USAID/Accelerating Support to Advanced Local Partners (ASAP)
WEBINAR SERIES

Optimizing Gender Integration at the Organizational Level

March 16, 2022

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A FEW QUICK NOTES

1. Welcome Local Partners – **tell us where you're from in the chat.**

2. Please use the **Q&A box to ask any questions** and the chat box for answering questions asked by the presenters.

3. We have **four polls** during the webinar today.

4. The presentation for today's webinar will be saved on ASAP's website at **www.intrahealth.org/asap-resources**

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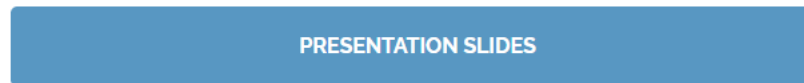
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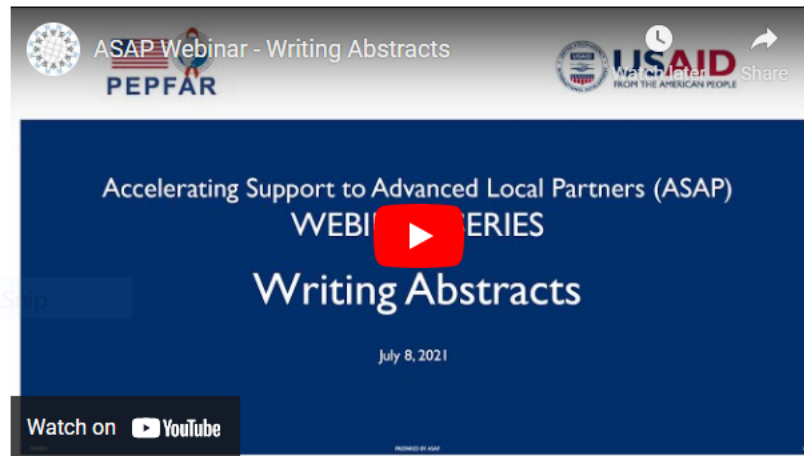
UPCOMING WEBINARS

March 22
French Webinar - **Program and Data Quality Assurance and Improvement**

March 23
Sub Award Management from Solicitation to Close-out

March 29
Business Development

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TODAY'S PRESENTERS

Caroline Sutcliffe
Gender Equity Advisor, ASAP

Yitaktu Tibebu
Gender & Social Inclusion Lead, NIRAS International

Lavinia Shikongo
General Manager, IntraHealth Namibia

POLL

- **Is this your first training on gender? (yes/no)**

- **Do you have a Gender Focal Point in your organization?** (yes/no)

- **How would you rate your level of understanding of gender equality and social inclusion (GESI)?**
- Excellent - I am an expert
- Good - I have some experience mainstreaming gender
- Fair - I still have a lot to learn
- Poor - I´m just beginning to learn about gender

OUTLINE

1   Benefits of Gender Integration

Gender Equality and Social Inclusion have wide-reaching benefits, from delivering more value for money to improving impact and reducing risks and harm. In this session we will address these benefits and common misconceptions.

2   Gender Mainstreaming – 8 Minimum Standards

Minimum standards and process of needs-based mainstreaming: Gender Policy, Organizational Culture, Gender Budgeting, Gender Analysis, Sex-Disaggregation, Do No Harm, Gender Equality Indicators, Accountability.

3   Best Practices and Lessons Learned

This session will cover common barriers to and enablers of gender integration, offering the chance to hear from Gender Focal Points.

LEARNING OBJECTIVES

- Equip participants with an understanding of basic gender integration.

- Improve participants' understanding of best practices in designing gender sensitive/transformative programs based on the eight minimum standards.

- Enable participants to identify/address common challenges related to Gender Integration and learn from the experience of several Gender Focal Points in the field.

BENEFITS OF GENDER MAINSTREAMING

Identifying inequalities

- Aims to integrate gender perspective into the design, implementation, monitoring, and evaluation of policies/laws/projects

- With a view to integrate the unique interests of men/boys and women/girls

 + Avoid any form of discrimination

Ensure inequality is not perpetuated

Makes visible how our interventions impact men/boys and women/girls differently

BENEFITS OF GENDER MAINSTREAMING

First introduced at the 1985 Nairobi World Conference on Women

Becomes global strategy for achieving gender equality: Beijing Platform for Action, 1995

Inclusivity

Realizing the human potential of men/women and girls/boys

Value for money

Credibility for increased funding

8 MINIMUM STANDARDS

1 POLICY

Adopt a Gender Equality Policy

Adopt and apply a policy that institutionalizes a commitment to gender equality in operations and programming.

2 CULTURE AND CAPACITY

Develop Organizational Culture and Capacity for Gender Equality

Promote a shared commitment to gender equality by ensuring staff have the proper understanding, skills, and support.

