

**MINISTRY OF SOCIAL WELFARE, GENDER AND
CHILDREN'S AFFAIRS**



NATIONAL POLICY ON GENDER MAINSTREAMING

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PREFACE

This policy has been developed from the study of literature on gender issues including various gender mainstreaming from especially the UNDP and other development agencies. It has also been enriched by reports on gender-responsive planning and programming, other national gender policies, the Africa and global platforms for action, the Sierra Leone Human Development Report (1998) as well as reports of Gender Training workshops and materials from Gender training manuals.

Gender Mainstreaming means making gender an integral part of mainstream development and addressing issues of gender equality in all programmes. As Gender determines access and control, addressing women's and men's practical and strategic needs in gender mainstreaming gives equal access to resources and the decision-making processes and thereby gender equality.

The overall goal of the policy is to mainstream gender concerns in the national development process in order to improve the social, legal, political, economic and cultural condition of the population, particularly marginalized groups. Its aim is to provide for policy makers and other actors in the development field, reference guidelines for identifying and addressing gender concerns, particularly when taking policy decisions to redress imbalances which arise from existing inequalities; to promote access to and control over economically significant resources and benefits, or to ensure the participation of both women and men in all stages of development.

In the introduction the disparity and inequality between women and men in the economic, social, political and cultural aspects of development are highlighted. This is followed by a description of Government's strategy so far in addressing the inclusion of women in the mainstream of development.

Principles regarding the policy in relation to the country's Development and Economic policy objectives are then outlined to be followed by a Policy Statement. In it Government commits itself to supporting programmes and activities addressing gender inequalities and other gender issues, as well as to ensuring that the principles of equity, good conscience, fair play and justice prevail. The policy's stated goals, objectives and strategies for the attainment of gender equality in the benefits of development are then outlined.

Various institutions and processes for affecting the planning and implementation of gender-focused programmes are identified. Basic principles of gender mainstreaming in all sectors are prescribed and targets or entry points of action at the national, district and chiefdom levels are set out.

One of the institutions through which planning and implementation of gender-focused programmes will be affected is the Ministry of Social Welfare, Gender and Children's Affairs, in particular the Gender wing of the Ministry. It should spearhead and coordinate gender-responsive development, monitor and review the formulation of gender responsive policies and

their implementation. Among other things, it is to liaise with other actors in identifying and drawing attention to key gender concerns and related needs such as property ownership, legal rights, land tenure, credit, as well as relevant options for addressing them such as Constitutional guarantees, law reform and literacy campaigns. It is also to play an advocacy role for gender equity with other actors.

With respect to Gender Mainstreaming, the Secretary General of the Commonwealth in his address to the Fourth World Conference on Women in Beijing, September, 1995, had this to say,

“It is through systemic integration of Gender concerns into the mainstream activities of Government and their bureaucracies that we will have more equitable distribution of resources and sharing of power between women and men”.

According to the Commonwealth Plan of Action on Gender and Development, endorsed by the Heads of Government in Auckland, New Zealand, in November 1995 the Commonwealth works towards,

“A world in which women and men have equal rights and opportunities in all stages of their lives to express their creativity in all fields of human endeavour, and in which women are respected and valued as equal and able partners in establishing the values of social justice, equity, democracy and respect for human rights. Within such a framework of values, women and men will work in collaboration and partnership to ensure sustainable economic and social development for all nations.

NATIONAL POLICY ON GENDER MAINSTREAMING

I INTRODUCTION

Gender Mainstreaming has been defined as the orientation of methods to ensure holistic approaches to the empowerment of men and women. It is also regarded as a strategy for bringing about gender equality and change. It has policy, programme, human resource, managerial, financial and administrative dimensions. It was mandated by both Africa (Dakar, 1994) and Global (Beijing, 1995) Platforms for Action, adopted by all countries.

Government's commitment to mainstreaming gender is being taken forward into a Policy which advocates a gender-sensitive approach to national programme planning and implementation. A gender-sensitive approach enables men and women to participate in society as conscious, active and responsible citizens, to enjoy gender relations based on equality and solidarity and to value tolerance, diversity and peaceful resolution of conflict. It requires individuals and groups to realize the social economic imbalances created by gender discrimination and to conceive the structures and mechanisms required to transform stereotypes about masculinity femininity and the privilege attached to them. A gender-sensitive approach is also profoundly transformative in nature given its potential to create and maintain social order truly in accord with a fully democratic and just society.

