



The Supreme Council for  
Women  
Women National Committee



Republic of Yemen

# Women Development Strategy



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## **Introduction:**

The NSWDC 2006 - 2015 is a strategic vision for goals and measures required to improve women status and allow them to enjoy basic human rights and freedom to practice their developmental role and participate effectively in all life aspects. This strategy represent in its context an expansion for the previous strategy (2003 – 2005) and for the strategic issues and goals remain the same for the long time to come because it aim in conclusion also to eliminate gender gaps which is at the core of all efforts of gender mainstreaming.

When forming the technical team to update the strategy, it has been taken in consideration different methods to collect views through consultation with government bodies and NGOs concerned with women issues to achieve a collective balanced vision, reflecting the views of different social categories using statistical analysis and latest data that show the gender gap and needs in different fields.

The strategy update comes in this time to go in line with the latest development that required the integration of MGDs in 3rd Five Year Plan for Development and Poverty Reduction (3FYDPDR) which present the general development goals and poverty reduction. It captivated the reports the reports of gender thematic groups formed to prepare the 3FYDPDR in addition to considering views and objectives of development partners.

The strategy will facilitate the efforts of all concerned parties with women empowerment in gender mainstream in development in accordance to Beijing Platform of Action (BPFA) and Convention of Elimination of All Forms of Discrimination against Women (CEDAW) to ensure gender equality and women empowerment as effective instruments to implement MDGs on the national level.

The strategy update is considered in this time as necessary introduction to transfer the goals and procedures into executive programs and plans within 3FYDPDR.

Therefore, this strategy does not present MDGs as a new agenda for women development but new instrument to achieve BPFA and CEDAW holding all resources and methods to bridge gender gaps.

The WNC is keen in monitoring the implementation of NSWDC to ensure coordination and partnership with different parties concerned with implementation either government bodies or NGOs or private sector, the core partners with gender and women rights.

The WNC will ensure also that donors and development partners regional and internationally (as they were throughout the past years) supporters in



transforming strategy goals into programs and projects on ground. In this regard it is expected from the Gender Thematic Group to help in monitoring and evaluating the implementation of the public development plan and sectoral plans from gender perspective.

## **The Strategy Objectives:**

1. Provide basic education for everyone by 2015 and gender equal access to education in all education level and reduction of illiteracy among girls and women by half.
2. Expand women access throughout her life cycle to adequate and advanced health care and services with affordable cost and ensure their involvement in health sector employment.
3. Reduce poor women rate to half and enhance women dependency through economic empowerment and effective participation in economic and environmental decision-making.
4. Increase women participation, quantitatively and qualitatively, in all decision-making and power positions, upgrade the national mechanisms concerned with women issues and support NGOs capacities.
5. Facilitate women's experience of their human rights guaranteed by Shara'a, national legislations and international laws in particular CEDAW and eradicate all forms of discrimination still practiced against women.
6. Expand women participation and enhance their role in media and information technology in order to improve women status and change the unbalance image and stereotype.

## **Bases and Principles**

1. Gender equality as stipulated in Shara'a, constitution, national laws and Arab and international legislation ratified by RoY.
2. Yemen commitments related to BPFA and CEDAW to ensure women human rights and gender equality and empower women through collaboration with all partner's; government and NGOs.
3. Commitments to partnership and building coalition with all related parties NGOs, private sector, and all international and regional donors aiming to improve women status.
4. MDGS particularly the third goal "Gender Equality and Women Empowerment".
5. Goals and commitments set in national and sectoral strategies in regard to women empowerment and advancement in all areas.



6. Goals stipulated in NSWDG 2003 – 2005 still valid for the coming years.
7. Recommendations of national women conferences and other related conferences.

## **Current economic, social and political situation and gender gap:**

Yemen is still one of the least developed countries; it heavily depended on oil revenue, which is decreasing, while it has a traditional socio-economic structure. Agriculture absorbs half of labor force while it contributes with around 15% of national income and 32% of non oil exports.

The share per capita of national income is \$500 in 2004, and a survey done in 1998 showed that 41,8% of population lives under upper poverty line and 17,6% live under food poverty line.

Women represent 50% of population who are 19, 7 million capita and population growth is 3,2% and 75% of population live in rural areas. Population under 15 years represents 46% of population. Women situation witness improvement in the first 2 years of the NSWDG (2003 – 2005) in several areas reflect political commitment towards women issues and government ensure better commitment for what stipulated in national legislations and international laws of women rights.

The partnership between government, NGOs and private sector improved also and took practical forms that are more effective in implementing projects and activities for women empowerment. However, development indicators still prevail gender gaps in many areas:

## **The education sector:**

### **Girls represent the following percentage:**

- 38,7% in basic education
- 30,2% of secondary education
- 25% in universities
- 7,3% of vocational and technical education.

In accordance to labor force survey 1999 the rate of illiteracy among women (10 years old and more) is 78% in rural areas and 40% in urban areas, while among males is 33% and 15% respectively.

## **In health sector:**

The rate of health services coverage is about 80% in urban and 25% in rural areas. The rate of mothers who get health care during pregnancy is 61% in urban



areas and 27% in rural areas. The rate for mothers who get natal care during ndelivery from trained health worker is 22%, while the ones who do not get any postnatal health care is about 87%. The maternal mortality rate is 366 in every 100, 000 live birth and child mortality under five is 99 in every 1000 live birth and infant mortality is 84 in every 1000 live birth.

## **Poverty and Women's Economic empowerment level:**

The health and education indicators show clearly the social, economic, political marginalization and discrimination women face in which make them vulnerable to poverty more than men. Poverty is wide-spread according to the following indicators;

- poverty rate among rural population is 45% and among urban is 31%
- rate of people living under food poverty line is about 17,6%
- rate of people living under upper poverty line is about 41,8%

The average of household income headed by a woman is less by about the third of the income of household head by a man.

The rate of employment (according to labor force survey 1999)

- women rate of human resources is 49,9%
- women rate of inactive economic 72,1%
- women rate in labor force is 23,7%
- unemployment rate among women is 8%
- women rate among who works is 24,6%
- rate of women in paid sector is 8,2% in return of 91,8% males

## **Women participation in decision-making position is still limited:**

- in Parliament 0,33%
- in Local Council 0,6%
- in Shoura council which is formed by appointment only 2 women among 109 men
- in Supermen Committee of Election and supervision committees no woman is represented, but lately a women department was established.
- in Cabinet two woman ministers among 35 man ministers
- There is number of women who can be count by one hand fingers appointed in deputy ministers in return of more than 30men.
- There is about 11 women in general director position among 83 men.
- In judicial system only 19 female judges among 918 male judges of general attorney and 16 female judge among 1008 judge in the ministry and courts.



These indicators and others more show the gender gap in addition to lack of data on Violence against women, human rights, and environmental and media that only show the challenges need to be overcome to achieve true improvement in women status and this what NSWWDG aims to achieve through goals and procedures will be mentioned.

## **Evaluation of NSWWDG 2003-2005**

The strategy adopt package of goals to improve women status and address challenges face the participation in all fields and take advance steps to mainstream gender in development in accordance to BPFA and CEDAW.

Worthy mentioned that NSWWDG 2003 -2005 contribute to present a new vision of engendering poverty reduction strategy and other sectoral strategies.

The NSWWDG 2003 -2005 contribute effectively in coordinating national efforts and best utilization of funds targeted women poverty in rural and urban areas, in addition to collective efforts of NGOs concerned with gender because of growing needs imposed by reality.

WNC rooted its role as consultative-executive body for Supreme Council of Women Affairs (SCWA) in designing policies that meet women's needs in order to bridge gender gaps. The level of implementation is;

### **1. Implement Yemen commitments in regard to CEDAW and BPFA**

- Report on the implementation of CEDAW was submitted in 14/8/2002 in New York and another report on BPFA+10 presented at ASCWA in Beirut in 6-8 June 2004. Several awareness sessions were held on CEDAW in governorates.
- Amendments of discriminative articles of five laws (labor, personal statues, prison management, civil, registration) in addition to follow –up the amendments for other laws include discriminative provisions against women.
- Build database on gender and prepare annual reports on women status and publish a booklet on combine Shara'a and CEDAW.

### **2. Address gender perspective of poverty**

The strategy succeeded to integrate gender in education and health as main areas of concerns for related government bodies. Women is presented in the technical unit for monitoring the PRSP and establish unit for monitoring and evaluation in WNC, aim to integrate gender in sectoral plans and participate in the activities of MDGs 2015 and to ensure WNC the reflect of gender needs establish parallel groups identify clearly the gender needs and interventions and present them



to related government bodies and donors. Also the WNC was represented in the high Ministerial Committee to prepare the Public Development Plan 2006-2010 in the Technical Committee concerned with developing the sectoral plans.

### **3. Women political participation**

Technical committees were formed to study women in decision making position. Studies were done on women participation in 2003 election. Consultative meetings official and unofficial were held to ensure the best ways to get women to elected councils and decision making councils and authorities within government structure. Start a campaign for Quota as temporary measures to activate and expand women participation in decision making positions.

