



## Gender review:

# Mainstreaming Gender and Women's Rights in the Development Portfolio of the Norwegian Embassy in Mozambique

August 2009

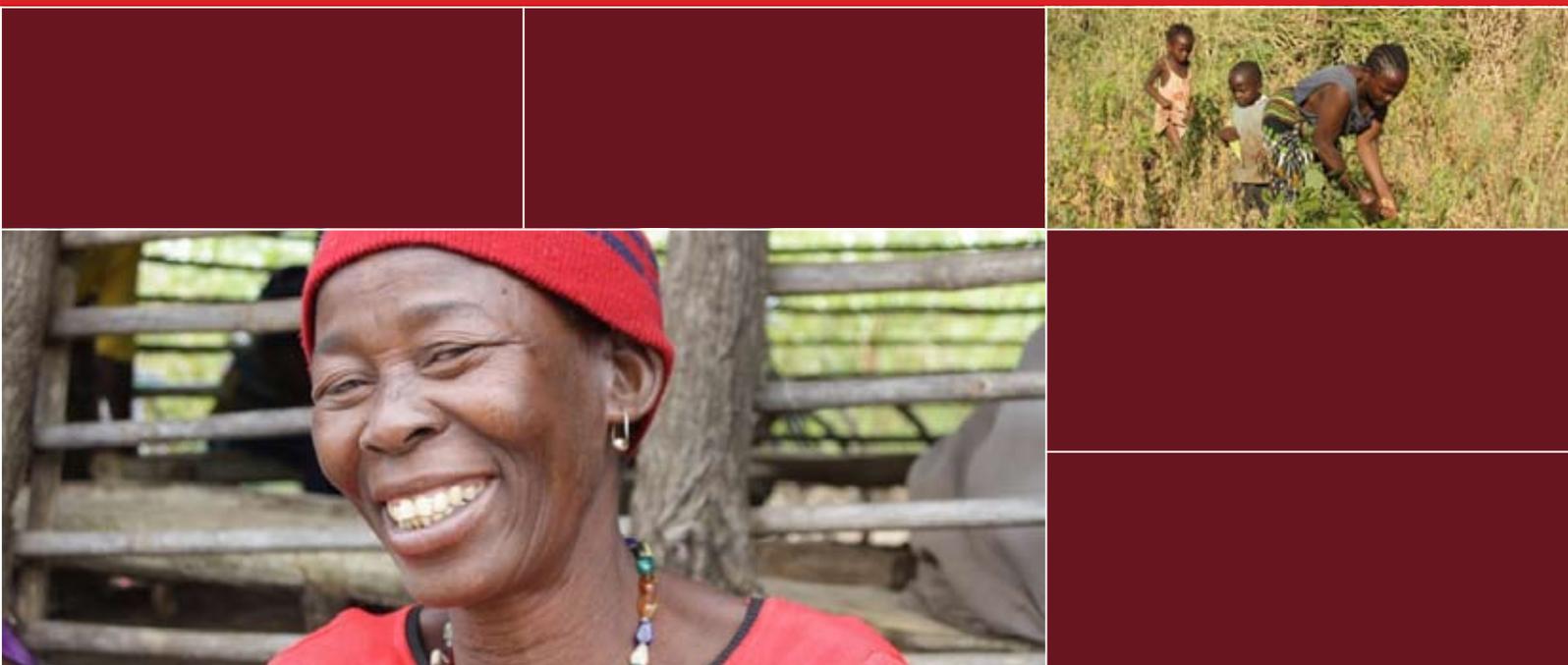


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The Royal Norwegian Embassy,  
Mozambique

WOMEN'S RIGHTS AND GENDER EQUALITY

Review of the development portfolio in Mozambique

August 2009



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## **Preamble**

The Royal Norwegian Embassy in Mozambique (the Embassy) has requested Norad's assistance in undertaking a "Gender Review" of the Embassy's portfolio within the fisheries sector, soy bean production and general budget support in order to identify possible ways to increase the focus on women's and gender issues in these programmes. The team has also been asked to suggest how the Embassy can work with all the smaller projects that are financed with funds from the budget line on gender.

The Review has been executed through desk studies, discussions with representatives of the Embassy, implementing institutions in Mozambique (4-12 May 2009), and through discussions with NORAD staff members who are actively supporting the Embassy. The Review Team appreciates the fruitful and open discussions held with the Embassy and institutions in Mozambique. The team is grateful for the outstanding support that was granted from Nina Strøm and Carim Tahia at the Norwegian Embassy.

The Review Team herein provides its independent recommendations. This, however, does not indicate any commitment on behalf of the Embassy.

The Review Team comprised of Bodil Maal (NORAD) and Liss Schanke (KS).

27 August 2009

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## List of Abbreviations

BRIDGE – Development-Gender (IDS/Sussex)  
DP –Development Partners  
FDC – Community Development Foundation  
FHH – Female headed Household  
FRELIMO – Liberation Front of Mozambique  
GBS –General Budget Support  
GCG – Gender Coordination Group  
GDI – Gender Development Index  
GFP – Gender Focal Point  
GOAM – Operational Group for the Advancement of Women  
GoM – Government of Mozambique  
GU – Gender Unit  
IDS- Institute of Development Studies  
MDG – Millennium Development Goals  
MF – Ministry of Finance  
MINAG – Ministry of Agriculture  
MINJD – Ministry of Youth and Sports  
MINT – Ministry of the Interior (Home Affairs)  
MISAU – Ministry of Health  
MMAS – Ministry for Women and Social Action  
MMR – Maternal Mortality Rate  
MOPH – Ministry of Public Works and Housing  
MOF – Ministry of Fisheries  
MPD – Ministry of Planning and Development  
MTFC – Medium-Term Fiscal Scenario  
NGO – Non-Governmental Organisation  
NOK – Norwegian Krone  
NORAD- Norwegian Agency for Development Cooperation  
OECD – Organisation for Economic Cooperation and Development  
OMM – Mozambican Women’s Association  
PAF – Performance Assessment Framework  
PARPA – Action Plan for the Reduction of Absolute Poverty  
PES – Social and Economic Plan  
PGEI – Gender Policy and Implementation Strategy  
PNAM – National Plan of Action for the Advancement of Women  
PO – Poverty Observatory  
PPABAS  
RNE – Royal Norwegian Embassy  
SADC – Southern African Development Community  
WID- Women in Development  
UNIFEM – United Nations Development Fund for Women  
IDPPE – The Development Institute of Small Scale Fisheries

## ***Summary of observations and recommendations***

Mozambique has been a main cooperating partner of Norway since 1977. The total Norwegian assistance through all channels is NOK 400 - 450 million per year. The goal of the bilateral assistance is to support poverty eradication as well as to contribute to peaceful democratic development and economic growth.

Norway supports Mozambique's own efforts to reduce poverty through the Action Plan for the Reduction of Absolute Poverty (PARPA). The development cooperation will be concentrated on general budget support and fisheries and energy, including support to the petroleum sector. Some catalytic and strategic support will be used for governance, human rights, gender equality, civil society, private sector development and environment and climate change.

The Royal Norwegian Embassy in Mozambique (the Embassy) has requested that Norad undertake a gender review of the Embassy's portfolio, in order to identify ways and means of addressing and integrating women's and gender concerns into the current agreements within the present framework and budget, and for possible future phases of the various programmes and projects.

The review included three programmes: General Budget Support, Fisheries, and Soy Bean production. In addition, the team reviewed a number of women oriented projects that have been funded through a special budget line for women.

### ***Feminisation of poverty***

Recent research reports show that the feminisation of poverty is critical in Mozambique - and imply a need to focus on poor women, especially in the rural areas. Close to 30 per cent of the households are female headed. Mozambique has a high level of domestic violence, and the HIV/AIDS pandemic has hit women the hardest. The maternal mortality rate is high.

A *focus on women* is therefore not only a question of gender equality – but also central to the GoM and GoN's overall goal of poverty alleviation, including overall quality, effectiveness and efficiency of assistance.

**“Gender” is an academic term** that is exclusive, essential for inside specialists, but difficult for non-academic outsiders. “Gender” may lead to the disempowering and pacifying of non-academic women. “Gender” is also often linked to the individual level - in Mozambique there is a great need for a collective, action oriented approach to “female poverty”. The term gender should therefore be used with caution.

### ***A. General Budget Support (GBS)***

#### ***Observations on PARPA***

- The Poverty Eradication Strategy (PARPA) does not provide sufficient information on gender issues to ensure that the women's perspective in poverty reduction can be followed up (CMI).

- The PARPA does not define what is meant by integration and mainstreaming. Mainstreaming is treated as an objective in itself rather than a mechanism to achieve gender equality.
- The role of the Ministry of Women and Social Action (MMAS) has changed: it no longer coordinates the work on women's and gender issues among the Ministries. The Ministry has a low budget, only 0.7 % of the State General Budget. A small part of this budget is used for women's empowerment and gender issues. MMAS currently has a leading role in the gender coordinating working group, but has insufficient capacity to do this work.

#### ***Entry points for the Embassy***

- The revision of PARPA II.
- Supporting poverty analysis to identify key issues that need to be addressed (studies like the CMI studies should be supported).
- Support the development of sex disaggregated data that can help in the monitoring of the revised PARPA.
- Use the three CMI reports in the revision of PARPA II. In order to do this, prepare a strategy on ways to share and discuss the three reports. Make a short popular version in Portuguese.

#### ***Observations on GBS***

- In the GBS dialogue, women's and gender issues must be taken into consideration, both in terms of resource allocation, as well as monitoring and evaluation. Monitoring from a gender perspective can be done by introducing gender disaggregated indicators into the PAF.
- Norway plans to channel 85 percent of its budget through budget support, the energy sector and the fisheries sector.
- Through GBS and PARPA Norway is active in different groups (Financial Management, Auditing, Tax, Statistics, Fisheries and Energy).

#### ***Entry points for GBS***

- The Embassy could, for example, select Tax, Fisheries, Energy or Statistics as areas for targeted focus on women's and gender issues.
- A team could be organised at the Embassy to work on cross-cutting issues (for example, related to the work on energy). This team could cover technical sector issues, socio-cultural knowledge, competence on women's and gender issues, and so forth. The team could also support work on gender issues in the working group on Energy.
- Norway, through the working groups, could request the Ministries in Mozambique (for example the Ministry of Energy and the Ministry of Fisheries) to provide sector strategies on gender and follow-up on how work in the Gender Units (GU) in ministries is carried out. The working groups could request plans and reports from the GU, including the sector strategies on gender and the PAF indicators in PARPA II.

- The Embassy could commission studies aimed at enriching the work on women's and gender issues in the Energy, Fisheries, and Statistics working groups. Norway could suggest gender sensitive indicators, based on these issues, for the PAF, as well as commissioning studies for women, using funds from the special budget line for women.
- The group on Statistics is one in which Norway could strive for gender disaggregated data in several fields. Norway could arrange a meeting between INE and the gender working group to discuss sex-disaggregated data to determine both the availability and shortfall of data.
- Some partner countries in Africa prepare separate annual reports on the situation for women; these reports feed into the annual GBS review. In a country like Mozambique, where there is a feminisation of poverty, it would be valuable to have this type of report prepared. This could be supported from the budget line on women.

