



# Working on Gender Equality

## Good Practices from the Eastern and Southern Africa Region

Gender equality has the potential to transform behaviors and attitudes, roles and decisions. Progress at all levels is possible if social norms and framework conditions such as laws, national and global policies are analyzed and challenged with a gender lens.

Worldwide, gender equality remains under-financed and under-documented although the SDG 5 «Achieve gender equality and empower all women and girls» is a prerequisite for sustainable development.

In the Eastern and Southern Africa Region, SDC's country offices support many initiatives to better assess, respond and reduce inequalities between women and men, girls and boys. To make them more visible and comprehensive, the Eastern and Southern Africa Division compiled good practices in this online compendium accessible to all SDC staff and its partners.

These good practices refer to distinct processes SDC promotes such as: i) Gender Analysis, ii) Gender in Policy Dialogue and Advocacy, iii) Engaging Men and Boys, iv) Gender Principal Initiatives and v) Gender in Results Based Management.

In terms of methods, good practices were identified with the Gender Focal Point at the country level and translated into synthetic and visual Factsheets; for further knowledge, primary sources are always accessible in the Factsheets with the provided QR-codes. Two short videos were produced on key SDC's commitments related to gender equality when reports were not available. The SDC's Gendernet was involved in the whole process.

This compendium has been conceived to inspire, motivate and to exchange experiences in order to move towards more gender transformative approaches and results. Webinars will be organized to deepen the topics and to use the compendium as a dynamic tool. Additional good practices, from other Regions also, may enrich this compilation in the future.

**A big thank you to all colleagues involved.  
Enjoy the reading and the learning!**





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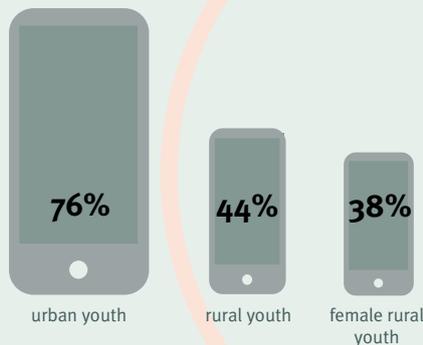


## Gender Analysis 1.1

# Financial inclusion of rural youth

*In Tanzania, two third of the 58 million people are below 24 years. Although financial inclusion has strongly increased for the adult population, rural youth and especially young women are among the most excluded. Currently 6 million young women and men are living in rural areas in Tanzania.*

32% of rural women in Tanzania enter motherhood in their late teens.



**While 76% of urban youth use mobile money, 44% of rural youth use mobile money and only 38% of female rural youth.**

This gap is mainly explained by social, cultural and gender norms. Women are less likely

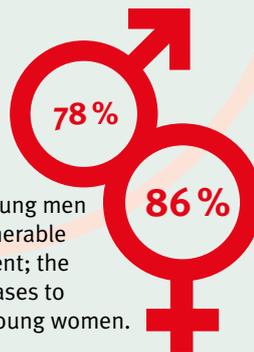
- to own a mobile phone,
- to participate in income generating activities,
- to own property,
- to access financial solutions independently,
- to have a say on what the money is spent on or saved for.

29% of rural female youth do not generate any income and are thus fully dependent on others.

**34%**

of the 16 to 35 years old are not using financial services at all.

78% of young men are in vulnerable employment; the rate increases to 86% for young women.



**62% of rural women in Tanzania do not use mobile money and their access to financial solutions is constrained. In addition, there are currently no financial solutions tailored to the needs of rural youth.**

### Recommendations

**Data disaggregation:** To reach the most marginalized and for the process to leave no one behind, at least age and gender disaggregation is necessary.

**Targeting and integration:** Target female rural youth to provide them with relevant skills, including financial education, and to increase their opportunities for income generating activities, thereby enhance the wellbeing of their families and themselves.

**Partnerships:** Collaboration between private sector, decision makers and NGO's empowering women fosters the development of innovative and tailored financial solutions and broader regulatory framework in favor of youth.

**Research:** More research is needed to understand gender norms impacting women financial empowerment and economic growth. Results may lead to financial behavioral campaigns and thus transform gender norms and improve inclusive finance.

**Advocacy:** By inviting underserved and marginalized young rural women to regular meetings and consider them as actors or partners, they are progressively better heard in relevant advocacy and programming processes.



#### About

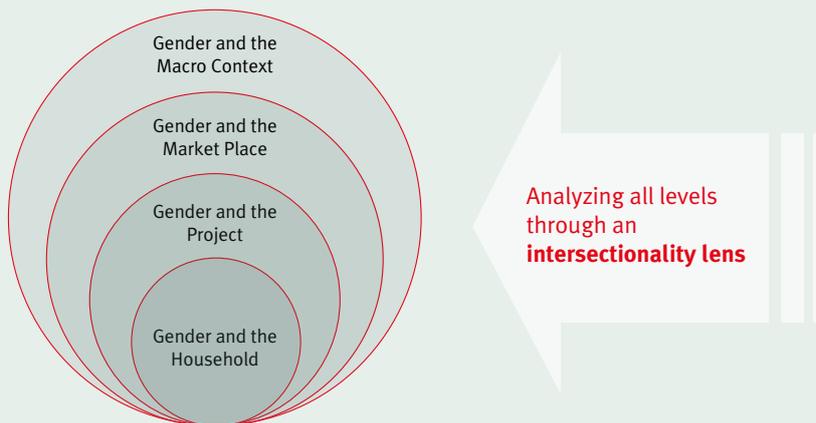
SDC supports financial inclusion initiatives in Tanzania. The current study allowed a holistic assessment of the framework in which financial service providers operate in. Findings have been extracted with a gender lens.



