

AFRICAN ASSOCIATION FOR PUBLIC ADMINISTRATION AND MANAGEMENT (AAPAM) ASSOCIATION AFRICAINE POUR L'ADMINISTRATION PUBLIQUE ET LE MANAGEMENT (AAAPM)

**WAPAN**  
AAPAM Women in African Public Administration Network

**WOMEN LEADERSHIP PROGRAMME**

**GENDER - RESPONSIVE BUDGETING:**  
Promoting Gender Equality and Women's Empowerment

DATE  
**27 AUGUST**  
10:00am - 11:30am EAT

Join our Webinar via ZOOM  
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**WAPAN**  
AAPAM Women in African Public Administration Network

**Report for**

**Women in African Public Administration Network (WAPAN)**

**Webinar**

**Theme: Gender-Responsive Budgeting: Promoting Gender Equality and Women's Empowerment**

**Date: Tuesday 27<sup>th</sup> August 2024**

**Time 10:00am- 11:30 EAT**

**Venue: Online Webinar**

## **Moderator: Julie Muia-Program Officer, AAPAM**

### **Speakers.**

1. Prof. George Scott- AAPAM Secretary General
2. Ms. Yoliswa Makhasi- AAPAM Vice President Southern Africa, Director General Department of Public Service and Administration (DPSA) South Africa.
3. Dr. Enock Nyorekwa Twinoburyo- Senior Economist, SDG Center Rwanda.
4. Dr. Tatu Moreen- Regional Manager for Community at Management and Development for Health Tanzania.
5. Ms. Sara Hamouda- Agenda 2063 and SDGs Expert, APRM

### **Participants**

The webinar saw participation of over 150 participants from 47 countries. The participants were a diverse group of public administration professionals, gender equality advocates, policymakers, academics, and representatives from various African governments and international organizations. The event was well attended, reflecting a strong interest in advancing gender equality and women's empowerment across the continent.

### **Webinar Proceedings.**

#### **1. Opening Ceremony**

##### **Julie Muia-Program Officer, AAPAM**

Julie Muia kicked off the webinar by bringing warm greetings from the AAPAM Secretariat in Nairobi. Welcomed participants to webinar organized under the Women in African Public Administration Network (WAPAN). Julie outlined the expectations for the session, emphasizing the importance of active participation and interaction. Set the tone for the discussion by highlighting the significance of the webinar's theme and the role of WAPAN in fostering gender equality in African public administration.

##### **Welcome Remarks- Prof. George Scott- AAPAM Secretary General**

Prof. Scott welcomed participants on behalf of AAPAM's Executive Committee, Council, and Secretariat. He provided a brief history of WAPAN, introduced in 2017 to promote women's effective participation in political and public life, viewing it as a vital tool for sustainable development in Africa. Prof. Scott highlighted AAPAM's robust gender policy, which focuses on building the capacity of public administration systems to advocate for gender-sensitive

policies and create environments where women can thrive as leaders. He underscored the importance of ensuring that public resources benefit all community members, setting the stage for the webinar's focus on gender-responsive budgeting (GRB).

## **Opening Address**

### **Ms. Yoliswa Makhasi- AAPAM Vice President Southern Africa, Director General Department of Public Service and Administration (DPSA) South Africa.**

Ms. Makhasi delivered the opening address, expressing her appreciation to AAPAM for organizing this crucial webinar. Emphasized that the webinar aligns with Africa's inclusive developmental agenda, particularly in responding to the unique needs of women on the continent. Ms. Makhasi outlined the three pillars of WAPAN: capacity building, leadership development and harnessing the collective wealth of women's experiences for policy advisory. She discussed the critical role of Gender-Responsive Budgeting (GRB) in achieving gender and fiscal justice, stating that GRB encourages a gender perspective in national planning and budgeting processes, thereby responding to women's priorities.

Ms. Makhasi also stressed the importance of having accurate data to understand population dynamics, including gender disparities and access to government services. She highlighted the progress South Africa has made in raising women's representation in senior management, achieving a notable 45.5% but also pointed out the recent decline from a previous high of 50%. Ms. Makhasi shared best practices from South Africa, including the launch of the UNDP Gender Equality Seal, which recognizes public institutions for promoting gender equality, and the institution on the August Women Month in South Africa. She concluded her address by urging the establishment of gender centers of excellence and the continued support of women-focused programs and initiatives.

## **3. Speakers Presentation**

### **Dr. Enock Nyorekwa Twinoburyo- Senior Economist, SDG Center Rwanda Topic: Leaving No One Behind: Gender Lens and Fiscal Strategy**

Dr. Twinoburyo's presentation focused on the intersection of fiscal strategy and gender equality, particularly within the context of the Sustainable Development Goals (SDGs). He emphasized that the budget is the most effective distributive policy tool available to governments and that a fiscal strategy must include a gender perspective to achieve the "leave no one behind" principle of the SDGs. Dr. Twinoburyo presented findings from the SDG Africa Index and Dashboard, which revealed significant challenges, especially in achieving gender equality and addressing regional disparities. He called for stronger integration of

gender equality in fiscal policies, led by ministries of finance, and underscored the necessity of political support and a robust legal framework for successful implementation. He also highlighted ongoing challenges, such as insufficient gender-disaggregated data and coordination issues, which hinder the effective application of GRB.

