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Dutch Sustainability Unit

Gender Review of the Multi Annual Strategic Plan

BURUNDI



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Executive summary

The Royal Netherlands Embassy in Burundi (EKNB) has requested the Dutch Sustainability Unit – Gender Equality (DSU-GE) to review the embassy’s MASP. The main aim of the review is to provide recommendations for a strengthened gender focus into the revised MASP, including a brief gender profile and the provision of gender-sensitive indicators for gender impact monitoring.

Chapter 2 of the report provides a review of the Country Analyses of the MASP, observations on the basis of interviews and desk review, and an overview of the gender related constraints of the spearheads in the context of Burundi. Text can be used for revision of the MASP context analysis.

Chapter 3 provides recommendations for gender integration in the revised MASP.

– A number of changes are suggested for the MASP indicators (see Table 1 underneath). Since gender and environmental impact reinforce each other, relevant indicators from the recent environmental review have also been included.

– Other recommendations include:

Security and justice

* Undertake policy dialogue on the position and rights of women in the security sector, SGBV and impunity. Lobby on UNSCR 1325.

* Undertake a gender needs assessment of the police force and the army to assess women’s constraints.

Food security

* Focus more on youth (boys and girls and adolescent women and men)..

* Incorporate men and boys more specifically in project design

* Undertake diplomacy and advocacy on (women’s) land rights and succession law.

* Train selected EKNB and implementing partners’ staff on the practical implications of maintaining a gender focus (incl. follow up)

* Pay more attention to nutrition within food security to reduce gender inequalities

* Discuss with WFP in order to make the school feeding project more gender sensitive.

* Undertake an assessment on the roles and opportunities of men, women and youth in value chains.

* Assess the gender dimensions of environment, climate change and disaster risk reduction

SRHR

* Undertake policy dialogue on the importance of national data collection on GBV and on abortion

* Support INGOs and CBOs in establishing and linking up to networks with gender focus

The annexes provide further details. The gender profile, which includes up-to-date statistical data, can be used for revision of the MASP context analysis.

Table 1: Objectives, outcomes and output from MASP with recommended change¹

Type	#	Description
Output	A-2-a-1	The MSP and the National Security Council have the capacity to develop a sector wide security policy (<i>incl. gender aspects</i>)
	A-2-a-2	MSP has capacity to write strategic plan for MSP/police in line with development documents and donor activities (<i>incl. gender aspects</i>)
	A-2-a-3	The MDNAC has the capacity to execute a defense review leading to white paper & implementation plan (<i>incl. gender aspects</i>)
	A-2-a-4	The constitutional court has the capacity to draft a strategic plan that is in line with the policy documents and existing strategic plans in the justice sector (<i>incl. gender aspects</i>)
	A-2-a-5	The government has the capacity to implement a middle and long term expenditure framework (<i>and include gender budgeting</i>)
	Country	Strengthened sustainable institutional capacity (<i>incl. gender considerations</i>) in the Security Sector
	A-2-b-1	Infrastructure of MSP/Police and MDNAC/military strengthened <i>with appropriate gender focus</i>
	A-2-b-2	Level of education of members of MSP/Police & MDNAC/Military improved <i>targeting a minimum of X% women</i>
	A-2-b-4	Army and Police have the capacity to participate in peacekeeping missions (AMISOM) <i>with a minimum of X% women</i> , in close cooperation with the U.S. ACOTA program.
Goal	B-2	Sustainably increased agricultural production including food production in the three provinces Bujumbura Rural, Bubanza and Cibitoke, produced and processed mainly by poor <i>with a focus on women and young people</i> and including demobilised ex militants.
Output	1	Rural households and individuals (<i>minimum of x% women</i>) have more secure access to land.
	2	Smallholders (<i>minimum of x% women</i>) have increased access to good quality agricultural inputs
	3	Smallholders (<i>minimum of x% women</i>) have increased access to consumer markets
	4	Small holders (<i>minimum of x% women</i>) have increased access to finance
	7	<i># female headed households benefiting from renewable energy and water management</i>
	8	Small holders (<i>minimum of x% women</i>) have increased access to new technologies and innovation
	9	Increased capacity of the MoA (<i>incl. on gender related issues</i>) and its institutions <i>incl. for stakeholder participation in decision making</i>
Output	C-1-1	<i># health workers (#men/women) trained in modern FP procedures; availability choice of methods of men and women to meet demand</i>
	C-1-2	<i># communities sensitized in using modern contraception (men/women)</i>
Outcome	C-2-1	Youth using quality SRH services and making informed choices on sexual attitude behaviour

¹ Changes and additions in italics

		<i>Additional: % of youth using health services (men/women)</i>
Output	C-2-4	<i>Additional: # of youth (men/women) visiting youth clubs (link to output C2-3)</i>
	C-3-2	<i>Increased gender equality (final outcome)</i> ; remove, cannot be achieved by addressing SGBV, more of an overarching goal Instead of <i># of women in traditionally masculine positions: #reported SGBV cases (men/women)</i>
	C-3-3	Separate 2 different target groups from original output: <i>Guidance provided to young sex offenders</i>
	C-3-4	<i>Support given to victims of young sex offenders (or SGBV victims in general)</i>

1. INTRODUCTION

The Royal Netherlands Embassy in Burundi (EKNB) has requested the Dutch Sustainability Unit – Gender Equality (DSU–GE) to review the embassy’s MASP. The main aim of the review is to provide recommendations for a strengthened gender focus into the revised MASP, including a brief gender profile and the provision of gender-sensitive indicators for gender impact monitoring.

Attention is given to the embassy’s three areas of focus, so-called ‘spearheads’ (food security, security and justice, and sexual and reproductive health and rights), and the required linkage between these areas for the effective advancement of gender equality and women’s rights. Despite primary focus on the work of the embassy recommendations seek to further align with the Ministry’s new policy direction on women’s ²rights and the EU’s Gender Equality Action Plan.

The international consultant undertook a desk study, which was followed by a field visit to undertake semi-structured and key informant interviews with staff members of the embassy and stakeholders. Consulted reference documents were provided by the embassy and obtained from other sources, please see appendix 3 for details. Appendix 6 and 7 provide the list of interviewees and basic questions for the semi-structured interviews.

In view of the limited time available to conduct the gender review, it was not possible to conduct an in-depth scientific review or use quantitative methods. The team used a pragmatic approach focused on hands-on recommendations and in interviews had to rely on qualitative and/or anecdotal information, while efforts were made to triangulate findings as much as possible. A full timeline may be found in Appendix 5.

The main body of the text is structured as follows:

Chapter 2: Gender integration in the MASP Country Analyses: observations

Chapter 3: Recommendations for gender integration into the revised MASP: proposed program and country analyses

Chapter 2 provides a review of the Country Analyses of the MASP, observations on the basis of interviews and desk review, and an overview of the gender related constraints of the spearheads in the context of Burundi. Chapter 3 provides recommendations for gender integration in the revised MASP. Aiming at a concise practical report the annexes provide further details including a gender profile with up-to-date statistical data. Both the text of chapter 2 and the gender profile can be used to revise the MASP context analysis.

² Notitie vrouwenrechten dd juli 2013.

2. GENDER INTEGRATION IN THE MASP COUNTRY ANALYSES: OBSERVATIONS

2.1 The MASP country context analysis

This chapter reviews the Country Analyses provided in the MASP, provides observations on the basis of interviews and desk review, and provides an overview of the gender related constraints of the spearheads in the context of Burundi. Some of the text may be useful for the revised MASP context analysis. As per the embassy's request, a gender profile was developed that could be integrated fully or partially into the revised MASP. Please find the gender profile including up-to-date data in appendix 1.

The Multi Annual Strategic Plan for the Netherlands' bilateral and multilateral relations with Burundi covers the period from 2012 until 2015 and focuses on the areas Food Security and Economic Development and Sexual and Reproductive Health and Rights including family planning and Security and Justice. Each of the thematic areas has its own gender related characteristics, constraints and opportunities. On the other hand, progress or lack thereof in one area may influence the other two. Therefore the situation of gender equality and women's' rights was reviewed within the country context as well as in the three priority areas.

The MASP analysis of the Burundi country context can best be summarized with the help of the binding constraints that have been formulated in the MASP 2012-2015.

Primary binding constraints	Secondary binding constraints	Priority areas MASP EKN Burundi
Legacy of conflict and aggression	Acceptance of violence Gender based violence Insecurity / fear	Security and Justice
Neo patrimonial political system	Weak justice system/impunity Weak government institutions Poor business environment	
High population density in relation to the way in which the resource base is used (low input subsistence farming), increasingly problematic with climate change	Land shortage, land conflicts Land degradation Low agricultural productivity Food insecurity Poverty Population growth faster than economic development	Food security and Economic development
High fertility rates / population growth	Young (fertile) population Low levels of education Lack of future perspectives High mother and infant mortality	Sexual and reproductive health and rights including Family planning

Little information is available on the situation of gender equality and women's rights with regard to the above constraints. Most national statistics are limited to education, literacy, and participation in public and private sector (see Appendix 1). Despite the lack of statistics the constraints point at a huge inequality between men and women in Burundian society:

- Poverty among female headed households is 49% as compared to 29% of male headed households;
- 63% of men possess land as compared to 18% of women;
- High fertility and unmet need for family planning affects women's health and rights; population growth will endanger all poverty reduction strategies;
- The high incidence of gender based violence against women is rooted in traditionally unequal power relations between men and women, both at family level and in society at large; this does not only maintain insecurity and discrimination;
- Although participation of women in the public sector is favoured by the legal minimal quota of 30% women in political bodies, the participation of women at local levels is low; because of the education and literacy level of women (much lower for women than for men), women face additional constraints from the very moment of their election;
- The existing gender disparity in education, employment and livelihood in rural areas will become greater with increased population density and a decreased resource base in rural areas; poverty and food security will affect women more than men because of their differential access to agricultural resources, inputs, markets, credit, innovation etcetera.

In the following sub-sections an analysis of persistent patterns of inequality is given in order to provide insight in how inequality is maintained in the current situation in Burundi.

2.2 General implications of the constraints for the revised MASP

Investing in women benefits a country's social and economic development³ and this, apart from the obvious human rights point of view, may well be one of the reasons that the choice of the Dutch Government to support improving the position of women in Burundi is a valid one. Whilst doing this, the EKNB benefits from the Dutch comparative advantage with regard to Dutch experience in furthering the status of women, but also in addressing and of having good relations with civil society. The fact that Burundi is still a fragile country suffering from post-conflict consequences justifies the focus of women in peace and security and the implementation of UNSCR 1325.

Even though many NGOs and CSOs already collaborate and are part of networks, and are very positive about the role that ENKB is playing in the coordination, some of them shared that they need help to be

³ McKinsey & Company. The Business of Empowering Women. January 2010.

connected to organisations working on similar issues, especially at the regional level. These contacts would help them to share information and lessons learned as well as to step up their efforts in joint advocacy. Especially CSOs found that they need support at community level to be connected to others to form a nation-wide level. Still, through centrally funded mechanisms like FLOW, an impressive degree of networking between civil society and especially women's organisations has been achieved.

Women have lower literacy levels than men, and thus, without specific attention, a project may think to pay attention to gender inequalities, but in practice is not. If women cannot read or understand documents helping them to participate in a project, the barrier will be too high for them, especially if their social environment is not conducive. In this case, additional support to women needs to be planned and offered by the implementing partner and ensured from the start in the design.

Many of the partners have a considerable gender imbalance amongst their staff, including national NGOs and CBOs. They often justify this by the fact that women would not be able and willing to drive motor cycles in the field. Whilst furthering gender equality though, more efforts may be expected from the organisations to deal with these issues and to ensure gender balance among their staff. EKNB may play a role by encouraging them to do so or even making a certain percentage of women among staff and at certain levels obligatory from the onset.

The EU GAP report⁴ shows that EU's Gender Action Plan⁵ is not yet fully operational in Burundi. Only the EU and the Belgian Embassy completed their indicators for 2012, and those reflect a serious lack of human resources and budget and the existence of many other pressing priorities. The EU nor any of the partners carry out coordination meetings on gender with civil society. The EU is hopeful that things may ameliorate under the new 11th EDF, and that at least funds will become available for support of UNSCR 1325 and 1820.