## **B. Fisheries: Sofala Bank small scale fisheries**

The Development Institute of Small Scale Fisheries (IDPPE) operates within 290 coastal fishing communities in Nampula, Sofala and Zambezia provinces. The poor communities lack access to communications, social infrastructure such as clean water supplies, health facilities and schools. The target area is the home of 500,000 people. IDPPE has over the years put effort into targeting and empowering women. However, there is always room for improvement.

### **Observations**

- Most of the documents reviewed were "gender blind". The project has targeted fishing communities, but the different roles of women and men in these communities have not been discussed in the documents. Although women have benefited from investments in infrastructure like water, health units and schools, the number of women in the different committees connected to these infrastructures is low. If more women had been active partners in these committees we believe this would have positively impacted upon the social services provided (health, education and water), the work in the committees, and last but not not least, it would have empowered the women.

The "saving and credit groups", which usually have 80-90 percent women's participation in most countries, only have 30 percent of women participating in Mozambique. In a meeting with the IDPPE staff it was stated that, "we work without guidance on women's and gender issues - we need a strategy". In the meeting we also learnt that sex-disaggregated data exists, but is not reflected in the reports.

### **Entry points**

- The Ministry of Fisheries (MoF), which is the motherministry of IDPPE, has according to IDPPE, a seven member Gender Unit. MoF has worked out a strategy on gender (December 2008) and an action plan to follow-up on the strategy. IDPPE could make its own action plan, a rolling plan, which could be updated annually. The action plan could be implemented as a project inside IDPPE to improve women's involvement, women's access to, and women's participation in, IDPPE programmes.

- Statistics in baseline studies, reporting and monitoring should be broken down for women and men.
- Before a new programme focusing on the value-chain is decided upon, the following questions need to be raised:
  - Have women been involved in the planning, implementation and evaluation of the programme?
  - Will the programme affect women and men differently?
  - Who will benefit, and who will potentially be disadvantaged by the proposed interventions and activities?
  - Has the programme incorporated specific activities and mechanisms to ensure equal participation?
  - Has a baseline been established, with gender disaggregated data, in order to ensure and enable implementation, monitoring and reporting mechanisms that are necessary for women's empowerment?
  - Is women's involvement, participation, access to credit, training and so forth, reflected in the reporting?
- Concrete information on women's involvement should be demanded, and people with competence on women's and gender issues should be secured within review teams.

### C. Soya Bean Production and marketing in Northern Mozambique

#### Observations

- The goal of the Soy Bean Value Chain development Project is to increase farmer incomes by 10 percent per year in high potential soy bean production areas along the Lioma and Mutuali valley in Northern Zambezi and Western Nampula. "The purpose of the project is to increase soy bean production in the area from approximately 500 tons to 5,500 tons per year". The private sector project is implemented by the Cooperative League of the United States (CLUSA) in cooperation with Felleskjøpet, Norway.
- The documents from the project reveal that the project has increased its focus on the practical integration of women and gender issues; this is reflected in the project documents. Weaknesses have been identified in the implementation of the project, but these weaknesses are being addressed and gradually corrected. The project has several initiatives linked to staffing, procedures, capacity building, association building and data collection which are gender sensitive. Even if the Embassy's experience with the project is far from perfect, there might be lessons to learn.

#### Entry points

- Parts of the Soy Bean project serves as an example of a "good practice project", and a positive down-to-earth integration of women in a project by using specific measures.
- The Embassy should consider using the project as an example for other funded projects in Mozambique.
- The Embassy could arrange a meeting or mutual study visits between the **Soy Bean project** and the **Sofala Bank Fisheries** national project staff, including both women and men from the two projects.

## D. Support to civil society

The current “gender” portfolio consists of very different initiatives:

- The only common factor is that they have a focus on women.
- The gender budget line should be used for initiatives that are “strategic and catalytic”.
- ‘Strategic’ could imply that they should be “clustered” around the main RNE strategic priorities and funding mechanisms to create synergies.
- Catalytic could imply that they should have an innovative potential, stimulating new initiatives or funding.
- Support to NGOs should demand government accountability and transparency.
- Norway could look into joining Sweden in establishing a funding mechanism for women’s organisation.

## 1. Mainstreaming of Women’s and Gender Issues: Approach and Methodology

### 1.1. Introduction

Norway places high priority on the issues of women’s rights and gender equality. It endeavours both to improve the inclusion, as well as the implementation, of women’s rights and gender equality in its development cooperation activities.

The Evaluation of the “Strategy for Women and Gender Equality in Development Cooperation (1997-2005)”<sup>1</sup> led to new mobilisation of resources in the Ministry of Foreign Affairs (MFA) and Norad. In the new “Action Plan for Women’s Rights and Gender Equality in Development Cooperation (2007-2009)” a Gender Budget Line was established and MFA established three new posts dedicated to work on gender issues. The action plan focuses on **women’s rights** and **gender equality**; it emphasises women’s rights and targeted measures to increase women’s control of their lives, and to promote women’s rights to participate in all areas of society. The Action Plan is a strategy of twin track gender mainstreaming.

In the Action Plan, the MFA instructs all Embassies to increase efforts to ensure the mainstreaming of gender, environment and climate change and measures to combat corruption. Increased reporting is now expected on all these issues. Furthermore, gender issues should constitute an element of the overall policy dialogue with partner countries, including dialogue with multilateral organizations and non-governmental organizations.

At present there are four action plans relating to women’s rights and gender equality:

- Action Plan for Women’s Rights and Gender Equality in Development Cooperation 2007-2009 (MFA)
- 2006 Action Plan for the Implementation of the UN Security Council Resolution 1325 on Women, Peace and Security
- 2006 Third Action Plan on Human Trafficking (MFA, 2006-2009)
- Action Plan on Female Genital Mutilation (MFA, 2003), which will be continued until 2010

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<sup>1</sup> Norad: Evaluation Report 5/2005

The gender review exercise (also called “Gender Washing”) is a direct follow-up to the Evaluation of the “Strategy for Women and Gender Equality in Development Cooperation (1997-2005)”, and as a quality assurance for the present status of the work on women’s rights and gender, as implemented by the Embassies.

## 1.2. Gender Mainstreaming in the Context of the Embassy’s Portfolio

Addressing and/or integrating gender issues imply ‘mainstreaming’ gender issues in the Embassy’s portfolio. **Gender mainstreaming** refers to the integration of gender policy considerations into core institutional thinking.

The concept of gender assists us in recognizing the socially constructed roles and relationships defined for men and women within society. These roles are learned, change over time and have wide variations within and between cultures. Gender roles are affected by a number of factors such as age, class, race, ethnicity, religion and ideology, as well as the geographical, economic and political environment.

According to a recent CMI report, there is a strong tendency toward the feminisation of poverty, especially in the rural areas of Mozambique. The report states that “A stronger emphasis on gender equality and the empowerment of women is necessary, not only to be able to fulfil commitments made by the Mozambican government for gender equality per se, but also to be able to fulfil the goal of poverty reduction”(CMI 2008, page 64).

Gender mainstreaming in Mozambique is therefore not only a question of equality between women and men, but very much a question of aid results, effectiveness and efficiency, of achieving the overall goal of poverty alleviation, which is not only the overall goal of the Government of Mozambique, but also that of the Government of Norway.

To achieve this, it is necessary to have a dual focus in Mozambique – in line with the United Nations Security Council Resolution 1325 on Women, Peace and Security - on women as victims of poverty and violence, as well as on resources in peace building and development. The Civil War in Mozambique – as most wars - led to a mobilisation of female resources in all arenas, and this large number of very competent women in Mozambique is an important development resource. Norway and the Nordic region have a strong history when it comes to women’s empowerment and represent a competitive advantage and a special responsibility with regard to this issue.

The two key approaches, poverty alleviation and empowerment, should not be seen as two different issues, but as part of the DFID so called “drivers of change strategy”, i.e.

**Identifying and empowering the groups in a society that have an objective interest in positive change as well as identifying and creating linkages between the groups that have an objective interest in positive change with those that have the power to influence positive change.**

## 1.3. Use of terminology

According to the strategy of the RNE in Mozambique 2010-2012, “A main challenge for the Embassy is to support Mozambique in its efforts to move from good policies to good practice in the field of gender equality”.

Although “gender” and “gender mainstreaming” are important theoretic terms, the Team is of the opinion that they may, for several reasons, in the present situation in Mozambique, actually contribute to the gap between “good policies to good practice” as described in the Embassy strategy.

- The term “gender” is an academic term that is difficult to fully understand without an academic background and may therefore lead to alienation and passiveness.
- The term “gender” is theoretic and may lead to a focus on theoretic processes, e.g. gender policies, gender sensitization, gender training, gender strategies and gender plans - not a focus on practical implementation and good practice.
- The term “gender” refers to women and men and may divert attention from women when the needs of women should be in focus, e.g. in the case of the law on gender based violence in Mozambique, which has led to a discussion on domestic violence against men. In the same way, the use of the term “gender” may divert attention from men when their needs should be in focus.
- The term “Gender mainstreaming” is complex, and most people will not be able to formulate and operationalize policies and actions for specific sectors, e.g. agriculture, energy or education.

For the present situation in Mozambique, the team suggest that RNE does not use the term gender, but a specific and action oriented terminology adapted to each specific case.

For most issues covered by the present Review, the key gender challenge is to increase the focus on women:

- Ensure that women are included in arenas for policy dialogue and policy making
- Ensure that women are involved in all initiatives with regard to design, planning, decision making, capacity building, implementation, management and monitoring
- Ensure sex disaggregated statistics
- Ensure that targets, indicators and monitoring are based on sex-disaggregated statistics
- Ensure that initiatives, services and benefits target and include women as well as men
- Ensure that initiatives, services and benefits include the special needs of women
- Ensure that barriers and opportunities in the male role are included.

#### **1.4. The methodology of the review**

##### **A. Gender mainstreaming in programme planning**

The first step in the process is to review gender mainstreaming in programme design. The programme documents should be based on the principles of equality between women and men; women’s participation, empowerment, non-discrimination and realisation of women’s rights are issues that could be assessed. It could also be reviewed whether or not the programme documents contain sex-disaggregated baseline data and indicators. The background documents for this review are contracts, appropriation documents, reviews and evaluations.

The review will assess whether the programme documents are “gender blind”. It is still common practice to write documents in a “gender neutral” manner, wherein neither men nor women are explicitly mentioned. Neutral descriptions such as, “poor people”, “workers”, “peasants”, “local people” and “inhabitants”, repeatedly hide the fact that the world is experienced differently by women and men. A more thorough analysis of documents often shows that they are written from a male perspective, and are focused on the interests and needs of men. In order to create awareness of gender roles, in our partner countries as well as

in our own organizations, such “gender blind” documents should be avoided. This review of key documents will assess the ways in which women and gender are referred to.

