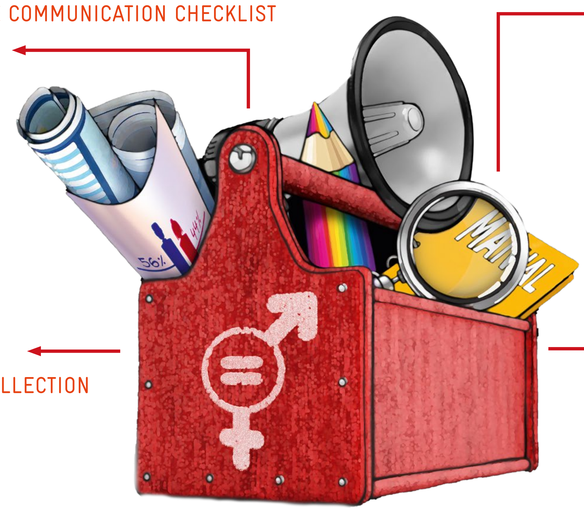
Gender reloaded:
Vision needs Attitude –
Attitude meets Action

GENDER-SENSITIVE COMMUNICATION CHECKLIST FOR DOCUMENTS

CHECKLIST FOR POLICY REVIEWS



GUIDE TO GENDER SENSITIVE DATA COLLECTION

GUIDE FOR EVALUATING GENDER-FOCUSED ACTIVITIES

GUIDE TO GENDER-SENSITIVE BUDGETING

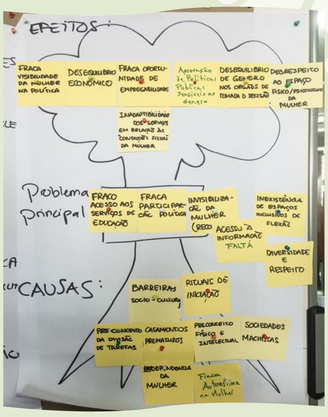
GENDER TOOLBOX FOR FEMALE INCLUSION IN MUNICIPALITIES

MOZAMBIQUE/GOOD FINANCIAL GOVERNANCE PROGRAMME

CONTEXT AND INITIATIVE

While the Mozambican constitution declares equal rights for everyone and takes an explicit stance against discrimination, women do not have the same degree of access to political decision-making processes, education and economic resources as men do. There is little to no knowledge about the concept of gender across the country. Furthermore, within Mozambican culture there are stereotypical notions of not taking a female's opinions and decisions seriously, which is the main reason why out of 53 there are only 6 female mayors.

To address this, the Good Financial Governance Programme (BGF) partnered with the National Association of Municipalities of Mozambique (ANAMM) and its Women`s Network, to capacitate them to train political leaders and municipal staff to develop gender equal policies.



GENDER – A QUALITY FEATURE OF OUR WORK

The purpose of the training with ANAMM was twofold: sharing and increasing knowledge on gender and jointly creating a practical set of tools that can be used by the association as well as the municipalities.

The discussions during the training showed the importance of integrating social, economic and cultural needs into communication, research and municipal policies. The vision was to reinforce female visibility and gender inclusion, which can ultimately change general behaviour and opportunities for women in the work and public sphere.

Key product of the training was a toolbox which makes sure that a gender perspective can be easily integrated into already existing workflows, strategies and activities. To this effect the following tools were developed:

- Gender-sensitive communication checklist for documents;
- Checklist for policy reviews;
- Guide to gender-sensitive data collection;
- Guide to gender-sensitive budgeting;
- Guide for evaluating gender-focused activities.

Each tool empowers staff to include gender into their daily work, be it for meetings, publications or documents. It gives concrete guidelines that can be easily applied in a variety of settings. The simplicity of this approach permits everyone in ANAMM to offer trainings to the municipalities. A follow-up matrix permits ANAMM to monitor the success and sustainability.

GENDER IMPACT – REPLICATION OF THE APPROACH

The training and toolbox resulted in the inclusion of gender mainstreaming into ANAMM`s Strategic Action Plan, Statutes and the creation of a Gender Commission. For a dissemination that goes beyond the municipalities, ANAMM developed various measures, involving civil society, cooperation partners and private sector. One example is the presentation of a five-year Action Plan for ANAMM as a best practice at the United Cities and Local Governments International Congress in South Africa.

"The toolbox can be used by everyone anywhere!"

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