

# Institutionalizing Gender



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# Outline

What it means?

Why it is important and levels?

How is it done?

The case of Kenya/ or....Government organ eg  
NEMA,

# Defining Institutionalization

- *"No one who traces the history of motherhood, of the home, of child-rearing practices will ever assume the eternal permanence of our own way of institutionalizing them."*

-Jessie Bernar

- it means to make into or treat as an institution: OR
- to make institutional OR to Embed!

# Importance and levels?



- A growing interest in practical experiences in confronting and embedding gender considerations in organizations
- Redress of gender inequalities/integrating gender concerns, needs into policies and plans and programmes
- Monitoring
- Mobilize resources towards bridging gender gaps
- The national machinery for channeling and tackling gender related issues

# Importance and levels contd'

- Legal requirement?
- Inclusion of gender concerns and perspectives in national policies, plans and programmes
- Liaison role between organizations dealing with women issues and the Government

## Levels

- Can be done at Policy, Institutional, Programme levels
- Have they worked? Why?

# How is it done?



Done through for instance establishing:

- Gender desk Officers
- Gender Divisions & Departments
- Ministries?? No where in the current government; used to be called ministry of Gender, Children and Social Development (MGCSD) in the previous regime (upto 17 April 2013)
- Gender Taskforces /committees
- Formulating a policy/Act of Parliament; strategy and action plan
- Set as a performance contract target in government Ministries, Departments and Agencies (MDAs)
- Constitutionalizing the institution? Eg National Gender and Equality Commission established in the Constitution of Kenya 2010

# Kenya




- Kenyan women form more than half the population of Kenya,
- They are grossly under-represented in leadership and decision-making positions, with only 8.1% women parliamentarians (previous government before devolution!).
- The situation is similar with regard to higher level public sector positions and in the private sector.
- There are many serious challenges facing women with leadership ambitions, even though many initiatives and projects seek to promote women leaders eg GGP etc

## Some history



- ❑ The Government of Kenya developed a *National Gender and Development Policy* in 2000, a framework for the state to reduce gender imbalance and inequality.
- ❑ The policy mandates the Government to address gender inequalities strategically through established institutional frameworks



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- The *Sessional Paper No. 2 2006 on Gender Equality and Development* provides a framework for the operationalization of gender mainstreaming in policy, planning and programming in Kenya
  - The Government has also developed a *Gender Mainstreaming Implementation Plan of Action on Gender and Development towards implementing the strategy*
  - Both the National Policy and Sessional Paper No. 2 recognize that it is the right of women, men, girls and boys to participate in and benefit equally from development initiatives. The policy framework recognizes that equality between women and men is a matter of human rights, development and a condition for social justice.

# How it started In Kenya

- Kenya's participation in the first UN Conference on Women in 1975 in Mexico set in motion towards gender equality
- A process which led to the establishment of the Women's Bureau in the Ministry of Culture and Social Services in 1976.
- Women's Bureau, the national machinery, was mandated to advance the rights of women in policy formulation, implementation, monitoring and evaluation, and to coordinate Government initiatives and programmes for women, collect and analyse gender disaggregated data and information, and liaise with NGOs, women's organizations and other relevant stakeholders on matters women and gender



## Internationally In line with...

- The policy framework captures and re-iterates Kenya's commitment to the Beijing Platform for Action (BPFA),
- The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW),
- The International Conference on Population and Development Programme of Action (ICPD PoA) and
- The Millennium Development Goals (MDGs), all of which Kenya signed, for their potential as mutually supporting processes for the advancement of gender equality.

# Which institutions and strategic actions then?

- ❑ *Ministry of Gender, Children and Social Development (MGCSD) has been the national machinery till 17 April 2013*
- ❑ *Kenya National Human Rights and Equality Commission (used to be National Gender Commission and KNHRC)*
- ❑ *Gender desk officers in government ministries and departments/agencies*
- ❑ *Gender mainstreaming is PC target for all government MDAs*
- ❑ *Observance of One-third gender rule a constitutional requirement for all elective and appointive positions*
- ❑ *Equality funds to develop marginalized areas under constitution of Kenya 2010*



**NEMA.....**