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PROCEEDINGS OF THE WORKSHOP ON GENDER PERSPECTIVE CHECKLIST FOR PROJECT PLANNING

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December 18-19,2000

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ORGANIZED BY WOMEN'S AFFAIRS OFFICE IN THE PRIME MINISTER OFFICE AND THE MINISTRY OF ECONOMIC DEVELOPMENT AND COOPERATION /MEDaC/ IN COLLABORATION WITH THE UNITED NATIONS CHILDREN'S FUND/UNICEF/

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JANUARY, 2001
ADDIS ABABA

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I. INTRODUCTION

The purpose of the Workshop on **"GENDER PERSPECTIVE CHECKLIST FOR PROJECT PLANNING IN ETHIOPIA"** is to discuss on the document which is prepared by the Ministry of Economic Development and Cooperation (MEDaC). The two-day workshop which was held from December 18-19,2000 at the ECA was jointly organized by MEDaC and the Women's Affairs Office in the Prime Minister Office in collaboration with the United Nations Children Fund (UNICEF).

The idea of incorporating gender issues in the planning process was first initiated by the Women's Affair's Department of MEDaC. The Ministry approved the initiative and a task force was established to develop the checklist. In the process, the Gender Perspective Checklist for Project Planning, the first of its kind in Ethiopia has been prepared.

The Workshop has provided the opportunity to develop the document based on comments forewarded by the participants.

The participants of the Workshop, which were drawn from the concerned bureaus of regional states and federal ministries have exerted utmost efforts to comment the document during the plenary and group discussions.

The participants were divided in to four groups while the first two groups discussed on the Background , the second two groups discussed on Gender Issues in Project Planning of the document.

This document summarizes the proceeding of the workshop along with group discussion reports.

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II. OPENING CEREMONY

1. INTRODUCTORY REMARK

By W/o Tiruwork Dando,Expert
Women's Affairs Department of MEDaC

Your Excellency W/o Tadelech H/Michael, Head of Women's Affairs Office in the Prime Minister Office, with a rank of a Minister,

Distinguished Federal Government Officials,

Distinguished Regional State Officials,

Dear Participant of this Workshop

I would like to well come you all on behalf of the Ministry of Economic Development and Cooperation and the Women's Affairs Office in the Prime Minister Office.

As you all know, women constitute half of the country's population and they spend their life engaging in labour-intensive and time consuming, activities. However, they do not equally benefit from national wealth. Taking gender issues into account is just one way of making women and their contribution to the national economy more visible.

The Ministry of Economic Development and Cooperation has been engaged in developing Gender Perspective Checklist for Project Planning in Ethiopia since 1997. This workshop was organized by the Ministry in collaboration with Women's Affairs Office in Prime Minister

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Office to elaborate the gender perspective checklist with the participants professional expectation and to highlight the need for making the development process gender sensitive and responsive.

Gender equality plays an important role in economic and social development process and must be taken into account in the planning and implementation of any development project that is people-oriented.

We believe that this workshop will provide the opportunity to discuss practical challenges and difficulties for incorporating women's issues in development process. All of you should be well conscious in advance that you have the responsibility to make sure that the recommendation of the workshop should be given due consideration in your respective organization.

Finally, wishing you success and interesting deliberations, I kindly invite H.E. W/o Tadelech H/Michael, Head of Women's Affairs Office in the Prime Minister Office with a rank of a Minister to officially open the Workshop.

Thank you

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2. Opening Statement

By H.E W/o Tadelech H/Michael, Head of Women's Affairs Office in the Prime Minister Office with a rank of a Minister

Distinguished Federal Government Officials and Representatives of Regional State Bureaus

Ladies and Gentlemen,

Dear participants

I would like to welcome you all to this important Workshop which is conducted under the theme of "Gender Perspective Checklist for Project Planning in Ethiopia."

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It is widely accepted that enhancing women's participation in development is essential not only for achieving social justice but also for reducing poverty. Both development objective and social justice call for increased attention to the integration of women in the development process. To this effect, this workshop has a paramount importance.

