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MINISTRY OF ENVIRONMENT, AGRICULTURE AND LIVESTOCK

BURUNDIAN OFFICE FOR PROTECTION OF ENVIRONMENT



GENDER STRATEGY

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ACCRONYMS AND ABBREVIATIONS

EAC	East African Community
CEDW	Convention on Elimination of any kind of form of Discrimination towards Women.
ECCAS	Economic Community of Central African States.
ICPD	International Conference on Population and Development.
ICGLR	International Conference of the Great Lakes Region
COMESA	Common Market of Eastern and Southern Africa
COCAF	Commission of Central African Forests
NEPAD	New Partnership for African Development.
BOPE	Burundian Office for Protection of Environment
ODD	Objectives of Sustainable Development
OMD	Millenium objectives for Development
ONU	United States Organisation
NPD	National Plan National of Development
NPG	National Policy of Gender
AU	African Union
HIV/AIDS	Human Immunodeficiency Virus /Acquired Immuno Deficiency Syndroms.

I. INTRODUCTION

The Burundian Office for the Protection of the Environment is a Public establishment endowed with a legal personality which confers on it the decree N ° 100/240 of October 29, 2014 relating to its creation and presenting its missions, its organization and its functioning. Placed under the supervision of the Ministry in charge of the environment, it intervenes on all issues affecting the environment and sustainable development in Burundi and implements a set of projects and programs of national, local and community interest.

In its actions, the BOPE resolutely follows the guidelines of the Burundian State and promotes respect for national policies, agreements and international and sub-regional conventions in force. Therefore, in his actions, he attaches great importance to an equity approach and considers the gender dimension and the advancement of women as a component of his policy of inclusive intervention.

Gender is a socio-cultural concept which refers to the socially constructed relationships based on sexual distinction and to the social differences between women and men which are acquired, susceptible to change over time and which are widely variable both inside and among different cultural, political and socio-economic contexts. It therefore makes it possible to highlight the differences that characterize men and women in society as well as the power relations that they maintain. Thus, it is understandable that, gender is a tool which makes it possible to identify and analyze the differences characterizing the living conditions, status, function and social position of men and women as attributed in society. These differences are manifested in disparities, inequities, power relations and discrimination. They are commonly called "gender inequalities" or "gender issues".

The issue of taking into account the gender dimension and the promotion of women is very present in development policies and strategies in Burundi, in accordance with the National Gender Policy of Burundi adopted and implemented since July, 2012, and all international commitments and ratified international conventions relating thereto.

Burundi has an estimated population in 2019 of 12,998,875 inhabitants. The male population represents 49.1% of the total population, and the female population, 50.9%. Women are therefore the majority in the country. Thus, their active participation in all socio-economic development actions, but also in environmental protection and resilience strategies in the face of climate change is a required condition for any prospect of sustainable development. It is therefore as a result of this situation that the BOPE has registered its actions in promoting gender and in empowering women and taking care of their specific needs, to enable them to participate as well as possible in sustainable development efforts. It thus promotes equality between women and men, and actively fights against discrimination.

The concept of equity refers to the conditions which allow women and men to enjoy the same prerogatives as regards the possibilities of access and control of development resources. For example, in the education sector, equity consists in guaranteeing to all pupils (girls and boys) the same opportunities to access quality and qualifying education, whatever their origin, their geographical location, their socio-economic situation and their state of health, their

convictions or their beliefs. Equity is a means to achieve equality and involves the implementation of compensatory measures.

Equality between women and men means that men and women have the same status in a given society, and equal conditions to fully exploit their human rights. They thus contribute equally to national, economic, social and cultural development, etc., and must profit equally. The equality of rights between women and men is thus enshrined as a fundamental principle by the BOPE, which, in its actions, endeavors to identify the legal, economic, political and social or cultural barriers to be removed in order to ensure the full enjoyment of their rights by women and men.

In all its actions, in accordance with national strategic guidelines and national policies in force, the BOPE takes into account of gender equality and the advancement of women as a fundamental step of its actions and consecrates the integration of the gender dimension in its projects and programs.

This document describes the Agency's overall approach to gender equity and equality and the advancement of women. It is intended as a frame of reference to ensure that the gender dimension is taken into account in all actions and activities carried out by the BOPE. It is structured around two main parts, in addition to the introduction and the conclusion.

