

NATIONAL STRATEGIC PLAN (2023-2027)

ON GENDER AND WOMEN EMPOWERMENT

Ultimate Partners Company (UPi)

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Acronyms

UN	United Nations
GBoS	Gambia Bureau of Statistics
HDI	Human Development Index
LGA	Local Government Area
GII	Gender Inequality Index
NEET	Not in Education, Employment or Training
IOM	International Organization for Migration
ECOWAS	Economic Community of West African States
NDP	National Development Plan
IMF	International Monetary Fund
COVID-19	Corona Virus Diseases, 2019
GDP	Gross Domestic Product
GMD	Gambian Dalasi
FGM/C	Female Genital Mutilation/Cutting
MICS	Multiple Indicator Cluster Survey
LECZ	Lower Elevation Coastal Zone
DGWE	Directorate of Gender Equality and Women Empowerment
CSOs	Civil Society Organizations
GM	Gender Machinery
NWC	National Women's Council
FGM/C	Female Genital Mutilation/Cutting
SGBV	Sexual and Gender-Based Violence
NGP	National Gender Policy
CEDAW	Convention on the Elimination of Discrimination Against women
USD	United States Dollar
UDHR	Universal Declaration on Human Rights
ICCPR	International Covenant on Civil and Political Rights
PFA	Platform for Action
ICPD	International Conference on Population and Development
ACHPR	African Charter on Human and Peoples' Rights
ACDEG	African Charter on Democracy, Elections and Governance
AU	African Union
SDGs	Sustainable Development Goals
NDP	National Development Plan
UNDP	United Nations Development Programme
MAPS	Mainstreaming, Acceleration and Policy Support
LGAs	Local Government Authorities
SOEs	State-Owned Enterprises
TRRC	Truth Reconciliation and Reparations Commission
NGO	Non-governmental Organization
KAP	Knowledge, Attitude and Practice
MoGCSW	Ministry of Gender, Children and Social Welfare
TOR	Terms of reference

1.0 Background

The Gambia is the smallest country on mainland Africa with a total land area of 10,689 square kilometers. It is surrounded by Senegal on all sides except the west, where it has an opening to the Atlantic Ocean, The Gambia is one of the poorest countries in the world with a human development index (HDI) of 0.496 and a ranking of 172 out of 189 countries (UN, 2019). The country has a young population with an overall median age of 18.2 years, and by gender 17.8 years and 18.5 years respectively for males and females; and a high dependency ratio (GBoS, 2016).

According to the 2013 Population and Housing Census, the population of the Gambia was 1,857,181 persons (913,755 males and 943,426 females). This is an increase of 496,500 persons over the 2003 figures of 1,360,681. In terms of trend, the population of the Gambia has increased steadily over the past four decades from about half a million in 1973, to about 1.9 million in 2013 and currently, 2.5 million people (UN, 2022). The population is estimated to be growing at 3.1 percent per annum (GBOS, 2013) with a population density of over 230 persons per sq. km. According to the 2013 Population and housing Census, Brikama Local Government Areas (LGA) has the largest population (37.1 per cent), followed by the Kanifing LGA (20.3 per cent). Whereas, each of the following LGAs - Banjul, Mansakonko, Kuntaur and Janjanbureh - respectively hold 1.7, 4.4, 5.2 and 6.7 per cent of the total population.

In 2013, males constitute 49.2 per cent of the total population compared to 50.8 per cent for females. With the exception of Banjul and Kanifing LGAs, the other LGAs have relatively more females than males. Brikama LGA was the only LGA with equal proportion of both sexes.

The overall population density in 2013 was estimated at 176 persons per square kilometre, one of the highest in the sub-Saharan Africa. It is the fourth most densely populated country on mainland Africa, surpassed only by Rwanda, Burundi and Nigeria (GBoS, 2016). In terms of trend since the 1980s, the population density of the Gambia increased from 64 persons per square kilometre in 1983 to 97 persons per square kilometre in 1993, and to 127 persons per square kilometre in 2003. The density by LGA shows that Kanifing LGA has the highest population density of 4,992 persons per square kilometre followed by Banjul with 2,539 persons per square kilometre and Brikama with 390 persons per square kilometre. The Mansakonko LGA had the lowest population density of 50.4 persons per square kilometre.

Worthy to note that over 50 per cent of the population, currently estimated and or projected at 2.5 million (United Nations Statistics Division, 2021), lives in the western part of the country (GBoS, 2016). This constitutes the urban sprawls in the towns of Banjul, Kanifing Municipality and Brikama; a phenomenon associated with high rural-urban migration.

More than 70 per cent of the population is aged under 30 years. Females account for 50.8 per cent of the total population. Overall, life expectancy at birth is estimated at 63.4 years; for males it is 60.8 years and females 65.9 years (GBoS, 2016). Between 2013 and 2019-20, the under-5

mortality rate increased from 54 to 56 deaths per 1,000 live births. Similarly, the infant mortality rate rose from 34 to 42 deaths per 1,000 live births, and the neonatal mortality rate increased from 22 to 29 deaths per 1,000 live births. However, child mortality decreased from 20 to 15 deaths per 1,000 live births over the same period (GBoS and ICF, 2020).

The recent Human Development Report 2021/2022 reveals the Gambia has a Human Development Index (HDI) value of 0.500 ranking 174 of 191 countries in the world and is classified in the group of Low Human Development. The mean average life expectancy at birth, SDG3 is 62.1 years. Whereas the expected years of schooling, SGD-4.3 is 9.4 years, the mean years of schooling, SDG 4.4 is 4.6 years. The gross national income (GNI) per capita, SDG-4.7 is estimated at 2.172 (UNDP, 2022: 274).

The Human Development Index trends, 1990 – 2021 showed that the Gambia experienced a steady growth rate increase from 0.343 to 0.500 in the three decades (ibid: 279). On the other hand, the Gender Inequality Index (GII) statistics reveal substantive gaps and differences between women and men. For example, the Gambia's GII value is 0.611, ranking 153 of 191 countries globally.

The maternal mortality ratio (death per 100,000 lives birth), SDG-3.1 is 597; adolescent birth rate (birth per 1,000 women ages 15-19), SDG-3.7 is 63.2; share of seats in parliament (%) held by women, SDG-5.5 is 8.6; population with at least some secondary education (% ages 25 and older), SDG-4.4 is 29.9 for females and 43.2 for males; and labour force participation rate (% ages 15 and older) is 48.9 for females and 66.3 males. (Ibid: 293).

Poverty is widespread and is on the increase, particularly in rural communities. The number of people living below the poverty line (i.e., less than $1.25/day) increased from 0.79 million in 2010 to 0.94 million in 2015/16. However, absolute poverty increased slightly from 48.1 per cent in 2010 to 48.6 per cent in 2015/16 (GBoS, 2017). Rural poverty in 2015/16 accounted for 69.5 per cent compared to 31.6 per cent for urban. By contrast, in 2010, rural poverty was 64.2 per cent compared to 33.4 per cent for urban. The Gini index, a measure of inequalities, remained at 0.359 with slight declines in both rural and urban communities. According to the Palma index, which is a better measure of wealth concentration, the top 10 per cent of the population has a disproportionate share of consumption expenditure. The population is vulnerable to food insecurity. Overall, more than half (55.1 per cent) do not have enough to meet their food expenditure. About 65 per cent of the rural population cannot meet their food expenditure (GBoS, 2017). Nationally, unemployment among the youth aged 15-35 years is estimated at 45 per cent. Overall, about 57 per cent of the youth are: Not in Education (i.e., not going to school),

Employment or Training (NEET); with NEET of 44.7 and 56.3 per cent respectively for males and females (GBoS, 2018).

Increasingly, so many youths (males and females) are embarking on irregular (locally called the 'back way') migration to Europe through the Sahara Desert to Libya and the perilous journey through the Mediterranean Sea to Europe. According to Jammeh (2019), from 2009 to 2019, 46,199 Gambian migrants entered Europe through the Mediterranean Sea. Given the staggering number of emigrants, the Gambia has the highest emigration rate per capita than any country in Africa (IOM, 20171)[1]. Similarly, the Gambia is among the top 20 countries with the largest proportional population change (i. e. share of international migrants as a proportion of the national population) in Africa in 2009-2019 (WMR, 2020). According to the report, the Gambia is the 10th country with about a third of international migrants as a proportion of the national population.

1.1 Political Environment

Gambians have ushed in a third Republic following the historic election victory of Coalition 2016 on 2nd December 2016 and peacefully resolved, through the intervention of ECOWAS, a protracted standoff. A new Administration headed by His Excellency Adamma Barrow was formed. This was followed by the National Assembly elections in April 2017. This election brought about a radical shift in the balance of power with the former ruling party holding on to only 5 out of the 53 seats in the Assembly, whilst the United Democratic party won 35 out of the 53 parliamentary seats. Similar changes have occurred with the on-going professionalization of the public-sector institutions as well as the Judiciary.

The historic change ushered in a new democratic dispensation with a promise of expanding freedoms, security and safety for citizens. It also underscored the urgent need for vigorous action to tackle the country's myriad of political, social, and economic problems; the systematic breakdown of the country's laws and institutions; the crisis in the economy, the need for national reconciliation to heal the wounds and divisions arising from decades of a brutal dictatorship, the rising frustration of all segments of society, and particularly the youths. All these concerns require immediate attention on the part of the new Government.

The Administration has recognized gender equality and the empowerment of women as important pre-requisites for the attainment of the NDP goals and hence continues to show commitment in these domains. However, given the global economic challenges including external shocks and climate change and variability problems, it is hoped that the Strategic plan will be given the priority it deserves in the development agenda.

1 https://www.iom.int/countries/gambia

1.2 Economic Environment

The Gambia has a small economy based mainly on agriculture, tourism and remittances for support. Over the past few years, the economy has been affected by economic shocks in agriculture due to erratic rainfalls. Progressive reforms in fiscal policies have helped to improve the stability and growth of the economy. The International Monetary Fund (IMF) estimated the Gambia's economic growth at 6.1% in 2019 led by tourism and agriculture. However, in 2020, the Gambia suffered one of the sharpest contractions in its recent economic history, due to the COVID-19 pandemic, which in turn affected the budget and net domestic borrowing; and adversely impacted the concessional fiscal stance that the government had undertaken in recent years. According to the IMF's April 2021 forecast, GDP growth is estimated at 6% in 2021 and 6.5% in 2022, subject to post-pandemic global economic recovery.

The macro-economic environment has been generally stable in recent times. Following the 2016 political transition, the Gambian economy saw accelerated growth at 6.6% of its GDP in 2018, until the emergence of COVID-19. The services sector (mainly tourism and re-export trade) has been the main driver of economic growth in recent years, contributing about 66% of GDP in 2018. However, these gains were eroded ~~entirely~~ in 2019 due to COVID-19 pandemic and restrictions. The tourism sector contributed approximately 16-20% of GDP and remained the largest foreign exchange earner. Wholesale and retail trade was also an important sector of the economy, contributing about 25% of GDP, reflecting the importance of re-exports. In the year 2020-2021, growth rate of the GDP was estimated 5.1%; to be led by the following sectors: agriculture, tourism, increased external financing for energy and roads, and trade. Instead, the Coronavirus pandemic in 2020 led to significant economic contractions. {The contraction in real GDP growth in 2020 relative to the growth registered in 2019 is on account of the impact of the COVID-19 pandemic, whose full economic effects are still unfolding ----clarify statement} The situation has been further exacerbated by the ongoing Russia-Ukraine crisis. Nonetheless, the economy rebounded with a growth of 4.55 in 2021 and is expected to grow further this year.

The Gambian economy is not well-diversified, relying mainly on agriculture and services. Remittances and international aid are also central to its economy. In 2015, the inflow of remittance stood at about US$181 million (African. Economicus Outlook 2017). Since these sectors constitute the Gambia's primary sources of foreign exchanging earnings, the country is prone to external economic shocks. Agriculture, tourism, and re-export trade activities heavily depend on exogenous factors. This challenge which has stalled the economy is a composite of several shocks emanating from a poor 2016-2017 agricultural season as a result of the Climate Change that reduced the production of groundnut crop; a severe reduction of tourism receipts; volatile oil and commodity prices attributed to the COVID 19 Pandemic in 2020; and now the Ukraine –Russia War, compounding the challenges in the tourism sector and global supply chains. The described context is recognized and addressed by the Country's National Development Plan (2018-2021).

