

Gender Mainstreaming in Food Security & Livelihood

Hotel Long Beach
Cox's Bazar, Bangladesh
February 14 & 15, 2021
Gender Hub & FSS



SESSION 1: OPENING SESSION

TRAINING OBJECTIVES

By the end of the training, participants will be able to integrate gender equality into Food Security & Livelihood programmes in the Rohingya crisis:

- By understanding the meaning of gender equality in humanitarian action, the consequences of inequality and why gender equality in humanitarian action is essential.
- Able to translate the concepts, tools, approaches and standards needed to integrate gender into the humanitarian programme cycle.
- Create action plans, outlining how they will integrate gender equality into their programme in the current crisis

SEX AND GENDER

SEX	GENDER
Biological differences between men and women.	Differences in roles and responsibilities that a society assigns to men and women.
Cannot easily be changed without operation or medical intervention (e.g. sex change or hormonal treatment).	These roles are created by society and can be changed by society. Learned behavior based on socialization throughout our lives.
	Determined by history, culture, religion, tradition, legislation.

GENDER = WOMEN?

- Gender is not synonymous to women, rather a 'catch-all' word.
- Mostly gender norms work to women's disadvantage.
- Therefore, women and girls have fewer opportunities, lower status and less power.
- Consequently, addressing gender commonly requires actions to promote women's rights and empowerment.
- Men also suffer from gender discrimination !



Photo credit: ISCG/S. Mojumder



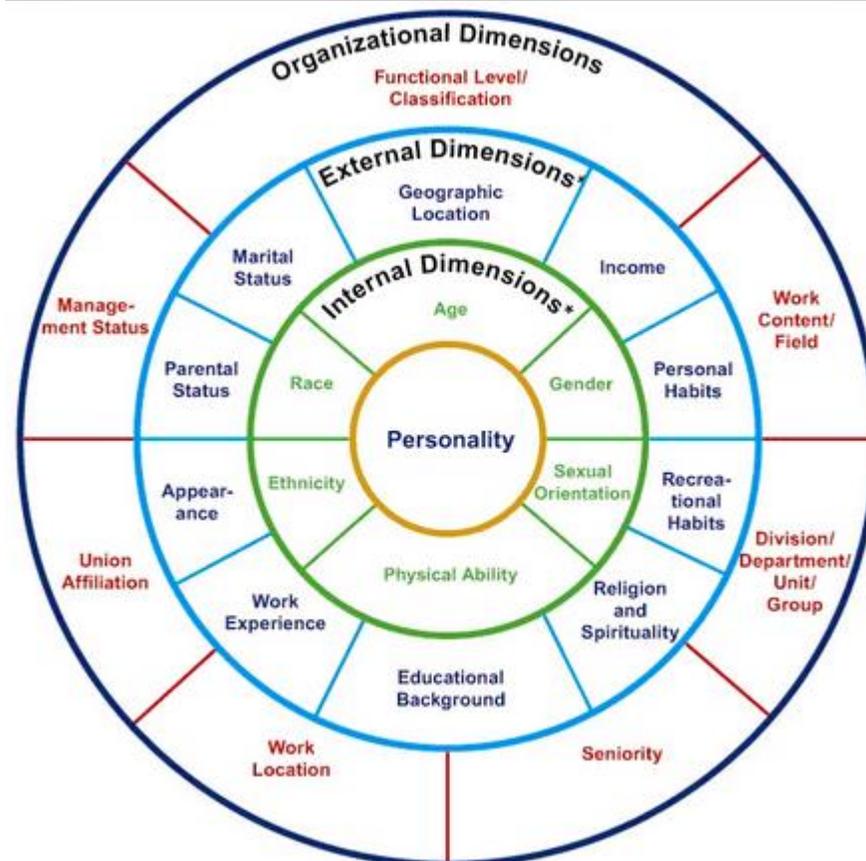
Diversity

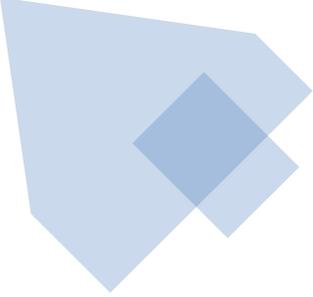
- The concept of diversity encompasses acceptance, recognition and respect beyond gender binary.
- It can be of race, gender identity, sexual orientation, ethnicity, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies.
- Power plays important role while intersects with various identity that shape up social relationship and access to benefit and opportunities.
- It is about valuing the varieties within the society and ensuring their rights.

