



USAID
DEL PUEBLO DE LOS ESTADOS
UNIDOS DE AMÉRICA



FOPRIDEH
Federación de Organizaciones
No Gubernamentales para
el Desarrollo de Honduras

GENDER MAINSTREAMING STRATEGY

DECENTRALIZATION ENABLING ENVIROMENT

**AGREEMENT NO. AID-522-A-11-00001
USAID/FOPRIDEH**

Colonia Lomas del Guijarro Sur, Bloque W, Ave.
Montecarlo, No 1362, Apartado Postal No 3348, Tegucigalpa
☎ 2239-8455, 2239-8339, 2239-8433

✉ foprیده@foprیده.org

🌐 www.foprیده.org

INDEX

I. Acronyms and Abbreviations	3
II. Decentralization Enabling Environment (DEE) Project.....	4
III. Background for DEE’s Gender Strategy	5
IV. Gender constraints	8
V. Gender Mainstreaming Strategy.....	9
VI. Indicators that indicate how activity progress will be measured	13
VII. Action Plan.....	15

I. ACRONYMS AND ABBREVIATIONS

FOPRIDEH	Federation of Non- Governmental Organizations for Honduras Development (in Spanish, Federación de Organizaciones Gubernamentales para el Desarrollo de Honduras).
USAID	United States Agency for International Development
GEMS	Gender Mainstreaming Strategy
UNDP	United Nations Development Program
NGO	Non-governmental Organization
DEE	Decentralization Enabling Environment Project
WID	Women in Development
GED	Gender and Development
UTD	Technical Unit of Decentralization
LCAM	Municipal Administrative Career Law/ Municipal Service Law
MANOFM	Mancomunidad de Municipios del Norte y Occidente de Francisco Morazán
MANSUCOPA	Mancomunidad de Municipios del Suroeste del Valle de Comayagua y la Paz
MANVASEN	Mancomunidad de Municipios del Valle de Sensenti
MUNASBAR	Mancomunidad de Municipios de la Región Sur Oeste de Santa Bárbara
MAMSA	Mancomunidad de Municipios Mártires de la Sierra de Agalta
MAMUNCRAC	Mancomunidad de Municipios de la Cuenca del Rio Aguán y Cuyamapa
AMVAS	Asociación de Municipios del Valle de Sesecapa
UTI	Intermunicipal Technical Unit
UFIM	Intermunicipal Financial Unit

II. Decentralization Enabling Environment (DEE) Project

The purpose of this project is to improve the enabling environment necessary for decentralization of government services to the local level in order to better respond to citizen needs. The partnership between USAID/Honduras and FOPRIDEH is oriented at encouraging broad-base support for decentralization by strengthening the capacities of national institutions, local governments, and civil society organizations. The partnership also advocates enacting and implementing legislative framework for decentralization and its implementation, comprising fiscal, legal, and administrative reforms that encourage local development, municipal autonomy, consensus building, broad participation, and open policy dialogue between central and local authorities and other stakeholders.

Results of Decentralization Enabling Environment Project

Result 1: Comprehensive Legal framework for increased municipal autonomy strengthened

Result 2: Legal framework for municipal fiscal autonomy strengthened

Result 3: Cross-cutting actions of civil society participation in the decentralization processes increased

III. Background for DEE's Gender Strategy

To develop a gender strategy for the DEE project, FOPRIDEH's Gender Policy previously created should be taken into consideration, along with the current political situation with gender roles in politics, public office, and other leadership positions.

FOPRIDEH'S GENDER POLICY

FOPRIDEH previously developed a gender policy with outside consultants, focused on the hiring and actions of staff. However, most of the current staff is not aware of this policy and its implications. Despite the lack of familiarity with the policy, all staff are hired under the policy directives and given an introductory training on all FOPRIDEH policies. Upon hiring, FOPRIDEH's Human Resources Manual ensures that there is no discrimination based on sex, age, race, or disability during the hiring process.