Gender mainstreaming is based on the rationale that because women and men play different roles in society and have different access to and control over resources to perform these roles, they have different needs: therefore the planned interventions of Government and be more effective and responsive to the needs of all its citizens when they incorporate a gender perspective so as to target different needs of women and men. Gender mainstreaming involves efforts to institutionalize gender by integrating gender issues into the entire spectrum of activities, programmes, policies and projects.

The aim of this policy is to guide and direct at all levels, the planning resource allocation and implementation of development programmes with a gender perspective.

The emphasis on gender is based on the recognition of gender as a development concept in identifying and understanding the social roles and relations of women and men of all ages and their impact on development. Sustainable development necessitates maximum and equal participation of both men and women in economic, political, civil and socio-cultural development. In Sierra Leone men are the dominant players in decision-making although women shoulder most reproductive, productive and community management responsibilities, many of which are not remunerated or reflected in national statistics. The lower status of women, in comparison to men is due to gender imbalances that arise from the unequal opportunities and access to and control over productive resources and benefits.

In Sierra Leone females constitute approximately 51.3% of the total population and most of them live in rural areas, engaged in subsistence farming, petty trade and management of the family. A gender analysis of development issues on Sierra Leone reveals wide disparity and inequality between women and men in the economic, socio-political and cultural aspects of development. Women, like men, are involved in productive tasks where they lag behind men in all areas of development. Some of the reasons lie in certain traditional beliefs, values and practices that for years have encouraged subservience and inferior role-play.

Women work long hours at low wages and are engaged in reproductive activities and non-remunerative domestic and family tasks. The strains and stresses arising from these have imposed a greater pressure on women, who are culturally pressured to take the responsibility of ensuring the maintenance of good health and nutritional status of the family.

There is great disparity between men and women in the areas of education. The overall adult literacy rate at 32% is only 23% for females, while it is 36% for males. Although access to education is open to both sexes, it is estimated that primary school enrolment is only 43% for girls as compared to 57% for boys. The drop out rate for girls is normally higher. It is estimated that 90% of rural women are illiterate.

The Gender disparity in health status relates to women's reproductive role. The fertility rate for women is 6.1 children. The high rate has an adverse consequence for mothers as child bearing can take heavy toll on their health. Inadequate access to reproductive health facilities and malnutrition are the major factors behind the high maternal mortality rate. Currently estimated at 1,800 per 100,000 which is three times higher than the average of 600 per 100,000 for sub-Saharan Africa. Not only is this level unacceptably high but the average women, especially in the rural areas continues to suffer from anaemia and other diseases.

Family planning is not widespread as reflected in the contraceptive prevalence rate of only 6%. All this affects the poor state of reproductive health facilities in the country.

Sexually transmitted diseases such as HIV/AIDS are on the increase with the number of reported cases rising from 23 per 1000 in 1992 to 62 per 1000 in 1997.

Conditions for rapid propagation of the disease exist-unprotected sex with many partners, the low of contraceptives, polygamy, poverty and civil conflict.

Customary laws in some part of the country also manifest a gender bias, which impede women's efforts to assume policy and decision-making responsibilities at various government levels. The absence of worship of agricultural land by women which could be used as collateral inhibits their chances of accessing credit facilities for the development and expansion of their productive activities. They spend long hours at work using rudimentary tools that are time consuming labour-intensive and are dangerous at times.

Women are the main processors of agricultural produce but technology for the processing is mainly channeled to and utilized by men. The traditional methods and techniques used women for processing are inefficient and hazardous, and fall short of the increasing demands of the communities. Little efforts have been placed in developing appropriate technology for improving women's domestic work. Indeed whenever technologies are introduced to increase productivity and to alleviate workload in female dominated areas such (roles) are often taken over by men who then use the technologies.

In the rural areas only a small percentage of the population has access to safe water supply. The majority of the population still gets their supply from rivers, springs and swamps. Women take responsibility for this and they spend long hours fetching water. In many cases, they are forced by circumstances to seek water from unprotected sources, some of them infested with mosquitoes, often polluted and in poor sanitary conditions. Waterborne diseases are very common in such areas and it is one of the major causes for the high rate of child mortality and low life expectancy.

A high percentage of urban and peri-urban women are actively engaged in the marketing of agricultural commodities and in other small-scale productive activities in the informal sector. Their capacity and capability, however, are limited because of inadequate skills and knowledge and inaccessibility to meaningful credit facilities. Market women operate in poor sanitary environment, where conditions are not conducive for more enterprising businesses.