- The first part presents the contextual elements as well as the reference frameworks at the national, sub regional and international levels.
- The second part presents the fundamental elements of the Office's Gender Strategy. It sets out, in terms of gender, the vision of the BOPE, its objectives, its principles, its strategic orientations, its operational framework which specifically includes its implementation strategy, its monitoring-evaluation mechanism, its framework for monitoring performances.

II. GENDER IN BOPE ACTIONS: CONTEXT, ISSUES AND CHALLENGES

2.1. Contextual elements

The BOPE's gender approach finds its justifying framework in a national context marked by the implementation of a National Gender Policy (NGP) and in a regional, sub-regional and international context bringing the integration of equity and gender equality in all sustainable development policies and strategies.

2.1.1. National Context

At the national level, actions to promote gender equality refer to the texts and policies adopted by the Government of Burundi. We mainly note the Constitution, the National Development Plan (NDP) and the National Gender Policy of the Republic of Burundi.

➤ The Constitution of the Republic of Burundi

The Constitution or fundamental law of the Republic of Burundi is the primary guarantor of the country's gender approach. Many of its articles indeed guarantee the equality of all citizens in law and in dignity. Article 13 states: "All Burundians are equal in merit and dignity. All citizens enjoy the same rights and are entitled to the same protection of the law. No Burundian will be excluded from the economic or political social life of the nation because of his race, language, religion, sex or ethnic origin". Article 20 states: "All citizens have rights and obligations". Article 22 states: "All citizens are equal before the law, which affords them equal protection. No one may be discriminated against on account in particular of their origin, race, ethnicity, sex, color, language, social situation, religious, philosophical or political convictions, because of a physical or mental handicap, because of being a carrier of HIV / AIDS or any other incurable disease". Article 27 provides: "The State shall, as far as possible, ensure that all citizens have the means to lead an existence worthy of human dignity". Article 52 states: "Everyone is entitled to obtain satisfaction of the economic, social and cultural rights essential to the dignity and the free development of his person, thanks to the national effort and taking into account the resources of the country". Article 70 says: "All citizens are required to fulfill their civic obligations and to defend the homeland. Everyone has the duty to work for the common good and to fulfill their professional obligations. All citizens are equal before public office. Exemption can only be established by law." Article 74 provides: "Every Burundian has the duty to contribute by his work to the construction and the prosperity of the country.

Thus, any intervention in Burundi must take into account these provisions of the fundamental law. The BOPE therefore commits all its actions in this direction or in the sense of these provisions of the Constitution.

➤ **The National Development Plan of Burundi 2018-2027**

The NDP is the repository of all the policies and all the development actions of the Republic of Burundi. Through this plan, the Government of Burundi is strengthening its commitment to eliminating gender inequalities and exclusion, by integrating gender equity and equality in sectoral programs and social relations. It also presents gender mainstreaming in the fight against climate change.

➤ **The National Gender Policy of Burundi 2012-2025**

The Republic of Burundi has adopted a National Gender Policy 2012-2025 which succeeds the National Gender Policy of 2003, to continue to correct the vestiges of the mentality which make women and girls vulnerable, and to sensitize the Burundian community on the benefits of shared responsibilities. NDP is the result of a participatory process involving the synergy of all actors in the nation and all sectors of national life, through sectoral consultations. Starting from a diagnosis of the situation of inequalities between women and men at the national level, NPD defines precisely, the vision, the approach, the guiding principles, the strategic orientations, the intervention axes and the objectives related to gender.

2.1.2. Regional and Sub-regional Context

The regional and sub-regional level is marked by several programs, agreements, policies and conventions that consider the advancement of women at a high level. Among others, we note:

- The New Partnership for Africa's Development (NEPAD) which, in its objective of reducing poverty, explicitly stipulates that the specific problems of poor women must be taken into account in anti-poverty measures.
- Charter of the African Union which clearly states that it is up to the State to "ensure the elimination of all discrimination against women and to ensure the protection of the rights of women and children as set out in international declarations and conventions".
- The Protocol to the African Charter on Human and Peoples' Rights on the rights of women, including the adoption in 2004 by the Conference of Heads of State of the

African Union of the Solemn Declaration in favor of equality between men and women in decision-making bodies and at the level of elective positions.