For various limitations in the past, gender was not incorporated in the process of development planning. Moreover, the planning practitioners have often been blamed for consciously or unconsciously ignoring gender as an important planning issue. Even if they are gender sensitive, they have not showed adequate gender planning and analytical skills to incorporate gender into the development programmes. Any development policy and/or strategy which neglects

the role of women is bound to fail to bring economic efficiency and social justice. This hinder women and girls from participating actively and directly with confidence and self reliance in all spheres of development.

The effect of this does not limit only advancement of women which constitute half of the population but also retards advancement of the country. Today, there is a growing consensus on the need for mainstreaming gender in development process on grounds of both economic growth and equity considerations. Success of full gender equity requires integration of gender perspective in development plans and the implementation of positive measures with adequate institutional and financial support at all levels. To this effect, I call upon development planners, project promoters and concerned bodies to give due attention on the need for making development process gender sensitive and responsive.

Now having gone through all the salient feature, we must ask ourselves that how we ensure incorporation of gender in all development plans based on the checklist. To this end, we should make efforts in changing centuries old gender based discrimination.

I think, we should be aware in mind that the checklist by it self does not make any change unless each and every concerned body make efforts towards its effective implementation.

Finally, I would like to thank the Ministry of Economic Development and Cooperation for preparing this checklist and UNICEF for funding this workshop. I hope the success of this workshop's objectives will be achieved through your free discussion and active participation.

Thank you

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III. PLENARY PRESENTATION

1. MAINSTREAMING GENDER ON DEVELOPMENT PROGRAMME

By Miss Shipra Bose, UNDP/WAO/PMO, Gender and Micro Credit Specialist

Gender Mainstreaming is about forging the conceptual and practical limits between development and gender equality. While the ideological aspect deals with the theories and assumptions on development, the practical aspect deals with institutional arrangements and the people who are making key decisions.

Mainstreaming determines who gets what and provides the rationale for the allocation of societal resources and opportunities. It is a process of addressing gender equality in terms of development.

After defining the concept of gender mainstreaming, the consultant explained that weather a country is developed or not, women have less access to resources due to the various social norms. Bearing this in mind, she emphasised that planners should:

- strengthen the legitimacy of gender equality as a fundamental value that should be reflected in development choices and institutional arrangements;

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- integrate the concept of gender equality with mainstream decision making criteria that has to be pursued from the center; and
- increase the involvement of women in decision-making processes in development directions and resource allocations.

Regarding to the question on how to apply gender mainstreaming, the resource person suggested the following two pronged approach:

- through identification of existing situations like rules/ regulations and procedures and how they address gender issues; and
- through setting new agendas like formulation of national gender policies, establishing ministries responsible for gender, appointing of gender focal points, etc.

This process requires to develop guidelines (what to do) and checklists (what to ask).

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Gender mainstreaming is applied at:

- planning (designing and objective setting);
- implementation
- institutional framework and
- monitoring and evaluation levels.

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Those who are involved in situation analysis, based on data collection, consultation and programme proposal should be gender sensitive.

Key factors for ensuring gender mainstreaming include:

- senior management are the first center of responsibility to provide active leadership in implementing the commitment to gender equality (in policy setting and monitoring results);
- the bureau head's active advocacy and support is a requirement for progress in mainstreaming gender equality;
- women affairs department heads and gender focal points must have strengthened capabilities and the support of senior management;
- systematic and consistent attention to gender equality objectives throughout the programming cycle; and
- effective information flow is a prerequisite for mainstreaming gender equality, regular communication with Women Affairs Office in the Prime Minister Office is a basic requirement in this regard.

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2. BACKGROUND OF GENDER PERSPECTIVE CHECKLIST FOR PROJECT PLANNING IN ETHIOPIA

By - Ato Kebede Haile,
Team Leader,Multilateral Cooperation Department, MEDaC

The resource person first introduced the following background components of the document:

- socio-cultural settings;
- gender issues;
- measures so far taken to address gender issues
- significance of the checklist; and
- scope of the checklist

Highlights of each component are elaborated as follows.

Socio-cultural Setting

- In Ethiopia, women are engaged in arduous activities such as house management, food processing, child care, fetching water, wood collection, farm operations, etc.
- Although women canstitute half of the country's population,
  - some of their contributions fail to gain proper recognition and are unremunerated;
  - since adequate disaggregated statistical data is missing women's contribution remain invisible to planners and development practitioners; and
  - poverty, lack of awareness, legal barriers, harmful cultural and traditional practices affect women's benefits.