3 ANALYSIS

Conduct and Utilize Gender Analyses

Perform gender analyses for every project, engaging a diverse range of stakeholders and using findings to inform partnerships, design, and implementation.

4 BUDGET

Allocate Budget Resources for Gender Equality

Allocate organizational and program budget resources to meet gender mainstreaming and capacity-building needs.

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5 DATA

Utilize Sex- and Age-Disaggregated Data

Collect, analyze, and use sex- and age-disaggregated data for all applicable programs and organizational data collection processes.

6 INDICATORS

Develop Gender Equality Indicators

Develop and track specific indicators to measure progress toward gender equality.

7 DO NO HARM

Do No Harm

Perform risk assessments and develop corresponding mitigation and response strategies.

8 ACCOUNTABILITY

Ensure Accountability

Establish accountability mechanisms to monitor the status of gender equality within organizational practices and programming.

I. Adopting a Gender Equality Policy

Clearly sets organizational commitment: Guiding Principles

Key Components

1. Introduction

2. Situational Analysis: Identifying achievements and challenges in relation to gender mainstreaming in your respective organizations

3. Organizational-wide consultations: Conduct gender audit

4. Policy Statement: Helps to reaffirm organizational commitment to gender equality

5. Policy Goal and Objectives

6. Core Principles

7. Organizational Level and Project Program-level Core Principles

8. Gender Mainstreaming guideline: Set accountability framework using M&E

2. Develop Organizational Culture and Capacity for Gender Equality
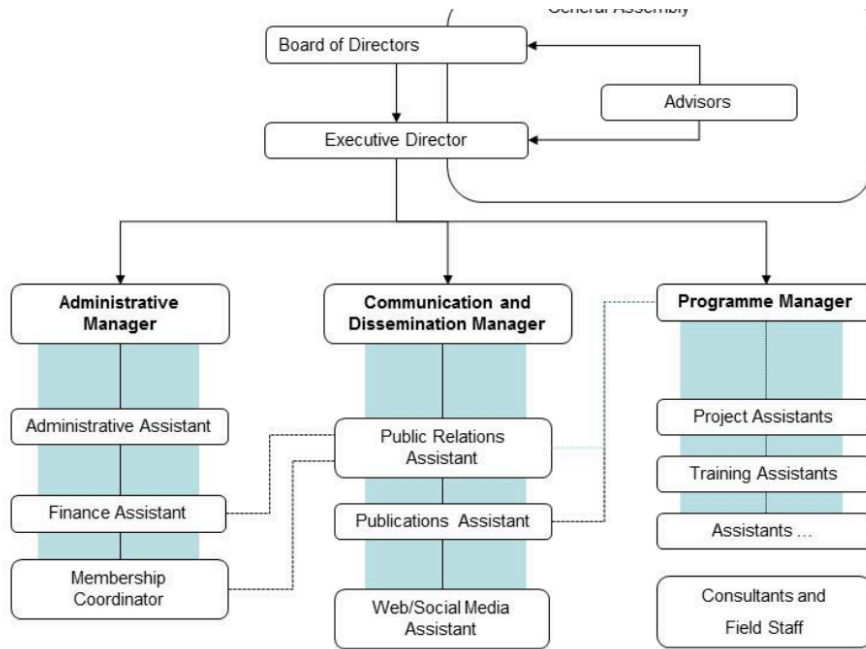
- How does the organizational chart look from a gender perspective?

- How is the gender balance with regards to division of tasks, responsibilities, authority, and 'power'?

Illustrative examples of questions on organizational culture (Gender Audit)

- Is gender considered a legitimate organization-wide issue?

- What is the senior management of the organization doing to promote gender equality?

- How do the staff experience female leadership?

- What is the attitude of senior management staff to gender issues?

- Is there a designated unit/staff member for gender?

- Is sensitivity to gender issues included in job descriptions/requirements? Is it asked for at interviews and monitored at appraisals?

3. Ensure Accountability

- Establishing accountability mechanisms

- Who are accountable? How?

- Monitoring gender mainstreaming commitments (at the organizational and program/project level)

- How?