### **4. Support the Women national mechanism**

#### **Government Mechanisms**

##### **Supreme Council for Women Affairs**

The SCWA was restructure by the presidential decree No. 25 for 2003, headed by prime ministers and its membership consist of number of ministers and related institutions and WNC chairperson and deputy and head pf WNC branches in capital municipality and governorates, and six public female figures and head of commercial chamber. Meetings of the council are held to address challenges and constraints facing women development and coordinate efforts.

##### **Women National Committee;**

The organizational bylaw and structure of WNC was updated and submitted to cabinet for approval. It specify the members organizations in accordance to cabinet resolution No.114 for 2004 and they are the executive government bogy and number of civil society organization on terms that it should have a female manager and got an official permission and have a women agenda.

- Centers for Women Studies in Sana'a and Aden Universities
- Supreme Council for Motherhood and Childhood
- National Population Council
- National Programme for Community Development and Productive Families.

#### **B. CSO active in women development**

- Yemen Women Union
- Sisters Arab Forum for Human Rights
- Islah Social Charitable Association





- Women Economic Empowerment Association
- Child and Women Development Association (Soul)
- Challenge Association for Female Disabled
- Women Forum for Studies and Training
- Arab Organization for Human Rights
- Women Development Center for Heritage
- Women Support Center
- Family Care Association
- Women's Sectors in Political Parties

Despite the fact that these relative success which were achieved during the short period of 2000 – 2005, these issues still impose itself as strategic needs included in the update strategy for 2006 – 2010 as follows:

## **I. Strategic Issue**

Wide gender gap in all education levels and fields and high illiteracy rate among women and girls.

### **Current Situation:**

Education is granted by law for everyone, and it is compulsory in basic education. Although government pays great attention to provide education services for males and females and in rural and urban areas and spending fifth of its public budget on education, and despite that the efforts to mainstream gender in the planning process for development programs -inter alia education- had grown more in the last few years, still various of social, economic, and cultural factors stand in the face of achieving a quick and comprehensive improvement in education that meet the full human development requirements and bridge at the same time the wide existing disparities between males and females access to education and attainment school in all education levels.

Illiteracy widespread among women, it reaches 40% in urban areas and 74% in rural areas.

The outcomes of Education Survey 2003/2004 show the wide disparities between males and females in the following education levels:

### **Basic education:**

- The rate of females among total enrolled students not more than 38,7% while for males it's 61,3%.
- The rate of females among total enrolled students in first grade is 43,3%



while for males is 56,7%.

- The rate of females among total enrolled students in 9th grade is as low as 30,3% while for males is 69,7%.
- The rate of females among total labour force in basic schools is 20,4% while for males is 79,6%.
- The rate for females among total headmasters is 4,9% while for males it is 95,1%.

### **Secondary education:**

The rate of females among total enrolled students in this level is 30,2%, while for males is 69,8%.

### **General education (primary and secondary levels)**

- The rate of females in both levels is 37,6% while for males it is 62,4%.
- Rate of females of labour force in both levels is 21,5% while for males is 78,5%.
- Rate of female teachers in both levels is 6,3% while for males 78,4%.
- Rate of female headmasters in both levels is 6,3% while for males is 93,7%.
- Rate of females deputy headmasters in both levels is 17,2% while for males 82,8%.

### **Vocational and training education**

The data of Ministry of Vocational and Technical Training shows that the rate of girls enrollment in this kind of education still low 5-10%, and concentrate in general in commercial and health fields.

### **Higher education (university):**

Statistics show that girls form 25% of total enrolled students in universities. In light of above-mentioned statistics, and considering the exceptional importance for women education and training and its direct impacts on wide context of development, the trends of addressing the strategic issue can be identify in the following: -

### **I-1 Strategic Goals 2015**

- 1-1-1 Provide basic education for everyone by 2015
- 1-1-2 Gender equality in other education levels.
- 1-1-3 Reduce illiteracy among women and girls to half.



## **I-2 Interim Objectives (2006 – 2010):**

1-2-1 increase girls' enrollment in all levels of education to bridge the current gap by half.

1-2-2 Increase girls' enrollment in vocational and technical education to 20%.

1-2-3 Develop technical programme to eradicate vocational illiteracy for women with less education, and disabled women particularly rural women.

1-2-4 Expand programmes to eradicate alphabetic illiteracy among women especially rural women to reduce the current

1-2-5 Eliminate the current rate of girls drop-out in all education levels by half.

1-2-6 Update the educational curriculum to match development requirements and to facilitate girls enrollment in scientific and technology and provide women in general with necessary skills to participate effectively in the society.

1-2-7 Change the educational curriculums which contain stereotype of women or any discrimination form against them.

1-2-8 Expand in pre-school education (kinds gardens) to take 255 of children in age 5-6 years as minimum especially in rural areas and ensure gender equality.

1-2-9 Double the rate of female labour force in all profession in education sector particularly in rural areas.

1-2-10 Improve the educational institutions infrastructure especially in secondary schools to ensure their reception of equal number of students from both gender.

1-2-11 Constant on-job training for educational cadre to upgrade their professional qualifications.

1-2-12 Activate and upgrade laws and measures to fully implement the compulsorily and free of charge education with sanction for whoever disorder the law.

1-2-13 Develop programmes and mechanisms to encourage families to send their girls to schools and keep them there.

1-2-14 Allocate sufficient resources to meet the requirements of education sector reforms.

1-2-15 Increase women participation in decision-making position in education sector to achieve 15% as minimum.



## **I-3 Executive measures during the years of the 3rd FYDPDR (2006 - 2010)**

1-3-1 Expand schools construction in different governorates and consider building secondary schools for girls in areas that require special condition for girls enrollment.

1-3-2 Provide residence for female teachers in areas with low rates of girls enrollment.

1-3-3 Expand in construction of technical and vocational training institutes and centers in all governorates as required.

1-3-4 Undertake necessary activities to promote girls education as:

- Improve the educational institutions infrastructure to meet girls needs (bathrooms, walls, cafeteria...etc).
- Expand in collages and educational centers that meet labour markets requirement to promote girls enrollment.
- Increase girls opportunities for scholarships and studying abroad
- Build residence of girls from remote areas of no secondary schools, institutes and universities.
- Improve the road networks to facilitate girls mobility.
- Provide financial incentives (as books, uniforms, lunch, fees....etc).

1-3-5 Expand the construction of educational institutions to train female teachers to increase education rates.

1-3-6 Increase the occupational degree in education sector in all governorates particularly rural ones.

1-3-7 Develop and expand joint programmes between government and NGOs and donors in women training fields to eradicate the occupational illiteracy.

1-3-8 Expand adult education centers in all areas precisely rural ones and allocate essential staff and equipments to function correctly.

1-3-9 Adopt awareness programmes for parents and families about the feasibility of girls education and eradicate women illiteracy.

1-3-10 Assign specialized institutions to correct and update education curriculum to sensitize women contemporary needs.

1-3-11 Carry on studies and recommend necessary changes of educational curriculum that present a stereotype of women and gender based discrimination.

1-3-12 Undertake studies and present necessary recommendations to establish a permanent system for training for educational cadre to ensure the constant upgrade of their professional qualification.

1-3-13 Recommend and follow-up the legal and administrative measures to ensure full implementation of provisions in regard to compulsory and free education with sanction for whoever disorder the law.



- 1-3-14 Establish women studies centers in universities and research institutes
- 1-3-15 Integrate gender concepts in education curriculums of all levels.
- 1-3-16 Allocate sufficient resources to expand and develop training programmes for girls and women and included in the annual budgets of related implementing agencies.
- 1-3-17 Enhance the role of the Girl's Education Sector in the Ministry of Education.
- 1-3-18 Reflect the context of this strategy in the plans, programs and projects of related organizations.

#### **I-4 Expected Outcomes 2010:**

- 1-4-1 Bridge the prevailing gender gap for enrollments in education
- 1-4-2 Increase the girl's enrollments rate in vocational and technical training to 20%.
- 1-4-3 Reduce quarter of existing women illiteracy rate.
- 1-4-4 Increase the rate of female labour force to 40%.
- 1-4-5 Increase the rate of women participation in decision-making positions in education sector to 15% as minimum.
- 1-4-6 Expand pre-school education to take in 25% of children in age 5-6 years old in urban areas and 5% in rural areas.
- 1-4-7 Update the educational system; inter alia curriculums, school management, cadre's qualifications, in all education levels.
- 1-4-8 The community awareness is raised in regard to girl's education and negative impacts of early marriage.

#### **I-5 Concerned implementing agencies:**

- 1-5-1 Parliament
- 1-5-2 Cabinet
- 1-5-3 Ministry of Education
- 1-5-4 Ministry of Vocational and Technical Training
- 1-5-5 Ministry of Higher Education and Scientific Researches
- 1-5-6 Ministry of Legal Affairs
- 1-5-7 Ministry of Finances
- 1-5-8 Ministry of Information
- 1-5-9 Ministry of Endowment
- 1-5-10 Center of Educational Research and Development
- 1-5-11 Women National Committee
- 1-5-12 Concerned NGOs
- 1-5-13 Donors.



