
TANZANIA GENDER NETWORKING PROGRAMME (TGNP)

GENDER MAINSTREAMING IN DEVELOPMENT POLICIES AND PROGRAMMES

PRESENTATION MADE DURING POLICY DIALOGUE
SEMINAR AT ESRF (11- May- 2006)

1.0 INTRODUCTION

This presentation provides an overview of the theory and meaning of gender mainstreaming in development policies. The presentation highlights on the rationale for gender mainstreaming and provided experiences of gender mainstreaming by Government of Tanzania.

Introduction Cont'd

- Key opportunities and challenges are discussed and lastly, proposal/recommendations on how to strengthen gender mainstreaming initiatives at policy and implementation levels.
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1.1 The Concept of Gender

Gender refers to the social relationship/ roles and responsibilities of men and women, the expectations held about the characteristics, aptitudes and likely behaviours of both women and men (femininity and masculinity) that are learned, change over time and vary within and between cultures.

1.1.1 Gender as an Issue in Development Policy and Programmes

- Gender roles involve unequal burdens of work distribution, resources, benefits and unequal decision making power- leading to gender gaps, disparities or inequalities
- All policies have a differential impact on women's and men's lives because of their traditional roles and responsibilities. A policy need therefore to be gender aware if it is to address/ reduce gender inequalities otherwise policies would actually reinforce further oppression/ discrimination

1.2 Gender Mainstreaming

- Gender mainstreaming is the integration of the gender perspective into every stage of policy processes – design, implementation, monitoring and evaluation – with a view to promoting equality between women and men.
 - It assess how policies impact on the life and position of both women and men – and taking responsibility to re-address imbalances.
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1.3 Why/ Rationale for Gender Mainstreaming

- Recognition that development policies impact female and male differently hence the need to ensure that the needs of both are taken on board during policy development, implementation- M and E
 - The need of collective process of articulating a shared vision of sustainable human development and translating it into reality (through policy, programmes and budgets) hence the need for the effective participation of both women and men.
 - Recognition of the need for a combined strategy to address women empowerment issues including selected focus of channeling assistance to women, as a target group, to a more mainstreaming approach of promoting gender equality as a development goal.
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- It is a commitment to ensure concerns and experiences of both women and men are integral to the design, implementation, monitoring and evaluation of all legislation, policies and programmes
- It concerns the staffing, procedures, programmes and culture of development organizations
- Recognizes gender equality as critical to the achievement of other development goals including poverty reduction.

- It advances women to reach their developmental potential since programs and policies will be analyzed from the perspectives of men and women.
- It minimizes negative impacts by ensuring that needs and concerns are addressed.
- It ensures development programs and policies are people centered and sustain the effects of development.

2.0 GENDER MAINSTREAMING BY THE GOVERNMENT OF TANZANIA

The government of Tanzania has undertaken various efforts in mainstreaming gender in development policies, programmes and strategies through the following ways:

- 1. Tanzania is a signatory to various international human rights instruments which bind it morally, and legally to adhere to equity policies and non discriminatory policies in the development process.**

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), Convention on the Rights of Child (CRC); Beijing Platform of Action etc and Regional and Sub Regional instruments: SADC Declaration on Gender and Development, African Charter of Human and Peoples Rights of 1981 (ACHPR); Women's right Protocol on Harmful Practices.

Gender Mainstreaming by the GOT Cont'd

GOT has ratified ILO Declaration on the Fundamental Principles and Human Rights at work. These instruments bind the government morally and legally to pursue non-discriminatory policies and development programmes and processes. In this case, there are tools developed by GoT and ILO for gender mainstreaming by government employers.

