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SUDAN

GENDER EQUITY

GLOBAL THEMATIC REPORT
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Cover photo: two girls smile in front of Nemery primary school in South Darfur. With UNICEF support they can go to school in a safe environment.

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ACRONYMS

ALP	Alternative Learning Programme
AUHIP	African Union High-Level Implementation Panel
CLTS	Community-Led Total Sanitation
FGM/C	Female Genital Mutilation/Cutting
FOs	Field Offices
GAP	Gender Action Plan
HIV	Human Immunodeficiency Virus
HPV	Human Papillomavirus Vaccine
MHM	Menstrual Hygiene Management
MOE	Ministry of Education
MoSSD	Ministry of Security and Social Development
NCCW	National Council for Child Welfare
ODF	Open Defecation Free
PCA	Programme Cooperation Agreement
PSEA	Prevention of Sexual Exploitation and Abuse
PSS	Psychosocial Support
SSFA	Small Scale Funding Agreement
SDGs	Sustainable Development Goals
SIP	School Improvement Plan
SOPs	Standard Operating Procedures
RO	Regional Office
SCCW	State Council for Child Welfare
TOT	Training of Trainers

I. EXECUTIVE SUMMARY

The year 2018 marked an important milestone for putting children first in the Government of Sudan's development agenda, refocusing efforts towards the Sustainable Development Goals (SDG) as well as doubling efforts to reach children caught up in conflict and living in hard-to-reach areas. The Government of Sudan led key development partners and the private sector to develop a multisector framework of collective outcomes to systematically measure and accelerate progress towards the SDGs. UNICEF successfully advocated and led the process of including delivery of basic social services in the national framework within the United Nations Development Assistance Framework (UNDAF) and as a basis to subsequently advocate for increased government investment and coordination of multisector and integrated service delivery.

The country experienced continued economic hardship, often resulting in public outcry witnessed in several demonstrations late 2018. These were triggered – at least initially – by significant economic deterioration and price rises, which has also had a major humanitarian impact. The economic crisis is having a serious impact on all sectors in Sudan.

UNICEF has developed a Gender Action Plan (GAP) 2018-2021 as a roadmap for promoting gender equality at Global, Regional and Country Office levels. The GAP is implemented throughout UNICEF's focus areas and in alignment with the organization's Strategic Plan (2018-2022). UNICEF Sudan's Gender Action Plan (GAP) for the year 2018 covers programmatic and institutional results achieved in the period January to December 2018 focusing on the five-thematic targets:

- Empowerment and wellbeing for adolescent's girls
- Nutrition, pregnancy care, HIV and HPV prevention
- Girls' secondary education and skills
- Gender-based violence in emergency, child marriage and early union
- Menstrual health and hygiene management

UNICEF strongly believes that reaching gender equity for all starts by looking at our own procedures and (human) resources. Therefore, part of this report focuses on activities and results related to UNICEF Sudan's workforce, which include:

- UNICEF developed a Gender Parity and Equity Policy that promotes gender equity.
- UNICEF launched the 'pink initiative' to make the working environment more attractive to female staff.
- Gender/Prevention of Sexual Exploitation and Abuse (PSEA) advocates team were formed (consisting of five members each) at the Sudan Country office as well as Field Offices. Terms of Reference for GAP/ PSEA development is still in progress.
- In each section in each zonal office a gender focal point is identified.
- In Kassala and Khartoum UNICEF organized workshops on 'gender in humanitarian situations'. Staff were introduced to gender analysis, planning, monitoring and responses at all levels.
- Peer review teams for PCA and SFFAs were established.
- A gender capacity workshop was conducted, which increased staff's knowledge on gender concepts, analytical frameworks and responsive indicators. Above all, it familiarized staff members with the Gender Action Plan (GAP) and the Prevention of Sexual Exploitation and Abuse (PSEA).
- Training materials on gender policy were disseminated to the gender advocates and shared with staff in all UNICEF offices in Sudan.

- UNICEF Sudan improved its gender sensitive work environment. Gender-friendly work spaces with appropriate physical facilities are in place (e.g. a room where women can breastfeed their babies).

