

**UNITED NATIONS
ECONOMIC COMMISSION
FOR AFRICA**



**NATIONS UNIES
COMMISSION ECONOMIQUE
POUR L'AFRIQUE**

**Subregional Development Centre
For West Africa (SRDC/WA)**

**Centre de Développement Sous-Régional
Pour l'Afrique de l'Ouest**

**DISTR. : LIMITED
SRDC/WA/GENDER/QUES/97/1
SEPTEMBER 1997
ORIGINAL : ENGLISH**

**MAINSTREAMING GENDER ISSUES IN THE MEMBER
STATES OF THE WEST AFRICAN SUBREGIONAL
DEVELOPMENT CENTRE**

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QUESTIONNAIRE

PART I

MACROECONOMIC INDICATORS

1. This section is an attempt to monitor the important macroeconomic policy changes that have taken place since 1994. The year 1994 is chosen to correspond with the activities of the ECA over the two work programme biennia. It is a cause and effect analysis, based on composite indices of sustainable development.

(i) Gender issues and the Economy

2. Insufficient attention to gender analysis has meant that women's contributions and concerns remain too often ignored in economic structures, such as financial markets and institutions, labour markets, economics as an academic discipline, economic and social infrastructure, taxation and social security systems, as well as in families and households. As a result, many policies and programmes may continue to contribute to inequalities between women and men. Where progress has been made in integrating gender perspectives, programme and policy effectiveness has also been enhanced.

3. Six major areas are identified¹, namely, the:

(a) promotion of women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources;

(b) facilitation for women's equal access to resources, employment, markets and trade;

(c) provision of business services, training and access to markets, information and technology, particularly to low-income women;

(d) strengthening of women's economic capacity and commercial networks;

(e) elimination of occupational segregation and all forms of employment discrimination; and

(f) promotion of the harmonization of work and family responsibilities for women and men;

(a) Promotion of women's economic rights and independence, including access to employment, appropriate working conditions and control over economic resources

¹/ This is based on the Beijing Platform of Action

Questionnaire

Action	Yes/no
Enact and enforce legislation to guarantee the rights of women and men to equal pay for equal work or work of equal value;	
Adopt and implement laws against discrimination based on sex in the labour market, especially considering older women workers, hiring and promotion, the extension of employment benefits and social security, and working conditions;	
Devise mechanisms and take positive action to enable women to gain access to full and equal participation in the formulation of policies	
Undertake legislation and administrative reforms to give women-equal rights with men to economic resources	
Conduct reviews of national income and inheritance tax and social security systems to eliminate any existing bias against women;	
Revise and implement national policies that support the traditional savings, credit and lending mechanisms for women;	
Seek to ensure that national policies related to international and regional trade agreements do not have an adverse impact on women's new and traditional economic activities;	
Establish mechanisms and other forums to enable women entrepreneurs and women workers to contribute to the formulation of policies and programmes being developed by economic ministries and financial institutions;	
Enact and enforce equal opportunity laws, take positive action and ensure compliance by the public and private sectors through various means;	
Use gender-impact analyses in the development of macro and micro- economic and social policies in order to monitor such impact and restructure policies in cases where harmful impact occurs	
Promote gender-sensitive policies and measures to empower women as equal partners with men in technical, managerial and entrepreneurial fields;	
Reform laws or enact national policies that support the establishment of labour laws to ensure the protection of all women workers, including safe work practices, the right to organize and access to justice.	

(b) Facilitate women's equal access to resources, employment, markets and trade

4. An assessment will be made of the contribution from the various actors, namely, Governments, banking institutions, non-governmental organizations, multilateral funders as well as bilateral and private funding agencies, and international organizations.