## II. Strategic Issue

Gender inequality in receiving health care and services and limit incentives and guarantees for women in health sector.

### Current Situation:

During the last decades, a tangible improvement in people's living standards and their health awareness and heigain. Health services also improved. All these had a positive impact of people; men and women, health qualities whereas the rate of sickness and death decreased especially among children and mothers and rate of new born and life expectancy increased. However, the health sector still witnessed a shortcomings heightened by limit of resources for public health expenses (about 4% of public budget) and still many of safe health bases are lacking with its physical, mental, and psychological dimensions for men and women equally.

However, the general existing gender inequality results in several forms of marginalizing and weaken women ability to improve their health conditions.

Constraints that hinder women effective participation in designing and implementing the development decision concentrate the outcomes in the hands of men and judge by their assessments, which mostly are influenced by bias patriotic thinking. Furthermore, the economic dependency of big number of women and experiencing poverty by most of them and playing multi-roles and functions inside and outside the house under unjust conditions and lack of active participation in decision regarding their lives especially in relation to sexual and reproductive rights, all these hinder women from enjoying adequate health conditions since they hinder their access to health facilities on gender equality bases.

Hereby, some available statistics that shows the current situation in regard to women health:

INDICATORS	2003	2015
Maternal mortality rate (in each 100,000 life birth)	366	90
Birth delivery under medical supervision	31,6%	89,5%
antenatal care level	45%	99%
Rate of use of family planning methods	23%	56%
Rate of coverage of health services	50%	99,6%
Child mortality under five (in each 1000 life birth)	99,3	33,5
Infant mortality (1000 life birth)	84,3%	29%
Rate of coverage of health services for children	45%	100%



Health sector is considered one of the attractive sectors for women employment for the social acceptance of women practice of health different functions. Therefore, placing women as effective and essential partners in providing health services is inevitable and facilitate women overcoming the obstacles they face usually while participating in other sectors.

However, women involvement and participation in health sector is still low in comparison to men. This clear from the following indicators:

- The female labor force in health sector is 28%; this percentage is divided as follows:

- Female doctors is 25%
- Nurses and Midwives is 39%
- Female technicians is 21%
- Female administrators is 17%
- Women who are in decision-making positions is still low: deputy minister and few general directors and head of hospitals.

## **II.1 Strategic goal 2015:**

2-1-1 Expand women access, throughout her life cycle, to necessary and improved health care and services with affordable costs.

2-1-2 Ensure wide involvement of women in health sector in employment and policy design.

## **II.2 Interim objectives 2006 -2010:**

2-2-1 Facilitate poor women access to free of charge medication.

2-2-2 Increase health care and services coverage for women and children

2-2-3 Reduce maternal mortality rate to 183 in each 100,000 life birth.

2-2-4 reduce infant and under five child mortality to 47,5 and 59 respectively in each 1000 life birth.

2-2-5 Increase birth deliveries under medical care to 67%.

2-2-6 Increase antenatal care 78,4%

2-2-7 Increase use of family planning methods to 43%

2-2-8 Increase rate of diseases eradication by expanding immunity and nutrition

2-2-9 Fight Aids/HIVs and malaria and other contiguous diseases.

2-2-10 Increase women health awareness especially pre and post marriage and antenatal and postnatal.

2-2-11 Improve and vary the sexual and reproductive health services and activities and provide them in all country and involve men.



2-2-12 Raise young women awareness and adolescences in particular and provide them with information on sexual and reproductive health issues and pay attention to their special needs and encourage them to good health practices including healthy nutrition and regular practice of exercises.

2-2-13 Raise awareness –especially among women- with impacts of HIV/Aids and cancers and ways of protection.

2-2-14 Remove obstacles facing women employment in health sector and protect them against discrimination in appointment and promotion and any form of violence during their employment.

2-2-15 ensure equal access for women working in health sector to on job training and education to improve the skills and qualifications.

2-2-16 activate and develop administrative regulations and measures to ensure social security and health insurance to encourage women employment in health.

2-2-17 build data base on quality and quantity of health services for women and level of their participation in health occupations and positions.

2-2-18 encourage research and document information and data related to women health and roles and professional participation and leading in health sector

2-2-19 increase women participation rate in decision making position in health sector to 20%.

2-2-20 increase financial allocations to health sector in public budget twice and allocate sufficient percentage of it for programmes targeting women.

## **II. 3 Executive measures during 3rd FYP (2006- 2010):**

2-3-1 Establish health units for women in different districts to facilitate access to public health services

2-3-2 expand in mobile unit to provide primary health services for women in remote areas and provide regular immunities.

2-3-3 incorporate awareness programmes related to sexual and reproductive health in the plans of governorates and districts.

## **2-4 Expected outcomes 2010**

2-4-1 reduce maternal mortality to 183 in every 100,000 life birth.

2-4-2 increase birth delivery rate under medical supervision to 67%.

2-4-3 increase antenatal care to 78,4%.

2-4-4 increase use of family planning methods to 43%.

2-4-5 reduce under five child mortality to 59 in every 1000 life birth.





- 2-4-6 reduce infant mortality to 47,5 in every 1000 life birth.
- 2-4-7 increase rate of women and children who get primary health care.
- 2-4-8 increase rate of women working in different health occupation.
- 2-4-9 increase rate of women in decision making positions in health sector to 20%.

## **2-5 Concerned implementing agencies:**

- 2-5-1 Ministry of public Health and Population
- 2-5-2 Ministry of Finance
- 2-5-3 Ministry of Education
- 2-5-4 Ministry of information
- 2-5-5 National Population Council
- 2-5-6 Supreme Council of Motherhood and Childhood
- 2-5-7 Women National Committee
- 2-5-8 Civil Society Organizations
- 2-5-9 Donors

## **III. Strategic Issue:**

Women poverty and their economic dependency, and limit participation in management of economic and environmental resources.

### **Current Situation:**

The government of Yemen adopted in the last decade number of development plans and programmes aimed at addressing the impacts of the structural adjustment policies. The objective is to reduce poverty, create new job opportunities...etc.

However, these programmes faced challenges that hinder achieving any progress and economic stability to stop the subsequence of poverty. So poverty continue to be a problem that impose itself especially among rural population who compose 74% of total population and where 83% of them is poor and 87% is suffering food poverty. At this point women are the ones (experiencing all forms of discrimination and economic, social, cultural, and political marginalization), who suffer more from the subsequences of poverty. Women are the ones who take the burdens of the social, economic, and environmental problems resulted from the bad conditions in rural areas. The lack of infrastructure and basic services, immigration of men and youth to cities for work or school, limited water and power resources, and desertification, all these maximize woman's



responsibilities and roles. Beside her reproductive role and childcare, she has to take care of the family socially and economically. She is the producer of food and crops that family needs, in addition to household unpaid tasks. All these double the loads on women shoulders and their poverty.

The gender inequality in division of power and economic roles and resources, based on socio-cultural and political context, forms the crucial factor in feminization of poverty and makes the rural women and households headed by women more eligible for this phenomenon. There is also a strong linkage between poverty and environmental degradation, which makes the poverty reduction an essential step towards sustainable development. Moreover, it imposes the necessity to mainstream gender in environmental strategies and policies and increase efforts to raise women awareness about environmental issues and their active involvement in protection and management of different resources.

In the globalization era and the changes that generated from it in the production means and technology and what is imposed of SAP, the Yemeni women with the majority illiterate and unskilled and economic dependency are an easy victims for the challenges and impacts of globalization rather than beneficiary of available opportunities. Woman is the most one to suffer from privatization of resources and services and cuts of public expenses, while she has less chances and capability to compete in labor market. Her work is still unpaid mostly and her income is less than the man, although legislation don't discriminate against her. Her chances are limited to own land and other production means as capital training and education and other social services and insurance and above all her limited participation in economic and political decision making.

Although gender disaggregated data is not available in many aspects related to women poverty, labour and economic contribution and gender gap in formal and informal sectors, but some of the available data from family budget survey and labour force survey of 1998 and 1999, show a lot about women's situation in these areas and here is the most important:

- the upper poverty rate reaches among rural population 45% and among urban population 30,8%.
- The rate of people who live under poverty line (food poverty) is 17,6%.
- The rate of people who live under the upper poverty line (the ones who do not get their sufficient needs of clothes, house, health, education, transport beside food) are 41,8%
- Rate of households headed by women (who fall under the lower poverty line) is about 13,8%
- The poverty gap for the total household headed by women is 13% while the



gap for the total household headed by men is 10%.

- The average income of households headed by women is less by third than the average income of households headed by a man.
- The rate of women among the economic inactive population is 72,1%
- The rate of women among labour forces is 23,7%
- The percentage of paid working women is 8,2% of total paid labour 91,2% of men
- 92,7% of working women are in the informal sector
- The percentage of unemployment is 8,2% among women and 12,5% among men.
- The unemployment percentage among young women (15-29 years old) is about 55,8% from the total unemployment among women.

