

## AU Gender Policy Plan of Action –Second Revision

<b>ASSEMBLY</b>							
<b>Goal</b>	<b>Attainment of gender equality and women's empowerment (GEWE)</b>						
<b>Objectives</b>	<b>Activities</b>	<b>Responsibility</b>	<b>Time Frame</b>	<b>Strategy</b>	<b>Indicators</b>	<b>Expected Outcomes</b>	<b>Estimated Budget USD</b>
Provide guidance and ensure accountability from all AU Organs and member states	Review gender achievements by member states  Discuss periodic Chairperson reports on AUC on gender mainstreaming	PRC Executive Council Organs Commission	Jan/July Summits	Technical Presentations in Summits	Gender reports  Key decisions  Gender awareness and prominence in assembly	Increased Accountability and responsibility for GEWE at all levels of AU  Operationalisation of key decisions  Assembly debates on gender	Inbuilt
Include SDGEA achievements in APRM reports by HSG and require AU polices treaties, declarations and decisions to embrace gender mainstreaming	Mainstreaming SDGEA reporting in African Peer Review Mechanism	PRC Executive Council Organs Commission	Jan/July Summits	Gender analysis in APRM	Report on SDGEA and gender as part of APRM  Key decisions on gender and SDGEA  Number of debates	Gender mainstreamed in APRM  r	Inbuilt
Adopt key necessary decisions to create Specialized Technical Committees on Gender to monitor implementation of policies, treaties, decisions	Present Executive Council recommendation on gender to Assembly of Heads of State and Government  Present Gender Impact Assessments to Assembly	Executive Council PRC Commission Other Organs	Jan/July Summits	Technical/Advocacy/analytic presentations during summits	Number of decisions on gender  Number of debates  Gender prominence in assembly	Specialised Technical Committee established  Increased political will Support for gender agenda	Inbuilt

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<b>EXECUTIVE COUNCIL</b>							
<b>Goal</b>	<b>Accountability on gender mainstreaming and women's empowerment from all Organs of AU</b>						
<b>Objectives</b>	<b>Activities</b>	<b>Responsibility</b>	<b>Time Frame</b>	<b>Strategy</b>	<b>Indicators</b>	<b>Expected Outcomes</b>	<b>Estimated Budget USD</b>
Make periodic and timely reports on gender and women's empowerment as well as thematic reports of the PRC	Prepare Assembly reports and background papers Present reports to PRC and Executive Council	AU Commission AU Organs PRC	January/July	Gender analysis and reporting	Quality of Reporting based on institutional reporting format Number of Key decisions	Periodic/regular reporting on gender mainstreaming and on PRC thematic areas	Inbuilt
Evaluate the implementation of GAP in all organs of AU, RECs and member states	Appraise reports Carry out Mid term report reviews Conduct Gender audit	Commission AU Organs PRC AU Organs Commission	July 2011	Surveys Reports Mid year gender audits/reports	No of surveys Periodic and mid term reports Gender audits & analysis	Progress reports on SDGEA Protocol	Inbuilt
Provide guidelines for ensuring accountability and responsibility for gender mainstreaming and women's empowerment (GEWE) from all AU Organs	Draft implementation guidelines Present draft to PRC & Ex. Council for approval Design a training plan	PRC AU Organs AU Commission	On going	Workshops and consultations	Existence of tools, guidelines and other resources manuals A training plan on the use of the guidelines/manuals	Accountability and responsibility for gender mainstreaming and women's empowerment Ownership of tools by commission and at organ level Implementation of training plan	Inbuilt
<b>PERMANENT REPRESENTATIVES COUNCIL (PRC)</b>							
<b>Goal</b>	<b>Gender equality and women's empowerment</b>						
<b>Objectives</b>	<b>Activities</b>	<b>Responsibility</b>	<b>Time Frame</b>	<b>Strategy</b>	<b>Indicators</b>	<b>Expected Outcomes</b>	<b>Estimated Budget USD</b>
Hold commission	Report on SDGEA	PRC	Quarterly	Information sharing	SDGEA and	Assembly decisions on	

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and Organs of the AU RECS accountable for GEWE through regular reports on gender.	Sensitize PRC on gender  Establish a women and gender sub-committee of the PRC  Conduct gender audits	Commission Organs		through SDGGEA reports,Regular GAP reports,Gender Audits	Gender reports	SDGGEA Declaration Increased political will	Inbuilt
Review Annual reports from the Chairperson on gender mainstreaming in Directorates as well as progress reports	Preparation of chairperson report Preparation of Directorates reports Preparation of Organs and RECs reports	PRC Commission Organs	Annually for January Summit	Information sharing through various reports from: Commission Organs RECs	Existence of report from Chairperson Directorates Organs RECs	Progress reports Implementation of GEWE	INBUILT
<b>BUREAU OF THE CHAIRPERSONS</b>							
<b>Goal</b>	<b>Gender equality and women's empowerment</b>						
<b>Objectives</b>	<b>Activities</b>	<b>Responsibility</b>	<b>Time Frame</b>	<b>Strategy</b>	<b>Indicators</b>	<b>Expected Outcomes</b>	<b>Estimated Budget USD</b>
Provide overall proactive leadership for gender mainstreaming and women's empowerment in the AUC	Make official statements to commemorate Gender advancement e.g. IWD, Pan African Women's Day etc  Mainstream gender in all CP Speeches, presentations and announcements	Chairperson of the Bureau	On-going	Public pronouncements such as  Official memos	Frequency of public pronouncements  Gender specific text-References r	Gender sensitivity of the Chairperson's speeches, statements and pronouncements	Inbuilt
Popularise gender mainstreaming and women's empowerment as central to transformation agenda of the AU	Participate in WGDD Key activities  Make official gender sensitive statements  Enforce gender mainstreaming in the assembly and commission	Chairpersons	On-going	Public pronouncements such as  Official memos	Frequency of public pronouncements  Gender specific text-References  Gender s Directives-Circulars	Gender sensitivity of the Chairperson's speeches, statements and pronouncements	Inbuilt

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	Make the Commission's institutional transformation agenda gender responsive						
Ensure that gender is mainstreamed in all AU mandates policies, strategies, plans, programmes and activities including in its AUC, its programs such as NEPAD, APRM and RECs	<p>Give a directive that all AUC Directorates and programs (NEPAD/APRM) submit progress report on implementation of gender mainstreaming</p> <p>Effect sanctions for non-compliance to directives.</p>	<p>Chairperson</p> <p>Bureau of Chairperson</p>	On-going	Official directives Memos,circulars Reports on Gender	Reports received from AU directorates and Organs	No of AU directorates and Organs complying	200,000
Require that AU Communication strategy and materials are gender responsive	<p>Issue Communiqués and press releases that contain gender perspectives</p> <p>Cover and publicize Chairpersons appearance in gender related and women commemorations/functions</p> <p>Use gender sensitive language in the AU media materials such as Newsletter</p>	<p>Bureau of Chairperson through various media</p> <p>Bureau of the Chairperson</p> <p>AU Press and publicity section</p> <p>Communication department</p>	On-going	<p>Gender sensitive Media coverage on issues</p> <p>Website reporting of gender activities, WGDD, Gender Pre-summits etc</p>	<p>Evidence of capacity for gender sensitive media reporting</p> <p>Availability of an interactive website</p>	<p>Available media reports</p> <p>Easy access to an interactive website</p>	Inbuilt
Ensure that all budgets of the AUC and other organs of the AU provide for gender budgets	<p>Introduce gender budgeting at directorate level</p> <p>Support WGDD internal Capacity building on Gender Budgeting</p>	Bureau of the Chairperson Budgets section Directorates	From 2009	Capacity building /workshop on Gender budgeting.	Existence of Gender Budgets	Directorates Gender Budgets	1,500.000
Establish adequate mechanisms to support and monitor progress made in advancing Gender equality and Women's Empowerment	<p>Set up mechanisms to monitor implementation of gender commitments at AUC, e.g. AUD/RECFP, GTF, GMS, GFP, FGC</p> <p>Reform mechanisms to reflect Gender Policy recommendations</p>	Bureau of the Chairperson	From 2009	<p>Development of TORs for Mechanisms</p> <p>Institutional arrangements and agreements</p> <p>Development of mechanisms to</p>	<p>Functional monitoring f mechanisms</p> <p>Functional gender mechanism</p>	<p>Utilisation of the monitoring mechanisms</p> <p>Utilisation of the gender mechanism</p>	200,000

