APPLICATION OF A
HUMAN RIGHTS BASED APPROACH AND **GENDER MAINSTREAMING STRATEGY**
FOR SAIS 2

SAIS
SOUTHERN
AFRICA
INNOVATION
SUPPORT

APPLICATION OF A

HUMAN RIGHTS BASED APPROACH AND GENDER MAINSTREAMING STRATEGY

FOR SAIS 2

Southern Africa Innovation Support Programme (SAIS 2)

Cnr Louis Raymond and Grant Webster Street, Olympia

P O Box 9020, Eros, Windhoek

Submission Date:	February 2018
Submitted by:	SAIS PMO together with NIRAS
Distribution:	SAIS Supervisory Board

SUPPORTED BY

CONTENTS

1. INTRODUCTION

The Southern Africa Innovation Support Programme (SAIS) was initiated in 2011 with an overall objective of achieving *"Enhanced regional innovation cooperation and national innovation systems contributing to inclusive business and development"*. SAIS aims to develop the capacity of regional stakeholders to interact at higher levels and support the growth of enterprises. The first phase of SAIS ended in December 2015, and a second phase covering 2017-2021 (SAIS 2) started in June 2017, essentially taking the successes of the first phase a step further. SAIS 2 focuses on promoting connected ecosystems, strengthening start-ups and early-stage enterprises, and promoting inclusive entrepreneurship with a special emphasis on young entrepreneurs and innovations serving previously disadvantaged populations, while striving for a balanced social and economic impact. In working with businesses and innovation support organisations to assist start-ups and young enterprises to deliver new products and services to the market, SAIS 2 encourages open knowledge sharing, data-driven development and increased networking of innovators in the Southern Africa Development Community (SADC).

SAIS 2 is supported by the Ministry for Foreign Affairs (MFA) of Finland, in partnership with the governments of Botswana, Namibia, South Africa, Tanzania and Zambia, and the SADC Secretariat. SAIS 2 activities are managed by a Programme Management Office (SAIS 2 PMO) located in Windhoek, Namibia, with support from national Focal Points located in the five SADC countries[1].

The Programme is divided into three main result areas:

1) **INSTITUTIONAL DEVELOPMENT FOR REGIONAL INNOVATION COOPERATION**
   Improved capacity of Innovation Support Organizations in terms of expertise and delivery to support private sector innovation and enterprise development.

2) **INNOVATION IN ENTERPRISES**
   Improved capacity of enterprises to innovate and enter new markets.

3) **INCLUSIVE INNOVATION**
   Improved enabling environment for inclusive innovation activities in the region.

Each activity of SAIS 2 is designed to produce tangible outcomes from specific outputs utilising the available resources to contribute to the overall objective of the Programme.

---

1   The focal points are: Botswana – The Botswana Innovation Hub (BIH); Namibia – The National Commission for Research, Science and Technology (NCRST); South Africa – The Technology Innovation Agency (TIA); Tanzania – The Tanzania Commission for Science and Technology (COSTECH); and Zambia – The National Technology Business Centre (NTBC).

SAIS 2 emphasises the role of women and gender equality in its activities, resonant with Finland's Government Report on Development Policy (2016)[2]. As gender inequality remains one of the greatest problems in developing countries, the rights of women and girls are one of the four priorities of the Development Policy (2016). The economic strengthening of SAIS 2 partner countries will be enhanced by the successful implementation of gender inclusive practices, which are outlined in this strategy. By promoting gender mainstreaming throughout the result areas, it is expected that a deeper understanding by the key actors will ultimately result in engagement and more benefits being afforded to and by women with regard to entrepreneurship and innovation.

The purpose of this strategy is to outline not only gender mainstreaming approaches but also provide directives on how a Human Rights Based Approach (HRBA) is integrated with internal and programme management procedures. The strategy covers the SAIS 2 Innovation Fund which includes the supported projects, the capacity building and the knowledge and networking initiatives. Mainstreaming gender equity and equality in the operations of SAIS 2 and ensuring inclusive, objective and transparent services where women and men have the same opportunity to participate and contribute at all levels supported by this HRBA is part of the SAIS 2 modus operandi. Promoting HRBA and addressing gender inclusivity in SAIS 2's internal systems and processes as well as in all supported initiatives clearly aligns it with regional and international guidelines. The steps on how this is achieved are outlined in the following sections of this strategy.

