

POLICY FORUM Gender News Letter

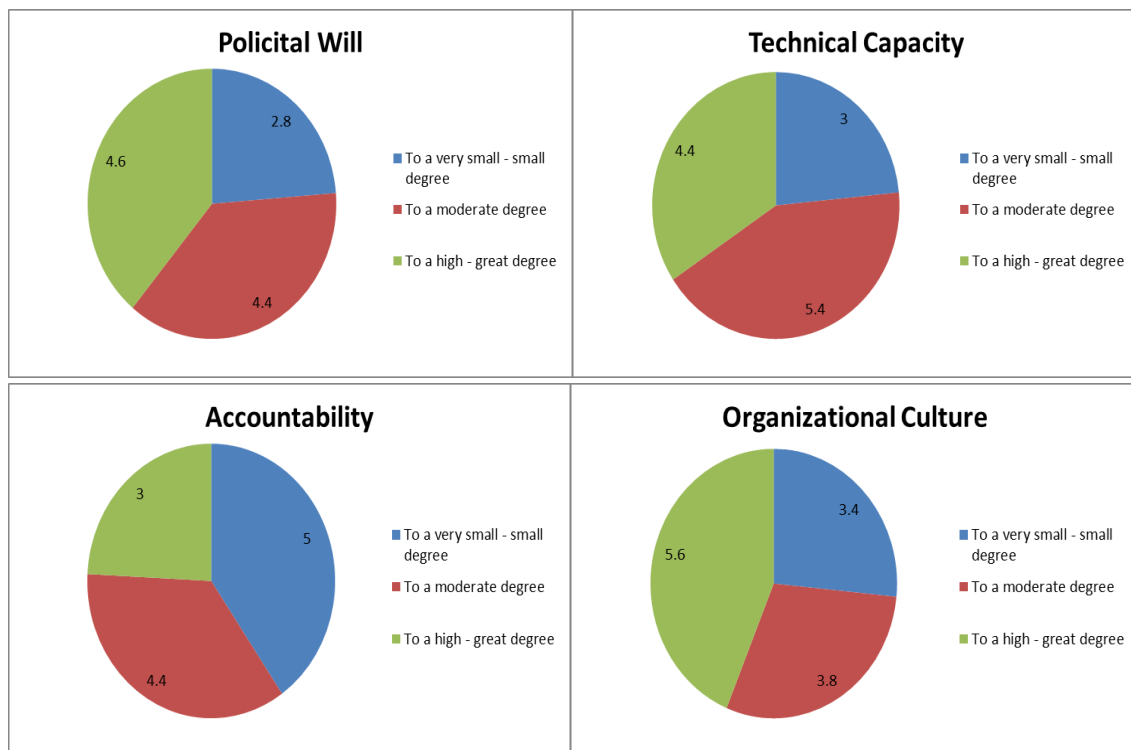
GENDER AUDIT SURVEY RESULTS.

In September 2013, 13 respondents from Policy Forum participated in the Gender Audit Survey. Among them 6 were women, 7 were men, 62% were Policy Forum (PF) staff and 38% were from member organisations of PF. The Gender Audit Survey operates on a scale of 1-5, with 1 indicating a low level on the gender integration components and 5 indicating high.

Policy Forum Scores High on "Organizational Culture" and "Political Will" With Regards to Integration of Gender Issues!

The results of the gender audit indicate that both staff and members of Policy Forum find a fertile ground for gender integration at Policy Forum. The scores were in the medium and high range for four of the key components used in the gender audit survey these are: Political Will, Accountability, Technical Capacity and Organization Culture. These four categories are the key prerequisites for successful gender mainstreaming.

Policy Forum staff and members composite scores were as follows:



What stands out is the following:

- Organization Culture scored highest with: 5.6 for the high-great categories.
- Political Will scored highest next on the high-great category with 4.6 and the best (lowest) score of 2.8 on the very low-low category.
- Technical Capacity scored high with: 4.4 for the high-great and 5.4 for the moderate categories.
- Accountability scored only 3 for the high-great category, while scoring high (5) on the very low-low categories.

The scores show that gender issues are taken highly at Policy Forum and discussed openly. It also shows that PF staffs are committed to the advancement of gender equality and equity. The implication is that overall there is readiness and openness of staff and members towards mainstreaming gender concerns in PF programming. Moreover, although there is no written gender policy or specific financial resources at the moment, senior management is keen on promoting gender equality as indicated by steps taken to assign gender focal persons.

The scores indicate the need for greater technical expertise especially with regards to gender analysis in planning, implementation and evaluation. The provision of technical skills and knowledge through training is likely to result in the improvement of accountability scores which seem to be the lowest among the four components,

NOTABLE COMPARISONS BETWEEN FEMALE AND MALE RESPONSES

Some areas where Men's and Women's Views Diverged

- ✚ With regards to political will men scored more highly than women indicating that they are more positive about PFs political will than women for example female respondents scores were 26% (1.4) for the “to a high and great degree category while the male respondents scores were 50% (3.2) for the same category.
- ✚ Likewise with respect to organizational culture men scored more highly than women again indicating they are more positive with PFs organizational culture with regards to gender sensitivity than women. To give an example female respondent's scores were 33% (2) for the to a high and great degree category while the male respondents scores were 53% for the same category.

Summary of Recommendations for Gender Mainstreaming

- ❖ *Gender Programming/mainstreaming:* There is a need to capitalize on the areas where PF is strong which is staffs/members commitment and to the advancement of gender equality/equity. Hence what is needed is to equip them with the necessary skills and knowledge on gender programming, focusing on PFs priority areas. The programming process should include gender monitoring and evaluation indicators.
- ❖ *Staff/members accountability:* Success in gender programming calls for participation of all staff since gender concerns cut across all programmes. All programme staff need to be held accountable for the integration of gender concerns in their programmes. They should be responsible for monitoring and evaluation of their programmes from a gender perspective and for reporting. In this manner they can own the process.
- ❖ The role of gender focal person needs to be more of coordination and providing resources with regards to gender programming. The focal person will help find appropriate training programmes for the staff and members and for organizing forums and workshops on the same.
- ❖ PF needs to allocate a specific budget line for gender activities.