

United Nations  
Division for the Advancement of Women  
In collaboration with  
the Economic Commission for Africa (ECA) and  
the Office for ECOSOC Support and Coordination,  
Department of Economic and Social Affairs

## **Project on Capacity Building for Promoting Gender Equality in African Countries**

### **Workshop on Strengthening the Capacity of National Machineries through the Effective Use of ICT**

Addis Ababa, Ethiopia

10 – 14 January 2005

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- National machineries able to influence national ICT policies from a gender perspective.

## **Participants**

Eight<sup>1</sup> of the ten invited countries attended the meeting, which brought together sixteen women and ten men, including nine ICT specialists (of which three were women). Three gender and two ICT trainers facilitated the event. A resource person from the United Nations Economic Commission for Africa (ECA) also attended the workshop (See Annex 2 for list of participants).

## **Methodology**

The workshop aimed to provide capacity building for both gender equality and information specialists from national machineries. The two sets of participants had quite different knowledge, skills and experience. An important objective of the workshop was to bring together these two groups and create a common understanding of gender equality and ICT issues. The meeting built on lessons learnt from the first two workshops: it focussed on the incorporation of gender perspectives into national and international ICT initiatives and explored in more detail the relationship between gender equality and ICT. Specialists from ICT ministries were also invited to the workshop, which facilitated debate on the integration of gender perspectives into ICT policies. Prior to the meeting, participants received a needs assessment questionnaire. Unfortunately very few were returned in time for the meeting (See Annex 3 for sample questionnaire).

The workshop used participatory methods throughout, alternating plenary sessions with group work in both in-country and mixed-country teams. The workshop used a range of tools, including flipcharts, visualisation cards, PowerPoint and the internet (See Annex 4 for the workshop programme).

Participants wanted to exchange and acquire knowledge on ICT (what they are and what they can do to facilitate development and gender equality), as well as gain practical skills and strategies to use ICT creatively for the promotion of gender equality and to mainstream gender perspectives into ICT policies.

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<sup>1</sup> Ethiopia, Gambia, Ghana, Kenya, Liberia, Uganda, Sierra Leone and Sudan.

## **PART 2: THE WORKSHOP PROCESS**

This section of the report outlines the activities that took place during the workshop, as well as key outcomes.

An introductory presentation defined key concepts relating to gender mainstreaming. A brief debate highlighted specific difficulties and challenges that national machineries face in gender mainstreaming, including:

- Confusion between gender mainstreaming and women-specific activities;
- Measuring gender mainstreaming efforts and progress;
- Moving from a women-based approach to a gender-based approach.

### **2.1 Information and knowledge management**

#### **The role of national machineries**

The first session of the workshop aimed to review3ment

- Weak monitoring systems;
- Insufficient research on gender equality



technology, drive decisions on using ICT to manage information. Furthermore, networking through



In general, most national machineries package their information in a general fashion and there is limited strategic targeting of specific groups. For example, participants agreed that there is a need to target men in gender-related issues but little has been done to date to understand what men need to know in order to contribute to changes in gender relations, as well as to identify the best strategies and media to reach them.

National machineries reflected that they tend to write progress reports on gender equality issues and share them with international agencies and donors more than with their local constituencies. For instance CEDAW reports are sent to the Committee on the Elimination of Discrimination against Women, but they are rarely shared in a suitable format with local civil

analysis, policy development and programme design, women and men will not benefit equally from ICT and their applications.

Participants emphasised that when aiming to improve women's and girls' access to ICT, there is a need to consider not only physical access but also appropriate technology, affordability, capacity, relevant content, integration, trust, legal and regulatory frameworks, local and macro economic environments and political will<sup>5</sup>. In particular, it was highlighted that critical gender equality and ICT policy issues need to be brought to the attention of policy-makers, especially during policy processes such as the World Summit on the Information Society (WSIS)<sup>6</sup>, which has catalysed huge interest and engagement in ICT policy issues.

Some examples of successful case studies that used ICT for women's empowerment were provided:

**Case study 1: Farmwise, Malawi**

In Africa, those who have access to ICT can leverage its advantages for those who do not, for example by using radio and print media. Farmwise, a project in the rural village of Mwandama in Zomba district, Malawi, developed a computer database system with a web interface and email facility to help women farmers determine what they can expect to harvest from their land, which crops they can grow given the soil type and fertility, and what inputs they should use. A radio station of the Malawi Broadcasting Corporation popularly known as "Farmers Radio" was used to publicize and facilitate access to the database and women were given alerts of which programmes to listen to. The station's programme presenters used an online input calculator to answer questions

from farmers were passed on by email to advisers in the agricultural extension office. As a result of

## **Gender gaps in participating countries**

Having discussed the general relationship between ICT, development and gender equality, participants then identified gender disparities in ICT in their own countries, using the “Web of Institutionalisation”<sup>7</sup> as a framework for diagnosis.

### Citizens’ sphere

In this sphere, participants examined disparities in the way women and men interact with ICT at the micro level (home, community, workplace and local politics). Participants found that, in general, there is a divide between urban and rural areas and between rich and poor households. Within each of these categories, men have more access and control over ICT than women. At the household level, participants noted that women may be “afraid” to operate ICT tools (TV, videos, computers) because of lack of knowledge and because they are afraid of breaking them. It was also noted that in some cases, if a husband pays for a phone, for example, he might lock it to prevent the woman from accessing it. Men also have more access to ICT at the community level as they are more literate and have more power, time, money, mobility and assumed legitimacy to use ICT. In addition, research has shown that it is often not safe for women to access public ICT services, such as internet cafés and multimedia centres, in the evening.<sup>8</sup>

In the labour market, women tend to use computers more than men because they are employed in administrative work. However, women do not usually create content or have control over the equipment they use. Participants also noted that new ICT-based jobs, such as de-localised call centres, employ many women but in low-skilled and low-paid jobs. It was also noted that businesses run by men tend to use ICT, such as the internet, more than businesses run by women. Amongst civil society groups, women’s organisations, especially those in rural areas, tend to use ICT less than other development organisations. Participants also noted that even women’s organisations tend to employ men in ICT jobs.