### **B. Gender mainstreaming in the dialogue**

The structure of aid is developed and harmonised around the poverty eradication strategy of Mozambique. This has increased the use of basket funds among DPs. The General Budget Support is the aid modality that is the most harmonized amongst the donors. The provision of General Budget Support is accompanied by a policy dialogue between the donors and the government. Most of the dialogue takes place at a technical level in sector groups and thematic groups. Issues that are not resolved at lower levels of dialogue are brought to higher levels for discussions. Norway participates in sector and thematic working groups and some groups are chaired by Norway. The plan in most Norwegian Embassies now is to concentrate interventions around two to three sectors, in addition to the budget support.

In the sectors where the Embassy concentrates its efforts, cross-cutting issues like women’s empowerment and gender equality, should be a part of the dialogue. At present the working groups are the most important arenas for the dialogue.

The Review team will try to assess whether or not Norway uses dialogue in the sector and thematic groups to promote women’s issues and gender equality. Information about the dialogue should be found in minutes from the working group meetings and through discussions with programme officers.

### **C. Gender mainstreaming in implementation**

The next step in the process entails a review of gender mainstreaming in the implementation of programmes and projects. This assessment is feasible if the team is asked to look into a special programme, project or NGO activity. The Review will build on discussions with Embassy staff and partners, and assessment of the implementation of programmes in their real context.

The implementation of budget support will be difficult to review.

### **D. Proposed priority actions**

The last step in the process involves an analysis of the whole intervention based on the review of gender mainstreaming in planning, dialogue and implementation. Suggested measures will be given to improve gender focus. These suggested measures may then be utilized as input by the Embassy during dialogue with partners on gender issues, and in programmes.

The gender review in the report is “quick and dirty” and focuses on participatory learning. The review involves staff at the Embassy, other DPs as well as partner organizations.

## **1.5. Outline of report**

Part 2 provides the background on gender issues in Mozambique. Effort has been made to list the most important gender issues in Mozambique today. In addition to the gender profile, a description of the national WID/gender machinery will also be included.

Part 3 of this report presents an assessment of gender mainstreaming in programme planning and implementation of activities/programmes, as selected by the Embassy. The analysis section of the assessment is based on discussions with Embassy staff and partner organizations. Document reviews and discussions provide the basis of the proposed elements. These are intended to increase both the practical and strategic needs of poor women, and enable self empowerment.

The annexes provide links to sources of information on women's and gender issues which can be used as a source to enrich the policy dialogue.



## 2. The Mozambique context

The 2007 census recorded 20.5 million inhabitants, up from the 1997 census result of 15.3 million. Mozambique continues to be a relatively sparsely populated country with an average twenty-six inhabitants per square kilometre, and “villages” can be scattered over a wide area.

This presents considerable developmental rural poverty reduction challenges. Mozambique is one of the poorest countries in the world. In 2003, 54% of the population still lived in absolute poverty. Mozambique is one of the bottom ten countries in the UN Human Development Index, and 50% of its budget is funded by donors.

### **A. FEMINISATION OF POVERTY**

Women represent the poorest section of the population (INE 2004, World Bank 2007), and play a key role in the well-being of children and other vulnerable people. 26 percent of the households in Mozambique are female-headed. In addition to widows and divorcees, there are also many young mothers who are a hidden category in the extended households. The Gender and Development Index of Mozambique ranks the country lowest among the countries in Southern Africa, and as now, Mozambique ranks 150 among 157 countries on the GAD-index.

The proportion of female-headed households (FHH) is seen as a central indicator of the feminisation of poverty. There was a 27 per cent increase in FHH in the bottom quintile in Mozambique from 1996/1997 to 2002/2003. The percentage of female-headed households ranges from 54 percent in the southern province of Gaza to 21 percent in the most populated provinces of Nampula and Zambezia. Among the poor, formal marital unions are becoming rarer, and there seems to be a development towards a larger proportion of de facto female-headed households with increasing unemployment and low income.

The 1997 Demographic and Health Survey (IDS) found that the average number of members in households is 4.6, varying between 4.4 in the urban areas and 5.6 in agricultural or rural areas. The same survey discloses the fact that the majority of family units do not have access to basic services, such as electricity, sanitary services and essential goods necessary for human development. In 1997, only 6.5% of the country's population had access to electricity.



### **B. EDUCATION**

Only 25 percent of adult women are literate. Among adult men, the literacy rate is 54.8 per cent. At all levels of the education system, girls are less likely to enter and remain in school. The enrolment rate for girls increased from 19 percent in 2002 to 48 percent in 2007, but the rate is still lower than in all neighbouring countries. Access to school is worse in Northern and Central provinces. In Northern provinces up to 90 percent of women are illiterate. There are several factors contributing to gender disparity in schools: poverty,

irrelevance of the learning provided, teaching medium Portuguese, sexual harassment/abuse by teachers and male pupils against girls, shortage of female teachers (only 10 percent of the teachers), teachers still charging fees (even if fees are abolished), and early pregnancy.

### **C. HEALTH**

In Mozambique reproductive problems cause about one third of deaths among women of reproductive age. Complications during pregnancy and childbirth are the main causes of illness and death among these women. Maternal deaths increase the number of orphans. The demographic health survey (2003) shows the MMR at 408 per 100,000 live births.

The primary networks of health units cover 50-60 percent of the population. Only 3 percent of the 1,250 health units are hospitals and capable of solving complex health problems, 30 percent of the health units have no running water.

The HIV and AIDS pandemics continue to increase due to silence and stigma, where on average, only very sick people are aware of their status. The pandemic is “general” in Mozambique, which means that it is not driven by specific risk groups. It is, furthermore, driven by concurrent multiple relationships. Condoms are not available country wide. Physically, women are most affected and also lack the power to decide over their own body. Women are also most affected in having to bear the burden of delivering HIV positive babies, which often fall sick from opportunistic diseases. In addition, women hold responsibility for care of the extended family. The spread is on the same level as neighbouring countries in the Central and Southern regions. The pandemic is not stabilising, but instead is still on the rise. In 2000, approximately 16 percent of the 15-49 year old age group was HIV positive. Based on current trends, it is estimated that 1.7 million Mozambicans will have died of AIDS related diseases by 2010. The HIV rate is around 20 percent in the central provinces. There is a feminisation of the HIV pandemic in Mozambique.

### **D. WATER AND SANITATION**

The sanitary conditions are very precarious: 49 percent of people get their drinking water from public wells, 30 percent from the surface water, 20 percent from the canalized water system, and less than 1 percent from rain water. Time after time, cholera is a problem. Lack of access to essential services has put a burden on women.

### **E. VIOLENCE AGAINST WOMEN**

Women’s physical integrity is not sufficiently protected in Mozambique, and violence against women is a serious problem. For some years, the government has been in the process of drafting a law against all forms of domestic violence. Women are frequently victims of physical abuse, including rape. Social pressures exacerbate the problem by making it difficult for women to press charges. Rape is legally punishable in Mozambique: penal sanctions include prison sentences of 2 to 8 years for the rape of a person over the age of twelve. The law does not recognise spousal rape.

The CEDAW committee has been concerned about the high prevalence of domestic violence and sexual violence against women, which appears to be socially legitimized and accompanied by a culture of silence and impunity, by the still inadequate responses of social services, and by the judicial administrative system.

The law on domestic violence against women was passed in July 2009, having been pending for several years. The law could be brought up in the GBS dialogue.

#### **F. OWNERSHIP RIGHTS**

The ownership rights of Mozambican women are restricted on a number of levels. Married women face two major forms of discrimination: they cannot sign contracts without their husbands' consent, and husbands are considered to be the sole administrators of any joint property acquired during marriage.

Women's access to land and agricultural production, employment and income, is limited. Mozambique is governed by two different systems. The traditional system comprises a long list of customary laws, which effectively limit women to the right to "use" land, and specify that this right is acquired only through marriage. The state system reflects the 1991 Constitution and the 1997 Land Law, which stipulates that land, belongs to the state, but grants men and women equal rights to use it. In practice though, women are excluded because a couple's assets belong to the husband. The land law, especially the user rights to land, is of great importance for women and could be brought up in the dialogue around the GBS.

By law, women who are single, divorced or widowed have the same rights as men in relation to ownership to property, other than land. If married under the community of property regime, women must obtain the consent of their husbands when acquiring or when managing such assets and, in theory, husbands must reciprocate. In practice, this consent is requested only by women attempting to acquire a property; in many cases, even women who did not marry under the community of property regime, request consent.

Mozambican women frequently encounter problems gaining access to bank loans, partly because of a lack of information, and partly because they are unable to meet the conditions enforced by financial institutions.

In Northern Mozambique, men live within the wife's family structure (matriliniare).

#### **G. CIVIL LIBERTIES**

The civil liberties of women in Mozambique are not well respected. Their freedom of movement is severely restricted in several ways. Married women are prohibited from travelling alone with their children unless they have prior consent from their husbands. In addition, they must agree to live in their husbands' place of residence.

#### **H. POLYGAMY**

Polygamy is prohibited by Mozambican law, but the Family Code contains no penalty measures to prevent it. Polygamous unions are a common customary practice and are socially acceptable, especially in rural areas. Nearly one third of married women aged between fifteen and forty-nine years old are thought to be in polygamous marriages. In such unions, only the first wife is entitled to the legal protection provided to a spouse.

With regard to inheritance, widows married under the "community of property" regime have the right to inherit half of the property acquired during marriage. In reality, women rarely exercise this right due to a serious lack of information.

## **2.1. The WID/Gender Machinery**

Mozambique has put in place various policies and structures to address gender equality.

### **The policy framework and structure**

The country has a Gender Policy, and from 2006 an implementation strategy: A National Plan for the Advancement of Women. There is also a National Plan for the Prevention and Combating of Violence against Women.

The National Gender Machinery consists of:

- Ministry of Women and Social Action (2005)
- National Council for the Advancement of Women (2007)
- Gender Focal Points or Units at sector level (not institutionalized but operational)
- Provincial Directorates of Women and Social Affaires
- Provincial Councils on the Advancement of Women
- Gender Machinery as part of the District Directorate of Health(2007)
- District Councils working towards the Advancement of Women

The National Council is composed of different stakeholders from Government and civil society, as well as people at the parliamentary level.

The Ministry of Women and Social Action (MMAS) is answerable at Government level for the implementation of the rights of women and children. However, the MMAS's budget represented a mere 0.7 percent of the state general budget in 2007, and only a small part was destined for the promotion of gender equality.

The MMAS is considered as a weak Ministry. It has, according to UNIFEM, limited and inadequate technical capacity to engage with macro- level processes. Gender Equality and Women's Empowerment issues are advocated for by gender activists from the Gender Machinery and Partners, but high political commitment is not matched with resource allocation in areas other than education and health.