Further, UNICEF technical and financial support significantly contributed towards increasing children and women's access to nutrition services, specifically to achieving the following results:

- The Gender Parity Index in primary education improved from 0.94 in 2015 to 0.97 in 2017 (according to the Ministry of Education).
- With UNICEF support, a Child Marriage Action Plan was drafted.
- Laws criminalizing Female Genital Mutilation/Cutting (FGM/C) was endorsed in North Kordofan and Norther States.
- Integrated Psychosocial Support Services (PSS) through child-friendly education settings have benefited 131,707 children (62,945 girls and 68,762 boys).
- With UNICEF support, 18,314 girls and women had access to Menstrual Hygiene Management (MHM) services in humanitarian situations.

In 2019 UNICEF will continue to focus on gender equity, with priorities being: the empowerment and wellbeing of adolescent girls; nutrition pregnancy care, and HIV-prevention; girls' secondary education and skills; prevention and response to gender-based violence against girls and boys. Besides, UNICEF will focus on reaching gender equity at the institutional level.

II. STRATEGIC CONTEXT

On the political level, the situation in Sudan is characterized by the existence of unresolved internal conflicts and unfulfilled political reform. While the security situation relatively improved, it remained volatile. The comprehensive implementation of the African Union High-level Implementation Panel (AUHIP) roadmap remains the basis for efforts to attain sustainable peace required to end long-standing armed conflicts in the country.

The economic situation, which reached the point of 'instability and dysfunction' (according to the World Bank), gave rise to public protests in many parts of the country.¹ In September, the Sudanese Government adopted a series of austerity measures, including a major cabinet reshuffle, additional exchange rate devaluation and further restrictions on bank withdrawals. However, these measures were unable to stabilize the situation, and long queues continued at cash machines, fuel stations, and bakeries across Sudan. In December, following public demonstrations and protests, a state of emergency and school closures were imposed in several cities and towns, causing major disruption in children's access to basic services, especially in education and health care. Economic insecurity was also an important driver in government restructuring and re-organization of presidential, executive, and national state governance bodies in terms of objectives, ranking, and mandates.

Related to gender, the situation is as follows:

There is a considerable gap in recent data on children, especially girls, women and other vulnerable groups. While the Gender Parity Index in primary education improved (Ministry of Education) from 0.94 in 2015 to 0.97 in 2017, indicating that more girls were enrolled in school. However, there is still a gender gap in enrollment and completion rates.

¹ Sudan Country Office Annual Report 2018

The economic situation has also led to increased school drop-out rates as families could no longer afford the school costs or needed extra income to run the household. Negative coping strategies, including child labour and child marriage, were unfortunately still common practice among certain vulnerable groups.

The most recent available data on child marriage (2014) shows that 38 per cent of women aged 20-49 were married before their 18th birthday, while 12 per cent of women were even married before their 15th birthday. Female Genital Mutilation (FGM) remained another challenge with 86.6 per cent of women age 15-49 being subjected to the harmful practice.

With the support of the UNICEF Regional Officer for the Middle East and North Africa region, UNICEF Sudan organised three gender-themed training workshops for key sectoral/emergency staff in Khartoum and Kassala in August 2018.

III. RESULTS

EMPOWERMENT AND WELLBEING FOR ADOLESCENT GIRLS



© UNICEF Sudan/Omer. 12-year old Fatima is participating in a workshop on the prevention of Female Genital Mutilation.

More than 23,309 adolescents (51% girls) were equipped with life skills through the establishment of 800 child clubs. The life skills manual was revised with UNICEF's technical and financial support.

Implementing the UPSHIFT-programme - a social enterprise model to support marginalized and out-of-school adolescents (15 to 17 years of age) in using human-centered design methodologies - was an example of UNICEF's integrated approach to address adolescent education and child protection issues. The focus was on experiential learning and developing skills like creativity, communication, critical thinking, and

collaboration. 700 adolescents, half of them girls (400 in Red Sea and 300 in Khartoum, including refugee children), were reached through UPSHIFT.

