

Gender Tip Sheets

Resilience



The overall goal of the sector is to ensure a holistic and system-wide response across the humanitarian-development-peace (HDP) nexus, that includes national and local actors, to improve aid effectiveness, inclusion in national systems and services, reduce vulnerability to shocks and to pave the way for resilience, sustainable peace and development. The Resilience Sector will focus on interventions that address the mid-term resilience needs in Armenia, including livelihood recovery, effective access to socio-economic rights, systems and services, social cohesion, and evidence-based decision-making, prioritizing resilience/inclusion/durable solutions from the start.

Livelihoods and economic inclusion support:

- i. Infrastructure rehabilitation and green solutions. The support will be directed to infrastructure rehabilitation, renovation works and refurbishments to ensure accessibility of essential services, including water supply and green energy for areas with a high concentration of refugees.
- ii. Employment, entrepreneurship, and job creation. In-kind support and grant mechanisms will be used to foster income generation and entrepreneurial activities of refugees and disadvantaged host households, with a specific focus on women, to speed up their financial inclusion and self-sufficiency. The uptake of entrepreneurial knowledge and skills will be facilitated through training and mentorship with targeted support for women in close coordination with financial and business development service providers to support inclusion in existing systems and avoid the creation of parallel mechanisms. Labour market integration and access to decent work of the refugees and disadvantaged host households will be supported based on comprehensive labour force assessment through various mechanisms, including active labour market programs (ALMP), on-the-job trainings, paid internships, upskilling and reskilling through formal and non-formal market-based trainings, and result-based financing of ALMPs and self-sufficiency.
- iii. Support local production capacities. Support will be directed to restoring productive infrastructure and engaging the refugees and host populations in resilient and viable value chains.

Social cohesion and resilience: Host communities and refugees will be supported to develop social relations and bonds to bridge social division and enable trust-building. Effective communication and collaboration between groups will be facilitated for social cohesion on horizontal and vertical dimensions. Authorities and civil society will be supported in fostering cohesion and maintaining the strong culture of hospitality and community witnessed in the hosting areas.

Data-driven & evidence-based decision making and digital services: In cooperation with Government, the data and digital capacities of public agencies will be strengthened for more accessible and human-centred services (social protection, employment, migration and citizenship, mental health etc.) tailored to the needs of refugees and vulnerable host populations through digitalization and automation. All resilience interventions will be market-based and ensure a strong focus on data and evidence-base. The Minimum Economic Recovery Standards (MERS) will guide interventions.

Social Housing Strategic Vision & Enhanced Management: Support the Government in setting strategic vision and implementation of redesigned institutional and management models for social apartment buildings and decent work of refugee population and disadvantaged groups, including graduation from the social protection system.



Needs Assessments and Analysis

> Collect and analyze sex, age and disability disaggregated data (SADDD) and conduct a participatory gender analysis to understand different needs, capacities, barriers and aspirations and identify populations with special requirements.

- Population demographics. Household composition, pregnant and lactating women, female- and child-headed households, older persons (Particularly women, living alone).
- Risks and likelihood of sexual harassment in labour, human trafficking, forced labor, child labor, sex work, surrogacy.
- Intersectional issues. e.g. what other gender-specific barriers do men and women with disabilities face in seeking livelihoods.

> What type of access and control of livelihood assets do women and men have and how have they been affected by the emergency? What are the main assets (land, seed, livestock, equipment, access to markets) needed for a sustainable livelihood and how have they been affected by the emergency? What is the different impact on women and men based on their access to and control of these resources?

> What are the normal cultural and social roles and practices of women and men that existed before the onset of the emergency?

- What are the roles played by women, girls, boys and men in farming and other productive activities?
- Who has decision-making power with regard to productive assets and household expenditures?
- Who is responsible for farming, gathering, selling at the market, keeping stocks, cooking?
- Which kinds of activities, tasks and work are forbidden to women and/or men by local customs?
- How are resources allocated within households? Who has the most decision-making power?
- Are there practices that may discriminate against women, female-headed households, Older Persons?

> How much time do women, girls, boys and men devote to non-monetized (unpaid) work (fetching water, cooking, collecting firewood, childcare, washing clothes)?

- Do women or men still practise their traditional forms of income generation? If not, what has been the impact on women and men?
- Do women or men shoulder more responsibility for their households/families post-displacement than they did previously?
- Have women and/or men taken on community and reconstruction work after the crisis? Which kinds of tasks have been assigned to women and to men?
- How do security concerns hinder the abilities of women, girls, boys and men to access productive resources?