Gender related constraints

A gender analysis is always obligatory at the start of each intervention; also in the Dutch Action Plan 1325⁶ conducting gender analyses is among the objectives. For interventions in the food security sector, if designed well this will also provide insight into environment related details in communities, and households and ensure the focus on climate change adaptation is maintained also from a gender perspective.

The focus on youth is very valuable: achieving gender equality is a very long term process, and instigating major changes in the life of a couple who has been married for a long time may prove more difficult. The

⁴ Report on GAP implementation 1 July 2012 – 1 July 2013

⁵ EU Plan of Action on Gender Equality and Women's Empowerment in Development 2010–2015. Brussels, 8 March 2010.

⁶ Women: Powerful Agents for Peace and Security. Dutch National Action Plan 2012–2015.

specific issues facing boys and girls should be identified and addressed; EKNB can be instrumental in providing technical assistance and/or financial support.

The focus on rural population, including women, which EKNB already uses, is fully justifiable. Not only is poverty and malnutrition at rural level much higher than in urban areas, the gender inequality is also larger in areas like employment, education, literacy, access to SRHR, maternal mortality and human rights to mention but a few. The focus could be strengthened by an additional emphasis on female headed households, which are worst off of all.

Not all partners are encouraged to truly address gender in practice and overcome constraints and to have gender parity among staff as well as in institutional frameworks and conditions. Where addressing attention to gender may be obligatory for implementing partners many do not know how to practically address it; they require technical support. Even so partners admit that the focus on gender, requested by the embassy, helps them concentrate on the issue and design the activities in a more gender friendly way. SPARK for instance has conducted FGD to identify gender constraints and opportunities before the design of their new proposal to the embassy.

2.3 Security and justice

Legally, in Burundi violence including violence against women is a crime and if women are victim of violence, in theory they can go to the police and to court, and the perpetrator would be judged. In practice however the situation is different. Not only is society not conducive to such process, the costs are far too high for the average woman to be able to set such a process in motion. Some organizations, a number of them financially supported by the Netherlands, financially support the juridical costs that female violence victims face, but they are only able to support a handful of victims, since also for them the costs are high compared to the funds made available to them. They do conduct awareness raising for thousands of women, but this means that women cannot be supported up to the final conviction of the perpetrator. Lack of conviction at its turn possibly instigates more violence by the expectation of further impunity.

Women in the police still face a lot of specific constraints hampering their daily work and quality of life, and insufficient insight was gained into the nature and background of these constraints. A gender analysis conducted by GIZ shows more than 50% of female police staff find that sexual harassment in various forms is hampering them in their work. Apart from this, practical issues still have not been resolved.

Yet, some results have already been achieved in the field of security and justice. In the Security Sector Development (SSD) programme gender aspects are part of every activity. The programme strives to improve the gender balance in the organisations providing security, it also trains security providers how to correctly handle cases of SGBV.

Gender related constraints

A number of gaps persist. Funds for juridical support to female and young victims of violence and for reintegration of victims are insufficiently available. Young perpetrators are often sent to adult penitentiary facilities, where they become victims themselves and unlikely to break out of the violence cycle.

Coordination between the relevant Ministries (Health, Education, Gender, Justice and Public Security) is lacking; the observance of the national gender plan and enforcing gender focal points are in practice extremely limited. There are almost no female judges and the knowledge of judges on gender issues including SGBV is limited; this means that, even if a women manages to arrive at that level having overcome all other constraints, it is still unsure that the perpetrator will be convicted.

A gender needs assessment needs on the police force and the army is absent. As such, an increasing number of newly recruited women may be attracted and the situation for women already working in the police force and the army improved. When a needs assessment has been completed and measures are set in motion, support to enhanced recruitment of female officers may need to be given as well as assistance in implementing the gender related measures.

2.4 Food security and economic development

The most acute problem in the field of food security and economic development is (legal) access to land. The first land policy, which was developed in 2010, contained no gender aspects; the same holds true for the Code Foncier, developed in 2010. Discussions regarding a proper law with equal rights for women and men on inheriting land and goods have been ongoing for more than a decade, but the emergence of such a law still seems highly unlikely. The Ministry has now required an analysis to be conducted, comparing the advantages and disadvantages which would occur if such a law were to be implemented. Parents are allowed to give land to daughters and sons as deemed fit by them. Most of them give land to their sons, since this has been the custom for a long time and community pressures them to do so. Civil society conducts ample awareness raising on this subject, but is constrained by the absence of such a law.

Gender related constraints

Apart from their difficult access to land, women suffer from their dependency on men in their economic activities. With the increasing shortage of agricultural land, competition for resources and opportunities to benefit from interventions will leave female producers behind, if no attention is paid to reduce their barriers of participation. These barriers are hampering women in numerous ways, and contribute to their minor role in decision making and endurance of violence.

The barriers of women to access resources and to participate in organizations or interventions can be addressed by assessing gender impact of all interventions and targeting women with income generating activities. Gender impact should be considered in a broad sense and not only by addressing equal

numbers of women and men (gender parity). To achieve equality, women's empowerment should be more directly targeted as well. For instance, women may be enabled to undertake "men's jobs" and vice versa. According to stakeholders, women who are members of groups or associations find it easier to make their activities sustainable and therefore encouraging membership of cooperations or associations for women may be an option to incorporate into food security related interventions. This is particularly valid for interventions in the field of value chain development; if female producers or entrepreneurs are not targeted specifically, they will not benefit from the values gained.

2.5 Sexual and Reproductive Health and Rights

Abortion is forbidden by law and according to interviewees its legality is said to not be favored by a majority of the population, even though data do not exist. This makes the subject of clandestine abortions (i.e. all abortions) very difficult to address, which leads to most development actors laying the emphasis on prevention. Still, clandestine abortions take place and many women suffer the consequences, including women victims of violence. Also, abortion is not accepted for minors (also in view of long-term health risks) and victims of violence or incest.

There are only few reliable data on SGBV and these are not recent; up to 2010, data were regularly collected through the Centres de Famille but these only concerned victims that came to the Centres for support, probably only a small percentage. Even though funding from UNFPA is available, the MSNDPHG does not collect data any longer based on its perception of insufficient quality of data collection sheets. Apart from that, there are no studies like baseline surveys on this subject. Most often, data are cited from the MSNDPHG strategy 2009⁷, which are collected in 2004 and reflect that from 1.575 people interviewed, 19% had experienced violence at least once in their life; in practice however, the prevalence may be much higher.

The existing health facilities provide sex education (including on birth spacing) and materials, but almost only for married couples. MSNDPH's Centres des Familles do not have a specific service for youth. Concerning programmes and services for youth in general, young people themselves are often not consulted or involved in the design of the intervention; as a result, activities offered in youth centers do not always respond to their needs. The StopSida clubs are no longer functional since project funding came to an end; the Ministry of Youth has youth clubs, but only half of them are functional.

Parents rarely give sex education to their children. Some of the teachers have been trained to conduct sex education but only a few impart this education; often they are hampered by cultural or religious considerations. The curricula for sex education are too theoretic and teaching methods not adequate,

⁷ Ministère de la Solidarité Nationale, des Droits de la Personne Humaine et du Genre. Stratégie Nationale de Lutte contre les Violences basées sur le Genre. 2009

didactic materials missing and there is no standard space in the regular curriculum of sex education; neither is there monitoring of implementation.

Gender related constraints

Serious research is required on abortion practices and SGBV, including the link to the fact that Burundi is a post-conflict state. From these data, the step can be taken into designing the most relevant interventions.

Sex education in schools is almost absent and it is lacking in standard curricula. Good modules and didactic materials need to be produced. Teachers need to be trained but also supported in using their obtained knowledge at class level. SGBV should be addressed as part of the sex education.

The interests of youth are neglected in the SRHR approach by many actors, even though they are one of the most important groups. The coordination on the subject between the relevant Ministries on this subject (Education, Health, Justice and Youth) is weak.

2.6 Cross-linkages between the priority areas

The priority areas addressed in MASP are clearly interlinked, to such an extent that it is difficult to separate them. SGBV for instance is part of Security and Justice but also of Sexual and Reproductive Health Rights. GBV may even have a dampening effect on Food Security and Economic Development, victims of violence not being able to optimally provide for themselves and their families. Fortunately, many of EKNB's partners realize this and address the issue from all angles.

The focus areas as addressed by the MASP are also interlinked through various underlying subjects, education being an important one. Currently, even though education in Burundi is free for all, there is no full-time compulsory education up to any age. As a result, no law prevents parents from keeping their children at home because the school costs are too high (books, uniforms and "unofficial fees" to teachers still need to be paid), or trying to increase the very low family income by sending their children to work. Parents are more likely to keep girls out of schools than boys, and girls who are working at very young age in the household of others are vulnerable to violence. Constrained political participation as mentioned above and less possibilities for women and girls to find suitable jobs are only few of the consequences linked to the lack of quality education legislation. Awareness raising is conducted by many NGOs and CSOs on the importance of education as well as capacity building of future female politicians; without a proper law to support this though, it will remain difficult to achieve good results.

Nutrition is also underlying at the various constraints; malnutrition is rampant in Burundi especially at rural level and women and children often suffer most. Poor nutrition has many consequences, including on educational attainment and economic development. 49% of women between 15 and 49 years old suffer from anemia and malnutrition is more severe among women than men.

Many of the partners of the EKNB are already active in or even focusing on working with youth; almost all of these partners work in the field of SRHR. In the other two focus areas, opportunities may exist to focus more on youth, especially since young people face additional constraints. For instance the situation with regard to land access and economic development is more stressful for youth, who are just starting to build their livelihoods and may end up wrongly when facing the lack thereof. With regards to security and justice for instance, young perpetrators who end up in prison may become violence victims themselves since they are incarcerated in adult prisons. Terre des Hommes started establishing protection cells for youth in 2012, but suffers from lack of funding.

3 Recommendations for Gender Integration into the Revised MASP: Proposed Program and Country Analyses

3.1 Proposed Program: goals, objectives, outcomes, outputs and indicators

In order to obtain an overview of the entire set of outputs (with suggested changes indicated in bold) one may use Appendix 8 of the report. The team faced some difficulties in incorporating the gender aspects at outcome level, since result indicators required by the Dutch Ministry of Foreign Affairs did not always link clearly to expected outputs used in the Multi-Annual Strategic Plan (MASP). Furthermore, the structure of indicators (goals, outcomes, inputs) was different per sector and the numbers of outputs differed, with a very large number in the Security and Justice Sector.

Gender-inclusive monitoring starts with gender-inclusive planning. Obtaining gender sensitive data and establishing a gender sensitive monitoring system including gender sensitive indicators is mandatory according to the EU GAP. Even though having a set of gender sensitive indicators is a valuable goal to strive for, it does not guarantee women's rights and empowerment. In project design one needs to start considering gender in the objectives (desired outcomes, expected outputs). If objectives include gender equality issues, it is necessary to look for baseline data sex-disaggregated at all levels. One also needs to identify whether project activities reflect differently on men and women, and if there are different opportunities at the basis. Only on the basis of such a gender analysis, it makes sense to include gender indicators in the M&E system and the data collection.

A number of indicators have been suggested particularly for the food security and economic development sector in the "Advice on integrating environment, climate change and disaster risk reduction into the food security programme of the EKN Burundi"; these are very useful since they also provide opportunities to improve gender equality; data should be collected in a sex disaggregated manner and preferably also data on female headed households should be collected. The indicators are:

- Farmers (f/m) that integrate sustainability and gender in selected agricultural value chains which are based on sustainability standards.
- Farmers (f/m) that have been trained on good agricultural practices (GAP), especially more sustainable farming techniques and climate smart cropping systems
- Number of farmers (f/m) that increase water productivity in relation to agricultural yield / ha , e.g. for the selected value chains.
- Farmers (f/m) adopting climate-smart and sustainable agricultural practices (e.g. resistant species, anti-erosion measures, water saving irrigation), or area with such measures applied
- Property (houses, fields) destroyed through flooding, land sliding, etc. in the region

For the results, which are reflected in the formats required by the Ministry of Foreign Affairs at Central level, it is recommended to obtain these as much as possible in a sex disaggregated way, as has already been reflected in the SRHR sheet as a general remark. In appendix 8 indicators for which data can be collected in a sex-disaggregated manner are marked in bold. If this level of aggregation is not yet available in data collection, it may be seen as an opportunity for encouraging the responsible institutes and individuals to start doing so. The evaluation team concluded that relevant indicators that specifically focus on measuring gender inequalities (gender-specific indicators) have already been included, such as on SGBV and women's participation in peace processes. Additional gender-specific indicators are not required. Table 1 underneath reflects the objectives, outcomes and outputs from the current MASP recommended for change. The responsible embassy staff are encouraged to look into the possibility and feasibility to adjust these for this or in the coming year.