This situation of women makes the policies for eradicating their poverty, providing job opportunity for them and facilitating their control and management of economic and environmental resources, crucial areas to empower women and enhance their economic, social and political independency. Hereby are the objective and measures to achieve that:

### **III.1 Strategic goal 2015:**

3-1-1 reduce percentage of poor women by half

3-1-2 enhance women independency and economic empowerment and active participation in economic and environmental decision making

### **III.2 Interim objectives 2006-2010:**

3-2-1 adopt development and economic policies that are gender sensitive and considerate for poor women and who headed households especially in rural areas and reduce 25% of their current poverty.

3-2-2 ensure judicial, legal and administrative environment to implement legislations and rules that guarantee women's rights, promotion and social security and other work benefits.

3-2-3 ensure women receive of job opportunity that double the current percentage of paid working women, working women in agriculture sector and reduce by half the unemployment percentage among women.

3-2-4 enhance women economic independency by facilitating their access to resources, market, trade, services, information and technology.

3-2-5 increase women participation to 30% in economic and developmental decision making positions.

3-2-6 improve women effective participation by 20% in environmental



decision making position and implementation of policies related to managing natural resources and protecting environment.

3-2-7 provide infrastructure services in rural areas and protection of environmental resources

3-2-8 allocate required resources to improve women situation in public programmes and plans and those target women (gender budgeting).

### **III.3 Executive measures during FYP 2006- 2010**

3-3-1 carry on legislative review that ensure women rights in work, equal payment and promotion, social security and access to different resources including land, infrastructure and participation in management and protection of environmental resources.

3-3-2 provide women with higher percentage for available job opportunity in private and public sectors according to qualification and specialization to reduce the gender gap exists in this area with annual increase by 5%.

3-3-3 review the division of senior positions on gender basis to ensure qualified women's right to get these posts and increase their participation in decision making.

3-3-4 undertake surveys on markets needs and evaluate and classify the women labour force in different fields and develop programs to build their capacities.

3-3-5 encourage the private sector to extent women training to integrate them in labour market

3-3-6 expand in establishing funds and programmes that support income generation for women and develop human capital through education, training and improvement of social services

3-3-7 support women small and medium organization through microfinance and extend them in all governorates

3-3-8 expand the finance programme targeting poor households headed by women and increase social security to those families

3-3-9 develop training and counseling for women who are interested in getting credits.

3-3-10 encourage investment in agriculture sector to secure sufficient paid employment for women in rural areas

3-3-11 encourage the establishment of social and health insurance for women

3-3-12 adopt programmes to support specific groups of women as young women who starting their professional lives, returned housewives to labour market, unemployed women, interested in changing profession

3-3-13 increase finance ceiling for credits provided to women with facilitation



to encourage women get credits

3-3-14 activate the law provision that oblige work institutions to open kids nurseries if women working for them are more than 50.

3-3-15 encourage private sector for the part-time employment for women.

3-3-16 adopt awareness programmes and media activities to change the stereotype of relations and roles of women and men in society especially in work, inheritance rights and ownership and participation in decision making

3-3-17 undertake studies of poverty phenomenon using gender approaches

3-3-18 adopt training programmes for administrative leaders in gender analysis and mainstreaming in development planning, preparation, implementation and analysis of gender budgeting

3-3-19 involve women effectively in all phases of planning, evaluation and management of economic and environmental resources

3-3-20 support programmes that assist women to own and manage agricultural lands and enhance their contribution in food security for family.

Overcome the traditional types to modern agricultural productivity that support development and achieve food security through increase in production and availability for internal and external exports.

3-3-21 take required measures to activate and expand women contribution to achieve sustainable development and protect environment and manage natural resources.

3-3-22 support activities that provide technical and financial assistance in areas of: alternatives of woods for fuel dig wells and reduce time women consume in fetching wood, dig wells and build water tanks and reduce air pollution inside houses

3-3-23 adopt awareness programmes on issues of gender mainstreaming in management of natural and environmental resources, alternatives of environmental resources to achieve sustainable development, impact of environmental degradation on women, relation between gender equity and sustainable development.

3-3-24 allocate sufficient financial resources for infrastructure projects in rural areas and environmental protection projects especially water and desertification and identify percentage for projects target women in particular and include it in the annual budget of concerned agencies

3-3-25 adopt training courses for financial personnel in central bodies and governorates in preparing, monitoring and implementing gender budgeting.



### **III.4 expected outcomes by 2010**

- 3-4-1 increase poor women living standards and their families and reduce 25% of their poverty
- 3-4-2 improve the level of infrastructure services in rural areas
- 3-4-3 double the percentage of paid working women and expand women participation in labour force in non-agriculture sector
- 3-4-4 increase women participation in economic and environmental decision making to 20%
- 3-4-5 facilitate women access to resources, markets, services and information
- 3-4-6 spread a supporting culture for women right at work, ownership participation in decision making and management of natural and environmental resources
- 3-4-7 improve the use of environmental resources
- 3-4-8 integrate gender perspective in planning and managing of economic and environmental resources
- 3-4-9 build database on women economic situation and her relation with environment
- 3-4-10 involve private sector in activities for women economic empowerment and eradication of poverty

### **III.5 Concerned implementing agencies**

- 3-5-1 Parliament
- 3-5-2 Ministry of Planning
- 3-5-3 Ministry of Finance
- 3-5-4 Ministry of Social Affairs/ Social Fund for Development
- 3-5-5 Ministry of Agriculture
- 3-5-6 Ministry of Trade and Industry
- 3-5-7 Ministry of Local Administration
- 3-5-8 Ministry of Legal Affairs
- 3-5-9 Ministry of Tourism and Environment
- 3-5-10 Local Councils
- 3-5-11 Private Sectors – Chamber of Trade and Industry
- 3-5-12 Women National Committee
- 3-5-13 Civil Society
- 3-5-14 Donors



## IV. Strategic Issue:

Poor women's representation – quantitatively and qualitatively – in all decision making positions and in elected and appointed bodies on the central and local levels.

### Current situation

Analysis for women's presence in decisions making position all governmental bodies, political parties and even private sector, we find that the percentage is low if not unnoticeable. Women represent 2,76% of total labour force in governmental executive structure, one woman is member in parliament among 300 members (0,33%) and 2 female members in Shoura Council among 109 male members (1,80%)

In local councils women are only 38 among 7000 male members (0,58%) and two woman ministers between 35 man (2,78%) and one female ambassador among 57 ambassadors and 2 women are minister plenipotentiary (in diplomatic sector) among 108 men (1,82%) 2 women are under secretary among 27 men (6,90%) and 11 women are general directors among 83 men (11,70%). In judicial sector there are 32 women judge among 1200 male judge (1,8%)

In conclusion the absence of women from decision-making position reaches 99,9% with exception of presence of one women minister or undersecretary or general director and ordinary employee here and there.

A study analysis the internal, regional, and international factors that hinder women from reaching decision making position, and here we are concern with the internal ones which are:

- cultural heritage: which deepen the view to women as minor member who can not count on and even the responsibilities and loads she take inside and outside the house do not give her credit to be a leader and decision maker
- the recent democratic experience: which had truly gave women many constitutional and legal rights but still not deepened enough in society behavior
- the dependency of women political decisions: as a result of the social attitudes that impose women attachment to man and stereotype her role as responsible for the husband and family which reduce and eliminate her interest in political issues
- political education which usually target men rather than women
- weakness of education system which didn't change peoples attitudes and view towards women
- political parties attitude which target women as voters only



In regard to political presentation of governmental bodies concerned with women issues, there are different agencies as WNC, supreme council for motherhood and childhood, women directorates in ministries and governorates

However, the challenge that faces these bodies most of the time is that their contribution is not positively received or reflected in the executive reality. For example the WNC is the sole governmental body formed for the purpose of monitoring the progress in women status however, in the last 10 years of WNC existence it became clear that the political representation of WNC is the most challenge facing WNC to undertake its tasks states by integrating women issues in mainstream development even though it comes under the supreme council of women affairs which is headed by the prime minister.

An evaluation for the implementation of women development strategy in its first year shows that the strategy's components were not incorporated in most sectoral plans and programmes despite the Prime Ministers' resolution and even resources were not allocated to support the implementation of the strategy within the public budget.

The other example is that some of the women directorates in ministries and governorates are there by name only without any institutional structure or required

resources to function adequately (staff, offices...etc) and the others ones exist but without actual participation in policy and programmes design.

#### **IV.1 Strategic goal 2015:**

4-1-1 increase women participation in decision making positions by quantity and quality

4-1-2 upgrade the representation of the governmental mechanisms concerned with women issues

4-1-3 support institutional capacities of NGOs

#### **IV.2 Interim objective 2006- 2010:**

4-2-1 apply quota system for women in different decision making position by 30%

4-2-2 expand the mandate and resources of existing national machineries to enable them to undertake their tasks

4-2-4 build women cadre who posse leadership capacity to compete in political and public life

4-2-5 enhance the partnership between the governmental and nongovernmental mechanisms.