## Gender Analysis 1.2

# Skills for life in Kakuma

*Kakuma, the refugee-camp in northwestern Kenya, is home to over 160'000 refugees mainly from South Sudan. With the Skills for Life Project income generating capabilities shall be fostered and livelihoods for refugees and host communities improved. However, gender disparities in the agropastoralist context in the Horn of Africa are prevalent in Kakuma as well.*



Gender mainstreaming is at risk in Kakuma due to the volatile environment, the missing data and inadequate indicators. Project documentation is largely statistics focused and not nuanced in terms of gender dynamics.

**Intersectionality is based on the age, the origin and the matrimonial status of women. Disabilities, literacy or non-literacy also lead to specific constraints. Beyond these elements, migrants and Internally Displaced People (IDP) often face increased difficulties.**

Although there are a wide array of institutions, policies and strategies that address gender equality and equity, women remain overrepresented among those whose livelihoods are insecure.

### Women in Kakuma

- are held back due to cultural norms;
- are often required to multitask: being a mother and breadwinner, even with multiple sources of low income;
- lack access to social networks to transfer care;
- face Sexual and Gender Based Violence;
- have restricted access to and control over economic resources, business related services and skills.

**Women are more likely to experience insecure livelihoods. Gender mainstreaming and nuanced data is needed to facilitate the understanding of cultural norms to further develop gender responsive interventions in the camp.**

### Recommendations

**Capacity Development:** Project staff must be aware of gender-related biases. Therefore, gender training to start and regular refresher-courses for all project staff are advised. To anchor gender mainstreaming in the partner organisation, a focal person shall be identified and equipped with resources to support the thematic learning on gender-issues with an intersectional lens.

**Improve indicators and data analysis:** Monitoring of the project should integrate evidence of changes in women's control over income and of reduced barriers to employment and business development.

**Integrate young mothers:** Child-friendly spaces can facilitate access to social networks for young mothers and engagement in income generating activities.

**Engage men:** Gender equality cannot be brought solely by women. Men as gatekeepers of social norms also need to be part of the process.

**Support:** Unless structural barriers to formalize business and access to finance for women's business are not removed by a supportive government, women will continue to run informal businesses.



#### About

SDC supports the Skills for Life Project in Kakuma implemented by Swisscontact. The Gender Analysis was conducted in June 2019 to inform the formulation of the next phase of the project.



## Gender Analysis 1.3

# Health System Strengthening

*The South Kivu Region, in the Democratic Republic of Congo (DRC) has gone for many years through rebellions against central power. Conflicts change the roles and relations between women and men; women assume more responsibilities, often being the main source of income for their families. In terms of health, Sexual and Gender Based Violence, the risks to contract HIV and other sexually transmitted diseases increases. SDC contributes to health system strengthening in the region.*

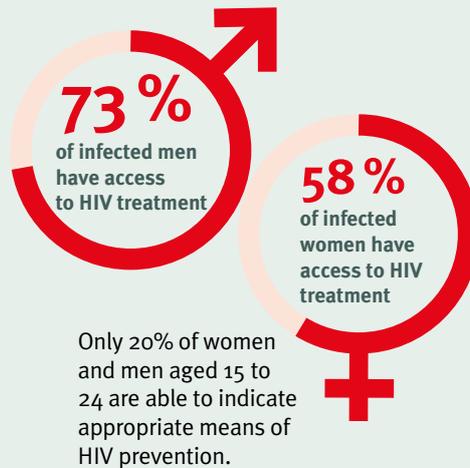
Men and women do not have the same health behaviors nor risks. Determinants of health such as income, social status, literacy and employment are influenced by gender. Additionally, health services may fail to be gender sensitive.

**Young women are four times more likely to contract HIV and other sexually transmitted diseases while they are less likely to get access to treatment.**



Focusing on the health system in the province of South Kivu reveals that **only two out of 34 health-zones** are led by female medicine officers.

Sexual and reproductive health, gender-based-violence and nutrition issues are mostly associated with women and almost uniquely with their vulnerability.



**Women are underrepresented as leaders of health-zones in South Kivu. Women are less likely to receive adequate treatment concerning sexual and reproductive health and gender-based violence. Solving health issues does imply investments in other sectors such as education and the local economy.**

### Recommendations

**Implement:** Community-based diagnostics to identify priority health needs of women and men and support gender sensitive solutions.

**Support:** Foster female membership, particular of young women, in community health insurance to better respond to their specific health needs.

**Connect:** Support professional networks of women to bring more women into leadership-position in the different health-zones.

**Enhance:** The Gender Division of the Health Ministry is encouraged to foster its coordination and training roles regarding gender equality applied to the health sector.

**Investing:** in income generating activities for women to increase their own resources to be able to pay for medical treatments.