3.2 Country context analyses and related programming

Security and justice

The embassy may wish to integrate more gender aspects in the MASP context analysis. The MASP pays adequate attention to SGBV. More emphasis is required for women's role in post-conflict peacebuilding. One may wish to refer to the implementation of the Burundese and Dutch Action Plans for UNSCR1325. Another area for attention is women's participation in decision-making in the army and police force and the lack of gender-sensitive working environment in these sectors. Please refer to chapter 2 and appendix 1 for analysis, data and examples.

Recommendations for related programming:

Strengthened focus on the importance of gender equality in diplomacy and advocacy

Many partners brought up the comparative advantage of the EKN in advocacy and diplomacy. EKN may bring up subjects such as the position and rights of women in the security sector, SGBV and impunity. Also UNSCR 1325 and the National Plans appeared to be only well-known amongst those directly working with it, and additional lobbying is urgently needed.

Police force and army

A gender needs assessment of the police force and the army to assess women's constraints may contribute to programming that promotes women's job opportunities and equal treatment.

Food security

The focus of the MASP on rural areas was considered valid by the team; not only is poverty worse, also with regard to gender equality, women appeared worse off in most respects and they were also said to have less self-confidence and to be less able and willing to get access to and defend their rights. The context analysis would benefit from more gender integration. Reference is made to women's land rights. More attention may be required for women's participation in the agricultural sector, the non-agricultural informal sector and their participation in local government decision making. Please refer to chapter 2 and appendix 1 for analysis, data and examples.

Recommendations for related programming:

Youth

It is recommended to focus more on youth, including the different opportunities for boys and for girls and for adolescent women and men because of unequal power relations and culturally assigned roles.

Incorporate men and boys more specifically in project design

Men and boys also suffer from poverty and poor livelihoods, but most often women are worse off in Burundi. Still, men should be incorporated in activities, to generate the optimal result for both. This may be done by focusing more on a household approach, or by specifically targeting men with tailored awareness raising activities or involving them into activities usually considered as female, like nutrition education and food preparation. If women are specifically targeted in income generation activities, men and boys should be encouraged to get more involved in child care and household related work.

Strengthened focus on the importance of gender equality in diplomacy and advocacy

EKN may bring up various gender related and legislation related subjects as often as possible, with other donors but also more particularly with the various government bodies jointly with other development actors. One may think of subjects such as women's land rights and succession law.

Train selected EKNB and implementing partners' staff on the practical implications of maintaining a gender focus (incl. follow up)

Unlike in SRHR staff and most of the partners working in Food Security showed the need to expand on gender related knowledge and expertise. Often, partners believe that targeting women is equal to addressing gender concerns, and the practical implications of maintaining a gender focus appears not always easy to grasp. Training of selected staff and/or implementing partners followed by close support in practical use of the obtained knowledge may improve this gap. Notably, EKNB should encourage

implementing partners to have gender equality amongst their staff, and put more effort into solving gender related practical problems.

Nutrition

Nutrition may have a bigger focus in the food security sector of the MASP, in view of the very elevated level of malnutrition among women and children and the possibility to address gender issues through nutrition activities.

WFP

EKNB is encouraged to discuss with WFP in order to make the school feeding project more gender sensitive, i.e. taking into account inequalities in access and school environment for boys and girls; there is a need for joint advocacy to ensure quality education and also more detailed monitoring data should be provided. WFP should also provide information on how and when they are going to ensure women farmers are equally involved in producing and providing food for school feeding.

Value chains

An assessment on the roles and opportunities of men, women and youth in value chains could contribute to increased programming focus on the weakest chains in the value chain, encouraging an all-inclusive approach.

Environment, climate change and disaster risk reduction

When addressing environment, climate change and disaster risk reduction in the food security thematic area, it should be assessed how gender dimensions influence on and are influenced by the following aspects:

- Current agricultural land rights / ownership of men and women and potentials for investments in more sustainable land-use
- Labour division and roles of women and men with respect to erosion control, soil fertility management and climate smart techniques
- Impacts of energy crisis on households (with specific consequences for women) and labour requirements (sex disaggregated) for different 'solutions' (e.g. tree planting, solar, biogas).

SRHR

The team appreciated the focus on youth (boys and girls and adolescent women and men); most stakeholders found that addressing youth may give a big boost to gender equality in the long run. It is important to pay attention to the power imbalances between boys and girls and between adolescent

women and men. The power imbalances contributing attitudes that negatively contribute to SGBV, the safety of sexual encounters, harmful cultural practices, early pregnancy and unequal access to support services. The context analysis may further benefit from a 'gender lens', describing how unequal relations between women and men contribute to women's more disadvantaged access to health services, including for example poor maternal health and unmet family planning needs. Please refer to chapter 2 and appendix 1 for analysis, data and examples.

Recommendations for related programming:

Strengthened focus on the importance of gender equality in diplomacy and advocacy

EKN may bring up SGBV, including the need for national data collection on GBV, and abortion as part of policy dialogue with other donors and government bodies.

Support INGOs and CBOs in establishing and linking up to networks with gender focus

NGOs and civil society saw a possible input from EKNB in supporting them to establish and strengthen network relations between organisations with a gender focus. Whilst most of the INGO partners already appreciated the role of EKNB in having linked them together, they felt that regional possibilities were still lacking. Civil society would like to be able to cooperate more at a local level, stretching out to country wide. Coordination in general is a subject in need of dire attention. In all sectors, interventions of development actors and government are highly fragmented, including the focus on gender.

EU joint programming

To align with the requirements from the EU Gender Equality Action Plan, the embassy may explore opportunities for coordination with EU and other stakeholders; this may also be brought up in the meeting in September. Up to now, funds and focus were lacking with EU and embassies; in fact EKNB was performing rather good compared to others, apart from the fact that no reporting was done in the EU Gap Report. However, EDF 11 will have a strengthened focus on UNSCR1325; furthermore, Burundi is one of the countries receiving a more-than average financial support from Brussels.

Table 1: Objectives, outcomes and output from MASP with recommended change⁸⁹

Type	#	Description
Output	A-2-a-1	The MSP and the National Security Council have the capacity to develop a sector wide security policy (<i>incl. gender aspects</i>)
	A-2-a-2	MSP has capacity to write strategic plan for MSP/police in line with development documents and donor activities (<i>incl gender aspects</i>)
	A-2-a-3	The MDNAC has the capacity to execute a defense review leading to white paper & implementation plan (<i>incl. gender aspects</i>)
	A-2-a-4	The constitutional court has the capacity to draft a strategic plan that is in line with the policy documents and existing strategic plans in the justice sector (<i>incl. gender aspects</i>)
	A-2-a-5	The government has the capacity to implement a middle and long term expenditure framework (<i>and include gender budgeting</i>)
	Country	Strengthened sustainable institutional capacity (<i>incl. gender considerations</i>) in the Security Sector
	A-2-b-1	Infrastructure of MSP/Police and MDNAC/military strengthened <i>with appropriate gender focus</i>
	A-2-b-2	Level of education of members of MSP/Police & MDNAC/Military improved <i>targeting a minimum of X% women</i>
	A-2-b-4	Army and Police have the capacity to participate in peacekeeping missions (AMISOM) <i>with a minimum of X% women</i> , in close cooperation with the U.S. ACOTA program.
Goal	B-2	Sustainably increased agricultural production including food production in the three provinces Bujumbura Rural, Bubanza and Cibitoke, produced and processed mainly by poor <i>with a focus on women and young people</i> and including demobilised ex militants.
Output	1	Rural households and individuals (<i>minimum of x% women</i>) have more secure access to land.
	2	Smallholders (<i>minimum of x% women</i>) have increased access to good quality agricultural inputs
	3	Smallholders (<i>minimum of x% women</i>) have increased access to consumer markets
	4	Small holders (<i>minimum of x% women</i>) have increased access to finance
	7	<i># female headed households benefiting from renewable energy and water management</i>
	8	Small holders (<i>minimum of x% women</i>) have increased access to new technologies and innovation
	9	Increased capacity of the MoA (<i>incl. on gender related issues</i>) and its institutions <i>incl. for stakeholder participation in decision making</i>

⁸ Changes and additions in italics

⁹ See appendix 8 for the full overview of objectives, outcomes, outputs and results.

Output	C-1-1	<i># health workers (#men/women) trained in modern FP procedures; availability choice of methods of men and women to meet demand</i>
	C-1-2	<i># communities sensitized in using modern contraception (men/women)</i>
Outcome	C-2-1	Youth using quality SRH services and making informed choices on sexual attitude behaviour Additional: <i>% of youth using health services (men/women)</i>
Output	C-2-4	<i>Additional: # of youth (men/women) visiting youth clubs (link to output C2-3)</i>
	C-3-2	Increased gender equality (final outcome) ; remove, cannot be achieved by addressing SGBV, more of an overarching goal Instead of # of women in traditionally masculine positions : <i>#reported SGBV cases (men/women)</i>
	C-3-3	Separate 2 different target groups from original output: <i>Guidance provided to young sex offenders</i>
	C-3-4	<i>Support given to victims of young sex offenders (or SGBV victims in general)</i>

APPENDICES

Gender Review of the Multi Annual Strategic Plan

(appendices 1 to 8)

APPENDIX 1

Gender Profile

Gender dimensions of interventions of the Netherlands Embassy in Burundi

1 Introduction

Burundi is one of the poorest countries in the world and has little natural resources at its disposal, apart from arable land for agricultural production, which is under great pressure as a result of the population growth. In 2012, UNDP ranked Burundi 178 out of 187 on the Human Development Index¹, indicating extreme poverty. It is unlikely that Burundi will reach any of the MDGs by 2015, even if signs of progress are observed. The creation of political stability and democratically functioning state institutions is a challenge and the Burundian institutions are not yet able to fully protect the citizens. In a number of thematic areas, gender being one of them, Burundi faces a backlog compared to other countries in the Great Lakes Region.

Burundi has ratified the Convention to Eliminate all forms of Discrimination against Women (CEDAW) and other conventions on gender, and gender equality is incorporated in the constitution. In 2012, Burundi had a Gender Inequality Index value of 0.476¹, ranking it 98 out of 148. In general, women in urban areas appeared better off and better aware of their rights than women in rural areas.

The first National Gender Policy (2003–2008) has been developed in December 2003, aiming at improving gender equality in the thematic areas of culture and tradition, security and peace mobilization, poverty and employment, agriculture, health, women's human rights, violence against women, decision making, information and communication. In 2011 the National Gender Policy 2011–2025² was published. The Ministère de la Solidarité Nationale, des Droits de la Personne Humaine et du Genre (MSNDPHG) has developed a gender action plan and is responsible for its implementation, but other Ministries are also implicated. Most of the Ministries have gender related strategies or policies³, and the Royal Netherlands Embassy in Burundi (EKNB) has supported the development of the strategy of the Ministère de la Défense Nationale et des Anciens Combattants (MDNAC)⁴. From interviews with various other Ministries it appeared that in many cases Ministry staff were not really involved or knowledgeable regarding this plan; focal points for gender have been established in the Ministries but without ensuring their sufficient technical

¹ UNDP. Human Development Report 2013. The Rise of the South: Human Progress in a Diverse World

² République du Burundi. Ministère de la Solidarité Nationale, des Droits de la Personne Humaine et du Genre. Politique National Genre du Burundi 2011–2025.