### **IV.3 Executive measures during FYP 2006-2010:**

- 4-3-1 expand and activate dialogue with all institutions (ministries, governmental bodies, NGOs, political parties) to discuss the possibility for implementation of quota system.
- 4-3-2 develop awareness programmes on quota system in media campaigns that target different social groups
- 4-3-3 present the pioneer political experience of women from Arab countries.
- 4-3-4 build women leadership capacities through training
- 4-3-5 target women with political education in curriculum and encouraging them to participate in political and social work
- 4-3-6 undertake a survey for women in decision making position and others who have high qualification and not engaged in power and decision making to empower them to participate in leading and senior management.
- 4-3-7 build the political capacities of women through training on elections campaigns and political work in general
- 4-3-8 advocate for the establishment of women development ministry after studying the feasibility of such entity
- 4-3-9 open dialogue with all parties on the possibility to form a ministry for women development addressing the risks and opportunities
- 4-3-10 build an effective partnership between official and non- official organization concerned with women issues.
- 4-3-11 follow-up the establishment of the rest of WNC branches in governorates
- 4-3-12 allocate resources to expand and activate women's role in decision making and incorporate it in the budget of concerned bodies

### **IV.4 expected outcomes by 2010**

- 4-4-1 bridge the gender gap in the decision making positions
- 4-4-2 integrate women needs in development programmes and legislations
- 4-4-3 achieve gender equality in public and political work in accordance to Sharia and national and international legislations.

### **IV.5 Concerned implementing agencies:**

- 4-5-1 President Office
- 4-5-2 Parliament
- 4-5-3 Shoura Council
- 4-5-4 Cabinet
- 4-5-5 Ministry of Legal Affairs



- 4-5-6 Ministry of Finance
- 4-5-7 Supreme Committee for Election
- 4-5-8 Local Councils
- 4-5-9 Political Parties
- 4-5-10 Women Union
- 4-5-11 WNC
- 4-5-12 NGOs
- 4-5-13 Donors

## **V. Strategic Issue:**

Violence against women (VAW) and ensure women human rights

### **Current situation:**

Women had witnessed in the last years enhancement of their rights guaranteed by Shara'a, constitutional and legal provision.... But studies and facts still show the gap between what is in paper and practices in reality.

The percentage of women suffer from different forms of violence is still high (estimated by 50% from total percentage of women). This situation hinder the achievement of goals of equity and equality where women's civil, political, economic, and social rights are being abused and they fail to access to resources and power means that enable them to benefit from the available laws that guarantee equal rights with men. Although some progress had been achieved in the last few years in amending discriminative provisions in some of the in-force laws and promoting elimination of VAW in different activities, but still many other legal articles need amendment and more efforts to eradicate VAW and enforce of law need to take place.

### **V.1 Strategic Goal 2015:**

- 5-1-1 facilitate women actual exercise of their human rights guaranteed by shara'a, national laws and international conventions especially «Convention for Elimination of All Forms of Discrimination Against Women»
- 5-1-2 eliminate all forms of VAW

### **V.2 Interim objectives 2006 – 2015:**

- 5-2-1 abolish all discriminative articles in laws and adopt legal measures that guarantee and protect equal rights for women
- 5-2-22 ensure equal access to justice for women especially in judicial system.



5-2-3 raise awareness with causes, results and forms of VAW and effective ways to eliminate them.

5-2-4 amend educational curriculum and media discourse that involve ideas encourage directly or indirectly discriminative practices against women and incorporate human rights instead.

5-2-5 increase number of women working in judicial system and law enforcement institutions

5-2-6 raise awareness with basic rights and freedoms and legal principles among men and women.

5-2-7 establish effective and modern methods to support and protect women victims of violence.

5-2-8 allocate sufficient resources from public budget and donors funds to carry on activities to eliminate VAW

5-2-9 build data base on women's rights and VAW

### **V.3 Executive measures during FYP 2006- 2010:**

5-3-1 continue with efforts to amend discriminative articles in laws

5-3-2 adopt new legal measures to protect women equal rights and enforce them in reality

5-3-3 establish monitoring mechanisms in collaboration with civil society to measure implementation of laws.

5-3-4 develop awareness programmes for communities and schools and sensitization program on VAW and women rights

5-3-5 establish special units to deal with women in police stations

5-3-6 establish special units to deal with domestic violence cases (at least in governorates capitals)

5-3-7 establish hotlines to help violated women

5-3-8 establish shelters and emergency services for women victims of violence

5-3-9 study the educational curriculum which need amendment to change stereotype image of women

5-3-10 continuous awareness on VAW and its consequences on women as individual and on development process. It should address to judicial personnel and senior governmental officers.

5-3-11 provide programmes for legal assistance for women

5-3-12 start supportive initiatives to facilitate women enrollment in the High institute for Judiciary to ensure recruitment of female judges

5-3-13 campaigns for women rights in inheritance

5-3-14 develop procedures to protect women from



- 5-3-15 build database on women human rights and forms of VAW
- 5-3-16 support NGOs and develop partnership to take bigger role in eliminating VAW and provide legal assistance to women.
- 5-3-17 implement activities targeted prostitution and all forms of exploitation of women.
- 5-3-18 adopt initiatives to protect child girl from any form of violence (FGMdeprivation from education- early marriage- deprivation from inheritance- economic and sexual exploitation).
- 5-3-19 take required measures to reform laws that discriminate against child girl.
- 5-3-20 allocate required resources to eliminate all forms of discrimination and VAW and empower women to enjoy her human rights. The allocation should be incorporated in the annual budgets of concerned parties.
- 5-3-21 enhance partnership with CSOs under and outside the umbrella of Yemeni Network for Elimination of VAW.
- 5-3-22 continuous community awareness on early marriage and call for approval of minimum age of marriage in law.
- 5-3-23 strong punishment for who commit moral crimes against children including girls.

#### **V.4 Expected outcomes 2010**

- 5-4-1 remove all discriminative articles in laws against women
- 5-4-2 endorse new legal texts that guarantee the enforcement of women rights
- 5-4-3 raise the legal awareness among men and women
- 5-4-4 increase the percentage of women in decision making positions concerned with law enforcement and justice.
- 5-4-5 establish modern instrument to protect victim women.
- 5-4-6 reduce the percentage of women victims of violence in homes and workplace.
- 5-4-7 increase the percentage of women working in police to 50% of total labor force.

#### **V.5 Concerned implementing agencies:**

- 5-5-1 Parliament
- 5-5-2 Shoura Council
- 5-5-3 Cabinet
- 5-5-4 Ministry of Human Rights



- 5-5-5 Ministry of Legal Affairs
- 5-5-6 Ministry of Interior
- 5-5-7 Ministry of Justice
- 5-5-8 Ministry of Endowment and Guidance
- 5-5-9 Ministry of Education
- 5-5-10 Ministry of Finance
- 5-5-11 Ministry of Information
- 5-5-12 Ministry of Higher Education and Scientific Research
- 5-5-13 academic and research institutions
- 5-5-14 WNC
- 5-5-15 Civil Society organizations
- 5-5-16 donors

## **VI. Strategic Issue:**

The stereotype of women in media and weak mainstreaming of gender issues in media policies and programs.

### **Current Situation;**

Media is considered one of the most important social educational institutions because of its impact on identifying the cultural attitudes discussing the issues of women and media take two dimensions: the first is women presences in media institutions and their influence on the formulation of media policy, and the second is women image in media.

The media play a crucial role in presenting woman as an active member in society which depends mainly on the trends of media policy and the people who work there. Despite the increase concern in the last years to integrate women issues in development of policies and programmes but it is noticeable that the media policy prepared by ministry of information referred to women issues within the consideration of social issues which involves childhood, youth, immigrants, environment, health and agriculture development.

This reference came as the 29th objective of the general objectives of media work which are 42 objectives. The indicators of women presences in media decision making position show that their percentage is limited. There are only 2 women in undersecretary and undersecretary assistant, one general director and one manager among 36 men.

In an empirical study on work division among men and women in media institutions shows that although women exist in different specialties they are absence from occupation of some specialties related to nature of the institutions.



The study attributed that to social factors and institutional ones. The social factors reflected in the “ family refusal and discouragement “ and the lack of spouses understanding of wife work, beside that the dominated culture don not give a freedom margin of choice and stop women from working in some positions.

Moreover the education level is one of these factors. In relation to institutional factors most views state that senior positions are held by men lack of confidence in women’s capacity and that decisions are usually taken in qat session and that men are more capable to do any tasks because they have the freedom of mobility/ their mobility. Another analytical study for women image in media shows that programs and articles addressing women focus on issues related to women at house. The general impression from the existing writing reflect improper image for woman (as using her in commercial and do not address issues as illiteracy, fertility rates, and social marginalization).

## **VI. 1 Strategic goal 2015**

Expand women participation and enhance her role in media and it and communication to support women advancement and reflect balanced image.

## **VI.2 Interim objectives 2006 -2010**

6-2-1 raise the level of women participation in media sector especially on the policy design and decision making level.