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				reflect gender perspectives. Launching mechanisms			
<b>Commitment 1: Capacity Building for gender mainstreaming within the AU.</b>							
<b>Goal</b>	To build and strengthen capabilities of staff and decision makers for gender mainstreaming and women empowerment in the AU, its Organ ,the RECs Members States and NEPAD						
<b>Objective</b>	<b>Activities</b>	<b>Strategy</b>	<b>Expected outcome</b>	<b>Indicators</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Estimated Budget in US\$</b>
Sensitization of AU stakeholders to gender and women's issues in policy development, strategies, programmes and activities	Conduct gender sensitization workshops and seminars for all AU organs and RECs	Workshops and seminars	AU stakeholders sensitive to gender and women issues	Number of workshops and seminars and number of people attending ( gender disaggregated)	WGDD AUWC AWGFF GFP	ongoing	250,000
Development of sector specific gender training tools	Develop sector specific training tools and guidelines for gender mainstreaming	Multi-sectoral consultations	Gender mainstreaming tools and guidelines to guide policy making in Africa.	Availability and use of sector specific tools	WGDD AUWC AWGFF GFP	2008/2009	100,000
Creation of a mechanism for gender policy analysis at all AU levels and that of the RECs in mainstreaming gender and women's empowerment	Create a mechanism for gender mainstreaming and policy analysis  Train focal points and gender analysts	Consultation with gender experts  Training workshops and seminars	A mechanism for gender mainstreaming including a team of gender policy analysts	Report of policy analyses  Existence of mechanisms	WGDD AUWC AWGFF GFP	2009	150,000
Establishment and institutionalization of four sector-specific gender mainstreaming	Design and undertake sector specific gender training & courses	Use a multi-disciplinary approach to develop 4 sector specific courses	Four collaborative sector specific gender mainstreaming courses	Sector specific courses done  Established mechanisms	WGDD, DPA, DPS, experts in governance and African training institutions.	2009	200,000

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courses in peace and security, rural economy and agriculture, trade and industry, and politics and governance in Africa				Sectoral reports			
Creation of capacity for rationalization and harmonization for gender mainstreaming and women's empowerment	Provide technical support and advice to AUC departments, RECs & other AU organs	Through periodic participation in policy reviews ,policy briefs production or identifying and seconding gender experts on specific thematic processes	Capacity for rationalization and harmonization for gender mainstreaming and women's empowerment.	Frequency of policy reviews No of departments mainstreaming gender in programmes	WGDD and gender experts/focal points	July 2009	
Creation of capacity for lobbying and advocacy for the popularization and domestication of AU instruments	Establish an E-library on gender and women issues		Capacity for advocacy and lobbying for the popularization and domestication of AU instruments on gender and women rights.	2008 and ongoing	WGDD	July 2009	200,000

### *Commitment 2: Gender Mainstreaming and Capacity Building for the WGDD*

<b>Goal</b>								
<b>Gender Mainstreaming and Capacity Building for the WGDD</b>								
<b>Objective</b>	<b>Activities</b>	<b>Strategy</b>	<b>Expected outcome</b>	<b>Indicators</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Estimated Budget in US\$</b>	
To strengthen the leadership capacity of WGDD to manage gender mainstreaming as stipulated by the Maputo decision	Organize training workshops for members of staff	Training Workshops	Enhanced capacity for gender mainstreaming in their respective areas of responsibility.	Efficiency in the WGDD leadership Job satisfaction of subordinates	WGDD AUGTF GMSAU Focal points	2008 and ongoing	100,000	
To promote effective interaction and engagement of WGDD with AU organs ,RECs & other structures								

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To provide an institutional mechanism that will strengthen and coordinate AU initiatives on gender mainstreaming via the creation of a Gender Technical Implementation Committee	Develop and use the mechanism	Consultative process with experts and stakeholders	Institutional mechanism provided	Mechanism availability and extent of its use	WGDD AUWC AU Gender Focal points	2008 and ongoing	200,000
	Specialized training for members of staff		Skills development on mainstreaming gender in sectoral strategic planning, policy analysis, advocacy and gender budgeting.	Courses held Participants lists	Relevant training institutions and WGDD/AU GTF GFP AUWC	July 2009	200,000
	Institutionalize the Gender Focal Points as the gender Technical Implementation Committee within the AU		Provision of guidelines and technical support to the GTIC on gender mainstreaming and will ensure that the activities of GTIC are well coordinated.	Existence of Active Focal Points Joint activities held	GTIC, GFPs and WGDD	July 2009	100,000
	Conduct study visits and Exchange Programme		To facilitate sharing of and improving gender mainstreaming skills and experiences	Number of study visits List of participants Reports	International & regional organizations with well established gender directories /units	July 2009	100,000
	Policy Analysis and Research		Enable WGDD to create a knowledge base for gender mainstreaming & women employment to support policy and programme development process within the AU	Research findings	WGDD AUWC AUGFF GFP	July 2009	150,000

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<i>Commitment 3: Mobilization of different players for gender equality in Africa</i>							
Goal	Mobilization of different players for gender equality in Africa						
Objectives	Activities	Strategy	Expected outcome	Indicators	Responsibility	Timeframe	Estimated Budget in US\$
Creation of conducive policy environments for stakeholders to address gender equality perspectives	Implement advocacy and awareness campaigns	Awareness campaigns	Conducive environments for addressing gender equality issues	Gender equality issues being addresses at all levels	WGDD, member states and RECs	208-2011	
	Establish a High Level Gender Advisory Group to serve as <b>think tank</b> on gender and African women's empowerment matters	Member states and RECs submit names of people with proven track records, experience and expertise on gender issues for selection	A High Level Gender Advisory Group (HLGAG)	AU Organs able to get advice on gender issues from the HLGAG	WGDD, member states and RECs	By 2010	100,000
	Revitalize a proactive African Women's Movement or Network including PAWO	Carry out a search for existing Movements or Networks or establish new ones	Dormant or inactive African women's Networks or Movements revitalized. New ones established	Proliferation of African Women's Networks or Movements	WGDD, RECs, Member states, civil society organizations	By 2015	250,000
	Use ECOSOC platforms for Civil Society and women's organizations as well as other interest groups to solicit for location specific ideas for achieving gender equality	Sub-regional consultations at all levels including grassroots levels	Platforms for civil society and women's group for information and sharing of ideas	Ideas for achieving gender equality	WGDD, DSA, RECs and CSOs	By the January 2009 AU Summit	100,000
	Develop a communication strategy for the popularization of the AU Human rights instruments	Workshops with human rights and media groups. Translation of the instruments into the languages of member states	Understanding of the AU human rights instruments	Human rights instruments understood and used	WGDD, AU Legal department	July 2009	50,000

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<b>Commitment 4: Rationalization, collaboration and harmonization of RECs. Gender Policies and programmes</b>							
<b>Goal</b>		<b>To create consensus on key gender and women’s issues, policies and strategies for the attainment of gender equality and women empowerment in Africa.</b>					
<b>Objective</b>	<b>Activities</b>	<b>Strategy</b>	<b>Expected outcome</b>	<b>Indicators</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Estimated Budget in US&amp;</b>
Devolve major responsibilities for gender mainstreaming and women’s empowerment to the RECs	Develop mechanisms for integration and harmonization of GEWE amongst the RECs	WGDD RECs	2009	Workshops Action research	Level of GEWE within the RECs and in the member states	RECs largely responsible for GEWE in their regions	200,000

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To mainstream gender in to the AU broad strategy for harmonization and integration.	Build capacity for gender mainstreaming and women's empowerment in the departments responsible for harmonization and integration	WGDD and the RECs	2008/2009	Consultative process Training	Harmonized gender sensitive policies and strategies	Issues on Gender empowerment reflect in the AU broad Harmonization and rationalization strategies, programmes and processes	200,000
	Produce a briefing note on gender, harmonization and integration in Africa.	WGDD	2008	Research Consultation	Availability of briefing note at member states, AU and RECs levels	Briefing note on gender harmonization and integration in Africa produced	
	Advocate and lobby for the equitable participation of women at decision-making levels.	WGDD, AU Organs, RECs	By 2010	Campaigns	Evidence of equity in decision making processes at all levels of society	Appreciation of the importance gender equity in decision making	
	Produce status report on gender harmonization and integration in Africa	WGDD	2008	Survey and situation analysis	Issues of gender empowerment visible in AU harmonization and rationalization strategies	Status report produced and disseminated	