Further, a total of 1,200 adolescents (50 per cent children on the move, 50 per cent host community children) were trained and provided with cash-based assistance. UNICEF adolescent programming was shaped through an integrated-approach with education. In 2018, 9,159 adolescents (51.8% girls) were equipped with knowledge and life skills to reduce vulnerability and protect them from violence.

With UNICEF's technical and financial support and in partnership with the State Council for Child Welfare (SCCWs) and the Ministry of Security and Social Development (MoSSD) legislative councils in North Kordofan and Northern States, adopted state laws criminalizing Female Genital Mutilation/Cutting (FGM/C). This is considered as a major achievement that will contribute to reducing the practice and protecting girls from violence.

Community dialogues and engagement continued and resulted in 1,085 communities abandoning FGM/C. In 2018, 53,570 (24,015 girls and 18,646 boys) participated in FGM/C abandonment discussions. More than 8,383 community dialogues continued in Gezira, Gadarif, Khartoum and North Kordofan states during the first quarter of 2018, scaling-up the engagement of adolescents with the establishment of 124 girls' clubs and 250 trained teachers, reaching 62,700 girls in 124 schools in Gezira.

NUTRITION, PREGNANCY CARE, AND HIV PREVENTION



© UNICEF Sudan/Omer/2019. A mother kisses her child in a hospital in West Darfur.

Gender equitable health care and learning

In close collaboration with the education sector, 90,000 school children (43,900 boys and 46,760 girls) benefitted from water and sanitation interventions. In addition, water and sanitation facilities were constructed in 58 and 47 health and nutrition centres respectively.

Gender equality in community health systems

By prioritizing the rehabilitation of water facilities, around 737,000 rural and conflict-affected people (358,000 men and 379,000 women including 368,000 children) gained access to improved water sources, representing 184 per cent of the target. UNICEF achieved substantial progress, with 226 Open Defecation Free (ODF) communities, representing 150 per cent of the target. Besides, UNICEF creatively adapted the Community-Led Total Sanitation (CLTS) approach to conflict-affected communities.

© UNICEF Sudan. WASH-facilities in Zalingi, Central Darfur State.

UNICEF's contributions to ODF-certified communities represent 84 per cent of the humanitarian WASH-sector results and 73 per cent of the sanitation results of the humanitarian WASH-sector. UNICEF's contributions in water represented 46 per cent of the humanitarian WASH-sector achievements. Lastly, hygiene promotion interventions reached nearly 3.7 million people (1.8 million men and 1.9 million women) across Sudan (319 per cent of the targeted 1.16 million people).

GIRLS' SECONDARY EDUCATION AND SKILLS



© UNICEF Sudan/Omer/2019. Adolescent girls in their school in South Darfur

Gender equality in access, retention and learning

UNICEF's technical and financial support significantly contributed towards increasing children's access to quality basic education. In 2018 a total of 192,398 previously out-of-school children (49.5% girls) from rural, nomadic, Internally Displaced Persons (IDPs), refugee and emergency-affected communities accessed formal and non-formal education with UNICEF's direct support, against an annual target of 194,816 children (half of whom were girls). This result was achieved through the establishment of adequate gender-responsive learning spaces, provision of learning supplies, school enrollment campaigns and teacher trainings. Of the total number of children, 59,392 (43% girls) previously out-of-school children were supported to enroll in Alternative Learning Programme (ALP) centers. UNICEF in partnership with UNESCO supported the Ministry of education to revise the ALP-curriculum for cycle one (grades 1 to 3) to align it with the recently revised basic education curriculum.

UNICEF constructed and rehabilitated a total of 725 temporary and semi-permanent classrooms, including teacher's offices and gender-sensitive toilets, using a multi-sectoral approach involving WASH, child protection and Communication for Development (C4D). Teaching, learning and recreational materials were provided to 195,162 emergency-affected children (52% girls). Furthermore, a total of 4,565 conflict-affected children (40% girls) were supported to take grade eight examinations in order to complete their basic education.

Learning environments were improved in 147 schools through the construction and rehabilitation of 493 classrooms and construction of 117 latrines. Availability of gender-sensitive WASH-packages in schools contributed to the retention of adolescent girls. With UNICEF support, 280 schools were assisted to develop School Improvement Plans (SIP) through the establishment of SIP-committees and training of 432 committee members (41% women). SIPs aimed to address quality learning and equity issues, and schools were provided with grants to implement their plans. Furthermore, SIP and school grants increased local ownership and empowered the community to take active part in their schools.

