

Gender Strategy for Access to Information Programme



PURPOSE and APPROACH

The Access to Information (azi)’s gender strategy document defines the expectations of, serves as a guide for, and holds accountable the staff to integrate gender equality and women’s empowerment in all aspects of the programme. Thereby it reinforces azi’s slogan “service at doorsteps” where participation for underserved men and women will be equally ensured. This strategy articulates the objective of increased gender- responsiveness in the project structure, leadership and interventions, so that together, an inclusive “Digital Bangladesh” for all citizens, that will reduce the digital divide between men and women and ensure an enabling environment for all sexes can be built.

The objectives, outputs, and gender-sensitive indicators of this strategy are linked. The overall objective of this strategy is to ensure that all stakeholders have the necessary level of understanding of gender equality and women’s empowerment thereby increasing the positive impact of the programme. In line with the azi three-pronged strategy in line with UNDAF (2012-2016), this strategy will include internalizing the gender strategy among azi staff; fostering understanding of gender equity and an inclusive approach in programmatic interventions; development of gender-responsive institutions; and collaborations that are sensitive to gender equality considerations.

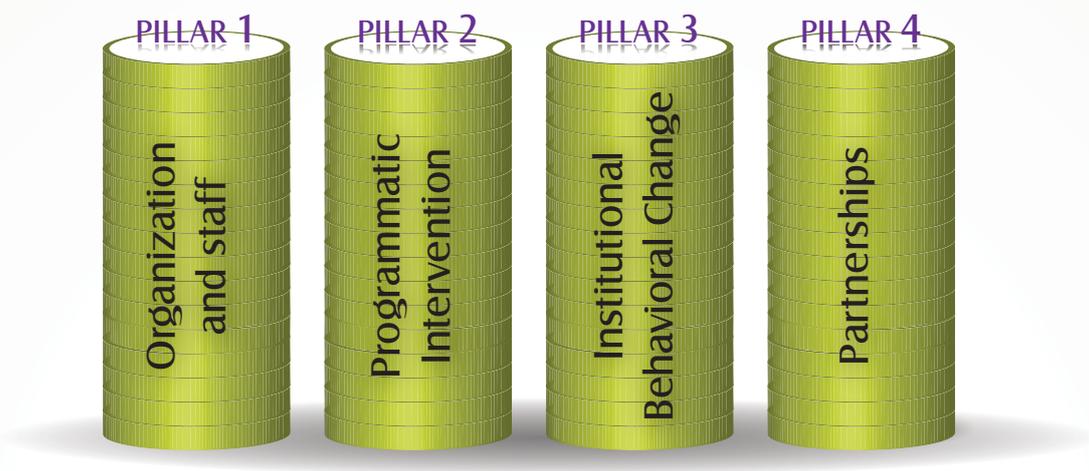
Affirmative actions will be considered in all pillars and to ensure the effective implementation of the strategy, innovative issues such as gender dashboard, crowdsourcing, competition, crowd-funding etc, will be encouraged in all aspects of azi programme.



¹ Three pronged strategy of A2I a) improving institutional capacity of the civil service (output 1.4); b) promoting devolution and capacity of local government institutions (output 1.5); c) improving administrative service delivery models leveraging technology (output 1.6) identified in the United Nations Development Assistance Framework (UNDAF) to address the deficits of public administration and public service delivery in Bangladesh.

4 PILLARS:

By advancing gender equality and women's empowerment, this strategy envisages more inclusive and gender-sensitive public and private sectors. This strategy is therefore anchored by four pillars, which reflect key features of the a2i programme:



Pillar 1: Organization and staff

a2i will strive to become a women friendly organization by ensuring equal opportunities for male and female staff and promoting a gender sensitive work environment. This will be done through capacity development, awareness building, monitoring and reporting of activities. Specifically, the key activities will include:

- Align this gender strategy with a2i structures, policies and systems and promote gender responsive leadership by a2i in senior management.
- Ensure staff knowledge, skills and attitudes on gender equality and include this strategy in staff work plans; accountabilities and performance appraisals; and in their annual budgets.
- Provide training on sexual harassment and gender discrimination in the workplace to ensure better understanding of harassment and discrimination.

Pillar 2: Programmatic Intervention

All a2i programmatic intervention will integrate gender considerations. This will be done through following an inclusive approach in designing, implementing and reporting of a2i's programmatic interventions to promote inclusiveness of all women and men, girls and boys, regardless of ethnicity, disability and indigenous status. Specifically, a2i will be prioritizing and supporting:

- Collection of sex-aggregated data;
- Regular analysis of data and ensure the gender sensitive project intervention;
- Gender responsive public investment to promote self-employment and employment generation of underserved men and women;
- Review the policies, rules and technological standards/interventions for ensuring the ability of easy access of product and e-services for underserved men and women;
- Ensure the financial accessibility to underserved men and women;
- Expand the scalability of the initiatives of innovation and e-service delivery that also demonstrate the gender responsiveness and women empowerment.
- Encourage gender responsive initiatives in innovation fund from GoB, political leaders, private sector, civil society, academy, industry and media etc.