<b>Commitment 5: Resource mobilization</b>							
<b>Goal</b>	<b>Attainment of adequate resources for gender mainstreaming and women's empowerment</b>						
<b>Objectives</b>	<b>Activities</b>	<b>Strategy</b>	<b>Expected outcomes</b>	<b>Indicators</b>	<b>Responsibility</b>	<b>Timeframe</b>	<b>Estimated Budget in US\$</b>
Short term	-. Hold 1 Partners round table	-Meetings -roundtables	- Resources for 2008-2009	Meetings held Commitments secured	Director WGDD	July-Dec, 2008	500,000

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	- Have bilateral consultation		activities				
Medium term	- Bilateral and multilateral support - Launching of the Trust Fund	-Gender budgeting wit AU Directorates	Resources for implementation of GAP GM funded fully African Women Trust Fund	Gender budgets in Directorates Additional resources for GM	Director WGDD, staff and Chairperson	July 2009-r 2012	20 million
Long term	- Launching of the AWTF - .Partners contribution to Trust Fund  - Aggressive resource mobilization for Fund  Bilateral and multilateral AU Partnerships contribution	Advocacy with Member States		Launching of the AWTF Commitments? Operationalization of FWD? Disbursements for GM interventions	AU Chairperson WGDD De? Partners Member States	2012 & beyond	
<b>DIRECTORATE OF ECONOMIC AFFAIRS (DEA)</b>							
<b>Goal</b>	<b>Mainstream GEWE in Economic Affairs</b>						
<b>Objectives</b>	<b>Activities</b>	<b>Responsibility</b>	<b>Time Frame</b>	<b>Strategy</b>	<b>Indicators</b>	<b>Expected Outcomes</b>	<b>Estimated Budget USD</b>

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Popularization of the AU Plan of Action on Employment and Poverty Alleviation in Africa, and similar future instruments,	Operationalize the Africa Women Trust Fund as a funding opportunity for women empowerment and to advance gender equality to fight poverty	EAD – WGDD Social Affairs	2009	Study/ workshop	Study, workshop and evaluation report	African Women Trust Fund is established and operationalized	2,000.000
	Devise mechanisms for the establishment of an Africa Women Bank	EAD - WGDD	2014	Study		Establishment of Africa Women Bank	2,000.000
	Encourage Entrepreneurship among the disadvantaged and rural poor women and girls as a requirement for pro-poor agenda in Africa.	EAD	2009	Seminar and Workshop	Number of women with decent employment (To increase 50% every year)		2,000.000
	Implement innovative approaches to increase women's access to decent employment, to income generating activities, entrepreneurship, real business opportunities, and to productive resources and markets at all levels	EAD – Social Affairs - WGDD	2010	Study, Seminar, Workshop,	Number of seminar, workshop and advocacy Evidence of poverty reduction		2,000.000
Provide conducive economic environments for equity in access to income resources and social services	Work on socio economic growth initiatives for women enterprises. Establish learning centres for entrepreneurship skills development using internet services	EAD - WGDD	2010	Workshop, Seminar	Evaluation report of the establishment of the center Number of women trained on entrepreneurship Rate of poverty reduction	Women enterprises are increase Africa learning context for women entrepreneurship is establish	800,000
Operationalization of the AW Trust Fund  Review AWTF with view of establishing an African Women's Bank	Conduct AU/ADB feasibility study on African Women Trust Fund  Present report to AUC/PRC/Ex. Council Launch African Women Trust Fund	EAD - WGDD	In January 2009  July 2009	Action research	Results of research and ideas on the operation of the Trust Fund	Study report launch of Trust Fund Operational Trust Fund	50,000

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Creation of an African Women's Bank	Conduct a study on creation of an African Women's Bank		By 2012	Study		AWTF report on the study on establishment of the Bank	50,000
	Conduct a study on creation of an African Women's Bank						
	Setup an advocacy and pressure group/ voice on the continent to improve women's access to finance	EAD -WDGG	2009 – 2011	Studies Develop Programmes Workshop Seminar	Number of seminar and workshops		
Ensure acknowledgement women's contribution to Africa's economic growth	Disaggregate statistics on gender and age lines  Develop appropriate tools for gender analysis in economic polices including women's unpaid	EAD – WGDD and Social Affair  EAD	2009 – 2014  2009	Workshops, seminar, training, survey  Study/workshop	Valuation of women's contrition to Africa's economy	Acknowledgement of women's contribution to Africa's economic growth including women's unpaid work	500,000
Creation of partnership with the private sector, financial institutions (African Banking Systems) and other good practice models such as Grameen Banking Systems facilitate Micro Credit	Initiate gender private sector forums for the exchange of best practices	EAD/ WGDD/Trade and industry	2009 - 2014	Research and consultative processes	Details of establishments with whom partnerships created	Partnerships created  Women Entrepreneurs as exchange their experiences	500,000

### DIRECTORATE OF POLITICAL AFFAIRS (DPA)

Goal	Mainstreaming gender in political affairs						
Objectives	Activities	Responsibility	Time Frame	Strategy	Indicators	Expected Outcomes	Estimated Budget USD
To build the capacity of the DPA and its related institutions to mainstream gender in their policies, strategies, processes and programmes	Gender sensitization for policy makers, including the Commissioner, Director, ACHPR Commissioners, PAP representatives and PRC Committee on Refugees and Displaced Persons, heads of observer missions and regional offices.	WGDD & DPA		Workshops and seminars	Demonstrated gender sensitivity amongst the policy makers	Better understanding of gender and women's empowerment in relation to politics and governance in Africa	10 000

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	Train heads of divisions, units, sitting consultants, allied institutions on gender mainstreaming and women's empowerment in policies, strategies, programmes and process	WGDD & DPA		Targeted specialized training courses	. Numbers, gender an designations of people exposed to the training	Gender analysis skills acquired by head of divisions, units, and allied institutions missions and consultants  Gender responsive policies, programmes and processes.	75 000
Promote good governance and gender equity	Conduct civic education and gender sensitization for electorates, Legislature, Judiciary and Executive  Raise awareness on the importance of good governance  Inculcate appreciation for gender equity and democracy in governance	WGDD DPA DPS ECA AU organs Member states	July 2009 to Dec 2017	Training, workshops and campaigns  Advocacy & lobbying for appointments  Policy interventions e.g. Affirmative action  Provision of support to potential women leaders Profiting women leaders	Existence Affirmative action policies  List of appointed women  Number of women in decision making in: Legislature Executive and judiciary	Gender equity and good governance	
	Development of tailor made gender mainstreaming tools and guidelines for politics and governance: <ul style="list-style-type: none"> <li>gender analysis of politics and governance policies</li> <li>gender electoral processes</li> <li>gender, human rights and humanitarian law</li> <li>gender and governance</li> <li>gender peace operations</li> </ul>	W GDD & DPA		Consultative process involving experts on gender mainstreaming, human rights, peace and governance	<ul style="list-style-type: none"> <li>Evidence of gender mainstreaming tools and guidelines.</li> <li>Number and gender of people using the training tools</li> </ul>	<ul style="list-style-type: none"> <li>Tools developed and disseminated</li> <li>Tools used for training</li> <li>Regular up dates of the tools</li> <li>Availability of training manuals</li> </ul>	250 000