Gender equality in teaching and education system

UNICEF supported the capacity building of teachers by providing in-service teacher training for 11,446 primary school teachers (55% women) to enhance skills in learner-centered teaching approaches. The 2018 UNICEF target was 6,000 teachers to be trained; thus, over 190 per cent was achieved against the target and 63.6 per cent against the 2018-2021 Country Program Document (CPD) target of 18,000 teachers. The target was exceeded with additional teacher training funds received. With UNICEF support, the Ministry of Education revised the learner-centered training manual and equipped 30 Trainers of Trainers (ToT) with the revised manual.

In 2018, UNICEF continued to support inclusive education by providing materials for disabled children's education and supporting capacity building of teachers to support disabled pupils. 1,000 sign-language dictionaries for hearing-impaired children were printed, and 30 master trainers were trained on how to use the sign language dictionary in order to make teaching and learning inclusive for children with disabilities.

PREVENTION AND RESPONSE TO GENDER-BASED VIOLENCE AGAINST GIRLS AND BOYS



© UNICEF Sudan/Omer/2019. Parents and children watch a film screening on early marriage in West Darfur.

Gender-Based Violence in emergencies

UNICEF contributed to Outcome Area 4 ‘Every child is protected from violence and exploitation’ by prioritizing prevention and response of violence against children. Approximately 628,700 child victims of violence were supported by different government interventions to improve the provision of specialized child protection services for legal, social, medical and psychosocial support (PSS). In 2018, a total of 31,251 children (8,050 girls and 23,201 boys) at risk or victims of violence, abuse and exploitation benefited from preventative and responsive justice services.

With the influx of South Sudanese refugees and emergencies in different states of Sudan, 131,707 children (62,945 girls and 68,762 boys) benefited from integrated psychosocial support through child-friendly education settings.

With a focus on the needs of girls affected by emergencies, UNICEF’s supported 41 per cent of unaccompanied and separated girls from a total of 6,351 children (2,607 girls and 3,744 boys), reunifying them with their families or placing them in alternative family care system.

In 2018, the celebration of the ten-year anniversary of the 2008-2018 national strategy for FGM/C abandonment showed high political commitment, during which the Minister of Security and Social Development confirmed that girls’ rights were national government priorities and that operationalizing the Childhood Strategy and the FGM/C abandonment law were of high importance to achieving Sustainable Development Goal five (gender equality and empowerment), including the elimination of all forms of violence against all women and girls in the public and private spheres.

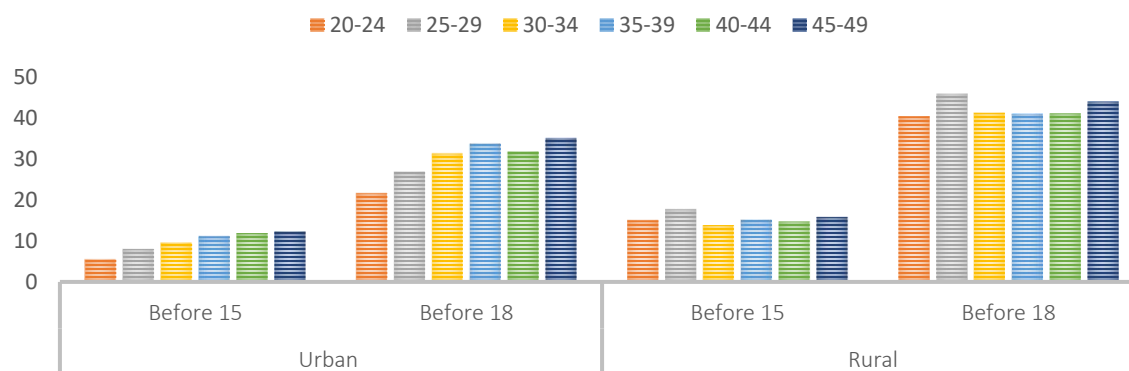
Child marriage and early unions

Marriage before 18 occurred among 38 per cent of women aged 20 to 49, while 12 per cent were married before 15 (MICS 2014). The evidence encouraged UNICEF and partners to exert efforts in reducing child marriage through community engagement in support of sustainable and positive behavioral change.

