

<p style="text-align: center;">Gender in MENA Projects: Promoting Women's Economic Empowerment May 21-23, 2009, Tunis, Tunisia</p>

**Working groups orientations
May 22, 2009**

Note to the facilitator:

It is possible to agree on one sector or one project and work on it;

Or:

Just get the feed back of the members of the group based on their own experience and therefore assess several responses to questions within the proposed framework of **obstacles, opportunities, challenges and devising solutions/recommendations** (see attached table to be filled by each group)

- Political will/commitments (official statements, national policies and strategies endorsed/financed...):
 - Societal, cultural and political trends
 - Legal framework/ratification of international instruments (conventions and conferences)
 - Technical capacities (knowledge, skills, guidelines...)
 - Institutional capacities (procedures, human resources, budget....)
 - Institutional mechanisms and systems (i.e. gender unit, monitoring and evaluation system, cooperation framework....)
 - Capacity of civil society organisations, women groups and networks
 - Others....
2. **Assess and list the sectors, areas of work/intervention and specific projects (in the group)**
 3. **Did the country/ministry/organisation initiate a project design using gender analysis and mainstreaming (to be based on concrete examples):**
 - If yes, how it worked?
 - If not, Why
 4. **Based on the good practices, if any (in the group) and lessons learnt, identify the challenges to mainstream gender in projects and contribute to reduce gender gaps, as a step for Gender Equality, Equity and Empowerment of Women/GEEEW**
 5. **Devise solutions/recommendations**

Ministry of Planning and International Cooperation-gender division

	Obstacles	Opportunities	Challenges	Solutions/recommendations
Political will	<ul style="list-style-type: none"> - high-level decision makers in terms of allocating budget because they think there are no problem (ex parliament) 	<ul style="list-style-type: none"> -Political will of King and Queen and several ministers (ex. Minister of Planning) 	<ul style="list-style-type: none"> - parliament and minister of finance can block - change of ministers. 	<ul style="list-style-type: none"> - gender awareness training for key decision-makers (ie. Parliament) - establish gender divisions within ministries, especially the ministry of finance - strengthened collaboration between various gender machineries
Societal, cultural and political trends	<ul style="list-style-type: none"> - lack of gender awareness by governor's offices - people are not familiar with the gender concept 	<ul style="list-style-type: none"> - support from political leadership to raise awareness of the concept of gender and empowerment of women 	<ul style="list-style-type: none"> - mind-set of population. Misunderstanding of gender concept 	<ul style="list-style-type: none"> - gender awareness from early age (integration in school curricula). - empowering elected women in decision-making
Legal framework (national/international)	<ul style="list-style-type: none"> - gender discriminatory laws - gender sensitive laws are not passed due to political reasons - lack of implementation of laws that promote gender equality 	<ul style="list-style-type: none"> - gender sensitive provisional laws - ratified international agreements 	<ul style="list-style-type: none"> - gender discriminatory laws - gender sensitive laws are not passed due to political reasons - lack of implementation of laws that promote gender equality 	<ul style="list-style-type: none"> - passing laws that are gender-sensitive - stronger implementation of gender sensitive laws

Technical capacities	<ul style="list-style-type: none"> - lack of sufficient training on gender - lack of local experts 	- available funding for training	- transfer of knowledge	<ul style="list-style-type: none"> - continuous training - training of trainers - training of more than one person from the same institution/ministry
Institutional capacities	<ul style="list-style-type: none"> - uncertainty about the future - insufficient number of people are trained 	- support of ministry	- not passing the gender sensitive budgetary law	- advocacy targeting parliamentarians to pass the law
Institutional mechanisms and systems	- discontinuity	- existence of the gender unit	- continuity and sustainability	- monitoring and evaluation which shows that the project had an impact
Role/Capacity of civil society organisations, women groups and networks	- lack of authority	- these organization are trained in the area of gender budgeting	<ul style="list-style-type: none"> - they are unorganized - duplication of work - sustainability - no lobbying power in parliament 	<ul style="list-style-type: none"> - build capacity, - Initiate coalition
Others....				

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Note to participants

- 1. What is the sector you are working in, what are the gender related areas of work/intervention and specific projects**

- 2. Did the country/ministry/organisation initiate a project design using gender analysis and mainstreaming (to be based on concrete examples):**
 - If yes, how it worked?**

 - If not, Why**

- 3. Based on the good practices, if any (in the group) and lessons learnt, identify the challenges to mainstream gender in projects and contribute to reduce gender gaps, as a step for GEEEW**

- 4. Devise solutions/recommendations**

	Obstacles	Opportunities	Challenges	Solutions/recommendations
Political will				
Societal, cultural and political trends				
Legal framework (national/international)				
Technical capacities				
Institutional capacities				
Institutional mechanisms and systems				
Role/Capacity of civil society organisations, women groups and networks				
Others....				