The COVID-19 pandemic continues to create an uncertain economic outlook due to the emergence of new covid variants. According to the Gambia Bureau of Statistics (GBOS), the Gambian economy contracted by 0.2 per cent in 2020, below the 6.2 per cent growth realized in 2019. The slight contraction in the real GDP growth in 2020 was mainly attributable to the negative shocks

of the COVID-19. Further, the lockdowns and restrictions ~~have~~ triggered a surge in global food prices, while the covid-induced domestic structural bottlenecks have caused an upward trajectory in headline inflation, which stood at 8.2 per cent in July 2021 from 4.8 per cent the same period a year ago.

Meanwhile, the Dalasi remains stable due to the massive inflow of remittances during the pandemic albeit currently, the currency is depreciating against major currencies. The inflow of remittances increased to $589.81 million in 2020 from $329.79 million in 2019, reflecting 78.8 per cent expansion. The strong inflows of remittances and donor funds caused an improvement in the preliminary Balance of Payment (BOP) estimates of the second quarter of 2021. Consequently, the current account balance shrank to $5.56 million at end-June 2021 compared to $41.13 million in the corresponding period of 2020. Except for the US Dollar, the Dalasi depreciated against all major currencies as of July 2021. On fiscal operations, the budget deficit worsened to GMD 2.9 billion at the end of June 2021 compared to GMD 2.6 billion in the same period in 2020. The widening of fiscal position is mainly driven by contraction in government revenue and grants.

Although, The Gambia's national poverty rate rose slightly between 2010 and 2015/16 (an increase of 0.5 percentage points), the number of people living in poverty went up from 0.79 million in 2010 to 0.94 million in 2015/16. In other urban and rural areas, the number of people living in poverty went up at varying proportions. However, in the urban regions in Banjul and Kanifing, the poverty rates went down. Evidence points to poverty being more of a rural phenomenon than urban. The rural poverty rate increased from 64.2 percent in 2010 to 69.5 percent in 2015/16, an increase of 8.3 percentage points, while urban poverty declined by 1.8 percentage points from 33.4 percent to 31.6 percent. The poor in rural areas account for about 64 percent of the total poor in the country (IHS 2015/16).

However, according to the Poverty and Gender Assessment, 2022 by the World Bank, the national poverty rate declined at a slow pace, before the onset of the COVID-19 pandemic from 48.6 percent in 2015 to an estimated 45.8 percent in 2019, due to low and variable economic growth trajectory. Data collected in 2020 showed that national poverty rate increased to 53.4 percent, a level last seen in 2008, instead of declining to a projected 44.9 percent based on pre-covid growth rates. The report further highlighted that Poverty rates in 2020 were highest in the Northeast part of the country but the number of poor is higher in the more populous Southwest, mainly in Brikama. Moreover, poverty rates were also reported much higher in rural areas, with some Local Government Areas (LGAs) experiencing an increase in the number of poor.

1.3 Socio-Cultural Environment

The Gambia is a multi-ethnic and multi-racial society, exhibiting a high degree of ethnic and religious tolerance. Albeit, there exist a certain degree of diversity in cultural beliefs and practices among ethnic groups, similar overarching traditions contribute to strong social cohesion. This has significant bearing on informal and community-based child and social protection, which is the main source of support for poor and vulnerable populations. Majority of communities are made-up of patriarchal societies, comprising several clans with family ties that sustain the existing social and economic safety-nets for households, at the same time covering up for matters of domestic

violence that take place, thereby justifying female subordination. They cherish extended family systems, but the traditional family structures and values are no longer the same as in the past as people struggle to improve their earnings by diversifying income sources to change their way of life. The Gambia has made significant progress towards child and social development in the last decade, becoming one of the top four African countries progressing toward the attainment of MDGs relating to hunger, primary schooling, and child immunization. Despite these achievements, the country's demographic, economic and social indicators remain disturbing as described in earlier sections of this report.

The 2013 Census results showed that the population of the Gambia is predominantly Muslim (96.0 per cent) followed by Christianity (3.8 per cent). Traditionalist and people who practice other religions each accounted for 0.1 per cent. Thirty-four per cent of women aged 15-49 years were in polygamous marriages, while only 14% of men report having more than one wife. Teenage marriage continues to be practiced in The Gambia, overall, 6.6 per cent of girls aged 12-19 years were reported to be married in 2013.
Female genital mutilation (FGM) is widely practiced with an overall prevalence rate of 74.9 per cent (GBoS, 2014); this percentage decreased to 73 per cent as noted by GBoS and ICF (2020). The struggle to end FGM is a preoccupation of the Gambia as it joined, on 24th November 2015, 18 sub-Saharan African countries, including Nigeria, to ban the practice of FGM. In the same year, a bill was passed at the National Assembly on December 28, 2015 criminalizing the practice of FGM in the Gambia. Nonetheless, monitoring the practice of FGM and enforcing the law continue to be challenging.

1.4 The Environment

The Gambia is one of the countries that is most prone to climate change due to its low-lying topography, high dependence on subsistence rain-fed agriculture, inadequate drainage and storm water management system coupled with a rapidly expanding un-regulated urban expansion. Consequently, these features have increased the vulnerability of the country to hazards such as flash floods and windstorms which continues to cause loss of life and property in various parts of the country.

The situation is further aggravated by the unequally higher proportion of the population, more than 50 per cent, live in the western part of the country (GBoS, 2016). According to McGranahan, Balk et al. 2007, cited in Jaiteh and Sarr, 2011, the Gambia is ranked among the top ten countries in the world with the highest share of population living within the lower elevation coastal zone (LECZ). Windstorms, floods, rising sea level and coastal erosion and drought have been identified as climate change challenges for the Gambia (Jaiteh and Sarr, 2011).

1.5 Rationale for the Strategic Plan

Being an operational arm of the National Women's Council, the Directorate of Gender and Women's Empowerment under the Ministry of Gender, Children and Social Welfare is to lead the implementation of this 5-year Plan with Partners to facilitate the fulfilment of its mandate. The plan offers a framework for the achievement of its strategic objectives that underpin the Gender Policy (2023-2032) objectives. The plan is intended to promote partnership and collaboration between and within the key plays in the gender and women empowerment ecosystem, enhance coordination and monitoring, evaluation and reporting among other. Suffice to say, the Strategic Plan will also serve as an advocacy entity for the mainstreaming of gender in all phases of development. The Strategic Plan is meant to address the strategic needs of women, girls, boys and men connected to changing the circumstances of their lives, realizing their human rights and greater understanding of the MoGCSW's roadmap in programming in the next 5 years.

1.6 Expected Operating Environment/Planning Assumptions

This Strategic Plan is based on the assumptions that peace and stability will continue to prevail in the country and there will be no adverse changes in the legal framework with negative implications on the mandate of the DGEWE and its Council. Notwithstanding the global challenges, it is expected that the government will continue to prioritize gender and women empowerment in the development agenda by providing the requisite resources. Additionally, it is assumed that the Development Partners and CSOs will continue to compliment Government's efforts in addressing gender and women empowerment issues.

1.7 Process in Developing the Plan

The development of the Plan was participatory as it involved a series of steps that also culminated into the formulation of the Gender Policy (2023-2032). The process involved a review of existing literature on gender and women empowerment, review of gaps and challenges in the implementation of the Gender and Women Empowerment Policy (2010-20-20), a Gender Analysis in The Gambian context, National Consultations, etc. The findings from these processes fed into the preparation of this plan.

2.0 INSTITUTIONAL FRAMEWORK

In January 2019, a new Ministry of Women, Children and Social Welfare was established to be responsible for the coordination of the affairs of Women, Children and Social Welfare. The ministry comes to address the problematic of weak coordination and capacity of, and to strengthened the under resourced national Machinery for the advancement of women and girls. No doubt, such reinforcement jolted the national machinery from the registered slow progress to become more efficient, effective and assiduous in the implementation of the Gender and Women Empowerment Policy(2010-2020 of the past, and the envisaged Gender Policy(2023-2032). The Ministry of Women, Children and Social Welfare will secure the services of consultant (s) to carry out a capacity need assessment of the Ministry and its line departments in order to develop a comprehensive strategic plan that spells out the overall capacity needs and institutional mandate with defined roles and responsibilities.

Gender Machinery (GM) includes the National Women's Council (NWC) and Bureau now referred as the Directorate of Gender Equality and Women Empowerment, the Gender Focal Point Networks, The National Assembly Caucus on Gender and Women Empowerment, and the Cabinet Sub Committee on Gender, Children and Social Welfare. As per the new gender machinery structures, the National Women Council advice the Minister in charge of Gender, Children and Social Welfare on all matters that affect the health and wellbeing of women and girls. Likewise, the National Steering Committees advices on major thematic areas such as Gender Policy Implementation, FGM/C, SGBV Technical Working Group; and complement efforts of the Bureau in the implementation, monitoring and evaluation of Treaties Conventions and Protocols. The roles and responsibilities of the Gender Machinery are detailed in the Table 1 below:

Table 1: s Role and Responsibility of Institutions of the Gender Machinery

Institution	***Roles and responsibilities***
The Ministry of Women, Children and Social Welfare	• Overall coordination and harmonization of efforts of all stakeholders; • Establish appropriate mechanism for coordinating gender mainstreaming at all levels; • Lobby and advocate for the implementation of the Gender policy; • Provide support to gender units and focal points;
Directorate of Gender Equality and Women Empowerment	• Provide technical support on gender mainstreaming to ministries, institutions, organizations, local governments bodies, civil society organizations and private sector; • Coordinate, Monitor and Evaluate the implementation process of the Gender Policy; • Back stop/Provide support in critical areas; • Mobilize resources for the implementation of the Gender Policy; • Lobby, advocate and coordinate the sensitization process of all stakeholders on gender;

	• Act as the Secretariat for the National Women's Council for Gender and Women's Empowerment; • Set standards, develop guidelines and disseminate and monitor their operations;
National Women's Council	• Advise Government on Gender Issues; • Oversee the implementation of the Gender Policy at Decentralized level; • Lobby and advocate for policy reviews and enactment of laws; • Sensitize and advocate on gender issues at grassroots level;
Government Ministries and Parastatals (Gender Focal Point Network)	• Translate the National Gender Policy (NGP) into institutional specific policies, strategies and programmes; • Assess the needs of respective ministries in the field of gender responsive planning, programming, implementation, monitoring, and evaluation and make appropriate recommendations for capacity building; • Support gender units and focal persons by building their capacity in gender analysis, planning and provide budget lines for their operations; • Monitor, evaluate and provide disaggregate data on sector programmes and their impact on gender equity; • Institute and implement affirmative action on short term basis to bridge the existing gender gaps; • Partner with the Ministry of Women's affairs and Gender and the Gender Bureau on matters of Gender mainstreaming; • Mobilize, allocate and release resources for gender mainstreaming; • Ensure institutional policies and programmes are gender sensitive and benefit women and men;
CSOs	• Translate the National Gender Policy (NGP) into institutional specific policies, strategies and programmes • Develop and implement programmes that address key NGP intervention areas • Participate in the implementation committee • Monitor the implementation of NGP • Share information of institutional programmes with Ministry of Women's Affairs and Gender through the Women and Gender Focal Point Network
Development Partners	• Recognize and use The Gambia Gender Policy in development cooperation partnerships • Collaborate with Ministry of Women's Affairs and Gender, Gender Bureau and National Women's Council on matters of gender mainstreaming • Establish mechanisms for ensuring gender responsiveness of development cooperation • Provide financial and technical support for promoting Gender Equality and Women Empowerment in Development Cooperation. • Develop/ set-up capacity building incentives for promoting gender equity and women's empowerment in development cooperation

Gender Policy Implementation Committee	• Identify priority gender issues • Plan for relevant sector interventions • Review progress in implementation of the policy • Advise national machineries on key issues and strategies to attain Policy objectives • Support of the monitoring and implementation of the policy

3.0 Relevant legislations

Legislations relevant to the mandate of the Women's Council and the Directorate of Gender Equality and women Empowerment include:

- 1997 Constitution of The Gambia
- Women's Amendment Act on the prohibition of Female Genital Mutilation in 2015
- Children's Amendment Act on the prohibition of Child Marriage in 2016.
- Women's Act of 2010, the Children's Act of 2005,
- Trafficking in Persons Act of 2007,
- Tourism Offences Act of 2003,
- Domestic Violence Act of 2013,
- Sexual Offences Act of 2013,
- Labor Act of 2007
- HIV Prevention and Control Act, 2015

3.1 Compliance with the 1997 Constitution of The Gambia

The 1997 Constitution which is the basic law of the land has several provisions to guide the DGEWE in the implementation of its mandate. The Preamble states that "the fundamental rights and freedoms enshrined in this constitution will ensure for all time respect for and observance of human rights and fundamental freedoms for all, without distinction as to ethnic consideration, gender, language or religion.....". Section 33(1) provides for the equality of all persons before the law and that no person shall be discriminated based on different grounds including gender. These rights include:

3.1.1 Section 17 – Fundamental rights and freedoms

This section envisages that, the fundamental human rights and freedoms enshrined in this chapter shall be respected and upheld by all organs of the Executive and its agencies, the Legislature and, where applicable to them, by all natural and legal persons in The Gambia, and shall be enforceable by the Courts in accordance with this Constitution.