(i) by Governments

Action	Yes/no
Promote and support women's self-employment and the development of small enterprises, and strengthen women's access to credit and capital on appropriate terms equal to those of men through the scaling-up of institutions dedicated to promoting women's entrepreneurship	
Strengthen the incentive role of the State as employer to develop a policy of equal opportunities for women and men;	
Enhance, at the national and local levels, rural women's income-generating potential by facilitating their equal access to and control over productive resources and cooperative structures;	
Create and modify programmes and policies that recognize and strengthen women's vital role in food security and provide paid and unpaid women producers, especially those involved in food production	
Establish appropriate mechanisms and encourage intersectoral institutions that enable women's cooperatives to optimize access to necessary services;	
Increase the proportion of women extension workers and other government personnel who provide technical assistance or administer economic programmes;	
Analyse, advise on, coordinate and implement policies that integrate the needs and interests of employed, self-employed and entrepreneurial women into sectoral and inter-ministerial policies, programmes and budgets;	
Ensure equal access for women to effective job training, retraining, counselling and placement services that are not limited to traditional employment areas;	
Remove policy and regulatory obstacles faced by women in social and development programmes that discourage private and individual initiative;	

(ii) by Governments, central banks and national development banks, and private banking institutions, as appropriate:

Action	Yes/no
Increase the participation of women, including women entrepreneurs, in advisory boards and other forums to enable women entrepreneurs from all sectors and their organizations to contribute to the formulation and review of policies and programmes being developed by economic ministries and banking institutions	
Mobilize the banking sector to increase lending and refinancing through incentives and the development of intermediaries that serve the needs of women entrepreneurs and producers in both rural and urban areas, and include women in their leadership, planning and decision-making	
Structure services to reach rural and urban women involved in micro, small and medium-scale enterprises, with special attention to young women, low-income women	
Ensure that women's priorities are included in public investment programmes for economic infrastructure, such as water and sanitation, electrification and energy conservation, transport and road construction; promote greater involvement of women beneficiaries at the project planning and implementation stages to ensure access to jobs and contracts.	

(iii) By Governments and non-governmental organizations:

Action	Yes/no
Pay special attention to women's needs when disseminating market, trade and resource information and provide appropriate training in these fields	
Encourage community economic development strategies that build on partnerships among Governments, and encourage members of civil society to create jobs and address the social circumstances of individuals, families and communities.	

(iv) By multilateral funders and regional development banks, as well as bilateral and private funding agencies, at the international, regional and subregional levels

Action	Yes/No
Review, where necessary reformulate, and implement policies, programmes and projects, to ensure that a higher proportion of resources reach women in rural and remote areas	
Develop flexible funding arrangements to finance intermediary institutions that target women's economic activities, and promote self-sufficiency and increased capacity in and profitability of women's economic enterprises	
Develop strategies to consolidate and strengthen their assistance to the micro, small and medium-scale enterprise sector, in order to enhance the opportunities for women to participate fully and equally and work together to coordinate and enhance the effectiveness of this sector, drawing upon expertise and financial resources from within their own organizations as well as from bilateral agencies, Governments and non-governmental organizations	

(v) By international organizations:

Action	Yes/No
Provide adequate support for programmes and projects designed to promote sustainable and productive entrepreneurial activities among women, in particular the disadvantaged.	

(c) Provision of business services, training and access to markets, information and technology, particularly to low-income women

Special attention will be given to actions being taken by Governments in cooperation with non-governmental organizations and the private sector; local, national, regional and international business organizations and non-governmental organizations concerned with women's issues;

(i) Governments in cooperation with non-governmental organizations and the private sector

Action	Yes/No
Provide public infrastructure to ensure equal market access for women and men entrepreneurs	
Develop programmes that provide training and retraining, particularly in new technologies, and affordable services to women in business management, product development, financing, production and quality control, marketing and the legal aspects of business	
Provide outreach programmes to inform low-income and poor women, particularly in rural and remote areas, of opportunities for market and technology access, and provide assistance in taking advantage of such opportunities;	
Create non-discriminatory support services, including investment funds for women's businesses, and target women, particularly low-income women, in trade promotion programmes	
Disseminate information about successful women entrepreneurs in both traditional and non-traditional economic activities and the skills necessary to achieve success, and facilitate networking and the exchange of information	
Take measures to ensure equal access of women to ongoing training in the workplace, including unemployed women, single parents and increase incentives to enterprises to expand the number of vocational and training centres that provide training for women in non-traditional areas	
Provide affordable support services, such as high-quality, flexible and affordable child-care services, that take into account the needs of working men and women.	