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	Design and undertake a special course on gender, politics and governance	DPA & WGD		Multi disciplinary team of course designers workshop  Publication of best practice interns of gender mainstreaming for information sharing	<ul style="list-style-type: none"> <li>Existence of a special course</li> <li>Number of people who have undertaken the course</li> </ul>	<ul style="list-style-type: none"> <li>Course curriculum developed</li> <li>Partner identified</li> <li>Course undertaken</li> <li>Regular updates of tools</li> </ul>	225 000
	Solicit and provide support for gender mainstreaming in politics, governance and electoral processes, policies and programmes. The WGDD collaborates with DPA to identify gender issues in politics, governance and electoral processes and works with the PDA to address these issues	DPA & WGDD		Research	Evident impact of the implementation of the policies	Gender responsive political and governance policies, processes and programmes  Strengthened collaboration between WGDD & DPA	50 000
To advocate for and build capacity for the incorporation of relevant norms and standards of the Protocol and SDGEA into all political processes and governance in Africa	Undertake a study on the impact of women's participation in politics on governance and development.  Follow up and review of the implementation of 50/50 gender parity declaration of member states.	PDA & WGDD		Survey research  Questionnaires and evaluation missions	Report available  Increased implementation of the solemn declaration	Study report with recommendations on women's political participation in governance and development	75 000
	Based on the findings of the above study, design and implement a training and advocacy programmes for women in politics and governance	DPA & WGDD		<ul style="list-style-type: none"> <li>Workshops</li> <li>Training</li> <li>Campaigns</li> </ul>	Numbers of women participating in politics and governance in Africa	<ul style="list-style-type: none"> <li>Training and advocacy programmes for women in governance</li> <li>Increased participation of women in politics and governance in Africa</li> </ul>	250 000

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To ensure responsibility and accountability for gender mainstreaming and women's empowerment in DPA	Review departmental, divisions and units' mandates, policies, programmes to ensure gender mainstreaming and women's empowerment in politics and governance.	DP & WGDD		Analysis of mandates, policies and programmes  Gender audit of the divisional mandate and programmes	Evidence of gender equality/equity in departments  More gender sensitive mandates policies and programs	Gender responsive departmental, and units' mandates, policies, programmes and processes	25 000
	Commissioner of DPA issues directive all division units and other institutions to mainstream gender in all their work	DPA Commissioner		<ul style="list-style-type: none"> <li>Meetings</li> <li>memos</li> </ul>	Level of gender mainstreaming	Directive to all divisions, units and staff to mainstream gender	0
	Appoint a Gender Focal Point for DPA	DPA Commissioner		Democratic and gender sensitive selection process	Gender disaggregated data on gender focal points	GFP appointed	0
	Review job descriptions to reflect gender mainstreaming as a core function for all members of staff	DPA, AHRD & WGDD		Director to nominate a gender focal point for DPA.  Directorate to dedicate resources to strengthen gender skills for focal points	Focal point person fully mandated to mainstream gender	Gender Responsive job descriptions	0
To track progress made on the implementation of the GMSP and to generate information for decision-making.	Using the Protocol, SDGEA and the gender audit, develop benchmarks and performance indicators for monitoring and evaluating GMWE in politics and governance processes in the AU	DPA & WGDD		Monitoring and evaluation tools	<ul style="list-style-type: none"> <li>Benchmark s &amp; indicator available</li> <li>Evaluation reports</li> </ul>	Benchmarks and indicators developed and used for monitoring and evaluation progress on gender mainstreaming and women's empowerment in political and governance processes in AU	75 000

### OFFICE OF THE LEGAL COUNSEL

<b>Goal</b>	To mainstream gender in all legal, regulatory and procedural instruments of the AU						
<b>Objectives</b>	<b>Activities</b>	<b>Responsibility</b>	<b>Time Frame</b>	<b>Strategy</b>	<b>Indicators</b> (	<b>Expected Outcomes</b>	<b>Estimated Budget USD (How Much)</b>

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To build the capacity of the Legal Counsel and its related institutions to mainstream gender in AU legal instruments by 2010	Conduct gender sensitization sessions for legal officers, legal counsels and judges of the African court on human and people's rights drawing attention to women's rights and freedoms	WGDD & Legal Counsel	July 2009 Dec 2010	Workshops	Evidence of gender sensitivity in AU legal instruments.	<ul style="list-style-type: none"> <li>Better understanding of gender and women's empowerment in relation to legal, instruments and processes of the AU</li> </ul>	50 000
	To train heads of divisions, units, sitting consultants, allied institutions on GMWE	WGDD & Legal Counsel	July 2009 Dec 2010	Training courses Use of legal, regulatory and procedural instruments	<ul style="list-style-type: none"> <li>Extent of the use of the gender analysis skills</li> <li>Extent to which gender sensitive instruments are used</li> <li>Evidence of gender sensitivity of instruments</li> </ul>	<ul style="list-style-type: none"> <li>Gender analysis skills acquired by head of divisions, units, and allied institutions and consultants</li> <li>Gender responsive legal, regulatory and procedural instruments of the AU</li> </ul>	75 000
	Develop tailor made gender mainstreaming tools and guidelines for OLC  Gender analysis of all legal instruments	WGDD & Legal Counsel	July 2009 Dec 2010	Workshops for gender and legal experts and officers	<p>Evidence of tools developed</p> <p>Report of recipients</p> <p>Report of where tools used</p>	<p>Tools developed and disseminated</p> <p>Tools used for training and gender analysis</p>	250 000
To advocate for and build capacity for the adoption (domestication) and incorporation of relevant norms and standards of the Protocol and SDGEA into all legal instruments of the AU	Undertake a study on the extent of domestication of AU legal instruments for the attainment of GEWE in AU member states	Legal Counsel & WGDD	July 2009 Dec 2010	Survey and situation analysis	<p>Extent of the utilization of norms and standards for GEWE report</p> <p>Samples indicating domestication of instruments</p>	<p>report on the extent of domestication of AU instruments for gender equality and women's empowerment recommendations based on the study</p>	75 000

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	From the above findings, design and implement an advocacy programmes in partnership with the RECs, CSOs and others for the domestication of AU instruments GEWE for relevant national institutions CSOs.	Legal Counsel, DPA &	July 2011 Dec 2012	Multi-stakeholder and multidisciplinary consultative process	Reports on domestication and implementation	Advocacy programmes for domestication of AU instruments developed and implemented  Enhanced domestication of AU instruments	150 000
	Establish the ratification status of AU legal instruments on gender equality	Legal counsel	July 2011 Dec 2012	Situation analysis of the ratification status of treaties by member states	Number of ratifications	increase in the number of countries ratifying treaties on women's rights	
	Review legal instruments of the AU to ensure GMWE in all AU legal instruments	Legal Counsel & WGDD	July 2011 Dec 2012	Review and analysis	Record of legal instruments	Gender responsive legal instruments of the AU	100 000
To ensure responsibility and accountability for GMWE in office of the Legal Counsel	Implement Directive from Chairperson of AUC on gender mainstreaming and women's rights in all AU legal instruments.	AUC Chairperson AHRD	July 2013 onwards	Memos  Meetings on gender mainstreaming  Circulars and notices	Gender sensitive legal instrument available and used	Responsibility and accountability for GEWE in Legal Counsel	0
	Appoint a Gender Focal Point for Legal Counsel  Train the Gender Focal Point	Legal Counsel	July 2013 onwards	Democratic and gender sensitive selection process	GFP displaying gender sensitivity. Evidence of the gender sensitivity of the selection process	GFP appointed	0
	Review job descriptions to reflect gender mainstreaming as a core function for all members of staff	Legal Counsel, AHRD & WGDD	July 2013 onwards	Open process of review	Gender neutrality of job descriptions	Gender Responsive job descriptions	0
To track progress made on gender mainstreaming in legal counsel's work and all AU legal instruments and to generate information for decision-making.	Using the Protocol, SDGEA and the gender audit, develop benchmarks and performance indicators for monitoring and evaluating gender mainstreaming in all legal instruments of the AU	Legal Counsel & WGDD	On going	Monitoring and evaluation tools used	Benchmark s & indicator available  Evaluation reports	Benchmarks and indicators developed and used for monitoring and evaluating progress on gender mainstreaming in AU legal instruments.	75 000

**DIRECTORATE OF SOCIAL AFFAIRS (DSA)**

## AU Gender Policy Plan of Action –Second Revision

Goal: Mainstreaming gender and women's empowerment in all Social Affairs operations							
Objectives	Activities	Responsibility	Time Frame	Strategy	Indicators	Expected Outcomes	Estimated Budget USD
To strengthen the capacity of DSA for gender mainstreaming in all plans, strategies and policies	Build the capacity of the DSA and its related institutions to mainstream gender in their policies strategies processes and programmes	WGDD & DTI DSA Gender experts GFP	2008	Workshops retreats training courses	Level of gender sensitivity in DSA operations	Better understanding of gender and women's empowerment in relation to social issues in Africa	200,000
	Train heads of division, units sitting consultants, institutions and committees on gender mainstreaming in policies, strategies, programmes and activities of DSA	Gender experts WGDD DSA DTI GFP	2008	Targeted training	Extent and regularity of training and application of gender analysis in DSA operations	<ul style="list-style-type: none"> <li>Gender analysis skills acquired by head of divisions, institutions, committees and consultants</li> <li>Gender responsive policies programmes, processes and activities</li> </ul>	100,000

