

Centre de Suivi Ecologique

Gender Policy

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INTRODUCTION

CSE's Gender Policy reflects its yearning to comply with equality and equity principles between men and women. This Policy must enable CSE to promote gender mainstreaming so as to make its interventions more effective, efficient and relevant, because they respond to the priority needs of women and men.

Generally, this Policy will contribute to the making of changes which will help ensure equality and equity between men and women in line with the National Strategy for Gender Equality and Equity (SNEEG) developed by Senegal in 2005 and which is currently being updated.

The policy document is organized around four main parts :

- the first part includes the background and policy rationale ;
- the second part outlines the stakes and challenges linked to its development;
- the third part describes the basis of the policy;
- the fourth part deals with the action plan : it defines the Policy focus areas, the actions to be undertaken to implement them, as well as the monitoring-evaluation system.

I. BACKGROUND AND RATIONALE

From Nairobi (Kenya) in 1985¹ to Beijing (China) in 1995² and Cairo (Egypt) in 1994³, the emphasis was laid on the intrinsic link between the population, development and equality between men and women. Each of these conferences allowed recognizing, more forcefully, the crucial role played by women in development and the necessity for their fair participation in decision-making processes to ensure a sustainable development.

Senegal, a stakeholder of all UN conferences, has ratified several treaties and Conventions (Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

¹ Global conference for the follow-up and review of the achievements of the United Nations Decade for Women (1976-1985), Theme : equality, development and peace.

² Fourth world conference on women : Action for Equality, Development and Peace. Themes such as women's promotion and empowerment in terms of human rights, women and poverty, women and decisional power, young girl and gender-based violence were specially addressed.

³ International conference on population and development.

in 1985, CEDAW optional protocol in 2000, and the protocol to the African Charter on Human and Peoples' Rights (ACHPR) in 2004).

Senegal has also established a national implementing entity for the Adaptation Fund (AF) and for the Green Climate Fund (GCF), namely the Centre de Suivi Ecologique (CSE). CSE, in addition to its traditional environmental watch mission over the Senegalese territory, has a new assignment as administrator of resources intended to promote climate-resilient and low carbon intensity development models.

The Adaptation Fund has developed a Gender Policy, which is part and parcel of its Social and Environmental Policy⁴. As for GCF, it has developed a fully fledged Gender Policy⁵. The major focus areas of these policies are the fair participation of men and women in projects and programs they finance and the fair sharing of the social and economic benefits drawn from them.

Both of them are guided by : the UN Framework Convention on Climate Change (UNFCCC), the UN Human Rights Declaration, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), the Millennium Development Goals, the basic conventions of the International Labour Organization (ILO).

Compliance with these policies are a requirement imposed by the Adaptation Fund (AF) and the Green Climate Fund (GCF) financial mechanisms for any implementing entity.

At national level, several mechanisms promoting women have been established : the parity law adopted on May 14, 2010; two national action plans for Women developed respectively in 1982 and 1997; the National Strategy for Gender Equality and Equity (SNEEG) which is an operational tool to address Gender in the State of Senegal policies and programs.

Thus, the Government of Senegal expresses a clear vision on issues related to gender equality and equity outlined as follows: "*Making Senegal an emerging country, without discrimination, where men and women will have equal chances to participate in its development and enjoy the benefits of its growth*".

⁴ Adaptation Fund. Guidance document for Implementing Entities on compliance with the Adaptation Fund Environmental and Social Policy in https://www.adaptation-fund.org/wp-content/uploads/2015/06/ESP-Guidance-document_0.pdf

⁵ Annex XIII : Gender policy for the Green Climate Fund in http://www.gcfund.org/fileadmin/00_customer/documents/Operations/Gender_Policy_Action_Plan.pdf

Although the legal framework governing gender equality and equity is established, there are constraints to remove as regards the enforcement of instruments to make effective women's rights and reduce inequalities in the access and control of resources.