### Political/policy sphere

Participants also examined the interaction between gender equality and ICT at the policy level, including in budget allocations. Most participants noted that their governments have not identified the gender divide in ICT as an issue and do not incorporate a gender perspective into their ICT policies, programmes and projects. In most countries, ICT policy-makers are not involved in the work of national machineries and national machineries do not take advantage of ICT policy formulation to advance gender equality issues. There are positive exceptions however, as in the Gambia, where the national machinery is involved in formulating gender dimensions of the national ICT policy. Most national machineries felt that to date the integration of gender perspectives into ICT policies has meant “adding” a gender-specific paragraph rather than mainstreaming gender perspectives. In some countries, including Sudan, national machineries are

in charge of monitoring all national policies, including ICT policies, from a gender perspective, although they have not been involved in policy formulation.

Overall, there is now realization that more women with commitment to and expertise in ICT need to be involved in policy processes. In the Gambia, more women have been intervening between the first and the second round of ICT policy formulation. In Ghana, the national machinery examined each area of the national ICT policy from a gender perspective and developed a strategic plan to tackle these issues.

Public education policies were also discussed as a possible root cause of the gender divide in ICT. For example, in Kenya the use of computers in schools is now a priority but the issue of equal access for boys and girls has not been addressed. In the private sector, firms have no policies on gender equality and equal opportunities. Generally, the domination of large international corporations, such as Microsoft, in providing equipment to governments in developing countries has also meant that more women-friendly technologies, such as open source software, are not promoted and governments have not addressed such choices as a general policy issues.

#### Institutional/organisational sphere

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- Consolidating gender perspectives in the monitoring process of ICT policies and programmes;
- Influencing the WSIS process;
- Learning from IRDC expertise, including the development of 300 qualitative indicators.

Discussion among participants highlighted that the SACN-ICT initiative has been technically oriented and is not embedded in the socio-economic context. Participants expressed concern over ECA's current approach to gender mainstreaming, noting that gender perspectives must influence the whole process, not only the methodology and the indicators, and that there is a need for leadership from ECA to ensure that the entire project is gender-sensitive. Participants argued that gender mainstreaming should not solely be the responsibility of national machineries and noted that institutions such as ECA should be pro-actively involved in gender sensitization of key actors in the ICT field. More qualitative and context-specific research is needed to influence policy processes, as well as greater involvement by gender-sensitive actors. Participants requested ECA to assist national machineries in identify policy processes and key actors that they should try to influence.

#### African Information Society Initiative (AISI) and National Information and Communication Infrastructure (NICI)

Participants were introduced to the AISI initiative, which provides support to develop national ICT policies in African countries. The project was piloted in 13 countries, all of which now have national ICT plans. As in the SCAN-ICT project, ECA recognized that gender equality issues have been marginalized. For example, although an initial survey included a balanced representation of men and women, the results are not disaggregated by sex and gender equality is considered only as an add-on in lessons learned. This is reflected in the policy process (national machineries and women's organizations were rarely consulted and there were few women in the expert teams) and also in the resulting national plans, which are largely gender-blind. In the Gambia however, ICT experts did meet with gender-sensitive actors and as a result the policy is gender-sensitive.

Representatives of national machineries commented that to date ECA has not provided guidelines regarding the integration of gender perspectives into ICT projects and criticised the project's approach to gender equality as a sector rather than a goal, with cross-cutting implications. This approach has meant that the issue is devolved to the country-level and does not ensure that gender equality is incorporated into all policies as called for in the Beijing Platform for Action and CEDAW. Participants also noted that treating gender equality as a sector rather than a goal has meant that the relationship between critical ICT and gender issues, such as violence against women, was likely to be overlooked.

In response to ECA's suggestion that national machineries should develop gender and ICT plans, some participants expressed their fear that the creation of a separate gender equality and ICT process would once more result in the marginalization of women. They recommended that ECA and its partners adopt a crosscutting approach to gender equality and integrate it systematically into policy formulation, implementation and monitoring. They also strongly recommended that ECA supports gender sensitization programmes for ICT policy-makers, as well as ICT awareness raising for gender advocates, including national machinery personnel. In Sudan for example, representatives of the national machinery attended meetings in the framework of the AISI project but felt inadequate as the discussions were too technically oriented and used unfamiliar ICT jargon.

Finally, most representatives from national machineries pointed out that they are not aware of ICT policy initiatives in their country. They felt that national machineries should be better informed, equipped and supported to influence international processes such as the World Summit on the Information Society (WSIS). It was noted that some NGOs had already developed arguments about gender equality and ICT that could be used to lobby ICT policy-makers (See Box 5).

#### **Box 5: Women's rights in ICT**

The Association for Progressive Communications Women's Networking Support Programme (APC WNSP) has identified the following rights that should be included in any ICT policy:

1. Acknowledge, protect and defend women's rights in the Information Society.
2. Gender equality, non-discrimination and women's empowerment are essential prerequisites for equitable and people-centred development in the Information Society.
3. ICT governance and policy frameworks must enable full and equal participation.
4. All ICT initiatives must incorporate a gender perspective.
5. Every woman has the right to affordable access to ICT.
6. Education and training programmes must promote gender awareness.
7. Women and girls have a right to equal access to educational opportunities in the fields of science and technology.



approaches into these three initiatives and explored how such strategies could be followed, in particular emphasising the use of ICT to achieve better results.

Participants also shared initiatives undertaken in their countries to mainstream gender equality into PRSPs and the MDGs. For example, the national machinery in Kenya hired a consultant who intervened in taskforces related to each Goal. In Ghana, after the first round of the PRSP process which did not incorporate a gender perspective, the national machinery mobilized lobbying of the Ministry of Planning. In Sierra Leone, some key line ministries, including the ministries of education and agriculture, play

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## African Gender and Development Index (AGDI)

ECA also presented its new African Gender and Development Index (AGDI)<sup>11</sup>, a tool to measure the status of gender equality and the progress of women. This index can assist countries to prepare a national gender profile every three years using existing national statistics. It is envisaged that governments and civil society will work together in compiling the AGDI and national machineries were encouraged to make contacts with the teams and focal points leading the process in their countries. Participants noted that the Index was an isolated project in the ECA as other ECA initiatives were gender-blind and were concerned that this may compromise the credibility of the Index. Some participants also expressed concern that the Index may duplicate existing national gender-monitoring initiatives.