In 2018, 64,861 girls (aged 10 to 19) actively participated in UNICEF-supported interventions that addressed child marriage, resulting in empowering them and publicly addressing and questioning child marriage. With UNICEF's support, a Sudanese alliance to end child marriage was formed composed of 39 international and national NGOs, academic institutions and relevant government institutions. The alliance undertook a rigorous analysis of the causes and impact of child marriage on children, families and society.

In partnership with National Council for Child Wellbeing (NCCW), the Ministry of Security and Social Development (MOSSD), the University of Khartoum and the University of Sudan, UNICEF also finalised the analysis of the status of child marriage in Sudan, which was approved by the national task force. A compilation of judicial precedents related to child marriage showed the increased trend of judges to annul the marriage at the judicial level.

RATES OF CHILD MARRIAGE: BY AGE COHORT



Source: UNICEF MICS 2014

Comparing child marriage across different age cohorts shows that child marriage has declined steadily among urban women (MICS 2014). The data also shows that child marriage has become a rural phenomenon and more efforts are needed to address the root causes of child marriage in rural areas.

Menstrual health and hygiene management:

The WASH-programme ensured gender issues were duly incorporated across all domains, including policies and strategies, capacity building and service delivery. Gender aspects were incorporated in policy and strategic documents, such as Sustainable Development Goal six (clean water and sanitation) plans, national- and state-level Open Defecation Free (ODF) roadmaps, and the 2017-2021 WASH-sector investment plan.

UNICEF supported the development of a training programmes on mainstreaming gender in WASH and trained master trainers to support regular trainings. Gender-disaggregated data generation is part of the WASH Information Management System (IMS) and all assessments in humanitarian and developmental settings. Gender was a key consideration in the planning of WASH-facilities in communities, schools, and health centers. With UNICEF support, 18,314 girls and women had access to Menstrual Hygiene

Management services in humanitarian situations, while girls in four schools benefited from these services as well.

UNICEF capacity-building initiatives in 2018 witnessed an increase in women's participation in WASH-sectoral trainings (235 women against 207 men) and among community members (4,611 women against 4,578 men). Women and girls were playing an increasingly active role in WASH-community platforms, including as mechanics for water services maintenance.

Every child has an equitable chance in life

UNICEF's efforts focused on three key areas: 1) enhancing partnerships with key actors in social policy, 2) evidence generation on the situation of children and families especially the most vulnerable groups with data disaggregation to help measure gender equality beyond gender-parity and pursue integration of gender measures in surveys and other data collection mechanisms, and 3) capacity building for child and gender-sensitive social protection systems strengthening.

UNICEF also initiated discussions with the government regarding its support for the development of Sudan's first full Poverty Reduction Strategy Paper (PRSP) to ensure that it is child-sensitive, gender-responsive, and equity focused.