It is important to state that FOPRIDEH doesn't have a dedicated gender department, but all staff is vigilant of gender equity and equality, and tries to employ discretion and sensitivity to all projects and activities.

HONDURAS GENDER BACKGROUND

1. Access to political and financial power has solidified the roles of Honduras men and women. These clearly defined roles have led to a great disparity between the amounts of women participating in politics.
2. Political parties are now required to have a minimum of 40% of women listed as candidates, but not all parties comply. Yet, over the past years, women have increased their political representation in the national congress, from 5 seats in 2005 to 31 in 2009.
3. Most congresswomen are not aware of the decentralization process, have no real interest in the matter, and have no relevant experience with municipalities or budgets, so decentralization is not on their agendas.

4. Within DEE municipalities (52) there are five female majors, El Rosario, Nuevo Celilac, Yorito, Vallecillo and Valle de Ángeles. Out of these five municipalities only the majors from Nuevo Celilac and Valle de Ángeles have been active in the project's activities, while others have been uninterested.

5. Within the project's targeted municipal associations, the following table shows how many men and women coordinate the Technical Intermunicipal Unit.

Mancomunidad	Men	Women	Observation
AMVAS		1	
MANVASEN		1	
MUNASBAR	1		
MANOFM	1		
MAMSA	1		
MANSUCOPA	1		
MAMUNCRAC		1	This Mancomunidad is no longer in the Project since second semester 2012
MANCURISJ	1		This Mancomunidad entered the project since second semester 2012
MAMLESIP	1		This Mancomunidad entered the project after the second semester 2012
TOTAL	6	3	

- The following shows the men and women who are in charge of the Financial and Taxation Intermunicipal Units (UFIM).
(MANCURISJ doesn't have an UFIM it will be hired in 2013).

MANCOMUNIDAD	Men	Women	Observation
MANOFM	1		
MANSUCOPA	1		
MUNASBAR		1	
MAMSA	1		
MANVASEN		1	
AMVAS	1		
MAMUNCRAC	1		This Mancomunidad is no longer in the Project since second semester 2012
MANCURISJ	0	0	Doesn't have an UFIM

MAMLESIP		1	This Mancomunidad enter the project after the second semester 2012
TOTAL	6	3	

6. FOPRIDEH's member NGOs work to create equity and equality for citizens to access opportunities for local and national development. FOPRIDEH works with 80 affiliate NGOs, which are a good representation of civil society in Honduras in general. These affiliates work together to achieve the project's results, but are intrinsically working with Result 3: *Cross-cutting actions of civil society participation in the decentralization processes increased*. Out of these affiliates, 60 are run by men and 20 are run by women, 75% of these NGOs are directed by men while 25% of them are directed by women.

8. Surveying 33 of FOPRIDEH's affiliate which work in local development, FOPRIDEH found that 16 work in the decentralization process. The 33 affiliates agreed in the importance of having a positive perception of the decentralization process. They recognized two mayor factors that limit the decentralization service, 1) the lack of trained human resources and 2) the difficulties to create projects and proposals with consistent objectives and efficient methodologies. Most of these affiliates promote gender perspective in their implementation programs.

9. There is a peculiarity within civil society participation which is that even though top management positions of NGOs are held by men in some cases women represent the NGO. This peculiarity makes our sex disaggregated data vary from time to time depending on the subjects discussed by the project.

IV: Constraints

1. There is a gap between men and women participation in topics related to decentralization.
2. There are more men than women in the Legislative Branch of the Government, who are involved in topics of advocacy which can create an impact on decentralization.
3. Within the municipalities of the project there are more men than women in positions of power (mayors, UFIM and UTI's coordinators).
4. The project has equal or more women than men participating in subjects related to financial management. This condition happens because of cultural believes and demographic conditions were more women are hired as assistants and secretaries.
5. FOPRIDEH NGOs has more men than women as managers, for this there will be a higher representation of men in some CSO events.
6. There are no public policies that deal with gender equity and equality in the decentralization process.