### 2.5 Technical training

The workshop also incorporated technical training sessions to provide an opportunity for participants to become familiar with various ICT tools, including one session on using the internet. This session focused on clarifying internet jargon and explaining the technology and necessary equipment for establishing an internet connection. Participants were also introduced to the various challenges associated with internet connection and usage.

Another session was held on the use of websites as information and knowledge management tools. This session reviewed good practices for websites and gave an overview of how national machineries can make the best use of websites. The national machineries from Uganda and the Gambia demonstrated their respective websites (<http://www.mglsd.go.ug> and <http://www.westa47ambia.de37>

<http://www.west950.com> and <http://www.west919.com> respectively.

Uganda and Gambia demonstrated their respective websites (<http://www.mglsd.go.ug> and <http://www.westa47ambia.de37>) and the Gambia demonstrated their respective websites (<http://www.west950.com> and <http://www.west919.com>) respectively.

## **PART 3: STRATEGIES TO REINFORCE THE LINKS BETWEEN GENDER EQUALITY AND ICT**

Participants developed strategies to address gender equality and ICT at different levels, as summarized below, which together constituted a framework for national machineries to work from after the workshop.

### **Incorporating gender perspectives into national ICT policies (Group work #3 – See Annex 6)**

To achieve one of the workshop's main objectives, national machineries identified key actions to mainstream gender perspectives into national ICT policies (See Annex 6 for country-specific plans). The most common features of the strategies developed include:

- Identifying key national actors dealing with national and international ICT policy and planning processes in order to raise their awareness of gender equality issues;
- Connecting with international focal points on ICT (for example in ECA);
- Consulting and networking with civil society organizations to identify gender-based ICT issues and develop joint strategies to mainstream gender perspectives into on-going ICT policy and planning processes;
- Identifying suitable women to be involved in ICT policy and planning processes;
- Accessing and commenting on existing national ICT policies and plans and proposing priority areas for action;
- Promoting WSIS and other international ICT initiatives among relevant gender equality actors in the public, private and civil society sectors;
- Ensuring gender-sensitive monitoring of existing policies and promoting the adjustment of plans according to gender-sensitive indicators;
- Raising awareness of the relevance of ICT for gender equality among national machinery personnel;
- Influencing relevant bodies to develop more research on the links between gender and ICT and/or to mainstream a gender perspective into on-going research on ICT;
- Developing arguments to promote the use of ICT for the promotion of women's rights and ensure equal access to ICT for women and girls in education and training programmes; and
- Sharing results of the workshop with ICT policy-makers and other relevant actors.

### **Using ICT to improve national machineries' programmes (Group work #4 – See Annex 7)**

This group work required national machinery groups to select one of their existing programmes and identify ways to use ICT to make the programme more effective and efficient. The following programmes were selected: gender mainstreaming in the health sector (Sudan); leadership training for women councillors (Uganda); Promotion of CEDAW (Sierra Leone); media (Liberia); micro finance for women (Ghana); female genital mutilation (Kenya); gender investment for poverty alleviation (the Gambia); and gender mainstreaming (Ethiopia).

The exercise illustrated that ICT can be used in any kind of programme, whether addressing the basic needs of local women and men (as in Sudan's programme to reduce maternal mortality), targeting policy-makers (as in Uganda's programme on leadership training for women councillors), or policy advocacy (as in Sierra Leone's CEDAW programme). The exercise also showed that in most countries, collecting and organising information, rather than dissemination, are

the most difficult steps and there is therefore a need to train key actors in research, including the use of databases and other ICT tools.

The group work showed that national machineries have a wide range of ICT at their disposal and can potentially combine modern and traditional ICT. The lack of infrastructure in some countries, particularly in rural areas, is obviously a constraint but it was generally agreed that the provision of infrastructure alone would not solve all access problems. For instance, affordability, convenience, location, language, safety, relevance and gender relations are key determining factors influencing women and men's access to ICT. The incorporation of these dimensions is a key challenge for the development of ICT-based strategies for the promotion of gender equality. Finally, participants emphasized that ICT must be properly reflected in programme budgets, including purchase, repairs, equipment upgrades, depreciation costs, user fees and training.

### **Developing ICT strategic plans for national machineries (Group work #5 – See Annex 8)**

To develop an appropriate, effective and sustainable strategic ICT plan, participants identified their information and communication needs as well as the most appropriate ICT tools available. In country teams, participants developed a communication strategy for a select project, identifying the team, partners, skills and technology, as well as the process of documenting and managing information.

Key issues and common features identified during this exercise included:

- All key actors must be involved, including national machinery personnel; line ministry gender equality and ICT focal points; representatives from civil society, especially women's organisations; and regional and global institutions. Ensuring high-level involvement was highlighted;
- The need to include greater knowledge and skills on the technical and policy aspects of ICT, including communication and networking skills;
- The need for computer software and hardware, including reliable access to the internet and digital cameras and scanners;
- Reliable and sufficient financial resources;
- The need for communication with government departments, academic institutions, researchers, NGOs, women's organisations, donors and United Nations agencies;
- Networking and collaboration are crucial for the collection of information. Particular strategies included the use of mainstream media, establishing research groups and digitizing content.

## **PART 4: CONCLUSIONS AND REMAINING CHALLENGES**

### **Making ICT work for women as well as men at macro and micro levels**

The workshop highlighted that working with men as well as women to change gender relations and achieve gender equality must be stressed in all sectors, particularly in the ICT field,

## **ANNEXES**

1. Aide mémoire
2. List of participants
3. Questionnaire
4. Programme
5. The roles of national machineries
6. Country strategies to mainstream gender in ICT policies (Group work 3)
7. Using ICT in national machineries programmes (Group work 4)
8. Country strategies to use ICT to improve national machineries' programmes (Group work 5)
9. ECA Press release about the workshop

## ANNEX 1 – AIDE-MEMOIRE

**Division for the Advancement of Women  
Office for ECOSOC Support and Coordination  
Department of Economic and Social Affairs  
Capacity Building for Promoting Gender Equality in African Countries**

### AIDE-MEMOIRE

#### **Workshop on strengthening the capacity of national machineries through the effective use of ICTs**

Addis Ababa, Ethiopia  
10– 14 January 2005

#### ***I. Introduction***

The Division for the Advancement of Women (DAW), and the United Nations Information Communication Technologies (ICT) Task Force Secretariat within the Office for ECOSOC Support and Coordination (OESC) of the United Nations Department of Economic and Social Affairs (DESA) are collaborating in the organization of a workshop for representatives from ten national machineries for the advancement of women from English-speaking countries in the East and West African regions. The workshop will identify common strategies for institutional capacity-building for promoting gender equality through the effective use of ICT, and develop an e-based network of national machineries. The five-day meeting for senior representatives of the national machineries will include training for expert representatives and for information managers/specialists from national machineries on the use of information and communications technologies (ICT) for knowledge management and information sharing. Participants from the United Nations Information Communication Technologies (ICT) Task Force are also invited.