**Educate:** Reach young people in the youth centers existing in health services. Reflect with them on nutrition, gender norms, gender-based violence and new roles and behaviors to be adopted.



#### About

SDC supports the health system in the province of South Kivu with German Association for International Cooperation (GIZ) as implementing partner. The Gender Analysis was conducted in 2019 and the recommendations were integrated in the 2020 action plan of the program.

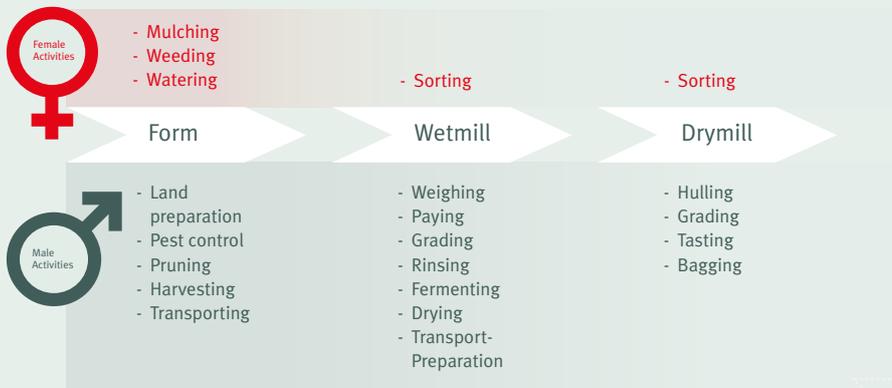


## Gender Analysis 1.4

# Coffee value chain projects in Rwanda and Kenya

In Rwanda there are an estimated 800'000 families involved in coffee farming; half are smallholder farmers. In Kenya and Rwanda, Nestlé supports coffee value chain projects implemented by local partners, involving 23'000 households – 17'000 in Kenya and 6'000 in Rwanda. To foster gender equality in these projects, Nestlé approached SDC who financed a gender analysis in the two countries. The analysis focused on men's and women's roles along the coffee value chain and assessed how gender equality is mainstreamed in the intervention strategy of the projects.

### Male and female activities in the first steps of the coffee-production:



Coffee is considered as a men's crop. Women are mostly involved in the most laborious and time-consuming activities, such as sorting, mulching and weeding.

### 310 producer organisations supported in Rwanda (total 9482 members)



Fewer women are members of cooperatives or producer organisations due to common regulations allowing only one member per family, time constraints, lower literacy levels and social norms. Young people are even less represented.

Men as head of households collect the money from washing stations as they take this as their responsibility.

**Women's participation in decision making along the coffee value chain is limited. Resources such as land, tools, seeds fertilizer are owned and controlled mostly by men.**

### Recommendations

**Understand:** Improving women's and youth's knowledge of the coffee value chain, their contributions and economic role improves their awareness and motivation to speak up.

**Train:** Including women and youth beyond the members of the cooperatives and producer organisations in the training on good agricultural practices, gender equality and leadership.

**Promote:** Fostering women and youth representation in cooperative-committees improves visibility and aids their voices to be collectively heard.

**Develop:** Development and integration of gender policy guidelines for the cooperatives and producer organisations is key to debate on gender issues and representation of women and youth.

**Encourage:** Encouraging female agronomists and women farmers to take lead positions along the coffee value chain supports gender mainstreaming.



### About

SDC funded a gender analysis in Rwanda and Kenya as support to a private sector partner for a better understanding of gender equality and for greater integration of women and youth empowerment in its coffee value chain projects.



## Policy Dialogue and Advocacy 2.1

# Policy dialogue on Sexual and Gender Based Violence

*Although data is often missing, there is a high rate of Sexual and Gender Based Violence (SGBV) in Horn of Africa with consequences for individuals and societies. 99% of women have undergone Female Genital Mutilation (FGM) and a majority of female Internally Displaced People (IDP) have experienced SGBV. SDC has been present in the region since 2013 and decided to address gender equality and SGBV through a systemic approach and to develop specific programs.*

«We should not wait to have data to act. So, we decided to engage in SGBV despite having no data and also because of this lack of data.»

«Our attention shifted towards SGBV; it helped us to realize the scale of the issue.»

«We had little contact with the gender focal point of our partner. Sometimes there is no focal point on gender among our partner.»

First, SDC in Horn of Africa conducted a Gender Evaluation of its whole Cooperation Strategy and its current portfolio to assess the gaps and shortcomings in the four domains: Food Security, Health, Governance, Migration & Protection.

Then, a second assessment on SGBV identified entry points for a specific SGBV-program will address the issue from two domains' perspectives: Health and Migration & Protection.

«It's a good way to have synergies between two thematic domains.»

«SDC in Horn of Africa took advantage of being co-chairs of the Humanitarian Donor Group for Somalia to put regularly the issue of SGBV on the agenda of the group.»

**Severine Weber**  
SDC's Deputy Head of Cooperation in Horn of Africa

«In Somalia, SDC followed with attention the debate of the Sexual Intercourse Related Crimes Bill. If approved, this bill would allow child marriage and forced marriage.»

