



# Women's Rights and Gender Equality (WRGE)

Report from a Seminar for  
Norwegian Embassies



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Norwegian Agency for Development Cooperation

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The views and opinions expressed in the report do not necessarily correspond with those of Norad.

## **Women's Rights and Gender Equality (WRGE)**

### **Report from a Seminar for Norwegian Embassies**

Janne Lexow (NCG)  
Bodil Maal (Norad)

Lilongwe 31 May to 1st June 2010

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## 1. Introduction

The Regional seminar on women's rights and gender equality is an opportunity for embassies to exchange information and experience and be updated technically on important policy issues. It serves as a platform for close interaction between staff at the embassies and relevant sections within MFA and Norad. The regional seminars take place bi-annually.

The first regional seminar in 2010 took place in Lilongwe, Malawi with participants from the embassies in Angola, Tanzania, Mozambique, Uganda, Zambia, Ethiopia, Malawi, and South Africa and from Nepal and the Regional HIV/AIDS team based in Lusaka. Technically the seminar was organized under the auspices of the Peace, Gender and Democracy Department (Norad) with the Embassy in Lilongwe as a logistical partner. The WRGE seminar could piggy back on a seminar for Malawian female parliamentarians that was organized in partnership between the Norwegian Embassy and the Norwegian Association of Local and Regional Authorities. Experiences from that seminar could be brought forward to the WRGE seminar.

## 2. Topics and programme

The seminar covered two full working days. Day 1 was allocated for technical presentations on climate change and gender, MDG 5 maternal health and reproductive rights, and women in politics. Day 2 was devoted to administrative requirements, issues pertaining to pilot embassies, policy commitments and the Action Plan for Women's Rights and Gender Equality in Development Cooperation (2007-2013).

The presentations first day had a dual scope of presenting relevant issues with reference to Malawi in particular and global issues. Hence introductions were held by experts from South and North.

The second day had an internal scope and was meant as a forum for interaction between the embassies and MFA and Norad.

## 3. Seminar highlights

### Words of welcome

**Ambassador Johannessen**, Norwegian Embassy Lilongwe:

- Norway was quite visible in Malawi and had taken bold steps to bring up controversial gender related issues.
- The recent case in which a gay couple had been arrested and convicted to long sentences and where Norway had protested was one such case. The fact that the two were pardoned underlined the need for external partners to vigilant and engaged.
- The strong participation of the Malawian MPs in the seminar on women in politics was just another reminder that the subject is far from resolved. The Ambassador underlined that

women in politics really was a reallocation of power and positions from men to women, female MPs were still met with a number of barriers and problems. Outside the political sphere wives still have to ask permissions from their husbands to take up loan in a bank in Malawi.

- Furthermore Malawi is disaster-prone. Each disaster brings with it sad evidence of the negative effects on women. It has become increasingly clear that unless gender relations were changed, women and children would still bear the brunt of the crisis.

***Ambassador Arthur, MFA :***

- The series of regional seminars as being mutually beneficial for both the MFA and the embassies. They create a basis for communication and regular contacts between the different levels of the Ministry structure.
- In the day to day life close communication is not easy or facilitated by the constant move of people around in the system. Each year the MFA enters into more than 800 new work agreements.
- There is a need for more open discussions and deliberations than can be done during the development of the Annual work Plan.
- The government has recently extended the Plan of Action to 2013. This extension comes with a message that there is a need to do things even better and to translate policies into concrete, measurable, accountable, visible and clear activities which would make a difference on the ground.

## **Climate change and gender**

***Clement H.Kalonga (Oxfam):***

- Gave a global overview of climate changes. Pointed to the darkness of Africa during night. The continent is hardly lit.
- Malawi prepared and adopted a National Adaptation Programme of Action (NAPA) in 2006.
- There is an increase in frequency of droughts and floods- rainfall patterns and increase in temperature.
- People have experienced climate change in different ways- but temperature, increase in malaria , deforestation, missing rains, migration are sad facts of climate change impact.
- Climate effects and adaptation measures need to be incorporated in school curriculum.
- Early marriages for girls are on the increase due to poverty as a result of failed harvests.
- Poor communities suffer the most.
- It is a cultural belief that unmoral leads to climate change.
- Adaptation is critical but too narrow supportive and institutional political frameworks.
- The roles of CBOs and NGOs must be to conduct climate risk analysis and facilitate awareness and capacity building.