The workshop will take place in Addis Ababa, Ethiopia from 10 – 14 January 2005. The following countries will be invited to participate: Eritrea, Ethiopia, Gambia, Ghana, Kenya, Liberia, Nigeria, Uganda, Sierra Leone and Sudan (10).

The workshop in Ethiopia is the third in the series of five such events the Division for the Advancement of Women is organizing for national machineries. The first workshop was held in Windhoek, Namibia from 19 – 23 April 2004 and the second workshop was held in Dakar, Senegal from 24 – 28 May 2004.

#### ***II. Background***

The project, entitled “Capacity-building for national machineries for the advancement of women in promoting gender equality in African countries”, has the overall objective to build institutional capacity for promoting gender equality in Africa. The workshop aims to strengthen the capacity of national machineries of participating countries to take full advantage of new information and communications technologies to strengthen networking, information sharing and knowledge management that will enhance their effectiveness in national policy-making and planning processes for gender equality.

The Beijing Platform for Action emphasized that national mechanisms for the advancement of women are intended to design, promote the implementation of, execute, monitor, evaluate, advocate and mobilize support for policies that promote gender equality (para 196). National machineries serve as central policy-coordinating units inside Government, and are expected to support the mainstreaming of gender perspectives in all governmental policy areas, including legislation, public policies, and programmes and projects. National machineries are also expected to disseminate sex-disaggregated data and information for planning and evaluation purposes (para 201).

The Commission on the Status of Women, at its forty-seventh session, considered the role of ICTs in relation to gender equality. The panel discussion on “Participation in and access of women to the media, and information and communication technologies and their impact on and use as an instrument for the advancement and empowerment of women”, held during the Commission, emphasized the role of ICTs and the media as tools for development and as central to the empowerment of women. These new media and ICTs were increasingly used to share knowledge, enhance participation of all members of society, increase networking, give voice to marginalized groups, organize political action



### **III. Workshop for ten countries in:**

#### **A. Objectives of the workshop**

The workshop aims to strengthen the institutional capacity of national machineries in selected countries to effectively use ICTs to advocate for successful gender equality policies and act as catalysts for systematic gender mainstreaming in all policies and programmes, nationally and regionally. It will also provide practical training to information managers and/or documentalists of national machineries to support networking and partnerships among national machineries, through effective development and maintenance of information bases, websites and related information infrastructure.

The workshop will:

- a) Enhance the capacity of national machineries to maximize the use and benefit of information, knowledge and good practices through more effective use of ICTs to promote gender equality;
- b) Develop strategies on the use of ICTs for advocacy, information sharing, and production of information for achieving the goal of gender equality;
- c) Strengthen capacity of national machineries to influence the national ICT policy formulation and implementation;
- d) Develop an e-based network of national machineries from participating countries to strengthen cooperation and information sharing through regular information dissemination on women's and gender issues, including via electronic media and the internet.
- e) Raise awareness among representatives from national machineries, especially information managers, in the use of ICTs to enhance cooperation, knowledge management and information sharing.

#### **B. Expected outputs**

The workshop will produce the following outputs:

- Strategies for institutional capacity-building in use of ICTs will have been identified.
- Representatives from national machineries from ten countries will have been trained in the substantive and institutional aspects of use of ICTs;
- Representatives from 10 countries will have been trained in the technical aspects of use of ICTs;
- The prototype of a website for national machineries will have been designed;
- A framework for an e-based network of national machineries will have been developed;
- National machineries will be able to influence national ICT policies and processes from gender perspective.

It is anticipated that, based on the experience gained during the workshop, participants will use the e-based network on a continuous basis, to share experiences and exercise leadership for promoting gender equality. The results of the workshop will be used in the organization of two additional workshops for representatives of national machineries of other countries in Africa and West Asia.

C. Venue and participants

The five-day event will take place at the Economic Commission for Africa (ECA) in Addis Ababa, Ethiopia.

The number of participants will be approximately forty. They will include:

- Three representatives from each country: two expert representatives from the national machinery and one information specialist working with national machineries;
- Two to three staff members from Division for the Advancement of Women;
- Three consultants/facilitators/trainers;
- One to two resource persons;
- Representatives from regional/sub-regional institutions; and
- Representatives from the Regional Commission (ECA), and UN entities as observers.

D. *Organizational and administrative matters*

The workshop will be organized by the Division for the Advancement of Women and the Office for ECOSOC Support and Coordination, and will be hosted by ECA. The meeting of 30 representatives of national machineries will be held for 5 days. On the final day, the results of the discussions in the meeting, strategies for the proposed prototype website, and the proposed framework for an e-based network, will be presented in plenary.

Participants in the five-

## **G. Passports and Visas**

Participants will be expected to make necessary arrangements with regard to passports, visa and health certificates for travel. An information note







## ANNEX 3 - NEEDS ASSESSMENT QUESTIONNAIRE

**NAME OF THE PERSON (OR PERSONS) COMPLETING THE QUESTIONNAIRE:**

**ORGANISATION AND POSITION(S):**

**COUNTRY:**

### **Introduction**

A/ What are the main objectives and activities of the national machinery for gender in your country

B/ What are the main bodies (governmental and non-governmental) that make up the national machinery in your country

### **1. HOW NATIONAL MACHINERIES COLLECT AND MANAGE INFORMATION?**





- 4.1.7 Who is your Internet Service Provider?
- 4.1.8 Do you experience crashes/unexpected interruptions to the service?
- 4.1.9 Do you have a reliable electricity connection?
- 4.1.10 Do you have a person able to assist you with technical troubleshooting?
- 4.1.11 How long does it take for this person to respond to your technical queries?