**SDC aims to tackle Sexual and Gender Based Violence in the Horn of Africa with a with specific programs. To obtain results, it is critical to engage both in operations and in policy dialogue with concrete objectives.**

### Recommendations

**Learning:** To tackle SGBV learning is required. Step by step, SDC and partner organisations are learning how to adapt tools and improve efficiency to mitigate SGBV within different contexts.

**Cross-Cutting:** Tackling SGBV needs a systemic approach. Consultants helped SDC in Horn of Africa to screen all programs among the four domains and analyze gaps and shortcomings.

**Nexus:** Reducing SGBV is not a quick fix and requires considering emergencies and responses to the needs as well as social norms and prevention work in the communities by including religious leaders. A long term-perspective is essential.

**Men and Boys:** SGBV on children and especially on male survivors should not be neglected.

**Regionality:** Prevalence of SGBV is closely linked to regional contexts. Therefore, cross border support is relevant to address SGBV along the migration-routes in the Horn of Africa.

**Policy dialogue:** To put the issue of SGBV high on the agenda it is important to join forces with other donors and civil society for specific advocacy on the subject.



#### About

SDC in HoA is strongly committed to reduce SGBV. This factsheet summarizes a video-interview with Severine Weber, SDC's Deputy Head of Cooperation hosted by Bihawa Swaleh, Program Officer in Horn of Africa in February 2021.



## Policy Dialogue and Advocacy 2.2

# Gender Policy of MVIWATA

MVIWATA, founded in 1993, is a membership-based organisation and gives a common voice in defense of the economic, social, cultural, and political interests of small-scale farmers. In Tanzania agriculture remains the main source of income for 75% of the population. Out of the estimated 250'000 MVIWATA-members, 53% are women. To further strengthen recognition and position of women and youth, MVIWATA adopted its first ever gender policy.

MVIWATA addresses at the policy level and grassroots key challenges faced by smallholders, in particular female smallholders, such as access to land, quality inputs and post-harvest losses.

In 2020, MVIWATA trained 810 local extension officers in sustainable farming methods and over 20'000 farmers (45% women) in post-harvest management.

### In 14 policy-statements

the gender policy aims to integrate gender equality in MVIWATA's structures, strategies and programmes.

As one objective of the gender policy is sensitization, a summarized version of the policy in Swahili will be developed and distributed in all offices to optimize awareness among staff and members.

### MVIWATA

is a Swahili acronym for the National Network of Farmers Groups in Tanzania and means Mtandao wa Vikundi vya Wakulima Tanzania.



MVIWATA is a highly decentralized organisation. Its mission is to strengthen farmers groups and networks, facilitate learning among farmers and advocate for their interests at the national level.

**MVIWATA adopted its first ever gender policy to foster equal rights for men and women, adopting 14 policy-statements referring to various recommendations.**

### Recommendations:

**Leadership:** Guarantee equal positions and participation of youth and women in management and operations of the organisation at all levels and provide leadership training to women and youth.

**Participation and collaboration:** Creation of platforms for young farmers, men and women; seeking alliance with other organisations and foster collaboration with relevant networks.

**Fight gender-based violence:** Unequivocal action against all forms of gender-based violence and violations of gender dignity are addressed to ensure mutual respect of all sexes and that any action of gender-related disrespect is penalised.

**Legal protection and support:** Land rights of small-scale farmers are enforced by legal protection. Marginalized groups such as young female and male farmer receive free legal aid support.

**Access to finance:** Ensure that financial initiatives involve women and youth and empower farmers to follow up public funded programs.

**Health:** Reduce health vulnerability of rural women by facilitating free screening of HIV, cervical and breast cancer.



### About

SDC contributes to the strengthening of MVIWATA since 2015. This Factsheet synthesizes its first gender policy, which constitutes an important step for MVIWATA and a possible source of inspiration for other rural community based organisations.



## Policy Dialogue and Advocacy 2.3

# SDC's office as a champion in PSEAH

*In the Democratic Republic of Congo (DRC), Sexual and Gender Based Violence is endemic. Violations are rooted in structural inequalities and gender discrimination. SDC's office in Bukavu decided to become a champion in the Prevention of Sexual Exploitation, Abuse and Harassment (PSEAH). The Bukavu-office is leading a way to address PSEAH in the context of the DRC, aligned with the SDC's zero-tolerance-policy on abusive behavior.*

«We want to be a PSEAH-champion because we see the heavy consequences of sexual exploitation, abuse and harassment on the victims, but also on the communities.»

**One major reason for these challenges is a culture of impunity. Proper reporting mechanism are missing as sensitivity for negative effects of Sexual and Gender Based Violence is still low.**

«PSEAH will become an integral part of the partner risk assessment.»

**Denise Lüthi**  
SDC's Head of  
Cooperation

«Sexual exploitation, abuse and harassment is obviously very much tied to society and gender inequalities. And there are still a lot of taboos about this topic.»

**In addition, sexual exploitation, abuse, and harassment also have negative consequences on humanitarian and development action and perception.**

«We expect to sensitize all staff and partner organisations on the obligation to act according to PSEAH-Standards.»