² UNDP Gender Equality Strategy (2014-2017), (<http://www.undp.org/content/undp/en/home/librarypage/womens-empowerment/gender-equality-strategy-2014-2017.html>)

Pillar 3: Institutional Behavioral Change

azi will integrate gender based capacities in its capacity development and behaviour change interventions targeted mostly towards the government. This will be done by building capacity and awareness of government officers including ‘Innovation Officers’ to incorporate gender considerations in their daily and strategic decision making. Specifically, the key actions will include:

- Ensure gender leadership courses in all training manuals and increase gender responsiveness public institution in e-service delivery.
- Focus the gender leadership representation in all team formation and address the gender sensitive challenges and innovation for service design and implementation accordingly.
- Work with the gender focal points from all ministries/divisions that partner with the Ministry of Women and Children Affairs (MoWCA) to create an enabling environment for institutional behavioural change.
- Identify and incentivize administrative leaders as advocates and role models for gender equality.
- Employ various communication channels such as traditional media, social media and different ICT tools to create positive impact on the society.

Pillar 4: Partnerships

azi will promote gender sensitivity among its many partners in the private sector and among various partner NGOs and will promote partnership across a wide range of stakeholders. This will be done through promoting partnership with agencies which demonstrate gender sensitivity and proactively exploring scopes for improving partnership to promote gender empowerment. The following actions will help promote gender responsive partnerships:

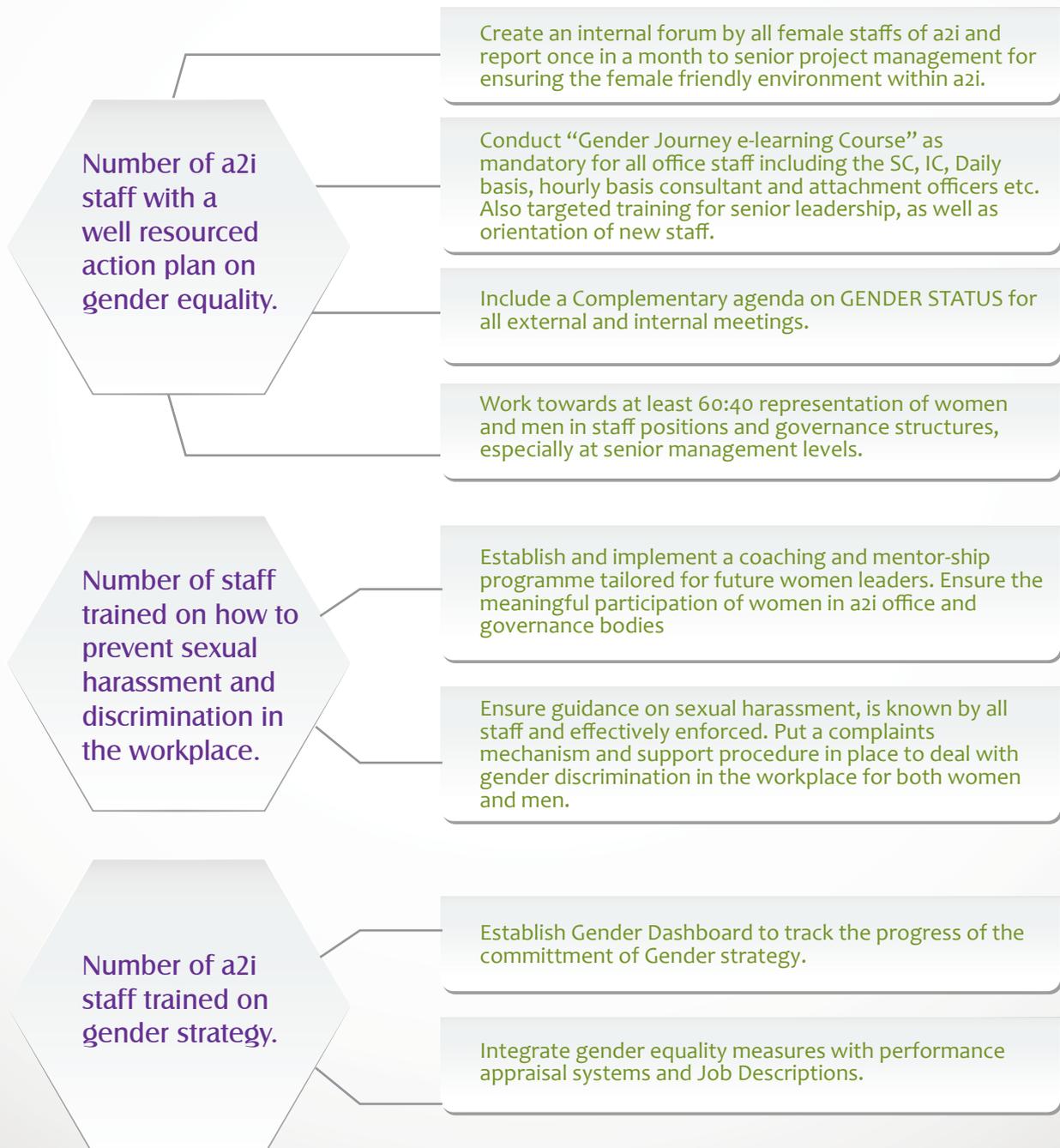
- Incorporate this strategy in all collaborations with all partners at all levels.
- Encourage change in partners who do not yet share our commitment to gender equality and women empowerment.





