



**THE GAMBIA**

**STRATEGY FOR YOUTH & WOMEN DEVELOPMENT & EMPOWERMENT  
THROUGH ICTs 2021-2024**

*[A Pillar of the Information and Communication Technology for Development  
Policy Statement 2018-2028]*

*Commissioned  
By  
The Ministry of Information and Communication Infrastructure*

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## 1) ACRONYMS AND ABBREVIATIONS

AfDB	<i>African Development Bank</i>
AYC	<i>African Youth Charter</i>
B2C	<i>Business-to-Consumer</i>
CCTV	<i>Closed Circuit Television</i>
CEDAW	<i>Convention on the Elimination of All Forms of Discrimination Against Women 1992</i>
CRR	<i>Central River Region</i>
ECOWAS	<i>Economic Community of West African States</i>
EU	<i>European Union</i>
GBOS	<i>Gambia Bureau of Statistics</i>
GFP	<i>Gender Focal Points</i>
GII	<i>Gender Inequality Index</i>
GSM	<i>Global System for Mobile Communications</i>
GSQF	<i>Gambia Skills Qualification Framework</i>
GWF	<i>Gambia Women Federation</i>
GWEP	<i>Gender and Women Empowerment Policy</i>
ICT	<i>Information and Communications Technologies</i>
ICT4D	<i>Information Communications Technology for Development Policy</i>
IT	<i>Information Technology</i>
ITC	<i>International Trade Center</i>
ITU	<i>International Telecommunication Union</i>
LGA	<i>Local Government Area</i>
LRR	<i>Lower River Region</i>
MIS	<i>Management information System</i>
MOICI	<i>Ministry of Information and Communications Infrastructure</i>
MOTIE	<i>Ministry of Trade Industry and Employment</i>
NEAP	<i>National Employment Action Plan</i>
NYP	<i>National Youth Policy 2019-2028</i>
NYC	<i>National Youth Council</i>
NCW	<i>National Council for Women</i>
NDP	<i>National Development Plan</i>
NGPAGW	<i>National Policy for the Advancement of Gambian Women and Girls 1990-2009</i>
NPAGWG	<i>National Gender Policy for the Advancement of Gambian Women</i>
NEP	<i>National Employment Policy</i>
NGO	<i>Non-Governmental Organisation</i>
NWB	<i>National Women's Bureau</i>
PDAE	<i>Paris Declaration on Aid Effectiveness</i>
PPP	<i>Public Private Partnership</i>
YWDE	<i>Youth and Women Development and Empowerment Strategy 2024</i>
Q1, Q2, Q3, Q4	<i>Quarter 1, Quarter 2, Quarter 3 and Quarter 4</i>
SDGs	<i>Sustainable Development Goals</i>
STEM	<i>Science Technology Engineering and Mathematics</i>
TVET	<i>Technical and Vocational Education and Training</i>

<i>UN 2030</i>	<i>UN 2030 Agenda for Sustainable Development</i>
<i>UNCPD</i>	<i>UN Commission on Population and Development</i>
<i>UNDP</i>	<i>United Nations Development Programme</i>
<i>WA 2010</i>	<i>Women Act 2010</i>
<i>WB</i>	<i>World Bank</i>
<i>YEP</i>	<i>Youth Enterprise Project</i>

## 2) FORWARD

*Based on the clear statistics, the youth and women are the driving force of our nation. They are providing the energy, hope and leadership needed for the country's future. This strategy holds them in special esteem by carving out a special path for them to contribute to the country's development of their countries through ICTs. This strategy is to ensure that Government's future efforts and resources are directed towards the goal of youth and women socio-economic progress.*

*This YWDE strategy is the first of its kind focusing on a comprehensive strategic framework in line with the country's ICT4D Policy goals and those of the NDP. It sets four principal objectives for youth and four for women development and empowerment. In relation to the youth, the focus is on capacity development, the mainstreaming of Youth Issues in development planning, youth leadership in national and global policy debates and the sustenance of Government commitment to youth development and empowerment.*

*The key area on women development and empowerment relate to using ICTs for women's political empowerment and leadership, for women's economic and social empowerment as well as women protection.*

*The impacts are to make them more productive and economically empowered through effective engagement initiatives in order to embody and embrace their leadership. The fundamentals are on education, economic empowerment and engagement.*

*The strategy's design recognizes the current status of the youth and women as against the demographics and it is to create the right institutional public space for the youth and women. Based on the consultative observations, the youth and women demand, more than anything else, education, jobs, honest and responsive governments, and greater and meaningful participation in decision-making. They want all these by taking advantage of the opportunities in ICTs for their development and empowerment.*

*With the defined activities the government intends to increase its engagement with the youth and women, their organisations, and other stakeholders that matter to their development and empowerment. The strategy's message is about using today's opportunities of ICTs for the realisation of their hope for the future.*

*Though we have a long way to go but the government ministries and institutions are becoming more youth sensitive and gender transformative. This strategy lays the groundwork for that aspiration, by identifying how our guiding principles should be reflected in our programmatic approach and activities, as well as in our day-to-day office work and internal policy and practices with ICTs. This strategy outlines the core objectives for youth and women as in the ICT4D policy framework. It will certainly shape the way we plan, design, implement, monitor and learn from our daily work.*

*With this strategy, we lay out our expected outcomes for consistent development and empowerment of youth and women. It is truly ambitious, but the objectives are clothed with honesty and dedication in order to deliver the expressed commitment to inclusion of all youth and women of our country. The empowerment of youth and women is more than a moral or development issue but a legal one and one that can ultimately reduce and defeat the incidence of poverty.*

*As we move with its implementation and achieve all objectives by 2024 the designed framework for its implementation will facilitate its accomplishment.*

*Mrs. Amie B NJIE  
Permanent Secretary  
Ministry of Information and Communication Infrastructure*

### 3) EXECUTIVE SUMMARY

*The broad aim of this YWDE Strategy is to outline measures for the enhancement of youth and women development and empowerment through the use of ICTs. The YWDE Strategy-2024 is covering the period 2021 – 2024.*

*The unprecedented changes in ICTs is having profound impacts on the lives of the youth and women. These are, among others, in the forms of political and social developments all triggering changes in the social fabric of the country. The greater part of the impact is on the challenges to the traditional power structures as the advocacy is for a new social contract between the state and society.*

*The change is reflective of connectivity and access to internet. A greater part of the country's Internet users is below the age of 25. Safeguarding the rights of young people and investing in their quality education, decent work and employment opportunities, effective livelihood skills, and access to health and services and participation are essential to achieving development and a sustainable future. ICTs impact on all these creating an access to about 39.1% percent of the population are youth aged 15-24.*

*The Strategy is based on the conviction that youth and women's development and empowerment advance the nation's competitiveness at both regional and international levels. The core objective is to strengthen the status of youth and women through a comprehensive approach that takes into consideration the different complimenting roles both play in national development. This strategy is responsive to the current changes in technology and the corresponding benefits it brings for both youth and women. It is partly premised on Goal 5 of the UN SDGs as the measures are for the use of ICTs to achieve gender equality, eliminating all forms of discrimination, harmful practices and violence against women and girls.*

*Further the strategy is informed by international best practices in its development, with a special emphasis on what obtains in Ecowas countries with a similar development context to that of The Gambia. Its formulation is based on a consultative process with stakeholders from the government, civil society, and the private sector. Some key reports have been considered as well as the developments at the international level especially with regards to the SDGs and the ECOWAS and AU commitments on youth and women development and empowerment.*

*The context is determined by the statistical developments. By 2016, the Gambia has a population of 1,922,950, out of which 915,357 are male and 1,007,593 female. This represents 47.6% male and 52.4% female. The number of 1,057,467 live in the urban areas and 865,483 live in the rural areas. With an average household size of 6.9, there is an annual population increase of 3.5%.*

*The population growth from 1, 857, 181 in 2013 to 1, 922, 950 people in 2015-2016 represents an increase of 3.5 percent increase with a residential distribution of 55.0 percent urban and 45.0 rural.*

*In terms of leadership position of women, the appointed cabinet of The Gambia after the change of Government has 4 female ministers including the vice president out of 14 appointees. The 4 women represents 22.22% share of the current cabinet. Looking at the positioning of permanent secretaries, out of the 15 permanent secretaries, only 3 of female representing 1 out of every 5 appointees. Even though the females represent 52 out of every 100 people in the country and likewise those within working age range, they remain significantly under-represented in positions of authority within the Government of The Gambia. Almost 60% of the population is under the age of 25 and this is likely to persist because the country's total fertility rate remains strong at nearly 4 children per woman. The Gambia youth unemployment rate for 2019 was 12.47% representing a 0.05% increase from 2018. The youth unemployment rate for 2018 was 12.42% that represented a decline of 0.18% from 2017.*

*What the statistics reveal is that the country needs to strive harder to improve the lot of the youths and women for their development and advancement.*

*Based on the findings there are challenges for the successful implementation of this strategy. These relate to the changing needs of the youths as well as the vulnerability of certain youth groups in the midst of technological changes. Further, the statistics revealed a wider gender gap and inequalities.*

*In the ITU's flagship annual report of 2017 on Measuring the Information Society 2017, it is noted that the global gender gap in internet access has increased from 2013 to 2017 that is from 17% in 2013 to 25% in 2017. In 2017, there are 250 million fewer women online and within this the least developed countries show a substantial gap. The internet user gender gap increased in Africa, even while it decreased in other regions.*

*There are interesting demographic forces that are changing the employment landscape and the workforce will look very different in the next 5 years. Further there is the exclusion of youth and women from active decision-making and political processes. Lastly, the issue of migration also impacts on the youth.*

*Based on the challenges, the goals developed are considered to contribute to the development and empowerment of youth and women. The strategy focuses its resources on the biggest opportunities for enhancing the empowerment process for the youth and women. The outlined related objectives are complimented by the institutional and capacity issues that*

*need to be addressed in order for the Government to fully realize the potential of having empowered youth and women through the ICTs.*

*The strategic vision is to leverage the benefits of ICTs in improving the quality of life for youth and women through their optimal utilisation of ICTs in a knowledge-based and technology-driven economy. The mission statement on the other hand is to transform the Gambia into a knowledge-based and technology-driven economy with the leadership of the youth and women for the next 20 years.*

*The following goals in the table below are set:*

<i>Youth Related Goals</i>	<i>Women Related Goals</i>
<i>Goal 1 - Support Capacity Development of Youth &amp; Youth organizations</i>	<i>Goal 1 – ICT for Women’s Political Empowerment and Leadership</i>
<i>Goal 2 – Using ICTs for Advocacy &amp; Mainstreaming of Youth Issues in development planning</i>	<i>Goal 2 – ICT for Women’s Economic Empowerment</i>
<i>Goal 3 – Having a thought leadership for national &amp; global policy debates and networks</i>	<i>Goal 3 – ICT for Women’s Social Empowerment</i>
<i>Goal 4 – Sustaining the Commitment to this Strategic Initiative</i>	<i>Goal 4 – ICT for Women’s Protection</i>

*The first applicable guiding principle in the implementation of the YWDE Strategy-2024 relate to the concept creating the right access for both youth and women to ICT services. There will be an established a high-level corporate leadership for gender equality and the promotion of youth and women ICT education, training, and professional development. The equal and fair treatment of youth and women especially on matters of respecting and supporting their human rights will not be compromised. The health, safety, and well- being of all youth and women workers will be promoted together with their full participation, innovation, volunteerism in enterprise development, supply chain, and marketing practices that empower women. Gender equality and its sustainability through community initiatives and advocacy will be strengthened. Above all there will be partnerships that focus on access and capacity building.*

*Based on the mapping, issues of risks management and mitigation strategies are considered followed by the crucial issue of funding. This is because the budget considered for this strategy is determined at an estimated total of D394,100,000 (Three hundred and Ninety-Four million One Hundred Thousand Dalasis) in terms of programs to set up the framework. This excludes other costs relating to directly to the stakeholders' other administrative and requirements.*

*The strategic framework for YWDE Strategy-2024 implementation is created to facilitate coordination and accountability. There is a Special Committee and a Cabinet committee. The membership of the special committee is in an annex to this strategy.*

*The special committee is to focus on ensuring that there is harmonisation of this strategy with other strategies and policy documents that might impact the effective implementation of this Strategy. The overarching goal of youth and women development and empowerment is to be inculcated in the governance culture with a defined and approved incentive framework. The plans to effectively communicate the strategy both within and outside the Government are to be developed by the Special Committee.*

*The Cabinet Committee would be responsible for the Monitoring and Evaluation of the implementation of this strategy. It provides overall guidance and orientation on key priorities of the program. It receives and approves progress reports on a quarterly, annual basis, and assessments and provides recommendations and feedback for policy and program adjustment towards effective implementations and considers the final YWDE Strategy-2024's implementation plans and budget.*

*This Strategy too adopts the traditional project financing approach where the entire project is funded through Government budgetary resources. Other funding measures like the use of donors. Agencies like the UNDP, AfDB, WB etc.*

*In order to achieve the goals and objectives of this Strategy there will be a coherent and steady monitoring and evaluation of the outcome indicators by the Cabinet committee. There will be annual review of the strategy's implementation and a full review at the end of the fourth (4th) year.*

#### 4) INTRODUCTION

*The unprecedented changes in ICTs is having profound impacts on the lives of the youth. These are, among others, in the forms of political and social developments all triggering changes in the social fabric of the country. As per the statistics, the young people are a force for change with a powerful voice on the public scene especially on the social media. The greater part of the impact is on the challenges to the traditional power structures as the advocacy is for a new social contract between the state and society. A greater part of the country's Internet users are below the age of 25.*

*An important component of the engagement process with youth is in the areas of policy dialogues and decision-making processes on the social, economic, environmental and cultural matters. This strategy is designed to have a holistic, consultative and participatory way of achieving a sustainable human development with the inclusion of youth and women. The young men and women all need to play a key role in this process. Safeguarding the rights of young people and investing in their quality education, decent work and employment opportunities, effective livelihood skills, and access to health and services and participation are essential to achieving development and a sustainable future.*

*In fact, going by the UN Commission on Population and Development (April 2014) the international community was urged to invest in youth, protect their rights and better equip them to adapt to changes and seize opportunities. The identified areas of interest relate to employment, entrepreneurship, political inclusion, civic engagement, protection of rights, education including comprehensive sexual and health education.*

*The youth are a positive force for transformational change. About 39.1% percent of the population are youth aged 15-24. Their opportunities for communicating, acting and influencing are unprecedented. The challenges they face are unprecedented with unemployment and exclusion becoming a few bigger ones. The tables below provide the statistics on the size and the unemployment status.*

*Number and Percentage of the Population Aged 15 to 64 Years by Age Group and Sex, 2018*

Age Group	Male		Female		Both Sexes	
	Count	Per cent	Count	Per cent	Count	Per cent
15 - 24	235,145	39.5	256,148	38.7	491,293	39.1
25 -35	159,032	26.7	206,964	31.3	365,996	29.1
36-64	201,617	33.8	197,954	29.9	399,571	31.8
<b>The Gambia</b>	<b>595,794</b>	<b>100.0</b>	<b>661,066</b>	<b>100.0</b>	<b>1,256,860</b>	<b>100.0</b>

Source: Gambia Labour Force Survey, 2018

*Distribution of Time-Related Underemployed Persons Aged 15-64 Years by Area and Sex, 2018*

Area	Number of Underemployed persons	Rate
Urban	48,524	64.5
Rural	26,650	35.5
<b>Sex</b>		
Male	29,537	39.3
Female	45,637	60.7
<b>The Gambia</b>	<b>75,174</b>	<b>100.0</b>

Source: Gambia Labour Force Survey (GLFS), 2018

*In the strategy's consideration of the objectives for supporting youth development as a major contribution to sustainable human development, the areas of possible partnership with the donors are measured in the form of an alignment around increasing the economic empowerment of youth, enhancing youth civic engagement & participation and the strengthening of youth engagement in resilience building. This is based on creating an enabling environment for inclusive and meaningful engagement and participation of young men and women in development discussions, formal planning, programming and decision-making processes. This requires the availability of formal and informal platforms that young women and men including the most vulnerable, marginalized or excluded to use the platforms for voicing their opinions and perspectives. It also requires new forms of capacity development to equip young people with the employment and entrepreneurial skills they need to contribute to inclusive economic growth and sustainable human development.*

*Currently, out of a total of 64,957 enrolled senior secondary students, 34,696 are female. The table below contains the statistical growth for an 8-year period. A greater percentage of this number are not STEM students.*

*Table 4.4. 1: SSE– Historical Trend - Global Figures - National Level, 2010-2018*

Year	SSE Schools	Permanent Classrooms	Total Seats	Total Desks	Total Classes	Total Enrolment	Total Girls	Total Repeaters	Total Teachers	Qualified Teachers
2010	99	556	21,594	19,283	703	35,532	16,415	1,396	852	793
2011	100	661	24,428	23,209	780	37,790	17,884	1,689	954	918
2012	100	803	26,549	25,173	876	40,533	19,227	1,192	1,226	1,171
2013	120	1,027	34,039	31,812	1,038	45,041	21,802	1,641	1,590	1,496
2014	134	1,156	38,487	36,602	1,117	49,113	24,006	1,734	1,971	1,844
2015	145	1,182	42,605	39,909	1,228	51,225	25,613	2,495	2,098	1,973
2016	160	1,423	44,111	42,160	1,302	56,001	28,629	2,479	2,312	2,218
2017	171	1,489	48,228	45,071	1,415	60,310	31,781	1,879	2,430	2,338
2018	189	1,425	51,247	46,560	1,471	64,957	34,696	2,717	2,623	2,536

Source: Education Statistics 2017/18, Ministry of Basic and Secondary Education (MoBSE)

*The forces driving the interconnectedness of the world and the country all make gender equality, women participation, digital access and skills significant for all sectors of the country. About half of the Gambia's population is female and their full and equal participation in national development can enhance the measures for the realisation of UN 2030 Agenda for Sustainable Development. This global agenda is addressing "women's empowerment and equality as a cornerstone for sustainable development" through measures to tackle discrimination and violence against women and girls, eliminate harmful practices, recognizing and valuing unpaid care and domestic work, equal opportunities for leadership, the use of enabling technology, the promotion of gender equality, universal access to sexual and reproductive health and equal rights to economic resources. To be able to devise and implement strategies, this strategy considers, among others, the current state of women especially in terms of the country's gender digital divide.*

*Based on a number of studies the lack of access to ICTs is an important reason for the marginalisation of women. Based on an ITU report the gender digital divide in Africa stood at 23% in 2016, meaning that women were 23% less likely than men to be online. Generally, the benefits of ICTs have been unevenly distributed, and women have been locked out of opportunities for jobs, growth, education, financial inclusion, and citizen advocacy. Even though the UN SDGs recognize the ICTs as catalyst for women empowerment, as in its goal 5B, there is rather the difficulty to qualify the inclusion of a number of gender issues in ICT strategies. As for example, there is very little information about the situation of women and ICTs in terms of mobile phone use and internet access, ICT employment, decision making, leadership, education, entrepreneurship, and ICT skills, etc. There is also a challenge to have an explicit sex-disaggregated data and gender indicators on ICTs. The strategy recognizes the decision at the UN WSIS in relation to the need of such data.*

*Addressing the need to effectively bridge the data gap on gender and ICTs will result in the full realisation of the benefits of the information society to both men and women, critical for the socio-economic development. The closing of the gaps would greatly impact on the way works are carried out, as well as information access and related connectivity matters. More opportunities are created for those who can use the new technologies and it allows the strategies to be developed for who are left behind.*

## **5) KEY FINDINGS**

*Based on the consultations, some observed findings are made and these partly inform this strategy:*

### **5.1 Gender Digital Equality**

*There are gender gaps observable in ICT access, skills and leadership. A number of the barriers to gender digital equality generally relate to the state of availability of infrastructure, financial constraints, the ICT ability and aptitude of the women, the interest and perceived relevance of ICTs, issues of safety and security and the socio-cultural and institutional contexts. The strategic actions for addressing some of these findings relate to measures for addressing affordability, education on digital skills and online safety measures.*

### **5.2 State of Data on Gender Digital Equality**

*There is limited sex-disaggregated official data and geographic coverage on most ICT indicators. There is rather no such longitudinal data for comparison of trends over time. There is very limited or no systematically collected official data on gender-related negative and unintended consequences of ICTs.*

*Further, the need to address, especially from the regulatory perspective and at the level of the GBOS, the definitional and methodological challenges with regards to data and its generation. The need for the nation to apply some agreed definitions and methodologies for collecting data would help to address the possible dimensions for measuring gender digital equality levels.*

### **5.3 Gender Digital Divides**

*Regardless of the country's progress especially in mobile communications service delivery, the gender digital divide persists. This divide is widening as technologies become more sophisticated and expensive, creating opportunities for more transformational use and impacts. As there are measures for creating basic digital access and literacy for women and youths, these are not sufficient conditions for youth and women to meaningfully use ICTs. There is a big difference between 'use' and 'ownership'. As the ITU began collecting gender-disaggregated data around mobile phone use and ownership, the disparity between the two indicators revealed a basis for understanding women's disadvantages in access to ICTs.*

