



ENHANCING GENDER EQUALITY IN UNDP GAMBIA COUNTRY OFFICE

KEY GENDER FACTS AND FIGURES

Indicator	Females (%)	Males (%)
Gender-split of the Total population	50.40	49.60
Labour Force Participation Rate	50.2	47.9
Representation in the National Assembly	8.6	91.4
Representation in local councils	6.25	93.75
Economically active population in agriculture	78	57
Prevalence Rate of sexual and gender-based violence	46% aged 15-49	

Source: The Gambia Labour Force Survey (GLFS, 2022-2023 & World Population Prospects (2019 Revision)
 National gender Policy 2023-2032, MWCSW
 National Gender Profile of Agriculture and rural livelihoods, FAO 2019
 Demographic Health Survey 2019 2020

THE UNDP-GAMBIA GENDER EQUALITY STRATEGY (2017-2021) AND GENDER ACTION PLAN 2022-2023

The Country Office (CO) has a Gender Equality Strategy (2017-2021) that is well-aligned to the global cooperate strategy and the country's gender equality goals in The National Policy on Gender and Women's Empowerment (2010-2020) and recently crafted a Gender Action Plan 2022-2023. The CO has developed a strategy that realigns the CO existing Gender Strategy and Action plan with current UNDP global Gender Strategy 2022-2025. The CO Realigned Gender Strategy has streamlined accountability for gender equality standards through broad-based gender mainstreaming guidelines for programmes, and has set gender-specific targets for staff. Gender equality outputs and activities are clearly reflected in the CO integrated work plan, procurement plan and budgets as a means to dissolving silos in the implementation and monitoring of the CO programme portfolio

UNDP SENIOR LEADERSHIP WALKS THE TALK ON GENDER EQUALITY

Senior leaders have a set a tone that demonstrates conviction and commitment to equality and equity in their communications to staff and in public stances on Gambia's future. Role-appropriate and trackable gender-specific targets have been set for incorporation into the PMDs of all staff, and to regularly capture UNDP's change story in an integrated manner, while making gender equality results more visible

HOW UNDP ORGANISES INTERNALLY FOR GENDER EQUALITY?

The CO has an active and committed Gender Focal Team, chaired by the Deputy Resident Representative (DRR) who provides hands-on leadership and inspires by example, through a participatory and open management response to strengthening inclusiveness and equality at the workplace, and in programmes. Team work amongst staff is managed through “Friday Learning Sessions” and use of Gender sensitive language monitoring tool in programme meetings and outside formal engagements. The operations team has collaborated with programme staff to include gender considerations in procurement plans and procedures. This has been followed by actions to procure from women owned businesses and consultants

UNDP’s NO-DOOR POLICY BETWEEN STAFF AND SENIOR MANAGEMENT

The CO has adapted the global UNDP policy on prevention of workplace harassment, sexual harassment and abuse to its office environment and all staff have been provided with knowledge on the prevention and reporting measures. There is active cooperation between the Staff Association (SA) and the Senior Management Team (SMT), to creatively respond to employee concerns raised in the Global Staff Satisfaction Survey (GSS). Promotion of different flexible working arrangement options has taken route, including compensatory time off during Ramadhan (Islamic month of fasting), paternity and maternity leave for employees with new-born babies. The Staff kitchen has been renovated and staff find it a suitable place to hold **informal ‘gender chats’** during lunch breaks on personal experiences of parenting, domestic work, dealing with traditional gender norms and biases as well as related real-life concerns, such as management of personal finances.

UNDP INVESTMENTS IN KNOWLEDGE HAVE CHANGED MINDSETS AND ATTITUDES

UNDP has invested in gender trainings and policy dialogues to disrupt the status quo in attitudes and undo non-progressive norms and cultures. Both UNDP staff and partners are now sensitive to gender biases and stereotypes in their in-house communications and interactions with the public. UNDP-supported gender knowledge products and advocacy campaigns have provided staff and partners with platforms to discuss individual experiences of inequality and exclusion. Our strong partnership with the media has disseminated knowledge that brings gender perspectives into public discourses on “hot issues” such as presidential and parliamentary elections, affirmative action in constitutional reforms, the security sector and national reconciliation processes.

UNDP PROGRAMMES ARE LEVELING THE PLAYING FIELD FOR WOMEN AND YOUTH

The transformative vision embedded in the UNDP Country Programme Document (CPD, 2022-2025), is in line with citizen demands for increasing youth presence and women’s leadership in politics, civil services, business, conflict mitigation and peace-building processes. It explicitly talks to spaces and opportunities for exchange visits and dialogues, which will help women and youth build solidarity, and vision themselves as agents of change in the larger story of re-building the Gambia. UNDP has supported the Ministries of Youth, Agriculture and the Ministry of Gender Children and Social Welfare (MGCSW) to collaborate on piloting the “Songhai Model” for employment creation, inclusive green growth and sustainable land use. The project has demonstrated to youth and women the potential of green livelihoods and technologies in enhancing household incomes, and reducing the disproportionate burden women bear of unpaid “care” work in the household, including child care, and provisioning of food, fuel, and water



Women in solar installation

UNDP's programmes have **enabled women make in-roads into Gambia's security sector**. The most recent example is the support given to women in uniformed forces to perform Caravans across the country, as platforms for inspiring other women to join the police and army, while demonstrating the inclusive approach taken on by the new security sector reforms. The Caravans also hold the promise of enabling demobilized soldiers and ex-combatants to reintegrate into their families and communities, and find alternative livelihoods for effective engagement in re-building the Gambia



THE SUSTAINED PARTNERSHIP WITH THE NATIONAL GENDER MACHINERY

Since the early 1990s, the most pertinent partner for UNDP in Gambia's gender equality landscape is the MWCSW. UNDP has significantly invested in institutional strengthening for the Women's Bureau under the Vice President's Office, through capacity building and gender training that are linked to public sector reforms and national priorities. Policy-advice and technical support has been provided towards the visibility of Gambia's gender commitments and achievements at International Platforms, such as the Beijing +20 review, the Annual Commission on the Status of Women (CSW), and the localization of the Africa Gender and Development Index (AGDI), as reporting mechanisms on global gender targets

UNDP PROMOTES EQUALITY AT THE WORKPLACE AND IN THE MARKETPLACE

Through partnership with the Gambia Chamber of Commerce and Industry (GCCCI), UNDP-Gambia is one of the first Country Offices in Africa that have taken lead in adopting the Gender Equality Seal Certification Programme for Private Enterprises across Africa. On 16th and 17th July 2018, the Gender Equality Seal initiative (GES) was launched in the Gambia, under the coordination of GCCCI, The Gambia Investment and Export Promotion Agency (GIEPA), the Women's Bureau under the office of the Vice

President, the Ministry of Trade, Industry, Regional Integration and Employment. We have invested in awareness creation about the benefits of the Gender Seal and private firms have testified that being blind to gender differences at the workplace and in the market place, makes their businesses play into stereotypes that make their products unpopular, while leading to missed opportunities in the market. UNDP continued work with six private firms in the technology, energy, banking and business sectors to conduct organizational diagnosis of their institutions leading to the production of gender gap reports. UNDP will work with the firms to address gaps and ensure full mainstreaming of gender in the life of the organization.



Engagemnts with the Private sector

Additionally UNDP has succeed in partnering with the Univeristy of the Gambia (UTG) to produce teaching modules on the GES to be integrated into the UTG Curriculum.