³ See for instance « République du Burundi. Document de Stratégie Equité Genre en Education. Août 2012 »

⁴ «République du Burundi. Ministère de la Défense Nationale et des Anciens Combattants. Stratégie d'Intégration du Genre au Sein de la Force de Défense Nationale. April 11 »

capacity or providing training on gender related knowledge⁵, and thus the quality of their support to implementation of the sector work plans is limited. Amongst other Ministry Staff, in general even less gender related knowledge and awareness exist; especially the Ministry of Agriculture demonstrated a very low awareness on and interest in gender. Already in the first National Gender Policy, a National Committee was foreseen, and in the second policy also provincial committees are planned, but these are not established or operational.

Regarding education, the “free school” policy was introduced in September 2005, and primary education gross enrolment has significantly improved. Between 1980 and 2012, mean years of schooling increased by 1.6 years and expected years of schooling increased by 9.6 years. It is unlikely that the MDG 2 of 100% primary completion will be achieved. The enrolment of girls and boys into primary school is now equal, but from grade three girls start dropping out. Quality and completion rate are low, especially of post-primary education, with an additional backlog for women: in 2012 5.2% of adult women had reached a secondary or higher level of education compared to 9.2% of their male counterparts. At primary level more than half of the teachers is female, at secondary level this rate is lower than 30% and at university level it is only a handful. In 2010, the World Bank reported⁶ the literacy rate among females ages 15 and above at 59.9%, whereas for men the rate was 72.3%. A Burundi Gender fact Sheet is available in Appendix 9.

Data availability is limited, nevertheless recent gender data were found that could be used for the revision of the MASP:

Indicator	Value	Source
% women in population	51.5%	
Gender Inequality Index Value	0.476	UNDP Human Development Report 2013
Gender Inequality Index Rank	98 from 148	
Parliamentary seats held by women	34.9%	
Women working in public institutes	9%	Labour market profile 2012
% members of trade unions being female	23%	
Adult women reaching secondary/higher education	5.2%	World Bank, 2012
Adult men reaching secondary/higher education	9.2%	
Female teachers in primary education	50%	Ministry of Education
Female teachers in secondary education	30%	
Literacy rate adult women	59.9%	World Bank 2010
Literacy rate adult men	72.3%	

⁵ Comité Nationale de Coordination des Aides. ONUFEMMES. Evaluation des Besoins de Renforcement des Capacités du Secrétariat Permanent du Comité National de Coordination des Aides en Vue de la Prise en Compte du Genre du Genre dans la Coordination d'Aide. Burundi, novembre 2012.

⁶ World Bank. 2010 Development Indicators.

2 Security and Justice

Burundi will hold its next legislative and presidential elections in 2015, which is seen by the Burundi civil society as an opportunity to increase women's political participation by educating them about the electoral process. The political participation of women has seen progress in the past decade. The percentage of parliamentary seats held by women has increased from 19% in 2010 34.9% in 2012.

Sexual and gender based violence (SGBV) is difficult to combat because of existing impunity, especially if violence is committed against women. The "Stratégie Nationale de Lutte contre les Violences Basées sur le Genre" does not seem to have much impact. The justice system lacks resources and despite revisions to the Burundian penal code address domestic violence, the overarching law has not been approved by Parliament yet. Domestic violence even has a higher level of acceptance than violence against women in general, also amongst women themselves. Frequently male perpetrators are not punished and instead, women are forced to marry them; in many cases this will be an unofficial marriage, especially when the woman is younger than 18, leaving her with even less rights than before.

The justice system and relevant institutions are weak, and even though improvements were signalled in 2012⁷, corruption still is a problem and the trust of the Burundian people is limited. State security providers such as the Forces National de Défense (FDN) and the Police National de Burundi (PNB) were redesigned in 2004 into multi-ethnic forces consisting of former Hutu rebels and Tutsi government soldiers and gendarmes. Thus, these are fairly new bodies and many of their staff members have a low education level, constraining the achievement in gender trainings.

The police force especially is poorly managed and often used as a political instrument by the government. The percentage of female police and army officers is still very low, for police at approximately 3% and in the army less than 1%, notwithstanding the objective of the Plan of Action⁸ to have equitable representation of women and men and the strategic plan 2007–2017, which broadly outlines how that should be achieved. In decision taking bodies, there are very few women in the police force and in the army there are none.

An audit carried out in 2009 already highlighted issues like the need for separate housing and facilities, child care and special leave for women; also, the development of a strategy against SGBV was recommended; up to now no follow up has been given. The fact that the large majority of decision makers in the police force are men, many of whom are resisting changes, is brought up as a major constraint.⁹ Still, the same study reveals that men agree that their female colleagues experience poor working conditions. A women's network within the police has been established on 15 December 2009, active at exchanging good practices and lessons learned, promoting the decrease of SGBV and the recruitment and capacity building of female police staff. The department of "Mères, enfants et famille" supported by EKNB is still very weak as is the "Unité de Protection

⁷ EKNB: Bujumbura Annual Plan 2013

⁸ Coopération Burundo-Neérlandaise. Développement du Secteur Sécuritaire. Ministère de la Sécurité Publique. Intégration de la Dimension Genre dans les Missions de la Police National du Burundi. Stratégie & Plan d'Action Biennal 2011–2013.

⁹ Coopération Germano-Burundaise. Diagnostic sur la Situation du Genre au Sein de la Police Nationale du Burundi. Marion Bihler. April 2012

des Mineurs et des Moeurs” in the police force. The latter is supposed to work on gender issues, but is understaffed and has a low capacity.

The capacity of the Ministry of Justice is low as well and prisons are full, hampering their work. There are only few female judges and the gender related awareness and knowledge of judges in general is low. Women who are victims of violence often are either afraid to go to court, or they lack the means; society does not support them and they cannot afford a lawyer nor the costs to bring their perpetrator to the police or to court, a cost which apparently the victim is liable for.

The following indicators are relevant to this area of the MASP:

Indicator	Value	Source
Female staff members in police force	3%	GIZ evaluation police 2012
Female staff members in the army	1%	MDNAC 2013

The EKNB, as largest and leading donor has been able to support a number of important changes in the security sector of Burundi over the past decade, including those related to achieving gender equality and improving conditions for women. Particularly, support was provided to MSP and MDNAC at the strategic level but also support was offered to strengthening good governance.

MNDAC has already made the promotion of gender equality to a priority goal in the SSR, with a focus on striving for more gender equality in the army. With support from The Netherlands, a booklet was produced¹⁰ with questions and answers on gender, which is used by army staff members. The number of women is still very small though and the institutional framework, which ensures that specific needs and characteristics of women are taken into account, is not yet in place. MDNAC also wants to participate in Peacekeeping Missions, which makes gender sensitive behaviour and respect for HR even more important as well as the presence of female soldiers at all levels¹¹.

A number of activities in the Gender Strategy and Plan of Action which was developed with the financial support and technical assistance of the EKNB, have been implemented already or are in process of implementation; notably efforts have been made towards the integration of gender aspects into all aspects of training and efforts to recruit more female police officers. As a result of many constraints, the number of women among police staff is still low which especially hampers activities like body search of women and receiving and supporting women victims of violence. The percentage of women was very low from the start in 2004 and new recruitment started only in 2010. Efforts are made now to recruit more girls and women and a strategy is put in place but it remains difficult, among others because parents do not favour their daughter to choose such a job; also, not all facilities have been adapted yet to female presence. On the other hand, external support has led to 6% of officers being female, through awareness raising in universities at the initiative of the Women’s Police Network. In the meantime, facilities and training institutes supported by Dutch financing are constructed or renovated in a gender friendly manner.

¹⁰ Ministère de la Défense Nationale et des Anciens Combattants. Programme de Développement du Secteur de Sécurité. Genre au Sein de la Force de Défense Nationale. Bujumbura, Août 2012

¹¹ Coopération Burundo–Neérlandaise. Développement du Secteur Sécuritaire au Ministère de la Défense Nationale et des Anciens Combattants. Axe genre 2013–2017. Pérennisation des Acquis.

Women police and army officers still suffer gender unfriendly behaviour and violence, and it is difficult for them to report violence for the same reasons as for other women. Even though attention is paid to this issue, it is a change that will take a very long time. At least a code of conduct was developed against initiation rites, which were not acceptable for recruited women; this code of conduct now also benefits men.

The SSD programme was extended until mid-2014. Preparations have already started for the made for the third phase of the SSR Programme. A New Draft of Plan Stratégique has been developed for 2014-2017 in a participative manner; gender was included, but activities and results still remain very vague, especially in the case of the PNB. Suggestions and assistance from the side of EKNB my help strengthen these aspects.

With the Action Plans on UNSCR 1325 (both the Burundese and the Dutch, which has Burundi as focus country), EKNB and the Dutch Government in general have been able to put gender and women leadership in the spotlight in the context of post-conflict Burundi. Still, awareness needs to be widened and at practical level a lot of work needs to be done, including the protection of women against SGBV. Discriminatory laws still exist, but the effort has helped to raise awareness on UNSCR 1325 among a number of stakeholders and put it high on the agenda in Burundi as well as in The Netherlands. The very fact that Burundi now has a National Action Plan 1325¹² may be called an achievement in itself.

3 Food Security and economic development

Female participation in the labour market has been around 84% in the last 5 years according to the World Bank¹³. Most formal jobs are in the public sector; 90% of workers are working in the informal sector, with an estimated non-agricultural informal sector employment of 78%. There is clear gender segmentation in the labour market. All non-agricultural sectors have more participation from men than women, but 3 out of 5 working in agriculture are women. Approximately 19% of children aged 5-14 years were child labourers; 4.9% participate in unpaid work outside the household.

Trade union activity is conducted on a voluntary basis and relations between the trade union movement and the government are strained. In 2012, Trade Unions had 23% female members. The Labour Code dates back from 1993 but according to the US Annual Human Rights Report, implementation has been limited. The World Bank will support the revision this year (2013). Burundi is part of the East African Community (EAC); the EAC free trade agreement from 1999 contains a labour provision with cooperation on employment and working conditions with an emphasis on gender equality and discriminatory law and practices.

High population pressure and growth and dominant subsistence farming lead to scarcity of land and food. The shortage of land has reached such an extreme that the agricultural sector may in the near future not be able to support the entire population. The population pressure and lack of demarcation of land parcels frequently leads to land disputes.

¹² République du Burundi. Ministère de la Solidarité Nationale, des Droits de la Personne Humaine et du Genre. Plan d'Action National 2012-2106. Plan d'Action pour la Mise en Œuvre de la Résolution 1325 du Conseil de Sécurité des Nations Unies.

¹³ <http://data.worldbank.org/indicator/SL.TLF.CACT.FE.ZS>

Generally, women and children are responsible for agricultural activities; the husband is the one to choose what crop will be grown and occupies himself with the sales of the produce. Men are more often responsible for growing cash crops, such as coffee and tea; women have less access to credit and agricultural inputs. Interviewees stated that at most 50% of the revenues from cash crops are used by men for buying food for the family. This is one of the reasons for the current level of malnutrition.

Regarding land rights and ownership, the majority of land is not held under an individual title system but often customarily by family members whereby men are the de facto land owners. Women are not allowed to own or inherit land in the traditional system, whilst no law exists providing for inheritance of land and goods. There is no law for men either, but they at least benefit from the customary law. If a woman is widowed, male family members often take over the land from her husband and force her to leave. Notwithstanding the anti-discrimination clause in the Burundian constitution and the country's international treaty obligations, the courts are male-dominated and often do not decide in favour of the woman.

Participation in (local) government

In the public institutions, in 2010 women represented 39% of the workforce against 35% in 2005. Even though the participation of women in political decision making has improved considerably since the minimum participation level of 30% was enforced at certain levels, the extent of their influence is still questionable. Stakeholders reported that women were often proposed as candidates based on their relationships with existing male politicians rather than on their capacity and merits. At national level the 30% minimum may have been reached, at local level the situation is different. At "colline" and community level, currently women's participation in decision making on average does not surpass 17%¹⁴.

The following indicators are relevant to the area of food security and economic development of the MASP:

Indicator	Value	Source
Women working in agriculture/total	3 out of 5	Labour market profile 2012
Female participation in the labour market	84%	World Bank
% female headed households	22%	
Poverty among female headed households	49.3%	CLSP II
Poverty among male headed households	28.5%	
Land title possession among men	62.5%	
Land title possession among women	17.7%	

Women and men have different roles in food security in the choice of crops, production, processing and sales, which impacts differently through income and spending on poverty and education and more directly on nutrition and environmental issues. Their roles further depend on their situation and livelihood such as urban/rural and established or returning refugee.