### **Janne Lexow (NCG)**

- Terminology for climate change which is very gender neutral. UNFCCC (UN Framework Convention for Climate Change ) was the only of the three RIO Conventions which did not refer to women and gender issues. COP 15 in Copenhagen can be said to be a step forward in the rights direction as gender is now given attention.
- Climate change is a development issue- not only technical solutions but structural, power relations, behavior, research.
- The carbon market is dominated by northern companies.
- CDM is very high-tech and large scale. The purpose, however, is to promote sustainable development.
- Shift of finance from GEF to WB (120 different climate funds). Little money for adaptation.
- REDD+ incorporates sustainable management and the conservation of biodiversity – hence scope for taking into account what women are actually doing has increased. REDD principle of proven ownership to land /forest can leave out most women. Need to introduce the usufruit –concept (users rights to produce)
- The divide between mitigation and adaptation is artificial. Climate change affects us now- with current pace the best we can hope for is a few percent reduction in emissions in the foreseeable future.
- The Bali Action Plan (2007) took up adaptation. In March 2010 39 (of 44) National Adaptation Programmes (NAPAS) identified gender-differentiated impacts on women.
- UNDP links CDM to MDGs. CDM is about development.
- Vulnerability is differentiated by gender.
- The Greenbelt Movement in Kenya and Grameen Bank in Bangladesh have entered the carbon market with projects that benefit and empower women. Economies of scale is important.
- The embassies should start incorporate climate change and gender issues in policy dialogues, reference to CEDAW, ensure that women have a place at the table in national adaptation and mitigation strategies, support information campaigns and research on land ownership.

### Debate:

→ Alternative clear technology is not always politically feasible. In South Africa the government has promised marginalized communities to be connected to the grid. Technology such as solar panels will not be an acceptable alternative for people.

→ Experience from REDD Tanzania is that funds are available. The embassy would welcome gender concerns in the project portfolio. The problem is to identify relevant partners and projects.

→ Mozambique has made good progress on research on land ownership and land-use.

→ There is a need for a low-threshold resource books to be available on the intranet.

→ Challenge to use climate change as a window of opportunity.

→ Concerns about channeling large sums of money to governments which are not always accountable and transparent e.g. DRC. Worries about corruption and leakage. Budget tracking is important.

→ Climate change is a unique opportunities for embassies to engage in discussions with national parliamentarians.

→ Nepalese government does not yet have an action plan. The Embassy supports energy, good governance and education. Norad financed MPs from Nepal to COP 15.

→ One problem is to go to scale.

- Another problem is that projects stop up when funding ends.

## **MDG 5. Maternal health**

Three presentations under this topic:

### ***Berit Austveg***

- Measures of maternal deaths are not accurately or consistently recorded. The Maternal Mortality Ratio (MMR) does not give the complete picture as many are lead to believe.
- Wide confidence intervals around estimates cannot provide information needed to monitor progress towards MDG targets. There is a tendency to media blow up of even the slightest changes between the years.
- In order to have a meaningful estimate on changes in MMR one needs to measure variation over a 10-year period of time for large population groups.
- Pregnancy related complications occur in about 15% of pregnancies. Current medical knowhow does not allow predicting who will get critical pregnancy-related complications. They are not always the poor.
- To be able to cure those with severe complications there is need for high-tech health care facilities with highly professional staff.
- Abortions have been neglected as a maternal health issue. Complications resulting from abortions account for 30% of pregnancy related deaths. Yet this is very little talked about.
- There is no way one can achieve MDG5 without reducing abortion complications and deaths.
- In Nicaragua, Chile, El Salvador and Malta abortions are totally illegal, no matter cause of pregnancy and risks to mother's health. Abortion must be part of discussions related to women's health. Information to women about abortion options is lacking.
- In Norway the current medical abortion method combines a combination of two pills, MIFE and MISO. The latter is sold over the counter in most countries.
- Legal literacy and support to NGOs working on these issues will be important for the Norwegian embassies.