The section states further that, every person in The Gambia, whatever his or her race, color, gender, language, religion, political or other opinion, national or social origin, property, birth or other status, shall be entitled to the fundamental human rights and freedoms of the individual contained in this Chapter, but subject to respect for the rights and freedoms of others and for public interest.

3.1.2 Section 33 – Protection from discrimination

The Constitution states that all persons shall be equal before the law. It further states that, no law shall make any provision which is discriminatory either of itself or in its effect. Also, no person shall be treated in a discriminatory manner by any person acting by virtue of any law or in the performance of the functions of any public office or any public authority.

3.1.3 Section 215 – Economic objectives

Under the Directive Principles of State Policy, the State shall endeavor to create an economic environment that maximizes the rate of economic growth and employment and secures the maximum welfare and prosperity for all persons in The Gambia. Recognizing that the most secure democracy is one that assures the basic necessities of life for its people, the State shall endeavor to establish an efficient, dynamic and self-reliant economy whose underlying principles shall include ensuring:

i. ample and equal economic opportunity for all citizens and a pronounced role for the private sector, and the encouragement of private initiative; and
ii. that persons bear their fair share of social and national responsibilities, including their responsibility to contribute to the development of the country among others.

3.1.4 Section 216 – Social objectives

The State shall endeavor to secure and promote a society founded on the principles of freedom, equality, justice, tolerance, and accountability, as prescribed under the directive principles of State policy.

3.1.5 Section 29 – Rights of children

Every child shall have the right from birth to a name, the right to acquire a nationality and, subject to legislation enacted in the best interest of child, to know and be cared for by their parents. The section also donates that, children under the age of sixteen years are entitled to be protected from economic exploitation and shall not be employed in or required to perform work that is likely to be hazardous or to interfere with their education or be harmful to their health or physical, mental, spiritual, moral or social development.

3.1.6 Children's Act, 2005

Elimination of child labor, protection of children and young persons; hazardous child labour. Brings together all the laws relating to children, sets out the rights and responsibilities of children and provides for their care, protection and maintenance.

3.1.7 Section 30 – Right to education

All persons shall have the right to equal educational opportunities and facilities and with a view to achieving the full realization of that right; basic education shall be free, compulsory and available to all; secondary education, including technical and vocational education, shall be made generally available and accessible to all by every appropriate means, and in particular, by the progressive introduction of free education.

3.1.8 Section 31 – Right of the disable

The right of the disable and handicapped shall be respected, and their human dignity shall be recognized by the State and society. Disable persons shall be entitled to protection against exploitation and protection against discrimination, in particular as regards access to health

services, education and employment. It further states that, in any judicial proceedings in which a disable person is a party, the procedure shall take his/her condition into account.

3.1.9 Section 28 – Rights of women

The constitution advocates that, women shall be accorded full and equal dignity of the person with men. Also, women shall have the right to equal treatment with men, including equal opportunities in political, economic and social activities. Women's Act, 2010 (Act No. 12/2010) - Equality of opportunity and treatment. "The act, among other things is meant to implement the legal provision of the National Policy for the Advancement of Gambian Women and Girls and to also incorporate and enforce the internationally agreed instruments and protocols of both the UN and AU to which The Gambia is a member with a view to eliminating all forms of discrimination against women." (Women's Act 2010 Launched, 1 December 2010).

The Women's Act provides an innovative and comprehensive provision for the protection of women from violence. Section 6(1) of the Act provides for a protection that was not addressed in the 1997 Constitution or any other law in The Gambia. It reads:

1. Every woman shall be protected against any form of physical, sexual, psychological or economic harm, suffering, or violence whether occurring in public or private life;
2. Any form of violence against women is hereby prohibited; and
3. All Government Departments, agencies, organs, public or private institutions shall take appropriate measures to promote and protect women's rights and their legal status from any form of abuse by any person, enterprise, organization or institution.

3.1.10 The Sexual Offences Act, 2013

This Act addresses the most common sexual offenses and provides for punitive measures. It provides protection against sexual crimes against all persons especially vulnerable groups, including women, children and people who are mentally and physically disabled.

3.1.11 Trafficking in Persons Act 2007 (Act No. 11 of 2007)

Elimination of forced labour and other related matters. The Act establishes the National Agency Against Trafficking in Persons and regulates its composition, powers, functions and responsibilities. It prohibits all forms of trafficking in persons and provides for heavy penalties (life imprisonment for trafficking persons under 18 years or when the trafficking includes the rape or death of the victim of trafficking and minimum 15 years imprisonment to a maximum of life imprisonment for trafficking in adults). There are also provisions concerning the protection of victims of trafficking including ensuring that they are not subject to discrimination, that they have access to adequate medical, psychological and legal services and that their safety and integrity is taken into account when dealing with victims of trafficking.

Notwithstanding the constitutionally guaranteed rights and freedoms provided for in the 1997 Constitution, couple with the sector specific legislation, the Constitution however falls short of covering the rights of the following segments of the society: Rights of the elderly; Rights of the

youth; Right to clean environment; Consumer protection rights; Right to development; vi. Right of the sick; and Gender balance and fair representation of marginalized groups.

|In spite of this Constitutional provision, Section 33(5) (c) and (d) provide exceptions for the non-application of the non-discriminatory clause in matters of personal law as it relates to adoption, marriage, divorce, burial and devolution of property on death or other matters as well as customary law in respect of any matter for persons to whom personal and customary law are applicable in so far as it relates to discrimination. Section 28 states that women shall be accorded full and equal dignity of person with men and shall be treated equally with men including equal opportunities in political, economic and social activities. This constitutional provision recognizes the equality of men and women and the right to equal opportunities in all spheres. It is also in line with the CEDAW, the African Protocol, and the Declaration, as it seeks to eliminate discrimination against women. Due to the patriarchal nature of the society, women are not treated equally with men in all areas of their lives. A lot of efforts have been made on trainings and advocacy by the National Gender Machinery and various civil society organizations. Section 26 states that every Gambian citizen of full age and capacity has the right to take part in the conduct of public affairs, to vote and be voted for in public office and to have equal access to public service without unreasonable restrictions. Though the phrase "unreasonable restrictions" have not been defined by the Constitution, it should be construed in such a way that will be discriminatory and discouraging to women. A person who alleges that any of these provisions has been, is being, or is likely to be contravened in relation to himself or herself by any person; he or she may apply to the High Court for redress.

A directive principle under section 214(4) states “in the composition of Government, women shall be fairly represented”. This section is under the chapter relating to the directive principles of state policy which only serves as policy guidelines and is not enforceable. Government has made some strides in realizing this provision by appointing women to the positions of Vice President, Deputy Speaker of the National Assembly, Minister for Education, Minister for Tourism and Culture, Minister of Justice and Attorney General; Minister of Environment amongst others. However, more needs to be done considering the low number of women in Cabinet, Parliament, Local Government and other public offices.

3.1.12 The Women’s Act 2010

Government has formulated and enacted the Women’s Act of 2010 on the 12th of April 2010. The passage of this Act is quite historic and commendable for The Gambia as a nation. The Women’s Act incorporated and domesticated both the CEDAW and the Protocol and also provides the legal basis for the realization of the critical areas of concerned identified in the Beijing Platform for Action. The passage of the Act went through a very wide and comprehensive consultative process that involved all stakeholders including the legal profession, the judiciary, parliamentarians, senior government officials and policy makers, religious and traditional leaders, grass roots women, community leaders, and civil society organizations. The Act is comprehensive and innovative and

it signals The Gambia's fulfilment of its legal and legislative commitments enshrined in the Solemn Declaration. It recognizes and gives legal effect and force to The Gambia's international legal obligations and commitments made towards upholding the legal status of Women.

The Women's Act, 2010 is the most comprehensive legislation on the rights of women which is also applicable to the girl child. The Act requires review of government policy on women with a view to bringing it in line with international best practices relating to the protection and enhancement of the rights of women. It also requires all public and private institutions to be guided by the national gender policies, in the formulation and implementation of any policies, initiatives and programmes within their institutions or bodies.

3.1.13 Access to justice and equal protection before the law

Section 7 of the Act provides that every woman is entitled to equality and justice before the law and to equal protection of the law. Government is obligated to provide legal aid support; ensure law enforcement organs are equip to effectively interpret and enforce gender equality rights; ensure that women are equitably represented in the judiciary; and take adequate steps for reform discriminatory laws.

3.1.14 Elimination all forms of discrimination

Section 14 of the Act obligates government to eliminate all forms of discrimination against women. The provision is quite comprehensive and calls on Government Departments and other public institutions to implement measures, policies and strategies to eliminate discrimination, including periodic training of personnel on gender and human rights, and mainstreaming gender perspective in planning and programming of all activities and initiatives.

Temporary special measures in favour of women: Section 15 deals with temporary special measures to be adopted by every organ, body, public institution, authority or private enterprise aimed at accelerating *de facto* equality between men and women. Under this section a distinction is made between *de facto* and *de jure* discrimination. Considering the social and cultural set up of The Gambia, there may be instances where even though the law does not create or cause any impediment for women, the social and cultural environment may not be conducive for the achievement of equality. In such an instance, Government and all private institutions are called upon to take positive steps to achieve genuine *de facto* equality.

3.1.15 The Local Government Amendment Act 2007

The Local Government Act, 2007 provides for Municipalities and Area Councils, which complement the central government authorities including the Ministry of Local Government and Regional Governors. Section 193 provides the legal basis for decentralization of power through the establishment of local government administration. The Local Government Authorities, made up of City Councils, Municipalities and Area Councils are determined by the IEC. Members of the LGAs are elected every four years. The residents of the area within the LGA elect the members

of the councils and Mayors. Additional representation is through nomination of representatives of different sections of the society namely women, youth, private/business sector, as well as the district chiefs. The LGAs Chairpersons are now elected. There are no specific provisions in the Act to promote affirmative action for women political participation and representation.

3.1.16 The Election Act 2015

The Election Act, Cap: 3:01 laws of The *Gambia* 2009 established an Independent Electoral Commission which was provided for under Article. On 28 February 2017, the National Assembly passed the Elections (Amendment) Act 2017 "to encourage the widespread participation of the ordinary citizenry in the new democratization dispensation." The President assented to the Act on 8 March, 2017. The amendment was a response to the major shrinking of the political space during Jammeh's era. In July 2015, the Elections (Amendment) Act, 2015 was passed and signed by Jammeh on 20 July 2015. Candidates for President were required to pay D 500,000 (approximately USD 12,500) raised from D 10,000 (approximately USD 250); the fee for candidates for the National Assembly was increased from D 5,000 (approximately USD 125) to D 50,000 (approximately USD 1,000) and candidates for local council office were to pay D 10,000 (about USD 200). Opposition political parties not only regarded the increases as unreasonably high but also as a ploy by the government to drastically limit the participation of the opposition in elections. C Following the 2017 amendment the exorbitant fees back to their initial amounts: President D10, 000; National Assembly D5, 000; Mayor D 2,500; and Local Council D1, 250.