¹⁴ République du Burundi. Cadre Stratégique de Croissance et de Lutte contre la Pauvreté (CLSP II)

In the project CATALIST II, sex-disaggregated data are collected and sufficient attention is paid to ensuring that women have as much access to inputs as men. The design has ensured that women in theory have the same access, but it has not identified or addressed specific gender related constraints and opportunities yet, so in practice the activities and impact might negatively affect gender equality. A gender expert was appointed to guide the work of CATALIST II at regional level. In the fertilizer project, women have equal access to obtain subsidized inputs. Since the subsidy is only for part of the costs though, it is unlikely that women will be able to participate in an equal manner, as their access to financial resources is often much lower than men's.

In the business incubator project, with a hindsight the women's projects were found to have been more successful than the men's, but they were not specifically encouraged, nor was research done into the participation of women and men in various value chains. The organization "Spark" has, as a part of their new proposal, conducted focus group interviews to estimate the future gender impact of their programme. Furthermore, EKNB has planned an intervention on decreasing the use of fuel wood. Not only will this intervention benefit environment, it also contributes to improving the position of women. Women are often at risk of violence when they have to search for firewood and moreover, since it is women who do the cooking, they are often exposed to smoke and thus at risk of diseases related to inhalation of smoke.

Through FLOW, civil society organisations already support land rights for women through advocacy, awareness raising and support to land registration for women. This, together with EKNB's input in the food security sector and advocacy, may further women's land rights in the long run. Linking these organisations up with others for joint advocacy should increase the impact.

One of the projects is carried out by WFP on school feeding. WFP finds the project automatically gender sensitive since girls drop out of school more often, so by retaining children there will be a higher benefit for girls. This however is not as straightforward as it seems; not only is it not clear until which grade girls will remain at school, the quality of education may well decrease if more children remain in school as result of available school feeding. The reporting on this activity should therefore be more detailed and the activity should be accompanied by (joint) advocacy of the quality of education. WFP is currently conducting a feasibility study in P4P about how to work with associations of farmers, who provide the food for school feeding, and this study includes a gender focus, which may from that angle become beneficial for women.

4 Sexual and Reproductive Health and Rights

Women and girls remain a vulnerable group due to local culture and tradition and the weak social fibre in post-conflict Burundi. The level of acceptance of violence against women is high in society, even among women themselves. Harmful cultural practices are rampant. Sexual violence often remains unreported because of ignorance of existing laws, fear of stigmatization and adverse reactions of the communities and the general taboo on sex and SGBV¹⁵. Women therefore only rarely dare to speak out. Declining socio-economic status also puts women at risk, particularly those without close male relatives. Poor women without a husband or older son in the household are perceived as unprotected – and therefore likely targets for sexual violence. The MSNDPH has established Centres des Familles at community level where psychosocial support is offered, data collected and awareness raised on SGBV; unfortunately, these centres are often ill

¹⁵ USAID. Burundi Sexual Violence Assessment. September 2011.

equipped. Civil society is active in the field of SGBV, but they focus on awareness raising; UNFPA is one of the few organisations that supports medical services and the reintegration of victims.

SGBV against men and boys is increasing, even though it is still far less than 10%¹⁶. Centre Seruka receives 120 victims per month in the Bujumbura area and only 4% of them is male, mostly young boys; this is confirmed by the annual report (2010) from the MSNDPG¹⁷, which reports 94% coming to the Centres de Famille after SGBV to be women. Even if the number of victims of violence searching assistance is known, this is just a small percentage of the true number of victims. From the women and men seeking assistance, only a limited number report the case to the police. One can therefore only guess the true prevalence of SGBV in Burundi.

Rape of school girls is also a growing phenomenon, even at ages as young as 10; the rape is conducted by classmates and teachers. As in other cases of SGBV, the perpetrator is often not punished. The girl frequently drops out of school and is forced to marry her rapist. Out of all teenage pregnancies, 70% is unplanned and 10% caused by violence.

From May 2006, free health services are given to children under five and pregnant women but the lack of essential medicine and qualified staff affects service delivery. Nevertheless between 1980 and 2012, Burundi's life expectancy at birth increased by 3.9 years.

In 2012, nearly seven out of ten people in Burundi were under the age of 15. Apart from the lack of access to land and income, youth face many problems, including low awareness of SRHR : in 2011 USAID found that more than 70% of young people had at least one casual sexual encounter in the previous 30 days with only 11.8% using condoms. Young people run a high risk of becoming a victim of SGBV; on average, 38% of the victims are children under the age of 15.

In cases where the life of the woman or baby is at risk, theoretically abortion is allowed but in almost all cases it is impossible to get the paperwork in order. In all other cases, abortion is forbidden by law in Burundi, including pregnancy as a result of violence. If women are caught having had a clandestine abortion, they face the risk of 20 years of jail at the accusation of infanticide. As a result abortions are carried out secretly, under poor circumstances regularly leading to death. The regular health facilities often do not know how to deal with the consequences of a clandestine abortion and even if they do, the support to the affected women is minimal due to the associated stigma.

With regard to MDG 5, the World Bank reported in April 2011 that maternal mortality was 975 per 100,000, 31.8 % of births were attended by skilled health personnel, contraceptive prevalence rate was 9.1%, and adolescent fertility rate (births per 1,000 women ages 15-19) was 85%. In 2011, 21.9% of the population used contraceptives, but there is an unsatisfied need of 49.6% on average, in some provinces as high as 90%¹⁸. The low use of contraceptives is partly caused by the strong voice of the catholic church: 60% of the population is catholic and a third of all clinics are linked to this church.

¹⁶ IWACU 18. Au Cœur du Pays. Vendredi 9 aout 2013 – n° 231

¹⁷ Ministère de la Solidarité Nationale, des Droits de la Personne Humaine et du Genre. Rapport Annuel sur les Violences Basées sur le Genre 2010

¹⁸ ETC Crystal. Mission d'Orientation/Cartographie sur la Sante et les Droits Sexuels et Reproductifs au Burundi" (2012)

The percentage of women suffering of HIV/AIDS is higher than men, with 4.2% against 3.3%. Women are more vulnerable to HIV/AIDS and moreover, they have less access to health facilities. Female sex workers are often forced not to use contraceptives or supposed to pay for them; since they usually cannot afford this, contraceptives are not used, and they become vulnerable to HIV/AIDS and other sexually transmitted diseases, at the same time increasing the risk that clients get infected and spread the diseases to others.

The following indicators relate to the area of sexual and reproductive health rights under the MASP:

Indicator	Value	Source
Fertility rate (children/woman)	6	CLSP II
Maternal mortality	975/100,000	World Bank. Reproductive Health at a Glance. April 2011
Infant mortality	103/1000	
Adolescent fertility rate (ages 15–19)	85/100,000	
% of births attended by skilled health staff	31.8 %	
Teenage pregnancy	3%	
Women suffering from HIV/AIDS	4.2%	MSNDPG. Politique National Genre 2011–2025
Men suffering from HIV/AIDS	3.3%	
Women’s life expectancy at birth	49	WHO 2009
Men’s life expectance at birth	51	
Contraceptive use among married women	21.9	2011
Unmet need for contraception	49%	

The activities in SRHR mostly benefit women and girls, and indirectly boys, men and families. Women in general undergo a large number of pregnancies with little birth spacing, which reflects badly on their health as well as on the health of the newborn. Women are responsible for almost all of the household and childcare related work and therefore, family planning related activities will lighten their burden and enable them to become more active participants in economic life, improving the financial situation of the entire household and often increasing the expenditure on nutrition, health and education, reflecting on the quality of life of the entire household.

Training of health workers specifically benefits women and girls who suffer from GBV related injuries, maternal health issues and consequences of illegal abortions. Community sensitization increases the acceptability of family planning and the role of women and men in the community. Youth clubs, youth friendly services and information and communication materials improve the sexual health of boys and girls and will have an effect on family planning and related gender consequences for a very long time. It will also help root gender equality and respect more deeply in young people and subsequently spread to their environment.

Work on decreasing SGBV benefits victims of SGBV (96% are female) and helps society including male perpetrators realize that SGBV and also domestic violence are not acceptable and harmful, not only to the women as such but to the entire society.

APPENDIX 2

Terms of Reference Gender Review of the MASP – Burundi

Netherlands Embassy in Burundi and Dutch Sustainability Unit – Gender Equality

Summary ToRs for Herma Majoor, Femconsult

The Netherlands Embassy in Burundi has requested the Dutch Sustainability Unit – Gender Equality (DSU–GE) to review the embassy’s Multi–Annual Strategic Plan (MASP). The main aim of the review is to provide recommendations for a strengthened gender focus into the revised MASP, including a brief gender profile and the provision of gender–sensitive indicators for gender impact monitoring. Attention will be given to the embassy’s three areas of focus (food security, security and rule of law, and sexual and reproductive health and rights) and the required linkage between these areas for the effective advancement of gender equality and women’s rights.

Tasks of the DSU–GE

- To conduct a desk study¹ to analyse the extent of integration of the gender dimension, including gender equality and women’s rights into the context analysis, the MASP including its annexes, and implementation of the MASP. Amongst others the expert will take into account:
 1. The goals, outputs, activities and risks
 2. Indicators
 3. Alignment with national policies on gender equality, national policies related to the embassy’s focus areas and alignment with the EU Gender Equality Action Plan.
- To undertake a field visit to Burundi² to verify desk study findings and identify opportunities for a strengthened gender focus in programmes and projects, including:
 1. Suggestions for gender–sensitive indicators and a methodology for gender impact assessment and monitoring
 2. Potential opportunities for EU joint programming.

¹ Documents for review to be decided between the DSU–GE and embassy. Documents shall at least include select embassy documents including the MASP, context analysis and results matrices, the 2013 policy brief ‘A World to Gain’ (‘Wat de wereld verdient’) from the Netherlands Ministry of Foreign Affairs, gender policy and plans of the Government of Burundi, the EU Gender Equality Action Plan and an EU Gender Equality profile if in existence for Burundi, the Dutch National Action Plan and regional National Action Plans on Security Council Resolution 1325, the ‘Cadre stratégique de croissance et de lutte contre la pauvreté’ (PRSP), and the report ‘Mission d’Orientation/Cartographie sur la Santé et les Droits Sexuels et Reproductifs au Burundi’ (2012).

² The expert will meet with embassy staff, other donor agencies, stakeholders from the government of Burundi, project implementing partners and key civil society organisations.

- To prepare a well-written brief and constructive report in English that includes feasible practical recommendations for the integration of gender dimensions, a brief gender profile and the provision of gender-sensitive indicators.

Expected results

DSU-GE advice may contribute to:

- Gender-integrated and stand-alone (within the focus areas) programming on women's rights.
- Supporting and encouraging cross-linkages between the embassy's focus areas for an integrated approach to the advancement of gender equality.
- Gender equality results monitoring of the MASP and related programming including gender impact monitoring.
- Alignment with and contribution to the implementation of national policies and the EU Gender Equality Action Plan.
- Given the large population under 20 years of age in Burundi (50.5%) specific attention will be given to the gender dimensions of youth programming in Burundi.

Timelines and duration

Activity	Max # days int. expert	Timelines - due dates
Communication DSU-GE and consultant, incl. at the beginning and for alignment with the climate study and the regional MASP	1	various
Desk study, including write-up	3	14 August 2013
Desk study presentation by the expert to the DSU-GE	1	15 August 2013
Memo to the embassy on desk study findings		19 August 2013
Field visit: set-up of and meetings with donor agencies, project partners, government representatives and CSOs	5	22-28 August 2013
Report finalization by the expert	3	4 September 2013
Report revisions by the expert after review by the DSU-GE	1	11 September 2013
Submission of the report to the embassy by the DSU-GE		16 September 2013 ³
Debrief DSU-GE and embassy		TBD
Total maximum number of days	14	

³ Ideal dates: report finalization by 2 September, revisions by 8 September, submission by 11 September 2013.