## **4.2 Technical know how questions**

- 4.2.1 Do all members of your institution have email addresses?
- 4.2.2 Do you communicate with other national machineries and/or with your constituencies electronically?
- 4.2.3 What software do you use/have loaded onto your computer? I.e. Microsoft Office, email packages etc.

## **4.3 Websites**

- 4.3.1 *Does your institution have a website? If so, please provide your URL.*
- 4.3.2 *Who built it?*
- 4.3.3 *Who maintains it?*
- 4.3.4 *How regularly is it updated? I.e. daily, weekly, monthly, on an ad hoc basis.*

## **4.4 Mailing lists/Listservs and networking**

- 4.4.1 Do you belong to any email mailing lists/listservs? If Yes, which ones?
- 4.4.2 Are you part of a network/(s) relating to your work, both electronic and non-electronic? If yes, with whom and how do you communicate?
- 4.5.1 How would you rate your institution networking? I.e. Do other organisations know what your national machinery does and do you know what other organisations do on gender?

## ANNEX 4 - PROGRAMME

### Monday 10

8.00	Registration
8.30	Opening remarks <ul style="list-style-type: none"><li>• DISD (ECA)</li><li>• African Centre for Gender and Development (ECA)</li><li>• Division for the Advancement of Women (UN)</li></ul>
9.30	Introduction to the workshop <ul style="list-style-type: none"><li>• Facilitators</li><li>• Introduction of participants and expectations</li><li>• Logistics</li><li>• Objectives and methodology</li></ul>
10.30	<i>Coffee/tea</i>
11.00	Input 1: A framework for reviewing the role of National Machineries
12.30	<i>Lunch</i>
14.00	Input 2: Information and knowledge management
14.15	Group work 1: How do National Machineries manage information and knowledge?
16.00	<i>Coffee/Tea</i>
16.30	Feed back from group work 1
18.00	End of day

### Tuesday 11

8.00	Input 3: ICT for development: A gender perspective
9.00	Discussion
9.30	Group work 2: Identifying gender gaps in ICT in participants' own countries
11.00	<i>Coffee/tea</i>
11.30	Feed back from group work 2
12.30	<i>Lunch</i>
14.00	Feed back from group work 2 (ctd) (followed by brainstorming)
14.30	Input 4: Gender in SCAN-ICT indicators
15.30	Input 5: ICTs as collection and information management tool (hands-on)
16.00	<i>Coffee/tea</i>
17.30	End of day

### Wednesday 12

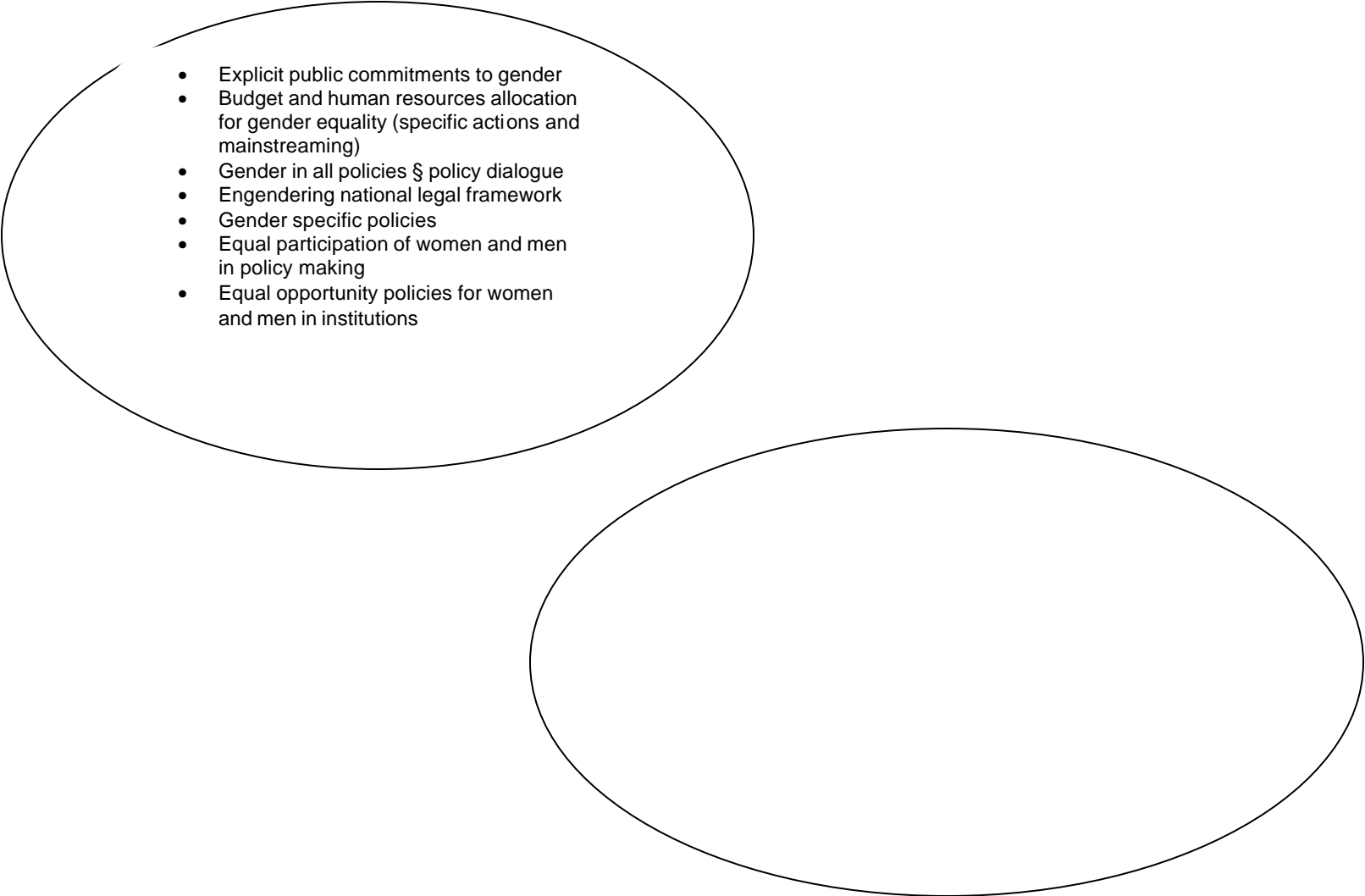
8.00	Input 6: World Wide Websites as an information and knowledge management tool. What would NMs want from a website servicing their needs? (hands-on)
10.30	<i>Coffee/tea</i>
11.00	Input 7: Mainstreaming gender in national and international ICT policies
12.00	Discussion
12.30	<i>Lunch</i>
14.00	Input 7 (ctd)
15.00	Discussion
15.30	<i>Coffee/tea</i>