Indeed, considering the social roles assigned to them, women are the primary victims of environmental degradation and suffer more harshly from the impacts of climate change. Besides, it is worth mentioning that the key roles played by women in the use, management and preservation of natural resources are not sufficiently addressed in environmental programs and policies. That is why the Dakar African Platform for Action on Women (1994) had ranked 5th in the priority order the role and place of women in natural resources management.

II. STAKES AND CHALLENGES

CSE's mandate is as follows : *"collect, record, process, analyse and disseminate data and information over the territory, about natural resources and infrastructure with a view to improve natural resources and environmental management, at all decision-making levels"*. De facto, it contributes to wealth creation, and this secures sustainable development. Yet, achieving equality between men and women will have significant impacts in the attainment of this goal and that is why CSE deemed it necessary to develop a Gender Policy so as to strengthen the institutional scope of Gender mainstreaming in its functioning and interventions (programs and projects).

Besides, CSE's will is approved by development partners such as IDRC, the Adaptation Fund and the Green Climate Fund, which make Gender a priority and condition to ensure a harmonious, equitable and sustainable development.

The commitment of this institution in favour of equality and equity principles is expressed through:

- the appointment of gender focal points;
- gender mainstreaming in four basic principles of its Environmental and Social Policy;
- the hiring of more women during the past years ;
- the increased use of gender-sensitive tools in its field interventions ;
- the encouragement of female applications in positions of trainees, at equal degrees and experiences; and finally,

- the creation of a major *Socio-economy* program providing opportunities for a better Gender mainstreaming in projects and programs.

Nonetheless, the diagnostic study relating to Gender mainstreaming within CSE revealed shortcomings linked to its poor integration in CSE's governing instruments and communication tools, the still low representation of women in the staff, the insufficiency of Gender expertise within CSE to operationalize the concept and the absence of a Gender Policy.

Hence the need to : (i) enhance the representation of women in CSE staff, (ii) strengthen gender expertise to promote its mainstreaming in projects and programs, but also (iii) update instruments governing the functioning of CSE so as to better address gender (institutional agreement, bylaws), (iv) develop a Gender Policy including an action plan and mobilize financial resources for its implementation. Likewise, there is a need to address Gender in CSE communication strategy.

III. GENDER POLICY FUNDAMENTALS

The Gender Policy is a guidance framework of actions defining CSE's commitment towards promoting Gender equality and equity in its functioning and its interventions. It is based on a vision, objectives and principles. Its implementation is defined through strategic focus areas and a monitoring-evaluation system.

3.1. Vision

It is defined as follows. « *Make CSE, which is a recognized excellency centre serving sustainable environment in Senegal and Africa, an institution where quality human resources (men and women) participate equally and fairly to the effective implementation of its mandate and objectives for the benefit of the population (women as well as men).*

3.2. Objectives

The Gender Policy targets the following objectives :

- promoting Gender culture at institutional level;
- mainstreaming Gender in CSE's projects and programs in line with the requirements of the SNEEG and good practices in this field at international level.

3.3 Principles

The principles on which is based CSE's Gender Policy are:

- **consistency with national and international policies** engaging CSE: this policy which defines guidance in terms of Gender meant to influence any actions of CSE, shall for this reason, be aligned with policies and programs defined at national level (SNEEG) and international level (Adaptation Fund, Green Climate Fund policies) etc.;
- **understanding of inequalities between genders**: analysis of Gender equality and equity in all CSE's interventions, notably among grassroots communities;
- **comprehensiveness**: Gender will be systematically addressed in all CSE's activities ;
- **impartiality**: Gender will be applied both in staff recruitment, assignment of roles and responsibilities and in salary payment;
- **regular update**: depending on the evolution of the internal, national and international context, CSE will update its Gender Policy.

IV. ACTION PLAN

4.1. Strategic focal areas and recommended actions

The implementation of the Gender Policy will be done through an action plan based on three strategic focal areas:

1. **Capacity-building on Gender mainstreaming in projects and programs.**
2. **Upgrading of CSE's institutional framework to better address gender.**
3. **Strengthening awareness-raising and communication about Gender and its stakes.**

Focal Area 1: Capacity-building in Gender mainstreaming in projects and programs.