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Gender Issues

There are differences in the participation of women and men in the political, social and economic development spheres. Among the factors contributing to women's inequality, the following points worth due attention:

- limited awareness of the systems and causes of the prevailing economic, cultural, familial, legal and religions practices and the resultant impact;

- lack of access to and ownership of basic productive resources, inputs and services;

- limited decision making power on economic matters;

- lack of access to appropriate technological devices which could save women's labour time and relieve them of burdensome chores and allow them more time to be engaged in other productive activities;

- limited representation in different important areas and few job opportunities;

- inadequate access to basic education, health care, sanitation and water supply services; and

- lack of proper valuation of women's contributions to the social welfare in the national account, as most of their activities are unremunerated.

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Measures so far Taken to Address Gender Issues

The government of Ethiopia has committed itself to women's advancement by adapting different policies. These include:

- The Constitution of the Federal Democratic Republic of Ethiopia;
- The New Economic Policies and development strategies;
- The National Policy on Ethiopian Women; and
- Health, Education and other sector policies and strategies.

The National Policy on Ethiopian Women ensures the full development and advancement of women so that they enjoy their democratic and human rights through active participation in the economic, social and political life of the country on the basis of equality with men.

The major objectives of the policy are to:

- guarantee women equal rights with men;
- amend laws which adversely affect women's social, cultural and economic conditions;
- eliminate prejudices and customary harmful practices;
- improve the employment opportunities of women;
- identify ways and means of lightening women's workload; and
- facilitate women's access to basic services such as health care and education.

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Significance of the Checklist

The checklist is expected to:

- provide suggestions to facilitate the incorporation of women's interests at each stage of the project cycle;
- promote popular participation in all stages of project activities;
- contribute to the generation of gender specific data base;
- serve as a practical tool in contributing to the elimination of the causes of gender inequality in development; and
- contribute to balancing equity between men and women and strengthen democracy in the society.

Scope of the Checklist

The ethnic diversity and cultural complexity of Ethiopia demands an in-depth study of women's issue so as to formulate a comprehensive gender perspective checklist for project planning. On one hand there is lack of adequate gender specific data base and on the other hand there is an urgent need to deal with women's issue. As a result, this generic checklist is prepared with the available limited information to:

- be adopted with care to specific socio-cultural conditions as a living working paper to be enriched in the course of time by drawing lessons from experience; and
- be applicable to gender sensitive projects in the public sector as well as the private sector and NGOs involved in development activities.

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Questions/Comments/Responses

On the Background of the document

Questions

- The root cause of women's problem is multi-dimensional. The focus of the document is on projects. First, we have to clearly identify women's problems and set goals to address their problem. How would we tackle the basic source of the problem?

- The document does not clearly set the objectives to be attained. Why?

Response

The questions raised focus to the whole issues of gender, however, the purpose/scope of the checklist is limited to incorporating gender perspectives in project planning.

The document is meant to address the practical aspects of gender needs through development planning which is within the domain of the duties and responsibilities of MEDaC.

Our prime concern is to make women equal beneficiaries of projects/programmes.

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3. Gender Issues in Project Planning

By Ato Gemeda Aleme, Team Leader Development Project Appraisal Depatrment, MEDaC

The resource person first highlighted women problem in terms of strategic interest and practical needs before going into the document.

The source of strategic needs is the society(culture, class, race) that lead to unequal access to resource opportunities. This problem could be addressed by taking appropriate intervention measures such as mass awareness and policy/institutional arrangement measures.

The practical needs would be addressed by formulating projects so as to provide social welfare and economic power to women.

Causal factors for unaddressed practical needs include:

- poor gender specific data base;
- improper valuation of women's contribution;
- lack of participation;
- lack of access to and ownership of productive resources; and
- limited access to basic services.

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The resource person also pointed out the difference between project and programe. Programme is continuous development effort that incorporates one or more projects. Project is a development process designed to implement a specific objective in a limited time.

He,finally,described briefly the five main stages of Project Cycle: identification, preparation, appraisal, implementation, and evaluation as follows:

Identification

Project planners and promoters should consider the following aspects during project identification stage.