- What is the cost-benefit analysis of ensuring gender integration?
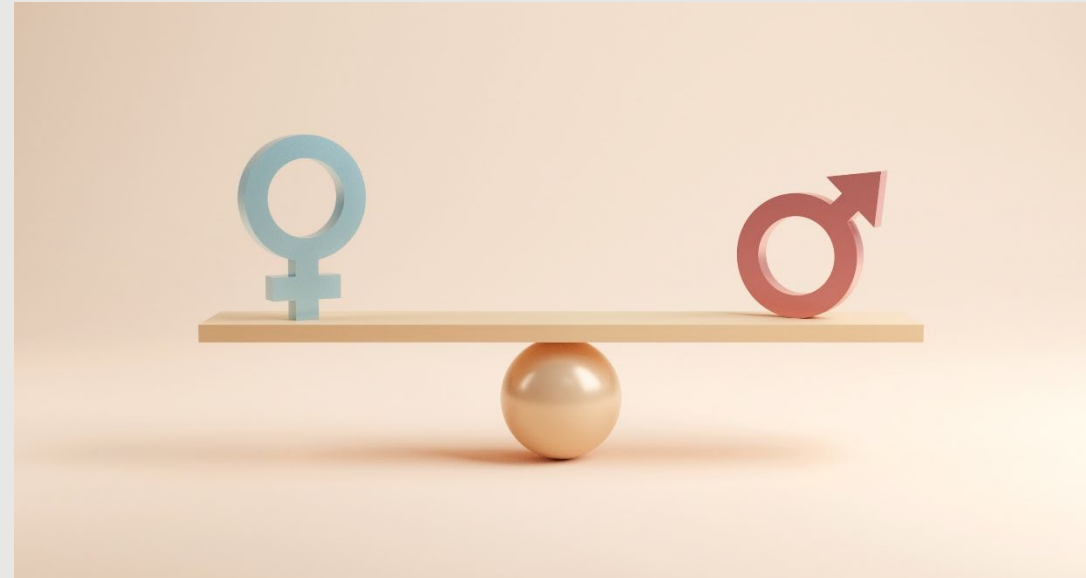
3. Ensure Accountability

- Commitment of the leadership

- Regular awareness raising of staff on gender mainstreaming

- Conduct regular gender audit

- Beyond recognizing existing inequalities

- Revision of staff job descriptions to integrate gender mainstreaming mandates

- Include performance of gender mainstreaming mandates as part of staff appraisal

- Track progress

- Gender action planning

- Set gender equity measures in place

- Ensure effectiveness of our projects/programs

4. Gender Budgeting

Figure 1. Conceptual framework on GB

Integrating gender perspectives at all stages of the budget and planning processes

Gender budget analysis

Changes based on gender analysis

Involving government actors and external stakeholders
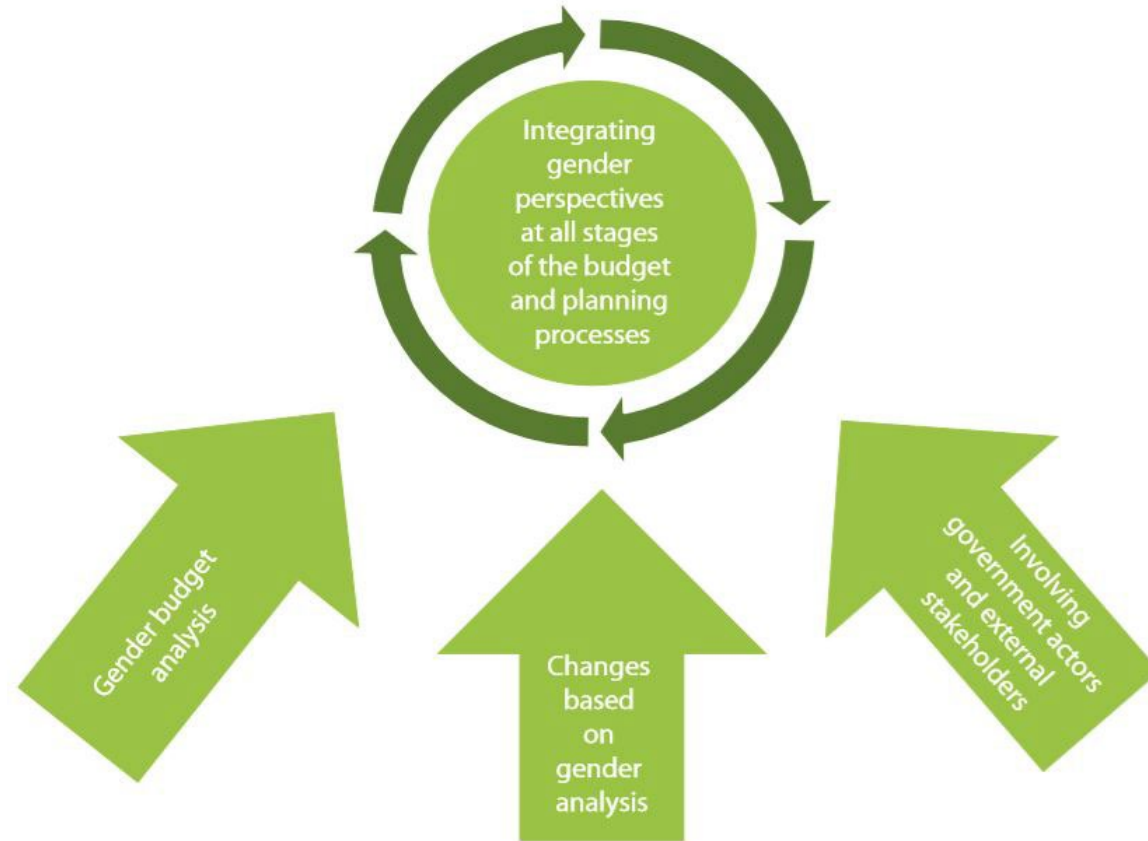
Source: Equal Rights 4 Women Worldwide