(ii) By local, national, regional and international business organizations and non-governmental organizations concerned with women's issues:

Action	Yes/No
Advocate, at all levels, for the promotion and support of women's businesses and enterprises, including those in the informal sector, and the equal access of women to productive resources.	

(d) Strengthening of women's economic capacity and commercial networks

Focus will be on actions being taken by Governments; financial intermediaries, national training institutes and private sector, including transnational and national corporations

(i) Governments

Action	Yes/No
Adopt policies that support business organizations, non-governmental organizations, cooperatives, revolving loan funds, credit unions, grass-roots organizations, women's self-help groups and other groups in order to provide services to women entrepreneurs in rural and urban areas	
Integrate a gender perspective into all economic restructuring and structural adjustment policies and design programmes for women who are affected by economic restructuring, including structural adjustment programmes, and for women who work in the informal sector	
Adopt policies that create an enabling environment for women's self-help groups, workers' organizations and cooperatives through non-conventional forms of support and by recognizing the right to freedom of association and the right to organize	
Support programmes that enhance the self-reliance of special groups of women, such as young women, women with disabilities, elderly women and women belonging to racial and ethnic minorities	
Promote gender equality through the promotion of women's studies and through the use of the results of studies and gender research in all fields, including the economic, scientific and technological fields	
Support the economic activities of indigenous women, taking into account their traditional knowledge, so as to improve their situation and development	
Adopt policies to extend or maintain the protection of labour laws and social security provisions for those who do paid work in the home	
Recognize and encourage the contribution of research by women scientists and technologists	
Ensure that policies and regulations do not discriminate against micro, small and medium-scale enterprises run by women.	

- (ii) By financial intermediaries, national training institutes, credit unions, non-governmental organizations, women's associations, professional organizations and the private sector, as appropriate:

Action	Yes/No
Provide, at the national, regional and international levels, training in a variety of business-related and financial management and technical skills to enable women, especially young women, to participate in economic policy-making at those levels	
Provide business services, including marketing and trade information, product design and innovation, technology transfer and quality, to women's business enterprises, including those in export sectors of the economy	
Promote technical and commercial links and establish joint ventures among women entrepreneurs at the national, regional and international levels to support community-based initiatives	
Strengthen the participation of women, including marginalized women, in production and marketing cooperatives by providing marketing and financial support, especially in rural and remote areas	
Promote and strengthen women's micro-enterprises, new small businesses, cooperative enterprises, expanded markets and other employment opportunities and, where appropriate, facilitate the transition from the informal to the formal sector, in rural and urban areas	
Invest capital and develop investment portfolios to finance women's business enterprises	
Give adequate attention to providing technical assistance, advisory services, training and retraining for women connected with the entry to the market economy	
Support credit networks and innovative ventures, including traditional savings schemes	
Provide networking arrangements for entrepreneurial women, including opportunities for the mentoring of inexperienced women by the more experienced	
Encourage community organizations and public authorities to establish loan pools for women entrepreneurs, drawing on successful small-scale cooperative models.	

- (iii) By the private sector, including transnational and national corporations:

Action	Yes/No
Adopt policies and establish mechanisms to grant contracts on a non-discriminatory basis	
Recruit women for leadership, decision-making and management and provide training programmes, all on an equal basis with men	
Observe national labour, environment, consumer, health and safety laws, particularly those that affect women.	