- 2. The vision (2025) Focus is to attain human development and achieve a fully developed economy. The vision has been operationalised through PRSP I and II (MKUKUTA), that has addressed gender in the key outcomes areas and targets.**

Gender Mainstreaming by the GOT Cont'd

- 3. Equality Principles are enshrined in the Tanzanian Constitution through incorporating the bill of rights and bans discriminations on all grounds including those based on sex. The constitutional also provides for affirmative action to redress gender gaps/ imbalances in decision making.**
 - 4. The Government revised the Women Development Policy 1992 to a Gender Policy in 2000 mandated the Ministry of Community Development Gender and Children (MCDGC) for overall national coordination of gender issues in the country, including development of Strategic Plan on Gender by the MCDGC (2006).**
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Gender Mainstreaming by the GOT Cont'd

5. The GOT has provided for legal framework including domesticating CEDAW and passing 3 laws that promotes women's rights: Sexual Offences (Special Provision) Act (SOSPA, 1998); Land and Village acts (1999).
6. Government (through MCDGC) is facilitating number of gender institutionalization process in various Sectors for example, establishment of gender focal points, capacity building and training on gender; gender budgeting initiatives has been adopted and is institutionalized in selected sectors.

Gender Mainstreaming by the GOT Cont'd

7. **Some Government reform Programmes have taken gender as one of the components. For instance, the civil service reforms program, education reforms etc. Other specific gender programmes in the education, health, water, agricultural sectors and TACAIDS.**
8. **GOT has adopted the Gender Budgeting Initiative (GBI) and including gender in budget guidelines, It is also involving CSOs in the engendering of budget GOT has adopted the Gender Budgeting Initiative and is involving CSOs in the engendering of budget.**
9. **There is collaborative efforts between CSOs actors and individual Government sectors e.g. campaign promoting women and girls**

3.0 CHALLENGES FOR MAINSTREAMING GENDER IN POLICY FORMULATION/ PROGRAMMES/ STRATEGIES

- Limited adoption of gender mainstreaming approach from the beginning of policy processes i.e. from situation/ problem analysis, prioritization/ policy choices, implementation, M and E and impact tracking.
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Challenges cont..

- **Limited and uncoordinated institutional mechanism for gender mainstreaming at national/ Sectoral levels.**
- **Information and knowledge gaps: Lack of Gender Disaggregated data in most of the Government sectors and Department such as Health and Education.**
- **Difficulty in developing tangible gender indicators because most of the gender indicators are qualitative.**

Challenges cont..

- **Lack of technical backstopping to support on gender mainstreaming efforts at various levels.**
- **Unsustainable institutional gender capacity – including conceptual clarity on gender mainstreaming (skills, systems, tools, accountability) for effective implementation and monitoring at both GOT , CSOs and Donor agency level.**

4.0 OPPORTUNITIES

- ❖ Availability of gender disaggregated data in some sectors/ research e.g. Integrated labor Survey (2001), Household Budget Survey.
 - ❖ Collaborative efforts between Government and CSOs working towards improving the interpretation of various policies (e.g. PRSP II) and legal frameworks.
 - ❖ Capacity/ skills building to staff from sectors/ programmes/ projects for gender mainstreaming and advocacy in the country.
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5.0 RECOMMENDATION

For effective mainstreaming of Gender in development policies, the following are recommended:

- ❖ **Capacity building/ strengthening of various actors involved in development policies/ programmes and strategies on gender issues, monitoring and evaluation.**
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Recommendation cont'd

- ❖ **Development programmes/ Policies to build gender and pro-poor priorities in a mainstreamed and interlinked way e.g. all strategies with gender approaches to link to: Violence issues; Good governance, HIV/AIDS, etc.**
- ❖ **Monitoring frameworks to institutionalize specific gender oriented indicators for sectors/ programmes and development policies.**

Recommendation Cont'd

- ❖ **Recognition of CSO's role in monitoring /tracking achievements of the MKUKUTA implementation.**
 - ❖ **Promote policy dialogue within and between donor agencies, governments and other actors in order to shape the failure or success of efforts to promote gender equality.**
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Recommendation Cont'd

- ❖ **Lobby for adequate budget and funds both from the government and development partners.**
 - ❖ **Gender activities should be properly funded just as any mainstream activity.**
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END OF PRESENTATION

THANK YOU FOR LISTENING