16.00 Group work 3: How to mainstream gender in ICT policies?  
17.00 Feed back  
18.00 End of day

**Thursday 13**

8.00 Input 8: Gender equality in development policies: current challenges  
8.45 Input 9: Moving from diagnosis to strategies  
9.00 Group work 4: How to use ICT to mainstream gender in on-going programmes?  
*10.30 Coffee/tea*  
11.00 Feed back from group work 4  
12.30 Lunch  
14.00 Input 10: ICT as a tool for information management and networking (hands-

## ANNEX 5: ROLES OF NATIONAL MACHINERIES

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- Explicit public commitments to gender
  - Budget and human resources allocation for gender equality (specific actions and mainstreaming)
  - Gender in all policies § policy dialogue
  - Engendering national legal framework
  - Gender specific policies
  - Equal participation of women and men in policy making
  - Equal opportunity policies for women and men in institutions

**ANNEX 6: COUNTRY STRATEGIES TO INCORPORATE GENDER PERSPECTIVES INTO NATIONAL ICT POLICIES  
(Group work 3)**

*Country: Ghana*

<i>Q.No</i>	<i>Questions</i>	<i>Strategies</i>
1	Review the current status of formulation and/or implementation of the national ICT policy and strategies and how they have been formulated	

	more active role in the implementation of the WSIS Plan of Action and any recommendations from the group to the WSIS Regional Preparatory Conference in Accra	N.M should also get involved in the AISI process by adopting or adapting it into our local process.
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***Country: Liberia***

Q.No	<i>Questions</i>	<i>Strategies</i>
1	Review the current status of formulation and/or implementation of the national ICT policy and strategies and how they have been formulated and/or implemented in your country, including the	

6	Propose how national machineries could play a more active role in the implementation of the WSIS Plan of Action and any recommendations from the group to the WSIS Regional Preparatory Conference in Accra	National machinery could play a more active role in the implementation of the WSIS plan of action by WSIS Regional Preparatory conference in the Accra supporting: <ul style="list-style-type: none"> <li>➤ National consultation with line ICT Agencies or Ministries</li> <li>➤ Capacity building of line ICT agencies</li> <li>➤ Democratic process(good governance and rule of law)</li> </ul>
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**Country: Sierra Leone**

<i>Q.No</i>	<i>Questions</i>	<i>Strategies</i>
1	Review the current status of formulation and/or implementation of the national ICT policy and strategies and how they have been formulated and/or implemented in your country, including the agency/department responsible for the coordination, key actors, vision and objectives of the policy and focus areas of the policy	Policy formulation under process
2	Assess the level of participation of national machineries in the formulation and implementation process and what the policy says about gender: does it reflect the gender gaps identified in the previous sessions? What else needs to be included?	Policy formulation under process and the national machineries are not involved in the process.
3	If a policy has not been approved or formulated, identify key areas which an ICT policy or plan should address in order to promote gender equality	Awareness raising campaign for the incorporation the gender issues in the ICT policy
4	Identify the steps and actions which need to be undertaken in order to address the areas of identified by the question 2 and 3, mainstream gender in the ICT policy and strengthen participation of national machineries in the process? What is the role of national machineries?	Steps: <ul style="list-style-type: none"> <li>➤ National machinery must have total participation by all stakeholders to ensure that the policy has no gender gaps</li> </ul> Roles: <ul style="list-style-type: none"> <li>➤ National sensitization on gender issues in relation to ICT</li> <li>➤ To lobby political leaders and other opinion leaders to mainstream gender into all policies, projects and programs</li> </ul>

	facilitate the participation of women and women’s organizations in the formulation , implementation and monitoring of ICT policies and initiatives in your country	➤ Initiate awareness-raising campaign among the general populace bring out the potential benefits of the African information infrastructure with reference to gender equality
6	Propose how national machineries could play a more active role in the implementation of the WSIS Plan of Action and any recommendations from the group to the WSIS Regional Preparatory Conference in Accra	<ul style="list-style-type: none"> <li>➤ Members of the national machinery, stakeholders, and taskforces should be aware of WSIS plan of action</li> <li>➤ Network with other national machineries in Africa to inculcate best practices</li> </ul> <p>Recommendations:</p> <ul style="list-style-type: none"> <li>➤ Provide training at national and international levels through participation at workshops and conferences</li> <li>➤ Ensure that National Machineries participate in the discussions group of WSIS</li> </ul>

**Country: Uganda**

Q.No	Questions	Strategies
1	Review the current status of formulation and/or implementation of the national ICT policy and strategies and how they have been formulated and/or implemented in your country, including the	



<p>Role of the national machinery:</p> <ul style="list-style-type: none"> <li>➤ Provide data &amp; information on gender &amp; ICT</li> <li>➤ Provide technical assistance in formulation of the policy</li> <li>➤ Advocacy</li> </ul>
<ul style="list-style-type: none"> <li>➤ AISI should do more consultations with national machineries and women organizations by way of meetings &amp; information sharing</li> <li>➤ They should mobilize resources to support national machineries: financial and human</li> <li>➤ They should bring on board national machineries in the consultative process &amp; program development</li> </ul>
<p>Get up-date from coordinating agencies in Uganda</p> <ul style="list-style-type: none"> <li>➤ Share information from this workshop with coordinating agencies of the</li> </ul>

	machineries in the process? What is the role of national machineries?	
5	Propose how AISI could be implemented to facilitate the participation of women and women's organizations in the formulation, implementation and monitoring of ICT policies and initiatives in your country	<ul style="list-style-type: none"> <li>➤ Customize AISI to NICI</li> <li>➤ Customize NICI to AISI</li> <li>➤ Implement/monitor/evaluate NICI &amp; AISI</li> <li>➤ UNECA to assist in the above transformation</li> </ul>
6	Propose how national machineries could play a more active role in the implementation of the WSIS Plan of Action and any recommendations from the group to the WSIS Regional Preparatory Conference in Accra	<p>Advocacy of WSIS plan of action</p> <p>Domestic WSIS plan of action</p> <p>Participate actively in the national, regional and global WSIS forums</p>