## AU Gender Policy Plan of Action –Second Revision

	<p>Develop o gender ministering tools and guidelines for::</p> <ul style="list-style-type: none"> <li>• health and nutrition policies</li> <li>• HIV/AIDS policies and programmes</li> <li>• Labor and employment</li> <li>• Social policy</li> </ul>	<p>Gender experts WGDD DTI GFP</p>		<p>Record of the recipients of the tools M&amp;E &amp; reporting developed</p> <p>Develop an MKE and reporting mechanisms</p>		<p>Tools developed and disseminated, and used for training</p>	
	<p>Provide technical support for gender mainstreaming in all areas of the department</p>	<p>Gender experts WGDD DSA DTI GFP</p>	<p>2008-2011</p>	<p>Number of joint ventures by the departments</p> <p>Consultation and collaboration</p>		<p>Gender responsive social processes Strengthened collaboration between WGDD &amp; DSA</p>	
<p>To advocate for and build capacity for the incorporation of relevant norms and standards of the protocol and SDGEA into all social issues</p>	<p>Undertake a study on gender and migration</p>	<p>Gender experts DSA WGDD DTI GFP</p>	<p>2008</p>	<p>Social survey and situation analysis</p>	<p>Report of survey done distributed</p> <p>Gender sensitive migration policies available and being used</p>	<p>Study report with recommendations on the impart of migration on gender relations for incorporation into the policy on migration</p>	<p>75,000</p>

## AU Gender Policy Plan of Action –Second Revision

	Based on the findings of the above study design and implant an advocacy programmes for integrating	Gender experts WGDD DTI GFP	2009-2011	Workshop seminar & campaigns	Regularity and consistence of advocacy  Extent of implementation of gender sensitive migration policies in Africa	Advocacy programmes on gender and migration  Increased gender sensitivity in migration policy processes in Africa	100,000
To ensure responsibility and accountability for gender mainstreaming and women's empowerment in DSA	Review of departmental divisions and units mandates, policies, programmes to ensure gender mainstreaming	DSA, Gender experts WGDD DTI GFP	2008	Reviews and analysis	Evidence and extent of gender responsiveness	Gender responsive departmental, division and unit mandates polices programmes and processes	25,000
	Directive from the DSA Commissioner on GMWE to divisions, units and other institutions	DSA Commissioner	2008	Memos Meetings Focused discussions	Evidence of gender sensitivity at all levels	Directive to all divisions, units and staff to mainstream gender	
	Appoint a Gender focal point for DSA	Gender experts WGDD DTI GFP	2008	Democratic and gender sensitive selection process	Proven track record of gender sensitivity in previous engagement	GFP appointed	

## AU Gender Policy Plan of Action –Second Revision

To track progress made on gender mainstreaming in DSA policies strategies programmes and activities and to generate information for decision making.	Using the protocol and SDGEA and other relevant instruments and the gender audit ,develop benchmarks and performance indicators for monitoring and evaluating GMWE in social issues	Gender experts DSA WGDD DTI GFP	2009	Gender audit using protocol and SDGEA	Benchmarks and indicators available and Report on M&E	Benchmarks and indicators developed and used for monitoring and evolution progress on gender mainstreaming and women's empowerment in social processes.	75,000
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## AU Gender Policy Plan of Action –Second Revision

<b>DIRECTORATE OF PEACE AND SECURITY (DPS)</b>							
<b>Goal</b>	<b>Gender mainstreaming and women's empowerment in peace and security</b>						
<b>Objectives</b>	<b>Activities</b>	<b>Responsibility</b>	<b>Time Frame</b>	<b>Strategy</b>	<b>Indicators</b>	<b>Expected Outcomes</b>	<b>Estimated Budget USD</b>
To build the capacity of the DPS and its related institutions to mainstream gender in its policies, strategies, processes and programmes	Gender sensitization for policy makers, including the Commissioner, Director, PSC and the Panel of the Wise	WGDD DPS	2008	Workshops and seminars	Demonstrated gender sensitivity amongst the policy makers	Better understanding of gender and women's empowerment in relation to peace and security in Africa	10,000
	Train heads of divisions, units, sitting consultants, heads of missions and peace keeping operations on gender mainstreaming in policies, strategies, programmes and operations	Tailor-made training courses		Number and gender of persons trained	Tools available and used to analyze operations of DPS	Gender analytical skills acquired by head of divisions, missions and consultants  Gender responsive policies, programmes, processes and operations	75,000

## AU Gender Policy Plan of Action –Second Revision

	<p>Develop tailor made gender mainstreaming tools and guidelines for peace and security:</p> <p>Gender policy analysis Gender &amp; PCRD, Gender, human rights and humanitarian assistance Gender, defense and security Gender and peace operations</p>	WGDD and DPS	2008	Multidisciplinary team of gender experts used to develop the tools	Availability and extent of utilization of sector specific tool	Tools developed, disseminated and use for training and policy analysis and development	250,000
Operationalize implementation of Article 2 of SDGEA on UN Resolution 1325	<p>Carry out sensitization on article 2 of SDGEA on UN Resolution 1325</p> <ul style="list-style-type: none"> <li>- Build capacity of Peace Keepers</li> <li>- Develop manual of peace keepers</li> </ul>	WGDD PSC DPS	July 2009 – July 2010	<p>Workshops, Seminars, Mission</p> <p>Identification of gaps in Article 2</p>	<p>Workshops held List of Participants Workshops reports</p> <p>Gender Audits</p> <p>Compendium of gender intervention</p> <p>Analysis reports</p>	<p>PSC Understanding of Articles 2,3,4 of SDGEA</p> <p>PSC Commitment to implement UN Ros 1B25</p>	100,000
Operationalization of implementation Article 3 of SDGEA on child soldiers	<p>Carry out sensitization on article 3 of SDGEA on Child Soldiers</p> <p>Sensitize policy makers on child soldiers</p>	WGDD PSC DPS	July 2010 – July 2011	<p>Identification of gender gaps in articles 3</p> <p>Workshops</p> <p>Seminars</p> <p>Mission</p>	<p>Workshops held List of Participants Workshop reports</p> <p>Gender Audits</p> <p>Compendium of gender intervention</p> <p>Analysis reports</p>		

## AU Gender Policy Plan of Action –Second Revision

Operationalize implementation of Article 4 of SDGEA on combating violence against women in conflict situations	Carry out sensitization workshop article 4 of SDGEA on Violence Against Women  Build capacity of Peace Keepers on elimination violence against women	WGDD  PSC  DPS	July 2011 – July 2012	Implement Gender specific intervention under article 2,3,4, of SDGEA	Workshops held List of Participants Workshops reports  Gender Audits  Compendium of gender intervention  Analysis reports		
Implement Article 2, 3 & 4 of SDGEA on UN Resolution 1325	Implement 2,3,4 of SDGEA  Monitor & report on implementation		July 2009 – July 2012	Gender Analysis of Article 2,3,4	- Closed gender gaps	Implemented gender interventions  Advancement on Gender equality	5,000.000

## AU Gender Policy Plan of Action –Second Revision

<b>DIRECTORATE OF TRADE AND INDUSTRY (DTI)</b>							
<b>Goal : Gender mainstreaming and women's empowerment in trade and industry</b>							
<b>Objectives</b>	<b>Activities</b>	<b>Responsibility</b>	<b>Time Frame</b>	<b>Strategy</b>	<b>Indicators</b>	<b>Expected Outcomes</b>	<b>Estimated Budget USD ++</b>
To Build on Commitments of Governments and address gender issues in regional and international trade policy and agenda	RECS and Member states incorporate National women business organizations grouping and in trade negotiations	DTI & WGDD	Ongoing	Workshops and seminars	Number of workshops at seminars conducted Women represented in trade negotiations	Gender sensitive trade agreements	50,000
Create a continent wide platform for women producers/Traders so as to promote and facilitate regional and continent-wide production and marketing linkages	Conduct accessible annual conferences for women traders for Africa	DT & WGDD Women producers and traders	Annually from 2009	Annual Conferences	Conferences held annually. Conference reports available	Reports and Recommendations from the conference on how to improve the trade and the business environment for women in Africa. This report and the recommendation to be presented to the council of ministers of trade	100,000
Ensure that GEWE issues are adequately addressed in all trade issues/agendas	Analyze trade issues and agendas for gender sensitivity  Conduct Gender sensitization workshops and seminars for all trade divisions in AUC, RECs, member states	DT & WGDD, RECS MS	Annually	Workshops and seminars	Gender issues clearly articulated in trade issues. Women forming part of the decision-making process in trade and industry issues	Gender considerations included in policies at AUC and RECS levels and practices at member state levels	100,000