## **2.2. The Gender Coordination working group**

DPs, NGOs and GoM are participating in this thematic working group. The group meets every other month. The group has been chaired by MMAS since 2008. Representatives of DPs and NGOs maintain that the group has not functioned since MMAS took over. MMAS has not prioritised the work in the group. There are plans to establish sub-groups under GCG. For example one group on macro-economics, since women and gender issues have not been discussed in the GBS.

### 3. Assessment of the Embassy's Portfolio

#### 3.1. Introduction

The Embassy has identified the following programmes/interventions to be reviewed:

PTA number and name	Agreement and implementing partner
MOZ 05/47 and MOZ 08/55 General Budget support	Government of Mozambique
MOZ 2462 (00/300) Support to fisheries sector MOZ 2462 (01/328) Sofala Artisanal Fisheries	Government of Mozambique
MOZ 06/052 Soya Bean Production and marketing in Northern Mozambique	CLUSE
GENDER PROJECTS	
Moz 3040- Local Development in Capo Delgado	Aga Khan
MOZ 3042 – Research on the situation of women in Mozambique	CMI
Moz 3057 – Right to Land in Capo Delgado	FDC
MOZ 3061 – Women and elections	IBIS and Forum Mulher
MOZ 3068 – Land Rights	FAO
MOZ 3070 – Core funds	Forum Mulher
MOZ 3051 –Prevention of Violence, sexual abuse, prostitution and trafficking of young women	Save the Children

#### 3.2. GENERAL BUDGET SUPPORT (GBS)

The review team was asked to assess how women's empowerment and equality could be integrated into the work with General Budget Support. Before entering into an assessment of the received documents, an overview of the basics of this aid modality will be given.

##### a) PARPA II.

GBS is based on the Action Plan for the Reduction of Absolute Poverty (PARPA II). The PARPA is the main strategic document which binds the Government of Mozambique to the objective of reducing the level of absolute poverty. It is also the main political framework through which gender inequalities are to be resolved and improved. GoM's PARPA is organised around three pillars: "Governance", "Human capital" and "Economic development", and an additional pillar "Integration of cross cutting issues" (gender,

HIV/AIDS, environment, food and nutrition security, science and technology, natural disasters and demining).

#### **b) General budget support - goals and activities**

The overall objective of general budget support (GBS) is to contribute to poverty reduction in all its dimensions by supporting the evaluation, implementation and monitoring of the Mozambican strategy for poverty reduction (PARPA). At present 19 donors channel funds through GBS, contributing 20 percent to the state budget. The PARPA II is the programme document on which the GBS is based. Norway channelled NOK 140 million in 2007, and NOK 160 million. in 2008 through GBS.

#### **c) The Performance Assessment Framework (PAF)**

The PAF for the GBS has forty indicators which are drawn from PARPA II's approximately 100 indicators. The GBS's PAF is the central document for the DPs monitoring of GBS.

#### **d) The Working groups**

In total there are twenty-nine DP's working groups covering all the areas in the PAF. Some groups are joint groups with GoM. Norway participates in 10 sector and thematic groups. Some groups are linked to PARPA II, and some to GBS.

- 1) Working group on financial management
- 2) Working group on Auditing
- 3) Working group on Tax
- 4) Working group on Poverty Monitoring
- 5) Working group on Fisheries
- 6) Working group on Energy (linked to PARPA II)
- 7) Working group on Environment
- 8) Working group on Private Sector - pillar working group
- 9) Working group on Gender

#### **Statistics**

There is no specific working group on statistics for the PARPA. The link between PARPA and Statistics is through **the sectors** and through the **Poverty Analysis and Monitoring Systems Partners group (PAMS)**.

### e) GBS annual review

Four reports are produced annually for the GBS review, one for each pillar in PARPA II. The four reports are negotiated with the government in the annual review. A common issue in discussions has been the distribution of resources geographically in Mozambique.

In addition to the four reports, the DPs develop a “governance platform” for the Head of Cooperation’s (HoC) highlevel dialogue, where issues concerning human rights and corruption are discussed.

## The review

### 1. Gender mainstreaming in programme planning

PARPA II can be considered as the programme document for the GBS. Under the objective of reducing poverty, the **“Gender Development Index”** is used as one of the indicators in the PAF of the PARPA II. The target for the indicator is to increase the GDI from 0.3 in 2003 to 0.4 in 2009. The GDI measures inequalities between women and men including life expectancy at birth, knowledge (enrolment rates in schools), and estimated earned income. However, it is maintained by IDS/BRIDGE 2007, that GDI is erroneously interpreted as a measure for inequality, whereas in fact, GDI is a measure for human development corrected for gender inequality. BRIDGE maintains that the GDI does not adequately measure the gendered dimensions of poverty.

The PARPA considers gender as a cross-cutting issue. What “gender” means inside the different pillars and sectors is not operationalized. There are, for example, no indicators that can measure changes for women under pillar III “Economic development”. In agriculture and other economic areas there are no indicators on women’s involvement and empowerment, and there is no demand for sex-disaggregated data. With an increasing feminisation of poverty, both GoM and DPs will need sex-disaggregated data in order to monitor economical development, and to be able to assess how means and resources are distributed between women and men in the agriculture sector, where the majority of poor women work.

Under the pillar “Cross-Cutting Issues”, the indicator on “gender” is:

- **“Approval of the Gender policy”** and,
- **“The formulation of sector gender strategies in each ministry in the period 2008-2009”. It should be reflected in the Economic and Social Plan (PES), the progress report on Economic and Social Plan (bdPES), and the State Budget (OE) with activities, budgets and programmes.”**

Under the pillar “Human Capital Development”, there are various gender sensitive indicators within health and education that demand sex- disaggregated data.

In the revision of PARPA II, the Embassy could work for more gender-sensitive indicators in the field of “governance” and “economic development”. More than 50 percent of farmers in Mozambique are women, and there is a need to ensure that women and men benefit equally from the extension services. The indicator number (32) on agriculture, “Total number of peasants assisted by the public extension, including sub-contracting” is not gender-sensitive. Sometimes, but not always, there is sex -disaggregated data under achievements for indicator

no. 32. If the indicator had been gender-sensitive, then the demand for sex-disaggregated data would also be there. At present it seems as though it is up to individuals to decide how achievements are formulated.

The equal opportunity efforts should be explicitly communicated in the PARPA III document. Descriptions of how, and in what ways, different measures support equal opportunities, for example within “governance” and “economic development”, should be included. Targets and indicators should be gender sensitive, that is, measure improvement in women’s empowerment.

Since violence against women is a serious problem in Mozambique, we would suggest that the DPs argue for an indicator on violence against women under the “governance” pillar.

## 2. Gender mainstreaming in the dialogue

The MFA “Platform for dialogue regarding General Budget Support 2009-2012” mentions gender equality as one of the Norwegian priorities. The Platform explicitly recommends a special focus on “governance, anti-corruption, finance management and **gender equality**.... and states that, “Norway will, based on division of tasks and comparative advantages , give special priority to strengthening finance management, including internal control, statistics, auditing, and **gender equality** - as well as the income side, as outlined in the Platform for Dialogue.”

The Embassy could use the working groups as arenas where women’s and gender issues are raised. In order to enrich the discussions in the working groups, RNE could initiate studies and social impact assessments. The women’s and gender equality issues in the new **tax-law** and **labour-law** could be assessed. How these new laws impact on poor women and men should be reviewed. Norway has supported WB in developing a methodology: The Poverty and Social Impact Assessment (PSIA), for this kind of review. Studies examining the impact of new laws would be relevant for the dialogue with GoM. Such studies could be financed from the budget line on women.

In order to strengthen the discussion on women’s and gender issues in the working groups, RNE should increase the gender focus from a gender adviser to a **gender task force**, with the mandate to work on gender issues in a few priority areas, e.g. governance, GBS or private sector development. The gender task force could, for example, work on women’s and gender issues within the energy sector, and in so doing, support the programme officer responsible for Energy.

## 3. Proposed priority actions

### - **The CMIreport**

When the CMI reports about the feminisation of poverty are finalised, they should be broadly discussed. We propose that an information strategy is developed for the reports. The reports should be an important part of the preparation work for PARPA III .

- **AGDI instead of GDI**

Instead of using the Gender Development Index (GDI) as an indicator in PARPA III and in the GBS-PAF, it is recommended by NGOs that the **African Gender and Development Index (AGDI) should be used**. AGDI is developed by ECA and used in Africa. It is a composite index made up of two parts. The first, the Gender Status Index (GSI) focuses on social, economic and political aspects, and secondly, the Women's Progress Scoreboard (AWPS) measures progress in women's empowerment and advancement. The AGDI looks at a broad range of decision-making structures, from the community level to national parliaments. Together, the GSI and AWPS indicate where government and civil society could increase their efforts to improve women's status.

The AGDI is an important tool for monitoring the performance of African Governments efforts in addressing gender inequality and women's empowerment. It could be possible for the Embassy to raise the issue of using AGDI instead of GDI. There is a proposal for a joint Nordic support for INE (Instituto Nacional de Estadística), so the AGDI could be discussed.

- **Sector Plans on Gender**

The PARPA and GBS have as an indicator that **actions, budgets and progress** on gender are reflected in the different Ministries plans and work.

Every Ministry has a gender unit (GU) and it would be useful to obtain the Sector Plans on Gender operationalized. RNE could enquire about the gender units, the plans, and monitor how these plans are implemented. This would be particularly relevant in the main sectors where RNE is working in fisheries and energy.

- **Request statistics, indicators and base line studies**

Development progress cannot be monitored without good data and gender differentiated indicators. RNE should request sex-disaggregated statistics showing the number of men and women who are targeted and reached through the different kind of interventions, (for example in agriculture). In order to take into account gender specific disadvantages, needs and potentials, it is important to compile sex-disaggregated data in many areas in Mozambique. Since Norway is a lead on the Statistics, Norway could facilitate a meeting between INE and the Gender Coordination Group in order to discuss the type of data compiled and analysed, and ways to improve the utilisation of available data etc. Norway could support the user-producer dialogue concerning the different types of data that should be collected, and the conclusions that can be drawn. Norway could also support the analysis and the publication of sex-disaggregated and sex-specific data.

- **RNE monitoring and follow-up**

- The team recommend that RNE establish a gender task force to support work in the different sectors.

- RNE should hold quarterly internal meetings on the status and challenges regarding the integration of women's and gender issues in policy dialogue and GBS, as well as projects and programmes.

- The Team recommends that the Embassy hold meetings for exchanging experiences on the status and challenges regarding the integration of women's and gender issues in Norwegian supported projects and programmes.

**Pick a priority area for women**

- Norway could pick a priority area for poor women - like access to clean water – and support this issue within the GBS. Water is not a priority sector for Norway in Mozambique, however, it is a priority for most women. During discussions at the Embassy, a suggestion was made to start working on the issue of access to water. It would be interesting to find out how the Embassy could work in this area since the Embassy is moving from sector-baskets to GBS in more and more sectors.