Bearing in mind the shortcomings revealed by the diagnosis as for the operationalization of Gender in projects and programs, it is important to develop Gender expertise and research through the following actions:

- *develop and implement a training plan dealing with the mainstreaming of Gender in projects and programs;*

- *design and put at the disposal of CSE's staff simplified tools to facilitate Gender mainstreaming;*
- *define a minimum set of gender-sensitive indicators;*
- *systematize Gender disaggregation during the collection, processing and dissemination of socio-economic data;*
- *monitor-evaluate Gender mainstreaming in the implementation of projects and programs involving CSE;*
- *support the conduct of studies and research on Gender-related issues in line with thematics developed by CSE.*

Focus Area 2: *Upgrading of CSE's institutional framework to better address Gender.*

The objectives targeted at this level consist in supporting the implementation of CSE Gender Policy. For that purpose, the actions planned are listed below:

- *institutional development; staff accountability in the operationalization of Gender and the mainstreaming of the concept in technical and administrative documents;*
- *improvement of the representativeness of women within the staff through a recruitment policy complying further with Gender principles;*
- *mobilization of resources crucial to policy implementation;*
- *development of networking towards other institutions or organizations interested in issues related to Gender promotion and environmental management;*
- *incorporation in CSE's communication plan of Gender-related aspects for a better dissemination of Gender-related information at all levels.*

Focus Area 3 : *Strengthening awareness-raising and communication about Gender and its stakes.*

The objectives targeted at this level are :

- promoting a better buy-in and ownership of Gender by CSE's staff;
- helping foster Gender culture within CSE;
- making visible CSE's Gender-related achievements.

For that purpose, it is considered:

- *mainstreaming Gender in CSE's communication strategy ;*

- *strengthening information, awareness-raising and dissemination actions about Gender and the stakes of the Gender approach ;*
- *the production and dissemination of information and awareness-raising materials (articles, brochures, website) which will report on actions undertaken in terms of equality and equity between women and men.*

The matrix below summarizes the orientations, objectives, actions to be undertaken as well as monitoring indicators.

MATRIX OF FOCUS AREAS/OBJECTIVES/ RECOMMENDED ACTIONS AND INDICATORS

OBJECTIVES	RECOMMENDED ACTIONS	INDICATORS
<u>Line 1 : Capacity-building for Gender mainstreaming in projects and programs.</u>		
Promoting Gender mainstreaming in CSE programs and projects	Development and conduct of a Gender training plan	<ul style="list-style-type: none"> - Existence of a gender training plan ; - Number of Gender training workshops organized ; - Participation rate of men and women in training workshops.
	Development and delivery of simplified tools to CSE's staff for a better Gender mainstreaming.	Number and types of tools designed and put at the disposal of CSE's staff.
	Identification of —Gender-sensitive indicators.	Number of men and women impacted by projects and programs.
	Systematization in projects and programs of gender disaggregation during data collection, processing and dissemination.	Record of Gender disaggregated data in projects and programs.
	Support the conduct of studies and research on Gender-related issues in line with thematics developed by CSE.	Number of project documents and/or study report integrating Gender related issues.

OBJECTIVES	RECOMMENDED ACTIONS	INDICATORS
Line 2 : Upgrading of CSE's institutional framework to better address Gender.		
Supporting the implementation of CSE Gender Policy.	Organizational strengthening	Number of updated administrative documents addressing Gender ;
	Mobilization of financial resources	Resources dedicated to the implementation of CSE's Gender Policy.
	Encouraging networking towards other institutions or organizations interested in issues related to Gender promotion and environmental and natural resources management.	Number of partnerships related to Gender.
	Mainstreaming gender in CSE communication strategy.	Number of communication materials produced mainstreaming Gender.
Line 3 : Strengthening awareness-raising and communication about Gender and its stakes.		
Promoting a better buy-in and ownership of Gender by CSE's staff ;	Strengthening awareness-raising and communication about Gender and the stakes of the Gender approach.	Participation rate of men and women in training workshops.
- Make visible CSE's gender-related achievements.	Production and dissemination of information and awareness-raising materials (articles, brochures, website) on Gender.	Existence of communication materials addressing gender issues.