### Debate:

→ The need to give attention to women's own perspective on delivery and care must be given priority attention.



→Too little research on these issues. Opinions are governed by tabloid headlines. There is a need for soberness in the public discourse.

→The poor quality of delivery services is a huge inequality issue.

→ In many countries women have to pay before services are accessible.

→The tendency to look at maternal mortality as a technocratic issue which is simple to solve needs to be corrected. UNICEF's "package" approach is one example of a too simplistic approach.

**Dr. Ellen Chirwa** gave an updated account on maternal mortality in Malawi:

- Malawi stands little chance of reaching the MDG5 target of 155 maternal deaths per 100,000 live births by 2015.
- This situation relates to the low status of women in the society as a whole from participation in decision making, low school attendance, lack of adequate health care facilities and critical shortage of nurses and midwives.
- Antenatal care is evaluated in numbers instead of the quality of the investigations. Many illnesses are not screened e.g. syphilis.
- Coerced sex is common both in and out of wedlock. Rapes go to a large extent unpunished even when the victims are small babies.
- The offenders are hardly prosecuted or punished or get a very low sentence.
- The prevailing poverty levels among rural households pull young girls out of school and into work or early marriage.
- Male participation in birth-related activities is hardly possible even among those who want it due to facilities not conducive
- There is a shortage of skilled attendance present during most births.

**Head of Department of Global Health and AIDS, Norad Dr. Poul Fife,**

- Norway and the Nordic countries have a unique position and added value in focusing their policies, political commitment and support for sexual and reproductive health and rights (SRHR)
- Norway continues to raise SRHR and gender equality on the global. National and civil society agendas.
- Norwegian ODA has tripled since 1999. Two thirds are channeled through multilateral partners. Focus at country level is MDG 4+5 in East and Central Africa and South East Asia, FGM in horn of Africa, HIV/AIDS in SSA, and one health SWAp in Malawi.
- SRHR is part of numerous other policies and guidelines. The GE agenda, LGBT, HIV/AIDS, FGM are all strong on SRHR.
- Special priority is given to maternal and child health, through country level partnerships and platforms involving the WB, Global fund, GAVI and WHO.
- The Nordic partnership was highlighted.

- Access to family planning, safe abortions and advancement of skilled health professionals are among priority actions.
- It is possible to reduce maternal deaths by one-third.
- Pointed out that the fight against HIV/AIDs is at a crossroad. A key priority is to integrated actions for HIV/AIDS and SRHR.
- Young people between 15-24 years old are particularly at risk.
- SHRH is also an area to highlight in policy discussions and in association with CEDAW.
- Budget watch for MDG5 is critical.

#### Debate:

→ Embassies do not receive all relevant policies and guidelines.

- At present there are two different pills for medical abortion – MIFE and MISO. MISO is a cheap pill that is available everywhere. The pill can be used up to 9-10 weeks. The NGOs could spread information about the MISO pill. The right to information is a human right.

- We have to teach women and men in groups in order to have an influence on the role of men. In Malawi the teaching in groups have been successful.

- UNICEF does not work with abortion. Since it is the youngest girls that have the greatest risks with abortion – UNICEF should get involved .

- In Mozambique, the men have no responsibility for children if they are not married. A man may have 24 children and no responsibility.

- In Zambia we have tried out tradional systems in order to get pregnant women to the clinics. The Chiefs have been asked to get all the pregnant women to visit the clinics once per month. This system is functioning.

## Women in politics

Can one expect changes when women get elected into parliament?

**Liss Schanke (KS) :**

- It is hard for women to be elected as members of parliament but once elected their struggle is far from over.
- In parliament women enter a male domain.
- There is a need for a critical mass. In Malawi the percentage of female MPs has risen to 22% . In Mozambique female MPs constitute 39%.
- Women will not always go with the women’s movement but follow their party programme.
- In most cases women have to learn the rules of the game. This is complicated enough and will usually take more than one term to learn. There are both written and unwritten codes, procedures and mechanisms on how to get things done in parliament.

- Experience from Norway and the Nordic countries show that women do really make a difference on a number of legislative issues with far-reaching positive benefits for women such as parental leave systems.
- The evidence of women parliamentarians making a difference is quite clear and universal.