**Delphine Altwegg**  
SDC's Deputy Head of  
Cooperation

**The protection of Sexual and Gender Based Violence is always depending on the context. SDC's Bukavu-office is to become a PSEAH-champion with the support of the SDC PSEAH focal point at headquarter.**

### Recommendations

**Training:** Sensitize and train the staff within SDC in DRC. Involve as many partner organisations as possible in the trainings so as to put into practice PSEAH's principles.

**Contextualization:** Analyse the local context and identify areas where sexual exploitation, abuse and harassment can be addressed most effectively first.

**Tools:** Introduce PSEAH-tools within SDC and partner organisations to test their practicalities. Use feedback to adjust the tools along the way for better impact and integrate PSEAH in the future partner risk assessments.

**Advocacy:** Connect with donors and institutions to join forces and to improve effectiveness of PSEAH.

**Support:** Provide assistance to partner organisations in establishing mechanisms on prevention as well as the ability to follow up on reported cases.

**Committed Management:** Trained people and the leadership of the management are crucial for consistent engagement on PSEAH.



#### About

The Federal Department of Foreign Affairs FDFA and SDC have formulated a Policy on PSEAH. This factsheet summarizes SDC's commitment on PSEAH through an interview with Head of Cooperation Denise Lüthi and Deputy Head of Cooperation Delphine Altwegg hosted by Program Manager Peter Maurer from SDC's office in Bukavu, DRC in January 2021.



## Engaging Men and Boys 3.1

# Support herd boys to improve gender equality

*In Lesotho, thousands of herd boys work as shepherds. They live in mountainous landscape for the most part of the year having no access to basic services like formal education and health-care. This isolation starts in late childhood and extends way into adulthood impeding social development. Consequently, they manifest higher social deviance such as sexual, drug and alcohol abuse. In Lesotho, the program Safeguard Young People (SYP) puts a specific emphasis on these young boys to facilitate social integration, improve well-being and prevent gender-based violence attitudes.*

SYP is the only multisectoral program in Southern Africa region focusing on sexual and reproductive health and rights of adolescents with a strong component on youth participation and the mobilization of Ministries of Health, Education and Youth.



**In Lesotho herd boys face specific risks. SYP provided them over six months with psychosocial support, life skills, including positive masculinity trainings and strategies to deal with drugs and alcohol abuse.**

**1765** health service delivery points

offering youth-friendly health services were supported from 2014 to 2019.

**11 Million** young people

have been reached through tailored national interventions over two implementation-phases from 2014 to 2019.

Beyond Lesotho, SYP is implemented in eight neighboring countries and empowers boys and girls aged 10 to 24 years to lead healthy lives. It supports youth to protect themselves from:

- sexually transmitted infections (including HIV)
- unintended pregnancies
- unsafe abortions
- early marriages
- harmful cultural practices.

From SDC's point of view, the regional approach and support of regional and national political institutions made SYP more efficient and effective than isolated country action.

**Herd boys reached with the program changed attitude, behaviors and practices and are now mobilizing against child-marriage and gender-based violence in their communities.**

### Recommendations

**Adaption:** Develop specific strategies for herd boys which are adapted to their living conditions to build their trust and to guarantee information dissemination within the communities.

**Counseling:** Support herd boys on topics like healthy relationships, prevention of HIV transmission, reproductive health, gender equity, preventing sexual and domestic violence, the effects of drugs and alcohol, peer pressure, self-esteem and role modeling.

**Community-based approach:** To facilitate conversations between herd boys and community members – including parents, local leaders, and employers – to foster a sense of belonging and mutual appreciation.

**Building social capacities:** To lead to positive behavioral changes in the way women and girls are treated and therefore to promote the social safety and wellness of girls, women, and their families.



### About

SDC supports the Safeguard Young People program implemented by UNFPA in 8 countries: Botswana, Eswatini, Lesotho, Malawi, Namibia, South Africa, Zambia, Zimbabwe. This factsheet focuses on support toward young men who face specific vulnerabilities due to their living conditions in Lesotho.



## Engaging Men and Boys 3.2

# Engage men to reduce gender-based violence

*Past and ongoing conflicts affect men, women and children in Rwanda, Burundi, and the Democratic Republic of Congo. Due to political instability, economic vulnerability and patriarchal social norms, prevalence of trauma, domestic, Sexual and Gender Based Violence is among the highest in Sub Saharan Africa. SGBV as a weapon of war causes social sanctioning, exclusion of survivors and often additional violence on household level.*

**Wars and insecurity modify the roles and relations between women and men. Prevailing social norms imply male dominance and control. The inability of men to protect and cope with violent assaults, insecurities or social expectations and traditional beliefs often lead to subordinating and violent behavior against women and children.**

SDC supports mitigation of Sexual and Gender Based Violence and fosters gender-transformative change with a community-based psychosocial approach.

Working with men is a process to develop a positive masculinity, to question and change gender-norms and to act against gender-based violence.

## 4 key dimensions

are important to achieve gender transformation with Engaging Men and Boys (EMB)



### Men's livelihoods:

To consider the current situations, needs and concerns of men in their different roles and conditions.



### Critical gender analysis:

To set a spotlight on negative consequences of gender inequalities for women and girls, the family and the men themselves as a starting point for change.



**Policy:** To work with policy-makers to establish inclusive and gender sensitive policies and/or to apply them and to be accountable on the results.