### **5.4 Definition of Youth**

*This strategy considers the rationale of the definition of a youth as persons between the ages 15–24 but to also extend that youth group to include young men and women ranging from ages 25–30 (and even beyond through age 35 in particular circumstances). This is a more flexible definition of youth to allow programming to be aligned to national and local realities. The strategy's formation took into consideration the understanding of the statistical-purpose definition of 'youth' by the UN as "those persons between the ages of 15 and 24 years, without prejudice to other definitions by Member States". This include the definition of the AYC of youth between 15 to 35 years, a position adopted by the new National Youth Policy 2019-2028.*

*The strategy further recognizes the 'fault line within youth' that divides 'young people' from 'young adults'. The young people tend to be those whom policy wants to protect by keeping them 'in good shape' (away from drugs and crime etc) while young adults are more engaged in independent living, perhaps studying but closer to, or already in the labour market.*

*Another important determinant of this strategy includes the consideration of the objectives of the United Nations Youth–SWAP, the (System-wide Action Plan on Youth). The key thematic areas include employment and entrepreneurship, protection of rights and civic engagement, political inclusion, education and health.*

### **5.5 The Specific Limitation of the National Youth Policy 2019 – 2028**

*Within the National Youth Policy of The Gambia 2019 – 2028 is its priority policy area 4.7 on the "identification and taking advantage of high employment potency sectors such as agriculture, fisheries & technology related services" The broad statement is for the national planning system and the youth development partnership arrangements to utilize the potentials of high potency sectors, among others, technological (ICT) services to accelerate its successful implementation. This is followed by a recommendation for the "students in secondary, tertiary and higher educational institutions (this group comprised of persons aged between 15 and 35 years) for the "promotion of the use of ICT in schools". There are no comprehensive and detailed policy actions on specific ICT initiatives and projects for the benefit of the youth.*

## 6) BACKGROUND

*This is the first organization-wide strategy that explicitly caters for the use of ICTs for youth and women development and empowerment. The agenda for youth and women is a pillar of the ICT4D Policy with the overarching ICT4D policy objective of developing and empowering “the Gambia youth to play an active role in the development of the Gambian information economy and society and to enhance the role of the Gambian women in the development of the Gambian information economy and society through empowerment, support and facilitation”*

*The Government of The Gambia recognizes the power of the ICTs to further enhance the development and empowerment of the youth and women empowerment in the national strategies for social and economic development. This strategy is premised on identifying new measures for facilitating the adoption of ICTs in the works by existing framework for youth and women development and empowerment.*

### 6.1 The Foundation and Specifics of the Policy on Youth Empowerment

*Historically, the NEP and the NEAP (2003-2008) provided a framework to support poverty reduction activities by specifically aiming at addressing the acute unemployment and underemployment problems in the country especially amongst youths and women. The NYP (2009-2018) was designed to provide an appropriate framework for promoting the enjoyment of fundamental rights by the Youth and the protection of their social, economic and political well-being in order to enhance their active participation in national development process. In the same vein, in order to create the ground for the promotion and facilitation of the development, deployment and the exploitation of ICTs specific measures were initiated including TVET programs, Gambia Skills Qualification Framework etc. The National Youth Policy (2009- 2018) aimed at investing in youth to promote sustainable development. Within the ICT4D Policy, the priority is youth development and empowerment initiatives through, among others, the targeting of modern skill development and appropriate use of modern empowering and enabling 21st century technologies and resources.*

*The new NYP 2019 – 2028 has the policy goal to:*

*“establish a holistic and harmonious youth cohort imbued with adequate knowledge and competencies, strong professional ethics, spiritual and moral values; and a level of independence, patriotism and commitment that gives them life options to choose development and progress in alignment with the national vision”.*

*Within the said policy, the approach to youth development will be based on the following:*

- a) Comprehensive cross-cutting and multi-sectoral partnership framework;
- b) Promotion of youth participation in the democratic process;
- c) Having youth-driven programmes;
- d) Effective coordination mechanism of interventions;
- e) Improve organisational capacity performance;
- f) Advocate for greater economic inclusion and reduce youth unemployment;
- g) Mobilize resources for youth programs and projects;
- h) To address the social, economic and health problems that confront the youth.

*This strategy is designed to complement and reinforce the policy measures for youth development and empowerment through the use of ICTs especially in line with the ICT4D Policy. It is to deepen the youth focus across all areas of work through ICTs. It offers key entry points for systematic and coordinated strategic measures to support youth.*

*It is partly premised on the measures at the international level especially at the level of the United Nations Inter-Agency Network on Youth Development, including support to the implementation of the United Nations System-wide Action Plan on Youth (UN Youth-SWAP) in particular in the areas of employment, entrepreneurship, political inclusion, civic engagement and protection of rights through the adoption and use of ICTs*

*As highlighted earlier, the strategy's focus is on young women and men aged 15–24, it is clothed with the flexibility to also cover, where considered necessary, the range between 30 and even up to 35-year-old men and women depending on the country's specific needs. The strategy incorporates a human rights-based approach in the use of ICTs to facilitate and promote:*

- a) Engage youth in all spheres of development planning;
- b) Support youth through capacity development;
- c) Influence youth through thought leadership;
- d) Sustain youth active participation economic development;

*The strategy is to further strengthen partnerships with civil society, youth-led and youth-based organizations, youth networks, local authorities and the development partners. The scope of the partnership will be in areas including civic engagement, human rights, employment and health.*

## **6.2 The Foundation and Specifics of the Policy on Women Empowerment**

*Under the ICT4D Policy, the broad policy objective is “to create the enabling environment to support and encourage the development and the empowerment of Women to play a critical role in the nation's development*

*efforts in the emerging information, knowledge-base and technological age”.*

*For reasons of understanding the path to policy growth, a number of issues have been addressed as per the NPAGW (1999-2009) followed by the Gender and Women Empowerment Policy 2010-2020. These are:*

- a) A Clear institutional framework for mainstreaming gender through an assessment process of the gender capacity of the Women’s Bureau, the NCW and the GFPs as well as strengthening the monitoring and evaluation capacity of the Women’s Bureau;*
- b) A framework for addressing policy gaps especially those bordering on women’s access to, control over and ownership of land and access to financial resources and services;*
- c) Enhancing the production and utilization of gender statistics for policymaking on youth and women’s empowerment and gender equality with special partnership with GBOS;*
- d) Having a specific capacity building tool that promotes partnership with recognized capacity building institutions in the country;*
- e) A framework for gender responsive budgeting for planning and budgeting processes.*
- f) Carrying out legal literacy campaigns in relation to Women’s Act to ensure that men and women are fully informed about the law’s provisions and the related regulations;*
- g) Consider measures not to compromise with strengthening partnerships with civil society groups which are working directly with women at the grassroots level;*
- h) Putting in place a mechanism for coordination to facilitate aid-effectiveness;*
- i) To ensure the mainstreaming of gender from a rights-based approach in terms of planning, programming and implementation processes in order to achieve gender equity and equality as provided for in the Constitution of The Gambia and other relevant International instruments that the country has ratified.*

### **6.3 Key Developments**

*There are a few notable developments that all inform the emphasis of this strategy. In addition to the recently adopted policy National Youth Policy of The Gambia 2019 – 2028 and other policies for women development and*

*advancement, a few other significant legislations have already prepared a solid ground for the outline of the strategic goals.*

*The 1997 Constitution of The Gambia is in a way “gender responsive”. The constitution seeks to promote equality between women and men. It specifically provides for the rights of women and equal treatment with men including equal opportunities in political, economic and social activities, even though there is a limitation regarding the protection of women under customary law with respect to adoption, marriage, divorce, and inheritance.*

*There is the Women’s Act of 2010 (effective since 28 May 2010) considered as one of the most comprehensive attempts to domesticate international and regional conventions on women’s rights. This Act 2010 was further subject to an amendment. As at the time of its enactment, a key consideration was for the advancement of NPAGWG 1990–2009 and to also incorporate and enforce the internationally agreed instruments and protocols of both the UN and AU concerning the elimination of all forms of discrimination against women (e.g. the CEDAW in 1992). Some of these internationally agreed instruments and protocols are reflected by Section 6(1) of the Women’s Act provides for a protection that was not addressed in the 1997 Constitution or any other law in The Gambia. This provides:*

- a) Every woman shall be protected against any form of physical, sexual, psychological or economic harm, suffering, or violence whether occurring in public or private life;*
- b) Any form of violence against women is hereby prohibited;*
- c) All Government Departments, agencies, organs, public or private institutions shall take appropriate measures to promote and protect women’s rights and their legal status from any form of abuse by any person, enterprise, organization or institution.*

*The further amendment of this Women's Act 2010 Amendment that prohibits female circumcision, has effectively taken full advantage of the salient provisions of the Maputo Protocol in the Government's resolve to protect the rights of women and girls in all its necessary forms. Section 15 of the Act on “temporary special measures in favour of women” are to be adopted by every organ, body, public institution, authority or private enterprise aimed at accelerating de facto equality between men and women. The important emphasis is that by virtue of this provision a distinction is made between de facto and de jure discrimination. This points to a complete transformation of the social and cultural set up in The Gambia, as the Government and all private institutions are called upon to take positive steps to achieve genuine de facto equality.*

*Further, the Act provides women the right to health and health care as in its Section 29 through which every woman has a right to enjoy the highest*

level of physical, mental and social well-being, health care and health care services including family planning. In fact, under Section 32 of the Women's Act on measures to be undertaken by Government includes information and communication programmes to women, especially those in rural areas. In this regard, government is required to recognise the importance of providing information in the public sphere.

#### **6.4 Rationale for this Strategy**

The Strategy is further based on the conviction that youth and women's development and empowerment advance the nation's competitiveness at both regional and international levels. The objective of the Strategy is to strengthen the status of youth and women through a comprehensive approach that takes into consideration the different complimenting roles both play in national development.

This strategy is responsive to the current changes in technology and the corresponding benefits it brings for both youth and women. It is certainly not a course of action for those concerned with women's empowerment, gender equality and gender-based discrimination issues. It is partly premised on Goal 5 of the UN SDGs as the measures are for the use of ICTs to achieve gender equality, eliminating all forms of discrimination, harmful practices and violence against women and girls.

Gender inequality impedes efforts towards the attainment of sustainable national development. The use of ICTs to reduce gender inequality is critical for improving the social and economic situation of marginalized groups through among others, access to social services, wage employment and control over productive resources.

#### **6.5 The Current Measures on Youths and Women**

There is the YEP which is a four year project with a budget of EUR 11 million funded by the EU Trust Fund for Africa and implemented by the ITC in collaboration with the MOTIE and the MOYS. The project was officially launched on 9 February 2017. The YEP project is for "enhancing employability and self-employment opportunities of youth, with a focus on vocational training and the creation of micro and small-sized enterprises" as well as "creating and improving employment opportunities in selected sectors through value addition and internationalization". More specifically the YEP project is addressing the economic root causes of irregular migration by supporting youth employment and entrepreneurship.

Since the beginning of the project, there is a notable TVET training of at least 313 youth on many areas including the repair of mobile phones, laptops and satellite installations through the Gambia Telecommunication and Multimedia Institute and the solar satellite and CCTV installation

through Sterling Consortium. Some of the details are in an Annex with regards to YEP's narrative progressive report of 2017.

*It is a fact that The Gambia has a Gender Inequality Index (GII) value of 0.620 and a ranking of 150 out of 162 countries in the 2018. Based on that report, 10.3 percent of the National Assembly seats are held by women, and 30.7 percent of adult women have reached at least a secondary level of education compared to 43.6 percent of the male counterparts. In terms of the gender gap index which is designed to measure gender equality The Gambia sits at 136 rank with a score of 0.628 dropping to 16 levels lower.*

*The current institutional framework for gender equality is inspiring especially with a policy 2010-2020 critical areas of poverty reduction, economic empowerment and livelihoods development, education, health, human rights and governance, the environment, women's empowerment and capacity building for gender mainstreaming. The policy's call pertains to the establishment of Gender Units in all ministries and departments for effective gender mainstreaming, the institutionalization of Gender-Responsive budgeting in all sectoral ministries and recognizes the PDAE. The NWB is situated in the Ministry is functioning as the secretariat to the NWC and the GFPs. Its principle mandate is to ensure gender is mainstreamed and institutionalized at all levels. GFPs have been designated in all the sector ministries as the strategy for mainstreaming gender equality issues in sector policies, plans and programs. It has been focusing on capacity-building with wide ranging training of development practitioners on various aspects of gender equality and development has been undertaken.*

## **6.6 The Process in Developing this YWDE Strategy-2024**

*The Strategy was informed by international best practices in its development, with a special emphasis on what obtains at Ecowas countries with a similar development context to that of The Gambia. The strategy is formulated based on a consultative process with stakeholders from the government, civil society, and the private sector. Some key reports have been considered as well as the developments at the international level especially with regards to the Sustainable Development Goals and the ECOWAS and AU commitments on youth and women development and empowerment.*

## **6.7 Considered Related Statistics**

*By 2016, the Gambia has a population of 1,922,950, out of which 915,357 are male and 1,007,593 are female. This represents 47.6% male and 52.4% female. The number of 1,057,467 live in the urban areas and 865,483 live in the rural areas. With an average household size of 6.9, there is an annual population increase of 3.5%.*

*It is important to note that 68% of first-born children are fully immunised but there is urban-rural immunisation divide of 67% and 84% respectively.*

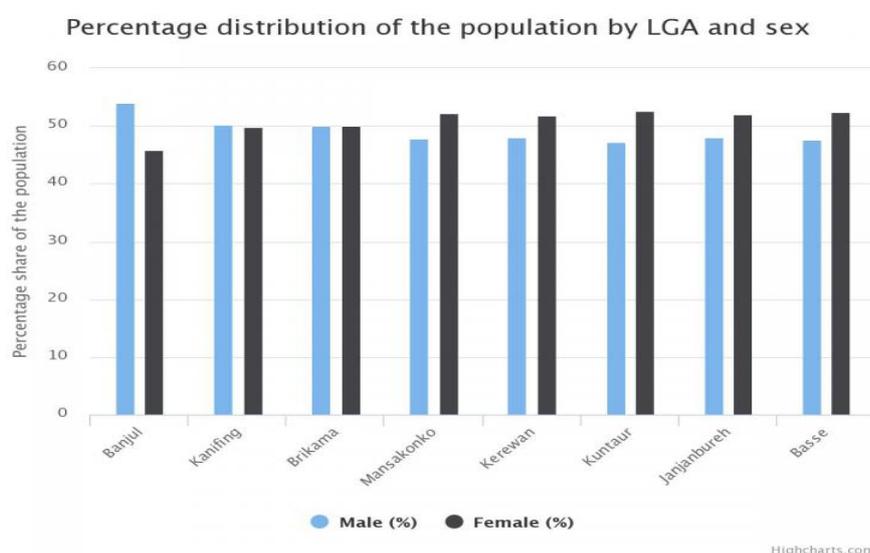
There are 1489 health service delivery points in the country with CRR having the highest number of delivery points (339) and LRR has the lowest number of delivery points (158).

By 2016 and for lower basic education, there are 540 public schools and 454 private schools. There are 329,828 enrolled students for lower basic education. Out of this 51% are boys and 49% are girls. With a total of 9049 teachers at the lower basic education levels, 65% are male and 35% are female.

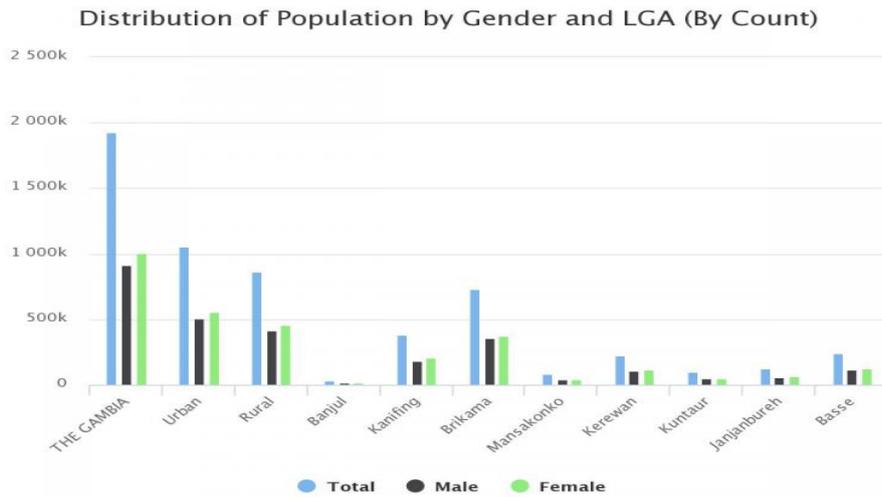
For Upper basic education, there are 399 schools. There are 94,357 enrolled students for lower basic education. Out of this 52% are boys and 48% are girls. With a total of 4,201 teachers at the upper basic education levels, 88% of the teachers are qualified.

For senior secondary education, there are 171 schools. There are 56,001 enrolled students for senior secondary education. Out of this 52% are boys and 48% are girls. With a total of 2,312 teachers at the upper basic education levels, 96% of the teachers are qualified.

The population growth from 1, 857, 181 in 2013 to 1, 922, 950 people in 2015-2016 represents an increase of 3.5 percent increase with a residential distribution of 55.0 percent urban and 45.0 rural. The Brikama Local Government Area (LGA) has nearly forty percent (38.0 percent) of the population and the capital city Banjul accounts for the lowest proportion of the population (1.6 percent). The current increasing trend of rural-urban migration accounts for the rapid increase of population in Kanifing and Brikama. Based on the 2013 national census, the local government area of Kuntaur has the biggest percentage distribution of females (53.6 percent). At the other end, Banjul which already boasts the lowest proportion of the population as residents also has the lowest proportion of females across all the LGAs at 48.9 percent.



Source GBOS



In terms of leadership position of women, the appointed cabinet of The Gambia after the change of Government has 4 female ministers including the vice president out of 14 appointees. The 4 women represents 22.22% share of the current cabinet. Looking at the positioning of permanent secretaries, out of the 15 permanent secretaries, only 3 of female representing 1 out of every 5 appointees. Even though the females representing 52 out of every 100 people in the country and likewise those within working age range, they remain significantly under-represented in positions of authority within the Government of The Gambia.

<i>Number of Elected Council by Sex and Local Government Area (LGA)</i>				
	<i>LGA</i>	<i>Number of Councillors</i>		
		<i>Male</i>	<i>Female</i>	<i>Total</i>
1)	<i>Banjul City Council</i>	5	4	9
2)	<i>Kanifing Municipal Council</i>	18	4	22
3)	<i>Brikama Area Council</i>	21	3	24
4)	<i>Mansakonko Area Council</i>	11	1	12
5)	<i>Kerewan Area Council</i>	16	1	17
6)	<i>Kuntaur Area Council</i>	9	0	9
7)	<i>Janjanbureh Area Council</i>	11	1	12
8)	<i>Basse Area Council</i>	12	1	13
	<i>TOTAL</i>	103	16	119

*Almost 60% of the population is under the age of 25 and this is likely to persist because the country's total fertility rate remains strong at nearly 4 children per woman. The Gambia youth unemployment rate for 2019 was 12.47% representing a 0.05% increase from 2018. The youth unemployment rate for 2018 was 12.42% that represented a decline of 0.18% from 2017.*

*What the statistics reveal is that the country needs to strive harder to improve the lot of the youths and women for their development and advancement.*

## **7) CHALLENGES**

*In addition to the findings there are challenges for the successful implementation of this strategy and these are as follows:*

### **7.1 The Changing Needs of the Youth**

*Technology is greatly impacting on the life experiences and perspectives of young people and these differ greatly. There are challenges of limited and unequal access to resources, healthcare, education, training, and employment as well as economic, social and political opportunities. For reasons of these diversities the development landscape is becoming far more complex as the challenges affect youth in a particular manner especially the young women that require special attention.*

### **7.2 Vulnerability of the Youth Groups**

*This recognition of the challenge of vulnerability of some youth groups is a real one in the Gambia as well. The youth are not homogeneous constituency and that the needs and life experiences of youth vary dramatically. Some youth group of young men and women require specific attention because they face particular challenges of exclusion, inequality and multiple forms of discrimination. These groups include young men and women living with certain social conditions and or with disabilities or living in conditions of poverty and/or conflict, those suffering from domestic and sexual violence, widowed young women, as well as young women entering into forced marriages or victims of human trafficking into slavery or the sex industry. There is the grave concern that young people still have limited access to high-quality education, decent employment and sexual and reproductive health programmes with the right skills, services and commodities they need to protect themselves.*

### **7.3 The Challenging Gender Gap and Inequalities**

*The statistics revealed a wider gender gap and inequalities. Young women may be expected to take on unpaid domestic care responsibilities or may marry early. They may face a broader range of obstacles preventing them to actively engage in the public sphere. Young women can be particularly vulnerable in the labour market because of systemic issues of combining work and family responsibilities. The gender-based discrimination in the labour market, traditional practices, fewer opportunities are indeed challenging.*

*In the ITU's flagship annual report of 2017 on Measuring the Information Society 2017, it is noted that the global gender gap in internet access has increased from 2013 to 2017 that is from 17% in 2013 to 25% in 2017. In 2017, there are 250 million fewer women online and within this the least*

*developed countries show a substantial gap. The internet user gender gap increased in Africa, even while it decreased in other regions.*

#### **7.4 Demographic Shifts and Youth Employment**

*There are interesting demographic forces that are changing the employment landscape and the workforce will look very different in the next 5 years. This is even more alarming especially where sustainable human development cannot just be achieved without decent work and living wages. With the rather prevailing poor income and joblessness human and social capital diminish and this results in associated poorer health and poorer educational outcomes. This contributes to long-term and intergenerational poverty and inequality, weaker resistance to shocks, and weaker social cohesion. The current employment statistics are not encouraging even though the young people and women make up a higher percentage of the working-age.*