> " Enhanced regional innovation cooperation and national innovation systems contributing to inclusive business and development. "

2   Government Report on Development Policy: One World, Common Future –
    Toward sustainable development, 2016

1.1 THE HUMAN RIGHTS BASED APPROACH

SAIS 2 has adopted the Human Rights Based Approach (HRBA) from the MFA Guidance Note, 2015, as it pertains to development cooperation[3]. The Guidance Note comes from the Constitution of Finland [4] which identifies human rights protection as one of the objectives in international cooperation. The concept of HRBA is drawn from international, regional and national instruments that regulate actions and protect individuals. Human rights are agreed standards to protect human dignity including civil, political as well as social, economic and cultural rights. Human rights are considered to be interrelated, interdependent and inalienable; provide equality and non-discrimination; enable participation and inclusion; exercise accountability and advocate transparency. HRBA thus implies that human rights should provide a basis for setting development objectives and that the rule of law ensures efficient realisation of these rights.

SAIS 2 has adopted the following attributes of HRBA from the United Nations (UN)[5] and the MFA Guidance Note (2015):

1. *Aim for the progressive achievement of all human rights as a development result.* SAIS 2 outcome areas should be to fulfil all human rights in the formulation and delivery of activities and support mechanisms.
2. *Recognize human beings as holders of rights and establish obligations for duty-bearers.* The SAIS 2 HRBA identifies holders of rights and their entitlements in the corresponding innovation support agencies[6] and their obligations. The Programme works toward strengthening the capacities of rights-holders to make their claims and those of support agencies to meet their obligations.
3. *Give equal importance to the outcome and process of development.* SAIS 2 pays close attention to the results of development as the desired outcome and the impact of any programme activity should further the realisation of human rights. The SAIS 2 interventions are to be inclusive, participatory and non-discriminatory, ensuring transparency and accountability.

SAIS 2 will furthermore take particular care to ensure that its interventions do not deepen inequality and discrimination and ultimately cause conflict. The programme will adhere to the principles and standards derived from international human rights that provide objective criteria for acceptable development processes which ensure participation, inclusion and accountability and are able to prioritize the most marginalised and excluded groups.

1.2 THE GENDER PERSPECTIVE

For SAIS 2 the definition of **gender** is adopted from the World Health Organisation (WHO, 2002). It describes the characteristics of women and men as socially constructed – as opposed to sex which refers to characteristics that are biologically determined. Gender is thus the learned behaviour that represents gender identity and determines gender roles.

---

3 Human Rights Based Approach in Finland's Development Cooperation. Guidance note 2015
4 The Constitution of Finland, 199, Chapter 1
5 OHCHR, Frequently asked questions regarding a human-rights-based approach to development cooperation. United Nations, New York and Geneva, 2006, p. 22
6 Incubators, accelerators, tech hubs, innovation labs and specific projects, e.g. in universities that support early-stage enterprises by providing them with a range of services, such as business development support, mentoring, infrastructure as well as access to the networks of investors, foundations, and corporations. Operation is usually at local level in close contact with entrepreneurs.

According to the WHO (2002) definition, gender equality is the absence of discrimination in terms of opportunities, the allocation of resources or access to services, based on an individual's sex. Gender equity then refers to the fairness and justness in the distribution of rights and responsibilities between women and men. The concept of gender recognizes that women and men have different needs and strengths, and that these differences should be identified and addressed in a manner that rectifies the imbalance between the sexes.