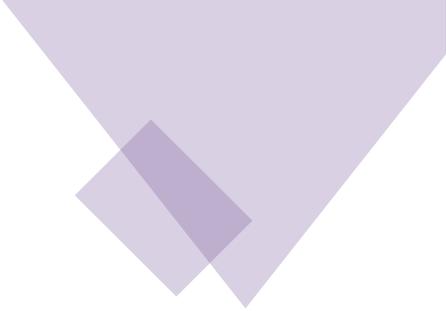
INTERSECTIONALITY

The way these factors interact is called intersectionality.

The intersectionality wheel:



- 
- It refers to the allocation of different roles, responsibilities, tasks to women and men based on societal ideas of what men and women should do and are capable of doing, not necessarily according to their individual preference or capabilities.
 - All works/role are divided into 4 categories. Productive role , Reproductive and Community managing and Community Politics role.
- 



Gender Role/Gender Division of Labour

Gender Roles

- **Reproductive Role** refers to the work which reproduce human labour. It is of 2 kind -- **biological** and **social**.
- **Productive role** are related with activities which produces goods and services for consumption and trade.
- **Community managing role** undertaken primarily by women at the community level, as an extension of their reproductive role.
- **Community politics role** undertaken primarily by men at the community level, organising at the formal political level, often within the framework of national politics.

Gender Needs

Practical gender need (PGN)

- It is applied to improve the existing subordinate condition of women.
- Tend to be short term
- PGNs are easily identifiable by women .
- It is related to the existing gender role.
- It leads to change condition of women and it is visible.
- Can be addressed by provision of specific inputs; food, WASH point, housing, clinic, etc.
- No one feels threatened to meet women's PGNs.

Strategic Gender Interest (SGI)

- It is applied to transform women's subordinate position in society.
- Tend to be long-term.
- Sometimes women cannot identify SGI.
- SGI leads to change the position of women at par with men.
- SGI can be pursued by consciousness raising, education, leadership and management skill etc.
- These activities are often resisted as they challenge male domination and demand long term changes in gender relations.

GENDER EQUALITY AND GENDER EQUITY

Gender Equality is the concept all humans are free to develop and make choices without limitation based on gender stereotypes and prejudices. It means that the needs of men and women are valued the same.

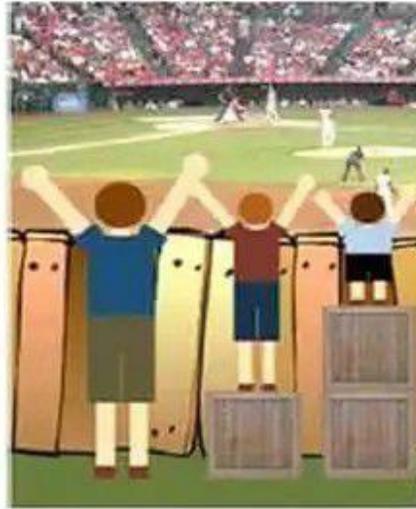
Gender Equity is the fairness and treatment of women and men according to respective needs. Often this means introducing special measures to compensate for historic social and political disadvantage.

Equity & Equality

EQUALITY VERSUS EQUITY



In the first image, it is assumed that everyone will benefit from the same supports. They are being treated equally.



In the second image, individuals are given different supports to make it possible for them to have equal access to the game. They are being treated equitably.



In the third image, all three can see the game without any supports or accommodations because the cause of the inequity was addressed. The systemic barrier has been removed.

Gender Policy approach

- **Gender sensitive** means being aware and taking action against existing gender discrimination and inequalities.
- **Gender responsive** is going beyond acknowledging gender gaps and addressing the discrepancies by creating opportunities for disadvantaged group to realize their full potentials. Like creating enabling environment to access the services by bringing attitudinal changes among staff, community member , addressing special needs etc.
- **Gender transformation** refers to efforts to address inequalities in power and privilege between persons of different genders. It entails initiatives that address root causes rather than symptoms of inequality, abolish and reform discriminatory policies and structures, and lead to deep change in attitudes and beliefs.

Disability ?

- The United Nations Convention on the Rights of Persons with Disabilities (CRPD) defines disability as:
'... an evolving concept that results from the interaction between persons with impairments and attitudinal and environmental barriers that hinders their full and effective participation in society on an equal basis with others'.