Gender Budgeting

➢ **Questions to consider**

- Do funding mechanisms exist to ensure program continuity?

- Are funding levels adequate for proposed tasks?

- Is Gender Analysis budgeted? Gender Integration training and refresher trainings? Gender Audits? Gender Focal Point(s)?

- Does the budget have enough flexibility to meet the changing or new-found situations of women, men, boys and girls, and/or Key Population groups (KPs)?

5. Utilizing Sex- and Age-disaggregated data

Having sex disaggregated data is the primary first step

Set baseline

Prepare gender action plan

Implement and track progress

What gender equity interventions are appropriate to fill the existing gap?

USAID'S Sex-Disaggregated Data and Information

Box 3: Example of the importance of sex-disaggregated data to provide a gender perspective

Compare the following data from a project that aims to increase economic activity through small-business development. Note how sex-disaggregated data gives a clearer picture of one of the problems to be addressed.

1. "In Kaliningrad, 64% of the working age population is unemployed."

2. "In Kaliningrad, 74% of the registered unemployed are women and 26% are men. However, men are less likely to officially register with employment services as they tend to use informal channels to find work. Therefore, real unemployment rates for men may be higher. At the same time, because women remain unemployed for longer periods than men they tend to seek assistance through employment services."

Source: USAID PDACP 506

6. Develop Gender Equality Indicators

Data Requirements:

1. Does the project's monitoring and evaluation system explicitly measure the project's differing effects on women, men, boys and girls?

2. Are women involved in designating the data requirements?

Developing **gender-sensitive indicators** to monitor participation, benefits, the effectiveness of gender equality strategies, and changes in gender relations.

Gender-sensitive indicators at a glance

- Measure the gap between men and women;
- Measure the different roles, responsibilities and access to resources of different members of society;
- Gauge progress towards achieving gender equality goals;
- Require data to be disaggregated by sex, age and other variables;
- Require a gender analysis of data;
- Encourage the integration of gender equality issues from the planning of a policy, programme or project right through to implementation, monitoring and evaluation;
- Demonstrate the impact of changes in power relations between women and men.

Source: Oxfam

Examples of gender indicators to measure **progress in guaranteeing a dignified and fulfilling life** for women and men living with HIV:

- Proportion of women involved in design and implementation of the project/program and at what level;

- Number of women trained as Home Based Care workers and their ability to fulfil their tasks well;

- Number of men trained as Home Based Care workers and their ability to fulfil their tasks well;

- Number of men disclosing their HIV status to their partners;

- Perceived wellbeing and sense of belonging, as expressed by women and men living with HIV.

Gender Equality Indicators: Basic Questions

Guiding questions *HOW?*

- Do the monitoring tools/techniques enable one to gather gender-sensitive data?

- How will the data be analyzed in a gender-sensitive manner?

- Who would be consulted in a monitoring process? Do men and women equally participate? How is the quality of their participation?

- Does the monitoring team include both men and women?

Guiding questions *WHEN?*

- Is the time convenient for both men and women involved in the project consultation?

- Do women have adequate time to explain their needs and constraints?

7. Do No Harm

Is one of the five humanitarian principles

Humanity; Neutrality; Do no harm; Independence and Impartiality

Risk assessment: Development of mitigation, and response mechanism

Do No Harm

Address sexual harassment and abuse

How?

Understanding 'power'

What is power?

What are positive and negative forms of power?

Do No Harm

POWER: The ability to influence our own and other people's experiences

POWER WITHIN is the foundation for all other positive forms of power.

It is the positive feeling we experience when we love and accept ourselves and when we believe we are valuable and deserving of our human rights.

POWER TO is when we act as individuals to positively influence our own and others' lives.

POWER WITH is when we join with others to improve our own and others' lives.

POWER OVER is when our words or actions make it difficult, frightening, or even dangerous for others to use their own power. The resulting imbalance of power can lead to violence in its many forms – physical, sexual, emotional, or economic.

Do No Harm

Sexual Harassment

A form of harassment that includes (but is not limited to) unwelcome sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical behavior of a sexual nature

Do No Harm

Sexual Exploitation

Any actual or attempted abuse of a position that uses vulnerability, a power differential, or trust for sexual purposes.