#### **7.5 Exclusion from active decision-making and political processes**

*The young people can continue to remain at the margins of the political, social and economic mainstream regardless of the current social media changes. A number of the formal political processes and institutions are still characterized by limited youth participation. In most cases the youth and the women can become very disillusioned with political leadership and political institutions and can even excluded themselves from policy development.*

*This is because of the perceived lack of trust and frustration with increasing levels of poverty and unemployment, and sense of profound political and social injustice and inequality has led in another direction which seems to indicate an inclination towards participation in informal political processes. This has translated into new forms of youth mobilization, through social media channels or innovative informal groupings, and a heightened engagement in volunteering.*

*Therefore, to empower the youth and women, the need will always be there to guarantee their rights to participate in government decision-making and processes at the national and local levels. The youth should be accepted as partners in decision-making and invited to express their views, without these being limited to youth-related issues.*

#### **7.6 Migration**

*Without the right type of empowerment and job prospects in the country, the evidence of the young people leaving The Gambia in search of job opportunities abroad or in urban centres is strong. The Gambia suffers from job migration among young people with its known specific challenges. There is the need to build the resilience which includes the capacity of men, women, communities and institutions to anticipate, prevent, recover from, and transform in the aftermath of shocks, stresses and changes.*

*For reasons of the challenges, the strategy outlines measured critical success factors that require the attention of those who would be implementing this strategy.*

## **8) CRITICAL SUCCESS FACTORS**

*Below is the summary of the critical success factors for the implementation of this strategy.*

### **8.1 The Youth**

- a) There is a need to forge sustainable and innovative partnerships to deliver. Any progress towards youth empowerment is dependent on how the implementation entity of this strategy can mobilize resources and on how development partners can come together to align their activities related to youth and development and mainstream youth perspectives into policy and programmes;*
- b) There is a need to strengthen partnerships and dialogues with civil society and youth organizations in order to facilitate young peoples' empowerment and action in their areas of interest, as well as their representation and participation in youth policy- making and programming processes at all levels;*
- c) To raise awareness and strengthening partnerships with government at national and local levels.*
- d) Having a strong partnership for greater coordination and coherence within the donor organisations;*
- e) The key ministries especially MOYS and MOICI ought to have the organisational capacity to deliver with the right team, a dedicated youth portal and knowledge management platform, partnerships and resource mobilization and the promotion of venues for youth engagement;*

### **8.2 The Women**

- a) The first important critical success factor for women development and empowerment through the ICTs is the right political will and institutional support for women at all levels. There must be efforts to ensure the commitment of central and local leadership to translating high level political will for women's empowerment into reality;*
- b) The current gender budgeting and planning approaches need to be responsive to the needs of women's in various sectors. In this context transforming traditional budgets into performance-based budget and inserting the suggested programs for women advancement into relevant monitoring and evaluation indicators are one of the most critical success factors for the strategy's success;*

- c) *There is need to expand the participation-base of women for all relevant sectors of the economy. This calls for the engagement of all citizens, men and women in the implementation of the strategy;*
- d) *There is a need for partnership with the civil society specially to engage the limited number of NGOs that already play an effective role in improving the quality of Gambian lives.*
- e) *There has to be a media support to promote a culture of respect for women and recognition of their capability for participation and effective leadership;*
- f) *Further the need for an efficient institutional framework, coordination and monitoring mechanisms for the implementation of the strategy is critical. Reviews to have a robust institutional framework to address joint planning, coordination and relationship management is important:*
- g) *Calculating the cost of the Strategy's implementation accurately can provide a strong basis for negotiations around arranging or redirecting the allocations needed from the Government budget or donors or NGOs to finance priority interventions.*
- h) *There will be a need to develop an information and research database on the position of The Gambian women and closing information and inequalities gaps;*
- i) *The Women Bureau should also have the capacity for the enhancement of monitoring and evaluation*
- j) *Lastly there shall be the development of accountability mechanisms and tools for the strategy implementation*

## **9) VISION & MISSION**

### **9.1 The Vision Statement**

*To leverage the benefits of ICTs in improving the quality of life for youth and women through their optimal utilisation of ICTs in a knowledge-based and technology-driven economy.*

### **9.2 The Mission Statement**

*To transform the Gambia into a knowledge-based and technology-driven economy with the leadership of the youth and women for the next 20 years.*

## **10) THE GOALS**

*In effect, by 2024, the youth and women of The Gambia will become more active contributors to the achievement of the objectives of the SDGs with the elimination of the gaps and inequalities through the optimal utilisation of ICTs and the realisation of their full potential.*

*The identified goals within this strategy all seek to emphasize and fulfil The Gambia's commitment to youth and women development and empowerment as per the domestic laws and the binding international conventions, covenants and declarations to which The Gambia is a party. The goals address is comprised of pillars that are based on four different dimensions of sustainable development.*

## **11) THE YOUTH RELATED GOALS**

*The goals in relation to the youth development and empowerment relate to capacity development, advocacy and mainstreaming, thought leadership and national policy. The goals are as under:*

### **Goal 1 - Support Capacity Development of Youth & Youth organizations**

*There will be initiatives invest in the capacity of youth and youth organizations by equipping them with ICT knowhow to effectively engage in local and national development processes as well as in their becoming promoters of social accountability and innovative development solutions or applications.*

### **Goal 2 – Using ICTs for Advocacy & Mainstreaming of Youth Issues in development planning**

*This is to consolidate and enhance the required systems/ networks for youth information exchange and dissemination through encourage investments in collaboration with state and non-state actors.*

### **Goal 3 – Having a thought leadership for national & global policy debates and networks**

*There is a need to have thought leadership on completion of the SDGs. The youth have an important role to play in actively taking part in, leading and influencing development debates and policy discussions where stakeholders will examine lessons learned from the SDG framework and incubate forward-looking development solutions in the face of changing technologies.*

### **Goal 4 – Sustaining the Commitment for this Strategic Initiative**

*There is a need to ensure commitment and the continuous engagement of the youth especially in the trends of development of ICTs. The implementers of this strategy are work for and with the key youth organisation in the implementation of this strategy.*

### **The Objectives of Youth Related Goal-1**

- a) *To support capacity assessments;*
- b) *Leadership development including leadership training;*
- c) *Work towards increasing employability of young persons through development of skills, capacities and knowledge as well as promotion of non-formal forms of education;*
- d) *Creating an enabling environment by strengthening organizational capacities for advocacy and networking;*
- e) *Develop institutional capacities in terms of decision-making processes and youth participation;*
- f) *To define measures of transparency, accountability and youth leadership;*
- g) *Create a framework for skills development and access to finance by the youth;*
- h) *Using ICTs as important building block for resilience and support to social cohesion;*
- i) *Provide youth at-risk of joining or re-joining armed or criminal groups with alternative/diversified livelihoods opportunities as conflict prevention;*
- j) *Engage youth in recovery efforts to support a more positive image of youth at risk in reintegration efforts;*
- k) *Promote internship, apprenticeship and volunteering schemes in support of young persons' transition from school to work as a means to the acquisition of skills.*
- l) *Using ICTs to mobilize youth in disaster preparedness, education and post-disaster efforts;*



### **The Objectives of Youth Related Goal-2**

- a) *Partnerships on the appropriate mediums and channels of communication and information dissemination;*
- b) *Identifying sustainable human development planning and solutions for the youth;*
- c) *Identifying digitally excluded youth groups*
- d) *Identification of youth goodwill ambassadors for the promotion of youth access to ICTs;*
- e) *Mainstreaming of youth perspectives in development planning processes;*
- f) *Identifying strategic entry points for advocating and integrating youth into ICT policymaking, budgeting and implementation processes at national levels;*
- g) *Promote civic awareness and volunteerism into programming through ICTs as a means to facilitate more inclusive participation of youth;*
- h) *Promote youth access to and preparedness for civil service and strengthen the trust and participation in public institutions through ICTs;*

### **The Objectives of Youth Related Goal-3**

- a) *Identify youths for such development debates;*
- b) *Create and support linkages among youth, youth organizations and networks;*
- c) *Identifying a support for the youth leaders;*
- d) *Enhance by defining and maximizing space for thought leadership on data collection, measurement and analytical systems that must be put in place to monitor the progress of the implementation of this strategy;*
- e) *Having a special framework and engagement platforms for youth and social media for advocacy and constituency building;*
- f) *A clear framework for facilitating dialogue with governments, civil society organizations, LGAs and other non-state actors with regard to youth participation in decision-making and youth policy development;*
- g) *Strengthen youth political participation in formal political processes, platforms and institutions for effective roles in formal decision and policymaking processes;*
- h) *A framework for supporting awareness and promotion of human rights of youth;*

#### *The Objectives of Youth Related Goal-4*

- a) Having a youth-sensitive budgeting in the context of Government fiscal planning and policy implementation;*
- b) The establishment of youth data baselines;*
- c) Developing the capacity of the civil servants and youth leaders in youth policy development;*
- d) Carrying out a review of the youth policy, the legal and institutional frameworks to adopt the measures of digitisation;*
- e) Carrying out periodic assessment of the existing youth policies and their implementation;*

## **12) THE WOMEN RELATED GOALS**

*The goals outlined for women development and empowerment duly considered the level of the implementation of the GWEP – 2010 – 2020. The very purport of the said policy is to mainstream gender in all national and sectoral policies, programmes, plans and budgets to achieve gender, equity, equality and women empowerment in the development process. Within the measures for mainstreaming, the objectives of equal access to quality formal and non-formal education, quality health care services, full participation in governance structures, leadership, and decision-making, the human rights of women, a direction for women development, gender equality and gender responsive budgeting.*

*The policy equally outlined strategic measures for capacity building for gender analysis and mainstreaming in all national and sectoral policies, plans, programmes and budgets, gender and governance, gender budgeting, advocacy, technical and institutional support for all gender mainstreaming initiatives, gender and nutrition, tourism, agriculture, gender and education and gender base violence.*

*The policy position on empowerment focus on promoting economic, decision-making and political participation as well as access to housing, land/property, water and ICTs for women. In the consideration of the said policy strategic objectives and the international developments measures for women development and empowerment, this strategy wholly the central issue of how ICTs could be used for the political empowerment and leadership of women, the economic and social empowerment of women and the overall protection that ICTs can provide for women. The specific issues within these four broad areas all point to:*

- a) Gender equality;*
- b) Women in decision-making and leadership;*
- c) Women in governance process;*
- d) Access to assets and economic opportunities;*
- e) Human development status (education and healthcare) of women*
- f) The law and personal security of women and the reduction of violence against women;*
- g) Enhancing changes in social attitudes towards women (awareness);*
- h) Women and child development;*

### **Goal 1 – ICT for Women’s Political Empowerment and Leadership**

*This is to use ICTs for women to be more active in decision making, participation in the governance process, gender equality and leadership.*

### **Goal 2 – ICT for Women’s Economic Empowerment**

*This goal is to enhance the current status of Gambian women by creating a clear framework for economic opportunity for women, creating initiatives for more investment for the benefit of women, protecting the rights of women, the undertaking of digital technology by women and their use of ICTs in boosting agriculture production.*

### **Goal 3 – ICT for Women’s Social Empowerment**

*This pertains to uplifting the status of women through the enhancement of their access to justice, the management of environment in which they operate, e-health services for women and their optimal utilisation of ICTs for their development and empowerment.*

### **Goal 4 – ICT for Women’s Protection**

*This pillar is to protect women and eliminate all forms of violence against them including those they do get online in their use of ICTs.*

### **The Objectives of Women Related Goal-1**

- a) *Women’s ICT leadership and knowledge*
  - i. *To increased women’s representation at different dimensions of ICT employment, entrepreneurship, and policymaking to 50%;*
  - ii. *Using ICT media outlets and the tools of social media to support the concept of women development, empowerment and gender equality;*
  - iii. *Ensuring a data regime and policy framework to monitor, track, and measure progress in closing the gender divide;*
  - iv. *Reviewing and eliminating the bottlenecks for increasing women access to ICTs;*
  - v. *Defining a framework for gender statistics and sex-disaggregated data;*
  - vi. *Creating an incentive system for women are acquiring relevant degrees in Science IT, computer science, engineering, Mathematics, business management, and investment banking;*
  - vii. *Address social norms, stereotypes, and socio-economic constraints that hold women back and discourage girls from considering STEM careers.*
  - viii. *Equip young girls with the skills and motivation to make informed choices about work in STEM careers;*

- ix. *Creating special skills package in software development, cloud computing, big data, and information security for women;*
- x. *A framework for women in mobile application and/ web development, data science, cybersecurity;*
- xi. *Promoting applications for eliminate all forms of violence against women and girls in public and private spheres;*
- xii. *A national network of women with focus on ICT access and business opportunities;*
- xiii. *An annual dialogue for a review of the policies and enforceable legislations for the promotion of gender equality and the empowerment of all women and girls at all levels;*

**b) *Facilitating Internet Access for Women***

- i. *Ensuring strong signalling coverage especially in rural areas;*
- ii. *Reducing the cost of access to devices and internet;*
- iii. *Enhancing internet access over mobile devices;*
- iv. *The GSM operators to collate data data on use of mobile internet;*
- v. *Applying the GSMA's model in estimating the gender digital gap in mobile internet use;*

**c) *Ensuring basic and meaningful access by women***

- i. *Measures to enhance women's access to devices (computer, internet and mobile)*
- ii. *Regulations on the matter of total cost of ownership of devices (TCO) in relation to ownership, control and use of devices;*
- iii. *Addressing the gender digital divide around access and use of digital financial services;*
- iv. *Capacity enhancement measures for women to have the competence to use smart mobile phones;*
- v. *The availability of simple devices to use applications;*
- vi. *The availability of relevant content;*
- vii. *Programme for basic digital skills and literacy needed to operate in the digital economy;*

**d) *Safety and security in accessing and using internet***

- i. *A clear cyber security framework;*
- ii. *Legislative measures to address online, intimidation and harassment*

**The Objectives of Women Related Goal-2**

- a) *A clear framework for economic opportunity for women;*

- i. Review of the social, cultural and regulatory barriers to ensure economic opportunity for women;*
- ii. Take measures to ensure compliance with ICT human resources policies and incorporate gender equality aspects in the work related processes, including hiring, training, promotion, wages, access to benefits and service termination;*
- iii. A survey on women's employment at different skills levels;*
- iv. A database on women's employment in the ICT workforce, women's contribution to the industry as entrepreneurs, and women's inclusion in related policymaking;*

**b) Conducting a research on how women form business and investment partnerships**

- i. Developing business management systems and financing*
- ii. A management tool or application for business training and encouraging women to set up their own private businesses and establishing gender responsive one-stop shops services including opportunities for initial business capital;*
- iii. An engagement framework with the private sector proper representation of women on boards of directors;*
- iv. Consider measures and incentive systems for facilitating the use of mobile phones for online transactions by women;*
- v. Facilitating women's access to banking and non-banking financial services through simple electronic channels;*
- vi. Creating an e-Government B2C service platform on the products from female-owned small enterprises and cooperatives;*

**c) Protect the rights of working women and providing support services**

- i. A smart management of maternity entitlements, grievance mechanisms and procedures to combat harassment in workplaces;*

**d) Women's work in the household and informal sector**

- i. Using ICT tools to have a database of working women in the informal sector;*
- ii. Encouraging the use of and applying the flextime and work-from-home systems to give women the option of combining and balancing their careers and other family roles;*
- iii. Having a tracking system for all women care and domestic workers;*

**e) Undertaking digital technology training and skills enhancement programmes**

- i. Expand digital technology programs for women and integrate it into vocational training and capacity-building programs;*
- ii. Provide different types of basic skills technical education that reflect the needs of Gambian women;*
- iii. Provide ICT training opportunities and developing the skills of women with lower levels of education to qualify them for work;*

**f) Promote women's engagement in the agricultural sector through ICTs**

- i. *Develop e-Agriculture training programs for women who work in the agricultural sector to improve productivity and provide them with new market opportunities;*
- ii. *Adopting applications to facilitate women's employment in the various value chains of agricultural production;*
- iii. *Using ICT tools for facilitating the sources of funding for working women in the agricultural sector;*
- iv. *Considering platforms for the use of applications to facilitate the different types of farming, experience sharing, production and marketing;*

### **The Objectives of Women Related Goal-3**

#### **a) Enhance women's access to justice services**

- i. *Creating an online network of legal aid offices to support women's access to justice, particularly the poorest of the poor, through raising their awareness and supporting them to gain their rights by virtue of law;*
- ii. *e-Justice application on the benefits and protection accorded to women by the law;*
- iii. *To review legislation for considering the courts' use of data produced by virtue of e-application;*
- iv. *Development of an application for use by women and the Women Bureau in relation to complaints management with observance of confidentiality;*
- v. *Management system with preventive approaches to limit women from falling into debt;*
- vi. *A platform base awareness campaign raising awareness about women's legal rights and responsibilities;*
- vii. *Using applications for preventing early marriages and establishing and encouraging online registration of marriages;*

#### **b) ICTs in managing environmental risks and climate change**

- i. *A tool for raising awareness among women, particularly those working in agriculture, of the necessary measures to cope with floods and other outcomes resulting from climate change;*

- ii. *Provide appropriate and innovative technology and funding to women to allow them to engage in environmentally friendly industries such as waste recycling, organic agriculture, and biofuel and alternative energy production;*

**c) *Special ICT enhanced services for women with special needs***

- i. *Using programmes and applications for providing training and rehabilitation services for women with special needs, and ensure equal opportunities from the early childhood and education phases, through employment, societal integration and participation, to the marriage and family-formation phase;*
- ii. *An IT mapping of the compliance level of government and private sector institutions with the appropriate infrastructures that account for the needs and conditions of special needs mothers;*
- iii. *Ensuring that the cadre of qualified medical and psychiatric staff to deal with the problems of women with special needs are IT qualified for putting through such women on designed applications;*

**d) *Using ICTs to enhance services for mothers of children with special needs***

- i. *Offer smart care services for children with special needs, including preventive healthcare services and treatment, as well as day care services for the children of working mothers;*
- ii. *Expand rehabilitation and physiotherapy centers in all areas in order to facilitate access for mothers of children with special needs;*
- iii. *Raise the awareness of mothers, through various media channels and health centers, about the early detection of disabilities and dealing with its different forms;*

**e) *ICT Support for the talented women***

- i. *Create IT women friendly centres with programs to boost and nurture the talents of outstanding women in ICTs;*
- ii. *Enable young women to access and use the centres, for the enhancement of their capacities, talent, political and economic participation opportunities;*

**f) *Enhance e-Health services for women***

- i. *Provide the necessary e-healthcare applications for women including female prisoners;*
- ii. *Equip young women with knowledge about reproductive health issues especially those during the adolescence phase;*
- iii. *Developing programmes and applications for the management of women's health issues;*
- iv. *Expand the provision of e-health reproductive services and e-family planning methods particularly in poor and disadvantaged areas;*
- v. *Develop social incentive systems on an IT platform for encouraging women to resort to spacing between pregnancies for the safety of the mother and the child;*
- vi. *Build the capacities of health sector workers to offer quality e-care (online) services for the mother and child;*

#### **The Objectives of Women Related Goal-4**

##### **a) *Protect women and eliminate all forms of violence against them***

- i. *Organize awareness campaigns on related issues concerning violence against women, and coordinate with the media to promote the same through TV and other media outlets;*
- ii. *Monitoring systems to controls harassment of women in public;*
- iii. *An online campaign combating FGM;*

##### **b) *Addressing online violence against women and girls***

- i. *Measures to retain user data legally;*
- ii. *Sensitisation measures on the prevention of cyber violence against women and children by means of public education and training;*
- iii. *Promoting safeguards for online safety and equality on the internet for women and girls through the development of technical solutions;*
- iv. *Having due diligence and duty- to-report systems through a responsible internet infrastructure and customer care practices;*
- v. *Review of policies, laws and regulations to enforce compliance through effective punitive consequences for perpetrators;*

- vi. *Having in place a cyber civil rights agenda with measures for improve offline safety and security;*

### **13) GUIDING PRINCIPLES**

*The following are the guiding principles for the implementation of this strategy:*

- a) Every effort is linked to creating the right access for both youth and women to ICT services. All activities are measured by the quality of access to the ICTs. The access will bring about learning, teaching, skills formation, service efficiency, community linkages, planning and management.*
- b) Having established a high-level corporate leadership for gender equality;*
- c) The promotion of youth and women ICT education, training, and professional development.*
- d) Equal and fair treatment of youth and women especially on matters of respecting and supporting their human rights.*
- e) Ensuring the health, safety, and well-being of all youth and women workers.*
- f) Enhancing full participation, innovation, volunteerism in enterprise development, supply chain, and marketing practices that empower women.*
- g) Promoting gender equality and its sustainability through community initiatives and advocacy.*
- h) Having national ownership and leadership in measuring and reporting on progress to achieve gender equality.*
- i) Having partnerships that focus on access and capacity building.*

#### **14) THE STRATEGY'S CRITICAL SUCCESS FACTORS**

*The following are the list of the critical success factors for the implementation of this strategy:*