- The decision of the Conference of Heads of State of the African Union (AU), in April 2010 in Accra, which dedicated the period 2010-2020, "decade of the African Woman", and which set up an African Women Fund to facilitate the achievement of the goals of the Decade. The goal of the decade is to accelerate, in concrete terms, the delivery of commitments to gender equality and the empowerment of women from the grassroots to the national, regional and continental levels.
- The Sub-regional Strategy for taking gender into account in the sustainable management of natural resources of the Central African Forests Commission (COMIFAC) which shows the will to integrate the gender perspective in its policy.
- The African Charter on Human and Peoples' Rights, adopted on June 27, 1981 in Nairobi, Kenya during the 18th Conference of the Organization of African Unity. It reaffirms the principle of equal rights and freedoms without discrimination based on sex (ref. Article 2) and recognizes the need to eliminate discrimination against girls and young women in accordance with the provisions of various international instruments and conventions, and national human rights standards. In its article 25, the Charter sets out specific measures to remove the discrimination that affects girls and young women in terms of fundamental rights, citizen participation, education, health, access to employment, family and social protection and the fight against violence.

The declaration by ECCAS Heads of State on equality between men and women stipulates, among other things, that women and men are equal and must affirm themselves as actors and beneficiaries of development.

We also note in this context, the existence of the Common Economic Market for East and Southern Africa (COMESA), the International Conference on the Great Lakes Region (CIRGL), the Eastern Community African (CEA), etc., which consider equality between men and women at an important level and the promotion of a process of equity and gender equality.

2.1.3. International Context

Actions to promote gender equality are guided, at the international level, by various existing mechanisms, commitments and instruments at the global level, relating to this issue, involving the Republic of Burundi. We mainly note:

➤ The Universal Declaration of Human Rights

Adopted on December 10, 1948 by the General Assembly of the United Nations and made up of 30 articles, the Universal Declaration of Human Rights proclaims that "All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and must act towards one another in a spirit of brotherhood". In its article 2, the document affirms the principle of freedom without any distinction, in particular of race, color, sex, language, religion, political opinion. Reference is also made in its article 16 relating to equal rights with regard to marriage, during marriage and upon its dissolution.

➤ The Beijing Platform for Action

On September 15, 1995, 189 states participating in the 4th United Nations World Conference on Women, held in Beijing, China, adopted the Beijing Declaration. The Declaration constitutes a strong commitment on the part of governments, to promote equality, development and peace for all women everywhere, to achieve the empowerment of women, and to ensure the full implementation of the rights of women and girls. The declaration identified women as a key player in sustainable development, and adopted an action program which defined strategic objectives and recommendations relating to 12 major areas of concern, including: women and poverty; education and training of women; women and health; violence against women; and armed conflict; women and the economy; women, power and decision-making; institutional mechanisms for the advancement of women; women rights ; women and the media; women and the environment; female children.

The periodic evaluations of the Beijing Platform for Action have provided an opportunity for the international community to reaffirm their commitment to take vigorous action to strengthen the integration of gender in policies, programs and budgets and thereby accelerate the elimination of disparities and discrimination that underpins inequality between men and women. The Republic of Burundi has subscribed to this declaration and therefore undertakes to act in the direction of its strategic objectives and its recommendations.

➤ **The Millennium Development Goals (MDGs)**

The Millennium Development Goals (MDGs) are eight goals adopted in 2000 in New York with the United Nations Millennium Declaration by 193 UN member states, and at least 23 international organizations, which have agreed to reach them by 2015. Goal 3 of the MDGs aimed to promote gender equality by eliminating gender disparities, particularly at all levels of education by 2015. In 2015, the Sustainable Development Goals (SDGs) have succeeded the MDGs.

➤ **The Sustainable Development Goals (SDGs)**

With the expiration of the Millennium Development Goals (MDGs) in September 2015, the member states of the United Nations have set up a more ambitious program to end poverty, to fight against inequality and injustice, and deal with climate change by 2030. Based on the achievements of the implementation of the MDGs, seventeen (17) Sustainable Development Goals (SDGs) were adopted at the Special Summit on the sustainable development in September 2015 in New York. This post-2015 development program addresses several issues, including achieving growth-enhancing equality between men and women. A specific objective targets the achievement of gender results (SDG 5) in order to achieve gender equality and empower all women and girls. The SDGs constitute the new development cooperation agenda that is inclusive and universally applicable to all without distinction.

Burundi, like the other signatories to the above-mentioned international commitments, is committed to working for the effective application of policies and directives in favor of gender equity.