Debate:

→ the need for further capacity building and leadership models for women MPs.

→ NGOs and media must not be seen as enemies but as part of the civil society that elected them in the first place.

→ the variety of quota systems were discussed. There are several models and care should be taken not to mix up one system with the other.

Former **MP Malawi Mrs. Lillian Patel** gave a vivid account on how elections can be particularly ugly for women candidates.

- During the parliamentary election campaign prior to the election 2009 women candidates faced a number of intimidating tactics and derogatory incidents.
- Female candidates got discouraged from incidences of violence. . Some pulled out during the campaign.
- Mrs. Patel is a member of the United Democratic Front (UDF) and has been an active politician and members of the pressure groups to transform the Malawi political system from a one-party to a multi-party democracy. From 1999 to 2004 she served as a Minister of Gender, Youth and Community Services. She has also been a chair of the Malawi Parliamentary Women Caucus.
- All political parties in Malawi are headed by men.
- A severe flaw in the system is that, in order to be elected, most politicians have to make promises of fairly large economic benefits to their constituency. After election these promises are hard to meet.
- When candidatures are lost female candidates are easily put out in the cold and are marginalized from the public scene.

Debate:

→ the issue of more efficient use of former female politicians was raised in connection with the training of current female MPs. There is a lot to learn from past experiences.

→ the 50:50 campaign which was supported by Norway was a good model, but there is a need for having men on board.

→ training should not only be given to MPs. Local elections for councillors is a good training ground for future candidatures nationally.

**Kikkan Haugen** Deputy Director Regional Department

- Places the overall responsibility for promoting and mainstreaming gender issues firmly within MFA management structure, more precisely Section for Management of Subsidiary Agencies

and Development Funds. The section deals with planning and monitoring. The section is the only non-geographic section within the regional department.

- Good news that Norad's assessment of 3-year embassy plans for development 2011-2013 shows much improvements as far as inclusion of women's rights and gender equality is concerned. There is a move in the right direction.
- WRGE should be lifted as a priority area in 2010.
- Pilot embassies have been identified has responded positively to the Ministry's request and have a potential to achieve results within the field of WRGE.
- The allocation letters are critical- both specific instructions and general instructions are to be followed.
- WRGE must be included as significant objectives in major agreements under all budget chapters under 03.10 and 03.20.

#### ***Ambassador Fredrik Arthur***

- Section for Global Initiatives and Gender Equality enjoys a high degree of independence. The four-member team covers also health, migration and trafficking and the decent work agenda. SCR 1325 is a separate project.
- When he took up the position he was met with two reactions: applause and a slap in face. There is a need for establishing an incentive system. It must be regarded as equally important to work on WRGE as with other foreign policy themes.
- Main points from the Mid-Term Review of the Action Plan for WRGE conducted by NIBR in 2008 underscores that there has been a marked increase of good reports from the embassies. But WRGE is absent in key documents on the embassies' activities .
- The annual work plan (VP) has a limited format. A lot more interesting things are happening than could fit into the VP.
- Norway has maintained a high profile promoting WRGE in multilateral organization and global funds.
- Challenges to incorporate WRGE in hardware programmes and whole agenda related to climate change and environment.
- Capacity and competence building abroad is important but must not neglect the same in own organization.

#### ***Anne Havnør Senior Advisor***

- Norway emphasizes the demand side. Ownership is key. Norway recognizes that change agents at country level must be empowered to champion national development.
- The extended plan of Action follows the same principles as before, both with regards to the key priority sectors, the combination of targeted and integrated approaches, initiatives at global and country levels.
- There is decline in percentage of funds in the Gender Budget, although the relative allocation in absolute numbers has increased.
- The pilot embassies are well positioned to fulfill the Action Plan. Nothing new is actually required.
- Reference is also made to LGBT guidelines which have strong and clear political backings.