Gender equality and equity that ensures fairness regarding access to opportunities and resources is recognised as a right by governments around the world. It is reflected in several international agreements including:

- The Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), which has been signed by all SADC countries (some as party through signature and ratification, others as party through accession or succession).
- The Sustainable Development Goals (SDGs), specifically Goal 5 which highlights the need for gender equality to be considered as a cross cutting goal. This is a very important goal for sustainable development because gender inequality continues worldwide, depriving women and girls of their basic rights and opportunities. Achieving gender equality and the empowerment of women and girls will require more vigorous efforts, including legal frameworks, to counter deeply rooted gender-based discrimination that often results from patriarchal attitudes and related social norms.

SAIS 2 combines international best practises with regional principles from the SADC Gender Policy[7] and other best practise guidelines, to develop the Programme's framework giving due consideration to:

- Every individual working at or for SAIS 2 should understand and demonstrate attitudes and behaviour that promote gender equality and equity;
- Gender equality is everyone's responsibility, which warrants specialised attention and resources;
- Women's empowerment is central to achieving gender equality;
- Gender responsiveness will lead to enhanced effectiveness and sustainability of the SAIS 2 operational activities that the Programme implements, and it should in no way adversely affect their quality;
- Specific measures designed to eliminate gender inequalities are required, including affirmative action.

---

7   SADC Secretariat Workplace Gender Policy

2. CONTEXT AND RATIONALE

In designing the second phase of SAIS, studies and interviews with stakeholders highlighted the differences in gender equality in the five African countries involved. It was observed that in the Southern African region women continue to be more vulnerable than men, with greater risk of exclusion from the field of Science Technology and Innovation (STI) and the economic benefits it brings. Although HRBA did not form part of the consultations when SAIS 2 was designed, an understanding of the need for this is drawn from national policies and practises as well as international, regional and national obligations to enable compliance.

The most relevant to SAIS 2, among the various challenges generally faced by women in the Southern African region, include:

- Stereotypes in society where women are confronted with cultural barriers and discriminatory attitudes, e.g. when starting a business, seeking employment, embarking on learning a new skill, attempting to voice opinions or simply when walking down the street;
- In the workplace women and men tend to work in different sectors which are based on stratified social norms, and in many cases women receive less pay for the same work;
- Women's businesses tend to be smaller than men's, as women have to deal with specific obstacles to business start-up and expansion: social stereotypes cause lack of access to collateral, credit, land, business networks and mentors – the basic empowerment essentials;
- Unconscious biases among both women and men – removing these can assist organisations and societies in building more diverse teams.

Despite the challenges there is a growing wealth of evidence demonstrating the economic potential of investing in women and girls. The World Bank's World Development Report (2011)[8] points out that closing gender gaps can **enhance economic productivity** and **improve development outcomes**. The report advocates investment in women and girls, as smart economies do, instead of side-lining half their population. Gender equality is considered a 'prerequisite for the health and development of families and societies, and a driver of

8   World Bank 2011, World Development Report 2012. Gender Equality and Development (Washington)

economic growth'[9]. SAIS 2 as a programme aims to exploit these opportunities for a lasting impact in collaboration with partners.

When designing SAIS 2, country-specific differences[10] were taken into consideration as well as the recommendations to address the need for training and provide targeted activities to increase the involvement of women in the different interventions supported by the Programme.

This strategy thus outlines the approach to HRBA and gender describing targeted activities and links to the programme's key result areas. The results framework of the programme has mainstreamed gender metrics and indicators to track progress towards the overall expected outcomes. The tools and mechanisms to achieve this are also outlined in this strategy.

.

"

Despite the challenges there is a growing wealth of evidence demonstrating the economic potential of investing in women and girls.

"

9   OECD-DAC (2013). Gender Equality and Women's Rights in the Post-
    2015 Agenda: A Foundation for Sustainable Development.
10 See Deloitte Baseline Study

3. SCOPE

This strategy presents actions to be taken by the SAIS 2 PMO and all Programme beneficiaries and partners to ensure that HRBA and gender equality and equity are integrated in decision-making processes at all levels, in the composition of entities including beneficiary groups (and grantees) as well as all activities.