Expert Profile (international expert or combination of international/national expertise)

- Rich experience in gender equality, including in food security, security and rule of law and sexual and reproductive health and rights
- Rich experience in results-based management including the selection and formulation of gender-sensitive and women's rights indicators
- Experience in the Great Lakes region, Burundi a strong asset
- Experience working with embassies, the Ministry of Foreign Affairs of the Netherlands and Dutch embassies an asset
- Experience working on MASPs an asset
- Fluency in French and working proficiency in English
- Excellent writing skills
- Diplomacy and a positive attitude
- Ability to travel to Burundi
- No conflict of interest

APPENDIX 3

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APPENDIX 4

List of Acronyms

ABUBEF	Association Burundaise pour le Bien Etre Familiale
ACORD	Agency for Cooperation and Research in Development
ASFJB	Association des Femmes Juristes du Burundi
AJCB	Association de Juristes Catholiques du Burundi
APDH	Association pour le paix et les Droits d’Homme
APFB	Association pour la Promotion de la Fille Burundaise
APRODH	Association pour la Protection des Droits Humains et de Personnes Détenues
BEMO	Beoordelingsmemorandum
BBIN	Burundi Business Incubator
BTC	Belgium Technical Cooperation
CADEKA	Collectif des Association des Femmes œuvrant pour le Développement de Kadega
CAFEM	Collectif des Associations Féminines de la Commune Musaga
CEDAW	Convention to Eliminate all forms of Discrimination against Women
CHOUIFE	Coalition des Hommes contre les Violentes Faites aux Femmes et au Filles
CLSP	Cadre Stratégique de Croissance et de Lutte contre la Pauvreté
CSO	Civil Society Organisation
CORDAID	Catholic Organisation for Relief and Development Aid
DFAE	Département fédéral des affaires étrangères (Confédération Suisse) /
DDC	Direction du développement et de la coopération
DR	Democratic Republic
DSU-GE	Dutch Sustainability Unit – Gender Equality
EAC	East African Community
EDF	European Development Fund
EKNB	Royal Netherlands Embassy in Burundi
EU	European Union
FAO	Food and Agriculture Organization
FCFA	Fonds Commun Fertilisation et Amendements
FGHR	Fund for Global Human Rights
FND	Forces National de Defense

FORSC	Forum pour le Renforcement de la Société Civile
GAP	Gender Action Plan
GVC	Groupe de Volontariat Civil
ICCO	Interchurch Organisation for Development Cooperation
IFAD	International Fund for Agricultural Development
IFDC	International Fertilizer Development Centre
ILO	International Labour Organization
IMC	International Medical Corps
IOB	Inspectie Ontwikkelingssamenwerking en Beleidsevaluatie
KfW	Kreditanstalt für Wiederaufbau
MASP	Multi Annual Strategic Plan
MDG	Millennium Development Goal
MDNAC	Ministère de la Défense Nationale et des Anciens Combattants
MEETAU	Ministère de l'Eau, de l'Environnement, de l'Aménagement du Territoire et de l'Urbanisme
MEN	Ministère de l'Education Nationale
Minagrie	Ministère de l'Agriculture et de l'Elevage
MSNDPHG	Ministère de la Solidarité Nationale, des Droits de la Personne Humaine et du Genre
MSP	Ministère de la Sécurité Publique
NAP 1325	Dutch Action Plan 1325
NGO	Non-Governmental Organisation
PAN-PNSEB	Projet d'Accompagnement du Nouveau Programme National de Subvention des Engrais au Burundi
PEPFAR	The U.S. President's Emergency Plan for AIDS Relief
PNB	Police Nationale du Burundi
PNIA	Plan National d'Investissement Agricole
PSD	Private Sector Development
SDC	Swiss Development Cooperation
SGBV	Sexual and Gender Based Violence
SIDA	Syndrome de l'Immunodéficience Acquise
SRH	Sexual and Reproductive Health
SSD	Security Sector Development

SSR	Security Sector Reform
ToR	Terms of Reference
TPO	Transcultural Psychosocial Organization
UAF	Urgent Action Fund
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNGEI	United nations Girls' Education Initiative
UNICEF	United Nations Children's Fund
USAID	United States Agency for International Development
VNU	Volontaire Nations Unies
WB	World Bank
WFP	World Food Programme

APPENDIX 5

Timeline and envisaged input of experts

Activity	Number of days		Timelines - due dates
	Team Leader	Burundese expert	
Communication DSU-GE and consultant, incl. for alignment with the climate study and the regional MASP	1		various
Desk study, including write-up	3		14 August 2013
Desk study presentation by the expert to the DSU-GE	1		15 August 2013
Memo to the embassy on desk study findings			19 August 2013
Set-up of and meetings with donor agencies, project partners, government representatives and CSOs		1	15-21 August
Field visit: set-up of and meetings with donor agencies, project partners, government representatives and CSOs	5	5	22-28 August 2013
Review environment and climate study on gender content	0.5		
Possible additional visits and follow up		1	29-30 August
Report finalization by the expert	3		2 September 2013
Report revisions by the expert after review by the DSU-GE	1		8 September 2013
Submission of the report to the embassy by the DSU-GE			11 September 2013
Debrief DSU-GE and embassy			TBD
Total maximum number of days	14.5	7	

APPENDIX 6

List of interviews and stakeholders

Date	Time	Name	Organisation	Designation
22 Aug	8:30–9:15	Fritz Meijndert	Royal Netherlands Embassy in Burundi	Chef de coopération
	9:15–10:15	Fiacre Munezero		
		Alice Ndikuriyo		
		Felicité Kaneza		
		Ariane Mariza		
		Diane Nyagasaza		
		Larissa Ishimwe		
	10:15–11:45	Jan Vlaar		
		Eddy Niyonzima		Food Security Advisor
		Gérard Muringa		Conseiller Coopération et en Finances Publiques
12:00–13:30	Nicole Rasolo	SRHR Advisor		
16:30–17:30	Niels Veenis			
23 Aug	8:15–9:00	Sophie Monseur	EU	Chargé de Programme Soc Civile/Focal Point Genre
	9:15–10:00	Joséphine Bangura	Ministère de l'Education Nationale	Conseiller au Cabinet Chargé de Programme UNGEI
	10:15–11:00	Christine Mzeyinama	UNAIDS	VNU Associé en femme et VIH/SIDA
	11:15–12:00	Ancilla Ndahigeze	FAO	
	12:15–13:00	Jean François Busugoro	GFA	Consultant "Projet d'appui au PNSR »
	13:30–14:30	Josée Kandanga	UNIFEM	
	14:45–15:45	Générose Ngendangnya	Ministère de la Sécurité Publique	
	16:00–17:00	Joseph Nduwimana	Ministry of Agriculture & Livestock	Permanent Secretary
	17:15–18:00	Alexis Ntamavukiro	IFDC – CATALIST II project	National Coordinator
24 Aug	10:30–12:30	Jean Marie Vianney Gatogato,	AJCB	Partners FGHR
		Fabien Sinankwakure	APRODH	
		Jean Marie Habwintahe	APDH – Chargé du Programme	
26 Aug	8:30–9:15	Charlotte Bazira	ActionAid	Policy & Campaign Manager
		Monique Barihuta		Public Quality Education & Youth Leadership TA
	11:15–12:00	Yolande Magonyagi	UNFPA	Chargée du Genre
	13:00–13:45	Donavine Uwimana	Abubef	Directrice Exécutive
	13:45–14:30	Béatrice Ntahe	IFAD	Responsable Œuvre Projets
	14:45–16:30	Prime Rupiya	ACORD	Country Director

		Diane Miyonsavye		
		Nicolette Niyongere		
		Diane Miyonsavye	APFB	
		Joseph Mujji	CHOUIFE-Kiremesha	Représentante Légale
		Rémy Nduwimana	Association Nturengaho	Représentante
		Annonciata Karerwa		Membre
		Polcloinde Mdayisengu	CAFOB	
		Solange Habonimana	FORSC	Responsable du Programme
		Monique Ndubinyurubusa	CADEKA	
		Jeanine Nkinabacura	ASFJB	Coordinatrice
27 Aug	8:30-9:15	Claude Kakule	WFP	Chef de Programme
		Fidélité Ntiroranya		Focal Point Gender
	10h00-12h30	Gilbert Batungwanayo	Health Net TPO	Coordinateur du Projet
		Michel Bossuyt	CORDAID	Country Director
		Juvéno Ndayishimiye		SRH Project Manager
		Zacharie Nzeyidana	PSI	Director Programming
		Gilbert Batungwanayo	HealthNet TPO	
		Jeanne danga'Arc Ka	ABS	SRH Project manager
		Gènèlope Nzeymaya	CARE	Team Leader Empowerment
		Nathalie Nyamvlaba	War Child Holland	Superviseur Provincial
		Janviève Nzorijana	SWAA-Burundi	Coordinatrice
		Rémy Nduwimana	Association Nturengaho	Représentante
	Nicole Rasolo	EKNB	SRHR Advisor	
	14:30-16:00	Luc Geysels	BTC	Coordinateur Programme Santé
	16:00-17:30	Monique van der Steen	Coach DSS/MSP	Netherlands-Burundi Cooperation
		Rob Gouders	Advisor DSS MDNAC	
		Jocelyne Nahimana	DSS/Gouvernance	Chargé de Programme
Marie-Ange Niyokindi		DSS/MDNAC	Adjoint chargée de l'Axe Genre	
Christine Sabiyuwa		PNB	Commandant de la Police	
Flora Kwizera		MDNAC	Gestionnaire de l'Axe Genre	
	Bernadette Hakizimana	MSP	Axe Genre	
28 Aug	8:15-9:00	Spès-Caritas Barankariza	MSNDPHG	(Annulé, consulté par email)
	9:15-10:15	Donatien Ntakarutima	USAID	PEPFAR Team Leader
	10:15-11:15	Pierre Claver Nduwumwami	BBIN	Directeur
		Lynn Hicintuka	Spark	Programme Officer
	11:15-12h15	Christa Josiane Karirengera	Centre Seruka	Coordinatrice
	14:30-15:00	Maaïke van Vliet	EKNB	First Secretary SRHR
	15:00-17:00	Debriefing	Royal Netherlands Embassy in Burundi	

APPENDIX 7

Matrix of (sub)questions for semi-structured interviews

Question	Source
Food Security (and economic development)	
1. What are the current gender aspects in the economic situation and expectations for the near future?	
1.1 What was the impact of the economic growth (or lack thereof) on women, men and youth?	Desk review
1.2 What is the status of legislation and its implementation re: decent work, equal pay, maternity leave etc.?	Embassy staff Organisations working in economic and labour related sector incl. micro credit
1.3 Elaborate the contribution of the informal sector to the Burundese economy.	Women's networks
1.3.1 What is the position of women, men and youth?	Trade unions
1.3.2 What are the specific constraints and opportunities?	MEN
2. What are the current gender aspects regarding food security and expectations for the near future?	
2.1 Elaborate on the specific roles, constraints and opportunities for men and women in agricultural production and all stages of the value chain.	Desk review Embassy staff
2.2 Elaborate on the specific roles, constraints and opportunities for men and women in nutrition.	Minagrie, MEEATU
2.3 What is the status and implementation of legislation on land and succession rights?	Organisations working in agriculture, food production and nutrition
3. How is access to energy sources and water for men and women?	
3.1 Do the use of and the access to the sources have gender aspects?	Desk review
3.2 Do men and women have equal and sufficient access to water?	Embassy staff
3.3 What are the roles of women and men in water provision and access?	Minagrie, MEETAU Organisations working in the water sector
4. What are the opportunities for a stronger gender focus in Dutch funded interventions in the area of food security and development in Burundi?	
4.1 What gender aspects have already been incorporated in the various objectives, projects and	Embassy's project, programme and

	activities?	
	4.2 Regarding the in Q1 to Q3 identified gaps and constraints, which ones can be feasibly addressed?	policy documents Embassy staff
	4.3 What successes have been achieved by the Dutch Government and others?	Partner organisations
	4.4 Can these be introduced, continued or scaled up?	
Sexual and Reproductive Health and Rights		
5. What is the situation regarding SRHR and family planning in general in Burundi for women, men and youth?		
	5.1 Regarding knowledge and awareness?	
	5.2 Regarding access to services and contraceptives?	Desk review Embassy staff
	5.3 What is the prevalence of teenage pregnancy?	Organisations working in the health sector and SRHR
	5.4 What is the prevalence of HIV/AIDS and SOAs in general among women, men and youth?	Women's networks
	5.5 What is the situation regarding abortion (prevalence, legislation, problems)?	
	5.6 Are their specific constraints or consequences for women, men or youth?	
	5.7 Elaborate on the knowledge and awareness about HIV/AIDS and SOAs in general.	
6. What is the situation regarding child marriage in Burundi?		
	6.1 What is the prevalence, at what ages?	Desk review
	6.2 What is the status of legislation and its implementation?	Organisations working in the health sector and SRHR
	6.3 Which organisations are working on this issue, is there a lead organisation?	
7. What is the situation regarding SGBV in Burundi?		
	7.1 What is the prevalence, what forms are most wide spread?	Desk review
	7.2 What is the status of legislation and its implementation?	Embassy staff
	7.3 Which organisations are working on this issue, is there a lead organisation?	Organisations working on SGBV and juridical support MSNDPHG
8. What are the opportunities for a stronger gender focus in Dutch funded interventions in the area of SRHR?		
	8.1 What gender aspects have already been incorporated?	
	8.2 Regarding the in Q5-Q7 identified gaps and constraints, which ones can be feasibly addressed?	Embassy's project, programme and policy documents Embassy staff
	8.3 What successes have been achieved by the Dutch Government and others?	Partner organisations
	8.4 Can these be introduced, continued or scaled up?	