Includes profiting monetarily, socially, or politically from the sexual exploitation of any person who is targeted for assistance by, directly benefits from, or comes into contact with humanitarian programs.

Sexual Abuse

Any actual or threatened physical intrusion of a sexual nature (whether by force or under unequal or coercive conditions) of any person who is targeted for assistance by, directly benefits from, or comes into contact with humanitarian programs.

POLL

- Have you been involved in conducting Gender Analysis before? (yes/no)

8. Conduct and utilize Gender Analysis

- Is a tool to better understand the **realities** of men/boys and women/girls whose lives are **impacted** by planned development

- It is about **understanding** <u>culture</u>, expressed in the construction of <u>gender identities and inequalities</u>, to examine the <u>differences in women and men's lives,</u> including those that lead to social and economic inequality for women.

- It aims to uncover the dynamics of gender differences across a variety of issues

Conduct and utilize Gender Analysis

- **Gender analysis is an analytical tool** used to identify and understand gaps between males and females, and the relevance of gender norms and power relations in a specific context.

- It is the **cornerstone** of gender integration. Ideally, it is the first step in a gender-integration process.

What gender-integrated <u>objectives</u> can you include in your strategic planning to address gender-based opportunities or constraints?	**What proposed activities** can you design to address gender-based opportunities or constraints?	**What indicators for monitoring and evaluation will show** if (1) the gender-based opportunity has been taken advantage of or (2) the gender-based constraint has been removed?

CARE toolkit

Goals of Gender Analysis

- Integrate a gender perspective into all stages of the development intervention, i.e., policy/project/program

- Challenge the assumption that everyone is affected by policies, programs, and legislation in the same way, regardless of gender

- Better understand our community and hence get better results from development interventions

What does gender analysis do?

- Examines different roles and rights, as well as relations between males and females

- Identifies inequalities and their root causes

- Examines differing needs, constraints, and opportunities for women/girls and men/boys

- Determines how identified gaps or inequalities could be addressed

- Identifies potential adverse impacts or gender-based exclusion in planned projects
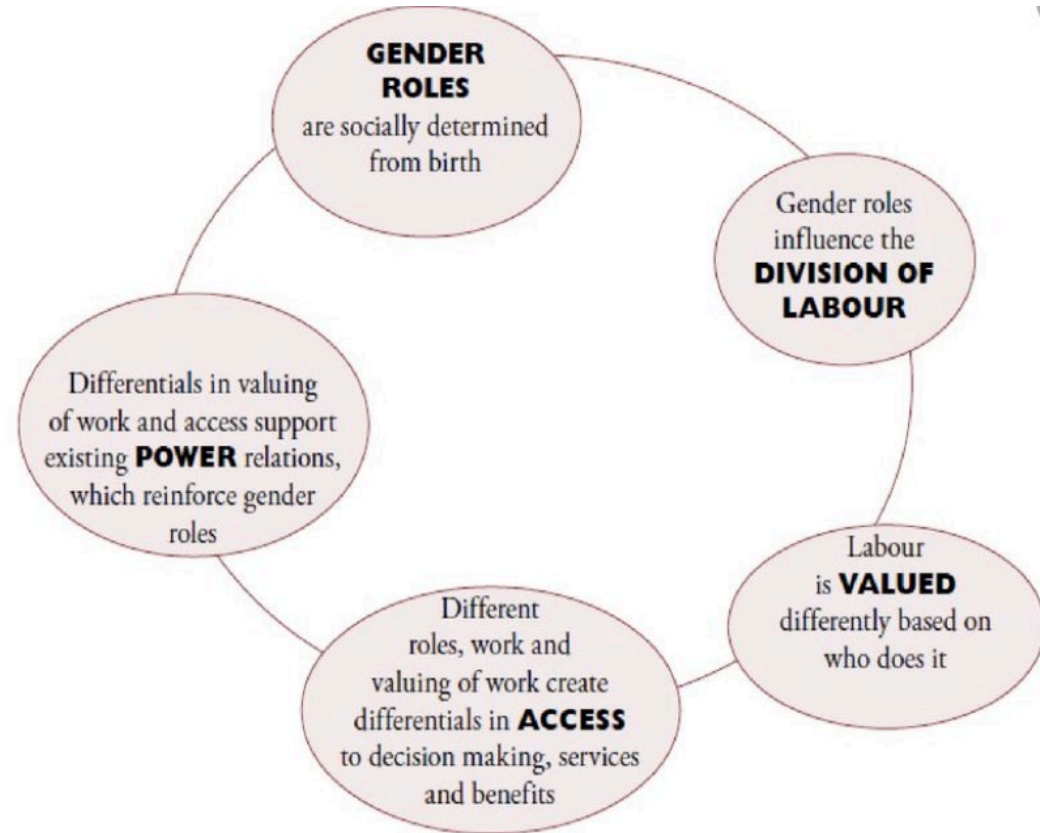
Why is gender analysis important?