Because of their low educational attainment, women's access to employment is low particularly the relatively high professional technical and managerial jobs. In formal sector employment, women constitute 40.5% of the clerical cadre and only 8% of the administrative and managerial cadre. The sectors in which women are most commonly employed are agriculture where they constitute 55% of the labour force sales. Women own the majority of informal sector enterprises as traders and vendors. The General Orders of the Civil Service do not contain employment or promotion regulations that apparently discriminate against women. Yet the disparity in gender representation at senior and middle management levels is a alarmingly high. Employment conditions are not conducive to women's multiple role in the family as child bearers, home managers and active economic agents.

(The two tables below show gender disparities both between urban and rural dwellers majority of them being women, and between women and men).

SIERRA LEONE

TABLE 1 RURAL –URBAN GAPS

INDICATORS	YEAR				
	1992/93	1993/94	1994/95	1995/96	1996/97
(1)	(2)	(3)	(4)	(5)	(6)
1. Rural Population (as % of total)	59.1	59.1	59.1	63.8	63.8
2. Population who access to Health Services (%)	60.0	72.5	72.5	38.0	38.0
urban	90.0	90.0	90.0	90.0	58.0
Rural	20.0	20.0	20.0	20.0	21.0
3. Population with access to safe water (%)				34.0	34.0
Urban	83	88.3	88.3	58.0	58.0
Rural	22	66.4	66.4	21.0	21.0
4. Population with access to sanitation (%)				11.0	11.0
Urban	57	74.6	74.6	17.0	17.0
Rural	35	40.5	40.5	8.0	8.0
5. Rural Urban Disparity: Services (100 =Rural Urban Parity):					
Health	22	22	22	22	22
Safe water	27	75	75	36	36
Sanitation	61	54	54	47	47

Source: Sierra Leone Human Development Report, 1998

SIERRA LEONE'S

TABLE 2: GENDER EMPOWERMENT MEASURE

Sex	share of Parliamentary seats (%)	Share of Administrative and Managerial Positions	Share of Professional and Technical Positions	Share of economically active population	Share of Total population (%)	Gender Empowerment Measure
Female	7.8	25	26	68	51	0.3483
Male	92.2	75	74	32	49	

Source: Sierra Leone Human Development Report, 1998

II. STRATEGY OF THE GOVERNMENT

Over the years, the Government of Sierra Leone has endeavoured to ensure that its programmes address women's issues, tap their potentials and move women into the mainstream of the country's development.

In 1988 the Women's Bureau was established in the Ministry of Social Welfare, and Gender and Desk Officers/Focal Points were established in sectoral departments and agencies. In 1993, under the NPRC Military Government, a Gender Desk was established in the office of the Chairman an Head of State at State House to coordinate Gender and Development activities. In 1996 under the democratically elected government of the SLPP, a Ministry of Gender and Children's Affairs was established. This signaled a novel and significant commitment by the Government to address gender issues at the highest level a move that gave encouragement to women. As it was mandated to coordinate and advocate, the Ministry was less concerned with programmes and more with pulling together institutions – primarily government – to strategize around gender issues and to advocate for policy changes in critical areas. It identified for partnerships the Ministries of Agriculture, Education, Health, Local Government, Social Welfare and Trade and Industry. Again in 1998, after the interregnum of the Military Junta the SLPP Government established a restructured Ministry of Social Welfare, Gender and Children's Affairs.

III. PRINCIPLES

The Gender Mainstreaming Policy will form an integral part of the national development process and reinforce the overall development objectives in the country. It emphasizes government's commitment to gender responsive development.

The policy complements all sectoral policies and programmes and defines structures and key target areas for ensuring that gender concerns are routinely addressed in all planning activities, as well as in the implementation, monitoring and evaluation of programme activities.

It emphasizes the cross-cutting nature of gender, and seeks to integrate it into development efforts at national, sectoral, district and chiefdom levels.

The policy further seeks to strengthen and to provide a legal basis for gender-oriented sectoral policies and to ensure that National Development Policy Objectives are made explicitly gender-responsive.

IV. NATIONAL DEVELOPMENT OBJECTIVES

The National Development objectives are:

- Restoring peace, political and social stability
- Promoting and sustaining broad-based private sector-led economic growth
- Investing in people-centred initiatives

- Reducing poverty and all forms of inequality
- Enhancing environmental protection and preservation
- Ensuring good governance, transparency and accountability and
- Improving living conditions for the majority of the population

Private enterprise lies at the heart of the Government's Economic Policy because of the recognition of the private sector as the main engine for growth and job creation. Accordingly, Government's policy is to continue to withdraw from activities that can be best managed by the private sector. Government's Private Sector Development Programme focuses on strengthening the institutional environment for individual small-scale enterprises as they have a potential as a source of economic growth and job creation.