- ensure the participation of all stakeholders including local communities (women and men) in the identification of their needs;

- collect sufficient gender specific data on such aspects as level of income, pattern of employment, health, education, water, and infrastructure, where applicable to assess the present condition;

- analyze and present the socio-economic indicators by sex and age and reflect the underlying problems and issues relating to women and men;

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- assess the value, in quantitative or qualitative terms, of unremunerated women's work that is not captured in the national accounts, such as preparing food, fetching water, and child care, with a view to recognize the economic contribution of women;

- assess the economic activities of the local women taking into account their traditional knowledge and the advantage of enriching existing experiences and setups;

- investigate structures and processes such as cultural, religious and traditional barriers and harmful practices, which hinder or limit full participation of any of the sexes in development activities; and

- identify potential project ideas including complementary project components taking in to account the need to ameliorate the conditions of women.

Preparation/Formulation

Attention should be given to the following aspects at this stage.

- conduct detail study on the project identified with due emphasis to gender issues and create sufficient sex specific database;

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- properly analyze the data and identify core problems, their causes and effects,and as there are a number of conflicting interests, ensure that women's priorities are equally weighted;

- formulate appropriate objectives which address the intended problems;

- using gender interest as one of the selection criteria, identify the most feasible project;

- analyze the economic and financial feasibility of the project along with quantifying where possible, unremunerated contributions of women and reflect it in the cost benefit analysis of the project;

- design appropriate technology which can be efficiently used by the beneficiaries or include training component in the project to introduce the use of the new technology;

- devise appropriate institutional arrangement to increase the number of women in the decision-making positions of gender responsive projects; and

- develop gender specific objectively verifiable indicators, means of verification and assumptions where applicable, to monitor the achievement of the objectives, the contributions and benefits of each sex group.

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Appraisal

A gender responsive analysis of a project at this stage may cover the following points so as to systematically examine the attractiveness of a project from financial, technical, environmental and social point of view before an investment decision is made.

- Is the project in line with the National Policy on Ethiopian Women and other sector policies?
- Does the project include provision of basic services such as health, education, potable water, nutrition etc.?
- Does the project promote equitable distribution of benefits and enhance women's income generating potential?
- Does the project have contribution in promoting and supporting women's self-employment through the development of small enterprises?
- Will the project provide women and men equal access to and control over productive resources and appropriate technologies?
- Is the project geared towards addressing the structural causes of poverty to ensure household food security and self-sufficiency?
- Are there human resource development components in the project for women and men so that they meet new demands?

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- Does the project enhance women's participation in development?
- Have the contributions of women in unremunerated works such as child care, family wellbeing, etc. (if any) properly been quantified and used in the cost benefit analysis of the project?

Implementation

At this stage, the important points which worth due attention are:

- enhancement of the role of women, as appropriate, in implementation and in decision making processes of the project to promote their income, skill, experience and contribution to the national development; and
- preparation of an appropriate action plan which incorporates women's concerns and facilitates their full participation in the project implementation.

Monitoring and Evaluation

Gender perspective evaluation aims to review the impacts of a project on women and men with respect to the following aspects:

- the effects of the activities of the project on women's and men's income, the access it has created to material and financial resources and employment;
- the contribution of the project towards the improvement of the livelihood of women and men in addressing the problems as identified at the project planning stage;

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- the size and the division of labour between women and men in the project;
- the contributions of each sex group to the project and their respective share of benefits;
- the nature of statistical means used to quantify and record the work of women and all other contributions in the project;
- constraints which directly or indirectly affect women's participation and the distribution of benefits; and
- recommendations for future project design.

Questions/Comments/Responses

On Gender Issues in Project Planning

Questions

- Is inequality or the unfulfilment of basic needs the root cause of women's problem?
- Not fulfilling the basic needs is violating human rights. Whose obligation is to fulfill the basic need?
- Why is the provision of basic services associated with women only?
- Guideline is more forceful for application. Is not necessary to prepare a guideline prior to preparing the checklist?

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- Women problem is both economic and socio-cultural. Why didn't the checklist incorporate the socio-cultural aspect?

- Do you think that the checklist can be applied by the practitioners without a guideline? The checklist need to be supported by a guideline?

Response

- Inequality and unfulfilment of women's needs are not the root causes of women's problem but the effects. The root causes of inequality are the norms, traditions social values etc. that a society constructs and the nature of the role men and women play in the society.