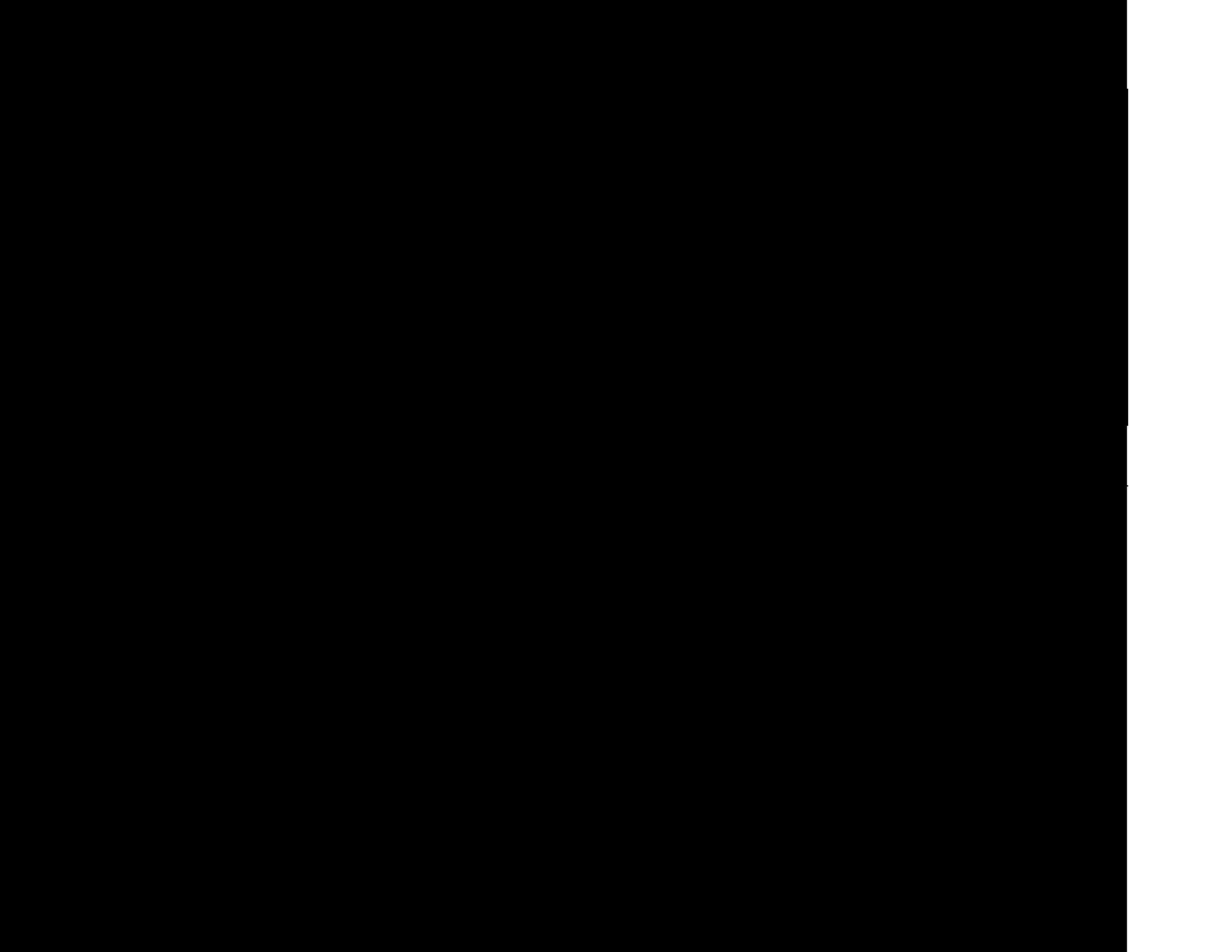
**Country: Gambia**

Q.No	Questions	Strategies
1	Review the current status of formulation and/or implementation of the national ICT policy and strategies and how they have been formulated and/or implemented in your country, including the agency/department responsible for the coordination, key actors, vision and objectives of the policy and focus areas of the policy	<p>Have ICT policy but at the draft level</p> <p>Identified statements that should be reformulated</p>
2	Assess the level of participation of national machineries in the formulation and implementation process and what the policy says about gender: does it reflect the gender gaps identified in the previous sessions? What else needs to be included?	-
3	If a policy has not been approved or formulated, identify key areas which an ICT policy or plan should address in order to promote gender equality	<p>Proposed the following statement to be incorporated the policy statements:</p> <ul style="list-style-type: none"> <li>➤ To facilitate equal access to basic ICT services through collaboration with use of infrastructure by both men and women</li> <li>➤ Develop a highly trained ICT cadre through appropriate educational programs taking gender disparities on board</li> <li>➤ Encourage more girls to take up ICT courses at tertiary level</li> <li>➤ Upgrade capacities of secretaries/women/male in database d/wo op a h to</li> </ul>

	undertaken in order to address the areas of identified by the question 2 and 3, mainstream gender in the ICT policy and strengthen participation of national machineries in the process? What is the role of national machineries?	<ul style="list-style-type: none"> <li>➤ and evaluation of the policy strategies</li> <li>➤ Skill training for young women and girls</li> <li>➤ Build capacities of ICT professionals on gender issues and mainstreaming</li> </ul>
5	Propose how AISI could be implemented to facilitate the participation of women and women's organizations in the formulation, implementation and monitoring of ICT policies and initiatives in your country	-
6	Propose how national machineries could play a more active role in the implementation of the WSIS Plan of Action and any recommendations from the group to the WSIS Regional Preparatory Conference in Accra	<ul style="list-style-type: none"> <li>➤ National machineries should be involved/participate in the whole process and ensure gender stand out as an important issue.</li> </ul>