**Methodology:** Consider adequate duration to obtain changes and to support local initiatives with men.

Beyond building on success factors, working with resistances to change is useful to understand the men at stake and their needs and resources.

**Engaging men plays a crucial role to reduce Sexual and Gender Based Violence. Community-based psychosocial approaches set a basis for critical reflection on behaviours and on social norms. Men can become role models towards a more peaceful and equal society.**

## Recommendations

**Skills:** Train implementing organisations for dynamic change processes on community level and integrate relevant components of self-reflective work.

**Connect:** always link specific experiences of men and boys with their current behavior.

**Complement:** Support the engagement of men and boys in combination with efforts to strengthen women's groups.

**Diversify:** Implement the EMB approach with various groups such as adolescent boys with their parents, men and health care providers, perpetrators with justice.

**Integrate:** Support the implementing partners to better understand and make use of laws and policies regarding Sexual and Gender Based Violence and to involve local as well as national authorities in their implementation.

**Collaborate:** working together with government-officials from sectors such as health, police and army to foster systemic change of gender roles and perceptions within these institutions.



### About

SDC supports the Regional Psychosocial Program in the Great Lakes Region since 2011. This factsheet summarizes the capitalisation report on the experiences to engage men to reduce Sexual and Gender Based Violence.



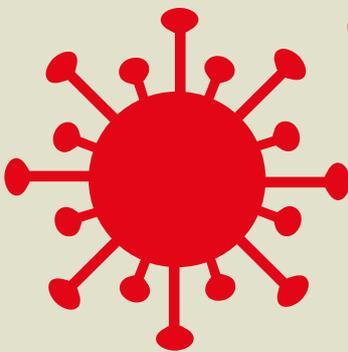
## Gender Principal Initiatives

### 4.1

# A platform to protect women's rights in times of COVID-19

*In Mozambique, the outbreak of COVID-19 was met with a national state of emergency that restricted the movement and economic activities of citizens. To mitigate risks of COVID-19 spreading, of increased poverty and of surging gender-based violence the platform «Mulheres Comvida» was created to respond in a coordinated way to the pandemic and to promote and protect needs and rights of women and girls.*

In Mozambique as in many countries worldwide the COVID-19 outbreak has highlighted and reinforced pre-existing social inequalities.



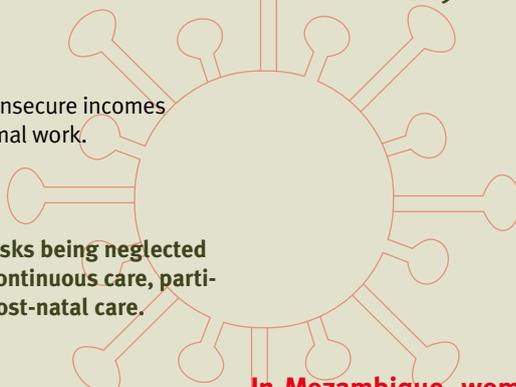
Deterioration in conditions for women manifest in several ways and have various impacts for different groups such as girls, pregnant women, female headed households, elderly women, children and women with disabilities; this requires specific analysis and responses.

The women's organisation platform has the advantages to coordinate responses adapted to various groups and to guarantee complementary measures related to COVID-19.

Most women face insecure incomes derived from informal work.

Women's health risks being neglected while they need continuous care, particularly pre- and post-natal care.

Women are more vulnerable due to weak mechanisms for reporting rape and weak support for victims of violence.



**In Mozambique, women are among the most vulnerable in the COVID-19 pandemic: they rely on insecure sources of income and on weak support in case of domestic violence.**

## Recommendations

**Prevention:** Campaigns to prevent infections by raising awareness in society, disseminate care messages and community dialogue sessions involving associations and leaders to discuss gender-based violence in times of pandemic.

**Protection:** Support through neighborhood solidarity network protects children with disabilities when their mothers were infected or affected by the pandemic. Additionally, the creation of hotlines for reporting cases of gender-based violence, and to provide counselling and legal assistance protects victims of violence.

**Lobbying:** Influence decisions favorable to mitigate the effects of the pandemic on women's lives - including specific demands for interventions aimed at building women's economic resilience.

**Data:** Feed into lobbying actions impact of COVID-19 by collecting gender disaggregated data and producing gender analysis.

**Communication:** Spreading the word, creating a vibrant women's movement, and involving other key stakeholders requires communication as a key activity of the platform.



### About

SDC in Mozambique supports with UN Women the «Platform of Women's Organisations against COVID-19». The platform is part of a broader initiative, the Women's Voices and Leadership (ALIADAS) led by the government of Canada. This factsheet presents key actions to reduce vulnerabilities of women regarding COVID-19.