  Gender issue requires multi-disciplinary dimensions.The checklist prepared on the basis of professional perspective can be developed in line with the political dimension.

- Gender inequality is a cultural construction. There were no society and culture in which women were absent. Inview of this, both men and women have contributed to the cultural norms, values and views. Thus, fulfilling the base needs of women is the obligation of one sex group. It is unconscious cultural construction to be addressed by the society as a whole

  Factors that are the causes for the problem/inequality can be addressed by taking appropriate measures such as the adoption of conducive policies and institutional arrangement.

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- Given the biological difference and the associated division of labour such as child bearing, lactating house management and family well-being, services such as health institutions, water provision education and the like benefit them more.

- *In view of the paucity of gender disaggregated information base,* we prepared the checklist to serve as a working paper to be enriched through practical experiences to help the preparation of a detailed guideline.

- Its scope is limited to gender perspectives in project planning. Socio-cultural and economic aspects are interdependent. Thus the socio-cultural aspect can be developed in the process of the application of the checklist.

- If regional governments feel that this checklist is important to be used at regional levels too, guidelines indicating how to use it by appropriate government organs may be included.

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IV. GROUP WORK PRESENTATION AND PLENARY DISCUSSION

The participants were divided into four groups to comment on the document. Group one and two commented on the first part of the document: BACKGROUND and group three and four on the second part of the document: GENDER ISSUES IN PROJECT PLANNING. Group reports are outlined as follows:

Group - One

Topic- Background

- the sub-topic 'socio-cultural settings' should be stated as economic and socio-cultural settings; and emphasis should be given both for economic and political aspects under Gender Issue sub-topic;

- in addition to the points that need due attention,legal aspect need to be included with brief elaboration;

- among the major objectives, the measures so far taken stated under "b" be rewritten as "amend laws which adversely affect women's rights in terms of social, cultural, political and economic conditions;

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- under significance of the checklist sub-topic, point "b" be rewritten as promote women's participation or promote community participation particularly women's participation in all stages of project activities; and

- the conclusion of the background should indicate that the checklist could serve as a general guideline. And sector specific checklist could be developed by the respective sector or region.

Group-Two

Topic - Background

- The background need to incorporate the political, cultural and social problems.

- The introductory part lacks to include the past, the prevailing and the future women's affairs with statistical analysis along with the objective condition of the Ethiopian women.

- The document does not put in place general and specific objectives.

- The document does not follow the right format. It has to clearly set its objectives, goal, strategy and methodology.

- The practical measures taken following the adoption of policies and establishment of women's affairs institutions should have been incorporated in the document.

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- The point mentioned under the significance of the checklist do not substitute the objective of the document. The point stated under "b" in this sub-topic lacks clarity.

- Under the scope of the checklist the point stated "the process of planning with gender perspective requires more time and cost as compared to existing project planning practice" implies that projects/programes that incorporate gender issues incure additional expenses. The statement has to be clearly re-written.

General Comment:

- the final document be supported by a guideline;

- the concerned Women Affairs experts should actively participate in the process of finalizing the document, and

- in every bureau and the concerned section, special attention should be given to include women's issues in project planning and project appraisal processes.

Responses/Comments on Group-One and Group-Two Reports

- The checklist is a general guideline. Those that are involved in applying this checklist could develop their own guideline according to the objective reality of the situation.

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- In general, projects and programmes that incorporate gender issues do not necessarily incur additional expense. If it requires, it has to be accommodated. Gender issues should not be rejected with the assumption that they require additional expenses.

- The document presented for this workshop is developed based on the comments given by all concerned bodies including with the active participation and contribution of those who follow women affairs at federal level.

- MEDaC in collaboration with the Women's Affairs Office in the Prime Minister Office have produced this general guideline. It is expected to be applied by every implementing institution both at federal and regional level.

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GROUP - THREE

Topic: GENDER ISSUES IN PROJECT PLANNING

- On Project Identification
  - add some sample indicators such as education, health, etc., under point "c"

- On Project Preparation
  - include anticipated impact of the project; and
  - regarding division of labour, the pattern between men and women in all phases of the programme and the role to be played by men and women in project decision-making process should be clearly identified.