Against the foregoing, and The Gambia being a signatory to series of international instruments and regional protocols that promote and protect the rights of women and girls. there is a need to strengthen the harmonization of Conventions and Protocols into national policy and legislative frameworks. Below are some proposals

- There should be a comprehensive review of all the laws and policies of the Gambia to ensure compliance with all international and regional instruments that guarantee the full enjoyment and protection of the human rights of women.[2]
- Only a minority of the women are familiar with the human rights instruments. These need to be disseminated as widely as possible so that women know when their rights are being violated and what to do under such circumstances.
- Women would rather use informal forms of mediation; therefore, alternate dispute mechanisms are called for; and the Office of the Ombudsman should be institutions that improve women's access to justice.
- The Constitutional provision sanctioning the application of customary laws continues to provide justification for proponents and practitioners of harmful traditional practices.
- Inadequate resources for implementation of the Women Act 2010 and other relevant legislations addressing women's human rights.

4.0 Key International Instruments and Frameworks

Key International Instruments and Frameworks ratified by The Gambia include the following:

4.1 Universal Declaration on Human Rights (UDHR)

The participation of women in political decision-making positions was recognized as a political right after the adoption of the Universal Declaration of Human Rights (UDHR) in 1948. UDHR Articles 2 and 21 stipulate equal enjoyment of political rights without discrimination by one's sex or any other ground. In 1966, the International Covenant on Civil and Political Rights (ICCPR) reaffirmed the UDHR principle of the right to partake in public and political life without discrimination.

Universal Declaration on Human Rights (UDHR) of 1948 recognizes the right of all persons to equality and non-discrimination. The UDHR also recognizes the right of all persons to life, access to information, education and to an adequate standard of living for its part, the International Covenant on Economic, Social and Cultural Rights (ICESCR) of 1966 recognizes the right of all persons to equality and non-discrimination.

4.2 The Covenant on the Elimination of All forms of Discrimination against Women (CEDAW)

The road to CEDAW was set in motion by the Commission on the Status of Women (CSW)54 which begun work on the draft Convention in 1976 and culminated in the adoption by the UN General Assembly of the Convention on the Elimination of All Forms of Discrimination against Women in 1979. The Convention entered into force on September 3, 1981 and constituted the climax of United Nations efforts to comprehensively codify the body of international legal norms applicable for the full promotion and protection of the rights of women. 55 The Convention was ratified by The Gambia in 1992 and calls for equality between men and women in politics and at all levels of government. It goes on to urge state parties to take appropriate measures to remove obstacles in the way of women's participation. Article 8 also further states that legislative instruments and temporary special measures should be instituted for its realization.

4.3 International Covenant on Civil and Political Rights (ICCPR)

The ICCPR contains a number of important safeguards of relevance to the women's political participation. Like the UDHR, it guarantees the rights to non-discrimination, 49 equality, 50 life51 and privacy; 52 as well as the freedom of thought, conscience and religion.53 Article 25 provides for the right of every citizen without reasonable restrictions to take part in the conduct of public affairs, directly or through freely chosen representatives; to vote and to be elected at genuine periodic elections; and to have access, on general terms of equality, to public service.

4.4 The Beijing Declaration and Platform for Action (PFA)

The Beijing Declaration and Plan for Action (PFA) were developed by consensus at the end of a UN convened Conference on Women that took place in Beijing, China in 1995. A total of 185 governments and more than 5,000 representatives from 2,100 non-governmental organizations participated in the conference. Following upon the consensus generated at the ICPD, states reiterated the equality and inherent dignity of women and committed themselves to ensure the full implementation of the human rights of women and girls as an integral part of universal human rights. The declaration noted that the explicit recognition and reaffirmation of women's political participation right. Although the objectives of the Beijing Platform of Action are very clear and specific, there is no particular mention made of the right to equality in relation to politics. The Platform also does not make specific reference to the political empowerment of women, but merely refers to the full and equal participation of women in political, civil, economic, social and cultural life at the national,

4.5 African Charter on Human and Peoples' Rights (ACHPR)

The African Charter on Human and Peoples Rights on the Rights of the Women also focused on the equal participation of women and men in decision making processes to achieve sustainable development. It states that initially 30% female representation should be aimed at by states who should work towards equal representation. The Fourth World Conference on Women in Beijing calls for "Measures to ensure women's equal access to, and full participation in, power structures and decision – making and increase women's capacity to participate in decision making and leadership."

4.6 Protocol to the African Charter on Human and Peoples' Rights on the Rights of Women in Africa

The African Women's Protocol was adopted in July 2003 and came into force on 25 November 2005. This year marked the 10th anniversary since it came into force. As of September 2013, the Protocol has been ratified by 36 of the 54 member states of the AU with the newest member state, South Sudan yet to sign and ratify the Protocol. The Protocol's emergence was largely to bridge the gap in the African Charter which did not have elaborate provisions for the women's rights. Article 18(3) of the African Charter requires state parties to 'ensure the elimination of discrimination against

Article 9 provides for the right to participation in political and decision- making process. It obliges State Parties to take specific positive actions to promote participative governance and equal participation of women in the political life of their countries, through an affirmative action, enabling national legislation and other measures to ensure that: Women participate without any discrimination in all elections; Women are represented equally at all levels with men in all electoral processes; Women are equal partners with men at all levels of development and implementation of State policies and development programmes. States Parties shall ensure increased and effective representation and participation of women at all levels of decision- making.

4.7 The African Youth Charter

The African Youth Charted was adopted at the seventh Ordinary Session of the African Union on July 2, 2006 in Banjul, The Gambia and entered into force on August 8, 2009. Under the Charter, states undertake to guarantee to all youth85 the enjoyment of rights and freedoms recognized in the Charter without discrimination on any ground, including sex. States also recognize and guarantee the rights of young people to privacy and to free consent to marriage as well as their freedoms of expression including the right to receive 'information and ideas of all kinds…through any media of the young person's choice'; and thought, conscience and religion.

4.8 African Charter on Democracy, Elections and Governance (ACDEG)

The ACDEG is an overt commitment of the AU to promote universal values and principles of democracy, good governance, human rights and development.93 It further seeks to entrench in the Continent a culture of change of power based on the holding of regular, free, fair and transparent elections conducted by competent, independent and impartial national electoral bodies.94 It is an instrument aimed at promoting both human rights and democracy, which are a sine qua non for development

4.9 The African Union Solemn Declaration on Gender Equality

The Gambia is a signatory to the African Union (AU) Solemn Declaration on Gender Equality in Africa (Declaration) which was adopted by the heads of states of the AU in July 2004. In the Declaration, the Heads of States reaffirmed their commitment to gender equality as enshrined in Article 4(1) of the Constitutive Act of the African Union as well as other existing commitments, principles and obligations set out in the various regional, continental and international human rights instruments, particularly those addressing women's rights. The Heads of State made eight solemn commitments in the Declaration. Commitment 5 of the Declaration specifically calls for the promotion of 'The Gender Parity Principle at National and local Levels'. This commitment calls for concerted effort to promote parity at all levels. The essence of this commitment is that there must be a deliberate and concerted effort to promote the parity principle on an incremental basis.

4.10 ECOWAS Protocol on Good Governance and Democracy

At its inception, the objective of ECOWAS, just like most regional economic bodies, was economic integration, acceleration of social development and the improvement of the standards of living in the bloc. 95 With time however, principles such as the protection of human rights, consolidation of democracy and the rule of law have gradually gained importance alongside the initial aim of economic integration. By 2005, the ECOWAS Community Court of Justice had extended its jurisdiction to matters regarding human rights violations in member states.96 Additionally, with the realization of the importance of principles such as popular participation, accession to power through free and fair elections and strict adherence to democratic values,

ECOWAS consequently adopted the Protocol on Democracy and Good Governance which entered into force in 2008.

The Protocol contains eight constitutional convergence principles shared by all 15 member states including independence of the judiciary, zero tolerance of power obtained by unconstitutional means and strengthening of national parliaments. The Protocol in its preamble recalled that women's rights have been recognized and guaranteed in all international human rights instruments and regional human rights instruments. It further provides that provides, that ECOWAS states party to the protocol shall ensure '[p]popular participation in decision making, strict adherence to democratic principles and decentralization of power at all levels of governance'. Article 2(3) of the Protocol obliges Member States to 'take all appropriate measures to ensure that women have equal rights with men to vote and be voted for in elections, to participate in the formulation of government policies and the implementation thereof and to hold public offices and perform public functions at all levels of governance.' Article 40 recognizes that the 'development and promotion of the welfare of women are essential factors for development, progress and peace in the society.
Women right promotion and protection over the past decade had faced the flowing bottlenecks and this includes: -

- The limitations in the Constitution act as a stumbling block in the realization of the full enjoyment of human rights for women.
- A sustained sensitization and awareness raising campaign is needed to ensure a change in behavior and attitude of both men and women to ensure that women enjoy their full fundamental human rights and freedoms.

5.0 Key National Development Frameworks

The Gambia, like many other countries demonstrated its commitment to the implementation of Agenda 2030 by mainstreaming the Sustainable Development Goals (SDGs) into the National Development Plan (NDP) 2018 – 2021; providing an opportunity to align and address its development priorities with SDG targets and indicators. The National Development Plan (2018-2021) serves as the first of a series of National Development Plans during the SDG period. Data challenges and a difficult political transition delayed the formulation of a national development plan.

The Gambia launched the SDGs nationally in November 2015 with support from the UNDP. The launching was preceded by stakeholders' consultations grouped into Economic, Social, and Environment clusters and tasked to critically look at the SDGs and recommend options for mainstreaming in the NDP. Recognizing the challenges of implementing all the 17 Goals and 169 targets; the time horizon of the National Development Plans; the country's context; the data constraints; and the financial requirements, stakeholders provided the initial prioritization which resulted in all Goals and around 111 targets identified as high priority.

Using the support from the Africa-Kazakhstan Partnership for the SDGs, UNDP supported the Government to advocate for SDGs and further prioritize the goals using the UNDG guidelines – adapted for the Gambian context. The three cluster groups together with the Ministry of Foreign Affairs and Gambians Abroad were provided training workshops using the Mainstreaming, Acceleration and Policy Support (MAPS) guidelines. The participants prioritized 8 goals and 76 targets for inclusion in the NDP.

At the request of the Government of The Gambia, the UNDP co-organized the undertaking of a UNDG MAPS Mission in July 2017 which brought together policy expertise from across the UN System (UNDP, UNECA, UN Women, ILO and the UNCT in The Gambia). The mission provided inputs and helped enhance alignment between the SDGs and the National Development Plan 2018-2021 and also produced a joint SDG implementation roadmap for The Government of The Gambia and the UN System in The Gambia. The mission also assisted the country in promoting the Sustaining Peace Agenda by strengthening the building blocks for peace, security and sustainable development.

Following the democratic change in government after the presidential elections in December 2016 and the tense yet peaceful resolution of the subsequent political impasse in January 2017, the new government took the opportunity to reflect the changing country context and emerging national priorities into the NDP 2018-2021.

The Government of The Gambia following a validation process with all stakeholders and with UNDP support produced the National Development Plan (NDP) 2018-2021 which was gender-

sensitive and took the opportunity to mainstream the SDGs in line with national development priorities. There are 8 strategic priorities and 7 critical enablers that form the basis of the NDP. The NDP's 8 strategic priorities and 7 critical enablers cover all 17 SDGs.