4.2 Monitoring –Evaluation

As regards the monitoring and evaluation of the action plan, the orientations and operational commitments will be subject to a monitoring-evaluation under the general framework defined by CSE. In other words, identified actions as well as indicators will be integrated in CSE's M&E system.

Semi-annual and annual reports will be produced to make an update on the execution of this plan and will be able to give information to feed the process of monitoring implementation of the CSE's programs and projects. Finally, it is worth underlining that the plan may be revised according to progress made and the current reforms within CSE. Therefore CSE's Gender policy would be reviewed each five years.

CONCLUSION

This policy is the result of a collective and participatory work involving the whole CSE's staff. It is designed on the basis of the results of the Gender diagnosis report which has helped generate key findings and highlighted opportunities and threats likely to speed up or slowdown the execution of the strategy.

From identified stakes and challenges, this Policy puts forward guidance and objectives to face inequalities and is thus a base to stimulate changes intended to help achieve Gender equality and equity, in accordance with the goals of the National Strategy for Gender Equality and Equity (SNEEG) and good international practices.

The implementation of this policy will benefit from the assistance and regular follow-up of focal points.

Finally, let us underline that by developing this Gender policy, CSE undertakes resolutely to contribute to equity and equality between men and women and the achievement of sustainable development in Senegal. To fulfil this commitment, the staff and strategic partners must be involved and the necessary financial resources must be mobilized.

GLOSSARY⁶

Gender: The economic, social, political and cultural opportunities and attributes associated with the fact of being a man or a woman. This may change over time and depending on the society; it is expressed in gender social relationships characterized by their interaction and cross-cutting nature.

Gender analysis: applying gender in development issues. This induces an analysis of labour division according to gender, the identification of the needs and priorities of men and women as well as the identification of their constraints and opportunities to define development goals and select an appropriate intervention strategy.

Recognition of gender-related issues : ability to identify problems arising from gender-based inequalities and discriminations.

Lack of awareness of gender specificity: inability to perceive differences in roles and responsibilities between men and women, and therefore, incapacity to design policies, programs and projects that may have a different impact on men and women.

Gender disaggregated data: gender-based data collection and result analysis. Example : data on the social status and socio-economic roles of different groups of women and men or data based on biological features of men and women.

Gender-based discrimination : different attitude towards people according to their gender.

Gender-based labour division: overall social system where both genders play each a series of roles arising from gender. This distribution is not based on abilities but on gender. Gender-based labour division is the key stake in gender social relationships to legitimize hierarchical relationships between men and women.

Equality between men and women: assumes that women and men have the same goods, opportunities, resources and rewards recognized by society. To achieve this equality, there is a need to change institutional practices and social relationships reinforcing and maintaining disparities between men and women.

Gender mainstreaming: identification process, addressing and incorporating the needs and interests of women and men in any program, policy, strategy, administrative or financial activity.

Gender-sensitivity: ability to recognize the needs and constraints of women and men as well as their interests and perceptions linked to their different status in society.

⁶ Touré Zéneb, CILSS Gender Policy, ACFED, 2008.

Gender sensitive indicator: figure, fact or perception aimed at indicating to what extent and at which level a program or project achieves the set goals and manages to improve gender equity.

Gender equity: a fair and impartial treatment of people of any social category, without consideration of criteria such as gender, race, religion, etc. Gender equity is the fact of ensuring the same chances and same rights to men and women. This concept questions gender-based labour division; and to solve this discrimination issue having resulted in these divisions, gender equity must include affirmative action (or incentives).

Gender inequality: differences existing between men and women as for their access to resources, status, well-being generally enjoyed by men, and which are often institutionalized by laws and customs.