- the benefits of the project for men and women should be separately indicated.

- **On Project Appraisal**

  - regarding finance, special budget for gender specific activities has to be allocated;

  - proportion of wages and benefits that accrue to women compared to men and involvement of gender sensitive persons in budgeting should be given due consideration;

  - the follow-up mechanism in monitoring expenditure has to go in line with gender equality;

  - procedures for accessing, management and control of financial resources has to be taken into account;

- **On Project Implementation**

The following point stated in the Harvard method checklist handout should be included in the document:

Women's dimension in project implementation

- Are project personnel sufficiently aware of and sympathetic towards women's needs?

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- Are Women used to deliver the goods or services to women beneficiaries?

- Do personnel have the necessary skills to provide any special inputs required by women?

- What training techniques will be used to develop delivery systems?

- Are there appropriate opportunities for women to participate in project management positions?

Organizational Structures

- Does the organizational form enhance women's access to resources?

- Does the organization have adequate power to obtain resources needed by women from other organizations?

- Does the organization have the institutional capability to support and protect women during the change process?

Operations and Logistics

- Are the organization's delivery channels accessible to women in terms of personnel, location and timing?

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- Do control procedures exist to ensure dependable delivery of the goods and services?

- Are there mechanisms to ensure that the project resources or benefits are not usurped by males?

- Finances

- Do funding mechanisms exist to ensure programme continuity?

- Are funding levels adequate for proposed tasks?

- Is preferential access to resources by males avoided?

- Is it possible to trace funds for women from allocation to delivery with a fair degree of accuracy?

- Flexibility

- Does the project have a management information system which will allow it to detect the effects of the operation on women?

- Does the organization have enough flexibility to adapt its structures and operations to meet the changing or new-found situations of women?

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On Project Monitoring and Evaluation

- the point stated under "e" should include: qualitative data; and women involvement in monitoring, data collection, interpretation and analysis.

- General Comment

- the checklist should address both practical and strategic needs;
- a task force drawn from different sectors has to be established to enrich the checklist; and
- all strategic plans and the federal budget should be gender sensitive so as to effectively limplement mainstreaming.

GROUP FOUR

Topic: GENDER ISSUES IN PROJECT PLANNING

- **On Project Identification**

- the point ensure the participation of all stakeholders" seems too general, so there is a need to include the application mechanism and specifically refer to participation in need assessment process;

- the point on collection of data should be re-stated as not only collection of new data but also review of existing data;

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- regarding indicators, some basic and commonly used indicators should be enlisted;

- project ideas should not only be identified but also prioritized;

- **On Project Preparation**

- the objectives formulated should have gender dimension;

- given the generic nature of the checklist, the point appropriate technology is over emphasized;

- the point stated in "g" under preparation should be re-written as "institutional" arrangements should be devised and enforced in all projects to increase the number of women in decision making positions in all projects";

- **On Project Appraisal**

- point "b" should indecate who should get the basic services;

- point "d" should include micro-enterprises;

- basic points mentioned in project identification should be included in this stage;

- cost- effectiveness should explore the project's contribution towards gender inequality reduction; and

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- the points stated from "b-f" pre-determines the project type, should include the phrase when necessary;

- **On Project Monitoring and Evaluation**

- the points identified in project appraisal should be used in monitoring and evaluation as well; and

- the points should be put in question form

Following the group report presentation, the participants and the resource persons held discussions and come up with a to consider some of the comments and suggestions forwarded during the plenary session as per the duties and responsibilities MEDaC is entrusted with.

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V. CLOSING CEREMONY

BY H.E. Dr. Mulatu Teshome, Vice Minister of MEDaC

Your Excellency W/o Tadelech W/Michael
Minister of Women's Affairs Office in Prime Minister Office
with a rank of a Minister

Distinguished Participants
Ladies and Gentlemen!

I would like first to express my pleasure in delivering the closing speech of this workshop on "Gender Perspective Checklist for Project Planning in Ethiopia". As you are all aware, the purpose of this workshop is to identify the potential problems that encounter in incorporating gender issues in the planning process.

In a society where development is narrowly defined and meant little more than an increase in gross domestic products, as has been the case in the past, it is becoming crucial to address the issue of growth and development in harmony with each other. Recently, however, there has been a significant shift in development thinking form the growth oriented strategy to a more people-centered comprehensive approach of development.