➤ **Resolution 1325**

Resolution 1325 (2000) is a United Nations resolution, adopted unanimously on October 31, 2000 by the United Nations Security Council at its 4213th meeting, which concerns the rights of women, peace and security. It is a continuation of resolutions 1261, 1296 and 1314 which were the subject of a reminder during the session and addresses the theme of the status of women during the repatriation and displacement of populations, as well as that of re-education and the reintegration of women and girls following armed conflict. Through this resolution, the United Nations Security Council recalled that peace and equality between men and women are inextricably linked and that therefore any initiative to maintain and promote

peace and security requires not only specific protection for women but also their equal participation in conflict resolution and peacekeeping.

The resolution reinforces the commitment of the United Nations Security Council to adopt a gender-sensitive approach in peacekeeping operations and urges States to strengthen the protection of the rights of women in conflict zones and to take appropriate measures to ensure the full contribution of women to decisions relating to the prevention and settlement of disputes.

➤ **The Paris Declaration on Aid Effectiveness**

The Paris Declaration of March 2005 concerns the effectiveness of official development assistance. It traces the proposals and conditions for making official development assistance to poor countries effective, by setting the general commitments to be made by donors and recipient countries to achieve these results. The Paris Declaration considers at an important level the need to take gender issues into account in each of the five fundamental principles: ownership, mutual accountability, alignment, harmonization and results-based management.

➤ **The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)**

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was adopted on December 18, 1979 by the General Assembly of the United Nations. It entered into force on September 3, 1981 after being ratified by 20 countries. This Convention commits signatory or acceding States to eliminate all forms of discrimination against women, and to promote their full development in all political, economic, social, cultural and civil fields.

The International Conference on Population and Development

In 1994, the International Conference on Population and Development (ICPD) was held in Cairo, Egypt. This conference saw the adoption by 179 countries of an Action Program which marked a fundamental turning point in thinking about population and development issues, placing the well-being of individuals, and in particular women, at the center of the global agenda.

It addresses issues of gender equality and the empowerment of women through education, health and nutrition. It focuses on:

- Gender equality and equity;
- The advancement of women;
- The elimination of all forms of violence against women;
- The control of fertility by women;
- Women's access to health services, especially reproductive health.

➤ **The Creation of ONUFEMMES**

The creation of the United Nations for Gender Equality and the Empowerment of Women (ONUWOMEN) in 2010 follows from the decision to support the effectiveness of all the instruments adopted for the advancement of women and gender equality. The existence of such a body reinforces the international community's commitment to advancing gender issues for the full enjoyment of their rights by women, including the right to participate equitably and effectively in the development process.

2.2. Issues and challenges

For the BOPE, taking gender equality and the advancement of women into account in its activities is a challenge for the success of its missions, socio-economic development, social transformation and empowerment of communities in a spirit of social cohesion and community engagement. This implies collective responsibility of women and men in the promotion of egalitarian values and behavior, and in the conduct of development actions in favor of the environment. To achieve this, it is fundamental for the Office to clearly define the main gender issues from a sustainable development perspective, and to meet the main challenges for easy implementation of its projects and programs while respecting and taking into account gender dimension.

2.2.1. Main issues

The challenges of taking the gender dimension into account in socio-economic development and environmental protection policies are both important and decisive for the Burundian Office for the Protection of the Environment (BOPE). The Office implements, with funding from the Government, but also with funding from technical and financial partners, sustainable development projects and programs.

In a context where the Burundian State registers its actions in the direction of the promotion of the gender approach, in a context where all the technical and financial partners and donors consider the gender issue as a crosscutting theme to appear in all development projects, in a context where international institutions are watching what countries are doing in terms of inclusion, it remains for the Office to integrate gender equity and equality in all actions of development. It's a political issue

In the same way, considering a Burundian population composed mainly of women, it is necessary to put into practice schemes and strategies allowing this segment of the population, to contribute to the process of sustainable development in the same way or more, than men .It is a development issue.

It is also the phenomenon of the feminization of poverty noted in the country. Indeed, income and employment disparities by sex are determinants of poverty. For this, taking into account the gender dimension is an issue of social development.

In short, for the BOPE, taking into account the gender dimension in its actions constitutes multiple challenges (political, economic, social, etc.). For this reason, the Office integrates respect for gender equity and equality in its logic of action.