Impairment + barrier = disability

Inequalities are a result of barriers

Guiding Principles of CRPD

- Respect for inherent dignity
- Participation & inclusion
- Non-discrimination & equality of **access in** opportunity
- Equality between men and women
- Accessibility
- Acceptance of difference and human diversity
- Respect for the evolving capacity of children with disabilities
- Individual autonomy – freedom to make one's own choices
- Independence

Integration

Integration is process of being included.

It focuses on the changes of person of concern

It benefits the individual

It focuses on technical intervention to bring the changes,

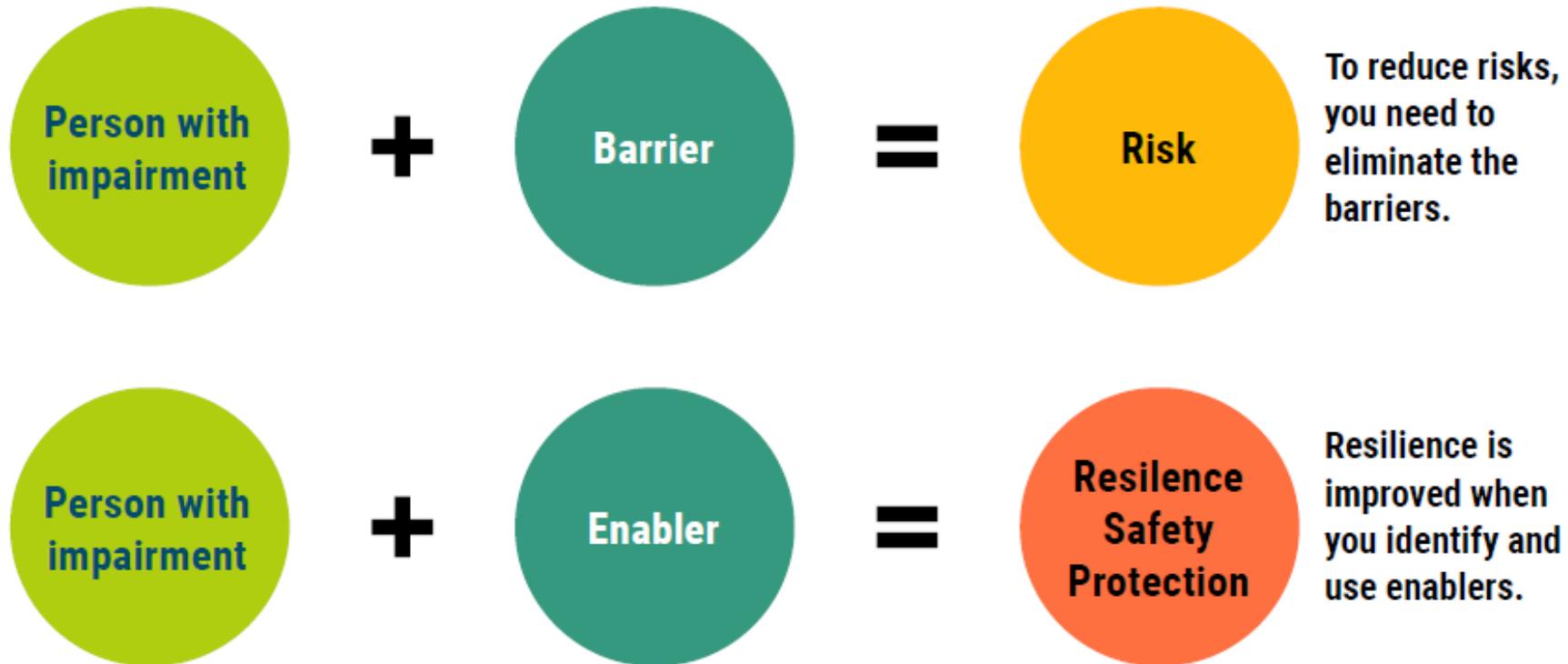
Integration stresses on process.

Integration can be delivered.

Inclusion

- Inclusion is about learning to live full life
- It is about learning historical inequalities and act to remove inequalities by recognizing and understanding the needs, abilities, and aspiration of people with diversity.
- Inclusion benefits everyone.
- Inclusion focus on power of ordinary experience.
- It is political and struggle of change as it transform the power of relationship.
- It stresses on outcome.

Key Approaches to Programming Analyze & Remove Barriers



GENDER MAINSTREAMING

It is a process to understanding the different needs, barriers, capacities, opportunities and aspirations of women, men, boys and girls, especially from vulnerable populations.