- Gender Analysis helps projects/programs to promote **transformative** relationships that are fair and just in the distribution of benefits and responsibilities.

- By understanding how these disparities pose constraints for reaching project objectives, it will help us **attain and sustain project impacts.**

- It also helps staff to understand the projects' contributions to promoting gender equality.
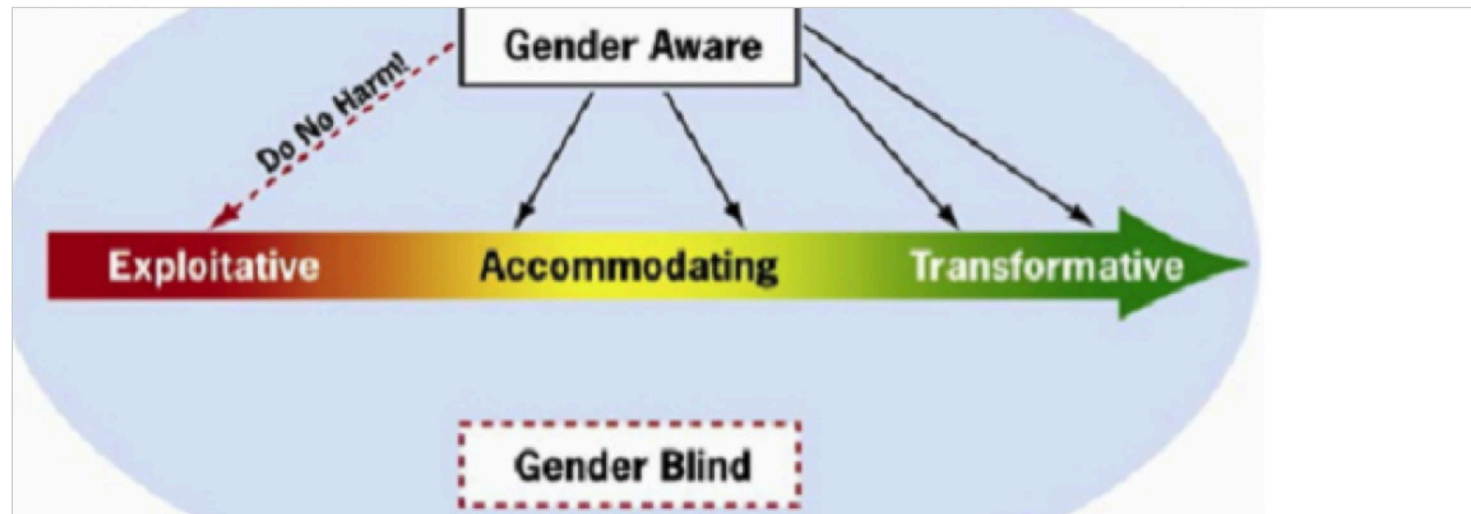
Good gender analysis should provide:

➢ Analysis of the Division of Labor

➢ Understanding of gender relations and their implications for development of interventions

➢ A review of women's priorities

➢ Recommendations to address women's practical needs and strategic interests

➢ Gender disaggregated statistics

➢ Restraining and driving forces

GENDER ROLES are socially determined from birth

Gender roles influence the **DIVISION OF LABOUR**

Labour is **VALUED** differently based on who does it

Different roles, work and valuing of work create differentials in **ACCESS** to decision making, services and benefits

Differentials in valuing of work and access support existing **POWER** relations, which reinforce gender roles

When do we do a gender analysis?

- Ideally, a gender analysis is conducted before or at the start of a project to inform the design of the project.

- The findings of a gender analysis provide the basis for developing gender-sensitive or responsive indicators.

- This can be used to follow increases or decreases in gender disparities in women and mens' decision-making, resource control, and leadership, along with sex-disaggregated health indicators.

- This helps to monitor any difference in outputs and outcomes for men, boys, women, and girls.
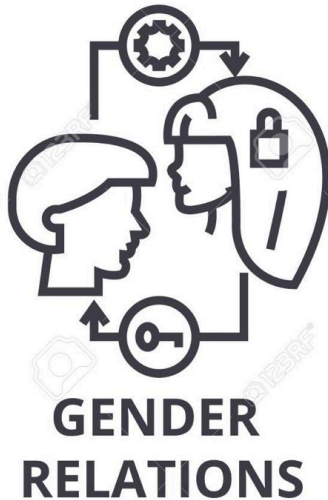
When is it appropriate to conduct a gender analysis?

- Gender analysis should be done all through the project cycle.