## Gender Principal Initiatives 4.2

# Great Lakes Region: Cross border trade for peace

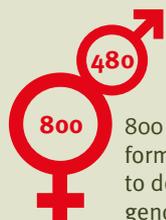
*Despite flourishing trade between Burundi, the Democratic Republic of Congo (DRC) and Rwanda, there is insufficient social cohesion among and within the cross-border communities of the Great Lakes Region. Decisions taken at regional level often neglect cross border issues, namely those related to small scale cross border business of women. The project «The border, our livelihood», improves economic conditions, social relations and gender equality.*

**The project supports women doing small cross border business by improved access to economic resources and knowledge. Their capacities are built to foster regional cooperation, peace, mutual understanding and gender equality among and within the communities.**

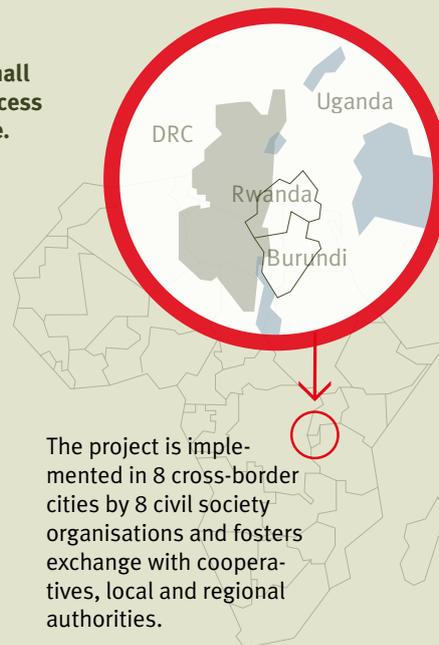
### 7 key dimensions

were used to establish a gender curriculum:

- equal communication between women and men
- analysis of gender norms and roles
- power relations
- conflict dynamics
- leadership
- negotiation
- social cohesion and peace-building



800 women and 480 men formed 48 discussion groups to debate on the established gender curriculum. Women and men initially meet separately during several months and then jointly to analyze drivers of conflicts between them.



The project is implemented in 8 cross-border cities by 8 civil society organisations and fosters exchange with cooperatives, local and regional authorities.

An autonomy scorecard assessing the socio-economic impact for women was conceived, based on several indicators such as the right to make choices or have access to friends, mobility or work.

**Female small cross border businesses are an important element to strengthen cohesion in the region. Improving women literacy and discussing gender roles locally, nationally, and regionally builds capacities and reduces gender-based violence.**

### Recommendations

**Literacy:** More than half of the women supported by the project never finished primary school. Improving literacy is an opportunity to support self-esteem and therefore strengthen their ability to speak up in their communities.

**Communication:** The group discussions provided women and men alike with tools to stand their ground in conflicts and to negotiate to find better and equally accepted solutions for both.

**Gender-based violence and Safety:** With a better understanding of rights and duties and improved communication between authorities, women and men, gender-based violence and the risk of fraud can be reduced step by step.

**Economic resources:** With the project access to information and financial resources is increased. First, because women get better access to cooperatives and participate in decision-making processes. Second, because microfinance-institutions as a result of sensitisation adapt their products to the women's needs.



#### About

SDC co-finances the project «The border, our livelihood» since June 2019 with Sweden as initial partner. This factsheet summarizes the annual report 2019 published in April 2020, focusing on the intervention strategy and the impact of the project through a gender lens.



# Results Based Management 5.1

## Strengthening Gender Monitoring

*In Mozambique, SDC focuses its activities on governance, health and economic development. To strengthen the mainstreaming of gender equality in its Cooperation Strategy 2017-2021, SDC analyzed the gender change spectrum of selected programs in each domain, the gender strengths and weaknesses of the office and its Gender Mainstreaming Action Plan. The study provided recommendations on the aspects of gender operationalization, management, quality assurance and capacity building.*

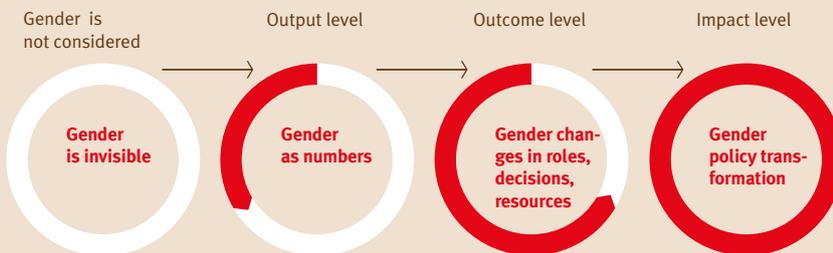
The use of generic terms to describe beneficiaries makes it hard to know, whether women or men are the targeted group for the programs.

**Gender objectives are not well defined and there is no theory of change or results framework to support the objectives. In turn, monitoring is difficult.**

Few programs and projects applied gender analysis on a regular basis, moreover program officers are unsure of how to integrate gender in their programs because they lack knowledge on possible benefits.

The Gender Mainstreaming Action Plan is mainly considered as a tool for the Gender Focal Point, instead of a collective instrument to regularly assess the results by the whole team.

### Gender Change Spectrum



Gender guidelines produced by SDC's gender-network are not used by program staff, although they provide a good basis for carrying out gender analyses and mainstreaming gender.

**Talking of boys and girls, women and men, measure gender progress within the programs and domains and building knowledge of the staff are three important steps to contribute to gender equality.**

### Recommendations

**Visibility:** Using the words «women and men», «boys and girls» respectively instead of «gender» will enhance the understanding of gender inequalities and will serve as a constant reminder that working on gender equality means taking women and men's needs, interests and rights into consideration.