### **3.3. MOZ 2464 Support to fisheries sector - Sofala Artisanal Fisheries**



#### **1) Background**

The fisheries sector is a main sector of support for Norway in Mozambique. Norway has supported both the Ministry of Fisheries (MoF) and small scale fisheries development through the Development Institute for Small Scale Fisheries ( IDPPE).

The Sofala project was formulated by MoF, through IDPPE and IFAD, and financed by BSF since 2001. In January 2003, NORAD signed an agreement of NOK 54 million (2002-2005), the last instalment of which was paid out via IFAD in mid 2008. At present, phase II of the Sofala programme is under consideration.

The review team has been asked to assess how the Sofala Bank fisheries support has worked in relation to women's rights and gender equality.

## 2) The IDPPE programme

IDPPE operates within 290 coastal fishing communities in Nampula, Sofala and Zambezia provinces. These are among the poorest provinces in the country, isolated and largely cut off from the nation's overall economy. The communities lack communications, social infrastructure (such as clean water supplies), health facilities and schools. The target area is the home of 500,000 people.

### Development goal

PPABAS (Projecto da Pesca Artesanal do Banco de Sofala, [Sofala Bank Artisanal Fisheries Project]), was commenced in 2002 **with a goal to achieve a sustained improvement in the economic and social conditions of artisanal fishing communities in the project area.** The project area focuses on the three provinces adjoining the marine area known as the Sofala Bank.

The purposes of the PPABAS are to:

- empower and create capacity in fishing communities to take increased responsibility for local development initiatives, including implementing social infrastructure and service activities, and sustainable management of marine resources;
- improve access for artisanal fishers to the fish resources of the Sofala Bank, and promote sustainable and commercially viable use;
- improve linkages between artisan fishing communities and input and output markets;
- increase the availability of savings facilities and small loans to artisanal fishers, increase business opportunities for traders with linkages to fishing centres, and improve services to fishers through access to finance by small-scale enterprises in the project area, and
- improve the enabling environment for promoting and supporting artisanal fisheries development.

Through the community development part of the project, schools and health units have been developed, community training (literacy, health, and nutrition), training of water committees, training of association members and leadership training for members of associations, has taken place.

The project has assisted fisher folk to diversify their fishing techniques in order to increase production, generate better income, reduce post-catch losses and add value to their produce through improved processing techniques. The project has made financial services available for communities.

Women have benefited from support of savings and credit groups, community health services and the provision of improved domestic water. Finally, the project supports the development of a policy framework which is better suited to the challenges currently facing artisanal fisher folk.

## The review

### 1. Gender mainstreaming in programme planning

The review team has assessed several documents concerning the Sofala Bank fisheries project. The role of women inside the fisher communities and how the programme can create

opportunities for poor women, including income opportunities and the opportunity to organise themselves in groups. The main impression from reading most of the documents is that the majority are “gender blind”. Women are not treated as active partners in programme planning.

### **1. Gender mainstreaming in implementation**

The target group of IDDPE includes some women, especially along the coast in Southern Mozambique, where many women work in fish trading. In Northern Mozambique, fewer women work directly in fisheries; here women mainly do the reproductive work in fisheries communities.

IDDPE has 400 employees. The head office is in Maputo and there are delegations in all the provinces. IDDPE works with the help of extension workers. Among the extension workers there are only 10 percent of women; according to the director of IDDPE, this is due to problems recruiting female extension workers.

IDPPE is exploring ways to work on women’s and gender issues. The Director has stated that the institute has problems presenting results on women’s and gender issues. Last year a consultant produced guidelines on how IDPPE should work on women’s and gender issues in order to improve the performance.

Up to now IDPPE has worked on social interventions:

- Access to water (which reduces women’s workload), and community health (which is especially important for women’s health). ROSCAS – saving/credit groups. These started out with 30 percent of women in the groups, now there is close to 50 percent women, according to the director. Many women get empowered by participating in ROSCAS. The women invest in bread-business and dried fish business; they buy fishing nets, employ men, invest in small shops, and improve their houses.

The second TRI-term review (June 2008) states that:

- “Participation of women in the Project has been somewhat marginal”
- The representation of women in the various community organisations and committees concerned with health, education and water is also very low, even though these are normally of considerable interest to women(p.26)
- Women are active in savings and credit groups, but still comprise only a third of memberships, and are virtually absent from the Formal Credit Sub-component.
- The involvement of women in community development usually occurs only when they are needed to provide free labour(p. 26)

It is stated in the review that the reasons for the limited participation of women in the programme is not well understood, and that there are no apparent solutions.

Based on discussions with staff at IDPPE, and the information from the TRI-term review (June 2008), we believe there is room for improvement in the work on women’s and gender issues. IDPPE states that, “We work without guidance on women’s and gender issues - we need a strategy”.

## 2. Proposed priority actions

- According to information from IDPPE, the Ministry of Fisheries (MoF) has a Gender Unit with seven members, six women and one man. MoF has worked out a strategy on gender and an action plan to follow-up on the strategy. IDPPE could make its own action plan. We suggest a rolling plan, where every department inside IDPPE is asked to come up with a few issues concerning women's and gender issues, where they link programme activities to the expected impact on women. The plan could be updated every year. It could be implemented like a project inside IDPPE in order to improve women's involvement, and women's access to, and participation in IDPPE programmes.
- Statistics in baseline studies, reporting, and monitoring should be sex-disaggregated.
- Before a new programme focusing on the value chain is decided upon, the following questions may be raised:
  - Have women been involved in the planning of the program,
  - Will the women be involved in implementation and evaluation of the programme?
  - Will the programme affect women and men differently?
  - Who will benefit and who will be potentially disadvantaged by the proposed interventions and activities?
  - Has the programme incorporated specific activities and mechanisms to ensure equal participation?
  - Has a baseline with gender disaggregated data been established in order to ensure and enable implementation, monitoring and reporting mechanisms that are important for women's empowerment?
  - Is women's involvement, participation, access to credit, training etc. reflected in the reporting?

Concrete information on women's involvement should be demanded, and people with competence on women's and gender issues should be secured within review teams.

Further, the Sofala Bank project could learn from the work on women's and gender issues in the soya bean project supported by RNE.

- The Embassy could follow-up on the work in the "Gender Unit" in MoF, and the question of the unit planning to follow-up on women in small scale fisheries? What will be the role of this unit in relation to IDPPE and aquaculture?
- Interventions focusing on improving the integration of women and women's issues in the value chain regarding fisheries and aquaculture, could be investigated.

### 3.4. MOZ 06/052 Soya Bean Production and marketing in Northern Mozambique



#### a) Goals and activities

All the private sector documents presented for this review are linked to the project “MOZ 3014 Expanding Soya bean production and marketing in Northern Mozambique.” The project is implemented by the Cooperative League of the United States of America (CLUSA) in cooperation with Felleskjøpet, Norway.

The project is based on a regional feasibility study from 2000-2001 on the export of agricultural products to Norway from Mozambique, Malawi, Zambia and Tanzania. The initial focus was on maize, but as there was no surplus of maize in the region, the focus shifted to soy beans and there was a great receptivity among small farmers. A new feasibility study was conducted in 2002 focusing on soya beans, conditions were tested in 2003/2004 and 2004/2005 with a positive result. After a bridging phase (2006-2007), the project started up in 2007, with the title “Expanding soya bean production and marketing in Northern Mozambique” and Embassy project code “MOZ 3014”. According to the contract between the Norwegian Ministry of Foreign Affairs (MFA) and CLUSA, signed in 2007, the project has a total budget of NOK 22.500.000, covering the 5 year period 2007-2011 in two phases. Phase 1 covers the three year period 2007, 2008, 2009, and phase 2 covers 2010 and 2011.

According to the technical application, “The goal of the Soya Bean Value Chain development Project is to increase farmer incomes by 10% per year in high potential soy bean production areas along the Lioma and Mutuali valley in Northern Zambezi and Western Nampula.” “The purpose of the project is to increase soy bean production in the area from approximately 500 million tons to 5,500 million tons per year.”

The programme objectives are to:

- Increase productivity through the transfer of appropriate technology

- Increase the amount of land a farmer can produce by introducing animal traction and, when possible, viable mechanization
- Improve access to inputs and output marketing opportunities and business support service
- Strengthen the network of member-owned and member-controlled producer organizations
- Improve the enabling environment and understanding of soy bean production. (CLUSA technical application, page 6)

“The project methodology is based on the following principles:

- It is market based – all project interventions will begin with the market
- It is structured according to the value chain from production through to marketing
- It focuses on building skills and resources
- It emphasizes democratic decision making
- It encourages the participants to act in their interests”

(CLUSA technical application, page 9)

### **b) Gender mainstreaming in project planning**

The team has received and reviewed several documents (the documents are listed in appendix 2) regarding the project: there is an increasing focus on the practical integration of women’s and gender issues in all the documents. The technical application (2007) has a chapter on gender (page 22) underlining that:

- “The CLUSA team strategy is ideally suited for integrating gender issues and concerns into the programme, and that the team will build full women’s participation into all aspects of the programme, including governance, management and economic activities”
- “Despite the important role women play in the rural economy in Mozambique, traditional attitudes have precluded women from significantly benefiting from agricultural services and from playing a more important role in leadership positions. Constraints to greater participation of women include: lack of land tenure, time conflicts with household tasks, low levels of agricultural productivity, and lack of access to credit”
- “The programme will specifically address the problems that limit women’s participation in agriculture and economic activities through full participation in all activities, mainstreaming gender in all programme activities, and developing gender based indicators based on baseline data
- “The areas of focus will include: enhancing women’s capacities to make decisions, securing leadership roles in their organisations, and increasing business acumen and entrepreneurship”.

Two specific indicators are included regarding women (Technical application, page 25-26):

- Productivity: Two fold increase in the number of women adopting high yielding and improved technologies, and 25 percent increase in the benefits received by women from soy bean marketing
- Organization: Number of women in farmer organizations increased by 25 percent.

The above mentioned gender issues are included in the RNE appropriation document, specifying that, “It is also a requirement that CLUSA submit to the Embassy a Gender balance action plan before 30<sup>th</sup> of July 2007” (Appropriation documents 2007, page 14).

Nevertheless, the ToR for the “Consultancy for Strengthening the Gender Focus of the Programme” (2008), states that a focus on “gender is currently not sufficiently included in programming aimed at soy bean farmers – this limits the benefits women can derive from the project. Some women are benefiting, but this should be more intentional.”

The annual report 2008 is based on gender disaggregated data, and has a specific focus on women throughout the report, with regard to methods, strategies, empowerment, production, organisation and literacy training.

