

14 June, 2021

FSS GENDER TRAINING



Contributions by Women & Gender Inequalities

Women contribute to food security

- > Working on the family plot, tending small livestock fishing, gathering firewood, fetching water
- > Transporting and marketing produce, processing food and preparing meals

Gender inequalities

- > Women have less access to land, to rural organizations (farmers' groups), to credits. This reduces their social inclusion.

Worldwide:

Strong correlation between hunger and gender inequalities

- > Countries ranking highest on the index of hunger = those where inequalities are more severe. Gender Equality is a prerequisite for a world of zero hunger.

Food Security & Gender

Lack of food

- ❖ Can cause malnutrition, especially among pregnant and lactating mothers, and children
- ❖ Women often eat least and last

Negative coping mechanisms

- ❖ Child labour and child marriage
- ❖ Prostitution
- ❖ Susceptible to human trafficking
- ❖ Leaving wife and children

Additional Risks

- ❖ Domestic violence due to
 - > increased household tensions (shortage of food)

Changed Roles & Power dynamics

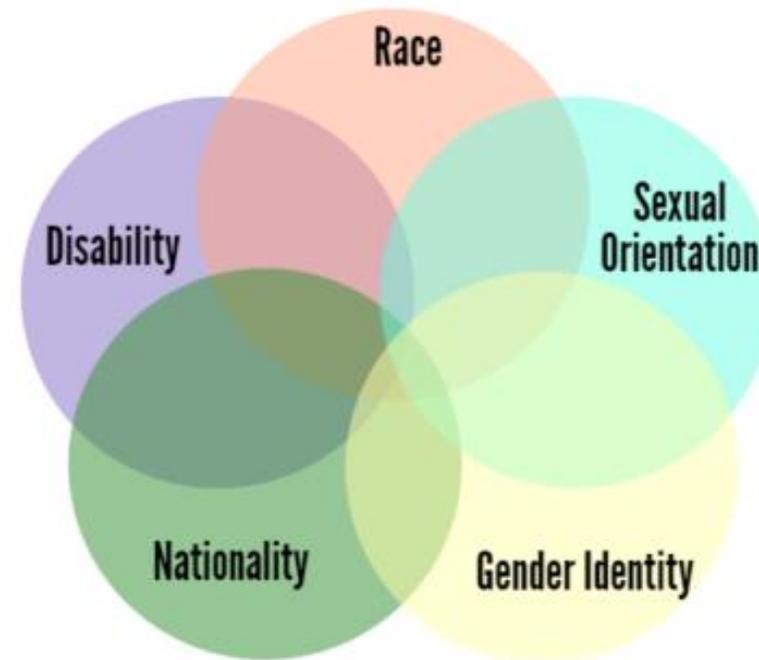
- > Women and girls 'neglect' Purdah
- > Increased decision-making
- > They assume leadership roles and contribute financially to the HH

Diversity & Intersectionality

Diversity

- ▶ Valuing the varieties within the society and ensuring their rights.
- ▶ Encompasses acceptance, recognition and respect beyond gender binary.
- ▶ Race, gender identity, sexual orientation, ethnicity, socio-economic status, age, physical abilities, religious and political beliefs

Intersectionality



UN Convention on the Rights of Persons with Disabilities (CRPD) defines disability as

“Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others.”



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

APPROACH

- ▶ Ensure all programmes disaggregate data by disability, sex and age (SADDD).
- ▶ Consult directly with people with disabilities in camps and host communities on barriers and enablers regarding access.
- ▶ Increase opportunities for valued roles for people with disabilities

(e.g. in livelihoods and committees, and as volunteers and labourers).

- ▶ Develop relationships with disability specific organizations in Cox's Bazar.
- ▶ Communicate basic messages on disability inclusion (CPs)
- ▶ Ensure a porter service to alleviate the burden of carrying heavy food rations.

Gender-Based Violence

(GBV) is defined as violence that is committed as a result of gender-based power imbalances.

Because of their subordinate status, women and girls are the primary victims.

GBV may be physical, sexual, psychological, economic or socio-cultural.





SEXUAL EXPLOITATION

Any actual or attempted abuse of position of vulnerability, differential power or trust, for sexual purposes, including but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another.

SEXUAL ABUSE

Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions

SEXUAL HARASSMENT

Any unwanted sexual advance, request for sexual favor, verbal or physical conduct of a sexual nature by a colleague

CORE PRINCIPLES

- ▶ Sexual activity with children (persons under the age of 18) is prohibited.
- ▶ Exchange of money, employment, goods, or services for sex is prohibited.
- ▶ Sexual relationships between staff and beneficiaries are prohibited.
- ▶ Staff members must report concerns regarding SEA by a fellow worker.
- ▶ Staff members, especially those in leadership positions, are obliged to create and maintain an environment that prevents SEA.

SEA vs. Sexual Harassment

	Gender Based Violence	Sexual Exploitation and Abuse	Sexual Harassment
SURVIVOR	Women, girls (predominantly) Men, boys	Any member of a beneficiary community	An employee/volunteer in a workplace
PERPETRATOR	Men, boys (predominantly), Women and girls	Humanitarian workers (UN, INGO, NGO staff and volunteers)	Colleague, supervisor, co-worker in the workplace
TYPE OF INCIDENT	<ul style="list-style-type: none"> Physical violence Sexual violence Emotional violence Denial of resources/economic abuse <p>All of these incidents are under the umbrella of Gender Based Violence. However, reporting mechanisms are different for each</p>	<ul style="list-style-type: none"> Sexual activity with children (persons under 18) Exchange of money, employment, humanitarian assistance or services for sex or sexual favors Sexual activity with a prostitute, even if legal in the host country. Use of a child or adult to procure sex for others. 	<ul style="list-style-type: none"> Unwelcome sexual advances Request for sexual favors Verbal or physical conducts or gestures of a sexual nature Any behavior of sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another person
REPORTING	No mandatory reporting. Supervisor chooses whether/where to report.	All humanitarian workers are required to report	No mandatory reporting. Survivor chooses whether/where to report.



What do you think?

The Imam community is upset because an aid worker is having a secret relationship with a 17 y/o girl. The aid worker claims he didn't know she was 17.

A Rohingya woman approaching a food monitor saying she would be willing to please him to be at the front of the line. The food monitor agrees.

You witness another NGO staff entering a bathing facility with a child. You observe from a distance and notice they do not come out for 15 minutes.