6-2-2 erase the women IT illiteracy

6-2-3 change the stereotype image of women in media and address the challenges of women economic, political, social and cultural advancement and set it as priority in all visual and aural programs

6-2-4 bridge the existing gap in women benefit from the It and communication

## **VI.3 Executive measures during FYP 2006-2010**

6-3-1 ensure women presentation in decision making positions in all media sector.

6-3-2 organize training for different women groups in the area of computer and internet.

6-3-3 implement awareness programs to change the serotype image of women.

6-3-4 review the media programs with concerned institutions and highlight on materials that reflect women participation in development process and change women image in media.



- 6-3-5 organize special training for media personnel, males and females to develop their capacities in TV, radio, newspaper in addressing gender issues.
- 6-3-6 allocate resources for activities that aim to change women stereotype and expand its participation in media and IT and incorporate these allocation in the annual budgets of concerned bodies.

#### **VI.4 Expected outcomes 2010;**

- 6-4-1 sensitize media programs for women issues
- 6-4-2 highlight the different roles for women in media (leadership)
- 6-4-3 change society image of women
- 6-4-4 open chances for women and girls for education and training in sectors of it and communications
- 6-4-5 increase women presence in decision making in media institutions.

#### **VI.5 Concerned implementing agencies:**

- 6-5-1 Cabinet
- 6-5-2 Ministry of Information and its institutions
- 6-5-3 Ministry of Communication
- 6-5-4 Ministry of Technical Education and Vocational Training
- 6-5-5 Ministry of Higher Education
- 6-5-6 independent media
- 6-5-7 WNC
- 6-5-8 CSO
- 6-5-9 donors

### **Mechanisms of implementation, monitoring and evaluation of the strategy**

The preparation of the strategy undertaken with a direct and indirect involvement of concerned parties in four steps: started by sending a written request for views and suggestions on the context and trends and finished with wide discussion on the final draft in annual conference for women (8th March 2005) and the space was open to include any comments for a long period.

By endorsement of the strategy as an official committed document, all governmental bodies that are concerned with implementation required to transfer the related goals and measures to programs and projects as part of their annual plans till 2015. the overall goals and measures till 2010 should be reflected in the 3rd FYDPDR as a sum of the program and projects of concerned governmental



bodies. In regard to goals and procedures concerned with CSOs and private sector can be considered as pilot direction for gender component in their plan and can also be create different forms of partnership and coordination between CSOs and private sector and other development partners (government and donors). The most important commitment is the gender- budgeting and development of monitoring and evaluation measures and not only just integrate gender in their annual plan or FYP

## **Monitoring and Evaluation Mechanisms**

The government bodies concerned with implementation should adopt two parallel trends:

- The first is restricted with the monitoring and evaluation tools the governmental bodies use with condition that they take a gender analysis approaches to ensure gender based outcomes.
- The second which meets with the requirement of the WNC role as sole monitor which obliged the concerned governmental bodies to submit regular progress reports to WNC in the beginning of the following year.

The women directorates should take over these responsibilities.

Through the partnership and coordination and different correlated activities of monitoring and evaluation for what has been achieved by CSOs, the WNC can fill in the gaps in the annual report.

In the annual conference of 8th of March, the report can be presented and enriched than submitted to the Supreme Council of Women for approval.

A comprehensive evaluation can be done in 2009 for the progress achieved during the period of the 3rd FYP in parallel with activities of the preparation of the 4th FYP 2011-2015

The WNC is the permanent responsible for the follow-up of the level of implementation through field visits and consultative meetings with concerned persons.





## *Monitoring and Evaluation Mechanisms*

<i>Strategic issue</i>	<i>Strategic goal 2015</i>	<i>Interim objectives 2006 -2010</i>	<i>Measures</i>	<i>Concerned bodies with planning, implementation, and monitoring</i>
<p><b><i>1. Wide gender gap in all education levels and fields and high illiteracy rate among women and girls.</i></b></p>	<p>1-1-1 Provide basic education for everyone by 2015 1-1-2 Gender equality in other education levels. 1-1-3 Reduce illiteracy among women and girls to half.</p>	<p>1-2-1 increase girls' enrollment in all levels of education to bridge the current gap by half. 1-2-2 Increase girls' enrollment in vocational and technical education to 20%. 1-2-3 Develop technical programme to eradicate vocational illiteracy for womsssen with less education, and disabled women particularly rural women. 1-2-4 Expand programmes to eradicate alphatic illiteracy among women especially rural women to reduce the current illiteracy rate by quarter. 1-2-5 Eliminate the current rate of girls drop-out in all education levels by half. 1-2-6 Update the educational curriculum to match development requirements and to facilitate girls enrollment in scientific and</p>	<p>1-3-1 Expand schools construction in different governorates and consider building secondary schools for girls in areas that require special condition for girls enrollment. 1-3-2 Provide residence for female teachers in areas with low rates of girls enrollment. 1-3-3 Expand in construction of technical and vocational training institutes and centers in all governorates as required. 1-3-4 Undertake necessary activities to promote girls education as: - Improve the educational institutions infrastructure to meet girls needs (bathrooms, walls, cafeteria...etc). - Expand in collages and educational centers that meet labour markets requirement to promote girls enrollment.</p>	<p>1-4-1 Parliament 1-4-2 Cabinet 1-4-3 Ministry of Education 1-4-4 Ministry of Vocational and Technical Training 1-4-5 Ministry of Higher Education and Scientific Researches 1-4-6 Ministry of Legal Affairs 1-4-7 Ministry of Finances 1-4-8 Ministry of Information 1-4-9 Ministry of Endowment</p>



<i>Strategic issue</i>	<i>Strategic goal 2015</i>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
		<p>technology and provide women in general with necessary skills to participate effectively in the society.</p> <p>1-2-7 Change the educational curriculums, which contain stereotype of women or any discrimination form against them.</p> <p>1-2-8 Expand in pre-school education (kinds gardens) to take 255 of children in age 5-6 years as minimum especially in rural areas and ensure gender equality.</p> <p>1-2-9 Double the rate of female labour force in all profession in education sector particularly in rural areas.</p> <p>1-2-10 Improve the educational institutions infrastructure especially in secondary schools to ensure their reception of equal number of students from both gender.</p>	<ul style="list-style-type: none"> <li>- Increase girls opportunities for scholarships and studying abroad</li> <li>- Build residence of girls from remote areas of no secondary schools, institutes and universities.</li> <li>- Improve the road networks to facilitate girls mobility.</li> <li>- Provide financial incentives (as books, uniforms, lunch, fees...etc).</li> <li>1-3-5 Expand the construction of educational institutions to train female teachers to increase education rates.</li> <li>1-3-6 Increase the occupational degree in education sector in all governorates particularly rural ones.</li> <li>1-3-7 Develop and expand joint programmes between government and NGOs and</li> </ul>	<p>1-4-10 Center of Educational Research and Development</p> <p>1-4-11 Women National Committee</p> <p>1-4-12 Concerned NGOs</p> <p>1-4-13 Donors</p>



<i>Strategic issue</i>	<i>Strategic goal 2015</i>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
		<p>1-2-11 Constant on-job training for educational cadre to upgrade their professional qualifications.</p> <p>1-2-12 Activate and upgrade laws and measures to fully implement the compulsorily and free of charge education with sanction for whoever disorder the law.</p> <p>1-2-13 Develop programmes and mechanisms to encourage families to send their girls to schools and keep them there.</p> <p>1-2-14 Allocate sufficient resources to meet the requirements of education sector reforms.</p> <p>1-2-15 Increase women participation in decision-making position in education sector to achieve 15% as minimum.</p>	<p>donors in women training fields to eradicate the occupational illiteracy.</p> <p>1-3-8 Expand adult education centers in all areas precisely rural ones and allocate essential staff and equipments to function correctly.</p> <p>1-3-9 Adopt awareness programmes for parents and families about the feasibility of girls education and eradicate women illiteracy.</p> <p>1-3-10 Assign specialized institutions to correct and update education curriculum to sensitize women contemporary needs.</p> <p>1-3-11 Carry on studies and recommend necessary changes of educational curriculum that present a stereotype of women and gender based discrimination.</p> <p>1-3-12 Undertake studies</p>	



<i>Strategic issue</i>	<i>Strategic goal 2015</i>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
			<p>and present necessary recommendations to establish a permanent system for training for educational cadre upgrade of their professional qualification.</p> <p>1-3-13 Recommend and follow-up the legal and administrative measures to ensure full implementation of provisions in regard to compulsory and free education with sanction for whoever disorder the law.</p> <p>1-3-14 Establish women studies centers in universities and research institutes.</p> <p>1-3-15 Integrate gender concepts in education curriculums of all levels.</p> <p>1-3-16 Allocate sufficient resources to expand and develop training programmes for girls and women and included in the annual budgets of related implementing agencies.</p>	