The MEMO 2008, from the Embassy programme officer to the councillor, includes comments on the annual report 2008 and mandate for the annual meeting, and underlines that the present gender focus is not sufficient. “The report does not reflect the on-going discussion towards strengthening the gender work within the project. In the countryside, at least 50 percent of farmers are women, yet only 34 percent of Soya farmers are women cultivating only 19 percent of total area. To compound this, only 12.7 percent of the women had access to credit for tractor hiring. These figures seem to reaffirm that more needs to be done quite urgently in terms of assisting women to bring them up to same level as their fellow male farmers.”

When it comes to the mandate for the annual meeting, the MEMO states that it is important for the Embassy to raise several issues, among them the gender issue: “As already pointed out much more needs to be done to streamline gender into this project. CLUSA shall be strongly urged to commit itself to hiring professional assistance to take this forward. The Embassy may even volunteer to draft the respective ToR.”

The Embassy comments that, positively, the Gender ToR does “in fact address the challenges that we have been discussing in order to boost gender activities within the project in order to:

- Maximize the benefits that women already participating in the project can yield. As noted earlier, women seem to have smaller areas, and are not benefiting from mechanical cultivation at the same level as their male counterparts;
- Ensure that with new people embracing the crop, special attention (positive discrimination) is exercised to intentionally target women;
- Ensure that empowerment activities, including literacy promotion and crop credit related activities, are designed to cater for women’s specific needs. The comment underlines that: “Due to the special focus that this Embassy places on gender and women and gender equality promotion, we would very much appreciate to have the opportunity to comment on the report, as soon as it is available.”

The RNE Note for the file 2008, is based on a meeting between RNE and CLUSA, and concludes with a very positive appreciation of CLUSA: “The Embassy is of the opinion that CLUSA is doing a great job, and is encouraged to continue with the good work.” According to the Note for the File, RNE is clearly requesting the engagement of a female manager: “For the engagement of a literacy manager it is advisable to search for a female professional with local language, management and pedagogical skills. Higher education requirement should be – to the extent possible – avoided/wavered.” The note also underlines the need to speed up the

process of securing land deeds for farmers, and increasing the formalization of farmers associations.

### c) Gender mainstreaming in project implementation

The Soy Bean project is a good example of gender mainstreaming in project implementation. Weaknesses have been discovered, but are being discussed and gradually corrected:

- Gender sensitivity: The project middle management did not have the necessary gender sensitiveness. This was seen as a problem, and was improved.
- Teachers: Only male literacy teachers were hired, they had high academic qualifications, but did not speak the local language. Gradually, local female primary school teachers were included as well. Presently twenty-three of the forty-eight literacy teachers are women.
- Staff: There are twelve project staff members, 5 women and 7 men – including the 2 managers.
- Training hours: Classes were scheduled for 08.00 in the morning, which was impractical for female participants. The female teachers realized this, and gradually classes were moved to 15.00-17.00 in the afternoon.
- Participation: The project has 42 percent female producers, 1982 out of 4740. Fifteen farmers with at least 5 hectares have been selected as “emerging farmers” to produce soy seed with higher sales prices, 5 of them are women.
- Capacity building: Women are given priority access to the literacy training programme.
- Association building: The 212 local agricultural associations have 4386 members, 37.8 percent women and 62.2 percent men. 18 percent of the elected representatives are women (numbers lacking).
- Disaggregated data: The project has gender disaggregated data. The gender disaggregated data is actively discussed in the annual report 2008. The women have, in general, smaller farms and lower yields, as they have less time for the farming. Discussions have taken place concerning ways in which women can be assisted to increase the outcome per hectare.

The necessary corrections were made mainly as part of the general project discussions between the CLUSA project manager (who is from the US), and the RNE programme officer (who is from Mozambique), both men.

The project brought in a female university professor from the US to do a gender review in 2008. According to the RNE programme officer “She did a great job but it was too academic, and it did not work very well.” Since the review, the project has appointed a staff member to be responsible for follow- up on gender issues.

### d) Proposed priority actions

#### ➤ Good Practice project

The project may be seen as a “Good Practice” example, i.e. of a positive down –to- earth integration of women in a project through specific measures. The Embassy should also consider using the project as an example for other Norwegian funded projects in Mozambique.

➤ **Exchange experience between private sector projects**

The Embassy should discuss whether it might be fruitful to arrange mutual exchange of experiences regarding status and challenges, through one meeting and mutual study visits between the Soy Bean and the Sofala Bank Fisheries national project staff, both men and women. Topics for discussion might include, the status and challenges concerning the integration of women as project staff, training staff, capacity building participants, associate members, and elected association representatives.

If this initiative is successful, the Embassy could consider adding one meeting and two study tours to the 2 projects, on the topic of status and challenges on the integration of women in the value chains:

- Soy beans: access to and control over grants, credit, land, tools, seeds, price information, sale, transport to markets and markets.
- Artisanal fishing: access to and control over grants, credit, boats, fishing equipment, price information, sale, transport to market and markets.

The meetings and study tours should involve national project staff (women and men), from the two projects, and not national or international consultants. The group should elaborate specific objectives for the meetings and study tours, and write a short report for the Embassy describing findings and lessons learned. The initiatives should, if possible, be funded through the two projects. If this is impossible, the exchange could be funded as an “Exchange of experience pilot” through the gender budget line.



### 3.5. THE GENDER SPECIFIC PORTFOLIO

#### a) Present Embassy strategy on gender issues

##### **The Embassy strategy for 2010-2012 states the following:**

- “A main challenge for the Embassy is to support Mozambique in its efforts to move from good policies to good practice in the field of gender equality”.
- There will be a follow-up of the 2009 review of the integration of gender issues in the total portfolio.
- The Embassy will promote equity and women’s rights through increased participation in existing arenas, such as the joint donor/Government working group on gender, the policy dialogue connected with budget support, and increased interaction with Parliament.
- In order to promote women’s economic power, the Embassy will support a project on increasing women’s access and right to land through the national Judicial and Legal Training Centre.
- The Embassy will also look at the possibility of enhancing gender aspects in the Energy sector.
- Child marriage, domestic violence, HIV/AIDS and the high percentage of female-headed households in the poorest segments of society, are among the main

mechanisms that reproduce gender inequity in the country. As the Embassy is no longer providing direct support to social sectors, the engagement in gender and HIV/AIDS will include support to UNFPA's "Generacao Biz Programme" in its transition period towards integration of the programme into GoM's work.

- The Embassy will, together with other relevant Norwegian embassies and organizations, assess the possibilities for closer regional cooperation on combating human trafficking. As a result of the project review of the ongoing anti-trafficking support in 2009, cooperation with Save the Children Mozambique and relevant national organisations for prevention of violence, sexual abuse, prostitution and trafficking, will be continued in a re-structured shape, with direct support from the Embassy."

## **b) Present Embassy management of the gender portfolio and initiatives**

The gender portfolio is not a clear concept, and is the result of a historic development, not of a conscious strategic decision. The ToR for the Review states explicitly that developing a strategy is one of the Review tasks: "To review the Embassy's total portfolio, and through discussions with the Embassy staff, identify the most strategic ways of promoting gender equality and improve the situation of the women in Mozambique."

The gender portfolio seems to include the following projects:

### Projects funded through the specific gender budget line

- MOZ 3042 – CMI – Research on women in Mozambique
- MOZ 3051 - Save the Children – Trafficking
- MOZ 3057 – FDC – Right to land in Cabo Delgado
- MOZ 3061 – IBIS and Forum Mulher - Women and elections
- MOZ 3068 – FAO/CFJJ – Women and Land Rights
- MOZ 3070 – Forum Mulher – core funds - not yet initiated

### Other national projects, which are considered to be of specific gender relevance

- MOZ 09/017 Support to AWEPA, Association of Western European Parliamentarians for Africa
- MOZ 07/023 Liga de Direitos Humanos, the Ligue for Human Rights
- MOZ 06/027 Support to Progresso II, Development programme 2006-2009
- MOZ 06/053 Institutional support to INE, The Statistical Bureau 2007-2012
- MOZ 07/017 Support to UNFPA on AIDS and Adolescent Reproductive Health

### Regional projects, which are gender relevant

- SAF-07/020 ProBec ( Regional GTZ project regarding improved stoves)

Apart from the project portfolio, gender initiatives include participation in the gender coordination/working group.

The Embassy gender focal point is responsible for the gender specific portfolio, contact with the gender working/coordinating group, as well as being contact point for the Nordic + initiatives and Norwegian Norad-funded organisations in Mozambique.

### **c) Discussion of present gender strategy and portfolio**

#### **Concept of civil society**

The Embassy commissioned a study on future support to civil society organisations in Mozambique in August-September 2001, with an emphasis on civil society's role in Mozambique's democratisation process. Although the study was done 8 years ago, many of the findings and recommendations in the report are still likely to be valid. The report underlines the importance of informal structures and states that many informal manifestations in Mozambique "constitute civil society activities, with a constant interface between the formal and the informal, modern and traditional, rural and urban".

The study makes the following recommendations:

- Continued human rights focus of the direct support portfolio, possibly expanded to broader governance issues
- Promotion of more active involvement of civil society in policy formulation, implementation and monitoring
- Continued research on informal civil society and its functions – as well as the increased influence of evangelical churches

Finally, the report underlines that, "A supportive attitude from the Embassy towards the increased influence of civil society in development does not necessarily imply funding of more individual civil actors."

#### **Management principles**

The Swedish Embassy in Mozambique developed new guidelines for support to Mozambican Civil Society Organisations in January 2009, as a steering document for Programme Officers when reformulating existing support, and assessing new support.

The Embassy will work through a limited number of intermediaries. If no intermediary is found, a limited number of key actors will be supported with direct funding.

The main principles for support are the following:

- Leading "key actors" within the 4 areas democratic/governance and human rights, agriculture, energy and research will be supported with long term, predictable funding in line with the Paris Declaration principles defined as "good donorship"
- Programmes where Mozambican CSOs are "implementing partners", instead of owners, will be phased out
- Parallel funding to any one CSO from the Embassy through different channels shall be avoided
- National level organisations without structures at lower levels need to prove their legitimacy in order to obtain support

The principles for organisation and modalities state that:

- "Support to civil society is an integrated part of the work in the prioritised sectors in the Cooperation Strategy. It balances, complements and reinforces the bilateral support for increased performance and target achievement."
- The modalities shall be focused and resource effective, reducing administrative constraints on the Embassy."

The team meeting with The Swedish Embassy showed that a joint funding mechanism (including Swedish and Norwegian funds), might be possible.

### **Synergy effects**

It is important to consider possible linkages and cooperation to improve gender mainstreaming:

- Between Embassy supported projects in Mozambique
- Between Embassy supported projects and projects supported by Norad, Norwegian Church Aid, Norwegian People's Aid, Save the Children Norway, LO, Norges Vel, Stiftelsen SOS Barnebyer, Bistandsnemnda, Atlas-alliansen, and Leger uten grenser
- Between the Nordic ? + donors

### **d) Outline of possible strategic gender interventions**

In the case of the present portfolio, it is more a historic mixture of different minor projects with a focus on women. The main goal for the Norwegian Embassy initiatives in Mozambique is to alleviate poverty in Mozambique, which must be based on targeting rural women as they are the majority of the poor. There also needs to be a focus on gender relations in Mozambique i.e. to improve the equity and balance between men and women..