4. ALIGNMENT WITH OTHER SAIS 2 MANUALS AND GUIDELINES

The SAIS 2 HRBA and gender Strategy is to align with the Revised Programme Document and with policies and guidance documents including the Programme Implementation Manual (PIM), the Programme Administration Manual (PAM), the SAIS 2 Innovation Fund Manual, the Communication Strategy and the Monitoring, Evaluation and Learning Framework (MEL) that aim at ensuring objective and transparent delivery of its overall operations. A stand-alone HRBA and gender Strategy is an important step in demonstrating commitment to make the relevant issues and concerns a priority for SAIS 2.

5. IMPLEMENTATION

SAIS 2 puts forward the following operational guidelines to ensure that the Programme is delivered using HRBA and that it enhances gender mainstreaming. SAIS 2's operational activities for HRBA and gender mainstreaming are aligned to the three product areas of the Programme, i.e. Innovation **Funding, Capacity-building** and **Knowledge and Networking.** The three product areas are the mechanisms to generate outputs for the three Programme result areas. The operational strategies and the proposed activities are outlined in more detail in Annexe A.

I. INNOVATION FUNDING

Objective:
To increase funding applications and the success rate of innovation support organisations that aim to specifically support female entrepreneurs or have or the intention, paired with evidence, to mainstream gender and HRBA into their operations. To minimise the effect of bias on funding outcomes, and to ensure that innovation support organisations led or represented by women have equal opportunities to succeed in the SAIS 2 Call for Proposals.

Activities:
- To ensure the reach and accessibility of the SAIS 2 Call for Proposals among disadvantaged groups, as well as accessibility of training to support written applications through effective communication and outreach.
- To establish clear, objective, transparent and accessible processes to facilitate decision-making during project evaluation.
- Eligibility criteria: the selection method used for the identification of beneficiaries within the programme is to be objective, proportionate and transparent.
- Encouraging women-led and/or innovation support organisations which include and/or promote women to apply. A clause encouraging the representation of women in applications shall be included in the general call for proposals.
- Encouraging innovation support organisations that are led by women and/or include women innovators/ entrepreneurs to re-apply if not successful the first time.
- Identify and recruit more female evaluators and reviewers by:
  - Consulting databases of women innovation actors within the region,
  - Request for innovation champions and stakeholder institutions to suggest women who could join the review teams.
- Gender-balance on the review and evaluation panels, comprising 50% of each gender.
- Set target values for the proportion of intermediaries who are led and/or represented by women innovators/entrepreneurs to be funded under a specific call, considering the situation on the ground; in particular for Innovation Fund Window 2 and 3.

- Apply affirmative action in case of equally qualifying applications which differ only slightly in the level of competence; in such cases the applicant representing the minority gender shall have priority.
- The focus for SAIS 2 Innovation Fund Window 3 (Inclusive Innovation) will be on applications that directly or indirectly enhance human rights and/or socially responsible businesses that empower disadvantaged groups.
- Ensure that the SAIS 2 funds are delivered in a timely manner and beneficiaries are able to receive benefits and information.
- Request that applicants indicate how the grant support will be used in respect to an in and in compliance with human rights.
- Request that all applicants indicate whether a potential gender dimension may be present or could arise during their proposed activity.
- Request that all applicants outline how sex and/or gender analysis will be integrated in the design, implementation, evaluation, interpretation and dissemination of the results of the support.
- Where the gender dimension is not considered relevant, request the applicants to outline why.
- Limit and/or remove administrative obstacles, such as complex forms (context, language etc.), that could hamper programme accessibility for disadvantaged individuals or groups.

II. CAPACITY BUILDING

Objective:
To generate and stimulate sensitivity to issues related to HRBA and gender inequality, and strengthen knowledge and skills necessary for the enhancement of SAIS 2 as a programme's organisational capacity to engage with HRBA and gender equality issues both internally (with the SAIS 2 PMO and Focal Points) and for the support that the programme provides.

