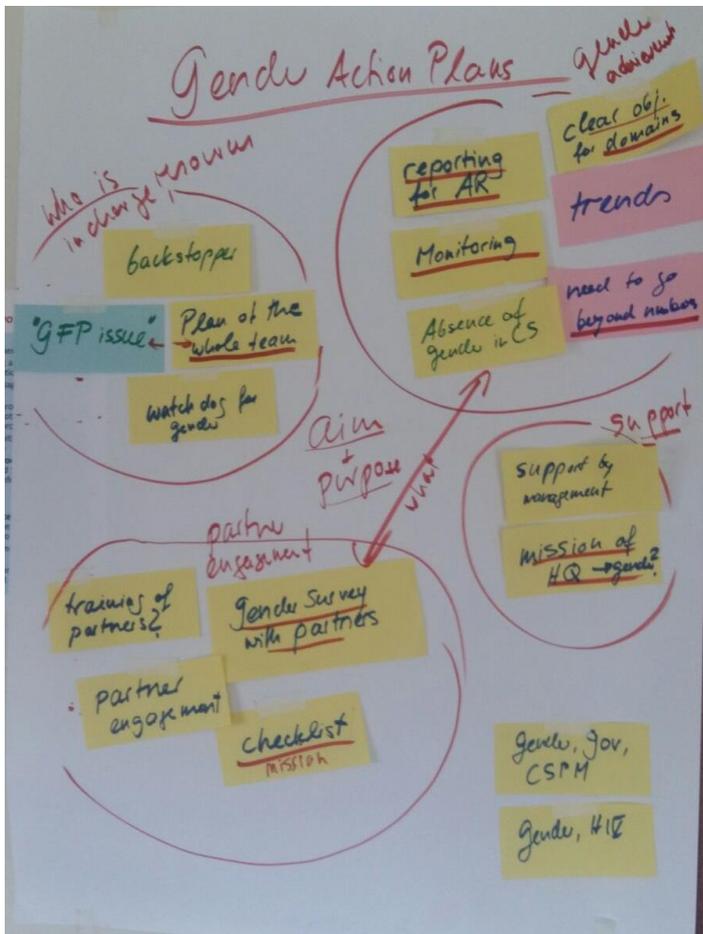
→ Sg 7 on Gender Equality

	Monitoring Fields Reference Indicators
• SGBI/Conflict	
• Economic emp.	
• Political emp.	

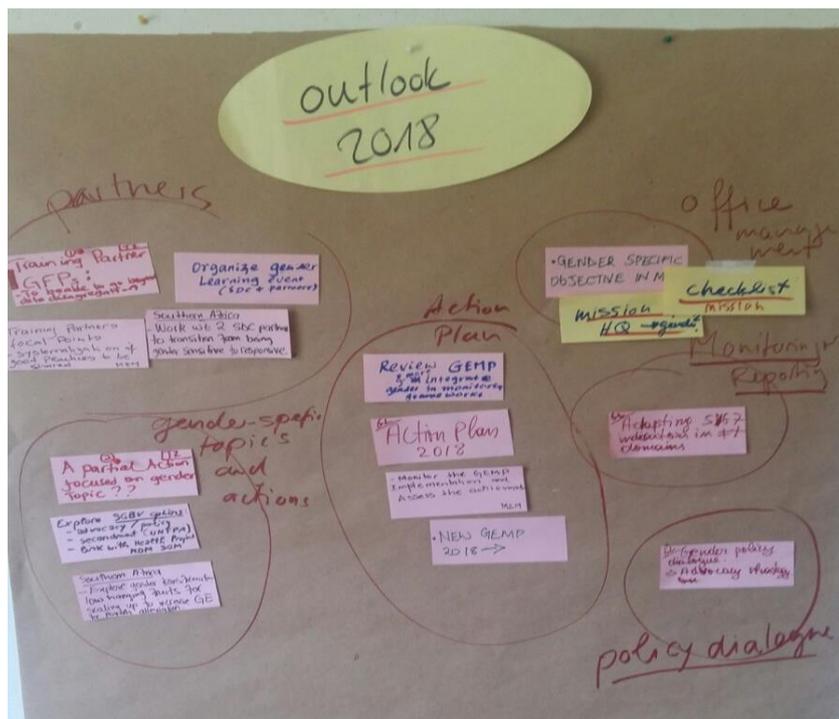
↑ ↑

Yearly Status Report (GFP)

Gender in AR+CS



c. Outlook 2018



Outlook 2018

	Tanzania	Mozambique	Southern Africa	Ethiopia	Great Lakes	Somalia	HQ
*Partners	Training partner GFPs: To be able to go beyond data disaggregation	Training partners GFPs – systematization of the good practices to be shared	Work with two SDC partners to transition from being gender sensitive to responsive	Organize Gender Learning event (sdc + partners)			
*Gender specific topics and actions	A partial Action focused on gender topic	Explore SGBV options: - advocacy/ policy - secondment (UNFPA) - Link with Health Project	Explore gender transformative 'low hanging fruits' for scaling up to increase GE for p. alleviation				
* Gender Action Plan		Monitor the GEMP implementation and assess the achievement		Review GEMP & integrate more gender in monitoring gender work	Have an action plan 2018	New GEMP 2018	
* Office management	Gender specific objective					Gender specific objective in ToRs	Gender included as a theme for missions (HQ and field)
*Monitoring/ reporting					Adopting SDG7 indicators in domains		
* Policy Dialogue					Gender policy dialogue/ Advocacy concept		

OPEN
Reference:

Annexes:

- Program and participants list
- Presentations
 - o SDC Gender Policies in the Message 2017-2020 and the Agenda 2030
 - o Key Messages on Gender, Conflict and Fragility
 - o Review of Gender Action Plans
 - o Gender in Cooperation Strategies and Annual Reports

All presentations are accessible on the Shareweb:

<https://www.shareweb.ch/site/Gender/Pages/event-detail.aspx?ItemID=26>)

- New Gender Checklist:
<https://www.shareweb.ch/site/Gender/Pages/Content/featured-profile.aspx?item1=Gender Policy Marker>

Shareweb /Home:

<https://www.shareweb.ch/site/Gender/Pages/default.aspx>

Shareweb /Toolbox:

<https://www.shareweb.ch/site/Gender/Pages/Content/featured-profile.aspx?item1=Toolbox>