V. POLICY STATEMENT

The National Gender Mainstreaming Policy shall form a legal framework and mandate for every stakeholder to address the gender imbalances within their respective sectors.

On it part, Government shall:

- Support programmes that are designed to gender-sensitize Policy Makers, Implementers, Planners and Administrators of development programmes.
- Undertake and support public awareness programmes on Gender Issues in educational institutions, places of employment and in communities, using various media outlets including drama, song and dances.
- Support programmes designed to eliminate those social problems that emanate from Gender Inequality, that reduce productivity, destroy social order at the family, community and national level.
- Support programmes that shall educate and orient society to accept that Gender Roles are complementary and vital to national growth and that these roles need to be fully supported.
- Explore the possibility of harmonizing the laws of Sierra Leone to ensure that the principles of equity, good conscience, fair play and justice prevail, that the welfare of women and children is maintained and that national economic, social and cultural development proceeds at a pace commensurate with national goals and aspirations.
- On a regular basis, identify women with potential for leadership and promote their membership in the public and private sector.
- Seek to increase women's participation in policy and decision-making at national, district and local levels, including membership of Parliament.

A. Gender Mainstreaming Policy Goal and Objectives

The Overall goal of this policy is to mainstream gender concerns in the national development process in order to improve the social, legal, civic, political, economic and cultural conditions of the people in Sierra Leone, in particular women.

B. Specific Objectives

- To provide policy makers and other key actors in the development field with reference guidelines for identifying and addressing gender concerns when taking development policy decision.
- To identify and establish an institutional framework with the mandate to initiate, coordinate, implement, monitor and evaluate national gender-response development.
- To redress imbalances which arise from existing inequalities:
 - ❖ To ensure the participation of both women and men in all stages of the development process.
 - ❖ To promote equal access to and control over economically significant resources and benefits by men and women.
 - ❖ To promote recognition and value of women's roles and contributions as agents of change and beneficiaries of the development process.

C. Strategies

The policy objectives shall be achieved through the following strategies:

- Sensitization on gender issues at all levels.
- Promoting a Gender and Development (GAD) approach that is needed on the understanding of gender roles and social relations of women and men as well as the Women in Development (WID) approach which focuses on women specifically.
- Ensuring that the Gender Mainstreaming Policy shall be translated, understood, disseminated and implemented by all sections of Sierra Leone society.
- Promoting appropriate education, sensitization and creation of awareness on the responsibility of all concerned parties in each sector to address the specific gender concerns within the sector. [This should entail consultation with both women and men in specific areas of relevance to identification of gender concerns].
- Ensuring gender-responsive development planning at the community, district and national levels.
- Promoting a holistic and integrated approach to development planning to ensure that gender issues common to different sectors are adequately identified, analyzed and addressed.
- Promoting and carrying out gender oriented research in order to identify gender concerns.
- Promoting a gender-responsive monitoring and evaluation mechanisms for development.
- Promoting a gender-sensitive approach to technical co-operation among the various actors in the development arena.
- Advocating for gender equity at all levels.

D. Institutional Framework

The following are the institutions and processes through which planning and implementation of gender-focused programmes will be affected.

1. The National Machinery:

The National Machinery, which is the Ministry of Social Welfare, Gender and Children's Affairs (MSWGCA), is charged with the responsibility of spearheading and co-ordinating gender-responsive development and, in particular ensuring the improvement of women's status. The Ministry of Social Welfare, Gender and Children's Affairs shall establish and chair a multi-sectoral Steering Committee to strengthen this multi-sectoral co-ordination and collaborative role.

The Ministry is mandated to co-ordinate, monitor and review the formulation of gender-responsive policies and their implementation within sectors.

It is to be headed by a Minister assisted by a Permanent Secretary and Principal Secretary, 3 Senior Secretaries and Technical Staff with qualifications in Law, Economics, or Social Studies, as well as training in Gender issues, Skills Development Planning or Political Analysis. There is need for Gender Balance within the National Machinery.