- Reminded the audience that the Swedish 3 R's Representation, Resources and Reality are important yardsticks also for MFA.
- Programmatic funds cannot be moved from the regional budget to the gender budget. Regional Chapters 150-153 are the key sources of finance.
- 140 MNOK is channeled to SCR 1325-1820
- The gender budget (NOK 300 M 2010) is increasingly decentralized to the embassies. 17% of the budget line is for local women's organizations and UN. Cannot be used for Norwegian organizations.
- Women's organizations are important training grounds for women's empowerment

***Bodil Maal FLID Norad Strategic plans and networks:***

- Ownership is key. Actions Plans drawn up by consultants tend to be shelved.
- Involvement and participatory approach is essential.
- Embassy plans do not need to be huge and sophisticated. The goal is that plans have to be implemented.
- The need to link it up to the VP.
- The value of networking was underlined.

## **Experiences from Uganda and Tanzania**

***Gørild Mathisen (Emb Kampala)***

- 3 priority areas : Gender based violence, rights based approach and Action Plan 1325
- The hiring of a consultant on a long term basis has really paid off. She has been available to all staff, conducted customized training
- Donor cooperation on WRGE is weak. There has been no meeting in the last 12 months.
- There is need for a "resource-packet" with best practices, that shows that the work on WR&GE has positive impact.

***Malin Liljert (Emb Dar es Salaam)***

- Tanzania is the largest recipient of Norwegian funds.
- The embassy lacks gender focal points.
- Thematic support to REDD:land-tenure, clean energy and stoves will save a lot of forest resources.
- Training of female engineers has resulted in a doubling of female engineers at national level.
- The clear goals of promoting female candidates at PhD and MA levels have given result.
- Energia – the network for women in energy sector needs reactivation
- The Development Partnership Group has been dormant.

## Debate:

- Pilot countries: There is a need for bilateral dialogue with each pilot embassy. Motivation, content and requirements need to be clarified.
- Nepal, Malawi and Uganda are motivated to become a pilot. These three embassies have good plans, strong willingness and finance relevant sectors.
- the 3-year strategic plan for Mozambique makes the embassy a possible pilot, but further clarifications are needed.
- The embassy in Luanda focuses in oil and maritime management, both sectors in which gender mainstreaming appear artificial and difficult. Angola is no longer in the low-income country category. The embassy receives little funds for development cooperation. There is a drawback that Norwegian organizations with which the embassy has had close cooperation in training for women's leadership cannot receive funds under the Gender budget. National networks do not have a system qualifying for Norwegian Grants.
- the embassy in Pretoria showed interest in becoming a pilot embassy. Matters to be further clarified.
- The potential for WRGE as a financial sector for Norway was discussed. Several participants pointed to the administrative weakness and poor performance of the so-called gender-machineries at national level. Concerns were raised that a gender sector under these ministries would be far from efficient. These institutions appeared to be streamed away rather than mainstreamed at national levels.
- the debate on using gender as a term and gender mainstreaming highlighted the frustration many participants felt about evaporation of WRGE in practice.
- several participants expressed concerns that whereas WRGE was politically backed when such issues were at the agenda, they disappeared when the topic was slightly changed. There is a lack of WRGE in many speeches and important documents.
- There was a concern that the general auditor would criticize performance if one accepted the status of pilot embassy for WRGE. It was generally agreed that the point is not to make promises on delivery which cannot realistically be met.
- Some participants claimed that they had become real experts in working "under cover" because WRGE was not truly prioritized as high in practice as in rhetoric
- Several participants questioned the current policy of handling support to local organizations in Norway. It was felt that direct funding had given them some leeway into civil society.
- A vivid debate on whether or not the only way Norway can keep in touch with women's organizations and networks is through funding. There are lots of other reasons for keeping each other in the loop such as exchange of information, widened contact sphere etc. Funding is not the only way to create relations.
- The role as a lead agency at country level is a useful platform for promoting WRGE.
- There is no need for formal or informal gender network for the embassies. One has to avoid overload of information and not all issues are relevant.
- The gap between ambitions and capacity and realism at the Embassies.
- Doable, simplifying and strategic within a holistic thinking seem to be the framework under which most of the participants aim.
- There is need to include WRGE in the job descriptions for staff at the Embassies.