**Country: Sudan**

Q.No	Questions	Strategies
1	Review the current status of formulation and/or implementation of the national ICT policy and strategies and how they have been formulated and/or implemented in your country, including the agency/department responsible for the coordination, key actors, vision and objectives of the policy and focus areas of the policy	Have ICT policy your country



	equality	<ul style="list-style-type: none"> <li>○ Health</li> <li>➤ Facilitate access to ICT such as computers, Internet, etc.</li> <li>➤ Skill upgrading infrastructure for rural areas</li> <li>➤ Capacity building in ways of training, participation on workshops</li> </ul>
4	Identify the steps and actions which need to be undertaken in order to address the areas of identified by the question 2 and 3, mainstream gender in the ICT policy and strengthen participation of national machineries in the process? What is the role of national machineries?	-
5	Propose how AISI could be implemented to facilitate the participation of women and women's organizations in the formulation , implementation and monitoring of ICT policies and initiatives in your country	-
6	Propose how national machineries could play a more active role in the implementation of the WSIS Plan of Action and any recommendations from the group to the WSIS Regional Preparatory Conference in Accra	-

**ANNEX 7: USII57:**

**ANNEX 8: COUNTRY STRATEGIES TO USE ICT TO IMPROVE NATIONAL  
MACHINERIES' PROGRAMMES  
(Group work 5)**

***Liberia***

- To develop an inter-communication system for the national machinery
  - To establish an internet & intranet with the national machinery
  - To develop an information centre (video clip, power point presentation & cable TV)
- 1) Identify who will be involve in the communication team
    - ICT focal person
  - 2) Identify what you have and what you need
    - We have the person, skill & computers
    - We need internet, digital satellite TV,& telephone accessories
  - 3) Identify who you will communicate with
    - Policy makers, NGOs, Civil societies, political constituencies, regional & global institutions & alliances
  - 4) Training, research, analysis
  - 5) Identify who you will receive information from
    - Gender focal persons at the various line ministries
    - Representative from national gender forum
    - Women NGO secretariat

***Sudan***

Mission: To accelerate implementation of plan of action for the advancement of women

Steps/Activities:

- 1) To build in website for national machinery
- 2) To appoint consultant/expert for national machinery to conduct training program
- 3) Networking all gender local points(State, line ministries)
- 4) Activate communication with NGOs, CSOs, public ministry of culture & information and Media
- 5) To establish gender focal point at NIC
- 6) To develop a system of documentation and unified the reporting system to build the database information system
- 7) Production of attractive media(news paper, TV, Radio)

***Sierra Leone***

- 1) The following will form the communication Team in the National Machinery
  - i. Director
  - ii.

- a. To improve skills in the use of technology
  - b. we need internet technology
  - c. we need fax machines
- 3) We communicate with the following
- i. Regional Desk officer
  - ii. Gender focal points in Line Ministries
  - iii. Women's Forum
  - iv. Local & International NGO's
  - v. Civil society movement
  - vi. Donors e.g. UNIFEM, UNDP, etc.
- 4) Research method as a process to develop information
- Networking with NGO's working on gender issues and the women's forum to share and disseminate information
  - To document information
  - Set up a research centre
  - Transfer information to CD ROMs/Audio cassettes, video cassettes
- 5) We receive information from
- Regional Desk officers
  - Gender focal points
  - Women's Forum
  - NGO's
  - Other National machineries

### ***Gambia***

#### Team:

- National Machineries
- ICT specialists
- Gender specialists
- National women council
- Gender focal points
- Members of parliament
- Gambia Association of Local Gov. Authorities
- Councillors (WARD)

#### Skill and Technology Available :

- Video halls
- Community radios
- National TV and Radio
- Traditional communicators
- Drama and theatre groups
- Telephones(mobile and fixed)
- Internet centres and telecentres
- Extension workers
- Publications
- Scanners and computers

#### Needs:

- Resources
- Capacity building



Target:

- National women groups
- Policy makers
- Politicians
- NGOs
- CSO
- Disadvantage communities
- Donors
- Religious leader
- Council of elders

Process:

- Set up the team
- Identify TOR
- Develop program and activities
- Mobilise resources
- Develop video, audio and key messages on issues for extension workers, traditional communicators, drama groups, video halls
- Conduct focused group discussions
- Phone-in programs for TV and radio
- Develop program for community radio

Information Sources :

- Publications
- Websites
- NGOs and CSOs
- International protocols
-

- Civil Society organizations including NGOs
  - Development partners with Ghana
  - Other NMs in other countries
  - International, regional and sub-regional organizations working toward the advancement of women e.g. UN agencies, AU, ECOWAS, etc.
4. Process
- Data collection from MDAs & MMDAs
  - Research by N.M
  - Collaborate with other research institute
5. Sources of information
- All agencies stated in No. 3 above

### *Kenya*

- Gender departments:- wider ministries especially: planners, finance, ICT units and accounting officers field staff
- CBOs, CSO, NGOs, line ministries gender units/focal points, faith based organizations, legislators, ICT ministry
-

Vision: To improve the social and economical well-being of the people by minimizing the gender gap.

Mission: To develop gender equality awareness in all level of society.

Technology Team:

- Board members
- Staff
- ICT professional to shape the technology

ICT plan that support the mission to implement all successfully.

We have now:

- Computers(limited in number)
- Hard copy information
- Few numbers of skilled personnel

We need:

- Additional computers
- Networking
- ICT facilities
- Consultants
- ICT professionals and other resources

The following will be communicated according to their importance because our resources are limited.

- Women Affairs Office
- Focal points on all sectors
- Women's Associations
- Line ministries
- NGOs

The implementations will be gathered and disseminated through:

- Workshop
- Forums
- Mass media
- Web site

We get information from all societies and disseminate to policy makers, planners, NGOs, etc.

## *Uganda*

Ministry of Gender, Labor & Social Development (Strategic ICT Plan 2005-2007)

Overall objective: To support the NWM achieve its mission through effective use of ICT

Ministry of ICT Advisory Team:

- Permanent Secretary
- Directors (2)



- Archiving information
- Organizing database
- M&E for ICT plan
- Burning CDs