**Analysis:** Conducting gender analysis for new projects and programs allows each domain to develop a theory of change or results chain referring to key gender inequalities.

**Responsibility:** Reinforce the position of the Gender Focal Points (3 years instead of 2 and up to 20% of their time) while ensuring by the management that responsibility for gender equality is assumed by all the colleagues.

**Progress:** Using the gender change spectrum with the four dimensions as illustrated left will improve the measurement of progress within the different programs and domains.

**Capacity:** Build and maintain gender related knowledge within teams, regular training of staff on gender related to their domain and including gender in the introduction exchanges with new staff are recommended.



### About

SDC's engagement in Mozambique contributes to the overall goal of poverty reduction by building a more equitable society and facilitating inclusive growth. For this factsheet, SDC's Strategy for Mozambique 2017-2021 has been analyzed through a gender lens.



## Results Based Management 5.2

# Gender Evaluation of the Cooperation Strategy

SDC's 2018-2021 Cooperation Strategy in the Horn of Africa focuses on Somalia, parts of Kenya and Ethiopia. The four priority domains are Governance, Food Security, Health, Migration and Protection. To contribute to sustainable development, SDC's Management in the Horn of Africa acknowledged the need to address gender issues in a systematic way. A Gender Evaluation of the strategy provides critical analysis and recommendations for implementation and steering gender equality in the existing programs and the future Cooperation Program (2022-2025).

### The Gender Evaluation mainly focused on

## 3 dimensions:

1

Evidence-based gender diagnostics for programming

2

Gender integration in the results framework including suitable indicators

3

Gender Effectiveness Score to assess the level of changes reached

Projects have often gender sensitive indicators but they are not aggregated at the outcome or domain level.

Food Security and Health Domains are scored as good progress regarding gender equality while Governance and Migration have lower scores (satisfactory progress).

None of the SDC direct partnership has gender equality or women's empowerment as sole mandate of the organisation.

In most of cases SDC programs missed opportunities in enlisting men as agents of change for and champions of gender equality.

The extent of gender evidence for programming varies according to domains: some projects make gender analysis to inform their design, others not at all.

There was no information forthcoming from the implementing partners on resource allocation for gender equality interventions.

**A Gender Evaluation of the Cooperation Strategy is helpful to assess the level of gender changes achieved in each domain and to move forward along the Gender Effectiveness Score to become more gender transformative.**

### Recommendations

**Commitment:** The commitment of SDC's Management is a key factor for a stronger integration of gender equality in the implementation of the strategy, within the team and with the partners.

**Policy dialogue:** It is important to identify concrete topics and set objectives for SDC's gender policy dialogue to compliment implementation of programs.

**Collaboration:** Resources and strategic partnerships at the local, regional and national levels with local leaders, states and civil society organisations and communities are necessary to leverage gender equality.

**Finance:** Dedicated and adequate financial resources are required to develop gender-responsive interventions.

**Expertise:** Practical training of staff and partners on «how to» integrate gender equality in each domain beyond basic awareness is necessary.

**Monitoring:** A follow up action plan is needed to guarantee concrete actions in each domain and to track results, progress and challenges.



#### About

Switzerland has been engaged in the Horn of Africa since the 1990 in the areas of humanitarian aid, development, peace building and security. Since 2013, the Horn of Africa is one of Switzerland's priority regions. For the first time in 2019 a Gender Evaluation was conducted on the whole Cooperation Strategy 2018-2021, which is synthesized in this factsheet.



## Results Based Management 5.3

# Gender success stories in Mozambique

*In Mozambique, agriculture is considered men's business mainly. However, the vision begins to change with the emergence of the Associação Verde in Nacololo supported by the Horti-Sempre project financed by SDC. This women's association combines Good Agricultural Practices with a business vision and the dream of a dignified future for their families. SDC's commitment towards gender equality in Mozambique led the office and its partners to monitor their programmes with a gender lens and to write gender champion stories. This is one of them.*

After receiving training in vegetable production, the women decided to create their association, all while working on their own fields.

**Associação Verde**  
produces seedlings and fresh vegetables commercially, using co-owned irrigation-systems and a greenhouse.



## 22'000

seedlings per month  
were produced by the association  
in its greenhouse.

The application of good agricultural practices gained the group a 50% increase in profits.

**Incomes are no longer managed by men only. After each sale, the members of the association meet to distribute the gains and provide a decent salary. Accompanied with courses on gender equality, women and men are enabled to manage their funds together.**

### Recommendations

**Teamwork:** Learn, work and earn together as a team strengthens the community, particularly women who have new meetings and connection opportunities, and redistributes responsibility and ownership to the whole group.

**Market-orientation:** Adopt and apply good agricultural practices and the development of a business-vision are the first two steps to enter markets accordingly.

**Involvement:** Involving the husbands in the decision-making process enables the discussion about gender roles and lay the foundations for positive change.

**Sharing:** Share the experience with additional women's associations to achieve greater production with a positive effect on nutrition and financial independence of women.



### About

Horti-Sempre project is financed by SDC and implemented by Swisscontact and the GFA Consulting Group. The project seeks to improve the quality of life of small local horticultural producers by providing means to compete in the existing markets. This Factsheet presents a gender success story of a women community based organisations who may inspire other similar rural organisations.