Gender Equality in Livelihoods & Inclusion Programming

Livelihoods & Inclusion Working Group Meeting, 26 January 2023
• The interaction between sex, gender and diversity (e.g. ethnicity, sexual orientation, ability, etc.) can affect how people prepare for, respond to and recover from crises.

• “One size fits all” programs (gender-blind) may result in uneven access to assistance & resources, exacerbate existing inequalities & affect resilience & ability to recover.

• Understanding how gender & other differences shape people’s unique concerns, needs, risks and priorities (gender-sensitive programs) is important & can lead to more inclusive and effective responses & strengthen resilience.

• Attention to gender equality (addressing inequalities & discrimination) is critical to nexus approach: promoting equitable economic participation & recovery; preventing & responding to SGBV; promoting women’s societal & political participation.
What Does Gender Mean For Livelihoods Sector?

- Crises have different impacts on men’s & women’s access to livelihoods resources, assets, opportunities and strategies.

- Economic vulnerability can lead to negative economic coping strategies, and may increase exposure to exploitation, abuse, & unsafe working environments.

- Social norms & discriminatory laws & practices often inhibit women’s ability to work outside the home and generate income.

- **Example**

  ✓ Crises can result in women taking on more unpaid care work (children, elderly), which can decrease their access to livelihood opportunities.

  ✓ Men may be marginalized from traditional breadwinner role, leading to mental distress, increased frustration & violence.
Aim to **build self-reliance & productive capacity** amongst women, men & vulnerable groups by **strengthening capacity, assets & strategies** used to make a living:

- Increase **knowledge on financial management**, business development & entrepreneurship
- Invest in leadership, life & livelihoods **skills training**
- Identify **training needs & triangulate** with **labour market** assessment
- Offer **safe income generating alternatives** & mainstream **risk mitigation** strategies to prevent GBV & SEA
- **Remove barriers** stemming from **caregiving** role: provide childcare, breastfeeding spaces, care services for elderly, etc
- Address barriers related to **language challenges**
- Promote access to ID documents & **technology** for digital cash transfers
Gender Mainstreaming: Most livelihoods interventions aim to assist everyone in need while adapting activities to address the roles and priorities women and men (or boys and girls) in different age groups.

✓ Youth-into-work program aimed at communities, with different activities and messages for different gender groups.

Targeted actions: Very occasionally, a livelihoods intervention may target actions to address specific discrimination or gaps resulting from gender norms or expectations.

✓ Capacity building of women traders who are disadvantaged in receiving formal loans for business scale-up.

✓ Supporting independence initiatives generated by people with disabilities.

✓ Mapping ways to improve access of LGBTI refugees to employment by making calls to investigate potential job placement opportunities for transgender women.
Humanitarian Approach: Focusing on camps & host communities, TOT provided to women living in camps to enhance access to training & skills with aim of expanding their participation in civic engagement. In addition, women’s parliament created in camps to identify main issues faced by women, & raise their awareness through several channels.

Development Approach: Program coordinated with Ministry of Social Development to operate the community centres aimed at enhancing capacity of community centres to increase quantity & quality of services, enable them to respond to survivors, & provide them protection & referral services.

Peace Building Approach: With recognition of gender dynamics in refugee and host communities, project addressed internal social cohesion dynamics among refugees & local communities, & promotion of gender equality & woman empowerment, through intense training problem-solving tactics & provision of tools.
How to Mainstream Gender In Program Cycle?

- Gender-sensitive *needs assessment* and analysis
- *Sex- and age-disaggregated data*
- Active *participation* of women and *leadership* by women
- Programme *objectives* responding to gender analysis
- Programme budgets adequately *resourcing* gender work
- *Design and targeting*: assistance adapted to need, equal access & benefit, dignity & empowerment
- *Protection strategies* and mitigation of potential negative impact (for example VAW, SEA)
- *Gender-balanced* humanitarian teams
- *Partnerships* including women’s rights organizations
- *Reporting*, including on gender equality objectives
- *Monitoring* and evaluation of gender-sensitive indicators
- *Accountability* (for example, community feedback)
- *Coordination* with inter-agency gender networks

= Good Programming
Gender Analysis

• Have demographics changed since the crisis? Are there shifting roles related to livelihoods?
• What groups have greatest livelihood support needs? What barriers exist to their participation? What are distinct livelihood needs, capacities & aspirations?
• What economic coping strategies have been adopted? Are these putting people at risk?
• Decision making: who participates and who doesn’t have a voice?

SADD

• Is there disaggregated data on sex, age, & other diversity factors (ability, ethnicity, gender identity, sexual orientation, religion)
• For livelihoods, important to collect SADD at community, household & individual levels on skills, education attainment, previous work experience, language spoken, market access & opportunities?

Carry out gender analysis throughout program cycle: assessment, monitoring & evaluation phase.
Needs Analysis: Questions to Ask

Tailored Activities
• Should intervention be general for everyone or do certain groups need targeting?
• Are there barriers to participation & opportunities to strengthen participation?

Protect from GBV Risks
• How do economic vulnerability, available livelihood opportunities or the lack of them affect protection risks, including sexual exploitation and abuse?
• Are staff aware of reporting and referral pathways for both GBV and SEA?

✓ Do not assume that all will benefit equally from livelihood programming.
✓ Ensure vocational training does not perpetuate negative gender stereotypes.
✓ Take special measures to facilitate access of vulnerable groups.
✓ Ensure access to childcare.
Key Take-Aways

- Using a gender lens translates into practical livelihood and inclusion programs
- Gender mainstreaming improves relevance, effectiveness and efficiency of interventions
- Gender checklists, tools & training available

Checklist in English  Checklist in Romanian  Training for Frontliners
Questions for Reflection

What’s going well?

How can we do better?

Where do we need more data/analysis?

THANK YOU AND WE ARE HAPPY TO SUPPORT