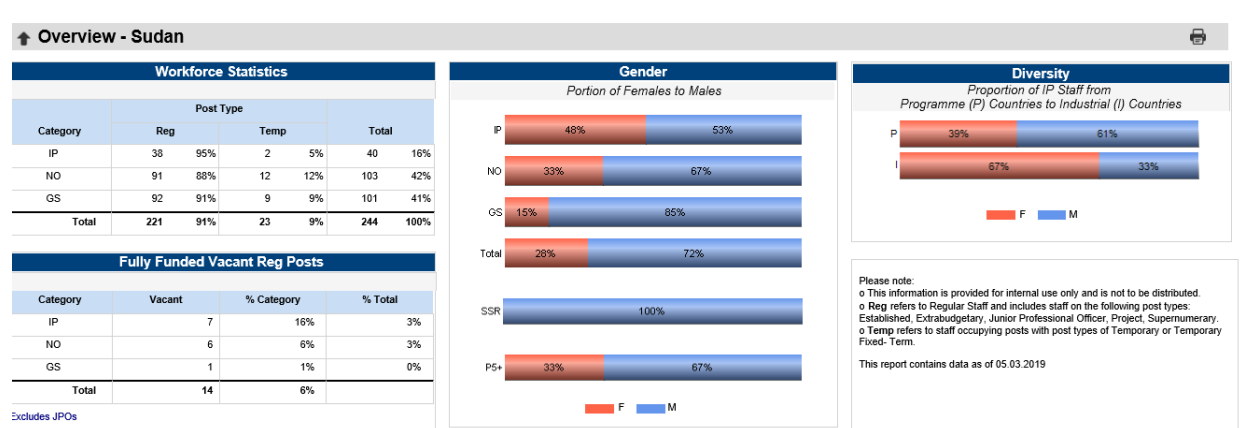
INSTITUTIONAL RESULTS

In addition to the programmatic results achieved, the following changes and improvements have been made at the institutional level.

Sudan Country Office workforce

The UNICEF Sudan Country Office structure shows inequality in terms of recruitment, specifically regarding national staff. International male staff represent 72 per cent of the workforce against 28 per cent women; National male staff represent 67 per cent male staff of the workforce against 33 per cent of women, while general service staff are 85 per cent men against 15 per cent women.

The trend from previous years show that there is a problem attracting female candidates in the National officer (NO) category, mainly in duty stations outside Khartoum. Therefore, UNICEF Sudan launched the 'Pink Initiative' to make the working environment more attractive to female staff.



Gender in emergencies workshop

The participants included 16 UNICEF staff members from each section in the UNICEF Sudan Country office (including health and nutrition, education, Water, Sanitation and Hygiene (WASH), child protection, social protection, communication and monitoring and evaluation).

The objective was to strengthen the integration of gender in humanitarian analysis, planning, monitoring and responses at all levels. Participants were trained on:

- Analysing the barriers and bottleneck that influence each of the priorities selected for support (risk analysis, preparedness, planning and response).
- Integrating gender across the preparedness and response continuum (including in the situation analysis, sector strategies, results, budgeting and reporting).
- Strengthening the implementation of activities and monitoring of results.
- Monitoring and evaluating the humanitarian mechanism.
- Systematic institutionalisation of gender and linking gender to UNICEF's development and transformative agenda.

IV. FINANCIAL ANALYSIS

V. FUTURE WORK PLAN

In 2019 UNICEF will continue to focus on gender equity, with priorities being:

- Empowerment and wellbeing for adolescent girls.
- Nutrition pregnancy care, and HIV prevention.
- Girls' secondary education and skills.
- Prevention and response to gender-based violence against girls and boys.

Besides, UNICEF will focus on reaching gender equity at the institutional level.

As per the Country Programme Action Plan 2018-2021, UNICEF's child protection programme will focus on four key child areas:

- Implementation of the *action plan on the protection of children in armed conflict*. Re-integrating children associated with armed groups and addressing grave violations through the Monitoring and Reporting Mechanism (MRM).
- Justice for children (access to child-friendly services).
- Prevent harmful practices against children, with a focus on the prevention of Female Genital Mutilation/Cutting (FGM/C) and child marriage.
- Preventing and responding to the separation of children.

Using the four main thematic areas as entry points, UNICEF will work on enablement through social policy, generating evidence and legal reform paving the way for a protective environment across the development-emergency-peace nexus and ensure proper preventive and responsive measures to children subjected or at risk of all types of violence.

In 2019, UNICEF will form its programmes around the ‘whole child’ approach and deliver an integrated package of services, specifically for children on the move. UNICEF will continue to support the Government of Sudan to fulfil its commitments to the Convention on the Right of the Child, the African Charter on the Rights and Welfare of the Children as well as commitments to other international and regional treaties including but not limited to the Convention on the Elimination of all Forms of Discrimination against Women. Following-up on the implementation of the Universal Periodic Review (UPR) of the Human Rights Council is a priority for UNICEF across the child protection programme.

UNICEF’s child protection programme will geographically target the most vulnerable women and children in Sudan, prioritising access to justice for children, addressing grave violations, and prevention of and response to separation in five states (East and Central Darfur, West and South Kordofan and Blue Nile).