Meeting these needs without creating further stress, danger and exposing them to undignified solutions.

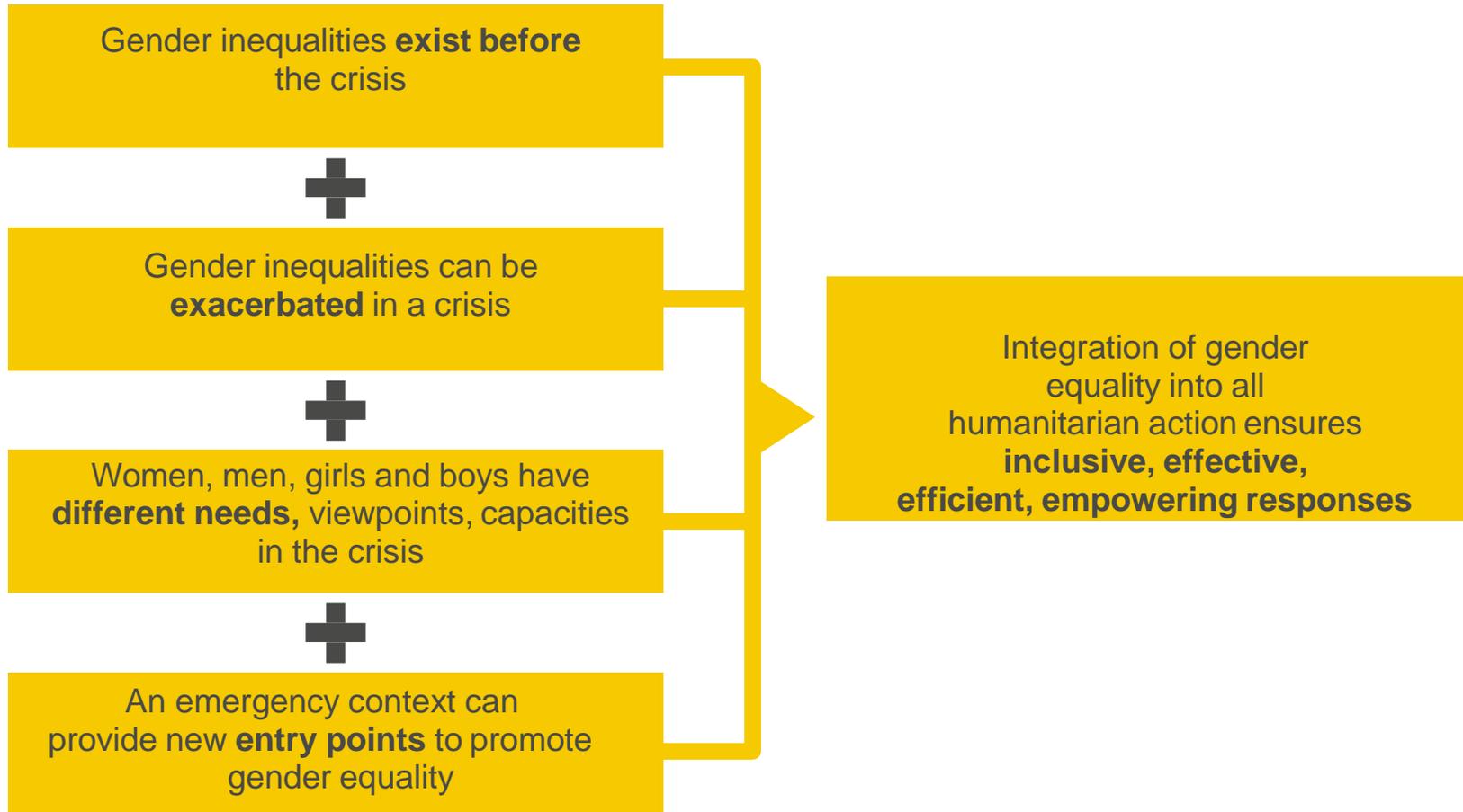
The ultimate goal is to achieve gender equality.