<i>Strategic issue</i>	<i>Strategic goal 2015</i>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
<b>II. Gender inequality in receiving health care and services and limit incentives and guarantees for women in health sector.</b>	<p>2-1-1 Expand women access, throughout her life cycle, to necessary and improved health care and services with affordable costs.</p> <p>2-1-2 Ensure wide involvement of women in health sector in employment and policy design.</p>	<p>2-2-1 Facilitate poor women access to free of charge medication.</p> <p>2-2-2 Increase health care and services coverage for women and children.</p> <p>2-2-3 Reduce maternal mortality rate to 183 in each 100,000 life birth.</p> <p>2-2-4 reduce infant and under five child mortality to 47,5 and 59 respectively in each 1000 life birth.</p> <p>2-2-5 Increase birth deliveries under medical care to 67%.</p> <p>2-2-6 Increase antenatal care 78,4%.</p> <p>2-2-7 Increase use of family planning methods to 43%.</p>	<p>1-3-17 Enhance the role of the Girl's Education Sector in the Ministry of Education.</p> <p>1-3-18 Reflect the context of this strategy in the plans, programs and projects of related organizations.</p> <p>2-3-1 Establish health units for women in different districts to facilitate access to public health services</p> <p>2-3-2 expand in mobile unit to provide primary health services for women in remote areas and provide regular immunities.</p> <p>2-3-3 incorporate awareness programmes related to sexual and reproductive health in the plans of governorates and districts.</p> <p>2-3-4 implement protective programmes to eliminate the spread of HIV/AIDS and ensure safety measures for</p>	<p>2-5-1 Ministry of public Health and Population</p> <p>2-5-2 Ministry of Finance</p> <p>2-5-3 Ministry of Education</p> <p>2-5-4 Ministry of information</p> <p>2-5-5 National Population Council</p> <p>2-5-6 Supreme Council of Motherhood and Childhood</p>



<i>Strategic issue</i>	<i>Strategic goal</i> <b>2015</b>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
		<p>2-2-8 Increase rate of diseases eradication by expanding immunity and nutrition</p> <p>2-2-9 Fight Aids/HIVs and malaria and other contiguous diseases.</p> <p>2-2-10 Increase women health awareness especially pre and post marriage and antenatal and postnatal.</p> <p>2-2-11 Improve and vary the sexual and reproductive health services and activities and provide them in all country and involve men.</p> <p>2-2-12 Raise young women awareness and adolescences in particular and provide them with information on sexual and reproductive health issues and pay attention to their special needs and encourage them to good health practices including healthy nutrition and regular practice of exercises.</p>	<p>blood transmission services and provide the treatment and support to HIV/AIDS positives.</p> <p>2-3-5 undertake studies and surveys for causes of spread of HIV/AIDS and extent of spread and cancers especially cancers of women.</p> <p>2-3-6 adopt initiatives of providing medical and social insurance for women on equal basis to men.</p> <p>2-3-7 adopt a programme to integrate issues of sexual and reproductive health and population in educational curriculum of secondary schools and universities.</p> <p>2-3-8 adopt programmes to integrate women sports as compulsory classes in schools and universities and allocate necessary resources for required equipments.</p>	<p>2-5-7 Women National Committee</p> <p>2-5-8 Civil Society Organizations</p> <p>2-5-9 Donors</p>



<i>Strategic issue</i>	<i>Strategic goal 2015</i>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
		<p>2-2-13 Raise awareness especially among women- with impacts of HIV/Aids and cancers and ways of protection.</p> <p>2-2-14 Remove obstacles facing women employment in health sector and protect them against discrimination in appointment and promotion and any form of violence during their employment.</p> <p>2-2-15 ensure equal access for women working in health sector to on job training and education to improve the skills and qualifications.</p> <p>2-2-16 activate and develop administrative regulations and measures to ensure social security and health insurance to encourage women employment in health.</p> <p>2-2-17 build data base on quality and quantity of health services for women and level of their participation in health occupations and positions.</p>	<p>2-3-9 adopt programmes to less the overburden on working women inside and outside the house (health social services).</p> <p>2-3-10 establish children nursery and kids gardens in the health facilities where more than 50 women are working.</p> <p>2-3-11 review and amend the administrative regulations and measures that hinder women working in health sector opportunities in employments and promotion on equal basis as men.</p> <p>2-3-12 Call for adoption of more percentage (no less than 30%) for women in on-job training programmes.</p> <p>2-3-13 call for adoption of no less than 15% for women in senior positions in health sector for qualified women for these positions on competitive basis.</p>	



<i>Strategic issue</i>	<i>Strategic goal</i> <b>2015</b>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
<p><b>3 . W o m e n poverty and their economic dependency, and limit participation in management of economic and environmental resources.</b></p>	<p>3-1-1 reduce percentage of poor women by half 3-1-2 enhance women independence and economic empowerment and active participation in economic and environmental decision making</p>	<p>3-2-1 adopt development and economic policies that are gender sensitive and considerate for poor women and who headed households especially in rural areas and reduce 25% of their current poverty. 3-2-2 ensure judicial, legal and administrative environment to implement legislations and rules that guarantee women's rights, promotion and social security and other work benefits.</p>	<p>3-3-1 carry on legislative review that ensure women rights in work, equal payment and promotion, social security and access to different resources including land, infrastructure and participation in management and protection of environmental resources.</p>	<p>3-5-1 Parliament 3-5-2 Ministry of Planning 3-5-3 Ministry of Finance 3-5-4 Ministry of Social Affairs/ Social Fund for Development 3-5-5 Ministry of Agriculture</p>





<b>Strategic issue</b>	<b>Strategic goal 2015</b>	<b>Interim objectives 2006-2010</b>	<b>Measures</b>	<b>Concerned bodies with planning implementation and monitoring</b>
		<p>3-2-3 ensure women receive of job opportunity that double the current percentage of paid working women, working women in agriculture sector and reduce by half the unemployment percentage among women.</p> <p>3-2-4 enhance women economic independency by facilitating their access to resources, market, trade, services, information and technology.</p> <p>3-2-5 increase women participation to 30% in economic and developmental decision making positions.</p> <p>3-2-6 improve women effective participation by 20% in environmental decision making position and implementation of policies related to managing natural resources and protecting environment.</p> <p>3-2-7 provide infrastructure services in rural areas and</p>	<p>3-3-2 provide women with higher percentage for available job opportunity in private and public sectors according to qualification and specialization to reduce the gender gap exists in this area with annual increase by 5%.</p> <p>3-3-3 review the division of senior positions on gender basis to ensure qualifie posts and increase their participation in decision making.</p> <p>3-3-4 undertake surveys on markets needs and evaluate and classify the women labour force in different fields and develop programs to build their capacities.</p> <p>3-3-5 encourage the private sector to extent women training to integrate them in labour market.</p> <p>3-3-6 expand in establishing funds and programmes that</p>	<p>3-5-6 Ministry of Trade and Industry</p> <p>3-5-7 Ministry of Local Administration</p> <p>3-5-8 Ministry of Legal Affairs</p> <p>3-5-9 Ministry of Tourism and Environment</p> <p>3-5-10 Local Councils</p> <p>3-5-11 Private Sectors – Chamber of Trade and Industry</p> <p>3-5-12 Women National Committee</p> <p>3-5-13 Civil Society</p> <p>3-5-14 Donors</p>



<i>Strategic issue</i>	<i>Strategic goal 2015</i>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
		<p>protection of environmental resources 3-2-8 allocate required resources to improve women situation in public programmes and plans and those target women (gender budgeting.</p>	<p>support income generation for women and develop human capital through education, training and improvement of social services 3-3-7 support women small and medium organization through microfinance and extend them in all governorates 3-3-8 expand the finance programme targeting poor households headed by women and increase social security to those families 3-3-9 develop training and counseling for women who are interested in getting credits. 3-3-10 encourage investment in agriculture sector to secure sufficient paid employment for women in rural areas 3-3-11 encourage the establishment of social and health insurance for women.</p>	



<i>Strategic issue</i>	<i>Strategic goal 2015</i>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
			<p>3-3-12 adopt programmes to support specific groups of women as young women who starting their professional lives, returned housewives to labour market, unemployed women, interested in changing profession</p> <p>3-3-13 increase finance ceiling for credits provided to women with facilitation to encourage women get credits 3-3-14 activate the law provision that oblige work institutions to open kids nurseries if women working for them are more than 50.</p> <p>3-3-15 encourage private sector for the part-time employment for women. 3-3-16 adopt awareness programmes and media activities to change the stereotype of relations and roles of women and men in society especially in work,</p>	



<i>Strategic issue</i>	<i>Strategic goal 2015</i>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
			<p>inheritance rights and ownership and participation in decision making</p> <p>3-3-17 undertake studies of poverty phenomenon using gender approaches</p> <p>3-3-18 adopt training programmes for administrative leaders in gender analysis and mainstreaming in development planning, preparation, implementation and analysis of gender budgeting</p> <p>3-3-19 involve women effectively in all phases of planning, evaluation and management of economic and environmental resources</p> <p>3-3-20 support programmes that assist women to own and manage agricultural lands and enhance their contribution in food security for family.</p> <p>Overcome the traditional types to modern agricultural productivity that support</p>	