2.2.2. Main challenges

For the BOPE, implementing all the actions of its projects and programs in a perfect logic of promotion of women, equity and gender equality and in positive discrimination prioritizing women, is conditioned to the important challenges to raise. Indeed, being able to integrate gender equality perfectly into the actions of the Office, especially considering its collaborative approach, sometimes requires actions, some of which go beyond its competence. Nonetheless, through its awareness-raising, advocacy and capacity-building activities, the Office has succeeded in raising awareness of the importance of giving women the opportunities to participate actively in development. Also, in the implementation of its projects and programs, the Office obliges the stakeholders to comply with its prescriptions for granting women special places in the management and facilitation of the projects and programs implemented.

However, at the community level, certain realities mean that several cultural and cultural barriers prevent the full participation of women in all development actions and activities. Certain cultures make it very difficult to understand equality between men and women.

The BOPE is aware that for a greater participation of women, several challenges must be met, including the following:

- The elimination of cultural and cultural barriers at the community level, through awareness-raising and advocacy targeting populations, but also particularly resource people and opinion leaders;
- The improvement of the socio-cultural status of women and the equitable acquisition of knowledge and skills by women, by strengthening the technical capacities of women in the intervention areas, with specific activities for women;
- Promoting access and equitable participation of women in management and decision-making bodies;
- Strengthening gender expertise in the management and implementation mechanisms of projects and programs;
- Awareness-raising and advocacy in the intervention areas, for the integration of the gender dimension in development strategies at community level;
- Women's access to resources and economic opportunities; - etc.

III. GENDER STRATEGY WITHIN THE BOPE: THE COMPONENTS

The BOPE Gender Strategy is inspired by the National Gender Policy of Burundi 2012-2025. For the Office, this gender strategy is the frame of reference for its actions in the area of gender equality and equity, in particular in the implementation of its projects and programs.

- The strategy is based on a vision, objectives and guiding principles. It is implemented through strategic intervention axes and a monitoring and evaluation system.

3.1. Vision of the BOPE Gender Strategy

The vision of the BOPE on gender issues is inspired by the vision of the National Gender Policy (NGP) which is that of a society where women and men enjoy the same rights and duties, develop all their capacities and thus contribute, as equal partners, to the building of a just and prosperous society for all as well as to the political, economic, social and cultural development of Burundi. Thus, for the BOPE, the vision of the gender strategy is as follows: **“Contribute to making the Republic of Burundi a country where women and men actively participate in efforts to combat poverty, sustainable development and the fight against climate change, in an approach of equity and equality socio-professional”**

3.2. Objectives of the BOPE Gender Strategy

To achieve this vision, the BOPE has four main objectives:

- **Objective number 1:** Bring gender equality in the Office's development actions to a strategic level in all its projects and programs;
- **Objective number 2:** Promote women through positive discrimination to promote equal opportunities with men;
- **Objective number 3:** Ensure the participation of women at the strategic level in the steering, coordination and monitoring bodies of projects and programs;
- **Objective number 4:** Make gender and equality between women and men a tool for poverty reduction and climate change mitigation.

3.3. Principles

The BOPE Gender Strategy is a framework of reference that specifies the approach of all its projects and programs with regard to the integration of equity and equality between women and men. Thus, the Office establishes a certain number of determining principles to be considered.

- **The principle of inclusion:** this principle stipulates that the gender dimension must be systematically taken into account in all BOPE interventions. It also refers to the need for an effective approach to interventions, in a harmonized approach, to respond effectively to the differentiated needs of men and women in all areas.
- **The principle of empowerment:** this principle establishes, beyond implication, the empowerment of women at all levels of the management process of projects and programs of the Office.
- **The principle of transversal coherence:** the strategy must be consistent with the national and international policies which commit the BOPE and which govern all its actions.
- **The principle of adaptability and flexibility:** the strategy of the BOPE is flexible and scalable. It adapts to the changing context and can be subject to revision or update.

3.4. Strategic Directions

The Office, to achieve its objectives mentioned in the decree N ° 100/240 of October 29, 2014 which creates it, with a view to equity and gender equality and in the sense of the National Development Policy (NDP) and the National Gender Policy (NGP), attaches particular importance to the promotion of women and the fight against all forms of discrimination. Thus, its Gender Strategy is built around the following major strategic axes:

1. **Positive discrimination against women:** it is the act of favoring women and vulnerable groups who are victims of systematic discrimination, until the restoration of equal opportunities;
2. **The institutionalization of gender equality and the fight against all forms of discrimination in the implementation of projects and programs:** this involves the systematic integration of the conditions, priorities and needs specific to women and men in all policies to promote activities based on equality between women and men.