- The data to collect and the questions to guide the data gathering exercise will be determined by the particular focus of the project.
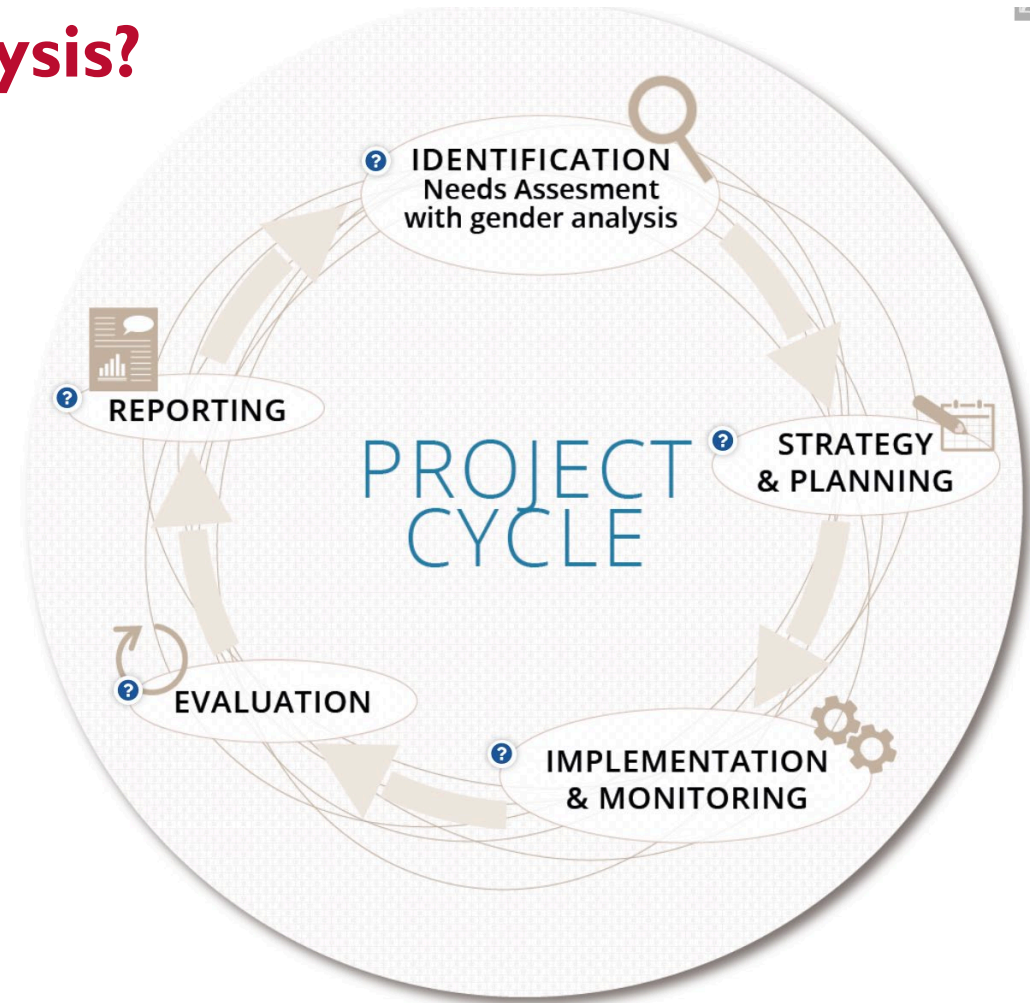
Examining the different domains of gender relations

GENDER RELATIONS

The four domains:

✓ Practices, Roles, and Participation

✓ Knowledge, Beliefs, and Perceptions

✓ Access to Resources

✓ Rights and Status

1. Knowledge, Beliefs, and Perceptions

- **Knowledge** that men and women are privy to —*who knows what?*
- **Beliefs** (ideology) about how men and women and boys and girls should conduct their daily lives
- **Perceptions** that guide how people interpret aspects of their lives differently depending on their gender identity

2. Practices, Roles and Participation

- Gender structures peoples' behaviors and actions—what they do (**Practices**), the way they carry out what they do (**Roles**), and how and where they spend their time (**Participation**)

3. Legal rights and status

- Refers to how gender affects the way people are regarded and treated by both customary law and by the formal legal code and judicial system

4. Access to Assets

- Natural and productive resources; information; education; social capital; income; services; employment; <u>benefits,</u> etc…

Gender Analysis: HOW?

❖ Collect Relevant Data: Gender–disaggregated information for analysis

❖ Identify Relevant Gender Issues

❖ Understand the institutional, economic, social, and political contexts

❖ Understand the priorities and needs of both men and women affected by the project

❖ Integrate the information you gathered in all project cycles

- Who does what? Gender roles, responsibilities, priorities of men and women both within and outside the household? Who has what? Who controls what?

