

Livelihoods and Gender

A diagnostic using the Web of Institutionalisation

Frida Khan

19th April 2018

Overview

- Background
- Purpose
- Web of Institutionalisation
 - Citizen's Sphere
 - Policy Sphere
 - Organisational Sphere
 - Delivery Sphere
- Open the discussion
 - Suggestions
 - Information gaps
 - Corrections
 - Recommendations

Labour Force Participation

Country	Labour Force Participation %	Female %	Male %
Jordan	39.0	13.9 (7, refugees)	63.6 (51, refugees)
Lebanon	47.1	23.1	71.0
Egypt	47.9	22.1	73.7
Turkey	51.6	32.3	71.9

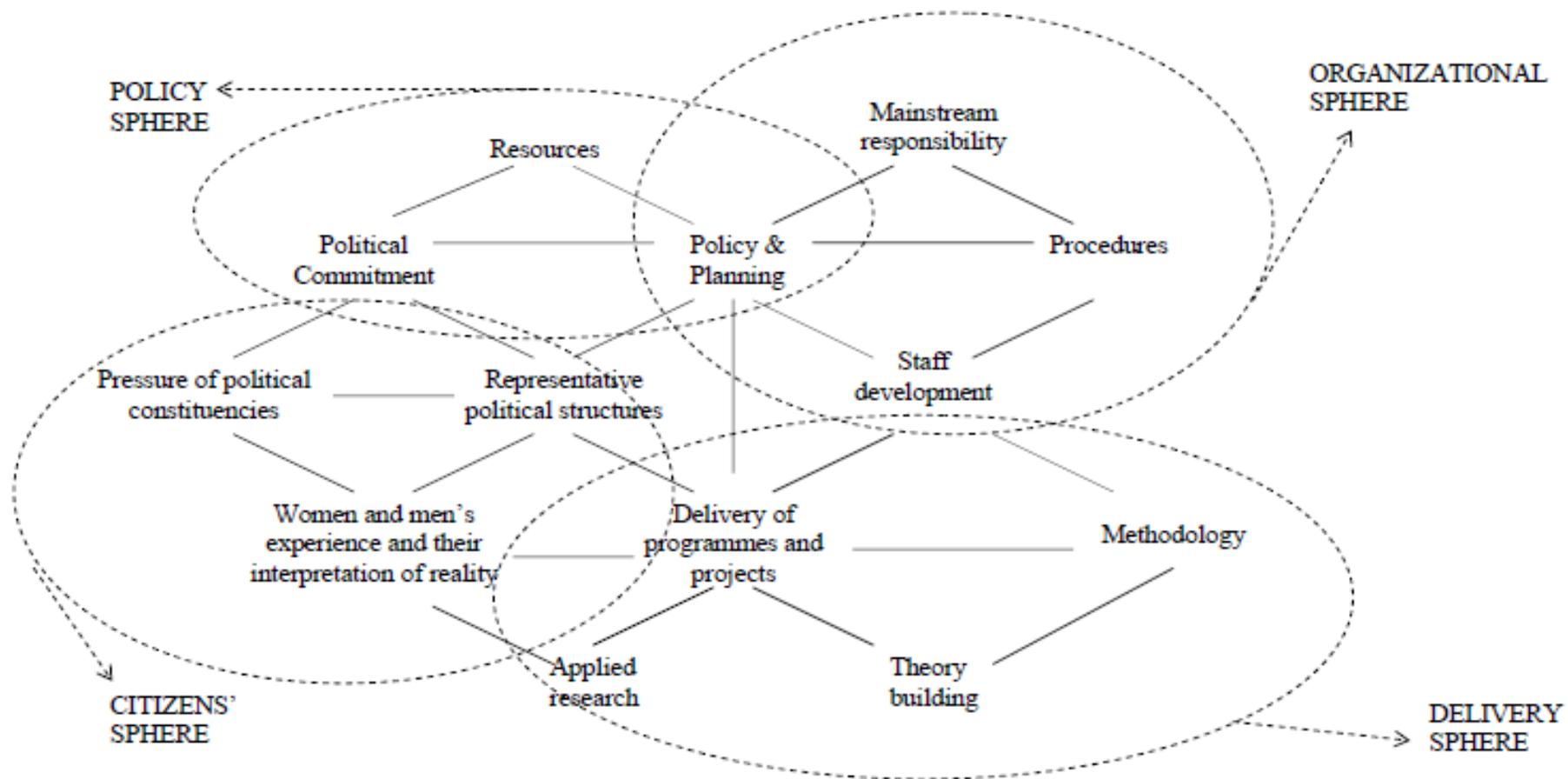
- Waged employment
- Self-employment
- Work permits
- Cash for work