Through institutionalization, the BOPE takes gender equality in actions to the highest level;

3. Capacity building for teams implementing gender projects and programs and its systematic inclusion in all of the Office's actions;
4. Raising community awareness and advocating with the authorities on integrating the gender dimension into sustainable development actions;
5. Capacity building for women, through women's organizations in the intervention areas.

Strategic direction 1: Affirmative Action Against Women

In its actions, the BOPE aims to correct gender disparities and inequalities by carrying out positive discrimination actions. The Office thus elevates the advancement of women victims of discrimination to the rank of a strategic orientation until it succeeds in restoring equal opportunities. Positive discrimination aimed at the advancement of women is also done through concrete actions. For example, the Office may, before any choice of beneficiaries of its projects and programs, reserve a certain portion for women victims of discrimination or social inequality.

Strategic direction 2: The institutionalization of gender equality and the fight against all forms of discrimination

Through the institutionalization of gender, the BOPE considers the theme of promoting equality between women and men at a strategic level in its projects and programs. It thus endeavors to promote the participation of women in institutions or coordination frameworks ensuring the strategic management and monitoring-evaluation of its projects and programs therefore combating discrimination of a gender nature or social status in the implementation of its projects and programs. This also constitutes a strong strategic axis of the Office's interventions.

Strategic orientation 3: Reinforcement of the capacities of the teams for the implementation of projects and programs on gender and on its systematic consideration in all actions.

The gender theme is philosophical but also technical. Its implementation, as well as the promotion of gender equality in the Office's development actions, adapts to the socio-cultural contexts and realities of the intervention communities. Continuous capacity

building, on the subject, of the teams in charge of implementing projects and programs is an orientation.

This mainly involves implementing training and capacity-building activities specifically tailored to increase knowledge and skills on all organizational and technical aspects related to gender mainstreaming at all stages of the Project cycle. It is also about cultivating gender sensitivity among all categories of Agency staff, especially those in key decision-making positions. These capacity building activities therefore target all staff, including General Management, directors and heads of departments, etc.

Thus, it is a question of developing expertise and research on gender through:

- The development and implementation of a training plan integrating gender issues into programs and projects;
- The production and making available to agents of simplified tools to facilitate the integration of gender in their activities;
- The definition of a minimum set of gender-sensitive indicators;
- The systematization of gender disaggregation during the collection, processing and dissemination of socio-economic data;
- Monitoring and evaluation of gender mainstreaming in the implementation of projects and programs;
- Support for carrying out studies and research on gender-related issues.

Strategic orientation 4: Community awareness and advocacy with the authorities on the integration of the gender dimension in sustainable development actions

Awareness is in the sense of mass communication for the consideration of gender equality.

It is a communication action which aims to inform, enlighten and arouse the interest and curiosity of the targets on the importance of the theme of gender and the promotion of women, to promote a change of mentality, behavior and attitude from an individual and / or collective awareness. It therefore seeks to make the targets attentive and available to deal with gender issues and to consider them in projects and programs. It also seeks to develop representations to permanently change attitudes.

The targets are generally:

- Grassroots community organizations;
- Women's organizations;
- Resource persons (religious authorities, hill / district chief, etc.);
- Technical services;
- The communities.

Advocacy is aimed at specific targets. It is a set of targeted activities supporting a specific cause. It is a panoply of actions, methods and procedures seeking to influence a specific policy and an economic, social, political, cultural and environmental conception, to bring about a positive and lasting change, on the basis of a dialogue with decision makers. It allows you to go from an undesirable situation to a desirable situation. Advocacy is generally used to influence decision makers when they make laws and regulations, distribute resources and make other decisions that affect people's lives. The main goals of advocacy are to create policies, reform policies and ensure that they are implemented. Overall, it draws the attention of communities to the issue of gender and the advancement of women and guides decision-makers towards a lasting solution.

Strategic direction 5: Capacity building for women, through women's organizations

To promote the active participation of women in its development projects and programs, the Office could be required to conduct training and capacity-building activities on key themes, through the organizations of women present in its intervention areas. These training and reinforcement sessions target the themes relating to the projects and programs implemented, but also the transversal themes that can participate in the empowerment of women on gender.

