

INSTITUTIONALIZING GENDER MAINSTREAMING IN A DECENTRALISED FRAMEWORK

By the Department of Women, MOWAC
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GENDER MAINSTREAMING

Gender mainstreaming was established as a major global strategy for the promotion of gender equality in the Beijing Platform for Action from the Fourth United Nations World Conference on Women in Beijing in 1995. Gender mainstreaming was subsequently defined by ECOSOC agreed conclusions 1997/2 as

GENDER MAINSTREAMING

“the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and

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GENDER MAINSTREAMING

“programmes in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.”

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MAINSTREAMING - APPROACHES

This means that it should situate gender equality at the centre of

- Policy decisions and analysis
- Medium term plans, programmes and budgets implementation
- Institutional structures and processes

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MAINSTREAMING - PREQUISITES

It therefore requires

- Understanding and commitment
- Expertise i.e. gender analytical and planning skills
- Organizational structures and mechanisms
- Catalytic presence
- Participatory mechanisms
- Information, data and research

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MAINSTREAMING - PREREQUISITES

Above all it also requires

- Resources
- Time
- Patience
- Cultural change
- Political will

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GHANA'S APPROACH

Has been both horizontal and vertical, has sought to change and influence

- Understanding and commitment
- Organizational structures and procedures and culture at MDA and DA level
- Introduce catalytic presence with the GDOs
- Provide analytical expertise in the form of capacity building for Chief Directors and GDOs

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GHANA'S APPROACH - HISTORY

- GM introduced in the late 1998
- Introduced with the Affirmative Action (AA) Policy guideline
- Concept of GDOs/GFPs introduced at MDAs and DA level
- Regional officers
- No official presence at district level, proxy presence through GDOs

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MOWAC's MANDATE

The Ministry of Women and Children's Affairs was created by government of Ghana in 2001 under the Executive Instrument (E16 of 2003) to spearhead and co-ordinate gender responsive development and ensure the improvement of the status of women and children in the country. In view of the cross cutting nature of issues being dealt with, the Ministry has also been given a Central Management Agency (CMA) status

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MOWAC's CHALLENGES

- Limited capacity in terms of staff, expertise and resources
- Have regional presence
- No official presence at district level, proxy presence through GDOs

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GPRS CALLS FOR GENDER MAINSTREAMING

QUESTIONS

- Current institutional arrangements at the district level are they sufficient to achieve this?
- What do we have at the district level?
- GDOs

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Does the district level have the prerequisites to institutionalize GM?

- Understanding and commitment
- Expertise i.e. gender analytical and planning skills
- Organizational structures and mechanisms
- Catalytic presence
- Participatory mechanisms
- Information, data and research

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PRECONDITION/PREQUISITES

- Resources
- Time
- Patience
- Cultural change
- Political will

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POLICY OPTIONS/COMBINATIONS?

- Should policy aim to establish dedicated gender desk officers, or to integrate gender within existing job responsibilities or both?
- It should seek to do both this in addition to satisfying all the other prerequisites

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CONCLUSION

- Institutionalizing gender mainstreaming within a decentralized framework of GPRS can all be successful if all the preconditions exist and it has to be supported by the MDDBS process, it is the only way to a sustainable development.

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CONCLUSION

Thank you for your time!!!