Security and justice		
9. What achievements have been made under the Dutch NAP 1325?		
	9.1 What was the practical implication of these changes?	Desk review
	9.2 What have been the “best practices” and “lessons learned” from NAP 1325 I?	Embassy staff
	9.3 How have these been taken into account?	Organisations working in the security sector
	9.4 What is the status and progress of implementation of the Burundese Action Plan 1325 2012–2016?	Partner NGOs in NAP 1325 I and II MSP
10. What are the gender aspects in the roles, constraints and opportunities in the Security Sector?		
	10.1 How is the balance of participation between women and men and what are their roles?	Desk review Embassy staff Organisations working in the security sector MSP
	10.2 What are the specific constraints for women and men?	
	10.3 What changes have the Dutch SSD programme brought about related to gender?	
	10.4 What constraints have been faced by other actors?	
	10.5 What successes have been achieved by other actors?	
	10.6 Can any of the successes in the area of gender in the Security sector by the Dutch Government be introduced, continued or scaled up?	
Cross-cutting		
11. What is the status of gender related capacity and knowledge among for embassy and partners’ staff Can you describe your needs in this regard?		
	11.1 Have you participated in gender related training? If so when and which?	Embassy staff Partner staff Training reports
	11.2 Do you have sufficient gender related knowledge?	
	11.3 What capacity building would be most useful for you?	
12. How strong is the gender capacity and focus of government		
	12.1 Elaborate on the strengths and weaknesses of the National Gender Policy	Desk review
	12.2 How many women are at work in various relevant departments in the ministries?	Embassy staff
	12.3 Which ministries have a gender policy/strategy/focus? Are staff members aware and incorporating this?	MSNDPHG Minagrie
	12.4 Are government budget and allocations gender sensitive? Is government aware of gender budgeting?	MEN MEEATU MSP
	12.5 What capacity building is still needed for Government in the various focus area in relation to	

	gender?	
	13. What is the alignment of the Dutch gender related activities and the Government's policies and strategies?	
	14. Is it necessary to improve the alignment, and if so, how can this be done?	
	15. What is the extent of development actor coordination in the three focus areas with focus on gender?	
	15.1 What coordination mechanisms and platforms exist? What is their objective?	Embassy staff Donors UN organisations Strategic partners
	15.2 Is there a specifically gender focused platform and what is their role and objective?	
	15.3 Does the government participate in any of the coordination mechanisms or are they aware of them?	
	15.4 How does the government take the outcomes of coordination efforts into account?	
	15.5 On what subjects is joint advocacy conducted??	
	15.6 In what thematic areas is the need for joint advocacy most pressing?	

APPENDIX 8

EKN Burundi Objectives, outcomes, outputs and results

Security and Justice			Sex-disaggregated data collection where relevant (male/female)
Goal	A-1	A more inclusive and effective government on national and local level and a decrease in politically motivated violence	
Output	Country	An improved political climate in Burundi through dialogue	
	A-1-a-1	Improved dialogue and training of political actors in close cooperation with relevant (local) NGO's, MFS II organisations and the Netherlands Institute for Multi-Party Democracy	
	A-1-a-2	EU member states call for an Inter-Burundian dialogue	
	Country	Inquiries by the Burundian authorities into Human Rights Abuses by security forces	
	A-1-b-1	State and non-state security controllers (CS, media, courts, prosecutors etc) are trained to enhance their controlling role toward human rights abuses by state security providers	
	A-1-b-2	The independent Human Rights Commission has the capacity to establish a mapping system for Human Rights abuse	
	Country	Decline in corruption by improved public finance management (PFM)	
	A-1-c-1	The government has improved PFM capacity, among other things a joint governmental procurement cell and capacity to review procurement laws and procedures	
	A-1-c-2	Participation in common funding mechanisms to support a coherent PFM reform plan	
Goal	A-2	A democratically controlled effective security sector that satisfies the security needs of the population	
Output	Country	A sector wide security policy for the medium/long term development of the security sector and strategic plans for the ministry of public security and the police, and for the ministry of defense and the army. These will be based on actual threats and on the security needs of the population.	
	A-2-a-1	The ministry of Public Security (MSP) and the National Security Council have the capacity to develop a sector wide security policy (incl. gender aspects)	

	A-2-a-2	MSP has the capacity to write a strategic plan for MSP and police that is in line with existing development documents and donor activities	
	A-2-a-3	The ministry of Defense has the capacity to execute a defense review that will lead to a white paper and an implementation plan (incl. gender aspects)	
	A-2-a-4	The constitutional court has the capacity to draft a strategic plan that is in line with the policy documents and existing strategic plans in the justice sector (incl. gender aspects)	
	A-2-a-5	The government has the capacity to implement a middle and long term expenditure framework (and include gender budgeting)	
	Country	Strengthened sustainable institutional capacity (incl. gender considerations) in the Security Sector	
	A-2-b-1	Infrastructure of MSP/Police and MDNAC/military strengthened with appropriate gender focus	
	A-2-b-2	Level of education of members of MSP/Police & MDNAC/Military improved with a minimum of X% women	
	A-2-b-3	MSP has the capacity to develop a 'police de proximité'	
	A-2-b-4	Army and Police have the capacity to participate in peacekeeping missions (AMISOM) with a minimum of X% women , in close cooperation with the U.S. ACOTA program.	
	Country	Improved integrity of personal and institutions in the security sector	
	A-2-c-1	Improved internal control within MDNAC/Military and MSP/Police	
	A-2-c-2	Improved external control in the security sector	
	A-2-c-3	MDNAC has the capacity to execute military ethics training	
	A-2-c-4	Non state security providers (militias, private security companies and self-defense groups) are mapped and possibilities to improve control mechanisms for these organisations are identified	
	Country	Proactive policies on gender in the state security institutions	
	A-2-d-1	Gender is integrated in all activities within the Burundian-Netherlands SSD-program	
	A-2-d-2	The ministries of Gender has the capacity to implement the NAP 1325 (in cooperation with Cordaid)	
Results, based on format required by Ministry of Foreign Affairs at Central Level			
Indicators	1-1-a-1	Violent deaths per 100.000 population has decreased	Male/female
	1-1-a-2	Incidence of violent acts against the population in general has decreased (as defined by national law)	
	1-1-a-3	Incidence of violent acts against specific groups [race, ethnicity, religion, political affiliation] decreased	
	1-1-a-4	Incidence of armed violence on annual basis has decreased	
	1-1-a-5	Incidence of rape and SGBV against groups in society (in particular based on gender [women (VNVR 1325), LGBT], but also	

		against groups based on race, ethnicity, religion, political affiliation) decreased	
	1-1-a-6	# of reported cases of HR violations in Burundi	Male/female
	1-1-a-7	% of population perceiving their security situation as 'good' or 'very good'	Male/female
	1-1-a-8	General appreciation for army by population (x/10)	Male/female
	1-1-a-9	General appreciation for police by population (x/10)	Male/female
	1-1-a10	% of members of specific social groups that feels safe (in particular based on gender [women, LGBT], but also groups based on race, ethnicity, religion, political affiliation) has increased	
	1-1-a11	# of political refugees and IDP's caused by conflict and violence in % of population has decreased	
	1-1-a12	Presence of police and state security across the territory vs non-state armed groups has increased	Male/female
	1-1-a13	# and presence of non-state armed groups (incl. street gangs, organised crime, militia) has decreased	
	1-1-b-1	Reported Human rights violations by security forces and armed groups	
	1-1-b-1	No. of reported cases of extra-judicial killings and torture by state security agents	Male/female
	1-1-b-2	% of cases where state security organisations staff implicated in HR violations are subject to internal control procedures	
	1-1-b-3	Number of operations to counter sexual gender based violence	
	1-1-b-4	Natl HR Commission is undertaking mapping and monitoring of HR abuse, due to NL support	
	1-1-b-5	No. of military staff trained to participate in AU mission Somalia (AMISOM)	Male/female
	1-1-b-6	No. of police staff trained to participate in AU mission Somalia (AMISOM)	Male/female
	1-2-a-1	Personnel within the security sector (incl. police) are paid salaries on a regular basis	
	1-2-a-2	Security sector institutions have officers sufficiently trained (incl on the gender aspects of their work)	
	1-2-a-3	Number of female police and security staff has increased	
	1-2-a-4	The security sector institutions have sufficient infrastructure and gender aspects have been considered	
	1-2-a-5	The security sector as a whole, rather than individual institutions, is responsible for the formulation of the security sector policy.	
	1-2-a-6	A strategic plan for the entire security sector exists including gender considerations	
	1-2-a-7	A structure for dialogue between the various institutions, including civil society, is functioning.	
	1-2-a-8	Budget for the security sector is proportionally divided over various institutions and is gender specific	
	1-2-b-1	Measures taken by a program to ensure salaries paid regularly and reliably to police and security personnel and are equal for men/women in similar background and similar positions	
	1-2-b-2	Training for security sector staff	Male/female
	1-2-b-3	Gender appropriate infrastructure provided (barracks, equipment)	

	1-2-b-4	A strategic plan for the promoted by the key ministries incl. gender aspects	
	1-2-b-5	Promotion of multi-institutional/ multi-donor (budget) support plans and projects incl. gender aspects where relevant	
	1-2-b-6	Inclusion of civil society in security sector is promoted	
	1-3-a-1	Security sector institutions have internal accountability mechanisms in place and functioning.	
	1-3-a-2	Security sector institutions have personnel adequately screened and fairly recruited with focus on recruitment of women	
	1-3-a-3	Security sector institutions are accountable to external actors, such as parliament, public	
	1-3-a-4	No. of times where internal control procedures resulted in disciplinary action against army staff	
	1-3-a-5	No. of times where internal control procedures resulted in disciplinary action against police staff	Male/female
	1-3-a-6	Control mechanisms for non-state security providers developed and included in national legislation	
	1-3-b-1	Vetting programmes for security sector personnel have been promoted	
	1-3-b-2	Organised gender sensitive community dialogues and parliamentary hearings	
	1-3-b-3	The existence of internal performance evaluation systems	
	1-3-b-4	The existence of external performance evaluation systems	
	1-3-b-5	Legislation and procedures in place for civilian oversight	
	1-3-b-6	Estimated no. of people having attended 'Open Days' organised by FDN and PNB	
	2-1-a-1	The population is satisfied with the performance of the justice sector (%)	Male/female
	2-1-a-2	Various social groups (in particular based on gender [women, LGBT], but also groups based on race, ethnicity, religion, political affiliation) have access to the justice system	
	2-1-a-3	The extent to which citizens are aware of their basic rights (e.g. HR; legal representation) increased	Male/female
	2-1-a-4	Physical accessibility of the justice sector institutions (formal and customary) has increased	Male/female
	2-1-b-1	Projects are based on needs assessments incl. gender aspects	
	2-1-b-2	Activities are undertaken to raise awareness about rights, particularly among specific groups within the population ; (on gender [women, LGBT], and on race, ethnicity, religion, political affiliation)	
	2-1-b-3	Obstacles (financial, practical, legislative) for reporting crime have been reduced	
	2-1-b-4	Sufficient (x%) female police officers appointed and other gender sensitive measures implemented	
	2-2-a-1	Indicator 1: Officers within the justice sector (incl. police) are paid salaries on a regular and fair basis Indicator 2:	
	2-2-a-2	Justice sector institutions have officers who are sufficiently trained (incl on gender aspects)	Male/female