GENDER MAINSTREAMING

Gender mainstreaming at the programmatic level	Gender mainstreaming at the Institutional level
Gender analysis	Establish institutional arrangements to support gender mainstreaming such as gender units and gender focal points systems
Programme Design	Allocate financial and human resources to support gender mainstreaming efforts
Human and Financial Resource Allocation	Implement accountability mechanisms for the promotion of gender equality
Implementation	
Monitoring and Evaluation	

Source: UNWOMEN (2020) Gender Mainstreaming: A Global Strategy for Achieving Gender Equality and the Empowerment of Women and Girls

GENDER EQUALITY IN HUMANITARIAN ACTION



BENEFITS TO PROMOTING GENDER EQUALITY

- Facilitates the right to **participation**
- Affords **protection**
- Increases **access** to assistance
- Enables **transformative change**



Photo credit: ISCG/S. Mojumder

Why is this important in Food Security Sector in the Rohingya Crisis?

Watch this video on why gender is important in a crisis <https://www.wfp.org/gender-equality>

An aerial photograph of a densely packed informal settlement built on a hillside. The houses are small and closely packed, with many having roofs made of blue and black plastic sheeting. A muddy, brown river flows through the foreground, with some green trees scattered throughout the settlement. The sky is overcast and grey.

SESSION 4: Key Approaches for Integrating Gender Equality

KEY APPROACHES

There are 5 key approaches considered in the IASC Gender Handbook for Humanitarian Action:

- 1. Coordination**
- 2. Participation**
- 3. GBV Mitigation and Response**
- 4. Transformative change**
- 5. Gender adapted assistance (we will look at this one in the implementation section)**



Photo credit: ISCG/S. Mojumder

Apart from the 5 mentioned in the manual **PSEA** is another important approach that should be considered throughout the programme cycle.

| GBV Mitigation and Response

The following referral pathways have been developed in Cox's Bazar:

For GBV:

<https://drive.google.com/drive/folders/1Uligq9C2IMqG2HayXJkV-K26Gwu7Yk53>

For Child Protection

https://www.humanitarianresponse.info/sites/www.humanitarianresponse.info/files/documents/files/cp_focal_point_final_12072020.pdf

For protection:

https://www.humanitarianresponse.info/sites/www.humanitarianresponse.info/files/documents/files/referralpathway_200816.pdf

For PSEA

https://www.humanitarianresponse.info/sites/www.humanitarianresponse.info/files/documents/files/final_cxb_sea_complaint_referral_sop.06.20_0.pdf

Gender issues to consider in the response

1

Increased burdens of care work and poverty

2

Higher levels of gender-based violence

3

Higher risk of human trafficking and exploitation

4

Child and early marriage

5

Loss of livelihoods, assets, property, and documentation

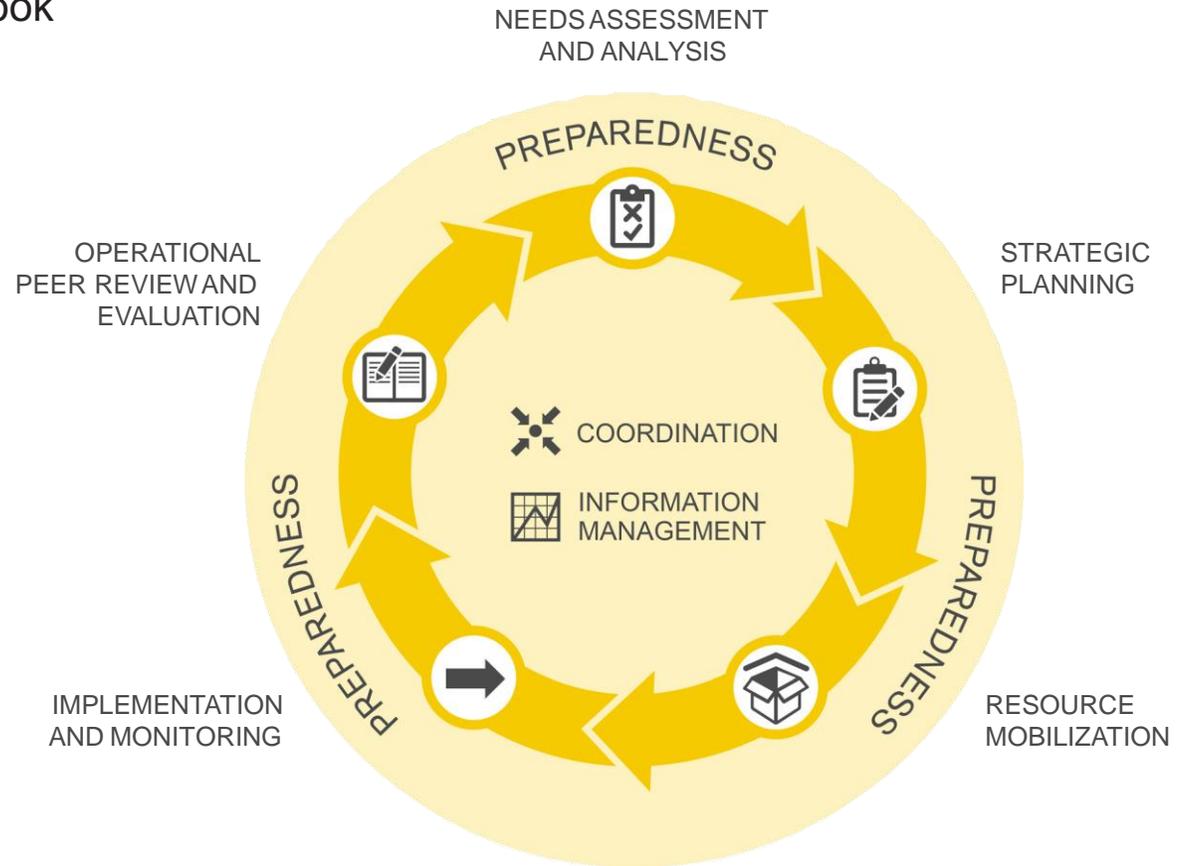
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Higher risk of maternal deaths and sexual and reproductive health risks

