Appendix 1 DFID’s Target Strategy Paper on poverty elimination and the empowerment of women

DFID differentiates between

• ‘equality of opportunity’ – that women should have equal rights and entitlements to human, social, economic and cultural development, and an equal voice in civil and political life; and
• ‘equity of outcomes’ – that the exercise of these rights and entitlements leads to outcomes which are fair and just, and which enable women to have the same power as men to define the objectives of development

The TSP highlights 10 specific objectives for gender equality, which DFID’s work aims to support.

1. To promote equality in rights for women and men through international and national policy reform
2. To secure greater livelihood security, access to productive assets, and economic opportunities for women as well as men
3. To further close gender gaps in human development, particularly education and health
4. To promote the more equal participation of women in decision-making and leadership roles at all levels
5. To increase women’s personal security and reduce gender-based violence
6. To strengthen institutional mechanisms and national machineries for the advancement of women in governments and civil society
7. To promote equality for women under the law and non-discrimination in access to justice
8. To reduce gender stereotyping, and bring about chances in social attitudes in favour of women
9. To help develop gender-aware approaches to the management of the environment and the safe-guarding of natural resources.
10. To ensure that progress is made in upholding the rights of both girls and boys within the framework of the Convention on the Rights of the Child.

(Source: Target Strategy Paper – Poverty elimination and the empowerment of women p29)

The TSP also highlights three channels through which DFID will support these objectives

1. Support to governments, civil society and the private sector for the acceleration implementation of the Platform for Action agreed at Beijing and the inclusion of gender equality goals in the mainstream of all development programmes
2. Stronger collaboration and co-ordination for the achievement of gender equality goals among donors, including the EU, UN system, and the World Bank and other international financial institutions
3. The strengthening of DFID’s internal capacity through improved research and knowledge development, information support, and skills development.

Another core resource document for DFID gender equality is the Gender Manual that was produced in April 2002. The gender manual highlights the fact that “Promotion of gender equality and the empowerment of women is part of the responsibility of all [DFID] staff”. In this respect the manual provides non-prescriptive useful information to support non-gender specialists in recognising and addressing gender issues in their work. It also flags situations where it would be appropriate to call in a gender specialist. The manual focuses on processes for mainstreaming gender and again does not specifically focus on conflict contexts, though many of the approaches could be applied in the post-conflict context and could also support prevention of violent conflict at the local level if applied.

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The manual is a resource which aims to complement the GEM website\(^2\), which provides detailed sector specific information on gender equality and gender mainstreaming and includes case studies and further references. The GEM website is also development focused, though it provides the resource of the Gender and Conflict cutting edge pack which was produced by BRIDGE in 2003.

In terms of other policy entry point for gender equality, DFID produced another TSP focusing on realising the rights of all people (2000). The paper uses human rights language such as ‘equity’ and ‘empowerment’, but does not talk explicitly about gender.

### Appendix 2  DFID conflict assessment guidance notes\(^3\)

DFID conflict assessment guidance notes outline three key stages of conflict assessment:

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<tr>
<th>Stage A</th>
<th>Stage B</th>
<th>Stage C</th>
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<tr>
<td>Conflict analysis</td>
<td>Analysis of responses</td>
<td>Strategies/options</td>
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<tr>
<td>• Structures</td>
<td>• Mapping external responses</td>
<td>• Influencing other responses to conflict</td>
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<tr>
<td>• Actors</td>
<td>• Mapping development policies and programmes</td>
<td>• Developing/refining DFID policy and programme approaches</td>
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<tr>
<td>• Dynamics</td>
<td>• Assessing impacts on conflict and peace</td>
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The conflict analysis phase looks at:

<table>
<thead>
<tr>
<th>Structures</th>
<th>Actors</th>
<th>Dynamics</th>
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<tr>
<td>Analysis of long-term factors underlying conflict:</td>
<td>Analysis of conflict actors:</td>
<td>Analysis of:</td>
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<tr>
<td>• Security</td>
<td>• Interests</td>
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<td>• Political</td>
<td>• Relations</td>
<td>• Triggers for increased violence</td>
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<td>• Economic</td>
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<td></td>
<td>• Incentives</td>
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\(^2\) [http://www.genie.ids.ac.uk/gem](http://www.genie.ids.ac.uk/gem)

Appendix 3

DFID expenditure on gender and conflict transformation

Appendix 4 DFID’s conflict prevention PSA for Sierra Leone

“Improved effectiveness of UK contribution to conflict prevention and management as demonstrated by a reduction in the number of people, whose lives are affected by violent conflict and reduction in the potential sources of future conflict, where the UK can make a significant contribution”

The objectives for this are:

- to help Government of Sierra Leone to regain and then retain control of the whole country, with revenue from the diamond fields flowing transparently and accountably to the national exchequer
- to build an effective Sierra Leone state and help the country make progress towards the 2015 international development targets, with a freely and fairly elected government, which: respects human rights; implements transparent and effective economic policies; is accountable; has the capacity to promote and protect its resources; and exercises full control over its armed forces
- to build up new, effective, non-political, accountable and disciplined armed forces and police
- to strengthen the capacity of ECOWAS and its individual members to play a constructive role in conflict prevention and building regional mutual security – and isolate and sanction those like Liberia who continue to sow instability in the region
- to reduce over time UK military commitments to Sierra Leone
Appendix 5 Details of gender-sensitive conflict transformation programmes in Sierra Leone

GTZ

GTZ was funded by DFID to implement a programme focusing on the social integration of ex-combatants in the Kono, Kailahun and Pujeahun districts.