The specific gender budget line should be used for initiatives that are “strategic and catalytic”. This implies that initiatives should be “clustered” around the main RNE strategies, and that they should have the potential to initiate or stimulate new activities and synergies within these strategies, i.e. General Budget Support, Fisheries and Energy:

### **Objective 1: Reduce poverty and attain the MDGs through General Budget Support**

#### Present projects and initiatives

- MOZ 3042 – CMI – Research on women in Mozambique
- MOZ 06/053 Support to INE, the Statistical Bureau
- MOZ 07/22 IESE (Institute for Economic and Social studies) Core funding

#### Possible new initiatives

- Meeting to share experiences between the 3 above mentioned projects and initiate possible cooperation. It is important to initiate contact between CMI, INE and IESE, the Institute for Social and Economic Studies whose central objective is to promote research from an interdisciplinary and heterodox perspective, bringing together different approaches and research groups in a process of mutual reinforcement. The focus of IESE's research is the analysis and development of public policy. In an initial phase, the research promoted by IESE will be centred on two lines of research: problems and dynamics of poverty, growth, and social and economic development, and Citizenship, political participation and governance.

- Summary in English and Portuguese of the 3 CMI reports with an overview of available gender disaggregated data and, where it can be found, missing gender disaggregated statistics.

- Specific studies regarding 1-2 highly important and visible issues that can be integrated in budget support e.g. water.

- Study to improve budget support indicators. Many of the indicators are not sex-disaggregated. The indicators are extremely difficult to monitor. According to the team meeting with the Swedish Embassy, the Embassy economist shares this concern. The concern is also shared by the sub-group on Gender. In the Joint Review 2009 (dated 12 March 2008), the sub-group discussed the “persistent non-presentation of sex-disaggregated data, even in the sectors where this data exists, e.g. in the education sector”.

- Increased participation in gender working/coordination group.

### **Promote women's economic participation and empowerment in the fisheries**

#### Possible new initiatives

- Study focusing on improving gender mainstreaming in existing projects
- Interventions focusing on improving the integration of women and women's issues in the value chain, particularly fisheries and aquaculture

### **Objective 3: Enhance gender aspects in the energy sector**

#### Present project

- SAF-07/020 ProBec, Regional GTZ project regarding improved stoves

#### Possible new initiatives

- Socio-economic baseline study on Rural Electrification Project in Cabo Delgado province (ToR has already been developed)
- Complementary studies related to alternative energy forms, e.g. solar energy lamps
- Cooperation with the energy project in Tanzania regarding women in leadership positions in the energy sector

### **Objective 4: Strengthen women in decision making and politics**

#### Present projects

- MOZ 3061 – IBIS and Forum Mulher - Women and elections
- MOZ 09/017 Support to AWEPA, Association of Women European Parliamentarians

#### Possible new initiatives

- , Focus on projects linking politicians at local, regional and national level with Women's NGOs, rather than capacity building for parliamentarians alone.

Mozambique has an impressive percentage of female Parliamentarians, 38 percent. Female parliamentarians are, however, not necessarily “drivers of change” in the DFID sense of the term. In some cases they may be too weak to be able to influence positive change; in other cases they may not have an interest in the positive change in question. The delay regarding the Act of Domestic Violence may be an indication of this, and that lack of action is not linked to the lack of capacity – implying that it would not be fruitful to have training for female Parliamentarians alone. It might then be better to link Parliamentarians with civil society organisations.

### **Objective 5: Increase women's access to and control over land and agricultural production**

#### Present projects

- MOZ 3057 – FDC – Right to land in Cabo Delgado
- MOZ 3068 – FAO/CFJJ – Women and Land Rights
- MOZ 3070 – Forum Mulher – Land Rights

When it comes to Forum Mulher, there is no doubt that it is an interesting and relevant umbrella organisation. Funded in 1994, it has a secretariat of fourteen persons and includes eighty-four organisations - local, national and international - religious, secular, community based, research, government, development agencies, and bilateral organisations.

The main actions in the strategic plan 2009-2013 are linked to internal capacity building and external advocacy in the following areas:

- ending Violence against women
- Access to and control over resources
- Sexual and reproductive rights

#### - Political participation

The strategic plan 2009-2013 was elaborated by two consultants, and as part of the process, they also did an MTR of the organisation. The MTR points to several challenges:

- the FM secretariat is small, yet services a large number of very diverse organisations and a huge programme, This may cause a bottleneck in the actual implementation, or increase a reliance on consultants (which will not lead to institutional strengthening)
- the organisation includes very diverse organisations which creates inevitable conflicts and tensions with regard to priorities
- the organisation is taking on multiple tasks and roles, as coordinator and implementer, which may prevent the independent growth of member's organisations.
- The organisation is considering basket funding- Common Funds
- The embassy should very carefully consider when to cooperate with Forum Mulher and when to cooperate directly with one of the member organisations. In the case of land rights and political participation, it might be better to go directly to the organisation in question.

#### **Objective 6: Strengthen women's rights, including sexual and reproductive rights**

- MOZ 07/023 Support to Liga de Direitos Humanos, the Ligue for Human Rights
- MOZ 07/017 Support to UNFPA on AIDS and Adolescent Reproductive Health
- MOZ 3051 - Save the Children – Trafficking

#### **d) Different modalities of support to civil society**

In recent years Norwegian embassies have tried out different modalities of support to civil society organisations. The purpose of this support has been to contribute to good governance and increase the impact of civil society. The different support-models have had various aims:

- Support vibrant, pluralistic and democratic civil societies,
- build alliances between NGOs/CBOs,
- support women's empowerment and gender mainstreaming,
- promote capacity building through mentoring, learning and exchange of ideas,
- increase outreach to rural areas,
- find ways to reduce the transaction costs for the embassies, and
- coordinate with other development partners.

Below, models where civil society organisations are clustered together in different ways will be presented. Some models support empowering and strengthening of smaller women's organisations, while others support raising gender awareness in mainstream-NGOs. The models also support different forms of alliance building:

- Informal alliances between women's organisations working on special campaigns.
- Alliances between different types of women's organisations: Organisations working on women's strategic needs (advocacy) with rural NGOs focusing on women's practical needs (economic empowerment, health, education etc).
- Alliances between national women's NGOs and branches and smaller NGOs in regions working on the same issues (legal aid, GBV).
- Alliances between women's NGOs working on advocacy and mainstream faith-based organisations.

- Alliances between women's organisations and other mainstream NGOs through regional networks.

The different models entail different types of partnerships. NGOs that are clustered together may have different management practises and different ways of working. Power relations affect partnerships. (How aware are the partners about the power relations, and what steps do they take in order to counter them? Organisations anchored in different social classes and different ethnic groups, may struggle with partnership and alliance-building).

Below, a short description of some of the models, and present opportunities and obstacles of the different models, is given.

Different support models:

	Direct support to NGOs	Through Intermediary
Unilateral funding	1	2
Joint funding through basket	3	4

In order to be able to support a wider range of NGOs, decrease transaction costs, and coordinate with other development partners, the Embassies are trying to move from square 1 to 4 in the above matrix.

- **Unilateral Direct support to CSOs**
- **Unilateral funding through an intermediary**  
For the Embassies, there are different types of intermediary for unilateral funding:
  - Umbrella organisations
  - Norwegian NGOs – strategic partners
- **Joint funding of NGOs through a basket**

- **Joint funding through intermediary**

Most of the joint funding through intermediary covers a wide spectre of organisations, not only women's organisations. The Foundation for Civil Society in Tanzania is one example. The Foundation is an intermediary support mechanism for civil society organisations in Tanzania. The support mechanism is meant for Cobs, NGOs, trade unions, media and networks. The foundation was started by a group of like-minded development partners and is governed by an independent Board.

#### e) **The modality for future support**

The review team did not have time for extensive fieldwork in Mozambique, it would therefore be difficult to make strong recommendations as to the kind of modality the Embassy should choose for its support to organisations working on women's and gender issues. Each of the different modalities has pros and cons.

However, we recommend that women's organisations working within the Embassy's focus areas should be supported directly by the Embassy. This will help the Embassy to obtain knowledge in sectors where the Embassy has a leading role in the dialogue with the Government of Mozambique.

The Embassy should cooperate with the Swedish Embassy in order to come up with a joint funding mechanism for women's organisations who work within central fields that are outside the Embassy's focus area.

## 4. Appendixes

*Final- approved 27/04-09*

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Women's Rights and Gender Equality  
Review of the development portfolio in Mozambique  
May 2009

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### 1. Background

The Norwegian Embassy in Maputo has requested NORAD's support to undertake a so called "gender wash" of selected parts of the development portfolio (ref. VP 2009). Norad has also been asked to give advices on the strategic/focused support towards gender equity in Mozambique.

This review will enable the Embassy to better promote women's rights and gender equality in line with the principles and guiding policies for Norwegian development cooperation - stated in Stortingsmelding no 11. "On Equal Terms" (2008) and "Action Plan for Women's Rights and Gender Equality in Development Cooperation" (2007-2009), as well as in the Government White Paper no 1 (St. prp. Nr. 1) (2008-2009).

Norad has undertaken similar reviews in Zambia and Ethiopia. The lessons learnt from each of these reviews will serve as input to the broader work of establishing gender equality as a central element of Norwegian development cooperation. Each review is tailor-made to the different needs, capacity and country context.

### 2. Purpose

To review the Embassy's total portfolio and, through discussions with the Embassy staff, identify the most strategic ways of promoting gender equality and improve the situation of the women in Mozambique.

The review shall in particular concentrate on:

- The general budget support
- The support to the fishery sector (focus on Aqua Culture and Small Scale Fishery)
- The support to private sector (the Soya Bean Project)
- The gender specific portfolio (financed under the gender budget line and above)

### 3. Scope of the Review

The team will focus on a selected number of development programs. The review will include a desk study of existing documents and programme files, visit to Mozambique, and report writing.

#### **4. Tasks of the team**

Prior to the actual visit to Mozambique, the team shall review relevant documents for the current phase of the programmes selected for the review in addition to previous evaluations. The Embassy is responsible for making the following documents available: Appropriation Documents, Agreements, Minutes from annual meetings/other meetings, Annual reports, MTR reports, and Evaluations. Through the desk review, the Team will identify key issues that subsequently should be discussed with the Embassy's staff.

The team shall arrange a kick-off meeting with the Embassy (preferably included the weekly programme meeting at the Embassy 5/5 at 08:00). The Team shall also meet with relevant Embassy staff responsible for the development programs subject to the review.

The Embassy is responsible for organising meetings with key stakeholders. This includes agreement partners (govt. and CSOs) in the projects and programmes as well as other donors. The Embassy will also organise transport.