<i>Strategic issue</i>	<i>Strategic goal 2015</i>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
			<p>development and achieve food security through increase in production and availability for internal and external exports.</p> <p>3-3-21 take required measures to activate and expand women contribution to achieve sustainable development and protect environment and manage natural resources.</p> <p>3-3-22 support activities that provide technical and financial assistance in areas of: alternatives of woods for fuel dig wells and reduce time women consume in fetching wood, dig wells and build water tanks and reduce air pollution inside houses.</p> <p>3-3-23 adopt awareness programs on issues of gender mainstreaming in management of natural and environmental resources, alternatives of environmental resources</p>	



<i>Strategic issue</i>	<i>Strategic goal 2015</i>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
			<p>to achieve sustainable development, impact of environmental degradation on women, relation between gender equity and sustainable development.</p> <p>3-3-24 allocate sufficient financial resources for infrastructure projects in rural areas and environmental protection projects especially water and desertification and identify percentage for projects target women in particular and include it in the annual budget of concerned agencies</p> <p>3-3-25 adopt training courses for financial personnel in central bodies and governorates in preparing, monitoring and implementing gender budgeting.</p>	



<b>Strategic issue</b>	<b>Strategic goal 2015</b>	<b>Interim objectives 2006-2010</b>	<b>Measures</b>	<b>Concerned bodies with planning implementation and monitoring</b>
<b>IV. Poor women's representation – quantitatively and qualitatively – in all decision making positions and in elected and appointed bodies on the central and local levels.</b>	<p>4-1-1 increase women participation in decision making positions by quantity and quality</p> <p>4-1-2 upgrade the representation of the governmental m e c h a n i s m s concerned with women issues</p> <p>4-1-3 support institutional capacities of NGOs</p>	<p>4-2-1 apply quota system for women in different decision making position by 30%.</p> <p>4-2-2 expand the mandate and resources of existing national machineries to enable them to undertake their tasks.</p> <p>4-2-3 build women cadre who posse leadership capacity to compete in political and public life.</p> <p>4-2-4 enhance the partnership between the governmental and nongovernmental mechanisms.</p>	<p>4-3-1 expand and activate dialogue with all institutions (ministries, governmental bodies, NGOs, political parties) to discuss the possibility for implementation of quota system.</p> <p>4-3-2 develop awareness programmes on quota system in media campaigns that target different social groups</p> <p>4-3-3 present the pioneer political experience of women from Arab countries.</p> <p>4-3-4 build women leadership capacities through training</p> <p>4-3-5 target women with political education in curriculum and encouraging them to participate in political and social work.</p> <p>4-3-6 undertake a survey for women in decision making position and others who have</p>	<p>4-5-1 president Office</p> <p>4-5-2 Parliament</p> <p>4-5-3 Shoura Council</p> <p>4-5-4 Cabinet</p> <p>4-5-5 Ministry of legal Affairs</p> <p>4-5-6 Ministry of finance</p> <p>4-5-7 Supreme Committee for Election</p> <p>4-5-8 Local Councils</p> <p>4-5-9 Political Parties</p> <p>4-5-10 Women Union</p> <p>4-5-11 WNC</p> <p>4-5-12 NGOs</p> <p>4-5-13 Donors</p>



<i>Strategic issue</i>	<i>Strategic goal 2015</i>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
			<p>high qualification and not engaged in power and decision making to empower them to participate in leading and senior management.</p> <p>4-3-7 build the political capacities of women through training on elections campaigns and political work in general</p> <p>4-3-8advocatefortheestablishment of women development ministry after studying the feasibility of such entity</p> <p>4-3-9 open dialogue with all parties on the possibility to form a ministry for women development addressing the risks and opportunities</p> <p>4-3-10 build an effective partnership between official and non- official organization concerned with women issues.</p> <p>4-3-11 follow-up the establishment of the rest of WNC branches in governorates</p>	





<i>Strategic issue</i>	<i>Strategic goal 2015</i>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
<i>V Violence against women (VAW) and ensure women human rights.</i>	5-1-1 facilitate women actual exercise of their human rights guaranteed by shara'a, national laws and international conventions especially "Convention for Elimination of All Forms of Discrimination Against Women"	5-2-1 abolish all discriminatory articles in laws and adopt legal measures that guarantee and protect equal rights for women 5-2-2 ensure equal access to justice for women especially in judicial system. 5-2-3 raise awareness with causes, results and forms of VAW and effective ways to eliminate them. 5-2-4 amend educational curriculum and media discourse that involve ideas encourage directly or indirectly discriminatory practices against women and incorporate human rights instead.	4-3-12 allocate resources to expand and activate women's role in decision making and incorporate it in the budget of concerned bodies. 5-3-1 continue with efforts to amend discriminative articles in laws 5-3-2 adopt new legal measures to protect women equal rights and enforce them in reality 5-3-3 establish monitoring mechanisms in collaboration with civil society to measure implementation of laws . 5-3-4 develop awareness programmes for communities and schools and sensitization program on VAW and women rights 5-3-5 establish special units to deal with women in police stations 5-3-6 establish special units to deal with domestic violence cases (at least in governorates capitals)	



<i>Strategic issue</i>	<i>Strategic goal 2015</i>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
		<p>5-2-5 increase number of women working in judicial system and law enforcement institutions</p> <p>5-2-6 raise awareness with basic rights and freedoms and legal principles among men and women.</p> <p>5-2-7 establish effective and modern methods to support and protect women victims of violence.</p> <p>5-2-8 allocate sufficient resources from public budget and donors funds to carry on activities to eliminate VAW</p> <p>5-2-9 build data base on women's rights and VAW</p>	<p>5-3-7 establish hotlines to help violated women</p> <p>5-3-8 establish shelters and emergency services for women victims of violence</p> <p>5-3-9 study the educational curriculum which need amendment to change stereotype image of women</p> <p>5-3-10 continuous awareness on VAW and its consequences on women as individual and on development process. It should address to judicial personnel and senior governmental officers.</p> <p>5-3-11 provide programmes for legal assistance for women.</p> <p>5-3-12 start supportive initiatives to facilitate women enrollment in the High institute for Judiciary to ensure recruitment of female judges</p>	



<i>Strategic issue</i>	<i>Strategic goal 2015</i>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
			<p>5-3-13 campaigns for women rights in inheritance.</p> <p>5-3-14 develop procedures to protect women from</p> <p>5-3-15 build database on women human rights and forms of VAW</p> <p>5-3-16 support NGOs and develop partnership to take bigger role in eliminating VAW and provide legal assistance to women.</p> <p>5-3-17 implement activities targeted prostitution and all forms of exploitation of women.</p> <p>5-3-18 adopt initiatives to protect child girl from any form of violence (FGMdeprivation from educationearly marriage-deprivation from inheritance-economic and sexual exploitation).</p> <p>5-3-19 take required measures</p>	



<i>Strategic issue</i>	<i>Strategic goal 2015</i>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
			<p>to reform laws that discriminate against child girl.</p> <p>5-3-20 allocate required resources to eliminate all forms of discrimination and VAW and empower women to enjoy her human rights. The allocation should be incorporated in the annual budgets of concerned parties.</p> <p>5-3-21 enhance partnership with CSOs under and outside the umbrella of Yemeni Network for Elimination of VAW.</p> <p>5-3-22 continuous community awareness on early marriage and call for approval of minimum age of marriage in law.</p> <p>5-3-23 strong punishment for who commit moral crimes against children including girls.</p>	



<i>Strategic issue</i>	<i>Strategic goal 2015</i>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
<p><i>VI. The stereotype of women in media and weak mainstreaming of gender issues in media policies and programs.</i></p>	<p>Expand women participation and enhance her role in media and it and communication to support women advancement and reflect balanced image.</p>	<p>6-2-1 raise the level of women participation in media sector especially on the policy design and decision making level. 6-2-2 erase the women IT illiteracy 6-2-3 change the stereotype image of women in media and address the challenges of women economic, political, social and cultural advancement and set it as priority in all visual and aural programs. 6-2-4 bridge the existing gap in women benefit from the It and communication</p>	<p>6-3-1 ensure women presentation in decision making positions in all media sector. 6-3-2 organize training for different women groups in the area of computer and internet. 6-3-3 implement awareness programs to change the serotype image of women. 6-3-4 review the media programs with concerned institutions and highlight on materials that reflect women participation in development process and change women image in media. 6-3-5 organize special training for media personnel, males and females to develop their capacities in TV, radio, newspaper in addressing gender issues.</p>	<p>6-5-1 Cabinet 6-5-2 Ministry of Information and its institutions 6-5-3 Ministry of Communication 6-5-4 Ministry of Technical Education and Vocational Training 6-5-5 Ministry of Higher Education 6-5-6 independent media 6-5-7 WNC 6-5-8 CSO 6-5-9 donors</p>



<i>Strategic issue</i>	<i>Strategic goal 2015</i>	<i>Interim objectives 2006-2010</i>	<i>Measures</i>	<i>Concerned bodies with planning implementation and monitoring</i>
			6-3-6 allocate resources for activities that aim to change women stereotype and expand its participation in media and IT and incorporate these allocation in the annual budgets of concerned bodies.	