Activities:
- Incorporate sessions/modules that indirectly call attention to HRBA and gender mainstreaming in the capacity building programmes implemented by SAIS 2
- Sessions about awareness of and need for consideration of HRBA and gender issues in relation to the evaluation process shall be organised for the evaluation committee and SAIS 2 Supervisory Board members as well as administrative SAIS 2 staff and Focal Points (this will form a module or session in any overall training provided).
- The evaluation team to be made aware of the existence of and the need to abide by HRBA and gender equality principles when making recommendations.
- Organise sessions for innovation support organisations on how to identify and address the HRBA and the sex and/or gender dimension in the development of proposals during capacity-building initiatives.
- Ensure that SAIS 2 communications and publications are gender-sensitive.

- Choose non-sexist language, and images that portray a balanced representation of both sexes, in all documents for internal and external use in order to avoid biased, discriminatory or demeaning interpretations.

III. KNOWLEDGE AND NETWORKING

Objectives:

To raise awareness of positive role-models for aspiring women entrepreneurs and to ensure that there is a fluid mix of framed experience, values, contextual information and expert insight into gender-inclusive practices.

Activities:

- Encourage and facilitate participation of innovation support organisations led and/or represented by women in events such as the SAIS 2 Annual Forum, to be hosted at the existing event for beneficiaries to interact with other innovators.
- Encourage and support participation of women in capacity-building activities
- Partner with an existing platform to organize at least two gender-themed events to raise awareness of and support for relevant networking.

> " SAIS 2's operational activities for HRBA and Gender mainstreaming are aligned to the three product areas of the Programme "

6. INSTITUTIONAL ACTIONS TO MAINSTREAM HRBA AND GENDER INTO THE SAIS 2 PROGRAMME

The following steps shall be undertaken to ensure that gender and HRBA is mainstreamed into SAIS 2:

I. PLANNING
Planning shall be informed by the following:
- The Programme Results Framework
- This strategy

The SAIS 2 PMO should have the ability and capacity to develop strategies, plans and budgets that are gender-sensitive and integrated with HRBA.

All existing plans shall be reviewed to ensure that HRBA and gender is explicitly recognised as an objective and a guiding principle. HRBA and gender shall be integrated at every point in the SAIS 2 planning cycle. When this process, which should include clear and measurable indicators of progress, has been undertaken, plans shall be developed following consultation with relevant parties and approved by the SAIS 2 Supervisory Board.

All SAIS 2 interventions must demonstrate HRBA and gender responsiveness. This means all supported projects must show evidence of systematic consideration of the differences between the conditions, situations and needs of women and men and the potential impact of the programme on their rights to access opportunities and outcomes in a particular sector. This should be supported by clear and measurable indicators of progress.

II. AWARENESS AND ATTITUDES
SAIS 2 shall integrate specific information and undertake activities in line with the internal Information and Communication Strategy to ensure that all staff, partners and beneficiaries are kept informed of developments and trends and contribute to key HRBA and gender issues, including the sensitive and controversial ones.

7. MONITORING, EVALUATION AND LEARNING

The impact of HRBA and gender results and delivery on the operations of SAIS 2 shall be measured through the overall programme Monitoring, Evaluation and Learning process, which includes specific indicators designed for this purpose. The indicators are both qualitative and quantitative. The MEL Framework developed by SAIS 2 will incorporate the 4R Method[11]   as the basis for analysing and surveying activities, and for providing an overview of how activities are run and financed. The 4R method analyses Representation, Resources, Reality and Realisation when assessing and measuring how gender has been mainstreamed.

The SAIS 2 PMO shall keep regular, accurate and updated gender disaggregated statistics. The programme will record who, from a gender perspective, is benefiting from the programmatic work that SAIS 2 undertakes. The process shall be anchored in the SAIS 2 SmartME platform, which supports a coordinated HRBA and gender mainstreaming response to complement overall programme progress.

SAIS 2 undertakes to do the following:

- Include HRBA and gender sensitive indicators as an integral part of all result areas at planning, project and programme levels.
- Be responsible for routine reporting on progress on HRBA and gender to all relevant supervision structures including the Supervisory Board, evaluation and review panels. The information from the supported projects that report to SAIS 2 will be collated and summarised.
- Produce gender disaggregated reports.