## AU Gender Policy Plan of Action –Second Revision

<b>INFRASTRUCTURE, ENERGY AND ICT (IE&amp;I)</b>							
<b>Goal</b>	<b>To address issues of GEWE in infrastructure, energy and ICT</b>						
<b>Objectives</b>	<b>Activities</b>	<b>Responsibility</b>	<b>Time Frame</b>	<b>Strategy</b>	<b>Indicators</b>	<b>Expected Outcomes</b>	<b>Estimated Budget USD</b>
Build capacity of IE&I to mainstream gender in its policies and strategies	Train the unit technical staff on gender mainstreaming in the IE&I	WGDD and IE&I	2009	Workshop Seminars Training	Evidence of gender sensitivity in operations	IE&I with capacity for gender mainstreaming and women's empowerment	10,000
	Sensitize policy makers to gender issues						
Develop strategies for ensuring gender balance	Use the parity principle in recruitment of staff	IE&I	Ongoing	Encourage women applicants when posts are advertised Reserve a number of posts for women	Gender balance in staffing	Deliberate strategies that favour gender balance	
<b>DIRECTORATE OF ADMIN. AND HUMAN RESOURCES DEVELOPMENT (DAHRD)</b>							
<b>Goal</b>	<b>To mainstream gender issues in all AU organs</b>						
<b>Objectives</b>	<b>Activities</b>	<b>Responsibility</b>	<b>Time Frame</b>	<b>Strategy</b>	<b>Indicators</b>	<b>Expected Outcomes</b>	<b>Estimated Budget USD</b>
Build the capacity of DAHRD to mainstream gender in human resources policies and operations	Gender sensitization for policy makers including the Deputy Chairperson, Technical Advisor and recruitment consultants	WGDD & DAHRD	2008	Seminars and workshops	Staff able to mainstream gender in their operations Evidence of gender sensitivity	Better understanding of gender and women's empowerment in administration and human resources development	10,000
	Train heads of divisions, units, technical staff on gender	WGDD & DPS	2006	Workshops seminars consultations	Enhanced gender mainstreaming	Gender analysis skills acquired by head of divisions and technical staff	75,00

## AU Gender Policy Plan of Action –Second Revision

	mainstreaming in HR policies, strategies and programmes					Gender responsive HR policies and programmes in AU	
		WGDD & DAHRD					75 000
	Develop tailor-made gender mainstreaming tools and guidelines for administration, human resources management and recruitment:  Gender and staff development; Gender and facilities and services; Gender and sexual harassment; AU policy and disciplinary measures for sexual harassment	DAHRD & WGDD	2008	Workshops Consultative processes	Appropriate tools Available  Extent of use of tools and results	Tools developed, disseminated and used in human resources and management	100,000
	Provide Technical I Support for gender mainstreaming in administration and human resources development. The WGDD collaborates with DAHRD to identify gender issues administration, human resources development and work with the DAHRD to address them	DAHRD & WGDD	2008-211	In-house training  Use of technical experts	Gender sensitivity in administration, recruitment and management	Gender responsive AHRD processes  Strengthened collaboration between WGDD & DAHRD	50,000
To advocate for gender responsive working environment within the AU	Undertake a study on the extent of sexual harassment and identify strategies for addressing the problem.	DAHRD & WGDD	2008	Situation analysis	Extent of sexual harassment of both sexes.  Gender sensitivity in management of sexual harassment	Study report with recommendations on addressing sexual harassment in the AU	75 000
	Based on the findings	DAHRD & WGDD	2009-2011	Consultative process	.	Advocacy programme	50 000

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	of the above study, design and implement an advocacy programme for a gender sensitive working environment			with experts		for a women friendly and gender responsive working environment	
To ensure responsibility and accountability for gender mainstreaming administration and human resources development.	Review directorate, divisions and units' mandates, policies, programmes to ensure gender mainstreaming	DAHRD & WGDD	2008	Periodic Reviews	.Level of responsibility and accountability for gender mainstreaming	Gender responsive directorates and units' mandates, policies, programmes and processes	25 000
	Directive from Deputy Chairperson to DAHRD on gender mainstreaming and women's empowerment	Deputy Chairperson	2008	Memos Notices	Regularity and content of directives Results of follow up on these directives	Directive to all divisions, units and staff to mainstream gender	0
	Appoint a Gender Focal Point for DAHRD	Deputy Chairperson	2008	Advertisement Democratic and gender sensitive recruitment process	Gender focal point in place	GFP appointed	0
	Review job descriptions to reflect gender mainstreaming as a core function for all members of staff in the AUC	DAHRD & WGDD	2008	Reviews	Dates, methodology and results of review	Gender Responsive job descriptions	0
To track progress made on mainstreaming gender into administration and human resources management	Using the Protocol, SDGEA and the gender audit, develop benchmarks and performance indicators for monitoring and evaluating gender mainstreaming and women's empowerment and the attainment of the gender parity principles at all levels of the AUC.	DAHRD & WGDD	2009	Monitoring and evaluation. Gender analysis	Evidence of gender sensitivity and parity in DAHRD and rest of AUC	Benchmarks and indicators developed and used for monitoring and evaluating progress on gender mainstreaming and women's empowerment and the attainment of the gender parity principle at all level of the AUC	75 000
<b>DIRECTORATE OF HUMAN RESOURCES, SCIENCE AND TECHNOLOGY (DHRS&amp;T)</b>							

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Goal	To mainstream gender and women's empowerment into HRS&T polices, strategies, programmes and processes in Africa						
Objectives	Activities	Responsibility	Time Frame	Strategy	Indicators	Expected Outcomes	Estimated Budget USD
Build the capacity of HRS&T to mainstream gender in its operations	Gender sensitization for higher management staff, including the commissioner, Director, specialized technical committees representatives	WGDD & DHRS&T	2008	Workshops, seminars and retreats	Number of initiatives Number level and gender of people attending seminars, meetings and retreats	<ul style="list-style-type: none"> <li>Better understanding of gender and women's empowerment in human resources, science and technology</li> </ul>	10 000
	Train divisions and units on the concept of gender mainstreaming in policies, strategies, programmes and projects	WGDD & HRS&T	2009	Training courses	Number of people trained Extent of knowledge practice	<ul style="list-style-type: none"> <li>Gender analytical skills acquired by head of divisions, and consultants</li> <li>Gender responsive policies, programmes, processes</li> </ul>	75 000
	Develop a tailor made gender mainstreaming tools and guidelines in: <ul style="list-style-type: none"> <li>Science and technology</li> <li>Gender and ICT</li> <li>Gender and education policies and programmes</li> </ul>	WGDD & HRS & T	2008	Multi stakeholder/multidisciplinary consultations	<ul style="list-style-type: none"> <li>Extent of gender responsiveness of tools developed in the relevant disciplines</li> </ul>	<ul style="list-style-type: none"> <li>Tools developed, disseminated and used</li> <li>Enhanced participation of women in S&amp;T</li> <li>Gender sensitive education policies and programmes</li> </ul>	250 000
	Validate indicators on gender issues	HRS&T & WGDD		Consultative process	Setting up of gender management system	Validated indicators	50 000
	Collaborate closely with WGDD on dept's activities			Cooperation and collaboration	Level of gender sensitivity in policies and operations of the department Evidence of collaboration between the departments	<ul style="list-style-type: none"> <li>Gender responsive peace processes</li> <li>Strengthened collaboration between WGDD &amp; DHRS&amp;T</li> </ul>	
Advocate for and build capacity for the incorporation of relevant norms and standards of the Protocol and SDGEA human resources,	Undertake a study on the status and extent of women's participation in science and technology in Africa.	HRS&T & WGDD	2009	Research/study	Report available Evidence of indigenous ideas on gender mainstreaming	Study report with recommendations on women's participation in science and technology.	75 000