> Conduct a participatory gender analysis to identify the gaps in the livelihood response services. e.g. accessible, safe, private, confidential; available information on PSEA; effective referrals for Child protection, GBV, and Protection Concerns, reporting and follow up systems.

> Ensure gender analysis is done by analyzing the SADDD, and by consulting with women, girls, men and boys in an inclusive and participatory way. e.g. Sex-disaggregated focus groups; time/location/facilities that allows participation from all (i.e. child-care facilities for women with young children).



Strategic Planning

> Reflect gender analysis in the planning documents and situation reports, using SADDD.

- Consult with women, men, girls, boys to design livelihood activities to ensure they meet their needs. Older men and women, persons with disabilities, and other minority groups should also be included in livelihood activities planning.

> Ensure equal and inclusive access to livelihoods that addresses the specific needs of women, girls, men, boys and other marginalized populations (persons with disabilities, orphan children, older persons, other vulnerable groups.) as well as the socio-cultural context (Do No Harm).

> Provide equal access for women and girls, boys and men to vocational training, income generation and microfinance programmes. Set specific gender targets for livelihood support services. Labour-saving techniques and low-cost technologies are often useful to enhance women's access to income generation initiatives.

> Work with other sectors to holistically plan interventions that address the barriers to quality livelihood training for girls and boys. e.g. Food security and nutrition, Education, Shelter/Non-Food Items (NFI)/Water, Sanitation and Hygiene (WASH); Protection of Sexual Exploitation and Abuse (PSEA) Network.

- Child safeguarding. e.g. Code of conduct for teachers, training for education staff on child safeguarding and PSEA, training on identification, monitoring, referral, confidential reporting of GBV and child protection issues; functional, safe and ethical referral pathways.

> Participation of women, girls, men and boys in livelihoods e.g. provision to ensure women's participation (i.e. childcare); engagement of adolescent girls and boys in livelihoods preparedness trainings; engagement of Older men and women.

> Community awareness and social norm changes. e.g. messaging and community outreach on labour exploitation, human trafficking, gender sensitization of male household members, community members and other actors; messaging on adolescent engagement.

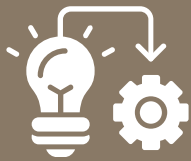
> Develop indicators to measure change for women, girls, men and boys.

- Use SADDD indicators so gaps between groups can be identified and assessed.
- Use the Gender with Age Marker (GAM) to assess program planning.



Resource Mobilization

- > **Provide SADDD, information and key messages on the specific needs of women, girls, men and boys in livelihoods sector so that priority areas are funded.**
- > **Engage in advocacy with donors and regularly report on the gender resource gaps in livelihoods.**
 - Apply the GAM to program design to assess and highlight its contribution to gender equality and the empowerment of women and girls.



Implementation and Monitoring

- > **Involve women and men equally and meaningfully in decision-making, implementation and monitoring of programs/projects.**
 - Involve relevant community members and groups from affected populations. e.g. involve community groups such as women's rights, youth, older men and women, and other marginalized identity organizations in program implementation and monitoring, ensure equal participation of women by providing childcare services.
 - Ensure gender balance in the implementing and monitoring staff of the project.
 - Ensure the safety of staff and volunteers, especially female staff/volunteers. e.g. put measures in place to respond to potential threat, intimidation and harassment of female staff.
 - Ensure women, girls, men and boys participating in programs are aware of available child protection, GBV, and protection services, how to access those, the organization providing them.
- > **Develop and maintain feedback and complaint mechanisms that are child- and adolescent- friendly, gender-responsive, inclusive and confidential (including for SEA reporting). e.g provide feedback and complaint boxes, provide UNHCR hotline services, do gender and age segregated FGDs.**
- > **Regularly monitor for any changes, including in risks, access or social norms and roles, that may limit the participation of women, girls, men and boys in the program.**
- > **Monitor access to livelihood assistance by women, girls, men and boys.**
- > **Contribute to the RRP's gender-specific outcomes.**
 - Apply the GAM to assess and improve gender equality programming.



Operational Peer Review and Evaluations

> Share information, SADD and key messages to others on the specific needs, capacities and aspirations of women, girls, men and boys in livelihoods.

- The Gender Task Force can support in reviewing and disseminating information, reports and other materials.

> Share good practices and lessons learned on using gender-responsive approaches in livelihoods and women's economic empowerment.

> Review project and assess if all women and girls, men and boys from affected populations were reached and identify possible gaps.

> Use GAM to assess the program's contribution to gender equality and empowerment of women and girls.

| Key Resources | Protection Working Group Key Actors |
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