3.5. Operationalization of the Office's Gender Strategy

3.5.1. Implementation of the Gender Strategy

The implementation of the Gender Strategy, taking into account the vision, guiding principles and strategic axes, is essential for the Office in the implementation of the activities of all projects and programs. Such an approach shows that for the Office the gender dimension is transversal. Its consideration does not depend on a specific project but is made in all the projects that the BOPE could implement. Thus, the Office ensures that each of its development projects and programs takes into account the gender dimension and works for the advancement of women and the elimination of all forms of discrimination.

Thus, throughout the project cycle, from identification to final evaluation, through strategic planning, operational planning and monitoring and evaluation, the implementation of the gender approach is essential. In identification, for example, in addition to information specific to the problem studied, the effects and repercussions on gender equality are also studied. Therefore, in strategic planning, a gender analysis is done. It is a systematic way of looking at the different likely impacts of the project or program on men and women. Gender analysis

requires separating data by gender, and understanding the volume of work to be done at all stages of the process. Thus, a specific objective can concretely target the gender theme and concrete activities can be proposed in operational planning for care. In this perspective, gender-sensitive indicators are developed and considered for monitoring-evaluation and final evaluation of the project or program. Similarly, budgeting for projects and programs is gender sensitive. That is to say, it takes into account the differentiated contribution of women and men regardless of their social affiliation, and proposes solutions so that the budget takes into account the existing link, for example between the formal and informal economy. It also studies the effects of the distribution of income and expenditure on men and women not only in the short term, but also in the medium and long term, that is to say throughout their life cycle. Likewise, it seeks to respond fairly to the practical and strategic needs of women and men, girls and boys from different socioeconomic strata and from all walks of life. Finally, it aims to reduce the socio-economic inequalities existing between these social strata and to concretize the principles of equity and equality.

3.5.2. Monitoring and Evaluation

Monitoring and Evaluation of the Office's achievements will take into account gender-sensitive objectives and indicators. In this context, monitoring is considered to be an integral part of the implementation of the Office's Gender Strategy. Likewise, periodic evaluation of the various activities implemented through the Office's projects and programs will make it possible to determine whether the objectives of the gender promotion strategy and the desired impact would be achieved. It is therefore important that the elements listed below are taken into account in the Office's overall monitoring and evaluation system.

- Disaggregation of data by gender;
- Identification and use of gender impact indicators;
- Definition of the criteria for monitoring and evaluating performance linked to all the monitoring and evaluation frameworks for the various projects and programs of the Office.

As presented in the project cycle management manual and the Office's monitoring and evaluation manual, the monitoring and evaluation of the implementation of the Gender Strategy takes place in all phases of the project cycle and at through different levels of committees and mechanisms set up by the projects and programs concerned.

3.5.3. Performance monitoring framework

The Office's performance monitoring framework, designed for all of its projects and programs, gives real importance to the gender dimension, in line with the Office's overall approach in this area. The framework includes, for each project and program, clear criteria making it possible to assess the intermediate and final results, but also it presents the logical and conceptual links indicating in which way the activities which are implemented could have led to specific results (including effects produced and results obtained at the intermediate stage).

With regard to the gender dimension, the performance monitoring framework makes it possible to see the extent to which the results achieved by the projects and programs have helped to contribute to the advancement of women, to gender equity and equality. To achieve it, for each project and program, the framework, regarding the gender, specifies:

- The expected results of each activity of the project and program concerned;
- The intermediate results obtained;
- The final results obtained;
- The progress made;
- The indicators for each activity;
- The types of activities, in particular awareness raising, training and capacity building, advocacy, etc. ;
- The stakeholders in each activity, the proportion of women and men, etc. ;

3.5.4. Reporting

As part of the reporting, progress reports are produced, after each activity, but also periodically, by weeks, by month, by quarter, by semester or by year, according to the specific requirements of projects and programs and technical and financial partners concerned. Thus, it is possible to have weekly, monthly, quarterly, semi-annual and annual reports. In all cases, the report clearly highlights information relating to gender and the advancement of women and therefore provides an update on the implementation of the Office's Gender Strategy.

IV. CONCLUSION

The BOPE Gender Strategy constitutes an important document of support and promotion for the conduct of changes necessary to contribute to the achievement of gender equality and equity in accordance with the objectives of the National Gender Policy 2012-2025 and international good practices in this area.

The successful implementation of this strategy depends largely on the involvement of all stakeholders, directly or indirectly concerned with the integration of a gender dimension in the activities of the Office.

The strategy also indicates the interest and strong commitment of the Office to contribute to the achievement of equity and equality between men and women and to the establishment of sustainable development in Burundi.