These priorities are namely: Governance, Human Rights and Security Sector Reform (SDG Goal 16), Macroeconomic Stabilization and Economic Management (SDG Goals 1, 8, 10), Modernized Agriculture, Agribusiness and Fisheries (SDG Goal 1, 2, 12 & 14), Human Capital Development (education, health, & social protection) (SDG Goals 3, 4, 5, 6, 10), Infrastructure and Energy (SDG Goals 7, 9, 12 & 13), Tourism and Culture (SDG Goals 1 & 8) Private Sector Development and Trade (SDG Goals 1 & 8) and Youth Development and Empowerment (SDG Goals 1, 3, 4, 8, 10,). The critical enablers are namely: Strengthening Public Institutions (SDG Goal 16), Women's Empowerment (SDG Goals 1, 3, 4, 5 & 10), Environment, natural resource management and climate change, and land use (SDG Goals 11, 13, 14 & 15), Diaspora in Development (17), Information and Communication Technology (SDG Goal 9), Civil Society (SDG Goal 16, 17), and Data for Development (17).

The NDP results framework integrated 69 SDG indicators across its strategic priorities and enablers. The finalization of the NDP triggered efforts to align sectoral strategies and in the process mainstream SDGs. The Local Government Authorities (LGAs) were provided with support to formulate regional development plans. This provided an opportunity to mainstream SDGs into local development priorities.

5.1 National Development Plans/frameworks Promoting Gender Equality and Women Empowerment

The Government recognized gender equality and women empowerment as a key enable to the attainment of sustainable development therefore it has aligned the institutional arrangements for the SDGs and the NDP to enhance effective and efficient coordination for sustained gender equity quality and women empowerment. In recent times the Gambia recorded remarkable progress in the area of governance.

A new draft constitution has been completed which espouses respect for fundamental human rights and freedoms, and rule of law. The constitution also advocates for gender balance and fair representation of women, youth and persons with disabilities in parliament, other statutory bodies as well as in the State-Owned Enterprises (SOEs).

In the judiciary, a balance in the gender representation was achieved and for the first time, there is a Gambian female judge at the Supreme Court; and the President of the Court of Appeal is also a female. At the political level, for the first time, a female was elected as the Mayoress of Banjul, the capital city. The modality of the Truth Reconciliation and Reparations Commission (TRRC) –

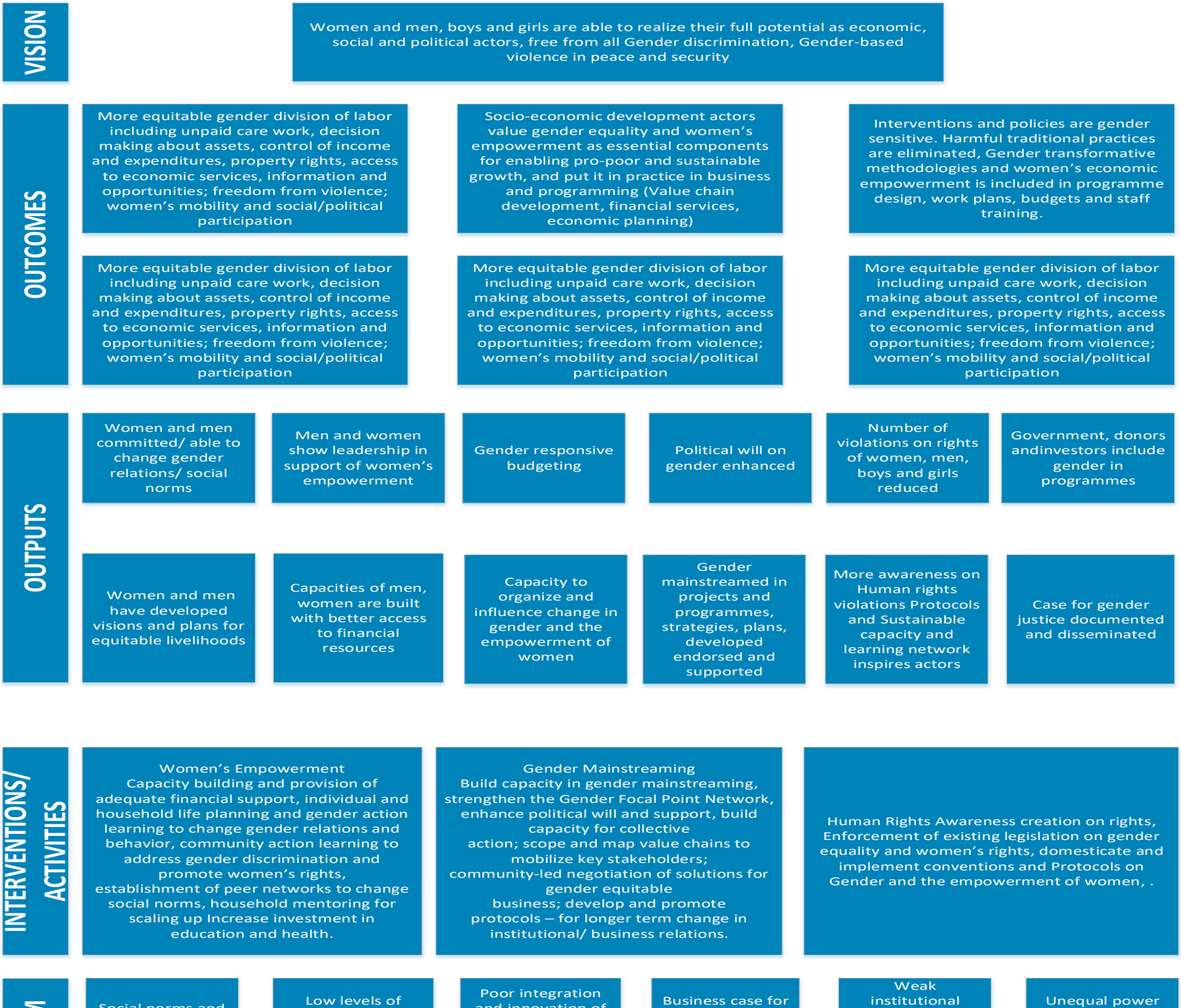
a model and has been unprecedented, and instrumental in calming down victim communities and maintaining social cohesion.

6.0 Theory of Change

A theory of change is a method that explains how a given intervention, or set of interventions, are expected to lead to a specific development change, drawing on a causal analysis based on available evidence. The diagram below is a Theory of Change on Gender and the Empowerment of Women highlighting the key milestones to be achieved using different pathways. The causal linkages from the bottom of the diagram shows that if the Problems are addressed effectively through the interventions highlighted in the diagram, then outputs will be achieved; and once the outputs are achieved it will lead to the achievement of the three main outcomes that is women empowerment, gender mainstreaming and human rights which in turn will lead to the Vision as shown in the diagram.

6.1 Conditions for Change to Happen

The potential transformational change can happen if peace and stability continue as explained earlier in the Operating environment of this plan coupled with smooth political transition in the country. Commitments of governments to make available more funds to address gender and women empowerment are important prerequisites for the attainment of the vision and mission of gender equality. Other conditions for change include the availability of sustained political will in implementing legislation and Protocols and Conventions on gender and women empowerment, strengthened partnerships with development partners, CSO and the communities among others


VISION
Women and men, boys and girls are able to realize their full potential as economic, social and political actors, free from all Gender discrimination, Gender-based violence in peace and security
OUTCOMES
More equitable gender division of labor including unpaid care work, decision making about assets, control of income and expenditures, property rights, access to economic services, information and opportunities; freedom from violence; women's mobility and social/political participation
Socio-economic development actors value gender equality and women's empowerment as essential components for enabling pro-poor and sustainable growth, and put it in practice in business and programming (Value chain development, financial services, economic planning)
Interventions and policies are gender sensitive. Harmful traditional practices are eliminated, Gender transformative methodologies and women's economic empowerment is included in programme design, work plans, budgets and staff training.
More equitable gender division of labor including unpaid care work, decision making about assets, control of income and expenditures, property rights, access to economic services, information and opportunities; freedom from violence; women's mobility and social/political participation
More equitable gender division of labor including unpaid care work, decision making about assets, control of income and expenditures, property rights, access to economic services, information and opportunities; freedom from violence; women's mobility and social/political participation
More equitable gender division of labor including unpaid care work, decision making about assets, control of income and expenditures, property rights, access to economic services, information and opportunities; freedom from violence; women's mobility and social/political participation
OUTPUTS
Women and men committed/ able to change gender relations/ social norms
Men and women show leadership in support of women's empowerment
Gender responsive budgeting
Political will on gender enhanced
Number of violations on rights of women, men, boys and girls reduced
Government, donors andinvestors include gender in programmes
Women and men have developed visions and plans for equitable livelihoods
Capacities of men, women are built with better access to financial resources
Capacity to organize and influence change in gender and the empowerment of women
Gender mainstreamed in projects and programmes, strategies, plans, developed endorsed and supported
More awareness on Human rights violations Protocols and Sustainable capacity and learning network inspires actors
Case for gender justice documented and disseminated
INTERVENTIONS/ ACTIVITIES
Women's Empowerment
Capacity building and provision of adequate financial support, individual and household life planning and gender action learning to change gender relations and behavior, community action learning to address gender discrimination and promote women's rights, establishment of peer networks to change social norms, household mentoring for scaling up Increase investment in education and health.
Gender Mainstreaming
Build capacity in gender mainstreaming, strengthen the Gender Focal Point Network, enhance political will and support, build capacity for collective action; scope and map value chains to mobilize key stakeholders; community-led negotiation of solutions for gender equitable business; develop and promote protocols – for longer term change in institutional/ business relations.
Human Rights Awareness creation on rights, Enforcement of existing legislation on gender equality and women's rights, domesticate and implement conventions and Protocols on Gender and the empowerment of women, .
Social norms and
Low levels of
Poor integration
Business case for
Weak institutional
Unequal power

7.0 **STRATEGIC DIRECTION**

The strategic direction of this Plan comprises the Strategic Map showing the Vision, Mission and Core values and the Strategic Themes, strategic Objectives and Strategies of DGWE as shown below