- a) Having the right ICT physical infrastructure for ensuring and guaranteeing connectivity regardless of the changes in the technologies of the handset devices.*
- b) Having an adaptation of local content to local needs, languages and contexts. Hence, content should be adapted to local languages and repackaged to suit formats that meet the different information needs of youth and women categories.*
- c) The creation of a safe environment for sharing and learning especially in the use of complex devices to search for information and cultural issues*
- d) The development of digital literacy in rural institutions and communities by taking into consideration local needs and constraints in the provision of appropriate learning opportunities for women, youth and people with special needs, which will enhance individual and collective decision-making skills.*
- e) Being gender sensitive-driven in that access and opportunities for women, youth, and people with special needs and those living in the most remote areas must not be hindered by the price of access to ICTs, and by persistent inequalities.*
- f) The provision of access to the ICT tools for sharing and this includes the phones, the laptops, the Wi-Fi connectivity to enhance digital inclusion.*
- g) The building of partnerships relating to small, local private companies, local producer organizations and non-governmental organizations (NGOs) for the benefits of youth and women.*
- h) Having the right blend of technologies that are suited to local needs and contexts*
- i) Ensure long-term sustainability of the ICT initiatives targeting both youth and women.*

## **15) IMPLEMENTATION & GOVERNANCE**

*It is now the case that inadequate attention to the implementation of any strategy can undermine the achievement of the intended results. Implementation of this strategy will require a mindset shift that will mainstream youth and women development and empowerment issues throughout the country. The Government through MYS, MOWA, Women's Bureau, NWC, GWF, NYC and MOICI will pay special attention to implementation of this Strategy. A committee will be set up to ensure effective implementation of the Strategy.*

*There will be a high-level special committee and its membership is contained in an Annex to this YWDE Strategy-2024. This committee that is to focus on seeking youth and women development and empowerment solutions, will:*

- i. Ensure that there is harmonisation of this strategy with other strategies and policy documents that might impact the effective implementation of this Strategy;*
- ii. Ensure that the overarching goal of ICTs for youth and women development and empowerment is inculcated in the governance culture with a defined and approved incentive framework;*
- iii. Develop plans to effectively communicate the Strategy both within and outside the Government and the private sector;*

*This special committee would be responsible for oversight of the implementation of this strategy.*

## **16) MONITORING AND EVALUATION**

*The effectiveness of this strategy will largely depend on the effectiveness of the monitoring, measurement and evaluation of its implementation.*

*There will be another committee called the Cabinet Committee with membership drawn from relevant ministries and others to be determined at the level of the Cabinet that it would be responsible for the Monitoring and Evaluation of the implementation of this strategy.*

*For an effective implementation of the YWDE Strategy-2024, the following will be put in place to facilitate the implementation:*

- a) MIS that would capture all the identified strategic objectives and actions;*
- b) The Cabinet Committee that would have oversight of the M&E MIS platform through periodic reporting;*
- c) MOICI, MOYS and MOWA in collaboration with Special Committee would be accountable for tracking and follow-up of the MIS performance criteria and reporting periodically to the Steering Committee on achievements and challenges emanating from implementing the YWDE Strategy-2024;*
- d) The Cabinet Committee provides overall guidance and orientation on key priorities of the program; it receives and approves progress reports on a quarterly, annual basis, and assessments and provides recommendations and feedback for policy and program adjustment towards effective implementations and considers the final YWDE Strategy-2024's implementation plans and budget.*

## **17) COST AND FINANCING OF THIS YWDE STRATEGY-2024**

*The estimated cost of implementing this strategy is D394,100,000 (Three hundred and Ninety-Four million One Hundred Thousand Dalasis) This is spread across the three goals, their objectives and related actions.*

*Funding for the financing of the YWDE Strategy-2024-2024 is one of the key success factors for its effective implementation and without which the development and empowerment of the private sector would not be realized. Three sources of funding are envisaged for the implementation of the YWDE Strategy-2024-2024. These are:*

*The adoption of the traditional project financing approach where the entire project is funded through Government budgetary resources. As part of the said best practice, the Government provides the funds required to propel this YWDE Strategy-2024 through the Special Committee and the Cabinet Committee. The Government, through MOICI, MOYS and MOWA can create YWDE Strategy-2024 Fund. Contributions are to come from special fees levied on special related services, donor support, and support from bilateral and multilateral institutions.*

*This Fund will provide for better planning and utilization more specifically with regards to coordination initiatives. Having a central funding vote will ensure that focus is maintained on all the key building blocks in relation to the goals and objectives.*

*The Cabinet Committee would also look out for donor support as an important source of funding. A number of donors (AfDB, WB, etc) have in recent years increased their support for private sector.*

## 17.1 Cost Estimates

A number of activities have been outlined in the implementation plan. Some of them fall under the special categories in the table below. Each is given an associated cost based on the cost standards in the table. Where the contemplation is for a training or capacity building, special allocation is made based on past experience. The cost that is assigned to each activity in the table below is used in establishing general cost.

NO	ITEM	ASSIGNED COSTS -DALASI
a)	Legislation	750,000
b)	Regulation	250,000
c)	Review process	250,000
d)	Standards (related)	600,000
e)	Guidelines	250,000
f)	Management Reports, Planning and evaluation (related)	400,000
g)	Simple framework	250,000
h)	Ecosystem, Tracking (related)	600,000
i)	Surveys	1,500,000

*In some cases, depending on the issue and its scope (e.g. software application) the specific assigned cost can change.*

## 17.2 Detail Cost Estimates

NO	ACTIVITY	ESTIMATED COST (DALASI)	SPECIAL REMARKS (Some unique costs)
GOAL	YOUTH RELATED GOALS		
Goal 1	Support Capacity Development of Youth & Youth organizations	8,750,000	Skill Development
Goal 2	Using ICTs for Advocacy & Mainstreaming of Youth Issues in development planning	7,350,000	Civic awareness
Goal 3	Having a thought leadership for national & global policy debates and networks	3,900,000	
Goal 4	Sustaining the Commitment for this Strategic Initiative	3,500,000	Civil service
	SUB TOTAL	23,500,000	
GOAL	WOMEN RELATED GOALS		
Goal 1	ICT for Women's Political Empowerment and Leadership		
a)	Women's ICT leadership and knowledge	12,000,000	Social media and applications
b)	Facilitating Internet Access for Women	1,250,000	Regulations/Frameworks
c)	Ensuring basic and meaningful access by women	9,050,000	Capacity enhancement
d)	Safety and security in accessing and using internet	1,500,000	Legislations and framework
	SUB TOTAL	23,800,000	
Goal 2	ICT for Women's Economic Empowerment		
a)	A clear framework for economic opportunity for women;	2,600,000	Review/survey/database
b)	Conducting a research on how women form business and investment partnerships	3,850,000	e-Govt (B2C)
c)	Protect the rights of working women and providing support services	250,000	Management framework
d)	Women's work in the household and informal sector	6,200,000	Working women/Domestic workers
e)	Undertaking digital technology training and skills enhancement programmes;	20,000,000	4 yrs. training
f)	Promote women's engagement in the agricultural sector through ICTs	2,750,000	e-Agric training
	SUB TOTAL	35,650,000	
Goal 3	ICT for Women's Social Empowerment		
a)	Enhance women's access to justice services	8,500,000	Platform base awareness in each region
b)	ICTs in managing environmental risks and climate change	2,400,000	Applications
c)	Special ICT enhanced services for women with special needs	2,150,000	IT Mapping

d)	<i>Using ICTs to enhance services for mothers of children with special needs</i>	105,000,000	<i>Smart care centres in 7 LGAs</i>
e)	<i>ICT Support for the talented women</i>	140,000,000	<i>Smart IT Centres in 7 LGAs</i>
f)	<i>Enhance e-Health services for women</i>	45,000,000	<i>e-health applications/capacity</i>
	<i>SUB TOTAL</i>	303,050,000	
<i>Goal 4 ICT for Women's Protection</i>			
a)	<i>Protect women and eliminate all forms of violence against them</i>	4,100,000	<i>Awareness/Monitoring</i>
b)	<i>Addressing online violence against women and girls</i>	4,000,000	<i>Legislative review, cyber security</i>
	<i>SUB TOTAL</i>	8,100,000	
	<i>MAIN TOTAL ESTIMATE</i>	394,100,000	

## 18) ANNEXES

### 18.1 Youth Related Implementation Details

<i>Support Capacity Development of Youth &amp; Youth organizations</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy</i>
2	<i>Background to Planned action</i>	<i>Youth development and empowerment is a development necessity as the focus is on both the quality and the quantity of human resources available for development. Youth empowerment by engaging them in national development is essential for the country's sustainable development especially where especially where ICTs are to be applied and used in the measures for development and empowerment.</i>
3	<i>Description of Planned Action</i>	<i>There will be initiatives invest in the capacity of youth and youth organizations by equipping them with ICT knowhow to effectively engage in local and national development processes as well as in their becoming promoters of social accountability and innovative development solutions or applications.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>The need to empower youth is connected both, to the financial elevation as well as increment of the standard of living. Youth empowerment in any development is imperative not only for national development but also for personal development of an individual.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<ul style="list-style-type: none"> <li><i>i. To support capacity assessments;</i></li> <li><i>ii. Leadership development including leadership training;</i></li> <li><i>iii. Work towards increasing employability of young persons through development of skills, capacities and knowledge as well as promotion of non-formal forms of education;</i></li> <li><i>iv. Creating an enabling environment by strengthening organizational capacities for advocacy and networking;</i></li> <li><i>v. Develop institutional capacities in terms of decision-making processes and youth participation;</i></li> <li><i>vi. To define measures of transparency, accountability and youth leadership;</i></li> <li><i>vii. Create a framework for skills development and access to finance by the youth;</i></li> <li><i>viii. Using ICTs as important building block for resilience and support to social cohesion;</i></li> <li><i>ix. Provide youth at-risk of joining or re-</i></li> </ul>

		<p>joining armed or criminal groups with alternative/diversified livelihoods opportunities as conflict prevention;</p> <p>x. Engage youth in recovery efforts to support a more positive image of youth at risk in reintegration efforts;</p> <p>xi. Promote internship, apprenticeship and volunteering schemes in support of young persons' transition from school to work as a means to the acquisition of skills.</p> <p>xii. Using ICTs to mobilize youth in disaster preparedness, education and post-disaster efforts;</p>
6	Planned Action Implementation Prerequisites	<p>a) Clear commitment to vision</p> <p>b) Universal basic education</p> <p>c) Qualified youth / women personnel</p> <p>d) Proper management and implementation framework</p> <p>e) Infrastructure for capacity building</p> <p>f) Clear identified sources of funding</p>
7	Planned Action Time Frame	Begin by Q2 of Year One 2021
8	Planned Action Deliverables	<p>a) Empowered youth</p> <p>b) Certitude and commitment by all stakeholders in executing development activities;</p>
9	Time Bound Measurable Targets	<p>Empowered youth;</p> <p>Adequate funding allocated for YWDE Strategy-2024;</p> <p>Efficient Governance framework;</p>
10	Implementing Agency	MOICI, MOYS and MOWA
11	Planned Action Outputs	<p>a) Support social enterprises by building capacities of youth to help communities, solve social problems, increase employment, reduce poverty and give back dividends to the community;</p> <p>b) An opportunity for both the private and public sectors to encourage youth employment opportunities through internship and apprenticeship schemes and incentives for private and public employers to employ;</p> <p>c) Increasing employability of young persons and women through skills and capacity development measures;</p> <p>d) Elimination of skills mismatch through greater coordination among businesses, policy makers and education and vocational training bodies;</p> <p>e) Support the development and implementation of institutional and policy frameworks conducive to youth development and empowerment;</p>

12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<ul style="list-style-type: none"> <li>a) <i>Awareness;</i></li> <li>b) <i>Having the right ICT physical infrastructure;</i></li> <li>c) <i>Adequate relevant local content;</i></li> <li>d) <i>Conducive environment for learning the use of complex devices;</i></li> <li>e) <i>Digital literacy in rural institutions and communities;</i></li> <li>f) <i>Access to the ICT tools;</i></li> <li>g) <i>Partnerships;</i></li> <li>h) <i>Having the right blend of technologies;</i></li> <li>i) <i>Long-term sustainability;</i></li> </ul>
15	<i>Planned Action Implementation Risks</i>	<ul style="list-style-type: none"> <li>a) <i>Availability of funding;</i></li> <li>b) <i>Uncertainties regarding ability of institutions to execute</i></li> <li>c) <i>Delays in completion of targeted programs;</i></li> <li>d) <i>A change in Government policy or regulation;</i></li> <li>e) <i>Economic uncertainty;</i></li> </ul>
16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<ul style="list-style-type: none"> <li>a) <i>Youth entrepreneurship development;</i></li> <li>b) <i>Increase in the levels of employment and poverty reduction;</i></li> <li>c) <i>Clear institutional framework to promote and support youth economic empowerment.</i></li> <li>d) <i>Integration of youth in all existing sector strategies;</i></li> <li>e) <i>Increased number of youth and women involved in ICT service delivery;</i></li> <li>f) <i>A monitoring and evaluation tool at the disposal of stakeholders;</i></li> </ul>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

<i>Using ICTs for Advocacy &amp; Mainstreaming of Youth Issues in development planning</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy</i>
2	<i>Background to Planned action</i>	<i>This is to consolidate and enhance the systems/ networks for youth information exchange and dissemination through encourage investments in collaboration with state and non-state actors.</i>
3	<i>Description of Planned Action</i>	<i>It involves promoting youth rights, activism and in community decision making. Empowerment is necessarily a process of inculcating values to equip the learner lead a life that is satisfying to the individual while being in accordance with the cherished values and ideals of the society. At present it is the most effective mean that society possesses for confronting the challenges of the future.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>The need to have advocacy for youth is connected to have awareness on issues affecting the youth. Youth empowerment in any development is imperative not only for national development but also for personal development of an individual. Awareness is key in effecting any change.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<ul style="list-style-type: none"> <li><i>i. Partnerships on the appropriate mediums and channels of communication and information dissemination;</i></li> <li><i>ii. Identifying sustainable human development planning and solutions for the youth;</i></li> <li><i>iii. Identifying digitally excluded youth groups</i></li> <li><i>iv. Identification of youth goodwill ambassadors for the promotion of youth access to ICTs;</i></li> <li><i>v. Mainstreaming of youth perspectives in development planning processes;</i></li> <li><i>vi. Identifying strategic entry points for advocating and integrating youth into ICT policymaking, budgeting and implementation processes at national levels;</i></li> <li><i>vii. Promote civic awareness and volunteerism into programming through ICTs as a means to facilitate more inclusive participation of youth;</i></li> <li><i>viii. Promote youth access to and preparedness for civil service and strengthen the trust and participation in public institutions through ICTs;</i></li> </ul>
6	<i>Planned Action Implementation Prerequisites</i>	<ul style="list-style-type: none"> <li><i>a) Clear commitment to vision</i></li> <li><i>b) Universal basic education</i></li> <li><i>c) Qualified youth personnel for the advocacy;</i></li> </ul>

		<ul style="list-style-type: none"> <li>d) Proper management and implementation framework;</li> <li>e) Clear identified sources of funding</li> </ul>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q3 of Year One 2021</i>
8	<i>Planned Action Deliverables</i>	<ul style="list-style-type: none"> <li>a) Empowered youth</li> <li>b) Certitude and commitment by all stakeholders in executing development activities;</li> </ul>
9	<i>Time Bound Measurable Targets</i>	<ul style="list-style-type: none"> <li>Empowered youth;</li> <li>Adequate funding allocated for YWDE Strategy-2024;</li> <li>Efficient Governance framework;</li> </ul>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<ul style="list-style-type: none"> <li>f) Support young persons to on development issues and for them to access finance, markets and other resources and to increase their productive capacities and competitiveness;</li> <li>g) Support social enterprises by building capacities of youth to help communities, solve social problems, increase employment, reduce poverty and give back dividends to the community;</li> <li>h) An opportunity for both the private and public sectors to encourage youth employment opportunities through internship and apprenticeship schemes and incentives for private and public employers to employ;</li> <li>i) The influence on the public employment schemes targeting youth;</li> </ul>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<ul style="list-style-type: none"> <li>a) Awareness;</li> <li>b) Having the right ICT physical infrastructure;</li> <li>c) Adequate relevant local content;</li> <li>d) Digital literacy in rural institutions and communities;</li> <li>e) Access to the ICT tools;</li> <li>f) Partnerships;</li> <li>g) Long-term sustainability;</li> </ul>
15	<i>Planned Action Implementation Risks</i>	<ul style="list-style-type: none"> <li>a) Availability of funding;</li> <li>b) Changing costs to the changing technologies;</li> <li>c) Uncertainties regarding ability of institutions to execute;</li> <li>d) Delays in completion of targeted programs;</li> <li>e) Loss of key personnel;</li> <li>f) A change in Government policy or regulation;</li> </ul>

16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<ul style="list-style-type: none"> <li>a) <i>Youth disaggregated data</i></li> <li>b) <i>Increased youth participation in decisionmaking;</i></li> <li>c) <i>Growth in the number of youth enterprises;</i></li> <li>d) <i>Increased number of funded youth owned and managed enterprises;</i></li> <li>e) <i>Improvement in levels of business skills available among youth and women;</i></li> <li>f) <i>Youth entrepreneurship development;</i></li> <li>g) <i>Increase in the levels of employment and poverty reduction;</i></li> <li>h) <i>Clear institutional framework to promote and support youth economic empowerment.</i></li> <li>i) <i>Integration of youth in all existing sector strategies;</i></li> <li>j) <i>Comprehensive and customised business development support services for youth owned and managed enterprises by the concerned ministries;</i></li> <li>k) <i>Increased number of youth involved in ICT service delivery;</i></li> <li>l) <i>A monitoring and evaluation tool at the disposal of stakeholders;</i></li> </ul>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

<i>Having a thought leadership for national &amp; global policy debates and networks</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	
2	<i>Background to Planned action</i>	<i>There is a need to have thought leadership on completion of the SDGs. The youth have an important role to play in actively taking part in, leading and influencing development debates and policy discussions where stakeholders will examine lessons learned from the SDG framework and incubate forward-looking development solutions in the face of changing technologies.</i>
3	<i>Description of Planned Action</i>	<i>There will be measures for the youth to be involved in policy debates and networking to achieve their own development objectives over time through the use of ICTs with a common vision and operating framework including legislations, policy reviews and or regulations.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>It is all premised on the need to empower youth. Youth empowerment in any development is imperative not only for national development but also for personal development of an individual.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<ul style="list-style-type: none"> <li><i>i. Identify youth such development debates;</i></li> <li><i>ii. Create and support linkages among youth, youth organizations and networks;</i></li> <li><i>iii. Identifying a support for the youth leaders;</i></li> <li><i>iv. Enhance by defining and maximizing space for thought leadership on data collection, measurement and analytical systems that must be put in place to monitor the progress of the implementation of this strategy;</i></li> <li><i>v. Having a special framework and engagement platforms for youth and social media for advocacy and constituency building;</i></li> <li><i>vi. A clear framework for facilitating dialogue with governments, civil society organizations, LGAs and other non-state actors with regard to youth participation in decision-making and youth policy development;</i></li> <li><i>vii. Strengthen youth political participation in formal political processes, platforms and institutions for effective roles in formal decision and policymaking processes;</i></li> <li><i>viii. A framework for supporting awareness and promotion of human rights of youth;</i></li> </ul>

6	<i>Planned Action Implementation Prerequisites</i>	<ul style="list-style-type: none"> <li>a) <i>Clear commitment to vision;</i></li> <li>b) <i>Universal basic education;</i></li> <li>c) <i>Qualified youth personnel for the purpose;</i></li> <li>d) <i>Proper management and implementation framework;</i></li> <li>e) <i>Clear identified sources of funding;</i></li> </ul>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q4 of Year One 2021</i>
8	<i>Planned Action Deliverables</i>	<ul style="list-style-type: none"> <li>a) <i>Empowered youth</i></li> <li>b) <i>Certitude and commitment by all stakeholders in executing development activities;</i></li> </ul>
9	<i>Time Bound Measurable Targets</i>	<ul style="list-style-type: none"> <li><i>Empowered youth and women;</i></li> <li><i>Adequate funding allocated for YWDE Strategy-2024;</i></li> <li><i>Efficient Governance framework;</i></li> </ul>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<ul style="list-style-type: none"> <li>a) <i>Full participation of more youth in political institutions and processes;</i></li> <li>b) <i>An environment for the promotion and protection of youth agenda;</i></li> <li>c) <i>Support young persons' access to finance, markets and other resources for youth and women to increase their productive capacities and competitiveness;</i></li> <li>d) <i>Support social enterprises by building capacities of youth to help communities, solve social problems, increase employment, reduce poverty and give back dividends to the community;</i></li> <li>e) <i>An opportunity for both the private and public sectors to encourage youth employment opportunities through internship and apprenticeship schemes and incentives for private and public employers to employ;</i></li> <li>f) <i>Increasing employability of young persons and women through skills and capacity development measures;</i></li> <li>g) <i>Support the development and implementation of institutional and policy frameworks conducive to youth development and empowerment;</i></li> <li>h) <i>Promote investment in sectors with the potential for growth and youth empowerment;</i></li> </ul>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>