Source: GiHa working group presentation

PROGRAMME MANAGEMENT CYCLE

(p.29, IASC Gender Handbook
for Humanitarian Action)



| WHAT IS A NEEDS ANALYSIS?

- Coordinated assessment with all humanitarian actors
- Output: humanitarian needs overview (HNO)
- Provides:
 - Evidence for strategic planning
 - Baseline information needed to measure progress and impact

Gender Analysis

- Gender relations: roles, responsibilities, expectations
- Gender needs, preferences, capacities
- Opportunities, access, control – resources, services
- Decision-making in households, communities
- Protection and GBV risks and How do legal frameworks affect gender and protection?

| GENDER AREAS OF INQUIRY (CARE INTERNATIONAL)



ACTIVITY: SIMULATION

- Carry out a gender analysis with those people who will role-play the affected population.
- The group has exactly **30 mins** to gather the key information for their gender analysis.



Photo credit: ISCG/S. Mojumder

Gender Budgeting

- Gender budgeting integrates a gender perspective and tracks how budgets respond to gender equality commitments and targets.
- It is an approach and refers to the process of conceiving, planning, approving, executing, monitoring, analyzing and auditing budgets in a gender-sensitive way.
- It does not involve creating new or separate budget for women.
- Gender budgets can improve effectiveness and efficiency of the organization's budgets.
- Bangladesh Government has 14 standards to qualify Gender budgeting

When preparing budget ask yourself:

- What are women and men's particular needs in terms of programs, benefits and services?
- Do women and men have equal access to this programme, its benefits, and services?
- Who benefits most from programme as it is, from its benefits and services?
- What do I need to change or to add for men and women to benefit equally?
- Who has control over decision-making on spending in this area?
- Are women and men consulted equally in the development and delivery of policy and programs?
- What are the long-term costs and consequences of not using gender analysis addressing women's inequality?

Setting Indicator & Monitoring

Indicators and logical planning

- Always **directly linked** to a specific objective (outcome) or expected result (output)
- If we measure the indicator, it will tell us how much progress we have made in the specific objective or expected result

Example (livelihoods)

Specific objective	Indicator
Women, men, boys and girls are more confident in joining non-conventional income-generating activities	% of women, men, boys and girls who join non-conventional income-generating activities, disaggregated by type of activity

Indicators and logical planning

Example (health)

Specific objective	Indicator
Gender balance is achieved in the staffing of sexual and reproductive health and rights (SRHR) services	Ratio of female to male health workers in SRHR services
Adolescent boys and girls have age-appropriate access to information about SRHR	Number of adolescent boys and girls who have age-appropriate access to information about SRHR through the programme

What is the problem with this indicator?

Example 1

Specific objective	Indicator
Equality and equity in access to resources	Number of communities who are given humanitarian assistance

- Indicator does not link to or measure the objective
- Indicator is not based on sex- and age-disaggregated data (SADD)

Corrected indicator

Specific objective	Indicator
Equality and equity in access to resources	Number of men, women, boys, girls who are direct recipients of humanitarian assistance

What is the problem with this indicator?