## AU Gender Policy Plan of Action –Second Revision

science and technology in Africa							
	Based on the findings of the above study, design and implement an advocacy and scholarship programme to encourage the participation of women in science and technology in Africa	HRS&T & WGDD	2009-2011	Consultative process with stakeholders and strategic partners	Impact of the advocacy programme on women  Number of women benefiting from the scholarship	<ul style="list-style-type: none"> <li>An advocacy programme on women, science technology implemented</li> <li>Scholarship scheme for women, science and technology established.</li> </ul>	500 000
Ensure responsibility and accountability for gender mainstreaming and women's empowerment in science and technology	Review of departmental, divisions and units' mandates, policies, programmes to ensure gender mainstreaming	HRS&T & WGDD	2008	Reviews and analysis	Evidence and extent of gender responsiveness	Gender responsive departmental, directorates and units' mandates, policies, programmes and processes	25 000
	Appoint a Gender Focal Point for HRS&T	HRS&T Commissioner	2008	Democratic and gender sensitive selection process	Proven track record of gender sensitivity in previous engagement	GFP appointed	0
To track progress made on gender mainstreaming and women's empowerment in HRS&T policies and programme.	Using the Protocol, SDGEA and the gender audit, develop benchmarks and performance indicators for monitoring and evaluating gender mainstreaming and women's empowerment in human resources, science and technology policies, programmes and projects.	HRS&T & WGDD	2009	Gender audit using protocol and SDGEA	Benchmark and indicators available  Reports on M&E	Benchmarks and indicators developed and used for monitoring and evaluation progress on gender mainstreaming and women's empowerment through science and technology	75 000
<b>PEACE AND SECURITY COUNCIL (PSC)</b>							
<b>Goal</b>	<b>Gender mainstreaming and women's empowerment in the Peace and Security Council</b>						
<b>Objectives</b>	<b>Activities</b>	<b>Responsibility</b>	<b>Time Frame</b>	<b>Strategy</b>	<b>Indicators</b>	<b>Expected Outcomes</b>	<b>Estimated Budget USD</b>

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Operationalise implementation of Article 2 of SDGEA on UN Resolution 1325	Carry out sensitization on article 2 of SDGEA on UN RECs 1325  - Build capacity of Peace Keepers - Develop manual of peace keepers	WGDD PSC DPS	July 2009 – July 2010	Workshops, Seminars, Mission  Identification of gaps in Article 2	Workshops held List of Participants Workshops reports  Gender Audits  Compendium of gender intervention  Analysis reports	PSC Understanding of Articles 2,3,4 of SDGEA  PSC Commitment to implement UN Ros 1B25	100,000
Operationalize of implementation Article 3 of SDGEA on child soldiers	Carry out sensitization on article 3 of SDGEA on Child Soldiers  Sensitize policy makers on child soldiers	WGDD PSC DPS	July 2010 – July 2011	Identification of gender gaps in articles 3  Workshops  Seminars  Mission	Workshops held List of Participants Workshops reports  Gender Audits  Compendium of gender intervention  Analysis reports		
Operationalize of implementation 4 of SDGEA on combating violence against women in conflict situations	Carry out sensitization workshop article 4 of SDGEA on Violence Against Women  Build capacity of Peace Keepers on elimination violence against women	WGDD PSC DPS	July 2011 – July 2012	Implement Gender specific intervention under article 2,3,4, of SDGEA	Workshops held List of Participants Workshops reports  Gender Audits  Compendium of gender intervention  Analysis reports		
Implement Article 2, 3 & 4 of SDGEA on UN Resolution 1325	Implement 2,3,4 of SDGEA  Monitor & report on implementation		July 2009 – July 2012	Gender Analysis of Article 2,3,4	- Closed gender gaps	Implemented gender interventions  Advancement on Gender equality	5,000.000

### PAN AFRICAN PARLIAMENT (PAP)

**Goal** Gender equality and women's empowerment in Africa

## AU Gender Policy Plan of Action –Second Revision

Objectives	Activities	Responsibility	Time Frame	Strategy	Indicators	Expected Outcomes	Estimated Budget USD
Require accountability of AUC, organs & RECS for gender mainstreaming in all their operations	Prepare reports for PAP  Present to PAP Implementation of SDGEA, CA (4L) and protocol to PAP members	Commission individual organs RECS	Bi-annually March & November session of PAP	Submission to PAP sub committee on gender  Verbal presentation to the PAP Parliamentary debate on reports Decisions by PAP on gender	Number of report Quality of reports  Presentations made Parliamentary outcomes	Gender reports to PAP PAP decisions on gender based on reports  PAP decisions on gender Recommendations by PAP to assembly	100,000
<b>ECOSOC</b>							
<b>Goal</b>	<b>Gender equality and women's empowerment</b>						
Objectives	Activities	Responsibility	Time Frame	Strategy	Indicators	Expected Outcomes	Estimated Budget USD

## AU Gender Policy Plan of Action –Second Revision

Advocate for & monitor implementation of SDGEA, protocol on women rights & parity principle	Launch ECOSOC reports; Review SDGA reports; Assist member states in reporting on SDGEA; Provide support to member states in the domestication of protocol; Advocate for parity principle Mainstream women in union government & integration debate	Gender cluster: CIDO ECOSOC WDGG	Jan 2009 - 2017	Use of M&E instruments  Reviews Seminars Participation Member state reporting Advocacy reports Missions Translation of SDGEA protocol & CA into local language  Civic education	Extent and level of SGDEA, Protocol and parity principle Reports ; Affirmative action outcomes  Samples of AU instruments that have been domesticated Evidence of use and results  Level of CSO participation in the implementation of SDGEA and other instruments	Movement towards gender parity  Awareness of SDGEA, protocols  Knowledge of AU instruments  More accounts ability by member states  Ownership of AU instruments by African citizens	
<b>AFRICAN COURT OF JUSTICE (ACJ)</b>							
<b>Goal</b>	<b>Justice and gender equity in Africa</b>						
<b>Objectives</b>	<b>Activities</b>	<b>Responsibility</b>	<b>Time Frame</b>	<b>Strategy</b>	<b>Indicators</b>	<b>Expected Outcomes</b>	<b>Estimated Budget USD</b>

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Enforce compliance protocol & SDGEA and respect for human rights of women,	Monitor compliance to instruments on women's rights; Advocate for punitive measures for women's rights violations; Report any women's rights violations; Compensate victims of violations Take action on reported violations	African Court of Justice  Local courts	From July 2009 onward	Use of trained monitors and observers Encouragement of citizen reporting  Civic education  Public hearings Court hearings Special hearings Site visits	Level of compliance   Extent of gender sensitive judgments  Evidence of redress Special hearing	Compliance with SDGEA and other instruments Compensation Law reforms  Gender sensitive judgments	200,000
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### AFRICAN COMMISSION ON HUMAN AND PEOPLE'S RIGHTS

Goal	Promotion and Protection of Human Rights						
Objectives	Activities	Responsibility	Time Frame	Strategy	Indicators	Expected Outcomes	Estimated Budget USD
To promote and protect human rights, particularly women's rights	<ul style="list-style-type: none"> <li>- gender mainstreaming within its organs</li> <li>- capacity building of Member states on the promotion and protection of human rights</li> <li>- Popularisation of the Pan-African Women's Day Celebrations</li> </ul>	ACHPR, AU, RECs, Member States	2009 onwards	<ul style="list-style-type: none"> <li>- training, sensitisation</li> <li>- advocacy and information dissemination</li> </ul>	<ul style="list-style-type: none"> <li>- Number of Member states with improved capacity on human rights promotion and protection</li> </ul>	<ul style="list-style-type: none"> <li>- improved human rights protection in Africa</li> <li>- reduction of human rights abuses and gender-based violence</li> <li>- Strengthened capacity of Member states on human rights promotion and protection, in particular that of women and girls</li> </ul>	In-built