13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<ul style="list-style-type: none"> <li>a) <i>Awareness;</i></li> <li>b) <i>Conducive environment for debate and the use of complex devices;</i></li> <li>c) <i>Access to the ICT tools for the debate;</i></li> <li>d) <i>Partnerships;</i></li> <li>e) <i>Having the right blend of technologies;</i></li> <li>f) <i>Long-term sustainability;</i></li> </ul>
15	<i>Planned Action Implementation Risks</i>	<ul style="list-style-type: none"> <li>a) <i>Availability of funding;</i></li> <li>b) <i>Uncertainties regarding ability of institutions to execute;</i></li> <li>c) <i>Delays in completion of targeted programs;</i></li> <li>d) <i>Loss of key personnel;</i></li> <li>e) <i>A change in Government policy or regulation;</i></li> </ul>
16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<ul style="list-style-type: none"> <li>a) <i>Youth disaggregated data</i></li> <li>b) <i>Increased youth participation in decisionmaking;</i></li> <li>c) <i>Growth in the number of youth enterprises;</i></li> <li>d) <i>Increased number of funded youth owned and managed enterprises;</i></li> <li>e) <i>Improvement in levels of business skills available among youth;</i></li> <li>f) <i>Youth entrepreneurship development;</i></li> <li>g) <i>Increase in the levels of employment and poverty reduction;</i></li> <li>h) <i>Clear institutional framework to promote and support youth economic empowerment.</i></li> <li>i) <i>Integration of youth in all existing sector strategies;</i></li> <li>j) <i>Comprehensive and customised business development support services for youth owned and managed enterprises by the concerned ministries;</i></li> <li>k) <i>Increased number of youth involved in ICT service delivery;</i></li> <li>l) <i>A monitoring and evaluation tool at the disposal of stakeholders;</i></li> </ul>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

<i>Sustaining the Commitment to this Strategic Initiative</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	
2	<i>Background to Planned action</i>	<i>There is a need to ensure commitment and the continuous engagement of the youth especially in the trends of development of ICTs.</i>
3	<i>Description of Planned Action</i>	<i>Making sure that the implementers of this strategy are to work for and with the key youth organisation in the implementation of this strategy.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>The need to empower youth is connected both, to the financial elevation as well as increment of the standard of living. Youth empowerment in any development is imperative not only for national development but also for personal development of an individual.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<ul style="list-style-type: none"> <li><i>i. Having a youth-sensitive budgeting in the context of Government fiscal planning and policy implementation;</i></li> <li><i>ii. The establishment of youth data baselines;</i></li> <li><i>iii. Developing the capacity of the civil servants and youth leaders in youth policy development;</i></li> <li><i>iv. Carrying out a review of the youth policy, the legal and institutional frameworks to adopt the measures of digitisation;</i></li> <li><i>v. Carrying out periodic assessment of the existing youth policies and their implementation;</i></li> </ul>
6	<i>Planned Action Implementation Prerequisites</i>	<ul style="list-style-type: none"> <li><i>a) Clear commitment to vision;</i></li> <li><i>b) Universal basic education;</i></li> <li><i>c) Qualified youth personnel</i></li> <li><i>d) Proper management and implementation framework;</i></li> <li><i>e) Infrastructure for capacity building;</i></li> <li><i>f) Clear identified sources of funding;</i></li> </ul>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q1 of Year One 2021</i>
8	<i>Planned Action Deliverables</i>	<ul style="list-style-type: none"> <li><i>a) Empowered youth;</i></li> <li><i>b) Certitude and commitment by all stakeholders in executing development activities;</i></li> </ul>
9	<i>Time Bound Measurable Targets</i>	<i>Empowered youth; Adequate funding allocated for YWDE Strategy-2024; Efficient Governance framework;</i>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<ul style="list-style-type: none"> <li><i>j) Support young persons' access to finance, markets and other resources for youth to increase their productive capacities and competitiveness;</i></li> </ul>

		<p>k) Support social enterprises by building capacities of youth and women to help communities, solve social problems, increase employment, reduce poverty and give back dividends to the community;</p> <p>l) An opportunity for both the private and public sectors to encourage youth and women employment opportunities through internship and apprenticeship schemes and incentives for private and public employers to employ;</p> <p>m) The influence on the public employment schemes targeting youth;</p> <p>n) Increasing employability of young persons through skills and capacity development measures;</p> <p>o) Elimination of skills mismatch through greater coordination among businesses, policy makers and education and vocational training bodies;</p> <p>p) Support the development and implementation of institutional and policy frameworks conducive to youth development and empowerment;</p> <p>q) Promote investment in sectors with the potential for growth and youth empowerment;</p>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<p>a) Awareness;</p> <p>b) Having the right ICT physical infrastructure;</p> <p>c) Adequate relevant local content;</p> <p>d) Conducive environment learning the use of complex devices;</p> <p>e) Digital literacy in rural institutions and communities;</p> <p>f) Access to the ICT tools;</p> <p>g) Partnerships;</p> <p>h) Having the right blend of technologies;</p> <p>i) Long-term sustainability;</p>
15	<i>Planned Action Implementation Risks</i>	<p>a) Availability of funding;</p> <p>b) Changing costs to the changing technologies;</p> <p>c) Uncertainties regarding ability of institutions to execute</p> <p>d) Delays in completion of targeted programs;</p>

		<ul style="list-style-type: none"> <li>e) <i>Loss of key personnel;</i></li> <li>f) <i>A change in Government policy or regulation;</i></li> <li>g) <i>Economic uncertainty;</i></li> </ul>
16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<ul style="list-style-type: none"> <li>a) <i>Youth disaggregated data</i></li> <li>b) <i>Increased youth participation in decisionmaking;</i></li> <li>c) <i>Growth in the number of youth enterprises;</i></li> <li>d) <i>Increased number of funded youth owned and managed enterprises;</i></li> <li>e) <i>Improvement in levels of business skills available among youth and women;</i></li> <li>f) <i>Youth entrepreneurship development;</i></li> <li>g) <i>Increase in the levels of employment and poverty reduction;</i></li> <li>h) <i>Clear institutional framework to promote and support youth economic empowerment.</i></li> <li>i) <i>Integration of youth in all existing sector strategies;</i></li> <li>j) <i>Comprehensive and customised business development support services for youth owned and managed enterprises by the concerned ministries;</i></li> <li>k) <i>Increased number of youth involved in ICT service delivery;</i></li> <li>l) <i>A monitoring and evaluation tool at the disposal of stakeholders;</i></li> </ul>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

## 18.2 Women Related Implementation Details

### ICT for Women's Political Empowerment and Leadership

<i>Women's ICT leadership and knowledge</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	
2	<i>Background to Planned action</i>	<p><i>This is to use ICTs for women to be more active in decision making, participation in the governance process, gender equality and leadership for women development and empowerment.</i></p> <p><i>Women development and empowerment is a development necessity as the focus is on both the quality and the quantity of human resources available for development. Women empowerment for achieving gender equality is essential for the country's sustainable development especially where ICTs are to be applied and used in the measures for development and empowerment.</i></p>
3	<i>Description of Planned Action</i>	<i>There will be measures for leadership and knowledge for women in order for them to obtain, strengthen and maintain the capabilities to set and achieve their own development objectives over time through the use of ICTs with a common vision and operating framework including legislations, policy reviews and or regulations.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>The need to empower women through leadership is connected both, to the financial elevation as well as increment of the standard of living. Women empowerment in any development is imperative not only for national development but also for personal development of an individual.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<p><i>Women's ICT leadership and knowledge</i></p> <ol style="list-style-type: none"> <li><i>i. To increased women's representation at different dimensions of ICT employment, entrepreneurship, and policymaking to 50%;</i></li> <li><i>ii. Using ICT media outlets and the tools of social media to support the concept of women development, empowerment and gender equality;</i></li> <li><i>iii. Ensuring a data regime and policy framework to monitor, track, and measure progress in closing the gender divide;</i></li> <li><i>iv. Reviewing and eliminating the bottlenecks for increasing women access to ICTs;</i></li> <li><i>v. Defining a framework for gender</i></li> </ol>

		<ul style="list-style-type: none"> <li>vi. <i>statistics and sex-disaggregated data;</i></li> <li>vii. <i>Creating an incentive system for women are acquiring relevant degrees in Science IT, computer science, engineering, Mathematics, business management, and investment banking;</i></li> <li>viii. <i>Address social norms, stereotypes, and socio-economic constraints that hold women back and discourage girls from considering STEM careers.</i></li> <li>ix. <i>Equip young girls with the skills and motivation to make informed choices about work in STEM careers;</i></li> <li>x. <i>Creating special skills package in software development, cloud computing, big data, and information security for women;</i></li> <li>xi. <i>A framework for women in mobile application and/ web development, data science, cybersecurity;</i></li> <li>xii. <i>Promoting applications to eliminate all forms of violence against women and girls in public and private spheres;</i></li> <li>xiii. <i>A national network of women with focus on ICT access and business opportunities;</i></li> <li>xiv. <i>An annual dialogue for a review of the policies and enforceable legislations for the promotion of gender equality and the empowerment of all women and girls at all levels;</i></li> </ul>
6	<i>Planned Action Implementation Prerequisites</i>	<ul style="list-style-type: none"> <li>a) <i>Clear commitment to vision;</i></li> <li>b) <i>Legislative and regulatory measures;</i></li> <li>c) <i>Qualified women personnel</i></li> <li>d) <i>Proper management and implementation framework;</i></li> <li>e) <i>Infrastructure for capacity building;</i></li> <li>f) <i>Clear identified sources of funding;</i></li> </ul>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q1 of Year One 2021</i>
8	<i>Planned Action Deliverables</i>	<ul style="list-style-type: none"> <li>a) <i>Empowered women;</i></li> <li>b) <i>Certitude and commitment by all stakeholders in executing development activities;</i></li> </ul>
9	<i>Time Bound Measurable Targets</i>	<ul style="list-style-type: none"> <li><i>Empowered women;</i></li> <li><i>Adequate funding allocated for YWDE Strategy-2024;</i></li> <li><i>Efficient Governance framework;</i></li> </ul>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<ul style="list-style-type: none"> <li>a) <i>Full participation of more women in political institutions and processes;</i></li> <li>b) <i>The national and local plans and budgets become more gender responsive;</i></li> </ul>

		<p>c) <i>A better-quality data and statistics for promoting and track progress of gender equality and women's empowerment;</i></p> <p>d) <i>Support social enterprises by building capacities of women to help communities, solve social problems, increase employment, reduce poverty and give back dividends to the community;</i></p> <p>e) <i>Elimination of skills mismatch through greater coordination among businesses, policy makers and education and vocational training bodies;</i></p> <p>f) <i>Support the development and implementation of institutional and policy frameworks conducive to women development and empowerment;</i></p>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<p>a) <i>The right legislative framework;</i></p> <p>b) <i>Awareness;</i></p> <p>c) <i>Having the right ICT physical infrastructure;</i></p> <p>d) <i>Adequate relevant local content;</i></p> <p>e) <i>Conducive environment learning the use of complex devices;</i></p> <p>f) <i>Digital literacy in rural institutions and communities;</i></p> <p>g) <i>Access to the ICT tools;</i></p> <p>h) <i>Partnerships;</i></p> <p>i) <i>Having the right blend of technologies;</i></p> <p>j) <i>Long-term sustainability;</i></p>
15	<i>Planned Action Implementation Risks</i>	<p>a) <i>Availability of funding;</i></p> <p>b) <i>Changing costs to the changing technologies;</i></p> <p>c) <i>Uncertainties regarding ability of institutions to execute</i></p> <p>d) <i>Delays in completion of targeted programs;</i></p> <p>e) <i>Loss of Key Personnel;</i></p> <p>f) <i>A change in Government policy or regulation;</i></p> <p>g) <i>Economic uncertainty;</i></p>
16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<p>a) <i>Women's security;</i></p> <p>b) <i>Women disaggregated data</i></p> <p>c) <i>Increased women participation in decisionmaking;</i></p> <p>d) <i>Integration of women in all existing sector strategies;</i></p> <p>e) <i>Comprehensive and customised business development support services for women owned and managed enterprises by the concerned ministries;</i></p> <p>f) <i>Increased number of women involved in ICT</i></p>

		<i>service delivery;</i> <i>g) A monitoring and evaluation tool at the disposal of stakeholders;</i>
17	<i>Planned Action</i> <i>Implementation monitoring</i> <i>and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

<i>Facilitating Internet Access for Women</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy/Regulatory</i>
2	<i>Background to Planned action</i>	<i>Access to internet is fundamental measure for women development and empowerment. Women empowerment for achieving gender equality is essential for the country's sustainable development especially where ICTs are to be applied and used in the measures for development and empowerment.</i>
3	<i>Description of Planned Action</i>	<i>There will be measures for the women to obtain, strengthen and maintain the capabilities in accessing connectivity to the internet.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>The need to facilitate internet access by women is imperative not only for national development but also for personal development of an individual.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<p><i>Facilitating Internet Access for Women</i></p> <ul style="list-style-type: none"> <li><i>i. Ensuring strong signalling coverage especially in rural areas;</i></li> <li><i>ii. Reducing the cost of access to devices and internet;</i></li> <li><i>iii. Enhancing internet access over mobile devices;</i></li> <li><i>iv. The GSM operators to collate data on use of mobile internet;</i></li> <li><i>v. Applying the GSMA's model in estimating the gender digital gap in mobile internet use;</i></li> </ul>
6	<i>Planned Action Implementation Prerequisites</i>	<ul style="list-style-type: none"> <li><i>a) Universal basic education;</i></li> <li><i>b) Regulatory incentives for internet access by women;</i></li> <li><i>c) Qualified women personnel</i></li> <li><i>d) Proper management and implementation framework;</i></li> <li><i>e) Infrastructure for capacity building;</i></li> <li><i>f) Clear identified sources of funding;</i></li> </ul>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q2 of Year One 2021</i>
8	<i>Planned Action Deliverables</i>	<ul style="list-style-type: none"> <li><i>a) Empowered women;</i></li> <li><i>b) Certitude and commitment by all stakeholders in executing development activities;</i></li> </ul>
9	<i>Time Bound Measurable Targets</i>	<p><i>Connected and empowered women;</i>  <i>Adequate funding allocated for YWDE Strategy-2024;</i>  <i>Efficient regulatory framework;</i></p>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<ul style="list-style-type: none"> <li><i>a) Full participation of more women in political institutions and processes;</i></li> <li><i>b) A better-quality data and statistics for promoting and track progress of gender equality and women's empowerment;</i></li> </ul>

		<ul style="list-style-type: none"> <li>c) <i>Elimination of skills mismatch through greater coordination among businesses, policy makers and education and vocational training bodies;</i></li> <li>d) <i>An increased number of women that secured access to internet;</i></li> <li>e) <i>Support social enterprises by building capacities of women to help communities, solve social problems, increase employment, reduce poverty and give back dividends to the community;</i></li> <li>f) <i>An opportunity for both the private and public sectors to encourage women employment opportunities through internship and apprenticeship schemes and incentives for private and public employers to employ;</i></li> <li>g) <i>The influence on the public employment schemes targeting women;</i></li> <li>h) <i>Increasing employability of women through skills and capacity development measures;</i></li> <li>i) <i>Support the development and implementation of institutional and policy frameworks conducive to women development and empowerment;</i></li> <li>j) <i>Promote investment in sectors with the potential for growth and women empowerment;</i></li> </ul>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<ul style="list-style-type: none"> <li>a) <i>Awareness;</i></li> <li>b) <i>The right legislative and regulatory framework;</i></li> <li>c) <i>Having the right ICT physical infrastructure;</i></li> <li>d) <i>Adequate relevant local content;</i></li> <li>e) <i>Conducive environment learning the use of complex devices;</i></li> <li>f) <i>Digital literacy in rural institutions and communities;</i></li> <li>g) <i>Access to the ICT tools;</i></li> <li>h) <i>Partnerships;</i></li> <li>i) <i>Having the right blend of technologies;</i></li> <li>j) <i>Long-term sustainability;</i></li> </ul>
15	<i>Planned Action Implementation Risks</i>	<ul style="list-style-type: none"> <li>a) <i>Availability of funding;</i></li> <li>b) <i>Changing costs to the changing technologies;</i></li> <li>c) <i>Uncertainties regarding ability of institutions to execute</i></li> <li>d) <i>Delays in completion of targeted programs;</i></li> <li>e) <i>A change in Government policy or regulation;</i></li> <li>f) <i>Economic uncertainty;</i></li> </ul>

16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<ul style="list-style-type: none"> <li>a) <i>Women's security;</i></li> <li>b) <i>Women disaggregated data</i></li> <li>c) <i>Increased women participation in using the internet;</i></li> <li>d) <i>Increase in the levels of employment and poverty reduction;</i></li> <li>e) <i>Clear institutional framework to promote and support women economic empowerment.</i></li> <li>f) <i>Integration of women in all existing sector strategies;</i></li> <li>g) <i>Comprehensive and customised business development support services for women owned and managed enterprises by the concerned ministries;</i></li> <li>h) <i>Increased number of women involved in ICT service delivery;</i></li> <li>i) <i>A monitoring and evaluation tool at the disposal of stakeholders;</i></li> </ul>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

<i>Ensuring basic and meaningful access by women;</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy and Regulatory</i>
2	<i>Background to Planned action</i>	<i>Meaningful access to internet is fundamental measure for women development and empowerment. Women empowerment for achieving gender equality is essential for the country's sustainable development especially where ICTs are to be applied and used in the measures for development and empowerment.</i>
3	<i>Description of Planned Action</i>	<i>There will be measures for the women to obtain, strengthen and maintain the capabilities in accessing connectivity to the internet.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>The need to facilitate internet access by women is imperative not only for national development but also for personal development of an individual.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<p><i>Ensuring basic and meaningful access by women;</i></p> <ul style="list-style-type: none"> <li><i>i. Measures to enhance women's access devices (computer, internet and mobile)</i></li> <li><i>ii. Regulations on the matter of total cost of ownership of devices (TCO) in relation to ownership, control and use of devices;</i></li> <li><i>iii. Addressing the gender digital divide around access and use of digital financial services;</i></li> <li><i>iv. Capacity enhancement measures for women to have the competence to use smart mobile phones;</i></li> <li><i>v. The availability of simple to use applications;</i></li> <li><i>vi. The availability of relevant content;</i></li> <li><i>vii. Programme for basic digital skills and literacy needed to operate in the digital economy;</i></li> </ul>
6	<i>Planned Action Implementation Prerequisites</i>	<ul style="list-style-type: none"> <li><i>g) Clear commitment to vision;</i></li> <li><i>h) Legislative and regulatory measures;</i></li> <li><i>i) Qualified women personnel</i></li> <li><i>j) Proper management and implementation framework;</i></li> <li><i>k) Infrastructure for capacity building;</i></li> <li><i>l) Clear identified sources of funding;</i></li> </ul>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q1 of Year One 2021</i>
8	<i>Planned Action Deliverables</i>	
9	<i>Time Bound Measurable Targets</i>	<i>Connected and empowered women; Adequate funding allocated for YWDE Strategy-2024; Efficient Governance framework;</i>

10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<ul style="list-style-type: none"> <li>a) <i>Full participation of more women in political institutions and processes;</i></li> <li>b) <i>A better-quality data and statistics for promoting and track progress of gender equality and women's empowerment;</i></li> <li>c) <i>Elimination of skills mismatch through greater coordination among businesses, policy makers and education and vocational training bodies;</i></li> <li>d) <i>An increased number of women that secured access to internet;</i></li> <li>e) <i>Support social enterprises by building capacities of women to help communities, solve social problems, increase employment, reduce poverty and give back dividends to the community;</i></li> <li>f) <i>An opportunity for both the private and public sectors to encourage women employment opportunities through internship and apprenticeship schemes and incentives for private and public employers to employ;</i></li> <li>g) <i>The influence on the public employment schemes targeting women;</i></li> <li>h) <i>Increasing employability of women through skills and capacity development measures;</i></li> <li>i) <i>Support the development and implementation of institutional and policy frameworks conducive to women development and empowerment;</i></li> <li>j) <i>Promote investment in sectors with the potential for growth and women empowerment;</i></li> </ul>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<ul style="list-style-type: none"> <li>a) <i>Awareness;</i></li> <li>b) <i>The right legislative framework;</i></li> <li>c) <i>Having the right ICT physical infrastructure;</i></li> <li>d) <i>Adequate relevant local content;</i></li> <li>e) <i>Conducive environment learning the use of complex devices;</i></li> <li>f) <i>Digital literacy in rural institutions and communities;</i></li> <li>g) <i>Access to the ICT tools;</i></li> <li>h) <i>Partnerships;</i></li> </ul>

		<ul style="list-style-type: none"> <li>i) <i>Having the right blend of technologies;</i></li> <li>j) <i>Long-term sustainability;</i></li> </ul>
15	<i>Planned Action Implementation Risks</i>	<ul style="list-style-type: none"> <li>a) <i>Availability of funding;</i></li> <li>b) <i>Changing costs to the changing technologies;</i></li> <li>c) <i>Uncertainties regarding ability of institutions to execute</i></li> <li>d) <i>Delays in completion of targeted programs;</i></li> <li>e) <i>A change in Government policy or regulation;</i></li> <li>f) <i>Economic uncertainty;</i></li> </ul>
16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<ul style="list-style-type: none"> <li>a) <i>Increased women participation in decisionmaking through meaningful access to the internet;</i></li> <li>b) <i>Improvement in levels of online business skills available among women;</i></li> <li>c) <i>Women entrepreneurship development;</i></li> <li>d) <i>Increase in the levels of employment and poverty reduction;</i></li> <li>e) <i>Clear institutional framework to promote and support women economic empowerment.</i></li> <li>f) <i>Integration of women in all existing sector strategies;</i></li> <li>g) <i>Increased number of women involved in ICT service delivery;</i></li> <li>h) <i>A monitoring and evaluation tool at the disposal of stakeholders;</i></li> </ul>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