SAIS 2 shall monitor the implementation of HRBA and gender as a crosscutting issue. The HRBA and gender report shall form part of the biannual and annual reports of the programme. It shall explore the representation of women and men in the evaluation committee, the SAIS 2 PMO, funding applicants, success rates by gender and size of grants as well as projects with a gender dimension in the project design of different funding calls. These gender-disaggregated statistics shall be made publicly available on the SAIS 2 website and in annual reports.

All projects shall be reviewed for gender responsiveness within a specified timeframe.

---

11 Swedish Gender Mainstreaming Support Committee, JämStöd, in conjunction with its final report on the scope for Gender Mainstreaming (in Swedish, SOU 2007:15 Stöd för framtiden – om förutsättningar för jämställdhetsintegrering)

ANNEX

ANNEX A: SAIS 2 GENDER STRATEGY: OBJECTIVES AND ACTIVITIES

Meaningful Participation of All Genders

By ensuring the meaningful participation of all genders, SAIS 2 aims to further enhance economic productivity and improve development outcomes in all partner countries. All operations are inclusive with careful emphasis on the participation of women.

Environmental Analysis	- Baseline study with female entrepreneurs (piloted during Slush 2017), disaggregated data - Piloting reach of male and female entrepreneurs (piloted during Slush 2017)
Planning	- Identification of barriers to women's participation - Design all content for gender-inclusive activities based on findings - Include gender-sensitive indicators as an integral part of all result areas at planning, project and programme levels - Consider setting quotas for gender-specific projects funded by the SAIS 2 Innovation Fund
Implementation	- Include gender mainstreaming practices in capacity building and the programme results framework - All projects funded by the SAIS 2 Innovation Fund shall be reviewed for gender responsiveness within a specified timeframe
Monitoring, Evaluation and Learning	- Monitoring HRBA and gender - Evaluation of implemented activities with the 4R Method - Analysis of activities' targets and learning results - Include gender-related questions in evaluation of capacity building activities - Include target group (male and female) in discussions on evaluation and how to improve sustainability

Knowledge, Networking and Sustainability: Partnering with regional organisations for gender mainstreaming

Due to the regional nature of the Programme the involvement of Focal Points is instrumental in assuring the successful implementation of HRBA and gender practices under SAIS 2. Raising awareness of the importance of the HRBA and gender strategy in the five partner countries to further develop and implement the operational strategies allows for more impactful and sustainable interventions.

Environmental Analysis	- Baseline study in inception phase conducted by Focal Points included the collection of gender-disaggregated data - Mapping knowledge of gender-inclusive practices, training for good practices (piloted in Slush 2017)
Planning	– Two web training modules and info package to further increase knowledge of gender-sensitive practices (in cooperation with Knowledge Experts (FEMTECH, FemBioBiz)
Implementation	- Awareness-raising activities according to plan - Support implementation of training activities together with knowledge partners - Support FPs in further developing their gender strategies based on training

Monitoring, Evaluation and Learning	- Monitor the development of Gender Strategies in FPs - Documentation of best practices - Organize peer-learning session with FPs to share lessons of evaluations of improvement - Evaluation of SAIS 2 gender-inclusive practices

Accessibility of SAIS 2 activities

The reach and engagement specifically of women is the first step to increase participation in activities such as applying to the SAIS 2 Innovation Fund and in capacity-building initiatives, resulting in stronger enterprises led by women. SAIS 2 increases participation of women by carefully designing the accessibility of activities considering both HRBA and genders.