Example 2

Specific objective	Indicator
Protection mechanisms in place to ensure safe and secure living conditions for people	56 shelters built for refugees

- Indicator does not directly link to the objective, i.e. does not measure it
- Indicator is not based on sex- and age-disaggregated data (SADD)

Corrected indicator

Specific objective	Indicator
Protection mechanisms in place to ensure safe and secure living conditions for female-headed households	Number of safe residential/sleeping areas assigned to female-headed households

Indicators

- Use change language for Indicators. Change language describe changes of condition, changes of life. Focus on result.
- Action language focus on completion of activities, i.e established 25 WFS.
- Output indicator indicate immediate result, % of local council member has now skill to carry out gender analysis/gender sensitive budgeting.
- Outcome indicator indicate short term result. For example, District planner in 5 districts develop plan that promote gender equality.

| ACTIVITY – MONITORING

Work with the person sitting next to you.

- Discuss: what are the features of monitoring that integrates gender equality?
- Write your points on an A4 sheet of paper and be prepared to share your findings in plenary.
- You have five minutes.

| KEY FEATURES OF MONITORING

- Know what to monitor
- M&E system
- Information that is sex, age and disability disaggregated (SADDD) + diversity factors
- Timely, cost-effective, practical, useful
- Use of monitoring information

| WHAT TO MONITOR

Humanitarian response plan (strategic plan/logframe)

- Delivery of planned activities
- Specific objectives: indicators
- Expected results: indicators

Project process

- Adequate participation
- What works and what does not work
- Unintended results and consequences for women, girls, men and boys + diversity groups



Photo credit: ISCG/S. Mojumder

| KEY FEATURES OF MONITORING

1. Ensure that effective and adequate participatory process of monitoring at all stages to ensure an efficient use of resources and an equitable allocation of resources among different population groups.
2. Ensure that data is analyzed and shared at regular intervals with relevant stakeholders, especially target programme population.
3. Develop an evidence base for your programme and involve a diverse range of stakeholders, including representatives of the affected populations and relevant authorities in evaluation activities
4. Leverage systems that enable male and female children and youth representatives as well as people with diversity to monitor and regularly feed back to community committees and programme people.
5. Promote participatory observation and spot checks by staff that offer opportunities to discuss problems and solutions with and within affected individuals and groups .
6. Analyze and report what works and what does not work within the programme/project
7. Regularly monitor any unintended results and consequences for women, men, girls, boys + diversity groups.



SESSION 6:
Familiarity with Policy
framework & Normative

SEG COMMITMENTS ON GENDER EQUALITY

1. Collect, analyze and use data disaggregated by gender, age and diversity, as well as consult equally with women, girls and marginalized groups.
2. Support women's economic empowerment through livelihoods and skills development interventions (including cash-based programs) which are accessible and minimize risk to women and girls.
3. Promote leadership and meaningful equal representation of women and marginalized groups in the overall response.
4. Prevent, mitigate and respond to gender-based violence and sexual exploitation and abuse, through systematic gender mainstreaming that addresses harmful societal and institutional gender norms/practices.
5. Collaborate and engage with the Ministry of Women and Children Affairs, as well as local and national women's rights organizations and those working with persons with diverse Sexual Orientation, Gender Identity and Expression and Sexual Characteristics (SOGIESC) and other marginalized groups.
6. Make financial provisions to fully resource GEEWG programming for both mainstreaming and targeted action, creating specific budget lines for the purpose.

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Machineries
to address
gender in
Humanitarian

- CEDAW Convention
 - IASC Gender Equality Policy
 - Age, Gender & Diversity Policy – UNHCR
 - Core Humanitarian Standards on Quality and Accountability
 - National Policies
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IASC Gender Policy – Principles

- **Human rights as foundation**
- **Gender equality as essential for effective and life-saving humanitarian action.**
- **Inclusive understanding of gender, including *LGBTIQ*.**
- **Recognition of knowledge, capacities and agency of women and girls – not only vulnerable victims.**
- **Rights-based and gender transformative**





IASC Gender Policy – Programme Standards

- Context-specific gender analyses
- Gender mainstreaming and gender-targeted action
- Women’s economic empowerment
- Sexual and Reproductive Health
- Addressing GBV and Sexual Exploitation and Abuse
- Participation, leadership and representation of women
- Engagement of men and boys
- Local women’s rights organization and gender institutions.