The new approach brought into focus the primary concern for growth, equitable distribution and sustainable development as the primary objective of the overall socio-economic and political development. It is therefore, becoming a conventional wisdom to

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say that: development implies sustainable growth that is accompanied with improved quality of human life with equal opportunity for both men and women.

In most societies, the role of women in socio-economic activities and their access to resources appears to be biased owing to regional, cultural, ethnic, religious, educational back grounds, levels of civilization and skill variations, among others. It is the understanding of most of us, that these anomalies have to be corrected. The correction of these anomalies have to be based on the specific regional, cultural, ethnic, religious, etc. and the skill differences that have caused inequalities between men and women. It is with these premises that Gender Perspective Checklist for Project Planning in Ethiopia have been formulated.

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Gender issues have now become the intimate concern of all planners irrespective of sectors or areas of specialization in the contemporary world. To achieve these objectives, we need to identify gender gaps and their causes and, chart out ways and means to reduce and consequently eliminate these gaps. Giving due attention to gender imbalance is to identify the root cause for poor status of Ethiopian women.

I hope that during the deliberations of this workshop, all participants have shared the importance of gender incorporation in development planning in order to improve the equitable distribution of national resources to all citizens regardless of their gender categories.

MEDaC is entrusted to prepare guidelines that enable the preparation of the country's long, medium, and short-term development plans. Given this mandate and the growing need for a tool to incorporate gender perspective in project planning processes, a generic gender perspective checklist for project planning in Ethiopia is prepared for projects to be executed at federal level.

If regional governments feel that this checklist is important to be used at regional levels too, the workshop comments will be incorporated. Accordingly guidelines indicating how to use it by appropriate government organs will be included in the checklist. Therefore, the ideas considered in this workshop should be translated into action through your respective regional and sectoral plans.

I would like to emphasize that you all are expected to play a leading role in realizing your responsibilities, through your experience and skill of planning for the effective implementation of the gender perspective checklist.

Finally, I would like to express my sincere gratitude to all resource persons and participants who have contributed to the success of this workshop. I would also like to congratulate the coordinators for the efforts taken in organizing this workshop. And also I would like to say thank you to UNINCEF for funding the workshop.

It is with pleasure that I declare the workshop closed.

Thank you

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VI. ANNEX

WORKSHOP PROGRAMME, LIST OF PARTICIPANTS, RESOURCE PERSONS AND RAPPORTEUR

1. Workshop Programme

Date	Time	Activities	Presenter
18/12/00	8:30 - 9:00	Registration	Co-ordinators
	9:00 - 9:30	Opening Remarks	H.E W/ro Tadelech H/Michael Head,WAO in the Prime Minister's Office, Minister
	9:30 - 10:30	Mainstreaming Gender on Development Programme	Consultant
	10:30 - 11:00	Tea/Coffee break	
	11:00 - 12:30	Background of Gender Perspective Checklist for Projects in Ethiopia	MEDaC
	12:30 - 2:00	Lunch	
	2:00 - 3:30	Project cycle	MEDaC
	3:30 - 4:00	Tea/Coffee	
	4:00 - 5:30	Discussion and Group formation	
19/12/00	8:30 - 10:30	Group Work/Discussion	
	10:30 - 11:00	Tea/Coffee	
	11:00 - 12:00	Group Presentation and Plenary Discussion	
	12:00 - 12:30	Closing Speech	Dr. Mulatu Teshome Vice Minister of MEDaC