Environmental Analysis	- Analysis of barriers encountered by women who want to participate - Benchmark best practices in engaging women in a similar cultural and geographical context (Biofisa, FemBizBio)
Planning	- An accessibility plan is being developed to address identified barriers and to further develop best practices - Communication plan to include gender-specific material in communication and marketing of the SAIS 2 Call for Proposals (using empowering imagery, success stories of role models and language to attract women)
Implementation	- Organising trainings as webinars or in manners suitable to those with childcare responsibilities (i.e. considering suitable training hours, the offering of childcare services)
Monitoring, Evaluation and Learning	- Monitor participation results of both genders - Collect feedback electronically and analyse feedback - Analysis of accessibility experiences specifically of women entrepreneurs

Budgeting

Environmental Analysis	- Recognize synergies between other SAIS 2 activities that can include gender mainstreaming
Planning	- Budget allocation of relevant budget lines to target gender inclusiveness
Implementation	- Utilise funds cost-effectively
Monitoring, Evaluation and Learning	- Evaluate use of funds in line with Result Areas and this Strategy

Documentation and Reporting

To allow future learning and utilisation of best practices, SAIS 2 adopts an open-source approach to its activities and documents its findings as Knowledge Products. By using SmartME, SAIS 2 can collect and report on projects and activities in visually clear formats. Documentation of gender-inclusive practices allows for analyses of the programme's overall targets and result areas.

Environmental Analysis	- Include Gender disaggregated information in baseline studies and in all relevant reporting
Planning	- Setting clear targets of Gender participation in initiatives - Consider setting quotas on Gender specific projects supported by the SAIS 2 Innovation Fund - Design Gender inclusive indicators
Implementation	- Collect Gender disaggregated information and include the collection of these from supported projects, capacity building and knowledge and networking initiatives - Collect and showcase impact stories on communication channels to share learning and positive role models - Report on the results of HRBA and gender mainstreaming - Produce at least one Knowledge Product on best practices in gender mainstreaming in entrepreneurship in Southern Africa
Monitoring, Evaluation and Learning	- Monitor the inclusion of HRBA and gender strategy in all programme reports - Evaluate the reach and use of the generated Knowledge Product - Include gender-related questions in communications feedback (e.g. how gender- sensitive material is viewed on social media, blogs and newsletters, what their impact is)

GLOSSARY OF TERMS:

Accessibility means making SAIS 2 programme interventions easy for stakeholders to reach, understand and use, irrespective of age, ability, ethnicity, geographical location or other factors.

Accountability means that stakeholders, from authorities to individuals, are to be held responsible for respecting, protecting and fulfilling the human rights they have committed to.

Affirmative Action means a policy programme or measure that seeks to redress past discrimination through active measures to ensure equal opportunity and positive outcomes in all spheres of life.

Discrimination means any distinction, exclusion or restriction which has the effect or purpose to impair or nullify the recognition, enjoyment or exercise of any person's human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

Duty bearers are the different levels of government with the mandate and responsibility to respect, protect and fulfil rights. For SAIS 2 these extend to the Focal Points as government representatives and the intermediaries that have obligations to the enterprises.

Economic, social and cultural rights include the right to education, the highest attainable standard of health and social security, the right to work and an adequate standard of living, i.e. the right to food and the right to adequate housing, water and sanitation.

Equality means that all human beings are entitled to their rights without discrimination of any kind.

*Gender awareness*s is the recognition and understanding of the differing needs, interests and priorities of women and men as well as the different contexts, opportunities and constraints they encounter as a result of their gender.

Gender imbalance refers to a situation where there is no gender parity.

Gender mainstreaming is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal of gender mainstreaming is gender equality.

Gender responsiveness refers to action taken to correct gender imbalance.

Gender-sensitive means acknowledging and considering the gender-specific needs of men and women at all levels of planning, implementation, monitoring and evaluation.12

Non-sexist language is language that does not suggest, advocate or use traditional stereotypes with respect to what is considered appropriate for or exclusive to males or females.

Sex describes the biological differences between men and women, which are universal and determined at birth.

Participation and inclusion means that individuals and groups have the right to free, meaningful participation in relation to issues that concern them and the development of their society

Rights holders are all individuals and groups (as some rights can only be benefitted from collectively)

Transparency implies access to information, freedom of expression, openness in decision-making processes that ensures participation, inclusion and accountability. Transparency is top-down as well as bottom-up packaging of relevant information that is timely and in an accessible language and format.