Specifically the roles of the National Machinery are:

- To ensure that National Development process is gender responsive. [This means that the National Machinery plays a coordinating and facilitating role and functions as a catalyst in support of all relevant players in gender-sensitive development planning].
- To ensure that all policy formulation and reviews, action plans, and other major national planning exercises apply a gender-responsive planning approach.
- To liaise with other actors in identifying and drawing attention to key gender concerns and related needs, e.g. property ownership, land tenure, credit, legal rights as well as relevant options for addressing them such as Constitutional guarantees, law reform and literacy campaigns. [The National Machinery together with others, plays an advocacy role in the promotion of gender equity].
- To provide technical guidance and back-up support to other institutions. This shall include promotion of gender analysis and planning skills among all relevant sections of the society in order to build their capacity to identify analyze and implement gender-responsive programme interventions.
- To liaise with relevant agencies and co-ordinate the collection and dissemination of gender disaggregated data necessary for national development planning.
- To promote social mobilization for the purpose of creating gender awareness and thus foster positive attitudinal and behavioural changes necessary for the establishment and maintenance of gender equity. The National Machinery together with other actors play and advocacy role in this regard.
- In liaison with other key actors, to monitor the progress made towards achieving gender-responsible national development targets.

2. The Ministry of Development and Economic Planning (MINDEP)

The Ministry co-ordinates the participation of Government Ministries and NGOs in the national development process. It also ensures mobilization and equitable allocation of national resources, taking into account national development priorities. As a coordinator and catalyst for development, MINDEP has a vital role in safeguarding the operationalization of the Gender Mainstreaming Policy by ensuring that gender issues are mainstreamed throughout all aspects of the national development process. In collaboration with other sectors the MINDEP will ensure that women and men are equally targeted and that both genders benefit equitably from all development programmes and projects.

Specifically the Functions of MINDEP are:

- To ensure that all policies (both micro and macro) are gender-responsive and that programmes and projects include strategies for addressing gender concerns. [One strategy to address this is the establishment of Multi-Sectoral Committee chaired by the National Machinery of which MINDEP will be a member.]
- To build the capacity of planners and policy analysts to enhance their gender analysis skills in collaboration with MSWGCA. [Gender analyze are necessary to establishing effective structural linkages between central and sectoral planning, local authorities, and NGOs to ensure comprehensive gender-responsive planning at all levels.]
- To establish benchmark data on the relative positions of women and men in all fields in order to identify priority areas for gender-responsive programmes and to allocate resources accordingly.
- To ensure that available resources are credited to gender-responsive programmes and institutions. [One strategy is to require that budgetary resources are allocated on the condition of gender-sensitive programmes. All development spending in Sierra Leone should be accountable generally and should be gender-sensitive specifically.]
- To oversee the monitoring and evaluation of progress in gender-responsive policy formulation and programme implementation.
- To ensure that all data collected, analyzed and disseminated by the Central Statistics Office (CSO) is disaggregated by sex.

3. Other Institutions

This policy shall ensure promotion of inter-agency and inter-institutional linkages directed at rectifying gender imbalances.

In collaboration with the National Machinery (MSWGCA) and MINDEP, other institutions play vital roles in achieving national gender-responsive development objectives. These actors include Sectoral Ministries, Local Authorities, Community –Based Organizations (CBOs), Non-Governmental Organizations (NGOs) and Private Sector Organizations, including financial institutions.

There is need to strengthen the National Machinery to effectively reach out to all levels of society. Thus, close co-operation between the National Machinery and all district authorities is essential.

To achieve the goals of the National Gender Mainstreaming Policy, all actors responsible for taking action in their areas of mandate. In particular, actions should be focus, but not limited, to the following:

Incorporating gender issues into their policies and development planning process.

Formulating implementing strategies to ensure that gender issues and concerns are routinely addressed in all current and future activities.

Ensuring that development programmes and projects adequately identify gender roles in order to address the specific gender needs arising as for example from the multiple roles of women in production, reproduction and community management.

Promoting gender among target groups by taking gender-specific affirmative action on behalf of disadvantaged gender in cases where inherent and structural inequalities exist and are unlikely to respond to other general actions.

Increasing awareness, knowledge and sensitivity among staff of the respective institutions and other actors about gender differences and imbalances and the need to redress the situation.

Coordinating and facilitating activities of NGOs and CBOs to ensure effective and efficient resource allocation and use in conformity with Government Policies and strategies.

In case of NGOs and CBOs, giving feedback to and advising the Government on gender concerns within their areas of operation.

E. Target Areas

These are major entry points and their corresponding relevant strategies through which gender concerns shall be addressed.