7.1 Strategic Map

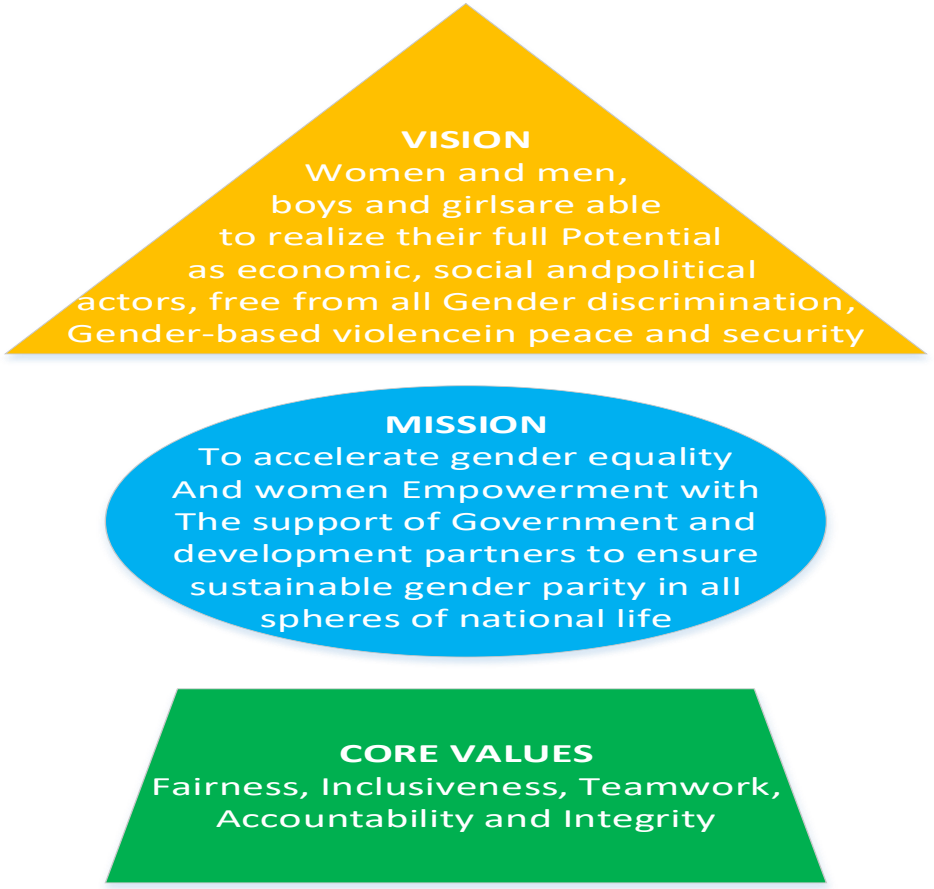


Figure 1: Strategic Map – Vison, Mission and Core Values

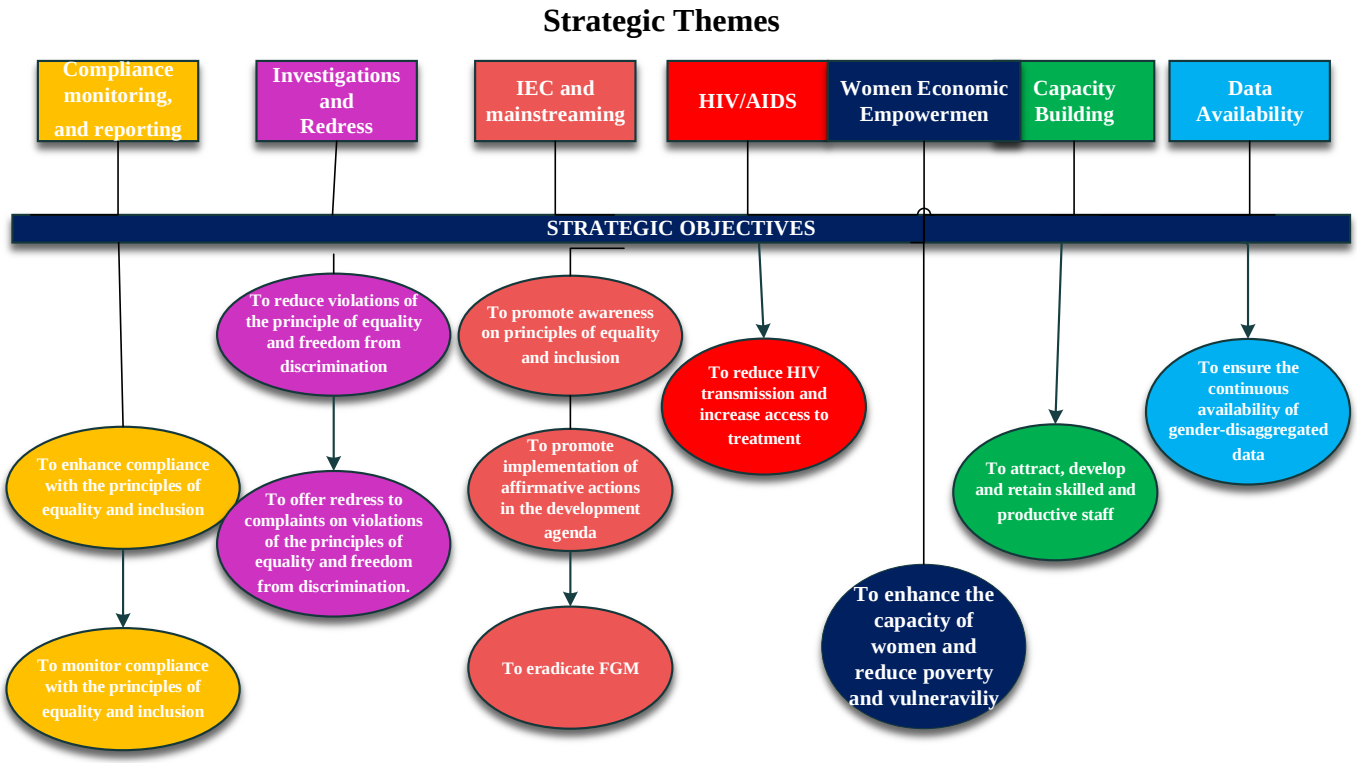


Figure 2: Strategic, Themes and Strategic Objectives

7.2 Strategic Themes, Strategic Objectives and Strategies

For the implementation of the Plan, the DGEWE and its Partners will primarily focus on the following broad themes:

Partnership and Collaboration:
Partnership and collaboration are important pre-requisites in the implementation of the Plan. DGEWE will strengthen partnership and collaboration with relevant Government institutions, CSOs, Development Partners and the communities

Compliance, Monitoring and Reporting:
DGWE will develop and implement effective mechanisms to monitor and report on the implementation of Constitutional Provisions of all aspects of gender equality and freedom from discrimination. To this end, DGWE will strengthen the capacity of Government, NGO and Private Sector Institutions to integrate principles of gender equality and freedom from discrimination in all administrative procedures, policies, laws and programmes. Reports will also be made to Cabinet and the National Assembly on the integration of these Principles as well as compliance with Treaties and Conventions ratified by The Gambia in relation to issues of equality and freedom from discrimination for all Special Interest Groups.

Investigations and Redress:

DGWE will work closely with the Department of Social Welfare, Gambia Police Force and other institutions to ensure timely redress to victims of violations of principles of equality and inclusion. These institutions will also strengthen coordination among themselves to minimize duplication of efforts The current procedures for receiving and treating complaints and processes for receiving complaints and responding to any reported violations will also be reviewed

IEC and Mainstreaming of Equality and Inclusion:
Despite concerted efforts to create awareness and appreciation of issues of gender equality and freedom from discrimination, attitude of the Gambian peoples towards gender equality is much to be desired. The deep-rooted socio-cultural norms continue to undermined efforts in bringing about the desired change in gender equality and harmful traditional practices particularly FGMC that are inimical to the well-being of girls. DGEWE will therefore intensify its efforts in creating awareness and educating individuals, communities and institutions on gender equality, inclusion and harmful traditional practices and to mainstream equality and inclusion in all aspect of life including Laws, policies and programmes and governance structures among others.

HIV/AIDS

The analysis of the HIV epidemic in The Gambia focuses on both the general population and Key Populations (KPs) and identifies the vulnerability factors exposing various populations to HIV infection. The characteristics of the HIV epidemic in The Gambia mirror those prevailing in other West African countries, where the HIV prevalence is less than 3% among general population with high prevalence concentrated in KPs. Furthermore, HIV prevalence varies by marital status, type of union, absence from home, pregnancy status and Antenatal Care (ANC) attendance. (NSP 2020 -2023) HIV prevalence is closely linked to marital status among women and men age **15-49.** Most affected are widowed persons **(13.3%)** and the divorced or separated **(3.4%).** Although statistical evidence on the impact of HIV on some sub-populations are almost non-existent, it is apparent that HIV has greater impact on sub-groups such as widows, bumpsters and fisher folks than the general population. In the case of the widows, the 2013 Demographic Health Survey (DHS) estimates the prevalence of HIV among them at 13.3% compared to 1.9% for the general population. It is therefore, essential that research be done on the impact of HIV on these groups to highlight the current situation. Interventions and strategies such as the RBF, IEC/BCC and the "Kabilo-Baama" initiative need to incorporate these sub-groups into their program design, implementation, monitoring and evaluation. As part of the IEC Campaigns of DGEA and the entire Gender Machinery, theses special groups of the population will be targeted with appropriate messages to minimize their exposure to HIV infection and to increase their access to treatment.

Capacity Building-

Given the transformative change from the Women's Bureau to the Directorate of Gender and Women Empowerment, the need to reorientate and build the capacity of the DGEWE and other structures in the Gender Machinery cannot be over-emphasized. DGEWE will strengthen capacities in gender including but not limited to Gender mainstreaming, Gender Responsive Budgeting, Gender Audit, Resource Mobilization Strategies, Monitoring and Evaluation.

Data Availability

DGEWE will be commissioning evidenced-based research on gender and women empowerment with a view to informing policies and programmes for promoting gender equality and freedom from discrimination. Furthermore, efforts will be intensified to ensure the availability of gender-disaggregated data and its integration in all aspects of programming. To this end, partnership and collaboration will be strengthened with the GBOS and Planning Units of the Various Ministries. A functional database on gender will also be developed to support DGEWE and other Stakeholders in planning, monitoring and evaluation inter alia of gender related activities.

Women Economic Empowerment

Women's effective participation in the economic sphere is essential to achieving greater sustainable livelihood and gender equality. When women are empowered economically, they invest in their families and communities, stimulating economic growth and creating more stable societies. Economically empowering women will increase their access to economic and productive resources, assets and opportunities. Generally, economic empowerment

aims to increase women's capacity to participate and contribute meaningfully to national development efforts and benefit growth outcome. Government has made significant milestone to improve women's socio-economic wellbeing through its policies and programmes by integrating and mainstreaming a gender perspective in all sector policies, programmes and projects. However, there are significant gap for women to reach their full potential and attain economic independence. To enhanced women's economic empowerment and sustainable livelihoods attention must be made to ensure coherence between the agricultural and trade policies in particular to promote and protect women agricultural producers, as well as advocate for women to access, control, and own of productive resources and assets. More importantly, women's economic empowerment initiatives of of the DGEWE will focus on enhancing through capacity development of women entrepreneurs who form most of the informal sector of the economy.

Table ----: Themes, Objectives and Strategies

Strategic Themes	Strategic Objectives	Strategies
1) Compliance monitoring, and reporting	1. To enhance compliance with the principles of equality and inclusion	i) Developing and operationalizing a Compliance Manual
		2) Advising and facilitating the use of the Compliance Manual
		iii) Strengthening partnership and collaboration
	2. To monitor compliance with the principles of equality and inclusion	i) Establishing a Compliance Monitoring Committee
		ii) Monitoring Institutional and Organizational reporting.
		iii) Monitoring the implementation of commitments on integration of gender equality in all aspects of the development agenda

THEMES	OBJECTIVES	STRATEGIES
2) Investigations and Redress	To reduce violations of the principle of equality and freedom from discrimination	i) Reviewing Procedures, Policies and legislation.
		2) Conducting investigations on violations of the principles of gender equality and inclusion 3) Establishing and operationalizing an Investigation and Redress Committee
		4) Strengthening partnerships and collaborations. 5) Capacity building of Stakeholder institutions
	To offer redress to complaints on violations of the principles of equality and freedom from discrimination.	i) Developing and operationalizing a Complaint Handling Manual
		ii) Developing and operationalizing a Referral Manual
		iii) Facilitating redress, (legal and non-legal
3) IEC and Mainstreaming	To promote awareness on principles of equality and inclusion	1. Assessing KAP on Gender and related legislation
		2. Creating awareness on integration of principles, policies and legislations of equality and inclusion at national and regional levels
		3. Strengthen partnerships and collaborations
	To promote implementation of affirmative actions in the development agenda	i) Assessing the Affirmative Action Policies.
		Increasing awareness and advocating for more Affirmative Action Policies
		iii) Monitoring implementation of affirmative action programmes.
		iv) Promoting the increased participation of women in national development agenda
		v) Strengthening partnership and collaboration

HIV/AIDS	To eliminate FGMC To reduce HIV Infection and increase access to Treatment, care and support	1) Intensification of IEC on FGMC 2) Create more Incentives for Female Circumcizers 3) Enforcement of Legislation on FGMC 1) Information, Education and Communication (IEC) 2) Integrate HIV/AIDS into the Kaabilo Baama Initiative 3) Enhance the integration of HIV/AIDS into the RBF Programme
Women Economic Empowerment	To enhance the capacity of women and reduce poverty and vulnerability	Resource mobilization for women economic empowerment Support women in digital and cross border trade Provision of micro credit and grants Support capacity building for agribusiness and value addition Provision of input, LSDs, improve energy and extension service Entrepreneurship training and business management

THEMES	OBJECTIVES	STRATEGIES
4) Capacity	1. To attract, develop and retain skilled and productive staff	1. Create a conducive working environment 2. Enhance staff capacity

Building		4. Enhance staff motivation
	2. To enhance capacity and effectiveness of the Gender Machinery	1. Capacity building of the Gender Machinery Enhancing the visibility of the Gender Machinery
5.Data Availability	To ensure the continuous availability of gender-disaggregated data	Strengthening Partnership with GBoS and Planning Units
		Collecting and disseminating gender-disaggregated data