**Dr. Tatu Moreen- Regional Manager for Community at Management and Development for Health Tanzania**

**Topic: Promoting Gender Equality in Decision Making**

Dr. Moreen's presentation centered on the importance of promoting gender equality in leadership roles. She discussed the numerous benefits of diversity in decision-making, including economic and social advantages, as well as the legal and ethical imperatives of gender equality. Dr. Moreen stressed the need for policies that ensure equal opportunities for women and address systemic discrimination. She emphasized the creation of supportive work environments that promote work-life balance, which is critical for women's leadership development. Dr. Moreen shared examples from countries like Iceland and Namibia, which have made significant progress in gender equality. She also addressed the persistent challenge of low representation of women in leadership positions and the need for collective efforts to tackle gender-based violence and establish safe spaces for women.

**Ms. Sara Hamouda- Agenda 2063 and SDGs Expert, APRM**

**Topic: Women's Leadership alignment with SDGs and Africa Agenda 2063**

Ms. Hamouda discussed the role of women's leadership in the context of Agenda 2063, Africa's blueprint for sustainable development. She emphasized the importance of capacity building and networking to enhance women's participation in leadership and decision-making processes. Ms. Hamouda highlighted the progress made during the first ten-year implementation plan of Agenda 2063 but noted the challenges of underrepresentation of women and youth in parliamentary discussions. She advocated for countries to ratify the European Union (EU) agreements on gender equality and stressed the importance of integrating gender considerations into governance indexes to ensure that women's contributions are recognized and valued in national development plans.

**4. QnA**

The Q&A session allowed participants to engage with the speakers on various issues related to gender equality and GRB. Some of the key questions included:

1. Gender Representation on Merit: Participants inquired about specific policies addressing existing disparities in gender representation, with a focus on merit-based selection processes.
2. Grassroots Participation: Questions were raised about increasing the voice and participation of women at the grassroots level in gender-sensitive budgeting initiatives.
3. Barriers to Women's Leadership: Dr. Mmabatho Mfikwe highlighted the issue of women obtaining managerial positions but facing barriers to having a meaningful say in decision-making, emphasizing the need for perseverance and articulate advocacy.
4. Educational and Cultural Strategies: Participants discussed the effectiveness of integrating gender equality topics into curricula and providing gender sensitivity training for educators as strategies for enhancing inclusivity in basic learning institutions.

## **5. Panelists' Responses**

The panelists, including Dr. Sara, Dr. Tatu, and Dr. Enoch and Ms. Yoliswa addressed these questions comprehensively. They emphasized the need for continuous advocacy, legal frameworks, and political will to achieve gender equality in public institutions. The panelists discussed strategies for enhancing budgetary provisions for women-led institutions and highlighted the importance of including gender-sensitive policies in national governance structures. The discussion also touched on the challenges of implementing the two-thirds gender rule in Kenya and the role of the African Union in promoting gender equality across the continent.

## **6. Closing Remarks**

### **Prof. George Scott- AAPAM Secretary General**

In his closing remarks, Prof. Scott expressed his deep gratitude to all speakers, participants, and organizers for their contributions to the success of the webinar. He reiterated the importance of Gender-Responsive Budgeting as a tool for promoting equality and fostering inclusive development in Africa. Prof. Scott also highlighted upcoming key AAPAM events, including the Leadership Seminar and the 43rd Roundtable Conference (RTC), encouraging participants to remain engaged with AAPAM's initiatives.

## **7. Next Steps**

The webinar concluded with a clear set of next steps to ensure the momentum gained during the session continues:

1. Video and Presentation Sharing: AAPAM will share the webinar recording and presentations with all participants, ensuring the knowledge and insights from the session are widely disseminated.
2. Certificates Issuance: Participants will receive certificates of participation, recognizing their engagement and contribution to the webinar.
3. Future Webinars: AAPAM will organize another women's leadership development webinar before the end of the year to continue the dialogue on gender equality and women's empowerment.
4. Engagement on Social Media: Participants are encouraged to follow AAPAM on social media platforms to stay updated on future events and opportunities for collaboration.
5. Government Actions: African governments are urged to expedite the ratification and implementation of African Union (AU) agreements on gender equality, aligning with international and regional commitments.
6. Inclusion of Gender Indicators: African countries are called upon to include gender indicators in their National Governance Indexes, ensuring that progress in gender equality is upheld.

## **Conclusion**

The Women Leadership Development Webinar was a significant step in addressing gender-responsive budgeting as a tool for promoting gender equality and women's empowerment across Africa. The discussions highlighted the critical need for accurate data, equal representation, and political will to ensure that public resources benefit all members of society equitably. AAPAM remains committed to supporting initiatives that foster gender equality and looks forward to continued collaboration in this area.