V. Gender Mainstreaming Strategy

The project's goal is to enable the necessary environment for decentralization, where the central government transfers more power and resources to the local government in response of citizen's needs. When local government receives more resources and responsibilities it will be better if it includes both men and women needs, for example, if women are present in workshops or meetings their needs will be included, such as more support to the Municipal Women's office that every municipality has.

The DEE project needs to address local issues that benefit the entire community and will result in aiding the decentralization process. Without equal input from minorities for example women and youth in the community decentralization will not increase.

For this the project will try to address topics that will interest vulnerable groups the most and are related to the decentralization process. For example, the project will socialize laws, create public policy, perform technical assistance, inform about project topics with minorities such as people with disabilities, youth and women groups.

DEE will also reach out to other USAID projects, and other international actors, that work especially in gender topics, to create alliances that can strengthen all parties.

This gender mainstreaming strategy goal is to have more participants to with whom the project socialize laws, create public policy, perform advocacy, implement, and follow up the decentralization process. But it is not a matter of just having an equal number of men and women in workshops and meetings; it's having equal representation in the community to address issues that will develop a better legal framework for local and financial autonomy for the decentralization enabling environment.

The Gender Mainstreaming Strategy for the DEE project attempts to find a way to address all gaps in current practices. First, by training the DEE team, second promoting the decentralization legal framework to be inclusive with a gender perspective. Third by reporting limitations,

success stories, and results of the actions performed to promote gender equity and equality.

In order to enable a decentralization environment, this project needs to create a positive perception about the decentralization process in a way that citizens believe it will benefit their community.

Activities:

1. Organizational and institutional strengthening for the DEE project.

Strengthen the DEE project's staff understanding and knowledge of Gender Mainstreaming. It is essential that the team can distinguish that information disaggregated by sex and increased participation of minorities is important statistical information, but that qualitative participation is what will impact the project's goal.

1. Perform a Gender Mainstreaming workshop for the DEE project staff. The workshop will focus on gender equity and equality, and implementation techniques for field work.

2. Promote actions to contribute in gender equity and equality.

Result 1: Comprehensive legal framework for increased municipal autonomy strengthened.

1. Show through the Observatory of Decentralization (www.observatoriodescentralización.org), reports disaggregated by sex, newsletters, articles and all information regarding decentralization. Publish the Gender Mainstreaming strategy and all supplementary documents, consultancies performed by the project such as "Legal Framework in Fiscal Decentralization" and survey results that will have inclusive language and a bibliography relevant to the topic.

2. Promote gender perspective during ongoing communication activities, such as radio program. The scripts designed by the journalist who will broadcast the radio program will address issues like, political participation, violence prevention and tax collection. These radio shows (4 in total, one at national level, Radio América, and 3 local, Metropoli - Comayagua, Radio Excell,-San Marcos and Radio Comunidad - Nueva

Ocotepeque) will inform the audience about relevant situations in the legal framework for decentralization. These messages will contribute in a positive perspective in the decentralization development and gender perspective through affirmative action to provide access to the audience to participate in the radio programs by calling to the show and even participate by visiting the radio facilities.

3. Promote gender equity and equality processes with organized women's networks and Women's Municipal Offices, to promote advocacy, capacity building and social monitoring with equity processes.

4. Advocacy activities with all political candidates during the election year, to work in the decentralization process with a gender perspective. Create a relationship during the transition period after the elections and maintain a strong relationship with the new authorities.

R2: Legal framework for municipal fiscal autonomy strengthened

1. Encourage the creation and implementation of mechanisms that allow people access to local programs aimed at raising awareness issues related to tax collection, without discrimination based on gender, race, or social class.

Result 3: Cross-Cutting actions of civil society participation increased to promote the decentralization process.