- Women's and men's practical needs and strategic interests

- What are the differences, constraints, influences, power dynamics between women and men?

- What do they need/want?

WRAPPING UP

- Gender integration in the organization and tools to conduct Strategic Gender Planning and Action.

- Covered best practices in designing gender sensitive/transformative programs based on the 8 minimum standards.

- Went through the toolsets for conducting a Gender Analysis at the programmatic level.
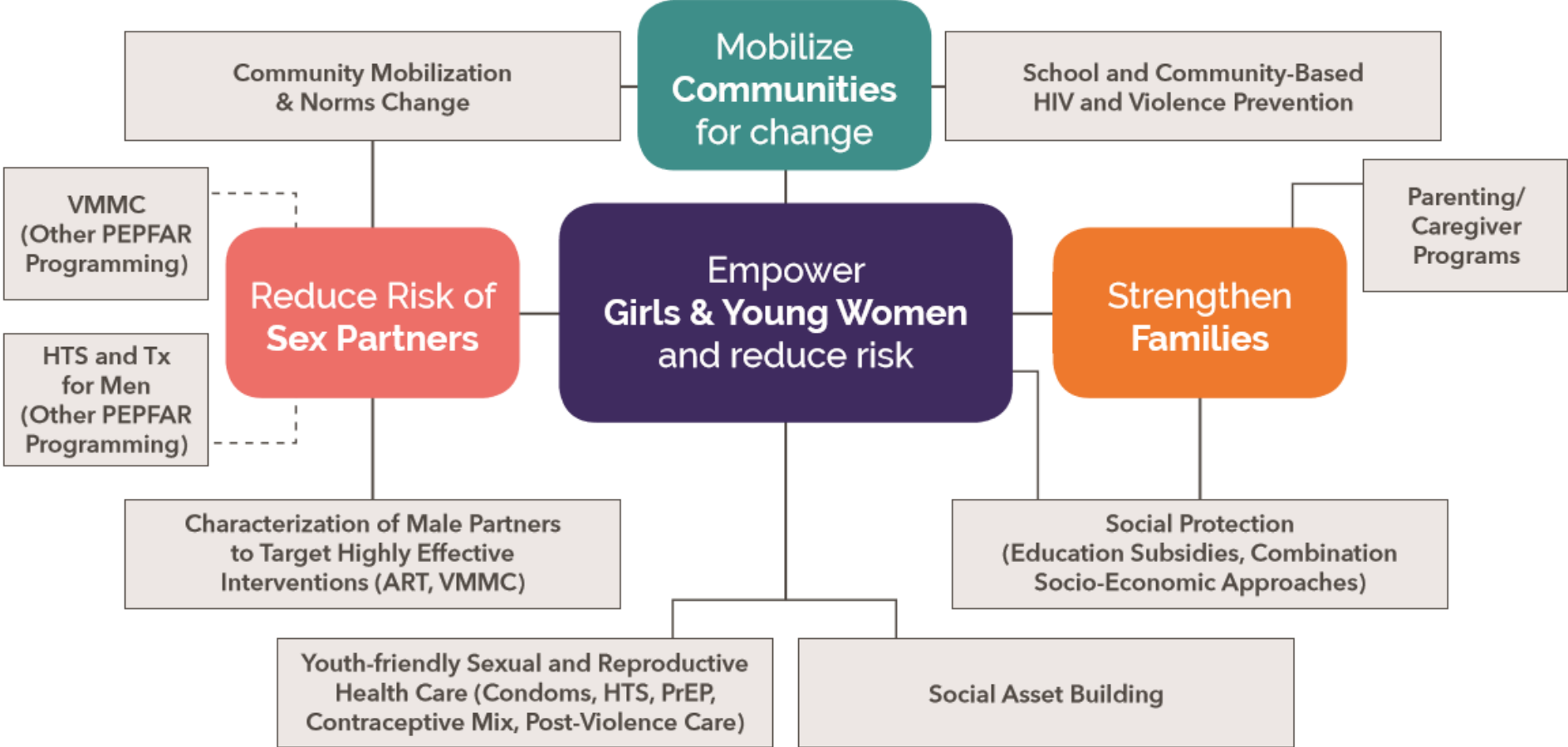
CHAT DISCUSSION

- What is one thing you learned today? (Insert in chat box)

Common Challenges and Lessons Learned
Perspectives from Namibia

DREAMS Project

CHAT DISCUSSION

- What is one best practice or lesson you would like to share from you own experience?

(Please list your country and the scenario in the chat box).

POLL

- If ASAP had a follow-up gender integration training, what is one topic you would prefer to see covered in more detail:
- Gender Analysis
- PSEAH
- Gender Equality Policy
- Other: (please specify)

THANK YOU FOR ATTENDING.