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2. LIST OF PARTICPANTS

No	Name of Participants	Institute	Position	Region
1	ADIL YUSUF	Agriculture Bureau	Expert	Harari
2	Dr.TIZAZU TIRUYE	Health Bureau	D/Head	Amhara
3	ROMAN KIROS	BOPED	A/Dep't Head	Addis Ababa
4	TESHOME TADESSE	BOPED	Dep't Head	SNNRS
5	FATUMA JEMAL	Agriculture Bureau	Expert	SNNRS
6	MELKAM LEGEREH	Educ& Culture Office	Expert	Dire Dawa
7	OMAN OJULU	Justic Bureau	Head	Gambella
8	MESFIN SAHLE	Women's Affairs	Expert	SNNRS
9	TARIKU NEGERA	OWMERDB	Head	Reg.14
10	LAKECH HAILE	Minstry of Water Res.	Head,WAD	"
11	NIGEST HAILE	Min. of Trade& Insustry	Head,WAD	"
12	ELIAS MOHAMMED	Justic Bureau	Head	Harari
13	LEGESSE TASHU	Min of Trade & Industry	Head policy& Pla	Addis Ababa
14	ASTER ZEWDIE	Min. of Inform.&Culture	Head,WAD	"
15	MURAD ZEKARIA	BOPED	Head	Somali
16	BEHAR HUSSIEN	BOPED	A/Head	Harari
17	Sr.TSIGE ROMAN	Min.of Health	Dep't Head	"
18	HAREGEWOYEN TASSEW	MEDaC	Expert	"
19	TIGIST W/MARIAM	WAO	S/Expert	Reg.14
20	FAISAL	WMED		
21	Dr. W/RUFAEL ALEMAYEHU	Health Bureau	Dep't Head	Tigray
22	AMARE AMOGNE	Justice Bureau	Head	Amhara
23	Dr.ELIAS AHMED		A/Head	Harari
24	DESALEGN MENGISTIE	Justic Bureau		Dire Dawa
25	ASCHALEW FELEKE	BOPED	Team Leader	"
26	HIWOT AMARE	Ministry of Justic	Head,WAD	Addis Ababa
27	ZENEBU SEID	WAO	Expert	Dire Dawa
28	TSIGE WAKJIRA		Dep.Head	Addis Ababa
29	WASSIE BERHANU	BOPED	Head	Oromiya
30	ASTER AMARE	WAO	Head	Tigray
31	CHAM UGALA	BOPED	Head	Gambella
32	DAGN ACHEW ABERBER	BOPED	Dep't Head	Beashangul
33	GEBREMEDHIN BELAY	Ministry of Agriculture	Head Plan. & Prog.	Addis Ababa
34	GIMBEWOGISH KEBEKE	FCSC	WAD,A/DEP't HEAD	"

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No	Name of Participants	Institute	Position	Region
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36	MEFTUH SHERIF	WAO	S/Expert	Harari
37	TAMIRU RIKETE	Education Bureau	Head	Oromiya
38	TIRUWORK DANDO	MEDaC,WAD	Expert	Addis Ababa
39	SAMIR ABDI	Water Mines& Energy	A/Head	Harari
40	FANTA MOGES	Education Bureau	Dep't Head	Amhara
41	Dr. ABEBAW TADESSE	Health Office Rep.		Dire Dawa
42	ASEGEDECH W/LUL		Consultant/Markating	Addis Ababa
43	JEBESSA G/KIDAN	Education Bureau	Dep't Head	Harari
44	KUMLACHEW DERBEW	FCSC	Expert	Addis Ababa
44	OMAN OKELO	RWRB	Office Head	Gambella
45	AW EILL OKELO	Regional Affairs	Head,WAD	Gambella
46	GIFTI ABASIYA	WAO	Head	Oromiya
47	YELFIGN WORKU	Ministry of Education	Dep't Head	Addis Ababa
48	TAMIRU IEBA	MOLSA	Dep't Head Plan.	
49	ABDULAHI IDRIS	BOPED	Head	Harari
50	SOLOMON ABEBE	BOPED	A/Head	Amhara
51	KEFALE BELACHEW	Justice Bureau	Gender& Mac.Credit spec,	Oromiya
52	TASSEW SHIFRAW	WAO,PMO	De't Head	Addis Ababa
53	TABEGE GEDLU	UNICEF	Asst.Prog.	"
54	MERON	IAG	Gender & networking Officer	"
55	Dr.TIBEBU ALEMAYEHU	Health Bureau	Dep't Head	Oromiya

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1. ATO KEBEDE HAILE,TEAM LEADER, MULTILATERAL COOPERATION DEPARTMENT, MEDaC
2. ATO GEMEDA ALEME, TEAM LEADER, DEVELOPMENT PROJECT APPRAISAL DEPARTMENT, MEDaC
3. Miss.SHIPRA BOSE,UNDP/WAO/PMO,GENDER & MICRO CREDIT SPECIALIST

RAPPORTEUR

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