(e) Eliminate occupational segregation and all forms of employment discrimination

The thrust will be on actions being taken by Governments, employers, employees, trade unions and women's organizations:

Action	Yes/No
Enact and enforce laws and introduce implementing measures, including means of redress and access to justice in cases of non-compliance, to prohibit direct and indirect discrimination on grounds of sex, including by reference to marital or family status, in relation to access to employment, conditions of employment, including training, promotion, health and safety, as well as termination of employment and social security of workers, including legal protection against sexual and racial harassment	
Enact and enforce laws and develop workplace policies against gender discrimination in the labour market, especially considering older women workers, in hiring and promotion, and in the extension of employment benefits and social security, as well as regarding discriminatory working conditions and sexual harassment; mechanisms should be developed for the regular review and monitoring of such laws	
Eliminate discriminatory practices by employers on the basis of women's reproductive roles and functions, including refusal of employment and dismissal of women due to pregnancy and breast-feeding responsibilities	
Develop and promote employment programmes and services for women entering and/or re-entering the labour market, especially poor urban, rural and young women, the self-employed and those negatively affected by structural adjustment	
Implement and monitor positive public- and private-sector employment, equity and positive action programmes to address systemic discrimination against women in the labour force, in particular women with disabilities and women belonging to other disadvantaged groups, with respect to hiring, retention and promotion, and vocational training of women in all sectors	
Eliminate occupational segregation, especially by promoting the equal participation of women in highly skilled jobs and senior management positions, and through other measures, such as counselling and placement, that stimulate their on-the-job career development and upward mobility in the labour market, and by stimulating the diversification of occupational choices by both women and men; encourage women to take up non-traditional jobs, especially in science and technology, and encourage men to seek employment in the social sector	
Recognize collective bargaining as a right and as an important mechanism for eliminating wage inequality for women and to improve working conditions	
Promote the election of women trade union officials and ensure that trade union officials elected to represent women are given job protection and physical security in connection with the discharge of their functions	

Ensure access to and develop special programmes to enable women with disabilities to obtain and retain employment, and ensure access to education and training at all proper levels, in accordance with the Standard Rules on the Equalization of Opportunities for Persons with Disabilities; [30] adjust working conditions, to the extent possible, in order to suit the needs of women with disabilities, who should be assured legal protection against unfounded job loss on account of their disabilities;	
Increase efforts to close the gap between women's and men's pay, take steps to implement the principle of equal remuneration for equal work of equal value by strengthening legislation, including compliance with international labour laws and standards, and encourage job evaluation schemes with gender-neutral criteria	
Establish and/or strengthen mechanisms to adjudicate matters relating to wage discrimination	
Set specific target dates for eliminating all forms of child labour that are contrary to accepted international standards and ensure the full enforcement of relevant existing laws and, where appropriate, enact the legislation necessary to implement the Convention on the Rights of the Child and International Labour Organization standards, ensuring the protection of working children, in particular, street children, through the provision of appropriate health, education and other social services	
Ensure that strategies to eliminate child labour also address the excessive demands made on some girls for unpaid work in their household and other households, where applicable	
Review, analyse and, where appropriate, reformulate the wage structures in female-dominated professions, such as teaching, nursing and child care, with a view to raising their low status and earnings	
Facilitate the productive employment of documented migrant women (including women who have been determined refugees according to the 1951 Convention relating to the Status of Refugees) through greater recognition of foreign education and credentials and by adopting an integrated approach to labour market training that incorporates language training.	

(f) Promoting the harmonization of work and family responsibilities for women and men

Actions to be assessed will include those being taken by governments; the private sector and non-governmental organizations; trade unions and the United Nations;

(i) By Governments:

Action	Yes/No
Adopt policies to ensure the appropriate protection of labour laws and social security benefits for part-time, temporary, seasonal and home-based workers; promote career development based on work conditions that harmonize work and family responsibilities	
Ensure that full and part-time work can be freely chosen by women and men on an equal basis, and consider appropriate protection for atypical workers in terms of access to employment, working conditions and social security	

Ensure, through legislation, incentives and/or encouragement, opportunities for women and men to take job-protected parental leave and to have parental benefits; promote the equal sharing of responsibilities for the family by men and women, including through appropriate legislation, incentives and/or encouragement, and also promote the facilitation of breast-feeding for working mothers	
Develop policies, inter alia, in education to change attitudes that reinforce the division of labour based on gender in order to promote the concept of shared family responsibility for work in the home, particularly in relation to children and elder care	
Improve the development of, and access to, technologies that facilitate occupational as well as domestic work, encourage self-support, generate income, transform gender-prescribed roles within the productive process and enable women to move out of low-paying jobs	
Examine a range of policies and programmes, including social security legislation and taxation systems, in accordance with national priorities and policies, to determine how to promote gender equality and flexibility in the way people divide their time between and derive benefits from education and training, paid employment, family responsibilities, volunteer activity and other socially useful forms of work, rest and leisure.	