<i>Safety and security in accessing and using internet</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy / Regulatory</i>
2	<i>Background to Planned action</i>	<i>For women to access the internet through meaningful access for their development and empowerment, there is a need for secured and safe access. Women empowerment for achieving gender equality will not be realised without that safe and secure access.</i>
3	<i>Description of Planned Action</i>	<i>To define and enforce measures for women's safety and security in their use of the internet.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>Ultimately it is for empowering women for financial elevation as well as increment of the standard of living. Women empowerment in any development is imperative not only for national development but also for personal development of an individual.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<i>Safety and security in accessing and using internet</i>  <i>a) A clear cyber security framework;</i> <i>b) Legislative measures to address online, intimidation and harassment;</i>
6	<i>Planned Action Implementation Prerequisites</i>	<i>a) Qualified women personnel</i> <i>b) Proper management and implementation framework;</i> <i>c) Infrastructure for safety;</i> <i>d) Clear identified sources of funding;</i>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q3 of Year One 2021</i>
8	<i>Planned Action Deliverables</i>	
9	<i>Time Bound Measurable Targets</i>	<i>Empowered youth and women;</i> <i>Adequate funding allocated for YWDE Strategy-2024;</i> <i>Efficient Governance framework;</i>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<i>a) Safer and empowered women;</i> <i>b) Certitude and commitment by all stakeholders in executing development activities;</i>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<i>a) Awareness;</i> <i>b) The right legislative and regulatory framework;</i> <i>c) Having the right ICT physical infrastructure;</i> <i>d) Adequate relevant local content;</i> <i>e) Conducive environment learning the use of complex devices;</i> <i>f) Digital literacy in rural institutions and communities;</i>

		<ul style="list-style-type: none"> <li>g) Access to the ICT tools;</li> <li>h) Partnerships;</li> <li>i) Having the right blend of technologies;</li> <li>j) Long-term sustainability;</li> </ul>
15	<i>Planned Action Implementation Risks</i>	<ul style="list-style-type: none"> <li>a) Availability of funding;</li> <li>b) Changing costs to the changing technologies;</li> <li>c) Uncertainties regarding ability of institutions to execute cybersecurity measures;</li> <li>d) Delays in completion of targeted programs;</li> <li>e) Loss of key personnel;</li> <li>f) A change in Government policy or regulation;</li> <li>g) Economic uncertainty;</li> </ul>
16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<ul style="list-style-type: none"> <li>a) Increased sense of online security for women;</li> <li>b) Women disaggregated data</li> <li>c) Increased women participation in decisionmaking;</li> <li>d) Increase in the levels of employment and poverty reduction;</li> <li>e) Clear institutional framework to promote and support women economic empowerment.</li> <li>f) Integration of women in all existing sector strategies;</li> <li>g) Increased number of women involved in ICT service delivery;</li> <li>h) A monitoring and evaluation tool at the disposal of stakeholders;</li> </ul>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	Cabinet Committee

## Goal 2 – ICT for Women’s Economic Empowerment

<i>A clear framework for economic opportunity for women;</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy</i>
2	<i>Background to Planned action</i>	<i>Women development and empowerment through the creation of economic opportunities is a development necessity as the focus is on both the quality and the quantity of human resources available for development. Women empowerment with economic opportunities for achieving gender equality is essential for the country’s sustainable development especially where ICTs are to be applied and used in the measures for development and empowerment.</i>
3	<i>Description of Planned Action</i>	<i>There will be measures for the women to obtain, strengthen and maintain the capabilities to set and achieve their own development objectives over time through the use of ICTs with a common vision and operating framework including legislations, policy reviews and or regulations.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>The need to empower women by creating economic opportunities is connected to their financial elevation as well as increment of their standard of living. Women empowerment in any development is imperative not only for national development but also for personal development of an individual.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<p><i>A clear framework for economic opportunity for women;</i></p> <ul style="list-style-type: none"> <li><i>i. Review of the social, cultural and regulatory barriers to ensure economic opportunity for women;</i></li> <li><i>ii. Take measures to ensure compliance with ICT human resources policies and incorporate gender equality aspects in the work related processes, including hiring, training, promotion, wages, access to benefits and service termination;</i></li> <li><i>iii. A survey on women’s employment at different skills levels;</i></li> <li><i>iv. A database on women’s employment in the ICT workforce, women’s contribution to the industry as entrepreneurs, and women’s inclusion in related policymaking;</i></li> </ul>
6	<i>Planned Action Implementation Prerequisites</i>	<ul style="list-style-type: none"> <li><i>a) Clear commitment to vision;</i></li> <li><i>b) Universal basic education;</i></li> <li><i>c) Qualified women personnel</i></li> <li><i>d) Proper management and implementation framework;</i></li> <li><i>e) Infrastructure for capacity building;</i></li> <li><i>f) Clear identified sources of funding;</i></li> </ul>

7	<i>Planned Action Time Frame</i>	<i>Begin by Q2 of Year One 2021</i>
8	<i>Planned Action Deliverables</i>	<i>a) Economically empowered women; b) Certitude and commitment by all stakeholders in executing development activities;</i>
9	<i>Time Bound Measurable Targets</i>	<i>Financially empowered women; Adequate funding allocated for YWDE Strategy-2024; Efficient Governance framework;</i>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<i>a) An increased in the number of women owning medium and large enterprises;  b) An environment that is better able to prevent violence against women;  c) An increased number of women that secured access to productive resources and are engaged in sustainable agriculture;  d) Support Women's access to finance, markets and other resources for women to increase their productive capacities and competitiveness;  e) Support social enterprises by building capacities of women to help communities, solve social problems, increase employment, reduce poverty and give back dividends to the community;  f) An opportunity for both the private and public sectors to encourage women employment opportunities through internship and apprenticeship schemes and incentives for private and public employers to employ;  g) The influence on the public employment schemes targeting women;  h) Increasing employability of women through skills and capacity development measures;  i) Support the development and implementation of institutional and policy frameworks conducive to women development and empowerment;  j) Promote investment in sectors with the potential for growth and women empowerment;</i>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<i>a) Awareness; b) The right legislative framework; c) Having the right ICT physical</i>

		<p>infrastructure;</p> <p>d) Adequate relevant local content;</p> <p>e) Conducive environment learning the use of complex devices;</p> <p>f) Digital literacy in rural institutions and communities;</p> <p>g) Access to the ICT tools;</p> <p>h) Partnerships;</p> <p>i) Having the right blend of technologies;</p> <p>j) Long-term sustainability;</p>
15	Planned Action Implementation Risks	<p>a) Availability of funding;</p> <p>b) Changing costs to the changing technologies;</p> <p>c) Uncertainties regarding ability of institutions to execute;</p> <p>d) Delays in completion of targeted programs;</p> <p>e) A change in Government policy or regulation;</p> <p>f) Economic uncertainty;</p>
16	Planned Action Monitoring and Evaluation Indicators	<p>a) Growth in the number of women enterprises;</p> <p>b) Increased number of funded women owned and managed enterprises;</p> <p>c) Improvement in levels of business skills available among women;</p> <p>d) Women entrepreneurship development;</p> <p>e) Increase in the levels of employment and poverty reduction;</p> <p>f) Clear institutional framework to promote and support women economic empowerment.</p> <p>g) Integration of women in all existing sector strategies;</p> <p>h) Comprehensive and customised business development support services for women owned and managed enterprises by the concerned ministries;</p> <p>i) Increased number of women involved in ICT service delivery;</p> <p>j) A monitoring and evaluation tool at the disposal of stakeholders;</p>
17	Planned Action Implementation monitoring and Evaluation Responsibility	Cabinet Committee

<i>Conducting a research on how women form business and investment partnerships;</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy</i>
2	<i>Background to Planned action</i>	<i>There is, as part of the best practice, always research by nations as they prepare to initiate women development and empowerment measures.</i>
3	<i>Description of Planned Action</i>	<i>Measures would be put in place to carry out research how women form business and investment partnerships.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>The need to empower women through research works is connected to the elevation of their status as well as increment of their standard of living. Women empowerment in any development is imperative not only for national development but also for personal development of an individual. A planned research is significant for determining the right path to women development and empowerment.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<p><i>Conducting a research on how women form business and investment partnerships;</i></p> <ul style="list-style-type: none"> <li><i>i. Developing business management systems and financing</i></li> <li><i>ii. A management tool or application for business training and encouraging women to set up their own private businesses and establishing gender responsive one-stop shops services including opportunities for initial business capital;</i></li> <li><i>iii. An engagement framework with the private sector proper representation of women on boards of directors;</i></li> <li><i>iv. Consider measures and incentive systems for facilitating the use of mobile phones for online transactions by women;</i></li> <li><i>v. Facilitating women's access to banking and non-banking financial services through simple electronic channels;</i></li> <li><i>vi. Creating an e-Government B2C service platform on the products from female-owned small enterprises and cooperatives;</i></li> </ul>
6	<i>Planned Action Implementation Prerequisites</i>	<ul style="list-style-type: none"> <li><i>a) Clear commitment to vision;</i></li> <li><i>b) A banking framework for supporting women's access to services;</i></li> <li><i>c) Universal basic education;</i></li> <li><i>d) Qualified women personnel;</i></li> <li><i>e) Proper management and implementation</i></li> </ul>

		<p>framework;</p> <p>f) Infrastructure for capacity building;</p> <p>g) Clear identified sources of funding;</p>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q4 of Year One 2021</i>
8	<i>Planned Action Deliverables</i>	<p>a) Empowered women;</p> <p>b) An applicable framework for business partnership</p>
9	<i>Time Bound Measurable Targets</i>	<p>Empowered women;</p> <p>Adequate funding allocated for YWDE Strategy-2024;</p> <p>Efficient Governance framework;</p>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<p>a) A better-quality data and statistics for promoting and track progress of gender equality and women's empowerment;</p> <p>b) Support Women's access to finance, markets and other resources for women to increase their productive capacities and competitiveness;</p> <p>c) Support social enterprises by building capacities of women to help communities, solve social problems, increase employment, reduce poverty and give back dividends to the community;</p> <p>d) Support the development and implementation of institutional and policy frameworks conducive to women development and empowerment;</p> <p>e) Promote investment in sectors with the potential for growth and women empowerment;</p>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<p>a) Awareness;</p> <p>b) Measured research agenda;</p> <p>c) The right legislative framework;</p> <p>d) Having the right ICT physical infrastructure;</p> <p>e) Conducive environment learning the use of complex devices;</p> <p>f) Digital literacy in rural institutions and communities;</p> <p>g) Access to the ICT tools;</p> <p>h) Partnerships;</p> <p>i) Having the right blend of technologies;</p> <p>j) Long-term sustainability;</p>
15	<i>Planned Action Implementation Risks</i>	<p>a) Availability of funding;</p> <p>b) Changing costs to the changing technologies;</p> <p>c) Uncertainties regarding ability of institutions to execute</p>

		<ul style="list-style-type: none"> <li>d) <i>Delays in completion of targeted programs;</i></li> <li>e) <i>Loss of key personnel;</i></li> <li>f) <i>A change in Government policy or regulation;</i></li> <li>g) <i>Economic uncertainty;</i></li> </ul>
16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<ul style="list-style-type: none"> <li>a) <i>Women disaggregated data</i></li> <li>b) <i>Increased number of funded women owned and managed enterprises;</i></li> <li>c) <i>Increase in the levels of employment and poverty reduction;</i></li> <li>d) <i>Clear institutional framework to promote and support women economic empowerment.</i></li> <li>e) <i>Integration of women in all existing sector strategies;</i></li> <li>f) <i>Comprehensive and customised business development support services for women owned and managed enterprises by the concerned ministries;</i></li> <li>g) <i>Increased number of women involved in ICT service delivery;</i></li> <li>h) <i>A monitoring and evaluation tool at the disposal of stakeholders;</i></li> </ul>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

<i>Protect the rights of working women and providing support services</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy</i>
2	<i>Background to Planned action</i>	<i>No women development and empowerment can succeed without the protecting the rights of working women and providing support services.</i>
3	<i>Description of Planned Action</i>	<i>The measures to determine and lay the foundation for the protection of the rights of women.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>Rights protection of working women will empower women and elevate them financially.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<i>Protect the rights of working women and providing support services</i>  <i>i. A smart management of maternity entitlements, grievance mechanisms and procedures to combat harassment in workplaces;</i>
6	<i>Planned Action Implementation Prerequisites</i>	<i>a) Clear commitment to vision;</i> <i>b) Universal basic education;</i> <i>c) Qualified women personnel for training on this matter;</i> <i>d) Proper management and implementation framework;</i> <i>e) The right infrastructure and capacity;</i> <i>f) Clear identified sources of funding;</i>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q3 of Year One 2021</i>
8	<i>Planned Action Deliverables</i>	<i>a) Empowered women;</i> <i>b) Clear framework for managing maternity and other greviances;</i>
9	<i>Time Bound Measurable Targets</i>	<i>Empowered women;</i> <i>Adequate funding allocated for YWDE Strategy-2024;</i> <i>Efficient Governance framework;</i>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<i>a) Enhanced and increased access to justice by women;</i>  <i>b) An environment for the promotion and protection of women;</i>  <i>c) Support social enterprises by building capacities of women to help communities, solve social problems, increase employment, reduce poverty and give back dividends to the community;</i>  <i>d) Support the development and implementation of institutional and policy frameworks conducive to women development and empowerment;</i>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>

13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<ul style="list-style-type: none"> <li>a) <i>Awareness;</i></li> <li>b) <i>The right legislative framework;</i></li> <li>c) <i>Access to the ICT tools;</i></li> <li>d) <i>Partnerships;</i></li> <li>e) <i>Long-term sustainability;</i></li> </ul>
15	<i>Planned Action Implementation Risks</i>	<ul style="list-style-type: none"> <li>a) <i>Availability of funding;</i></li> <li>b) <i>Changing costs to the changing technologies;</i></li> <li>c) <i>Uncertainties regarding ability of institutions to execute or ensure this action;</i></li> <li>d) <i>Delays in completion of targeted programs;</i></li> <li>e) <i>Loss of key personnel;</i></li> <li>f) <i>A change in Government policy or regulation;</i></li> </ul>
16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<ul style="list-style-type: none"> <li>a) <i>Women's security;</i></li> <li>b) <i>Clear institutional framework to promote and support women empowerment.</i></li> <li>c) <i>Integration of women in all existing sector strategies;</i></li> <li>d) <i>A monitoring and evaluation tool at the disposal of stakeholders;</i></li> </ul>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

<i>Women's work in the household and informal sector</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy / Regulatory</i>
2	<i>Background to Planned action</i>	<i>Women development and empowerment measures can be applied to those who work in households and the informal sector.</i>
3	<i>Description of Planned Action</i>	<i>To define measures for the protection of women working in households and the informal sector.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>Protecting and caring for women working in households.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<p><i>Women's work in the household and informal sector</i></p> <ul style="list-style-type: none"> <li><i>i. Using ICT tools to have a database of working women in the informal sector;</i></li> <li><i>ii. Encouraging the use of and applying the flexitime and work-from-home systems to give women the option of combining and balancing their careers and other family roles;</i></li> <li><i>iii. Having a tracking system for all women care and domestic workers;</i></li> </ul>
6	<i>Planned Action Implementation Prerequisites</i>	<ul style="list-style-type: none"> <li><i>a) Proper management and implementation framework;</i></li> <li><i>b) The right ICT Infrastructure;</i></li> <li><i>c) Clear identified sources of funding;</i></li> </ul>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q4 of Year One 2021</i>
8	<i>Planned Action Deliverables</i>	
9	<i>Time Bound Measurable Targets</i>	<p><i>Empowered women working in household ;</i>  <i>Adequate funding allocated for YWDE Strategy-2024;</i>  <i>Efficient Governance framework;</i></p>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<ul style="list-style-type: none"> <li><i>a) Enhanced and increased access to justice by women;</i></li> <li><i>b) An environment for the promotion and protection of women;</i></li> <li><i>c) Support social enterprises by building capacities of women to help communities, solve social problems, increase employment, reduce poverty and give back dividends to the community;</i></li> <li><i>d) An opportunity for both the private and public sectors to encourage women employment opportunities through internship and apprenticeship schemes and incentives for private and public employers to employ;</i></li> </ul>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>

13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<ul style="list-style-type: none"> <li>a) <i>Awareness;</i></li> <li>b) <i>The right legislative and regulatory framework;</i></li> <li>c) <i>Having the right ICT physical infrastructure;</i></li> <li>d) <i>Conducive environment learning the use of complex devices;</i></li> <li>e) <i>Digital literacy in rural institutions and communities;</i></li> <li>f) <i>Access to the ICT tools;</i></li> <li>g) <i>Partnerships;</i></li> <li>h) <i>Having the right blend of technologies;</i></li> <li>i) <i>Long-term sustainability;</i></li> </ul>
15	<i>Planned Action Implementation Risks</i>	<ul style="list-style-type: none"> <li>a) <i>Availability of funding;</i></li> <li>b) <i>Changing costs to the changing technologies;</i></li> <li>c) <i>Uncertainties regarding ability of working women to use the tools;</i></li> <li>d) <i>Delays in completion of targeted programs;</i></li> <li>e) <i>A change in Government policy or regulation;</i></li> <li>f) <i>Economic uncertainty;</i></li> </ul>
16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<ul style="list-style-type: none"> <li>a) <i>Women's security;</i></li> <li>b) <i>Women disaggregated data;</i></li> <li>c) <i>Women entrepreneurship development;</i></li> <li>d) <i>Increase in the levels of employment and poverty reduction;</i></li> <li>e) <i>Clear institutional framework to promote and support women economic empowerment;</i></li> <li>f) <i>Integration of women in all existing sector strategies;</i></li> <li>g) <i>A monitoring and evaluation tool at the disposal of stakeholders;</i></li> </ul>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

<i>Undertaking digital technology training and skills enhancement programmes;</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy</i>
2	<i>Background to Planned action</i>	<i>Women development and empowerment through digital technology training is a development necessity as the focus is on both the quality and the quantity of human resources available for development. Women empowerment for achieving gender equality is essential for the country's sustainable development especially where ICTs are to be applied and used in the measures for development and empowerment.</i>
3	<i>Description of Planned Action</i>	<i>There will be measures for the women to obtain, strengthen and maintain the capabilities to set and achieve their own development objectives over time through the use of ICTs with a common vision and operating framework including legislations, policy reviews and or regulations.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>The need to empower women by them undertaking digital technology training and skills enhancement is connected to an increment of their standard of living. Women empowerment in any development is imperative not only for national development but also for personal development of an individual.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<i>Undertaking digital technology training and skills enhancement programmes;</i>  <i>i. Expand digital technology programs for women and integrate it into vocational training and capacity-building programs;</i> <i>ii. Provide different types of basic skills technical education that reflect the needs of Gambian women;</i> <i>iii. Provide ICT training opportunities and developing the skills of women with lower levels of education to qualify them for work;</i>
6	<i>Planned Action Implementation Prerequisites</i>	<i>a) Clear commitment to vision;</i> <i>b) Universal basic education;</i> <i>c) Qualified women personnel</i> <i>d) Proper management and implementation framework;</i> <i>e) Infrastructure for capacity building;</i> <i>f) Clear identified sources of funding for the trainings;</i>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q1 of Year Two 2022</i>
8	<i>Planned Action Deliverables</i>	<i>a) Skilled women in the use of ICTs;</i> <i>b) Certitude and commitment by all stakeholders in having skilled women in ICTs adoption and use;</i>
9	<i>Time Bound Measurable</i>	<i>Empowered women with digital skills;</i>

	<i>Targets</i>	<i>Adequate funding allocated for YWDE Strategy-2024; Efficient Governance framework;</i>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<u><i>Planned Action Outputs</i></u>  <ul style="list-style-type: none"> <li>a) <i>Full participation of more women in political institutions and processes;</i></li> <li>b) <i>The national and local plans and budgets become more gender responsive;</i></li> <li>c) <i>Elimination of skills mismatch through greater coordination among businesses, policy makers and education and vocational training bodies;</i></li> <li>d) <i>Support social enterprises by building capacities of women to help communities, solve social problems, increase employment, reduce poverty and give back dividends to the community;</i></li> <li>e) <i>The influence on the public employment schemes targeting women;</i></li> <li>f) <i>Increasing employability of women through skills and capacity development measures;</i></li> <li>g) <i>Support the development and implementation of institutional and policy frameworks conducive to women development and empowerment;</i></li> <li>h) <i>Promote investment in sectors with the potential for growth and women empowerment;</i></li> </ul>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<ul style="list-style-type: none"> <li>a) <i>Awareness;</i></li> <li>b) <i>Having the right ICT physical infrastructure;</i></li> <li>c) <i>Conducive environment learning the use of complex devices;</i></li> <li>d) <i>Digital literacy in rural institutions and communities;</i></li> <li>e) <i>Access to the ICT tools;</i></li> <li>f) <i>Partnerships;</i></li> <li>g) <i>Having the right blend of technologies;</i></li> <li>h) <i>Long-term sustainability;</i></li> </ul>
15	<i>Planned Action Implementation Risks</i>	<ul style="list-style-type: none"> <li>a) <i>Availability of funding;</i></li> <li>b) <i>Changing costs to the changing technologies;</i></li> <li>c) <i>Uncertainties regarding ability of institutions to execute</i></li> </ul>