1. National Policy Framework

At this level, policies are formulated to guide national development, thus creating opportunities for addressing and redressing gender inequalities.

Strategies include:

- Sensitizing and training planners in gender analyses skills.
- Building the capacity of policy makers to internalize Gender and Development (GAD) concepts.
- Collecting, compiling and disseminating age and gender disaggregated data on a regular basis.
- Formulating appropriate gender-responsive micro policies.
- Developing gender-specific macro-qualitative and quantitative indicators for monitoring gender responsiveness of policies.
- Using regional and international instruments to monitor implementation of Government's commitment to ensure gender equity.
- Ensuring that gender issues are taken into consideration during all stages of project development by donors. Government and other key actors in the development field.
- Insisting that all projects and programmes related missions, including financial assistance negotiation teams, include persons with gender analysis skills who are charged with the responsibility of incorporating gender concerns into assistance programmes.
- Monetizing or adding value to the reproductive and productive contributions of women to national development. This is to ensure that national statistics are utilized to develop gender-responsible programmes.

2. Sectoral Planning Level

At this level information is continuously generated and fed into macro policies which are interpreted for the development of sector-specific policies and plans.

The strategies shall include:

- Internalizing gender concerns
- Internalizing gender and development concepts
- Collecting, compiling, utilizing and disseminating gender and age disaggregated data
- Formulating appropriate sectoral policies that are gender-responsive.
- Developing a gender-specific sectoral indicator for monitoring gender sensitivity of sectoral policies.
- Using regional and international instruments to monitor the implementation of government commitment to ensure gender equality.
- Monetizing the contribution of women in the relevant sector to reflect their actual contribution to national development.
- Recommending the enactment of specific laws and developing programmes (including affirmative action where necessary) that enhance equal participation.

3. National Plans of Action

National Action Plans which are formulated by both Government and NGOs provide opportunity for taking affirmative action and for incorporating gender concerns. These could include but not limited to the National Environmental Action Plan, National Health Action Plan and National Population Action Plan.

These shall conform to the National Policies and Strategies for incorporating gender concerns.

4. District Plans

The process of democratization/decentralization provides a particularly important entry point for redressing gender concerns at the local level.

Strategies include:

- Ensuring equitable devolution of power to women and men.
- Enhancing capacity to interpret the macro and sectoral policies from a gender perspective at the district level.
- Promotion, collection, compilation and dissemination of age and gender disaggregated data at all levels.
- Initiating specific by-laws (including affirmative action where necessary) geared towards the promotion of gender equity to redress the imbalances identified at the district level.

5. Chiefdom/Community Levels

The town/local councils are responsible for incorporating local community issues and concerns into development. Strategies shall include:

- Promoting collection and analysis of age and gender disaggregated data at all levels.
- Creating the capacity within the community to identify and analyze gender concerns.
- Initiating specific by-laws geared towards redressing the existing gender imbalances.
- Carrying out participatory gender needs assessment at community level.
- Targeting community based organizations and Women and Youth Councils to incorporate a gender perspective in their work.
- Focusing on the family unit as the basic structure for the social construction of gender relations through community-based initiatives.

6. Political Processes

The Gender Mainstreaming Policy shall be enhanced if political structures and processes have the capacity to identify, analyze and incorporate gender concerns.

The strategies include:

- Ensuring gender-responsive legislation
- Influencing political processes/structures to ensure balanced participation through advocacy and lobbying.
- Incorporation of affirmative action where necessary to address the inequalities resulting from gender imbalances.
- Emphasizing gender sensitization of politicians.

F. Monitoring and Evaluation

The implementation of this Gender Mainstreaming Policy requires effective monitoring and evaluation with appropriate feedback mechanisms. The monitoring and evaluation functions shall be undertaken at all levels to enhance accountability and effectiveness.

To be effective, the sectoral level monitoring and evaluation necessitates an institutionalized approach. This means developing and establishing an internal, self monitoring and evaluation mechanism, which requires the following:

- That monitoring indicators are in-built in sector activities right from the planning stage.
- Strengthening and enhancing gender planning skills at sectoral level.
- Placing high level officers to co-ordinate gender responsive planning.
- Requiring each such officer to ensure that gender sensitivity is reflected in her/his tasks related to policy development and implementation.
- Establishing internal evaluation structures to assess the effectiveness and impact of the gender mainstreaming policy (this will require setting benchmark and internal verifiable indicators for assessing the implementation of gender mainstreaming policy in all sectors at all levels.)