(ii) By Governments, the private sector and non-governmental organizations, trade unions and the United Nations, as appropriate:

Action	Yes/No
Adopt appropriate measures involving relevant governmental bodies and employers' and employees' associations so that women and men are able to take temporary leave from employment, have transferable employment and retirement benefits and make arrangements to modify work hours without sacrificing their prospects for development and advancement at work and in their careers	
Design and provide educational programmes through innovative media campaigns and school and community education programmes to raise awareness on gender equality and non-stereotyped gender roles of women and men within the family; provide support services and facilities, such as on-site child care at workplaces and flexible working arrangements	
Enact and enforce laws against sexual and other forms of harassment in all workplaces.	

B. Indicators of the political empowerment of women

5. Effective implementation of these programmes will depend on the active involvement of women in economic and political decision-making and will be critical. The gender empowerment indicator will measure the level of participation of all the major population groups in all levels of the sustainable development process. In other words, the ratio of female to male actors in policy and decision making will provide an important measure of gender equity in any given country. This measure of the level of equity should, therefore, take into account participation in public and professional activities.

6. There are also areas of development activities where women and youths are

very active but seldom participate in formulating policies on making decisions concerning them. Important among these areas are environmental management and population related issues, particularly as concerns the management of natural resources and ecosystems.

Questionnaire

Changes area	1994	1995	1996	1997
Number of women in senior administrative positions in government				
Number of women in managerial position in the private sector				
Number of women in parliament				
Number of women in technical professions				
Number of women in legal profession				

(ii) Indicators of Children and youth in sustainable development

7. Youth comprise nearly 30 per cent of the world's population and in Africa they comprise nearly half the population. Furthermore, children in both developing and industrialized countries are highly vulnerable to the effects of environmental degradation. They are also highly aware supporters of environmental thinking. The specific interests of children need to be taken fully into account in the participatory process on environment and development in order to safeguard the future sustainability of any actions taken to improve the environment.

Changes area	1994	1995	1996	1997
No. of Youth organization				
No. of youth development organizations				
Membership				
Legislation facilitating youth activities				
Government assistance				

C. Gender issues in the non-government sector

8. Non-governmental organizations play a vital role in the shaping and implementation of participatory democracy. Their credibility lies in the responsible and constructive role they play in society. Formal and informal organizations, as well as grass-roots movements, should be recognized as partners in development. The nature of the independent role played by non-governmental organizations within a society calls for real participation; therefore, independence is a major attribute of non-governmental organizations and is the precondition of real participation.

9. Governments will need to promulgate or strengthen, subject to country-specific conditions, any legislative measures necessary to enable the establishment by non-governmental organizations of consultative groups, and to ensure the right of non-governmental organizations to protect the public interest through legal action.

Questionnaire

Changes area	1994	1995	1996	1997
No. of non-governmental organizations				
No. of women's NGOs organizations				
Membership of women's NGOs				
Legislation facilitating women's NGOs				
Government assistance				

D. Local authorities' initiatives in support gender issues

10. Because so many of the problems and solutions being addressed have their roots in local activities, the participation and cooperation of local authorities will be a determining factor in fulfilling its objectives. Local authorities construct, operate and maintain economic, social and environmental infrastructure, oversee planning processes, establish local environmental policies and regulations, and assist in implementing national and sub-national environmental policies. As the level of governance closest to the people, they play a vital role in educating, mobilizing and responding to the public to promote sustainable development.