		<ul style="list-style-type: none"> <li>d) <i>Delays in completion of targeted training or learning programs;</i></li> <li>e) <i>Loss of key personnel;</i></li> <li>f) <i>A change in Government policy or regulation;</i></li> <li>g) <i>Economic uncertainty;</i></li> </ul>
16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<ul style="list-style-type: none"> <li>a) <i>Increased women participation in decisionmaking;</i></li> <li>b) <i>Growth in the number of women enterprises;</i></li> <li>c) <i>Improvement in levels of business skills available among women;</i></li> <li>d) <i>Clear institutional framework to promote and support women economic empowerment.</i></li> <li>e) <i>Integration of women in all existing sector strategies;</i></li> <li>f) <i>Increased number of women involved in ICT service delivery;</i></li> <li>g) <i>A monitoring and evaluation tool at the disposal of stakeholders;</i></li> </ul>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

<i>Promote women's engagement in the agricultural sector through ICTs;</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy</i>
2	<i>Background to Planned action</i>	<i>For reasons of its impacts, the use of ICTs for better performance of the agriculture sector is important. Women development and empowerment through ICTs and in relation to agriculture is also a development necessity.</i>
3	<i>Description of Planned Action</i>	<i>To put in place measure for promoting women's engagement in the agricultural sector through ICTs.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>To elevate the financial standing and the standard of living of women.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<p><i>Promote women's engagement in the agricultural sector through ICTs;</i></p> <ul style="list-style-type: none"> <li><i>i. Develop e-Agriculture training programs for women who work in the agricultural sector to improve productivity and provide them with new market opportunities;</i></li> <li><i>ii. Adopting applications to facilitate women's employment in the various value chains of agricultural production;</i></li> <li><i>iii. Using ICT tools for facilitating the sources of funding for working women in the agricultural sector;</i></li> <li><i>iv. Considering platforms for the use of applications to facilitate the different types of farming, experience sharing, production and marketing;</i></li> </ul>
6	<i>Planned Action Implementation Prerequisites</i>	<ul style="list-style-type: none"> <li><i>a) Clear commitment to vision;</i></li> <li><i>b) Proper management and implementation framework;</i></li> <li><i>c) The right IT Infrastructure;</i></li> <li><i>d) Clear identified sources of funding;</i></li> </ul>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q2 of Year One 2022</i>
8	<i>Planned Action Deliverables</i>	<i>Empowered women in agricultural productivity;</i>
9	<i>Time Bound Measurable Targets</i>	<i>Empowered youth and women; Adequate funding allocated for YWDE Strategy-2024; Efficient Governance framework;</i>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<ul style="list-style-type: none"> <li><i>a) Support Women's access to finance, markets and other resources for women to increase their productive capacities and competitiveness in agriculture;</i></li> <li><i>b) Promote investment in sectors with the potential</i></li> </ul>

		<i>for growth and women empowerment;</i>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<ul style="list-style-type: none"> <li>a) <i>Awareness;</i></li> <li>b) <i>The right legislative framework;</i></li> <li>c) <i>Having the right ICT physical infrastructure;</i></li> <li>d) <i>Adequate relevant local content for agriculture;</i></li> <li>e) <i>Conducive environment learning the use of complex devices;</i></li> <li>f) <i>Digital literacy in rural institutions and communities;</i></li> <li>g) <i>Access to the ICT tools;</i></li> <li>h) <i>Partnerships;</i></li> <li>i) <i>Having the right blend of technologies;</i></li> <li>j) <i>Long-term sustainability;</i></li> </ul>
15	<i>Planned Action Implementation Risks</i>	<ul style="list-style-type: none"> <li>a) <i>Availability of funding;</i></li> <li>b) <i>Changing costs to the changing technologies;</i></li> <li>c) <i>Uncertainties regarding ability of organisations to execute</i></li> <li>d) <i>Delays in completion of targeted programs;</i></li> <li>e) <i>Loss of key personnel;</i></li> <li>f) <i>A change in Government policy or regulation;</i></li> <li>g) <i>Economic uncertainty;</i></li> </ul>
16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<ul style="list-style-type: none"> <li>a) <i>More women in efficient agriculture;</i></li> <li>b) <i>Improvement in levels of agriculture business skills available among women;</i></li> <li>c) <i>Increase in the levels of employment and poverty reduction;</i></li> <li>d) <i>Clear institutional framework to promote and support women economic empowerment;</i></li> <li>e) <i>Increased number of women involved in ICT service delivery;</i></li> <li>f) <i>A monitoring and evaluation tool at the disposal of stakeholders;</i></li> </ul>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

Goal 3 – ICT for Women’s Social Empowerment

<i>Enhance women’s access to justice services</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Legal</i>
2	<i>Background to Planned action</i>	<i>A clear and effective legislative framework can facilitate women development and empowerment.</i>
3	<i>Description of Planned Action</i>	<i>To carry out review works for ensuring the efficient use of ICTs by women in the name of development and empowerment.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>Enhancing access to justice by women.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<p><i>Enhance women’s access to justice services</i></p> <ul style="list-style-type: none"> <li><i>i. Creating an online network of legal aid offices to support women’s access to justice, particularly the poorest of the poor, through raising their awareness and supporting them to gain their rights by virtue of law;</i></li> <li><i>ii. e-Justice application on the benefits and protection accorded to women by the law;</i></li> <li><i>iii. To review legislation for considering the courts’ use of data produced by virtue of e-application;</i></li> <li><i>iv. Development of an application for use by women and the Women Bureau in relation to complaints management with observance of confidentiality;</i></li> <li><i>v. Management system with preventive approaches to limit women from falling into debt;</i></li> <li><i>vi. A platform base awareness campaign raising awareness about women’s legal rights and responsibilities;</i></li> <li><i>vii. Using applications for preventing early marriages and establishing and encouraging online registration of marriages;</i></li> </ul>
6	<i>Planned Action Implementation Prerequisites</i>	<ul style="list-style-type: none"> <li><i>a) Clear commitment to vision;</i></li> <li><i>b) Proper management and implementation framework;</i></li> <li><i>c) Infrastructure for access to ICTs;</i></li> <li><i>d) Clear identified sources of funding;</i></li> </ul>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q2 of Year One 2021</i>
8	<i>Planned Action Deliverables</i>	<i>Empowered and legally protected women;</i>
9	<i>Time Bound Measurable Targets</i>	<i>Empowered women; Adequate funding allocated for YWDE Strategy-2024; Efficient Governance framework;</i>
10	<i>Implementing</i>	<i>MOICI, MOYS and MOWA</i>

	<i>Agency</i>	
11	<i>Planned Action Outputs</i>	<ul style="list-style-type: none"> <li>a) <i>Enhanced and increased access to justice by women;</i></li> <li>b) <i>An environment for the promotion and protection of women;</i></li> </ul>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<ul style="list-style-type: none"> <li>a) <i>Awareness;</i></li> <li>b) <i>The right legislative and regulatory framework;</i></li> <li>c) <i>Having the right ICT physical infrastructure;</i></li> <li>d) <i>Adequate relevant local content;</i></li> <li>e) <i>Conducive environment learning the use of complex devices;</i></li> <li>f) <i>Digital literacy in rural institutions and communities;</i></li> <li>g) <i>Access to the ICT tools;</i></li> <li>h) <i>Partnerships;</i></li> <li>i) <i>Having the right blend of technologies;</i></li> <li>j) <i>Long-term sustainability;</i></li> </ul>
15	<i>Planned Action Implementation Risks</i>	<ul style="list-style-type: none"> <li>a) <i>Availability of funding;</i></li> <li>b) <i>Changing costs to the changing technologies;</i></li> <li>c) <i>Uncertainties regarding ability of institutions to execute;</i></li> <li>d) <i>A change in Government policy or regulation;</i></li> </ul>
16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<ul style="list-style-type: none"> <li>a) <i>Women's security;</i></li> <li>b) <i>Clear institutional framework to promote and support women empowerment.</i></li> <li>c) <i>Integration of women in all existing sector strategies;</i></li> <li>d) <i>Increased number of women involved in ICT service delivery;</i></li> <li>e) <i>A monitoring and evaluation tool at the disposal of stakeholders;</i></li> </ul>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

<i>ICTs in managing environmental risks and climate change</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy</i>
2	<i>Background to Planned action</i>	<i>ICTs are now being used in managing environmental risks and climate change. This is fundamental for women development and empowerment.</i>
3	<i>Description of Planned Action</i>	<i>To identify ICT tools for use by women in the management of environment and climate related risks.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>The need to empower women with ICT tools is to take advantage of the current tools in managing environment or climate related risks.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<p><i>ICTs in managing environmental risks and climate change</i></p> <ul style="list-style-type: none"> <li><i>i. A tool for raising awareness among women, particularly those working in agriculture, of the necessary measures to cope with floods and other outcomes resulting from climate change;</i></li> <li><i>ii. Provide appropriate and innovative technology and funding to women to allow them to engage in environmentally friendly industries such as waste recycling, organic agriculture, and biofuel and alternative energy production;</i></li> </ul>
6	<i>Planned Action Implementation Prerequisites</i>	<ul style="list-style-type: none"> <li><i>a) Clear commitment to vision;</i></li> <li><i>b) Universal basic education with the right digital skills;</i></li> <li><i>c) Qualified women personnel</i></li> <li><i>d) Proper management and implementation framework;</i></li> <li><i>e) Infrastructure for capacity building;</i></li> <li><i>f) Clear identified sources of funding;</i></li> </ul>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q3 of Year One 2021</i>
8	<i>Planned Action Deliverables</i>	
9	<i>Time Bound Measurable Targets</i>	<p><i>Empowered women;</i></p> <p><i>Adequate funding allocated for YWDE Strategy-2024;</i></p> <p><i>Efficient Governance framework;</i></p>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<ul style="list-style-type: none"> <li><i>a) Support Women's access to finance, markets and other resources for women to increase their productive capacities and competitiveness;</i></li> <li><i>b) Increasing employability of women through skills and capacity development measures;</i></li> </ul>

		<p>c) <i>Support the development and implementation of institutional and policy frameworks conducive to women development and empowerment;</i></p> <p>d) <i>Promote investment in sectors with the potential for growth and women empowerment;</i></p>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<p>a) <i>Awareness;</i></p> <p>b) <i>Having the right ICT physical infrastructure for access by women;</i></p> <p>c) <i>Adequate relevant local content;</i></p> <p>d) <i>Conducive environment learning the use of complex devices;</i></p> <p>e) <i>Digital literacy in rural institutions and communities;</i></p> <p>f) <i>Access to the ICT tools;</i></p> <p>g) <i>Partnerships;</i></p> <p>h) <i>Having the right blend of technologies;</i></p> <p>i) <i>Long-term sustainability;</i></p>
15	<i>Planned Action Implementation Risks</i>	<p>a) <i>Availability of funding;</i></p> <p>b) <i>Changing costs to the changing technologies;</i></p> <p>c) <i>Uncertainties regarding ability of institutions to execute</i></p> <p>d) <i>Delays in completion of targeted programs;</i></p> <p>e) <i>Loss of key personnel;</i></p> <p>f) <i>A change in Government policy or regulation;</i></p>
16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<p>a) <i>Women's security;</i></p> <p>b) <i>Women disaggregated data</i></p> <p>c) <i>Increased women participation in using ICTs for agriculture;</i></p> <p>d) <i>Growth in the number of women enterprises;</i></p> <p>e) <i>Women entrepreneurship development;</i></p> <p>f) <i>Increase in the levels of employment and poverty reduction;</i></p> <p>g) <i>Integration of women in all existing sector strategies;</i></p> <p>h) <i>Increased number of women involved in ICT service delivery;</i></p> <p>i) <i>A monitoring and evaluation tool at the disposal of stakeholders;</i></p>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

<i>Special ICT enhanced services for women with special needs</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy</i>
2	<i>Background to Planned action</i>	<i>One of the targets of the SDGs is to ensure that no one is left behind in the access to and use of ICTs. Special ICT enhanced services for women with special needs are to be developed.</i>
3	<i>Description of Planned Action</i>	<i>There will be the making of or the identification of programmes and applications for women with special needs.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>No segment of the society shall be left behind in ICTs utilisation</i>
5	<i>Planned Action Specific Goals/Objective</i>	<p><i>Special ICT enhanced services for women with special needs</i></p> <ul style="list-style-type: none"> <li><i>i. Using programmes and applications for providing training and rehabilitation services for women with special needs, and ensure equal opportunities from the early childhood and education phases, through employment, societal integration and participation, to the marriage and family-formation phase;</i></li> <li><i>ii. An IT mapping of the compliance level of government and private sector institutions with the appropriate infrastructures that account for the needs and conditions of special needs mothers;</i></li> <li><i>iii. Ensuring that the cadre of qualified medical and psychiatric staff to deal with the problems of women with special needs are IT qualified for putting through such women on designed applications;</i></li> </ul>
6	<i>Planned Action Implementation Prerequisites</i>	<ul style="list-style-type: none"> <li><i>a) Clear commitment to vision;</i></li> <li><i>b) Qualified women personnel</i></li> <li><i>c) Proper management and implementation framework;</i></li> <li><i>d) The required infrastructure and capacity;</i></li> <li><i>e) Clear identified sources of funding;</i></li> </ul>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q4 of Year Two 2022</i>
8	<i>Planned Action Deliverables</i>	<i>ICT enabled women with special needs;</i>
9	<i>Time Bound Measurable Targets</i>	<i>Empowered women with special needs; Adequate funding allocated for YWDE Strategy-2024; Efficient Governance framework;</i>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>

11	<i>Planned Action Outputs</i>	<ul style="list-style-type: none"> <li>a) <i>Full participation of more women in political institutions and processes;</i></li> <li>b) <i>The national and local plans and budgets become more gender responsive;</i></li> <li>c) <i>A better-quality data and statistics for promoting and track progress of gender equality and women's empowerment;</i></li> <li>d) <i>Elimination of skills mismatch through greater coordination among businesses, policy makers and education and vocational training bodies;</i></li> <li>e) <i>Enhanced and increased access to justice by women;</i></li> <li>f) <i>An environment for the promotion and protection of women;</i></li> <li>g) <i>An increased number of women that secured access to productive resources and are engaged in sustainable agriculture;</i></li> <li>h) <i>Support the development and implementation of institutional and policy frameworks conducive to women development and empowerment;</i></li> </ul>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<ul style="list-style-type: none"> <li>a) <i>Awareness;</i></li> <li>b) <i>Having the right ICT physical infrastructure;</i></li> <li>c) <i>Adequate relevant local content;</i></li> <li>d) <i>Conducive environment learning the use of complex devices;</i></li> <li>e) <i>Digital literacy in rural institutions and communities;</i></li> <li>f) <i>Access to the ICT tools;</i></li> <li>g) <i>Partnerships;</i></li> <li>h) <i>Long-term sustainability;</i></li> </ul>
15	<i>Planned Action Implementation Risks</i>	<ul style="list-style-type: none"> <li>a) <i>Availability of funding;</i></li> <li>b) <i>Changing costs to the changing technologies;</i></li> <li>c) <i>Uncertainties regarding ability of institutions to execute the objectives;</i></li> <li>d) <i>Delays in completion of targeted programs;</i></li> <li>e) <i>Loss of key personnel;</i></li> <li>f) <i>A change in Government policy or regulation;</i></li> </ul>

16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<ul style="list-style-type: none"> <li>a) <i>Women's security;</i></li> <li>b) <i>Improvement in levels of business skills available among women;</i></li> <li>c) <i>Women entrepreneurship development;</i></li> <li>d) <i>Increase in the levels of employment and poverty reduction;</i></li> <li>e) <i>Clear institutional framework to promote and support women economic empowerment.</i></li> <li>f) <i>Integration of women in all existing sector strategies;</i></li> <li>g) <i>Increased number of women involved in ICT service delivery;</i></li> <li>h) <i>A monitoring and evaluation tool at the disposal of stakeholders;</i></li> </ul>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

<i>Using ICTs to enhance services for mothers of children with special needs;</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy</i>
2	<i>Background to Planned action</i>	<i>One of the targets of the SDGs is to ensure that no one is left behind in the access to and use of ICTs. Special ICT enhanced services for women with special needs are to be developed.</i>
3	<i>Description of Planned Action</i>	<i>There will be the making of or the identification of programmes and applications for women with special needs.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>No segment of the society shall be left behind in ICTs utilisation</i>
5	<i>Planned Action Specific Goals/Objective</i>	<p><i>Using ICTs to enhance services for mothers of children with special needs</i></p> <ul style="list-style-type: none"> <li><i>i. Offer smart care services for children with special needs, including preventive healthcare services and treatment, as well as day care services for the children of working mothers;</i></li> <li><i>ii. Expand rehabilitation and physiotherapy centers in all areas in order to facilitate access for mothers of children with special needs;</i></li> <li><i>iii. Raise the awareness of mothers, through various media channels and health centers, about the early detection of disabilities and dealing with its different forms;</i></li> </ul>
6	<i>Planned Action Implementation Prerequisites</i>	<ul style="list-style-type: none"> <li><i>a) Clear commitment to vision;</i></li> <li><i>b) Qualified women personnel</i></li> <li><i>c) Proper management and implementation framework;</i></li> <li><i>d) The required infrastructure and capacity;</i></li> <li><i>e) Clear identified sources of funding;</i></li> </ul>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q3 of Year One 2021</i>
8	<i>Planned Action Deliverables</i>	<i>ICT enabled mothers of children with special needs;</i>
9	<i>Time Bound Measurable Targets</i>	<p><i>Empowerment of mothers of children with special needs;</i></p> <p><i>Adequate funding allocated for YWDE Strategy-2024;</i></p> <p><i>Efficient Governance framework;</i></p>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<ul style="list-style-type: none"> <li><i>a) Full participation of women of children with special needs in political institutions and processes;</i></li> <li><i>b) The national and local plans and budgets</i></li> </ul>

		<p>become more responsive to the needs of children with special needs;</p> <p>c) A better-quality data and statistics for promoting and track progress of gender equality and women's empowerment;</p> <p>d) Elimination of skills mismatch through greater coordination among businesses, policy makers and education and vocational training bodies;</p> <p>e) Enhanced and increased access to justice by women;</p> <p>f) An environment for the promotion and protection of women;</p> <p>g) An increased number of women that secured access to productive resources and are engaged in sustainable agriculture;</p> <p>h) Support the development and implementation of institutional and policy frameworks conducive to women development and empowerment;</p>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<p>a) Awareness;</p> <p>b) Having the right ICT physical infrastructure;</p> <p>c) Adequate relevant local content;</p> <p>d) Conducive environment learning the use of complex devices;</p> <p>e) Digital literacy in rural institutions and communities;</p> <p>f) Access to the ICT tools;</p> <p>g) Partnerships;</p> <p>h) Long-term sustainability;</p>
15	<i>Planned Action Implementation Risks</i>	<p>a) Availability of funding;</p> <p>b) Changing costs to the changing technologies;</p> <p>c) Uncertainties regarding ability of institutions to execute the objectives;</p> <p>d) Delays in completion of targeted programs;</p> <p>e) Loss of key personnel;</p> <p>f) A change in Government policy or regulation;</p>

16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<ul style="list-style-type: none"> <li>a) <i>Women's security;</i></li> <li>b) <i>Increase in the levels of employment and poverty reduction;</i></li> <li>c) <i>Clear institutional framework to promote and support women economic empowerment.</i></li> <li>d) <i>Integration of women in all existing sector strategies;</i></li> <li>e) <i>Increased number of women involved in ICT service delivery;</i></li> <li>f) <i>A monitoring and evaluation tool at the disposal of stakeholders;</i></li> </ul>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

<i>ICT Support for the talented women</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy</i>
2	<i>Background to Planned action</i>	<i>It is now recognized that talent needs to be promoted in order to bring about innovation, development and empowerment.</i>
3	<i>Description of Planned Action</i>	<i>To define parameters for supporting talented women.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>To enhance innovation on the part of women.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<p><i>ICT Support for the talented women</i></p> <ul style="list-style-type: none"> <li><i>i. Create IT women friendly centres with programs to boost and nurture the talents of outstanding women in ICTs;</i></li> <li><i>ii. Enable young women to access and use the centres, for the enhancement of their capacities, talent, political and economic participation opportunities;</i></li> </ul>
6	<i>Planned Action Implementation Prerequisites</i>	<ul style="list-style-type: none"> <li><i>a) Clear commitment to vision;</i></li> <li><i>b) Talented women personnel</i></li> <li><i>c) Proper management and implementation framework;</i></li> <li><i>d) Infrastructure for capacity building;</i></li> <li><i>e) Clear identified sources of funding;</i></li> </ul>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q4 of Year One 2021</i>
8	<i>Planned Action Deliverables</i>	<i>A pool of talented women</i>
9	<i>Time Bound Measurable Targets</i>	<p><i>Empowered talented women;</i></p> <p><i>Adequate funding allocated for YWDE Strategy-2024;</i></p> <p><i>Efficient Governance framework;</i></p>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<ul style="list-style-type: none"> <li><i>a) Full participation of more women in development initiatives and processes;</i></li> <li><i>b) Elimination of skills mismatch through greater coordination among businesses, policy makers and education and vocational training bodies;</i></li> <li><i>c) An increased in the number of women owning medium and large enterprises;</i></li> <li><i>d) An environment that is better able to prevent violence against women;</i></li> <li><i>e) An increased number of women that secured access to productive resources and are engaged in sustainable agriculture;</i></li> <li><i>f) Support social enterprises by building capacities</i></li> </ul>