Web of Institutionalisation

- 13 elements
- Site of power
- Resistance and opportunity
 - Syrian refugees and vulnerable Jordanian host communities
 - Women are not a homogenous bloc - generalisations
- Diagnostic tool
- Operational tool

APPENDIX B

THE WEB OF INSTITUTIONALIZATION



Source, Levy, C, 1998.

Citizen's Sphere

- **Women and men's experience of reality**
 - Main reasons for women not working:
 - Responsibilities at home (childcare)
 - No work available or not in line with skills
 - Low wages and poor working conditions
 - No transport
 - Family doesn't permit/women don't want to
 - Harassment
 - Main reasons for women working
 - Economic necessity
 - Impact on men
 - Sense of failure, inability to provide
 - Aberration, not progress
 - Accept and embrace the change: "Teach us how to take care of children"

Citizen's Sphere

- **Pressure of political constituencies**
 - Women workers, not organized
 - Civil society and community-based organisations, how many of them are aware of and advocate on issues of gender? How many of them have membership of refugees and other disadvantaged women?
- **Representative political structures**
 - Increase of women's representation at the municipal and national level
 - Senate Committee on Labour
 - Senate Committee on Women
 - But how gender aware are they (and all?)
 - How active are the committees?

Policy Sphere

- **Political Commitment**

- Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)
 - Reservation to article Article 16 (g) which gives “the same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation
- Jordan’s Vision 2025
 - Double female participation in the workforce to 27 per cent over 10 years
- Jordan Economic Growth Plan (2018-22)
 - Policy interventions, public projects and private investments for government services, finance, manufacturing, transport, and tourism & hospitality.
 - The sector plans have clear gender equality objectives (action plans?)
- The Jordan Response Plan (JRP), a framework for a comprehensive development response to the impact of the Syria crisis on Jordan
 - 12 sectors
 - The section on the livelihoods sector is gender neutral in its description of the problem, the analysis of needs, and the reporting of results.
 - It neither proposes any interventions specifically for women nor has gender targets within them

Policy Sphere

- **Policy and Law**

- Labour and Workplace Laws

- Does not apply to agriculture workers and domestic workers
 - Maternity leave but no paternity leave
 - Childcare mandated on the basis of women employed rather than parents who need the facility
 - No legislation on equal pay for equal work
 - No clear definition of workplace harassment

- Closed sectors, complications around establishing home-based businesses, restrictions on Syrians to set up businesses, restrictions in camps

- Planning Process?

- If there is a lack of political mobilization of women's groups, their voices will not be heard and their needs and expectations not reflected in the policy and planning processes

Policy Sphere

- **Resources**

- Jordan Response Plan, 2017-2019

- Projects focusing on women: 2 per cent of all sectors
 - Projects with women as clear beneficiaries with men: 5 percent of all sectors
 - Livelihoods projects: 5 per cent of all sectors
 - Livelihoods projects focusing on women: 1 per cent of total livelihoods

- This does not mean that the remaining 95 per cent of projects will not have an impact on women or gender equality, but it does suggest an inadequate level of gender mainstreaming in the project cycle, poor consideration of the needs and expectations of women, men, girls, and boys, the risk of negatively impacting women and girls, and the missed opportunity to have increased the magnitude of project results.

Organisational Sphere

- Inadequate understanding and implementation of gender equality
 - Project development and approval procedures?
 - Staff development?
- Not just in government or CSOs or private sector
- In our own organisations

Delivery Sphere

- Delivery of Programmes and Projects
- Livelihoods
 - Numbers vs outcomes
 - Passive beneficiaries vs active agents
 - Humanitarian vs Development
 - Opportunities to challenge gender relations
 - Opportunities to augment livelihoods with other sectors' work (GBV, protection, reproductive health, workplace improvements)
- Research, theory building, new methodologies

Recommendations

- Gender mainstreamed action plans for policies
- Law reform
- Statistics
- Childcare and transport
- Skills and employability
- Regulation of the informal economy
- Changing mindsets (women and refugees)
- Gender mainstream all projects and increase projects focusing on women