IASC Gender Policy – Organisational Practices

- ❑ **Make financial provision to fully resource gender equality programming**
- ❑ **Strengthen human resources:**
 - ❑ gender advisers/focal points; gender coordination groups.
 - ❑ gender parity and women in leadership positions
 - ❑ Sexual harassment and abuse
- ❑ **Use gender-responsive monitoring, assessment, analysis**



CEDAW

- Convention on the Elimination of All Forms of Discrimination against Women (1979) is an international human rights treaty that focuses on women's rights and women's issues worldwide.
- CEDAW promotes basic human rights of women, achieve progress, and overcome barrier and discrimination against women.
- It has 30 Articles, 16 are about Women's right.
- It has optional Protocol to go for 3rd party complaints and alternative reporting system.
- Bangladesh has ratified CEDAW in 1984 with reservation on Article 2, 13 (a) and 16.1 (c & f).

UNSCR 1325

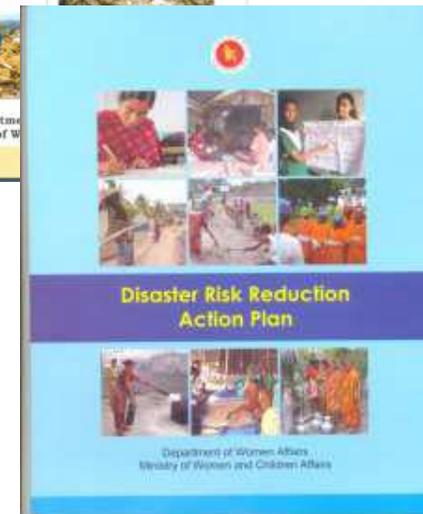
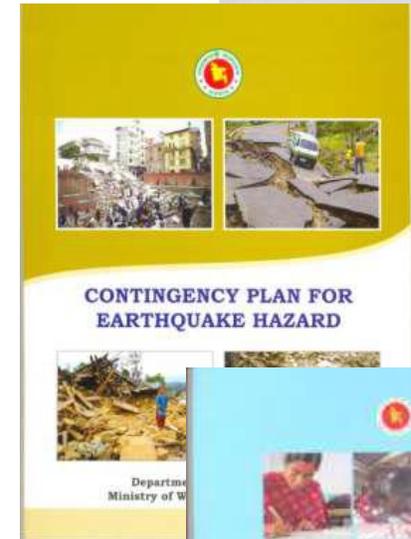
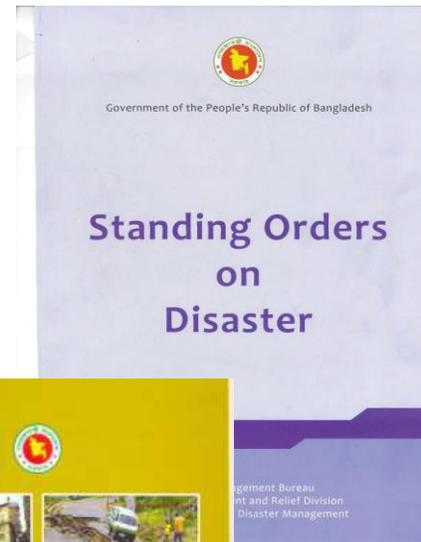
- It is a landmark legal and political framework to ensure women's participation in peace process.
- UNSCR 1325 calls for the adoption of a gender perspective to consider the special needs of women and girls during conflict, repatriation and resettlement, rehabilitation, reintegration, and post-conflict reconstruction.
- It is supported by other 6 supportive resolutions (1820, 1888, 1889, 1860, 2106, 2122)
- This resolution adopted in 2000.
- NAP 1325 (is in process)

SDG

- The Sustainable Development Goals (SDGs), are a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity.
- It has 17 goals which are developed on the achievement of MDG, though some new areas included.
- SDGs are inclusive and concept of 'leave no one behind' suggests that all goals and targets cover all sections of society.
- SDG priority for Bangladesh SDG 1, 3, 4, 6, 8, 13 and 16.

Frameworks for Gender in Disasters/Crisis in Bangladesh

- **Disaster Management Act, 2012**
- **National Policy on Disaster Management for 2016-2020 and Standing Orders on Disasters**
- **National Women's Development Policy, 2011**
- **DWA - DRR Action Plan and Gender Toolkit for DRR.**
- **GoB Five Year Plans**
- **National Action Plan on Women, Peace and Security** in process.



KEY MATERIALS

IASC Gender Handbook for Humanitarian Action

This resource will be key for you as you take forward your learning from this workshop.

Use it!

