



## **DECLARATION ON GENDER ISSUES IN THE HORN OF AFRICA**

Nazareth, Ethiopia 3<sup>rd</sup>. November 1995

### **EQUAL OPPORTUNITY AND GENDER**

#### **1. PENHA EQUAL OPPORTUNITY POLICY STATEMENT**

PENHA is an equal opportunity employer which does not discriminate on the basis of gender, racial origin, religion, disability or sexual orientation.

PENHA is aware of the fact that the Horn of Africa is a male dominated region leaving women in the margins of the marginalised. The organisation is actively committed to the promoting of women's equality through its ranks and by making all PENHA programmes gender sensitive.

PENHA realises the marginalisation of pastoral peoples by national government and advocates for policy changes at national level. PENHA is in the process of empowering pastoralist groups by creating forums for them to meet, organise themselves and channel their concerns to relevant authorities.

Pastoralists are considered as a minority group in some of the countries in the Horn where agriculture dominates. In these cases, PENHA advocates for the protection of land and grazing rights of the pastoralists.

#### **2. PENHA'S DECLARATION ON GENDER ISSUES IN THE HORN OF AFRICA**

We, participants in the Consultative Workshop on Gender Issues in the Horn of Africa, organised by the Pastoral and Environmental Network in the Horn of Africa (PENHA), coming from Eritrea, Ethiopia, Kenya, the Sudan, Somalia, Uganda as well as Denmark; attending the workshop in our individual capacities and meeting in Nazareth, Ethiopia between November 2 to 3, 1995.

- Cognizant of the fact that the region faces problems of turmoil that have its effects on pastoral and agro-pastoral women.
- Aware of the fact that women in the region in general and pastoral and agro-pastoral women are in the margins of the marginalised.

- Realising that development and intervention programmes and policies do not always match the real needs, realities and aspirations of the pastoral and agro-pastoral women.
- Noting the fact that this region has religious and cultural diversities and commonalities that should be appreciated.

Strongly and collectively recommends that PENHA undertakes the following considerations and policies.

1. Committing itself for the advancement and promotion of women's issues especially the pastoral and agro-pastoral through research and training programmes.
2. Based on the findings of the research results, lobbying policy makers of all levels and advocate for relevant issues, interventions and policies that concern pastoral and agro-pastoral women.
3. Holding of local, national and regional workshops and conferences based on findings of researches, to sensitive policy makers in general and pastoral and agro-pastoral women in particular, on gender issues.
4. Working with governmental and non-governmental structures to promote issues of gender, especially among pastoral and agro-pastoral women and to reach and empower local communities.
5. Networking with national, regional and international bodies to enhance information collection exchange, catalogue and dissemination in order to build a system of communication on gender issues for pastoral and agro-pastoral women.
6. Adopting a system that would ensure that all PENHA programmes and projects are gender sensitive.
7. Giving special attention to projects and policies regarding its researches, training and other programmes to the plight of refugee and displaced women.

***Eritrea***

Mr Debessai Teclemariam  
Eritrea Country Rep. PENHA

Tsehainesh Tekle  
Consultant/Soc. Anthropologist

***Ethiopia***

Mr Abera Tola  
Executive Officer, Hundee

Sr Alemnesh Kassaye  
Division Head of Medico-Social Services (Community Nurse)  
Ethiopian Red Cross Society

Ms Bogalech Alemu  
Head, Women's Affairs Department  
Ministry of Agriculture

Dr Dehab Belay Hagos  
Addis Ababa University, Centre for Research Training  
and Information on Women in Development

Ms Hirut Terefe  
Assistant Professor  
Head, Department Sociology and Social Administration  
Addis Ababa University

Ms Metekie George  
Head, Women's Affairs Department  
Ministry of Labour and Social Affairs

Dr Mustafa Suliman  
PENHA ENRP Director  
PENHA, Regional Office  
Addis Ababa

Ms Sadia M Ahmed  
PENHA Board Member  
PENHA, International Office  
London

Dr Taffese Mesfin  
General Manager  
Third Livestock Development Project  
Ministry of Agriculture  
Addis Ababa

Ms Tenagne Kelemu  
National Office of Population  
Addis Ababa

Mr Yacob Arsano  
Lecturer, Political Science & International Relations  
Addis Ababa University  
PENHA Research Fellow, PENHA, Regional Office

Ms Yesh H. Mariam  
Lecturer, Department of Philosophy  
Agri-Service Ethiopia

Dr Zeremariam Fre  
PENHA Executive Director

Ms Meskerem Kebede  
PENHA, Secretary  
Addis Ababa

Mr Takele Saketa  
PENHA, Accountant  
Addis Ababa

***Denmark***

Ms Birthe Lindeskov Nautrup  
Research Fellow  
Centre for Development Research

***Kenya***

Ms Alice A Ligunya  
Sector Manager (Women, Environment & Sustainable Development)  
KENGO

***Somalia***

Dr AHmed Karadawi  
Refugee Development Consultant

***Uganda***

Prof. Mwaka Victoria Miriam  
Department of Geography  
Former Head of Department Women Studies  
Makerere University