The team shall organise a small workshop for the Embassy staff in order to present useful tools for addressing gender equality in the development cooperation and policy dialogue.

A wrap-up meeting will be held at the Embassy, in the programme meeting on the 12/05 at 08:00. In this wrap-up meeting, the team will present its preliminary key findings and recommendations.

The team is furthermore responsible for writing the review report. The first draft shall be written by the consultant and Norad, whereas the Embassy will provide comments.

#### **5. Reporting**

Norad will forward the first draft report, in English, to the Embassy for comments no later than 4 weeks after the end of the review in Mozambique. The report should include approximately 25 pages, including summary. The Embassy will provide feedback to the report within 10 days of receiving the draft.

The final report should be distributed by the Embassy, to partners which the Embassy finds relevant. The final report should furthermore be distributed to the Norwegian Ministry of Foreign Affairs and Norad (landnettverk).

#### **6. Time and Duration**

The review shall be carried out in Maputo during the first two weeks of May 2009 (4/05 – 12/05). Prior to the actual visit, the team shall review relevant documents for the current phase of the projects and programmes that will be reviewed.

#### **7. Team Composition**

The team will consist of two technical advisers from Norad (FLID and SAMØK), one consultant and two staff members from the Embassy (GBS and Gender). The team will work jointly in Mozambique. The team members at the Embassy will however not be participating in writing of the report.

## 8. Budget

Norad cover the cost of the Norwegian consultant.

The Embassy will provide transport while the team is in Mozambique.

### Programme for the Norad Gender Team From the 4th – 12th May 2009

Date	Time	Theme	Venue	Responsible Person
03.05	13:25	Arrival in Maputo at 13:25 with TAP		Mario: 823142860
<b>Monday 04.05</b>	08:30-09:30	Meeting with Mette, Marit and Nina	Embassy	Nina: 823037250
	10:00-12:00	Meeting on General Budget Support with Marit and Nina	Embassy	Marit: 823142820
	14:00-15:30	Meeting with Sida	Sida	Nina: 823037250 Marit: 823142820
<b>Tuesday 05.05</b>	08:00-08:30	Kick off meeting with all involved programme staff followed by short meeting with individual programme officers about the selected projects	Embassy	
	09:00-10:00	Edda/Gender consultant (Joint Government – Gender working Group)	Embassy	Nina: 823037250
	10:00-10:45	Jose Capote (community development/gender/culture)	Embassy Pemba	Jose: 847437661
	11:00-11:45	Clarisse Barbosa (fishery)	Embassy Pemba	Clarisse: 82 519 6459
	12:00-12:45	Nina (Gender, trafficking, SRHR)	Embassy Pemba	Nina: 823037250
	13:00-13:45	Anne-Beathe K. Tvinnereim (election, parliament)	Embassy Pemba	Anne-Beathe: 823037720
	14:00-14:45	Thor Oftedal, Kristian Løkke and Øystein Botilen (energy)	Embassy Pemba	Thor: 823038180
	15:00-15:45	UNAIDS	Embassy	Nina: 823037250

<b>Wednesday 06.05</b>	08:00-09:45	Avgang fra ambassaden 07:50 NPA (kvinner kan)	NPA	Nina: 823037250
	10:00-11:45	Meeting with Oxfam UK	Oxfam	Nina: 823037250
	12:00-13:45	Fredskorpset: Culture and design, visit and lunch	Art School	Nina: 823037250
	14:00 – 15:15	Aga Khan	Aga Khan	Nina: 823037250
	15:30 – 16:30	UNIFEM	Embassy	Marit: 823142820
<b>Thursday 07.05</b>	07:50-08:00-09:30	Transport from the Embassy 07:50 Save the Children (sexual abuse, trafficking)	Save the Children	Norad team
	10:00-11:00	LDH (Liga de Direitos Humanos)	Embassy	Anne-Beathe: 823037720
	11:30-12:30	UNFPA	UNFPA	Nina: 823037250
	13:00 – 14:30	Lunch meeting with Forum Mulher		Nina: 823037250
	15:00-16:00	IBIS	IBIS	Nina: 823037250
	19:00	Working dinner with the ‘gender team’ on GBS and gender	Mette Masst’s house	Mette: 823071550
<b>Friday 08.05</b>	10:00-11:30	Mini Seminar on Gender tools and Action Plan/ white paper	All development staff	Nina: 823037250
	12:00-13:00	INAQUA (Institute for Aquaculture)	INAQUA	Clarisse: 825196459
<b>Monday 11.05</b>	08:30-10:00	IDPPE (including MFA representatives) (Institute for small scale fishing development)	IDPPE	Clarisse: 825196459
	10:30 – 12:00	FDC (including MFA representatives) Foundation for Community Development.	FDC	Nina: 823037250
	13:00 – 13:45	Carlos Mate (Soya and private sector investment)	Embassy	Carlos: 824443940

	14:00 – 15:30	Privat sector & Fish (including MFA representatives)	Emb	Carlos, Mette, Clarisse etc.
	17:00 – 18:00	Brief meeting with Ellen H. Ålerud–soya & gender	Polana	Norad team
<b>Tuesday 12.05</b>	08:00 – 10:00	Wrap up meeting with all the involved programme staff (including MFA representatives)	Embassy	Nina: 823037250

**GENDER REVIEW 4.-12.5.2009  
OVERVIEW OF DOCUMENTS  
14.5.2009**

**GENERAL BUDGET SUPPORT**

<b>Author</b>	<b>Title</b>	<b>Year</b>
<b>Documents received from RNE before 4.5.</b>		
GMO and the development partners	MoU The Provision of General Budget Support	2009
UD	Plattform for dialog Mozambique Budsjettstøtte 2009-2012	
RNE	Strategic Plan 2010-2012 for the cooperation with Mozambique and in Energy in the SADC Region	2009
Riksrevisjonen	Riksrevisjonens undersøkelse av generell budsjettstøtte til Mozambique	2009
Republic of Mozambique/ Dev. Partners	Aide de Memoire – Portuguese	2009
Norad	Institutional Features of Budget Support Mechanism. Learning experiences from Mozambique to Uganda	2008
CMI	Study 1 Gender policies and feminisation of policies in Mozambique	2008
Debbie Budlender SA	Country reports Integrating gender budgeting into the Aid Effectiveness Agenda	2008
IDPM Antwerp	Gender Responsive Budgeting and the Aid Effectiveness Agenda, Mozambique Country Report	2008
<b>Documents received during the review</b>		
HoC/HoM	Governance Platform Briefing notes on Governance	2009
GoM	Overview of the 40 Budget Indicators (QAD-PAF 2008)- Portuguese	2008

INE	Demographic Impact of HIV-AIDS in Mozambique – Portuguese	2007
INE	Summary of the 3rd. Analysis of Population and Housing – Portuguese	2007
RNE	Bevilgningsdokument Felles Budsjettstøtte for Reduksjon av Fattigdom 2006-2009	2006
Norad	Appraisal Report Norwegian Budget Support to Mozambique	2006
	Draft Appraisal Report, Executive Summary Norwegian Budget Support to Mozambique	2004

### FISHERY SECTOR

Author	Title	Year
<b>Documents received by RNE before the start 4.5.</b>		
Republic of Mozambique	Report Sofala bank artisanal fisheries project Second Tri-Term Review mission Aide de Memoire	2008
GOM	Second tri-term review mission Sofala bank artisanal fisheries project	2008
RNE	Mandate for Annual meeting 2008 Sofala Bank Artisanal Fisheries Project	2008
RNE	Appropriation document Sofala Bank Artisanal Fisheries Project MOZ 2462	2005
Norad	Referat fra direktørens rådgivende fagutvalg Støtte til Sofala Bank Artisanal Fisheries Project MOZ 2462.	2002
RNE	Appropriation document Support to fisheries sector, Sofala Bank Artisanal Fisheries Project	2002
<b>Received during the review, 4.5-11.5.</b>		
IDPPE	Report from the National Census 2007. Women in Artisanal Fishing (Portuguese)	2007
IDPPE	ToR for Technical Assistance on Gender	?
<b>Documents received after the debriefing 12.5.</b>		
MDP (Ministry of Fishing)	Preliminary report The chain of production and value making PPABAS (Project of Artisanal Fishing on the Sofala Bank) – Portuguese. 58 pages	2008
MDP (Ministry of Fishing)	Strategy for the Development of Aquaculture in Mozambique 2008-2017 – Portuguese. 17 pages	2008
IDPPE	Statistical Information System to measure Development in the Standard of Living in the Artisanal Fishing Communities –Portuguese. 47 pages	2007
IDPPE/Yangula/SANA	Strategic Plan for the Artisanal Fisheries Sub Sector. Volume 1 – Portuguese.	2006

	100 pages	
Yangula	Follow up of the Development of Welfare in the Artisanal Fishing Communities in Mozambique - Portuguese. 25 pages	2005

### SOY BEAN PRODUCTION

Origin	Title	Year
<b>Received before the start 4.5.</b>		
RNE	MEMO Soya bean production and marketing Northern Mozambique	2008
CLUSA	Annual report 2007-2008 Expanding Soya bean production and marketing in Northern Mozambique	2008
RNE	Note for the file The Soya project	2008
CLUSA	Work Plan 2008 for the Supply of Agricultural Inputs to Small Farmers in Northern Mozambique	2008
RNE	Appropriation document Expanding Soya bean production and marketing in Northern Mozambique	2007
CLUSA	Technical application Expanding Soya bean production and marketing in Northern Mozambique	2007
MFA/CLUSA	Contract Between MFA and CLUSA regarding Expansion of Soybean production and Marketing in Northern Mozambique	2007
MFA/CLUSA	Contract Between MFA and CLUSA regarding Support to Phase II Pilot Project on Promotion of Smallholder Production of Soybeans in the Nacala Corridor	2007
?	Appraisal Soybeans project	2006
	ToR Strengthening the Gender Focus of the Program ProSoja	?

## 5. Links to databases on women and gender equality

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)  
<http://www.un.org/womenwatch/daw/cedaw/cedaw.htm>

AU Solemn Declaration on Gender Equality in Africa (2004)  
<http://www.peacewomen.org/resources/1325/AfricaSolemnDec04.pdf>

Maputo Plan of Action for the operationalisation of the Continental Policy Framework for Sexual and Reproductive Health and Rights (2007-2010)

[http://www.africa-union.org/root/au/Conferences/Past/2006/September/SA/Maputo/doc/en/Working\\_en/SRHR\\_%20Plan\\_of\\_Action\\_2007\\_Final.pdf](http://www.africa-union.org/root/au/Conferences/Past/2006/September/SA/Maputo/doc/en/Working_en/SRHR_%20Plan_of_Action_2007_Final.pdf)

This is a database on women and gender issues run by BRIDGE at IDS (Sussex)/England.

<http://www.siyanda.org>

UNECA AWRO and the OECD DAC GID-DB

<http://www.wikigender.org/index.php/GID-DB>

<http://geoinfo.uneca.org/awro/>

**Norad**

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