

Gender Mainstreaming and Decentralized Governance

DISCAP'S MODEL
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OUTLINE OF PRESENTATION

- Model outcomes
- Key components of the model;
- Results achieved;
- Lessons learned in capacity development and gender mainstreaming
- Success factors;
- Challenges of mainstreaming gender;
- Next steps in consolidating the gains achieved.



MODEL OUTCOMES



- Increased participation of women in governance & integration of gender equality issues into policies, programmes & practices of local governance institutions at district & regional level;
- Improved National Policies through sharing of lessons and experiences that have informed policy debates & institutional reform
- Enhanced national level capacity & political will to replicate the model nationwide.

Key Components



- Support for the gender development offices and implementation of district gender strategies;
- Comprehensive training and support for the GDOs;
- Facilitation of the work of District Gender Networks (a resource & advocacy group);
- Training programmes designed to suit the needs of each stakeholder group.

Results Achieved



- Gender strategies developed and being implemented in 32 out of 34 districts;
- GDOs recruited, trained in 32 districts and active in 16 of 32 districts;
- Networks active in same 16 districts;
- So far 860 people have completed training on gender equality, gender-based analysis and gender mainstreaming and decentralization in a total of 2,309 training days;
- Gender considerations have been incorporated into regional & district M&E tools and processes.

Two Main Lessons Learned



1. Combining gender integrated and gender-specific activities improves the likelihood of changes occurring:
 - Gender integrated: gender considerations incorporated into all aspects of the partner organizations' routine activities, processes and management structures;
 - Gender-specific activities: establishment of Gender Development Offices, support to gender strategies, gender training, and Gender Networks

Lessons Continued



2. Sustainable capacity development results are more likely to be achieved if more than one level are reached:
 - National: sharing of experiences and best practices to inform policy and replication;
 - Sectoral: incorporation of gender considerations into all aspects of water supply delivery and management;
 - Organizational: support to key district and regional level organizations to mainstream gender;
 - Individual: implementation of a wide range of training and coaching programmes.

Success Factors



- Success depends on the combination of key factors:
 - Political and administrative support at the highest level;
 - Integration of gender concerns into organizational systems and routines;
 - Strength of the Gender Network;
 - Profile of the GDO.

Challenges



- Combining basic needs and strategic interests;
- Collecting, storing and utilizing sex-disaggregated data;
- Transforming analysis into action;
- Advocating with supporting evidence on gender issues.

Next Steps



- Institutionalise & strengthen the GDO positions;
- Ensure that sex-disaggregated data is available;
- Institutionalise gender analysis of policies, plans and budgets as a pre-requisite for their approval;
- Share lessons/success stories to demonstrate that development is more effective if it considers gender issues.