An integrated multi-sectoral approach has been applied that incorporates gender inclusiveness. Foreseeing that women would not be included if they only concentrated on ex-combatants, GTZ targeted internally displaced persons and their host communities. The programme included income-generating activities, skills training, community services, rehabilitation of social infrastructure and agriculture. Awareness raising workshops were also held on cross cutting issues such as: gender equality, child protection, health and hygiene, HIV/AIDS and environmental awareness. Field officers reside with the community for nine-month periods, during 2002-3 and 2003-4. GTZ makes sure that roles and responsibilities of significance were given to women as well men.

The programme successfully reaches female civilians in the communities, who were impacted by the conflict but were not included in the DDRR. These women are engaged full-time in the programmes (8:30 am – 4:30 pm daily). Some men were reluctant to have their wives involved in the programmes, because of the long hours they are away from their homes and some women were beaten and barred from attending the training classes. This promoted the establishment of a Gender Steering Committee in the communities. The role of the committee is to settle such disputes. The Gender Steering Committees also did a lot of sensitisation on gender-based violence (GBV) in the communities. GBV cases are also taken to court for redress and the field workers do follow ups. When rapid judgments are given by the courts, this serves as a prevention and control mechanism at the community.

The programme has been monitored both by GTZ and DFID.

Oxfam

Oxfam has been sponsored by DFID for 18 months to run a programme to support Women’s Leadership in Sierra Leone. The aim of the project is to build women’s leadership capacity in two districts in complementary ways. Firstly, through building the capacities of women’s civil society organisations in institutional strengthening, and secondly, through support to female candidates in the District Councils for the elections. The two approaches aimed at increasing the quantity and quality of the women in leadership positions, both in politics and in civil society.

Grants are used to identify and support female candidates for positions of leadership in the district council elections by providing training to encourage them to stand for office and to assist them in their election campaign.

Oxfam produced a training manual and identified women in each district to act as co-ordinators. These women identified and trained interested women from each ward. Oxfam provided oversight, supervision and consultation to support 50% of applicants being women. They also provided technical assistance and advice.

The project concentrates on identifying and training potential candidates for seats in each of the 390 wards and providing them with the skills they need to carry out both the campaign and the elected position.
Pre-training and post training assessments have been carried out to measure the extent to which candidates have understood and assimilated the information covered in the training. An evaluation of the elected candidate’s performances is in the process of being carried out to assess their successes and skills.

Consolidation and follow-up support has been critical to the success of the programme this far.

**Conciliation resources**

The international NGO Conciliation Resources was funded by DFID for its work with youth in Kenema – ‘Springboard’ Youth in Progress (YIP). DFID made it clear that they would only support the youth programme if it had a viable gender component.

The project was to be replicated in Kono and Kailahun districts. The aim of the project is to equip young people with the skills and education required to sustain meaningful livelihoods, through community-based social animation. This involves strengthening existing youth clubs/groups and associations and providing support for recreational activities for 14-25 year olds as a means of promoting reconciliation, reintegration and rehabilitation.

The project includes a canteen for young mothers run by the female youth and an adult literacy programme for young single mothers. The rationale was to increase and strengthen their capacities to match their male counterparts. The youth coordinating council in Kenema has a good gender-balanced membership. The Kono resource centre, which was sponsored by DFID, was aimed at getting women involved in giving them a space to meet and do income-generating activities. Materials have been provided based on assessment of sustainability.

After two years, DFID did an Output to Purpose Review of the project, but the gender component was not assessed.

**Appendix 6 Gender impact indicator example**

Under the ‘gender specific impact’ indicator for DFID-led Palestinian civil police reform project, it is reported:

“Short-Term: An improved security environment is likely to have a positive impact on women’s empowerment through increased personal safety and security. Longer-term: the broader transformational reform plans of the Palestine Police force are likely to create a space for promoting the role of women within the force. Women in the Police are traditionally assigned gender stereotyped tasks. A strengthened police force would be better able to promote the recruitment of more women within its ranks, and enhance the role of women in police-community relations, for example through the planned introduction of community policing initiatives.

The wider police reforms are expected to introduce new policies and procedures geared towards enhancing the Police contribution to better human and civic rights in Palestine. Some training on human rights and interviewing techniques has already been provided. Further training programmes to incorporate knowledge of human rights in general and women’s rights in particular will help sensitise male and female police officers to recognising crimes against women.