- There are three crosscutting issues that the Embassies need to relate to: Gender, climate and corruption. This should be raised with the leadership at the Embassy.
- Honesty in reporting on gender issues

## Evaluation and recommendations

The final evaluation roundtable showed that participants were content with:

- Choice of themes
- Balance between presenters from North and South
- Ample possibilities for discussion
- The open and dynamic atmosphere of discussions
- Improvements since last year's conference
- Good balance between MFA, Norad and embassies

Participants were less content with:

- Structuring of discussions Day2 ( structured issues for discussion which was made in advance had not reached participants)
- Each embassy should be given an equal slot of time to present their challenges and progress related to the themes
- At least one project site /organizations should have been visited
- Sightseeing and social aspects to be incorporated

Recommendations:

- A home page where " Best practices" and resources (reports, TOR, tools etc) are shared . The page has to be in English.
- Gender issues should be brought into other regional seminars between embassies.
- We need to consider " economy on time" when we select the place for regional seminars.

## Appendices

1. Programme
2. List of Participants
3. Presentations
4. Questions for framing the discussions



## Appendix 1

# Women's Rights and Gender Equality Seminar for Norwegian Embassies

30<sup>th</sup> May-1<sup>st</sup> June 2010

Venue: Crossroads Hotel, Crossroad Complex, Lilongwe, Malawi

Nyasa Room

### Draft Programme

Date	Time	Topic	Comments
<b>Sunday 30/05/2010</b>		<b>Arrival of participants</b>	<b>Checking in Hotel</b>
	7 PM -9PM	Reception	The Ambassador's residence
<b>Monday 31/05/2010</b>			
	9:00-9:15	<i>Opening remarks &amp; welcome</i> - Mr. Bjørn Johannessen	Ambassador, Norwegian Embassy Lilongwe
	9:15-9:30	<i>Purpose of the seminar</i> - Mr. Fredrik Arthur	Gender Equality Ambassador, MFA
	9:30-11	<i>Gender and climate change</i> Presentations by - Mr. Clement H. Kalonga) The Winds of Change - - Ms. Janne Lexow, Plenary questions and comments	Programme Coordinator Oxfam ,Malawi  Consultant, Nordic Consulting Group
	11:00-11:30	Tea break	
	11:30-13:00	<i>Maternal Health MDG 5</i> Presentations by - Dr Berit Austveg, - - Dr.Ellen Mbweza Chirwa	Senior Advisor , the Norwegian Board of Health Supervision  Senior lecturer, Kamuzu College of Nursing, Blantyre
	13:00-14:00	Lunch	
	14:00-14:30	<i>MDG 5 continued</i> Presentation by	Director, Global Health and AIDS

		- Dr. Paul Fife	Department, Norad
	14:30-15:00	<i>Group discussion on MDG 5</i>	
	15:00-16:30	<i>Women in politics</i> Presentation by - Ms. Liss Schanke  - Ms. Lillian Patel	Special Advisor, The Norwegian Association of Local and Regional Authorities (KS)  Former MP, Malawi
	16:30-17:00	Tea	
	17:00-17:30	<i>Summary of today's sessions</i> - Bodil Maal/ Janne Lexow	Senior Advisor Norad Consultant, NCG
<b>Dinner at Crossroads Hotel Restaurant</b>			
<b>Tuesday 01/06/2010</b>			
	9:00-11:30	<i>What does MFA require from the embassies?</i> - Mr. Kikkan Haugen (15 min)  <i>Lessons from Mid Term Review</i> - Mr. Fredrik Arthur (15 min)  <i>Renewing the Action plan for women's rights and gender equality. Looking ahead.</i>  - Ms. Anne Havnør (15 min)	Assistant Director General MFA  Gender Ambassador  Senior Advisor MFA
	11:30-12:00	Tea	
	12:00-13:00	<i>Lessons learnt from Gender Plan of Action at the Embassy level</i>	Uganda Tanzania
	13:00-14:00	Lunch	
	14:00-14:30	<i>Main requirements and steps to be taken to develop a Plan of Action</i> - Bodil Maal	
	14:30-15:00	<i>Gender mainstreaming</i> - Janne Lexow	
	15:00-15:30	Tea	
	15:30-17:30	<i>Group discussion/ summing up</i>	Pls. Note the questions that were distributed to participants in advance
<b>Dinner at Copper Pot Restaurant</b>			