Questionnaire

Changes area	1994	1995	1996	1997
No. of local authorities				
Ratio of women to men membership				
Ratio of women in decision making positions				
Legislation facilitating women's participation in local government				
Other government assistance to facilitate the role of women in local government				

E. Strengthening the gender awareness in workers organizations

11. Efforts to implement sustainable development will involve adjustments and opportunities at the national and enterprise levels, with workers foremost among those concerned. As their representatives, trade unions are vital actors in facilitating the achievement of sustainable development in view of their experience in addressing industrial change, the extremely high priority they give to protection of the working environment and the related natural environment, and their promotion of socially responsible and economic development. The existing network of collaboration among trade unions and their extensive membership provide important channels through which the concepts and practices of sustainable development can be supported. The established principles of tripartism provide a basis for strengthened collaboration between workers and their representatives, Governments and employers in the implementation of sustainable development.

Questionnaire

Changes area	1994	1995	1996	1997
No. of female workers organizations				
Ratio of female workers organizations to total workers organizations				
Ratio of female worker organization membership to men membership of workers organizations				
Legislation female workers organizations				
Other government assistance to facilitate female workers organizations				

F. Strengthening gender sensitivity in role of business and industry

12. Business and industry, including transnational corporations, play a crucial role in the social and economic development of a country. A stable policy regime enables and encourages business and industry to operate responsibly and efficiently and to implement longer-term policies. Increasing prosperity, a major goal of the development process, is contributed primarily by the activities of business and industry. Business enterprises, large and small, formal and informal, provide major trading, employment and livelihood opportunities. Business opportunities available to women are contributing towards their professional development, strengthening their economic role and transforming social systems. Business and industry, including transnational corporations, and their representative organizations should be full participants in the implementation and evaluation of activities related to Agenda 21.

13. The improvement of production systems through technologies and processes that utilize resources more efficiently and at the same time produce less wastes - achieving more with less - is an important pathway towards sustainability for business and industry. Similarly, facilitating and encouraging inventiveness, competitiveness and voluntary initiatives are necessary for stimulating more varied, efficient and effective options. To address these major requirements and strengthen further the role of business and industry, including transnational corporations, the following two programmes are proposed.

Questionnaire

Changes area	1994	1995	1996	1997
No. of female entrepreneurs				
Ratio of female entrepreneurs to male entrepreneurs				
Legislation facilitating female entrepreneurship				
Other government assistance to facilitate female workers organizations				

G. Strengthening gender sensitivity among farmers

14. "Farmers" and "farming" include all rural people who derive their livelihood from activities such as farming, fishing and forest harvesting. Agriculture occupies one third of the Earth, and is the central activity for much of the

world's population. Rural activities take place in close contact with nature, adding value to it by producing renewable resources, while at the same time becoming vulnerable to over-exploitation and improper management.

15. The key to the successful implementation of rural programmes lies in the motivation and attitudes of individual farmers and government policies that would provide incentives to farmers to manage their natural resources effectively in a sustainable way. Farmers, particularly women, face a high degree of economic, legal and institutional uncertainties when investing in their land and other resources. The decentralization of decision-making towards local and community organizations is the key in changing people's behaviour and implementing sustainable farming strategies. This programme area should deal with activities which can contribute to this end.

Questionnaire

Changes area	1994	1995	1996	1997
No. of rural consumer cooperatives				
Ratio of female rural cooperatives to total no. of cooperatives				
Legislation facilitating female cooperatives				
Other government assistance to facilitate female cooperative organizations				

PART III

INDICATORS OF THE CONTRIBUTION OF GENDER ISSUES TO SUBREGIONAL INTEGRATION

16. There should be activities that contribute to GDP that can be segregated into the various intra-subregional trade and commercial activities (import/export) as one of the stimuli to subregional integration. The following indicators, which are not exhaustive, may be measured, namely,

Questionnaire

Changes area	1994	1995	1996	1997
Total export within the subregion (US\$)				
Total imports from the subregion (US\$)				
Contribution of farmer organizations (cooperatives, etc.) to total imports (US\$)				
Contribution of farmer organizations to total imports (US\$)				
No. of non-national women employed in subregional Inter-governmental organizations				
No. of women in decision making positions in subregional Inter-governmental organizations				
Ratio of non-national women employed in subregional Inter-governmental organizations to men				
Ratio of women in decision making positions in subregional Inter-governmental organizations to men				