## AU Gender Policy Plan of Action –Second Revision

RECs:								
Goal	Gender equality and women's empowerment							
Objectives	Activities	Responsibility	Time Frame	Strategy	Indicators	Expected Outcomes	Estimated Budget USD	
To synergies and synchronise national, regional and continental policies, institutional frameworks, strategies and programmes for the attainment of common positions on gender mainstreaming and women's empowerment	1. Hold consultative workshops with stakeholders.	RECs and WGDD	2009	- Consultations and consensus building with various stakeholders	- Number of consultative workshops held	Regional and continental synergies and synchronization on policies, strategies & programmes necessary for the attainment of gender equality created	500,000	
	2. Develop and provide guidelines. on Policy issues, strategies and programmes on Gender mainstreaming and woman empowerment, for harmonization and integration)	RECs and WGDD	2009				- Number of stakeholders involved in workshops	250,000
	3. Review national and regional gender policies, instruments , programmes and processes and align them with those of the AU	RECs and WGDD	2010				- Evidence of policy synergies and synchronization in efforts to attain gender equality	Common position on gender mainstreaming and empowerment in Africa.
To adapt the AGDI to the specific needs of the RECs for the monitoring and evaluation of gender mainstreaming and women's empowerment at national, regional and continental levels to use for monitoring and evaluation purposes	- Undertake Gender audit of RECs	RECS/WGDD	2009 onward	Training	Benchmarks being used for gender mainstreaming at RECs AU levels	Benchmarks and common indicators for measuring progress on gender mainstreaming and women's empowerment in Africa.	25,000	
	- Capacity building of RECs on the AGDI	ECA		Survey and situation analysis			500,000	
Track progress made on the implementation of the GMSP and SDGEA	- Development of indicators for measuring the progress of the GMS and SDGEA	WGDD & RECs	2009 onward	Monitoring and Evaluation strategy	- Number of countries having in ternalised the SDGEA	Reports on the implementation of the SDGEA to AUC Chairperson		
	- Monitoring and	RECs					- Level of Implementation of the	Meeting held and

## AU Gender Policy Plan of Action –Second Revision

	Evaluation missions				GMS	report produced for the Summit	
						Mid-term report produced	200,000
						Gender Audit Report	500,000

### MEMBER STATES

<b>Goal</b>	<b>Gender equality and women's empowerment in Africa</b>						
<b>Objectives</b>	<b>Activities</b>	<b>Responsibility</b>	<b>Time Frame</b>	<b>Strateg</b>	<b>Indicators</b>	<b>Expected Outcomes</b>	<b>Estimated Budget USD</b>

## AU Gender Policy Plan of Action –Second Revision

<p>Ensure gender equality and women's empowerment at all levels in AU and all Member states</p>	<ul style="list-style-type: none"> <li>- Implementation of commitments on gender equality and women's empowerment</li> <li>- Acceleration of the implementation of national, Beijing and Dakar programmes</li> <li>- Support the development and implementation of national programmes and projects on promoting Gender and Women's Empowerment (GEWE)</li> <li>- Monitoring of the implementation of the SDGEA</li> <li>- Adoption of Gender Budgeting to ensure that gender-based and women's empowerment programmes are funded</li> <li>- Adoption of an affirmative action policy</li> </ul>	<ul style="list-style-type: none"> <li>- Ministry of Women/Gender</li> <li>- Ministry of Finance</li> <li>- Ministry of Justice</li> <li>- Parliament</li> <li>- Ministries dealing with Social sectors</li> </ul>	<p>Jan 2009 onwards</p>	<ul style="list-style-type: none"> <li>Research</li> <li>Ministerial meetings, seminars and conferences</li> <li>Peer review</li> <li>Information, Education and Communication</li> <li>CCC</li> <li>Documentation and dissemination of success stories and best practices</li> <li>Operationalise the Women Trust Fund</li> <li>baseline studies reviews</li> <li>Advocacy for affirmative action</li> <li>Capacity building</li> <li>Consultations with civil society organisations</li> <li>Exchange programmes</li> <li>Collection of gender disaggregated data</li> </ul>	<ul style="list-style-type: none"> <li>Ratio on gender gap</li> <li>Affirmative action</li> <li>Increase in percentage of women in decision-making processes</li> <li>Number of women's empowerment programmes in place</li> <li>Percentage of the budget allocated to GEWE</li> <li>Number of new programmes on gender and women's empowerment</li> <li>Number of gender-related legislation that have been passed at national level</li> </ul>	<p>Accelerated implementation of commitments on GEWE</p> <p>Gender gap is narrowed at all levels</p>	<p>10,000,000</p>
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## AU Gender Policy Plan of Action –Second Revision

<p>Fast tract the implementation of AU commitments under SDGEA &amp; the protocol</p>	<p>Domesticate SGDEA &amp; protocol</p> <p>Incorporate the protocol in national legislation</p> <p>implement the parity principle</p> <p>Develop national plan of action for operationalising UNSCR 1325</p> <p>Monitor the establishment and implementation of the African Women Trust Fund</p> <p>Apropriation de la Declaration solonnelle et du Protocole</p> <p>Training workshops</p>	<p>Cabinet</p> <p>Parliament</p> <p>Ministry of Women's Affairs/ Gender</p> <p>APRM secretariat</p> <p>Ministry of Justice, Foreign Affairs and Defence</p>	<p>Jan 2009 onwards</p>	<p>Advocacy at national level</p> <p>Capacity building for implementation of commitments</p> <p>Advocate for adequate resources for implementation</p> <p>APRM</p>	<p>Progress reports on the implementation of SDGEA and other instruments</p> <p>Number of countries with action plans on UNSCR 1325</p>	<p>Programmes are effectively implemented</p> <p>Progress is made towards genbder parity</p>	<p>25,000,000</p>
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## AU Gender Policy Plan of Action –Second Revision

<p>To monitor and report regularly on the implementation of the SDGEA, the Protocol and the Beijing Platform for Action</p>	<p>Developing monitoring tools</p> <p>Establishing a monitoring and reporting mechanism</p> <p>Establishing a gender information management system</p> <p>Training of stakeholders in report writing and production</p> <p>Monitoring missions</p>	<p>Ministry of Women Affairs/Gender</p>	<p>Jan 2009 onwards</p>	<p>Data collection</p> <p>Appraisals</p> <p>Dissemination of monitoring reports</p>	<p>Regularity of reporting</p> <p>Timely production of national reports</p> <p>The quality of the content of countries reporting</p>	<p>The progress towards gender equality is adequately tracked</p> <p>Reports are used to inform the gender mainstreaming and women's empowerment process at national level</p>	<p>10,000,000</p>
<p>To mobilise resources for the implementation of the SDGEA, the Protocol and the Beijing Platform for Action</p>	<ul style="list-style-type: none"> <li>- Making budgetary provisions of at least 10% within national budgets for gender-related programmes</li> <li>- Organising donor conferences</li> <li>- writing proposals</li> <li>- Organising fund raising campaigns</li> </ul>	<p>Ministry of Women Affairs/Gender</p>	<p>Jan 2009 onwards</p>	<p>- Identification and mobilisation of technical and funding partners</p>	<ul style="list-style-type: none"> <li>- percentage of national budget allocated to gender programmes</li> <li>- number of partners mobilised</li> <li>- relevance of areas to which mobilised funds are allocated</li> </ul>	<ul style="list-style-type: none"> <li>- adequate amounts of funding is mobilised for gender-related programmes at the national level</li> <li>- Partners committed to providing technical and funding for gender equality and women's empowerment programmes</li> <li>- funds allocated to areas that are critical to the attainment of gender equality and women's empowerment</li> </ul>	
<b>STEPS FOR GENDER MAINSTREAMING</b>							

## AU Gender Policy Plan of Action –Second Revision

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**Step 1: Conduct a gender needs Assessment for each sector involving professional, programmatic, researchers and at the Secretariat level**

**Step 2: The design of new projects should include a budget for engendering each sector's programme to include gender related objectives and indicators to measure male and female contributions and benefits to ensure equitability in access to benefit sharing (Existing plans can be revised to include gender mainstreaming budgets)**

**Step 3: Ensure gender responsiveness at secretariat and sector level in all management activities such as staff recruitment, decision making, training, reporting, annual plans and participation including in Steering and technical committees**

**Step 4: Monitor the implementation of gender mainstreaming to continuously to ensure men and women, boys and girls are equally involved in the implementation of all AU projects, are benefiting equally, their problems responded to and equally consulted**

**Step 5 Evaluate AU policies, programmes, projects, management and practices to capture the different impact it has on men and women boys and girls using gender balanced evaluation teams and collecting disaggregated data.**

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