Key Indicators and Priority Actions for 2015-2016

Pillar 1: Organization and staff



Pillar 2: Programmatic Intervention

Number of project beneficiaries availing e-Services

Develop and implement the guideline with an action plan to ensure the women friendly working environment for e-service access points/digital centres.

Special focus to create the capacity of employed and self-employed women and introduce the mentorship programme for growing their leadership and negotiation skill to serve the underserved male and female.

Sensitize GoB, Private sector, industry and academia for initiating gender related project for innovation fund and allocate at least 5% quota for gender mainstreaming related project.

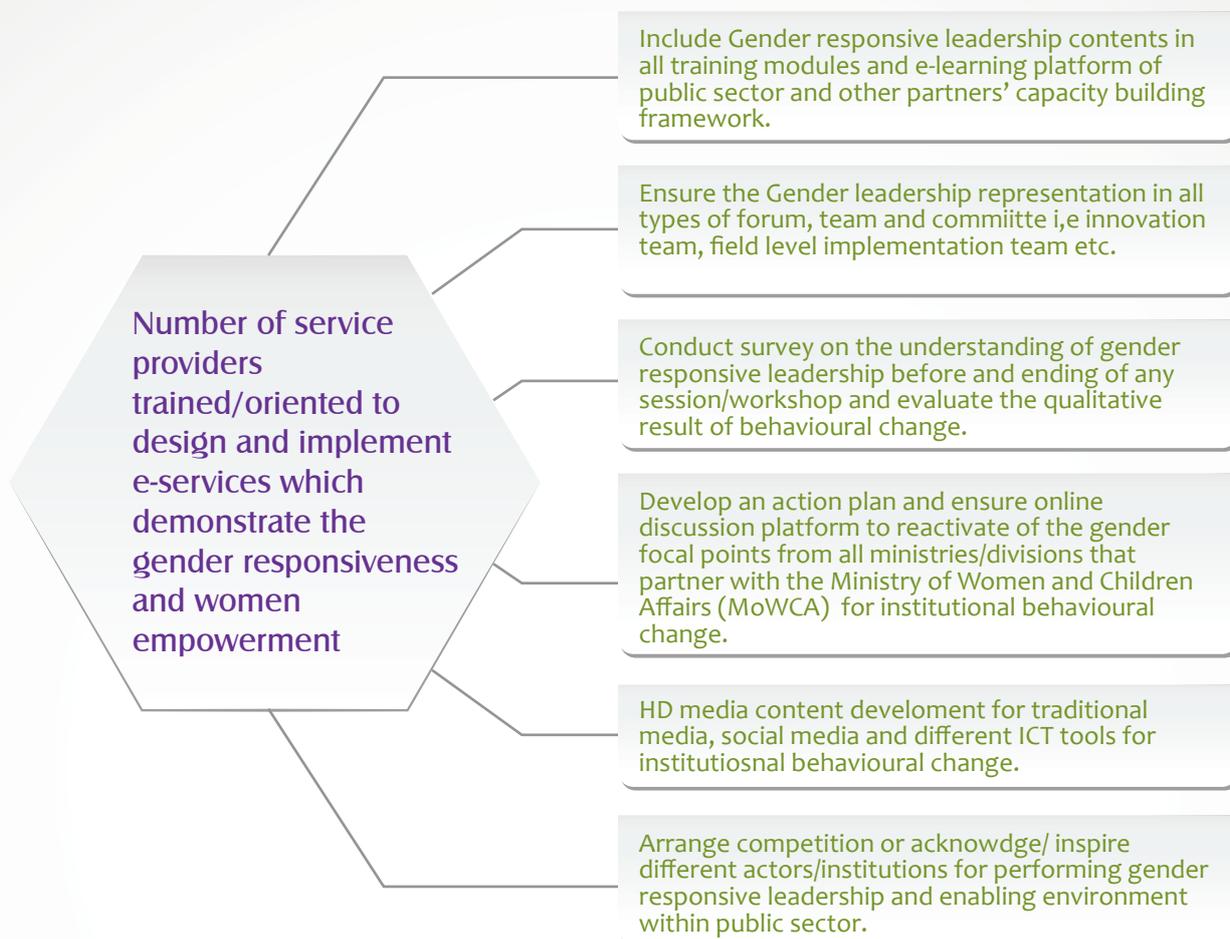
Percentage increase in number of project activities that provide sex-disaggregated data

Collect sex aggregated data and regular analysis of data by Results Management team and share with all team for taking action to make more gender responsiveness in work.

Explore the Policy and technological interventions for the development of women entrepreneurs as agent banking, and special packages and product development etc to ensure the financial access of underserved men and women.



Pillar 3: Institutional Behavioral Change



Pillar 4: Partnerships



Access to Information (a2i) Programme

Prime Minister's Office

Old Sangsad Bhaban, Tejgaon, Dhaka-1215