UNICEF will continue to co-lead the child protection sub-sector to coordinate humanitarian child protection responses. The programme will continue to manage and convene partnerships and joint programmes promoting collaborative work among UN agencies and partners.

Building and strengthening child protection, justice and social welfare systems, continues to be a priority. The evaluations on the *justice for children system* and the *social service workforce* will shape future intervention in these two areas as per the results and recommendations of the two reports.

EXPRESSION OF THANKS

UNICEF Sudan would like to thank the Swedish Government for the crucial funds received in support of the gender equity programme in Sudan. The support is greatly appreciated by all the children, women and vulnerable communities throughout the country. The results achieved for the girls and boys in Sudan could not have been possible without your support.

UNICEF Sudan appreciates the flexibility of the funding received that enabled gender equity programming in non-emergency situations. This allows UNICEF Sudan to continue strengthening national systems that aim to provide a protective environment for all children. In Sudan.

ANNEX 1: HUMAN INTEREST STORY

Reem Mohammed Ali, the confident 12-year old advocating against Female Genital Mutilation (FGM) and child marriage

Reem Mohammed Ali is a 12-year old girl from Al Gezira state in Sudan, who unwittingly commands attention with enough confidence that fills an entire room. As we sat down together during a UNICEF Sudan field mission to Rufaa in Al Gezira, it was clear that this young lady had enough authority and self-assuredness to claim her place in society. Our conversation then, began to get even more interesting.

‘In university I want to study heart and internal medicine because I want to become a doctor. I want to’ learn to help people and education has no age limit,’ said Reem ‘No one can stop me from learning because I have the right to education, I have the right to work when I grow-up and I have rights in my country.’

Our encounter took place on the sidelines of the graduation ceremony marking the end of a workshop on FGM and child marriage in East Gezira. Saleema (which means ‘as God created her’), is led by the National Council for Child Welfare and supported by UNICEF, with aid from the UK Department for International Development. The objective is to change the negative connotations associated with girls who are not cut.

Reem, is part of the Girls Club, a programme which falls under Saleema, and is open to youngsters between the 1st and 7th grades. Girls are taught about their rights and how they can create positive change. They also engage in creative activities including drawing, writing and design.

‘I joined the Girls Club this year. The first thing I learned about was FGM and child marriage and the negative impact on us. We also learned about handicraft, and this is what I liked the most’, said Reem.

In 2018 alone, UNICEF Sudan supported the establishment of 323 Girls Clubs in Gezira state, and at least 623 teachers were trained.

Reem has one younger sister who is nine years old, and a member of the Girls Club. Reem proudly told us about how her community is now FGM-free. ‘In our community, we don’t practice FGM. And I thank God, I am Saleema,’ she said. ‘I told my mom and dad about FGM and child marriage and whenever I learn a new thing I share it with them. My mom was interested, and she came to our school to participate and to tell us about the harmful things that FGM causes.’

Through the Girls Club, Reem and her sister were also equipped with knowledge of the physical dangers of FGM and how, in many cases, it can be the root cause of diseases such as tetanus and can lead to difficult child birth. According to the state Ministry of Health, Sudan has one of the highest rates of women’s mortality during child birth; FGM is a major factor.

‘I will not cut my daughters because I believe that by then, FGM will be abandoned everywhere in Sudan’, said Reem. When it comes to child marriage, the young advocate explained that if someone in her

community wants to marry, the local religious leader will ask first about her age to ensure the woman is not a child. ‘Early marriage is a bad habit because a little girl cannot take the responsibility of a home and kids. I will tell people to stop it as much as I can’, said Reem.

Through the UNICEF-supported Saleema campaign, boys are not forgotten either. UNICEF and partners, engaged in advocacy efforts to ensure young boys are not married before the age of 18, and are included in the conversation about child marriage. They too are interested in learning how they can best protect female family and community members.

#For Every Child, Protection and Equality #Saleema



ANNEX 2: FEEDBACK FORM

UNICEF is working to improve the quality of our reports and would highly appreciate your feedback. The form is available on line at this link: [English version](#) or [French version](#).

Thank you!



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