8.0 Financial Resources Requirements

The financial resources required for the implementation of this Strategic Plan amounts to D251,425,00 (Two hundred and fifty one Million, four hundred and twenty five thousand dalasis**).**

9.0 Resource mobilization

Given the effects of COVID-19 pandemic and other global challenges, innovative strategies have to be sought to have this plan implemented effectively. To this end, DGEWE will develop a Resource Mobilization Strategy will be developed with the support of Development Partners and Stakeholder intuitions. Potential funding sources include but not limited to the following sources and mechanisms:

a) Government Appropriation budget, Ministry of Finance and Economic Affairs
b) Soliciting the support of the Select Committee on gender at the National Assembly and Cabinet Sub-committee on Gender for increased financial allocation to facilitate the implementation of the plan
c) Engaging Development Partners
d) Private Sector
e) NGOs
f) Local Fund Raising

10.0 Monitoring, Evaluation and Reporting Framework

Ensuring an effective Monitoring, Evaluation, Reporting Framework are key to successful implementation of this Strategic Plan. Achievement or otherwise of the desired outcome from the implementation of the Plan will be demonstrated through this framework. To this end, a Monitoring and Evaluation Committee shall be established under the guidance of MoGCSW to oversee the implementation of the Plan, track the progress, successes and/or failures of this Strategic Plan. This Committee shall develop a clear TOR including a Monitoring, Evaluation and Reporting (ME&R) framework that will enable the DGEWE to measure progress against the set targets. This ME&R Committee shall perform the following functions:

- Convene quarterly meeting to review the status of the implementation of the Strategic Plan;
- Report quarterly to the Minster of MoGCSW and the National Assembly on the progress made towards the attainment of the Strategic Plan;
- Conduct quarterly visits to project sites;

11.0 Key Performance Indicators

Table 1 ---: The key Performance indicators to monitor for the implementation of the Strategic plan (2023-2032)

Indicator	Description	Indicator Value				
		Current Value	2024	2025	2026	2027
1. Number of legislations, bills standards, policies, and regulations reviewed		N/A				
2. Number of training and reference manuals and guides developed? administrative guidelines analyzed		N/A				
3. Number of investigation cases handled		N/A				
4. Number of audits carried out		N/A				
5. Number of gender-based violence case reported		26 %				
6. Percentage of admitted complaints investigated		N/A				
7. Percentage of complainants provided with advice or referred to relevant institutions		N/A				
8. Number of Stakeholder sensitization workshops/ forums held		N/A				
9. Number of public education forums held		N/A				
10. Number of researches carried out on equality and inclusion		N/A				
11. Customer satisfaction index		N/A				
12. Number of sectors that have undergone gender audit		N/A				
13. Number of sectors that have trained key policy makers, planners, programmers and data analysts in gender analysis and gender mainstreaming		N/A				
14. Number of sectors that have adopted gender responsive budgeting		N/A				
15. Number of functional gender units in line Ministries		N/A				
16. Number of gender sensitive policies programmes and projects		N/A				

12.0 Mid-Term Review

A midterm review of this Strategic Plan will be conducted half way (mid 2025) through the Plan period. The review will measure progress in the implementation of the Plan as well as inform the necessary changes where required to the objectives, strategies and activities for the remainder of the implementation period.

13.0 End of Term Review

A Terminal evaluation of this Strategic Plan will be undertaken in the middle of 2027 to determine the extent to which the objectives have been met. The evaluation will also document the lessons learned, challenges and way forward to inform the next plan period (2028-2032).

Annex 1: Implementation Plan

The Implementation Plan for this Strategic Plan covers the five the five Strategic thematic outlined in the Plan. The Plan provides information on the Strategic themes and strategic Objectives to be pursued as well as activities, outputs, Key performance Indicators, Cost, Responsibility and Year of implementation for each activity as detailed below.

Strategic Theme: Compliance monitoring and reporting
Strategic Objective 1: To enhance compliance with the principles of equity and inclusion

Strategy	**Activities**	**Output**	**Key Performance Indicators**	**Cost GMD('000')**	**Responsibility**	**Year of Implementation**			
						Yr1	**Yr2**	**Yr3**	**Yr4**
Developing and operationalizing a Compliance Manual	Recruit a consultant to develop a comprehensive Compliance manual for all stakeholders	Manual to guide compliance developed	Availability of a Compliance Manual	**1800**	DGEWE	X			
Advocating and facilitating the use of the Compliance Manual	Conduct a capacity building training for users of Compliance Manual	Capacities of the users of the Compliance manual enhanced in the use of the manual	Number of trainings conducted for the users of the Manual	2400	DGEWE		X	X	
	Sensitize donor partners to support the adoption and implementation of the compliance manual for all gender machineries and stakeholders	Development Partners are sensitized to support the implementation of the manual	Number of sensitization activities for Development Partners	**300**	DGEWE		X	X	X
Strengthening partnership and collaboration	Engage all stakeholders on the use of Compliance Manual	Stakeholders are sensitized and partnerships are built for compliance in equality and freedom from discrimination	Number of Stakeholders sensitized	2400	DGEWE		X	X	X

Strategic Theme: Compliance monitoring and reporting
Strategic Objective 2: To monitor compliance with the principles of equality and inclusion

Strategy	Activities	Output	Key Performance Indicators	**Cost USD '000'**	Responsibility	**Year of Implementation**				
						Yr1	**Yr2**	**Yr3**	**Yr4**	**Yr5**
Monitoring Institutional and Organizational reporting	Strengthen the Gender Ministries monitoring and evaluation directorate	M&E of the Gender Ministry enhanced	Improved performance of the Gender Machinery in M&E	3000	MoGCSW/DGEWE		X	X	X	X
	Develop a comprehensive monitoring and reporting framework for the policy implementation	An M&E Framework for the Gender Ministry developed	Availability of an M&E Framework for the Gender Policy	600	MoGCSW/DGEWE	X				
	Reactivate the Gender Ministry's Gender Management Information system	A functional Gender Management Information System	Availability of a functional Management Information System	1500	DGEWE	X				
	Update the Gender Ministry's Gender Management Information system (GMIS)	Gender Management Information system updated	Updated information on the GMIS	3000	DGEWE	X	X	X	X	X
	Collect baseline data on Indicators of the strategic Plan	Baseline indicators of the strategic plan collected	Availability of data on baseline Indicators	1500	DGEWE	X				
Monitoring the implementation of commitments on	Establish a high-level gender policy implementation committee (PS levels in all Ministries)	A high-level monitoring Committee on Gender Policy established	Availability of a high-level Monitoring Committee on Gender Policy implementation	600	MoGCSW/DGEWE	X	X	X	X	X

integration of gender equality in all aspects of the development agenda	Conduct annual gender assessment of existing Government policies	Gender is assessed in Government Policies	Information on integration of gender into Government Policies available	6000	MoGCSW/DGEWE	X	X	X	X	X
	Conduct, Mid Term and End Term evaluation of the Strategy Plan	Mid term and End evaluation conducted	Availability of midterm and end term evaluation reports	2,200	MoGCSWE/DGEWE			x		x

Strategic Theme: Investigations and Redress

Strategic Objective 1: To reduce violations of the principle of equality and freedom from discrimination

Strategy	**Activities**	**Output**	**Key Performance Indicators**	**Cost USD '000'**	**Responsibility**	**Year of Implementation**				
						Yr1	**Yr2**	**Yr3**	**Yr4**	**Y**
Reviewing Procedures, Policies and legislation	Review existing procedures, policies and legislation on investigation	Procedures, policies and legislation reviewed	Availability of Procedures, Policies and Legislation on Investigation	600	DGEWE, SW, MoI, MoJ	X	X	X	X	X
	Conduct investigations on all reported violations of the principles of gender equality and inclusion practices by government or private institutions	Investigations on reported violations conducted	Reports on Investigations	1800	DGEWE, SW, MoI, MoJ	X	X	X	X	X

Strategic Theme: Investigations and Redress

Strategic Objective 2: To offer redress to complaints on violations of the principles of equality and freedom from discrimination

Strategy	Activities	Output	Key Performance Indicators	Cost USD '000'	Responsibility	Year of Implementation				
						Yr1	Yr2	Yr3	Yr4	Yr5
Developing and operationalizing a Complaint Handling Manual	Recruit a consultant to develop or update Complaint Handling Manual	A Complaint Handling manual developed	Availability of a Complaint Handling Manual	1800	DGEWE	X				
	Operationalize the Manual	Complaint Handling Manual developed and operationalized	Complaints Are better handled	3,000	DGEWE, SW, MoI, MoJ	X	X	X	X	X
Developing and operationalizing a Referral Manual	Recruit a consultant to develop or update a Referral Manual	A Referral manual developed and operationalized	An improved Referral system	1200	DGEWE, SW, MoI, MoJ	X				
Facilitating redress, (legal and non-legal	Establish a fund for compensation of victims of SGBV	Financial Support System in place for victims of SGBV	Existence of a fund for SGBV victims	**1800**	DGEWE	X				
	Provide legal aid to victims of SGBV and other forms of discriminations	Legal Aid provided to victims of SGBV	Number of victims of SGBV supported	**2400**	DGEWE	X	X	X	X	X
	Fund Raising for victims of SGBV	Funds are mobilized to support victims of SGBV	Funds mobilized to support the victims of SGBV	5000	DGEWE	X	X	X	X	X

Strategic Theme: 3) IEC and mainstreaming

Strategic Objective 1: To promote awareness on principles of equality and inclusion

Strategy	Activities	Output	Key Performance Indicators	Cost USD '000'	Responsibility	Year of Implementation				
						Yr1	Yr2	Yr3	Yr4	Yr5
Assessing KAP on Gender and related legislation	Undertake KAP on Gender and related legislation	Information on knowledge and attitudes and practice on	KAP reports on Gender and related legislation	2400	DGEWE		X			

		gender and related legislation available								
Creating awareness on integration of principles, policies and legislations of equality and inclusion at national and regional levels	Conduct periodic sensitization on gender using a the KAP on Gender using all communication medium	More awareness is created on the principles of gender equality and freedom from discrimination gender	Number of people sensitized on the integration of principles policies and legislation of equality and inclusion	3000	DGEWE	X	X	X	X	X
Strengthen partnerships and collaborations	Establish partnerships with media practitioners, traditional communicators and NCCE to conduct continues sensitization and awareness raising on Gender using all media platforms and channels of communication	Strengthened partnerships with modern and traditional media	-Number of MOUs/Agreement signed - Number of Media projects on gender	12,000	DGEWE	X	X	X	X	X

Strategic Theme: IEC and Mainstreaming

Strategic Objective 2: To promote implementation of affirmative actions in the development agenda

Strategy	**Activities**	**Output**	**Key Performance Indicators**	**Cost USD '000'**	**Responsibility**	Yr1	Yr2	Yr3	Yr4	Yr 5

Assessing the Affirmative Action Policies	Conduct an impact assessment of all existing affirmative Action Policies	The impact of Affirmative action assessed	Availability of reports on Affirmative action Impact assessment	3,000	DGEWE		X			
Increasing awareness and advocating for more Affirmative Action Policies	Conduct awareness raising campaign on the importance of affirmative Actions to bridge the gender gap	Awareness on Affirmative action enhanced	KAP on Affirmative	6,000	DGEWE	X	X	X	X	X
	Advocate for the introduction of Affirmation Action policies in politics and other relevant areas	Affirmative action policies increased	Number of Policies on Affirmative Actions	**300**	DGEWE	X	X	X	X	X
ii) Monitoring implementation of affirmative action programmes.	Conduct bi-annual reporting on the government Affirmative policies and use the results as learning tools for future programming	Progress on Affirmative Action Policies is assessed periodically	Availability of Progress reports on Affirmative Action	**1800**	DGEWE	X	X	X	X	X
Promoting the increased participation of women in national development agenda	Conduct advocacy/ awareness campaign on the need for women participation in national	Increased awareness on the significance of women participation in national development	KAP on women participation in national development	3,000	DGEWE	X	X	X	X	X

	development and use role models									
Mainstreaming gender in all facets of development including Policies, laws and programmes	Mainstream gender at all levels of development	Train Stakeholders at national and regional level on gender mainstreaming	Number of people trained in gender mainstreaming	6,000	DGEWE	X	X	X	X	X
		Develop guidelines for gender mainstreaming	Availability of Guidelines on gender mainstreaming	1800	DGEWE	X				
Strengthening partnership and collaboration	Enhance partnership and collaboration MDAs, CSOs, donors with the National Gender Machinery,	Partnership and collaboration with MDAs, CSOs, donors with the National Gender Machinery	- Number of MOUs/Agreements signed - Number of projects signed	600	DGEWE	X	X	X	X	X