	2-2-a-3	Number of female police officers, judges, lawyers and prosecutors has increased	
	2-2-a-4	The justice sector institutions have sufficient (acceptable, humane) courtroom equipment	
	2-2-a-5	The prison/detention system has sufficient (acceptable, humane and gender sensitive) infrastructure	
	2-2-a-6	Different actors in the judicial chain work in a coordinated way	
	2-2-a-7	Budget for justice sector determined and gender sensitive & divided over various institutions by sector	
	2-2-a-8	The judiciary are functioning independent (e.g. from the executive and legislative powers in the state).	
	2-2-a-9	9: % of suspects who stay in pre-trial detention and the length of the pre-trial detention has decreased	Male/female
	2-3-a-1	Adequate and gender equitable salary system for justice sector officers exists	
	2-3-a-2	Regular training scheme for justice sector staff is established	Male/female
	2-3-a-3	Gender sensitive infrastructure (e.g. court rooms, police offices, equipment) has been provided	
	2-3-a-4	A strategic plan for the entire sector is developed incl. gender aspects	
	2-3-a-5	A structure for dialogue between the various institutions within the justice sector exists.	
	2-3-a-6	Promotion of gender sensitive multi-institutional (budget) support and projects	
	2-3-a-7	Inclusion of civil society in justice sector is promoted	
	2-3-b-1	Vetting programmes for justice sector officers have been promoted	
	2-3-b-2	The existence of external performance evaluation systems	
	2-3-b-3	The existence of internal performance evaluation systems	
	2-3-b-4	Legislation and procedures in place for civilian oversight	
	2-3-b-5	Ombudsman and/or Human Rights Commission and/or Anti-Corruption Commission have been able to trigger public debate on a certain issue	
	2-3-b-6	Civil society representation, dialogue etc. in relation to the justice sector has been strengthened	
	3-1-a-1	Diversity (sex, religion, geographical representation, ethnicity, political parties) in representation in important institutions (lawmaking bodies, executive power, army, justice institutions)	
	3-1-a-2	Adequate participation in elections and public governance (for example systemic exclusion of groups)	Male/female
	3-1-a-3	Presence of political and social conflicts (extent to which conflicts between parties are resolved peacefully/reduction in violent incidents between groups)	
	3-1-a-4	% of population who express trust in political processes	Male/female
	3-1-a-5	Horizontal inclusiveness in political and peace processes: relevant groups are involved (sex, religion, geographical representation, ethnicity, etc.).	
	3-1-a-6	Vertical inclusiveness in political and peace processes and access to power: high and low income groups are involved,	

		mobility between different levels.	
3-1-a-7		Level of probity and integrity of political bodies	
3-1-a-8		All relevant aspects of peace process are in place and functioning	
3-1-a-9		Freedom of press enshrined in national legislation	
3-1-a-10		Freedom of gathering and protest enshrined in national legislation	
3-1-a-11		Freedom of formation and functioning of civil society organisations enshrined in national legislation	
3-1-a-12		Number/percentage of women who are involved as a political agent in (parts of) the peace process	
3-1-a-13		% of women members in Assemblée Nationale (A) and Senat (S)	
3-1-a-14		:No. of meetings between government and opposition parties	
3-1-a-15		No. of political parties represented in Assemblée Nationale	
3-1-b-1		Number of (local and/or national) peace dialogues and meetings with a positive impact	
3-1-b-2		Number of people and groups involved in peace dialogues and related processes(horizontal/vertical)	
3-1-b-3		% of communes where 'Police de proximite' is functioning	
3-1-b-4		% of communes with instruments for inclusive governance and conflict resolution at local level	
3-1-b-5		Number of women who have participated in peace processes and dialogues OR number of peace processes in which gender-related aspects or perspectives are taken into account	
3-1-b-6		Number of mediation processes supported	For men/women
3-1-b-7		Participation in elections is promoted with a focus on women	
3-1-b-8		No. of formal consultations (Article 8) that have taken place between GoB-EU on political inclusiveness	
3-1-b-9		No. of meetings per year of 'network of agents of change' in political spectrum	
4-1-a-1		Government (at national, regional, local level) actively pursuing and implementing plans to broaden the provision of gender sensitive basic services (education, health, housing, transportation, employment)	
4-1-a-2		The budget has been approved by parliament in time	
4-1-a-3		Government is increasing its revenues as a proportion of GNP	
4-1-a-4		Perception by civilians that the quality and quantity of basic government services has improved	Male/female
4-1-a-5		National Security Policy incl. gender aspects prepared by Conseil National de Securite, supported by NL SSR programme	
4-1-a-6		Govt implements a MTEF	
4-1-b-1		Number of meetings with stakeholders	
4-1-b-2		: Number of training activities for government officials (by sex, age, social groups etc.)	
4-1-b-3		Revue de la Defense completed with NL strategic advice	

4-1-b-4	Gender sensitive sector-wide security policy by MSP developed, supported by NL SSR programme	
4-2-a-1	There is transparency in the budgetary processes (formulation, allocations, monitoring of expenditure)	
4-2-a-2	Effective arrangements for protecting office holders signaling fraud/corruption (regulation for whistle-blowers)	
4-2-a-3	: Anti-corruption policy is in place and is implemented	
4-2-a-4	Position of Burundi in global corruption perception ranking	
4-2-a-5	Govt has set up joint govt procurement cell and has adequately reviewed procurement laws and procedures	
4-2-b-1	Greater accountability achieved within the respected target areas	
4-2-b-2	Number of government officials trained (by sex, age, social groups etc.)	
4-2-b-3	Number of corruption cases instigated	
4-2-b-4	% NL contribution to common fund for PFM reform	
4-3-a-1	Indicator 1 : Citizens, men and women, including those from minority groups, can equally participate in decision-making processes	
4-3-a-2	Political parties, including those in the opposition, engage in substantive development discussions	
4-3-a-3	Participatory role of youth in democratisation process has increased	
4-3-a-4	Organic law on functioning and control of PNB is passed	
4-3-a-5	State budget and expenditures are published in nation-wide media	
4-3-a-6	No. of weeks between GoB submittal of national budget and parliamentary debate	
4-3-a-7	State budget contains adequate details for all sectors/state agents	
4-3-a-8	State expenditures are discussed in parliament	
4-3-b-1	Number of activities geared towards youth and minorities	
4-3-b-2	Number of men en women participating in democracy-oriented activities	
4-3-b-3	Improvements made by GoB to national budgeting process incl. gender sensitive budgeting	
5-1-a-1	Number of persons with income from employment at country level	Male/female
5-1-b-1	Number of persons with income generated by engagement in job creation programs	Male/female
5-1-b-2	Number of conferred start-up subsidies	Male/female
5-1-b-3	Number of women who are trained in the area of economic development	
5-1-b-4	Obstacles removed for employment creation (e.g land rights) – describe in qualitative terms	
5-2-a-1	% of population with access to clean and safe drinking water and sanitation, disaggregated by gender	
5-2-a-2	% of children with access to primary education, disaggregated by gender	
5-2-a-3	% of population with access to primary health care, disaggregated by gender	

	5-2-a-4	: % of population with housing: Disaggregated for female headed households:"	
	5-2-b-1	Number of people with access to clean and safe drinking water and sanitation, disaggregated by gender	
	5-2-b-2	Number of children with access to primary education, disaggregated by gender	
	5-2-b-3	Number of persons with access to primary health care, disaggregated by gender	
	5-2-b-4	Number of new houses built/ number of houses restored/ number of persons who have moved from tented camps to permanent housing, disaggregated for female headed households	

Sexual and Reproductive Health and Rights			
		Description	Indicator
Goal	C-1	Support Government efforts to reduce the unmet need to family planning	
Outcome	C-1	Reduction of unmet need for family planning	Contraceptive prevalence rates up from 19% (2010) to 29% (2015)
Output	Country	Increased availability of modern contraception	Contraceptive prevalence rates up from 19% (2010) to 29% (2015)
	C-1-1	# of health workers (men/women) trained in modern family planning procedures; availability of choice of methods of men and women to meet the demand	
	C-1-2	# communities sensitized in using modern contraception (men/women)	
	C-1-3	# communities sensitised in using modern contraception	
Goal	C-2	Improve access by youth to quality sexual and reproductive health services and help them make informed choices regarding sexual attitude and behaviour	
Outcome	C-2-1	Youth using quality SRH services and making informed choices on sexual attitude behaviour	% of youth using health services (male/female)
	C-2-2	Youth enjoying good sexual and reproductive health and rights	
Output	Country	Access to youth friendly counseling, information and sexual / reproductive health services is realised in 50% of all health districts	
		Gender respect and acceptance of mutual rights are norms among 50% of youth	
	C-2-1	# of youth friendly advocacy & mobilisation materials tested, produced and distributed	
	C-2-2	# of clinics that have adopted youth friendly working arrangements	
	C-2-3	# of youth clubs formed and active	
	C-2-4	Additional: # of youth (men/women) visiting youth clubs (link to output C2-3)	

Goal	C-3	Reduce sexual and gender based violence	
Outcome	C-3-1	Decrease in # of cases of SGBV (intermediate outcome);	# reported cases of SGBV
	C-3-2	Increased gender equality (final outcome) ; remove, cannot be achieved by addressing SGBV, more of an overarching goal Instead of # of women in traditionally masculine positions : #reported SGBV cases (men/women)	i/o # of women in traditionally masculine positions: #reported SGBV cases (male/female)
Output	Country	Reduced fear for sexual violence Enhanced position of women and more gender equity in sexual relations	
	C-3-1	Sexual aspects of gender relations have been incorporated in the security theme	
	C-3-2	Vulnerable position of sex workers addressed	
	C-3-3	Guidance and rehabilitation provided to young sex offenders and	
	C-3-3	Separate 2 different target groups from original output: Guidance and rehabilitation provided to young sex offenders	
	C-3-4	Support given to victims of young sex offenders (or SGBV victims in general)	
Results, based on format required by Ministry of Foreign Affairs at Central Level			Sex-disaggregated data collection where relevant (male/female)
Indicator	R-1a-1	Percentage using condoms at last high-risk sex, by age group (MDG 6.2)	
	R-1a-2	Percentage of young people (15-24) with comprehensive correct knowledge of HIV/aids (MDG 6.3)	Male/female
	R-1b-1	Number (or %) of youth-friendly (health) centres	
	R-1b-2	Number of young people being counselled for HIV/STI/contraception and/or tested for HIV/STIs	Male/female
	R-1b-3	Number of schools (/pupils) that adopt (/receive) comprehensive sexuality education	
	R-2a-1	Type of new, user-friendly products / medicines on the market for improved SRH	
	R-2a-2	Couple Year Protection Rate (CYP)	
	R-2a-3	Number of people being treated with anti-retroviral drugs	Male/female
	R-3a-1	Antenatal care coverage (at least one visit and at least four visits) (MDG indicator 5.5)	
	R-3a-2	Proportion of births attended by skilled health personnel (MDG indicator 5.2)	
	R-3a-3	% HIV-positive pregnant women receiving treatment to prevent mother-to-child transmission HIV	
	R-3b-1	# governmental kiosks for family planning (FP) services next to the FP restricting health facilities	
	R-3d-1	Number of doctors, nurses and midwives per 1000 inhabitants	

	R-3d-2	Compliance with the most recent safe abortion guidelines	
	R-3d-3	Access to basic emergency obstetric care (BeMOC) per 500,000 population	
	R-4	Under development	