1. Disseminate and socialize initiatives with FOPRIDEH's affiliates and mancomunidades with gender perspective.

Indicators that measure gender disparities during program implementation

The project performs many events, workshops, meetings, technical assistance and others throughout its implementation. The project results are presented to the agency in many reports, one of them the Semi Annual report which includes a gender chapter. Two indicators from the Performance Monitoring Plan (PMP) show information disaggregated by sex. The first **Indicator 3.1** Number of representatives from civil society organizations who contribute in project activities and the second **F Indicator 2:** Number of individuals who received USG assisted training, including management skills and fiscal management, to strengthen local government and/or decentralization. This indicator results will give information about how many men and women participate in project activities. With this information the project will be able to report if gender activities have some impact in a better, equal or same kind of participants. The analysis and gender report about gender activities will be written in the Gender's chapter drafted in the semiannual report.

When reporting these indicators results the project will be able to associate and analyze them in the gender's chapter. With this the project will be able to improve the approach given to its participants, create more awareness in gender perspectives and lead to more comprehension in understanding the importance that if more citizens are conscious of community needs, different solutions will arise, leaving the decentralization process as the best solution to address citizen's needs.

VII. Action plan for gender mainstreaming:

Activity	Result	Description	Observation	Timeframe
Design a Gender Mainstreaming Strategy	Have a document that guides project activities with gender perspective.	The project will hire a consultant to elaborate the strategy.		2 nd semester 2011 through 1st semester 2013
Approve Gender Mainstreaming Strategy	Document ready to be implemented by the project.	The project will have a gender mainstreaming strategy.		Beginning date after approval through the project's end in 2016
Workshop in Gender Mainstreaming for the DEE team and FOPRIDEH's staff.	DEE staff conceptually and methodologically trained to perform actions to promote gender equity and equality in their activities.	The Team will receive a workshop that will help them understand gender mainstreaming and will help them apply its principles in project activities.	The team has shown reluctance to the subject. They need a workshop to create willingness to work with gender perspective to achieve better results.	During 2013
Promote legal framework in decentralization with a gender perspective.	A diagnosis in gender perspective to the content of the legal framework for decentralization.	The project will hire a consultant to evaluate the content of the legal framework for decentralization and analyze gender perspective in each targeted law and then validate the diagnosis.	Even if the law or policy is already approved a diagnosis in gender perspective will help in local development especially with citizens' inclusion. This diagnosis will be validated by the National Women Institute (INAM).	During 2013 and 2014
Workshops to enable gender perspective in the legal framework for	Observations to the legal framework for decentralization and proposals		This activity has being done for the Municipalities Law Project. Now there is a drafted gender chapter	

decentralization	to include gender perspective in the same.		in discussion to be incorporated in the law.	
Create a report in Gender Perspective applied to the project.	Show progress in building citizenship agendas with gender equity and equality.	From the legal framework for decentralization will be socialized and revise with vulnerable groups to include their perspective to the same. There will be two types of workshops 1. Not specialized workshops where there will be an extended invitation to the vulnerable groups to participate together with all the key players. 2. Specialized workshops where the laws are going be socialized with an specific group. .survey and other data collected sex-disaggregated a report about gender constraint will be made.		In every Semi Annual report after the first survey application .
Disseminate and socialize outstanding initiatives and experiences on decentralization with gender perspective.	An operational and effective dissemination system to share and socialize outstanding experiences with gender perspective.	-Elaborate a newsletter only for gender purposes that shows how decentralization benefits the community. - Publish digital newsletters with gender perspective in the www.observatoriodescentralizacion.org .	The DEE project elaborates a print newsletter every trimester. This special edition will appear instead of one of the 4 newsletters in the year.	One special newsletter will be done annually since 2013.

		-Send emails to promote decentralization with gender perspective.		
--	--	---	--	--

“Gender equality and female empowerment are essential for achieving our development goals. Unless both women and men are able to attain their social, economic and political aspirations, and contribute to and shape decisions about the future, the global community will not successfully promote peace and prosperity”.