Strategic Theme: IEC and Mainstreaming
Strategic Objective 3: To eradicate FGM/C

Strategy	Activities	Output	Key Performance Indicator	**Cost GMD '000'**	Responsibility	YR1				
Intensification of IEC on FGMC	1.Develop/ Update IEC materials on FGM/C	IEC materials on FGM/C developed	Existence of communication materials on FGM/C	**1800**	DGEWE, CSOs	X				

	2.Use all channels of communication including social media, Traditional Media, radio, TV and community visits to sensitize communities on the dangers of FGM/C	Communities sensitized on FGM/C	Number of sensitization activities conducted On various media	3,000	DGEWE, CSOs	X	X	X	X	X
	3. Conduct school campaigns on the dangers of FGM/C	Schools sensitized on FGM/C	Number of schools sensitized on dangers of FGM/C	3,000	DGEWE, CSOs					
	1.Conduct a baseline study on all female circumcisers in the country to identify their motivation and lines of succession	Information collected on the motivation of female Circumcizers	Baseline study report on Circumciser in The Gambia	1500	DGEWE,		X			

	2. Conduct sensitization campaign targeting the circumcisers, using traditional communicators, religious leaders and health professional	Sensitization campaigns targeting Circumcizers conducted	Number of Circumcisers sensitized on the dangers of FGM/C	1800	DGEWE, CSOs	X				
Create more incentives for Circumcizers	3. Develop a programme to support alternate forms of income generation of the identified circumcisers	Alternative form of income generation for circumcizers developed	Number of alternative income generation schemes established for the circumcisers	1800	DGEWE	X				
	1.Train Police officers on the Amended Children Act, detection and prosecution of cases of FGM/C	Police trained on the Amended Children's Act.	Number of officers trained	3,000	DGEWE	X	X	X	X	X

	2.Identify and train community champions to reports incidence of FGM/C within communities	Community Champions identified and trained	Number of community champions trained	3,000	DGEWE	X	X	X	X	X
	3. Establish a hotline for reporting cases of FGM/C	Hotline established for reporting FGM/C cases	Number of reported cases of FGM/C	1800	DGEWE	X				
	4. Train nurses and other Health personnel to check out for incidence of FGM among children during routine monthly nursing services	Health personnel trained to identify incidences of FGM/C	Number of Health personnel trained to identify cases of FGM/C	3,000	DGEWE	X	X	X	X	X

Strategic Theme HIV/AIDS

Strategic Objective To reduce HIV infection and increase access to Treatment, Care and support

Strategy	Activity	Output	Key Performance Indicator	Cost D('000)	Responsibility	Year of Implementation				
						Yr1	Yr2	Yr3	Yr4	Yr5
IEC	Intensification of IEC on HIV/AIDS prevention, treatment care and support targeting the widows, widowers, Divorcees, PLHIV and other vulnerable groups	IEC on HIV prevention, treatment and care conducted	Number of IEC reports on HIV prevention, treatment and care	10,000	DGEWE, NACP, NAS, CSOs	x	x	x	x	x

	Create awareness on HIV/AIDS in fishing communities targeting fisher-folks, as well as "bumpsters", security personnel, truck drivers, returnees, school children and other vulnerable groups	Fisher-folks, "bumpsters", security personnel, truck drivers, returnees, school children and other vulnerable groups sensitized on HIV /AIDS	Number of sensitization reports	5,000	DGEWE, NACP, NAS, RMNCAH, CSOs	x	x	x	x	x
	IEC on testing and counseling before marriage	Sensitization on HIV counseling and testing before marriage is conducted	Number of sensitization reports on HIV counseling and testing	7,500	DGEWE, TCs, CSOs	x	x	x	x	x
	Develop Regulations for the 2015 HIV/AIDS Act.	Regulations on the 2015 HIV Act developed	Availability of 2015 HIV Act Regulations	1.500	DGEWE MoH, NAS,	X				

	Popularize the HIV/AIDS 2015 Act	HIV 2015 Act popularized	Availability of Report on popularization of HIV 2015 Act	6,000	DGEWE MoH, NAS,	X				
Integrate HIV/AIDS into the Kabilo Baama Initiative	Mobilize Resources for the integration of HIV/AIDS into Kabilo Baama Initiative	Resources for integration of HIV/AIDS into Kabilo Baama Initiative mobilized	Availability of resources for integration of HIV/AIDS into Kabilo Baama Initiative	250,	DGEWE, MoH, NAS, RMNCAH	x	x	x	x	x
	Create Awareness on the Kabilo Baama Initiative	Awareness on the Kabilo Baama Initiative created	Availability of report on Awareness creation on the Kabilo Baama Initiative	3000	DGEWE, MoH, NAS, RMNCAH	x	x	x	x	x
	Provide training and capacity Building	Stakeholders trained and their capacities built on "Kabilo Baama" Initiative	Training and capacity building reports available	13,000	DGEWE MoH, NAS, RMNCAH	x	x	x	x	x
	Promote Economic Empowerment for Kabilo Baama	Economic Empowerment for Kabilo Baama promted	Report on economic Empowerment for Kabilo Baama available	8,125	DGEWE MoH, NAS, RMNCAH,	x	x	x	x	x
Enhance the Integration of	Sensitize stakeholders	Stakeholders sensitized on	Report on sensitization	2,000	DGEWE NAS, MoH,	x	x	x	x	x

HIV/AIDS into the RBF Programme	on HIV prevention and treatment	HIV prevention and treatment	of stakeholders on HIV prevention and treatment available		RMNCAH, WTG, CSOs,					
	Include more HIV/AIDS indicators in the existing RBF Programme at MoH particularly on Early Infant Diagnosis including ARV prophylaxis for infants born to HIV positive mother	HIV indicators in the RBF programme increased	Reports on RBF indicators	5,000	DGEWE MoH,	x	x			
	Advocate for the increase of RBF budget.	Advocacy conducted for increase of RBF budget	Advocacy reports on RBF programme	500	DGEWE MoH, RMCAH	x				
	Incorporate Sexual and Gender Based violence in RBF	SGBV incorporated in RBF	RBF/SGBV monitoring reports	3,000	DGEWE MoH, RMNCAH, NGBV	x	x	x	x	x

	Sensitize stakeholders on the RBF programme	Stakeholders sensitized on the RBF programme	Sensitization reports available	1,950	DGEWE NAS, MoH, RMNCAH, WTG, CSOs,	x	x	x	x	x

Strategic: Women Economic Empowerment

Strategic Objective To enhance the capacity of women and reduce poverty and vulnerability

Strategy	Activity	Output	Key Performance Indicator	Cost GMD ('000)	Responsibility	Year of Implementation				
						Yr1	Yr2	Yr3	Yr4	Yr5
Resource mobilization for women economic empowerment	Develop and conduct resource mobilization strategy for women economic empowerment	Resource mobilization strategy developed	Availability of resource mobilization strategy	1,200	DGEWE	X				
Support women in digital and cross border trade	Conduct training on digital literacy and cross border trade requirements for women entrepreneurs	capacity of women entrepreneurs strengthened on digital literacy and cross border trade requirements	Number of entrepreneurs trained on digital literacy and cross border trade requirement	600	DGEWE		x			x
Provision of micro credit and grants	Provide soft credits and grants to women groups and individuals entrepreneurs	Women group and individual provided with soft credit and grants	Number of women benefitted the credit and granted	25,000	DGEWE	x	x	x	x	x

Support capacity building for agribusiness and value addition	Provide support capacity for agribusiness and value addition	Support provided for agribusiness and value chain development	Amount of support provided	1800	DGEWE/MOFEA	x	x			
Provision of input, Labour saving Devices, to reduce drudgery and enhance income of women	Provide inputs, labor saving devices to women	Inputs and labor-saving devices are provided for women	Number of labor-saving device and input provided	3,000	DGEWE/MOFEA	x	x	x	x	x
Entrepreneurship training and business management	Conduct 10 training sessions for women entrepreneurs on business management	Capacities of women entrepreneurs enhanced	Number of trainings conduct	1800	DGEWE/MoGCSW/	x	x	x	x	x

Strategic Theme: Capacity Building
Strategic Objective: 4 To attract, develop and retain skilled and productive staff

Strategy	**Activities**	**Output**	**Key Performance Indicators**	**Cost USD '000'**	**Responsibility**	**Year of Implementation**				
						Yr1	**Yr2**	**Yr3**	**Yr 4**	**Yr5**
Enhancing staff capacity	Conduct staff capacity building for under-graduate and graduate levels for all profession staff with the National Gender Machineries	A well-trained professional staff in the Gender Machinery	Increased technical performance	30,000	MoGCSW/DGEWE	X	X	X	X	X

Strategic Theme: Capacity Building
Strategic Objective: To enhance capacity and effectiveness of the Gender Machinery

Strategy	**Activities**	**Output**	**Key Performance Indicators**	**Cost USD '000'**	**Responsibility**	**Year of Implementation**				
						Yr1	**Yr2**	**Yr3**	**Yr4**	**Yr5**
Capacity building of the Gender Machinery	Advocate for the provision of additional financial and materials resources is allocated to the National Gender Machinery	More resources are provided to the Gender Machinery	Quantum of additional resources provided to the gender machinery	600	MoGCSW/DGEWE, CSOs	X	X	X	X	X

	Build the capacity of the Gender machinery in Gender-Responsive Budgeting, Gender mainstreaming techniques and gender audit	The Gender Machinery is capacitize in Gender-Responsive Budgeting, Gender mainstreaming techniques and gender audit	Number of people trained in gender responsive budgeting, gender mainstreaming and gender auditing	3,000	DGEWE	X	X	X	X	X
Enhancing the visibility of the Gender Machinery	Creating awareness on the National Gender Machinery	More awareness created on the Gender Machinery	Number of people sensitized on the Gender Machinery	6,000	DGEWE	X	X	X	X	X

Strategic Theme: Data Availability

Strategic Objective 5: To ensure the continuous availability of gender-disaggregated data

Strategy	**Activities**	**Output**	**Key Performance Indicators**	**Cost USD '000'**	**Responsibility**	**Year of Implementation**				
						Yr 1	**Yr 2**	**Yr 3**	**Yr 4**	**Yr**
Strengthening Partnership with GBoS and Planning Units	Develop an MOU with GBoS and Sectoral Planning Units on the provision and use of gender disaggregated data	Partnership on the production and use of gender-disaggregated data with GBoS and Planning units strengthened	MOUs/ Agreements signed with GBoS and Planning Units	300	MoGCSW/DGEWE	X				
	Strengthen the Gender Units at GBoS and Planning units to ensure the	Gender-disaggregated data available in the various reports	Number of gender-disaggregated reports	1800	MoGCSW/DGEWE	X	X	X	X	X

	integration of gender – disaggregated data in the projects and survey reports									
Collecting and disseminating gender-disaggregated data and indicators	Collect baseline data to populate indicators of the Strategic Plan and Gender Policy	Baseline data on the indicators collected	Availability of data on the indicators	1,500	DGEWE	X				
	Build the capacity of Planners and Gender Focal points to compile and disseminate gender disaggregated data	Gender-disaggregated data compiled and disseminated	Number of gender-disaggregated reports compiled and disseminated	3,000	DGEWE, GBoS	X	X	X	X	X

TOTAL COST DALASIIS 251,425,000

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