## Appendix 2

### List of participants Regional Seminar in Malawi 30/5 -1/6 -2010

#### **From the Embassies :**

Ms. Caroline Simumba (The Regional HIV/AIDS Team)

Ms. Endresen Gunvor Alida (Angola)

Ms. Liljert Malin (Tanzania)

Ms. Strøm Nina (Mozambique)

Ms. Storholt Kristine H. (Nepal)

Ms. Kamla Bisht (Nepal)

Ms. Mathisen Gørild (Uganda)

Ms. Liane Moosho Imakando (Zambia)

Mr. Ashenafi Gizaw (Ethiopia)

Ms. Solrun Maria Olafsdottir (Malawi)

Ms. Anne Liv Evensen (Malawi)

Ms. Unni Poulsson (Malawi)

Mr. Bjørn Johannessen (Malawi)

Ms. Margareth Mokhuane (South-Africa)

Mr. Paul Five ( Global Health and AIDS Department/ Norad)

Bodil Maal (Peace, Gender and Democracy DepartmentD/Norad)

#### **Consultant and presenters from Norway:**

Ms Janne Lexow (Nordic Consulting Group- NCG)

Ms. Liss Schanke (The Norwegian Association of Local and Regional Authorities KS)

Ms. Berit Austveg (The Norwegian Board of Health Supervision. Helsetilsynet)

#### **From Malawi:**

Ellen Mbweza Chirwa (MDG 5)

Lillian Patel (gender and political participation)

Clement Kalonga [ckalonga@oxfam.org.uk]  
(gender and climate)

#### **From Norway:**

Mr. Fredrik Arthur (MFA)

Ms. Anne Havnør (MFA)

Mr. Kikkan Haugen (MFA)

Ms. Kamilla Kolshus (MFA)

## Appendix 3

### Issues for framing the discussion DAY 2

The second day of the seminar will provide an opportunity for a more thorough discussion on opportunities and challenges associated with gender mainstreaming at Embassy level. We will ask each participant to be prepared to share your thoughts and perspectives based on your own experience on the following issues:

#### 1. Support to women's organizations as crucial stakeholders in their own right and for mainstreaming

What are the added values of the dual approach? Is the potential for these organizations to influence on mainstreaming efforts fully captured? Is there a scope for better use of local gender resources, researchers, organizations, networks in the pursuit of gender mainstreaming efforts? One issue to consider is whether there is a need for mapping of relevant actors in each country. Another is to include technical advisors as consultants on a short-or longer period time to work specifically on particular programmes or strategic planning frameworks.

#### 2. Operationalizing plans of action /strategies

Each country context is unique. Experience shows that workable, effective plans/strategies need to be firmly anchored and institutionalized within the Embassy. Externally produced blueprints are of little value and will easily be shelved.

How can a realistic plan /strategy be carried through within the Embassy? Is there a need to establish specific priorities in terms of mainstreaming over the coming period? Is it better to take a pragmatic approach and "raise the bar" on a few areas rather than trying to cover the entire portfolio? What are the pros and cons? What is feasible within existing (or realistically new) resource parameters? How can accountability for results be ensured?

#### 3. What to do with new and/or difficult sectors/ and channels?

Specifically consider:"How to ensure that specific measures are taken, methods used and resources provided to integrate gender equality and women`s rights into sectors like energy, climate, environment, private sector development, budget support etc?" The discussion should incorporate measures to be taken when Norway is a lead agency, in strategic partnerships or in political dialogues with the government partners and other donors.

#### 4. What is expected of a pilot embassy?

Reflect on current state of affairs and how the embassies might raise to the new and more elevated status as a pilot embassy for gender mainstreaming. What support is needed from UD/Norad? How to report better on results?

#### 5. How can pilot embassies learn more from one another?

Is there a need for establishing a Gender Network? Who should facilitate this network? How to sustain a smooth learning process and avoid overload of information and work?

#### 6. What are your experiences?

Please give a brief input (3-5 minutes) on your experiences with the Gender Equality Plan of Action and your perspectives on the windows of opportunity to move ahead! What works and what are the challenges.



**Norad**

Norwegian Agency for Development Cooperation

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