

**Arab Partnership Programme Fund (APPF) and
Arab Partnership Economic Facility – Country Impact Fund (CIF)**

Short Subject Matter Guidance Note

Gender, Engaging with Men Women, Girls and Boys

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Addressing political and economic reform in MENA also means addressing political and economic gender disparities. Women played an important part in the revolutions in Egypt and Tunisia and are active bloggers in the social media discussions across the region, yet legal and other provisions are inhibiting women from taking part in decision making. Young women, in particular, face social and structural barriers to entering the workplace and political sphere.

Posts should **consider**:

- What are the roles of men and women in the workplace, political and social spheres?
- How are women and men participating in political process? Are quotas for women's representation in government being respected? Are women standing as parliamentarians? Are the ratios of men to women in parliament and in government positions staying the same or are there significant changes taking place? What is driving these changes?
- What are civil society saying about gender disparities? What organisations are actively working to protect women's and men's rights?
- Are women/men over represented or absent in particular parts of the economy? Are women and men transitioning into the workplace? If not, what is holding them back?

Gender is often incorporated within programmes by **including**:

- **Political Process** – Educating women and men about political processes, participation in political parties and how to build constituencies. Monitoring elections and other political processes from a gender perspective.
- **Economy** – Include women and men in enterprise initiatives and economic debates. Work with the private sector to improve conditions for women and men, particularly where there are gaps in pay or hurdles to their active participation in labour markets.
- **Legislation, social justice and media** – projects can inform debates on legislative reform, improve access to justice, challenge gender discrimination within legislation as well as unfair legal practices.

They tend to be more **effective** where:

- Projects are based on women and men's own understanding of the challenges they face in a particular country context and the best way to address them.
- Where projects are informed by local level analysis, by NGOs, think-tanks, businesses and governments, about the ways that men and women access opportunities differently.

Key **questions** proposals should address?

- **Who will benefit from the project? Break down numbers by sex and age.** If the programme will benefit a particular target group, explain why this group has been prioritised.
- **How will the programme address gender disparities?** Outline any components of the project that proactively address gender disparities and any challenges that might emerge.

Good practice and further information:

- WB, Women's Capabilities in MENA: http://www-wds.worldbank.org/external/default/main?menuPK=64187510&pagePK=64193027&piPK=64187937&theSitePK=523679&menuPK=64154159&searchMenuPK=64258544&theSitePK=523679&entityID=000334955_20101027074715&searchMenuPK=64258544&theSitePK=523679
- Gender. Political Process and Elections <http://www.idea.int/gender/>
- Resources for Women's Empowerment: <http://www.pathwaysofempowerment.org/index.html>