		<p>of women to help communities, solve social problems, increase employment, reduce poverty and give back dividends to the community;</p> <p>g) An opportunity for both the private and public sectors to encourage women employment opportunities through internship and apprenticeship schemes and incentives for private and public employers to employ;</p> <p>h) Increasing employability of women through skills and capacity development measures;</p> <p>i) Support the development and implementation of institutional and policy frameworks conducive to women development and empowerment;</p>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<p>a) Awareness;</p> <p>b) The right legislative and regulatory framework;</p> <p>c) Having the right ICT physical infrastructure;</p> <p>d) Adequate relevant local content;</p> <p>e) Conducive environment learning the use of complex devices;</p> <p>f) Digital literacy in rural institutions and communities;</p> <p>g) Access to the ICT tools;</p> <p>h) Partnerships;</p> <p>i) Having the right blend of technologies;</p> <p>j) Long-term sustainability;</p>
15	<i>Planned Action Implementation Risks</i>	<p>a) Availability of funding;</p> <p>b) Changing costs to the changing technologies;</p> <p>c) Uncertainties regarding ability of institutions to execute this objective;</p> <p>d) Delays in completion of targeted programs;</p> <p>e) Loss of key personnel;</p> <p>f) A change in Government policy or regulation;</p> <p>g) Economic uncertainty;</p>
16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<p>a) Increased women participation in decisionmaking;</p> <p>b) Growth in the number of women enterprises;</p> <p>c) Increased number of funded women owned and managed enterprises;</p> <p>d) Improvement in levels of business skills available among women;</p> <p>e) Women entrepreneurship development;</p> <p>f) Increase in the levels of employment and</p>

		<p><i>poverty reduction;</i></p> <p><i>g) Clear institutional framework to promote and support women economic empowerment.</i></p> <p><i>h) Integration of women in all existing sector strategies;</i></p> <p><i>i) Comprehensive and customised business development support services for women owned and managed enterprises by the concerned ministries;</i></p> <p><i>j) Increased number of women involved in ICT service delivery;</i></p> <p><i>k) A monitoring and evaluation tool at the disposal of stakeholders;</i></p>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

<i>Enhance e-Health services for women</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy</i>
2	<i>Background to Planned action</i>	<i>To also develop and empower women, there is need for e-Health services.</i>
3	<i>Description of Planned Action</i>	<i>To identify a number of e-Health programs for implementation.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>Healthy women are empowered womn.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<p><i>Enhance e-Health services for women</i></p> <ul style="list-style-type: none"> <li><i>i. Provide the necessary e-healthcare applications for women including female prisoners;</i></li> <li><i>ii. Equip young women with knowledge about reproductive health issues especially those during the adolescence phase;</i></li> <li><i>iii. Developing programmes and applications for the management of women's health issues;</i></li> <li><i>iv. Expand the provision of e-health reproductive services and e-family planning methods particularly in poor and disadvantaged areas;</i></li> <li><i>v. Develop social incentive systems on an IT platform for encouraging women to resort to spacing between pregnancies for the safety of the mother and the child;</i></li> <li><i>vi. Build the capacities of health sector workers to offer quality e-care (online) services for the mother and child;</i></li> </ul>
6	<i>Planned Action Implementation Prerequisites</i>	<ul style="list-style-type: none"> <li><i>a) Clear commitment to vision;</i></li> <li><i>b) Qualified women personnel</i></li> <li><i>c) Proper management and implementation framework;</i></li> <li><i>d) The right IT Infrastructure;</i></li> <li><i>e) Clear identified sources of funding;</i></li> </ul>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q3 of Year One 2021</i>
8	<i>Planned Action Deliverables</i>	<i>Empowered women in health service delivery;</i>
9	<i>Time Bound Measurable Targets</i>	<p><i>Empowered women with e-Health applications;</i></p> <p><i>Adequate funding allocated for YWDE Strategy-2024;</i></p> <p><i>Efficient Governance framework;</i></p>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<ul style="list-style-type: none"> <li><i>a) Support the development and implementation of institutional and policy frameworks conducive to women health through e-Health applications;</i></li> </ul>

		b) <i>Promote investment in health through ICTs with the potential for growth and women empowerment;</i>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<ul style="list-style-type: none"> <li>a) <i>Awareness;</i></li> <li>b) <i>The right legislative framework;</i></li> <li>c) <i>Having the right ICT physical infrastructure;</i></li> <li>d) <i>Adequate relevant local content;</i></li> <li>e) <i>Conducive environment learning the use of complex devices;</i></li> <li>f) <i>Digital literacy in rural institutions and communities;</i></li> <li>g) <i>Access to the ICT tools;</i></li> <li>h) <i>Partnerships;</i></li> <li>i) <i>Having the right blend of technologies;</i></li> <li>j) <i>Long-term sustainability;</i></li> </ul>
15	<i>Planned Action Implementation Risks</i>	<ul style="list-style-type: none"> <li>a) <i>Availability of funding;</i></li> <li>b) <i>Changing costs to the changing technologies;</i></li> <li>c) <i>Uncertainties regarding ability of institutions to execute</i></li> <li>d) <i>Delays in completion of targeted programs;</i></li> <li>e) <i>Loss of key personnel;</i></li> <li>f) <i>A change in Government policy or regulation;</i></li> </ul>
16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<ul style="list-style-type: none"> <li>a) <i>Increased women participation in e-health;</i></li> <li>b) <i>Growth in the number of women with e-health applications;</i></li> <li>c) <i>Integration of women in all existing sector strategies;</i></li> <li>d) <i>Increased number of women involved in ICT e-health service delivery;</i></li> <li>e) <i>A monitoring and evaluation tool at the disposal of stakeholders;</i></li> </ul>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

Goal 4 – ICT for Women’s Protection

<i>Protect women and eliminate all forms of violence against them ;</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy</i>
2	<i>Background to Planned action</i>	<i>A key aspect of protection for women relate to elimination of all forms of violence against them. This is encouraged, by the use of ICTs, to develop and empower women.</i>
3	<i>Description of Planned Action</i>	<i>A number of measures are outlined to ensure the protection of women by the use of ICTS.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>Violence-free ecosystem for women.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<i>Protect women and eliminate all forms of violence against them</i>  <i>i. Organize awareness campaigns on related issues concerning violence against women, and coordinate with the media to promote the same through TV and other media outlets;</i> <i>ii. Monitoring systems to controls harassment of women in public;</i> <i>iii. An online campaign combating FGM;</i>
6	<i>Planned Action Implementation Prerequisites</i>	<i>a) Clear commitment to vision;</i> <i>b) Qualified women personnel for the campaigns;</i> <i>c) Proper management and implementation framework;</i> <i>d) Infrastructure for the campaign;</i> <i>e) Clear identified sources of funding;</i>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q1 of Year One 2021</i>
8	<i>Planned Action Deliverables</i>	<i>Protected and confidence women</i>
9	<i>Time Bound Measurable Targets</i>	<i>Empowered youth and women;</i> <i>Adequate funding allocated for YWDE Strategy-2024;</i> <i>Efficient Governance framework;</i>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<i>a) Enhanced and increased access to justice by women;</i>  <i>b) An environment for the promotion and protection of women;</i>  <i>c) Support social enterprises by building capacities of women to help communities, solve social problems, increase employment, reduce poverty and give back dividends to the community;</i>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical</i>	<i>a) Awareness;</i>

	<i>Success Factors</i>	<ul style="list-style-type: none"> <li>b) <i>The right legislative and regulatory framework;</i></li> <li>c) <i>Having the right ICT physical infrastructure;</i></li> <li>d) <i>Adequate relevant local content;</i></li> <li>e) <i>Conducive environment learning the use of complex devices;</i></li> <li>f) <i>Digital literacy in rural institutions and communities;</i></li> <li>g) <i>Access to the ICT tools;</i></li> <li>h) <i>Partnerships;</i></li> <li>i) <i>Having the right blend of technologies;</i></li> <li>j) <i>Long-term sustainability;</i></li> </ul>
15	<i>Planned Action Implementation Risks</i>	<ul style="list-style-type: none"> <li>a) <i>Availability of funding;</i></li> <li>b) <i>Uncertainties regarding ability of institutions to execute this objective;</i></li> <li>c) <i>A change in Government policy or regulation;</i></li> </ul>
16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<ul style="list-style-type: none"> <li>a) <i>Women's security;</i></li> <li>b) <i>Women disaggregated data</i></li> <li>c) <i>Increased number of women involved in ICT service delivery;</i></li> <li>d) <i>A monitoring and evaluation tool at the disposal of stakeholders for eliminating violence and harassment of women in public;</i></li> </ul>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

<i>Addressing online violence against women and girls;</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy/Regulatory</i>
2	<i>Background to Planned action</i>	<i>To enhance women development and empowerment, there need to address online violence against women and girls</i>
3	<i>Description of Planned Action</i>	<i>A number of measures are outlined to ensure the protection of women online by the use of ICTS.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>Violence-free ecosystem for women. online</i>
5	<i>Planned Action Specific Goals/Objective</i>	<p><i>Addressing online violence against women and girls</i></p> <ul style="list-style-type: none"> <li><i>i. Measures to retain user data legally;</i></li> <li><i>ii. Sensitisation measures on the prevention of cyber violence against women and children by means of public education and training;</i></li> <li><i>iii. Promoting safeguards for online safety and equality on the internet for women and girls through the development of technical solutions;</i></li> <li><i>iv. Having due diligence and duty- to-report systems through a responsible internet infrastructure and customer care practices;</i></li> <li><i>v. Review of policies, laws and regulations to enforce compliance through effective punitive consequences for perpetrators;</i></li> <li><i>vi. Having in place a cyber civil rights agenda with measures for improve offline safety and security;</i></li> </ul>
6	<i>Planned Action Implementation Prerequisites</i>	<ul style="list-style-type: none"> <li><i>a) Clear commitment to vision;</i></li> <li><i>b) Qualified women personnel for the campaigns;</i></li> <li><i>c) Proper management and implementation framework;</i></li> <li><i>d) Infrastructure for the campaign;</i></li> <li><i>e) Clear identified sources of funding;</i></li> </ul>
7	<i>Planned Action Time Frame</i>	<i>Begin by Q1 of Year One 2021</i>
8	<i>Planned Action Deliverables</i>	<i>Protected and confidence women engaged in online service delivery</i>
9	<i>Time Bound Measurable Targets</i>	<p><i>Empowered women;</i></p> <p><i>Adequate funding allocated for YWDE Strategy-2024;</i></p> <p><i>Efficient Governance framework;</i></p>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<ul style="list-style-type: none"> <li><i>d) Enhanced and increased access to justice by women;</i></li> <li><i>e) An environment for the promotion and</i></li> </ul>

		<p>protection of women;</p> <p>f) Support social enterprises by building capacities of women to help communities, solve online bullying or violence against women;</p>
12	Anticipated Beneficiaries	All stakeholders
13	Resource Mobilisation and Costing	See Below
14	Planned Action Critical Success Factors	<p>a) Awareness;</p> <p>b) The right legislative and regulatory framework:</p> <p>c) Having the right ICT physical infrastructure;</p> <p>d) Adequate relevant local content;</p> <p>e) Conducive environment learning the use of complex devices;</p> <p>f) Digital literacy in rural institutions and communities;</p> <p>g) Access to the ICT tools;</p> <p>h) Partnerships;</p> <p>i) Having the right blend of technologies;</p> <p>j) Long-term sustainability;</p>
15	Planned Action Implementation Risks	<p>a) Availability of funding;</p> <p>b) Uncertainties regarding ability of institutions to execute this objective;</p> <p>c) A change in Government policy or regulation;</p>
16	Planned Action Monitoring and Evaluation Indicators	<p>a) Women's online security;</p> <p>b) Women disaggregated data</p> <p>c) Increased number of women involved in ICT service delivery;</p> <p>d) A monitoring and evaluation tool at the disposal of stakeholders for eliminating violence and harassment of women in public;</p>
17	Planned Action Implementation monitoring and Evaluation Responsibility	Cabinet Committee

### 18.3 Risks Management and Mitigation Strategies

<i>Risks Management and Mitigation Strategies</i>		
<i>No</i>	<i>Parameter</i>	<i>Remark/Comment</i>
1	<i>Planned Action Type</i>	<i>Policy – mitigating risks</i>
2	<i>Background to Planned action</i>	<i>There are risks for the implementation of this strategy. To manage the risks, an outlined risk mitigation strategies are considered;</i>
3	<i>Description of Planned Action</i>	<i>Defining the activities to address the identified risks to this YWDE Strategy-2024.</i>
4	<i>Planned Action Implementation Rationale</i>	<i>To eliminate uncertainty and increase certitude in the YWDE Strategy-2024's implementation.</i>
5	<i>Planned Action Specific Goals/Objective</i>	<p><i>Youth Related</i></p> <p><i>Goal 1 - Support Capacity Development of Youth &amp; Youth organizations</i></p> <p><i>Goal 2 – Using ICTs for Advocacy &amp; Mainstreaming of Youth Issues in development planning</i></p> <p><i>Goal 3 – Having a thought leadership for national &amp; global policy debates and networks</i></p> <p><i>Goal 4 – Sustaining the Commitment to this Strategic Initiative</i></p> <p><i>Women Related</i></p> <p><i>Goal 1 – ICT for Women's Political Empowerment and Leadership</i></p> <p><i>Goal 2 – ICT for Women's Economic Empowerment</i></p> <p><i>Goal 3 – ICT for Women's Social Empowerment</i></p> <p><i>Goal 4 – ICT for Women's Protection</i></p>
6	<i>Planned Action Implementation Prerequisites</i>	<p><i>a) Proper management and coordination for the strategy's implementation through the special committee and the Cabinet Committee with enhanced human resources a.nd relevant legislative and regulatory changes.</i></p> <p><i>b) A clear framework for coordination, cooperation and collaboration.</i></p> <p><i>c) Diversified sources of funding for its implementation;</i></p>
7	<i>Planned Action Time Frame</i>	<i>To begin by Q1 of 2021</i>
8	<i>Planned Action Deliverables</i>	<i>Successful implementation of the Plan.</i>
9	<i>Time Bound Measurable Targets</i>	<p><i>a) A private sector that is developed, empowered and transformed;</i></p> <p><i>b) Adequate funding allocated for YWDE Strategy-2024;</i></p>

		c) <i>Efficient Governance framework;</i>
10	<i>Implementing Agency</i>	<i>MOICI, MOYS and MOWA</i>
11	<i>Planned Action Outputs</i>	<i>A developed and empowered youth and women</i>
12	<i>Anticipated Beneficiaries</i>	<i>All stakeholders</i>
13	<i>Resource Mobilisation and Costing</i>	<i>See Below</i>
14	<i>Planned Action Critical Success Factors</i>	<p>a) <i>The commitment and support from all stakeholders i.e. private sector members and Government;</i></p> <p>b) <i>Adequate awareness campaign and communication in relation to the identified activities in this YWDE Strategy-2024;</i></p> <p>c) <i>Sufficient trust on the part of the stakeholders for implementation;</i></p> <p>d) <i>Resources to sustain implementation;</i></p> <p>e) <i>Realisation of growth by both the private sector and the Government;</i></p>
15	<i>Planned Action Implementation Risks</i>	<p>a) <i>Conflicts of interest, perceived or real;</i></p> <p>b) <i>Use/misuse of public funds, resources, perceived or real;</i></p> <p>c) <i>Where there is excessive costs of any development or unprofitability felt by any stakeholder;</i></p> <p>d) <i>Failure in creating long-term value;</i></p> <p>e) <i>Change in key public, political, or staff leadership that derails implementation;</i></p>
16	<i>Planned Action Monitoring and Evaluation Indicators</i>	<p><i>Having the key risk indicators in place including;</i></p> <p>a) <i>Having in place tools and frameworks for the facilitation of youth and women development and empowerment;</i></p> <p>b) <i>Enhanced access to the required infrastructure specially finance;</i></p> <p>c) <i>A clear engagement framework of the government and the private sector for implementation</i></p>
17	<i>Planned Action Implementation monitoring and Evaluation Responsibility</i>	<i>Cabinet Committee</i>

## 18.4 Annex- Special Committee for the implementation of this Strategy

<i>Institution Members of the Special Committee</i>	
<i>Institution</i>	<i>Roles and responsibilities</i>
<i>MOICI</i>	<i>Responsible for the development of the related policies and strategic direction in relation to ICTs including the network infrastructure, applications, scarce resources, that is physical and systemic, in supporting the overall national development.</i>
<i>The Ministry of Youths and Sports (MYS)</i>	<i>Responsible for meeting policy issues and programs pertaining to youths and sports and co-operates with donor agencies for youth development programs. This includes the monitoring and assessment of the said programs</i>
<i>The Gambia National Youth Council (NYC)</i>	<ul style="list-style-type: none"> <li><i>a) Apart from coordinating, planning, programming, monitoring and evaluating all youth programmes, projects and activities,</i></li> <li><i>b) Under the Act of the National Youth Council to advise government on all youth matters in The Gambia.</i></li> </ul>
<i>The Ministry of Women's Affairs</i>	<ul style="list-style-type: none"> <li><i>a) Responsible for the overall coordination and harmonization of efforts by all stakeholders.</i></li> <li><i>b) Establish appropriate mechanism for coordinating gender mainstreaming at all levels.</i></li> <li><i>c) Lobby, advocate and mobilize resources for the implementation of the gender policy.</i></li> <li><i>d) Provide support to gender units and focal points.</i></li> </ul>
<i>Women's Bureau</i>	<ul style="list-style-type: none"> <li><i>a) Provide technical support on gender mainstreaming to ministries, institutions, organizations, local government bodies, civil society organizations and the private sector.</i></li> <li><i>b) Coordinate, monitor and evaluate the gender policy implementation process.</i></li> <li><i>c) Provide back-stopping support in critical areas.</i></li> <li><i>d) Set standards, develop guidelines, disseminate and monitor their operations.</i></li> </ul>
<i>National Women's Council</i>	<ul style="list-style-type: none"> <li><i>a) Advise the government on gender issues</i></li> <li><i>b) Oversee the implementation of the gender policy at decentralized levels.</i></li> <li><i>c) Lobby and advocate for policy reviews and enactment of laws.</i></li> <li><i>d) Sensitize and advocate on gender issues at grassroots level.</i></li> </ul>
<i>Government Ministries and Parastatals (Gender Focal Point Network)</i>	<ul style="list-style-type: none"> <li><i>a) Translate the National Gender Policy (NGP) into institutional specific policies, strategies and programs.</i></li> <li><i>b) Support the gender units and focal persons by building their capacity in gender analysis, planning and provide budget lines for their operations.</i></li> <li><i>c) Monitor, evaluate and provide disaggregate data on sector programs and their impact on gender equity.</i></li> <li><i>d) Partner with the Ministry of Women's affairs and gender and the Gender Bureau on matters of gender mainstreaming.</i></li> <li><i>e) Mobilize and allocate resources for gender</i></li> </ul>

	<i>mainstreaming.</i>
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## 18.5 Annex - Gambia Youth Empowerment Project (YEP), Narrative Progress Report, 2017

PERFORMANCE INDICATORS	Project TARGET	% ACCOMPLISHED	2017 TARGET	% ACCOMPLISHED	PERFORMANCE TRACKING			
					2017	2018	2019	2020
<b>SO: Tackle the root causes of irregular migration through increased job opportunities and income prospects for youth</b>								
% of TVET graduates that are employed	50	0	50	0	0			
% change income of youth supported directly and indirectly by YEP	25	0	20	0	0			
# of sustainable jobs created / jobs consolidated for youths directly and indirectly through business ventures (disaggregated by sex, age groups and location)	4000	0	1000	0	0			
<b>R1.1 Skills upgraded through technical and vocational training programmes</b>								
# of institutions that improved training programmes and/or operational performance	10	40%	4	200%	4			
# of youths completing a project funded technical and/or vocational training programme or apprenticeship	4000	7%	1000	26%	263			
<b>R1.2 Entrepreneurship promoted among youth through business skills training and support programmes</b>								
# of youths benefitting from entrepreneurship services and business advisory support incl. access to financial services	4000	18%	1000	73%	733			
# of female youths benefitting from entrepreneurship services and business advisory support incl. access to financial services	1000	20%	250	80%	201			
# of youths benefitting from awareness raising, skills development and training under project	100000	38%	25000	152%	38098			
<b>R2.1 Improved compliance of Gambian products to international standards and market requirements</b>								
# MSMEs sensitized on programmes on quality improvement and food safety	200	53%	50	212%	106			
# of trainers trained in quality related programmes	30	137%	7	586%	41			
# MSMEs certified in quality related programmes (2.1)	20	0	5	0	0			
<b>R2.2 Improve MSME productive capacities</b>								
# MSMEs demonstrating improved business practices (e.g. sales / production volumes etc.)	500	0%	125	0%	0			
<b>R2.3 Market linkages activated</b>								
# enterprises participating on market linkage activities	250	54%	60	227%	136			
# women owned enterprises participating on market linkage activities	100	11%	25	44	11			
<b>R2.4 Foster strategic direction and national ownership for job-centred growth</b>								
# stakeholders participating in sector development initiatives	80	202%	20	810%	162			
# strategic trade development action plans developed	3	133%	1	133%	4			
# of public-private youth platforms created / strengthened	3	133%	1	133%	4			