



Livelihoods sector

Gender Mainstreaming and Women Inclusion in Livelihoods Activities

Guidance Note

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OVERVIEW OF WOMEN'S ECONOMIC SITUATION IN LEBANON¹

As in the rest of the MENA region, the gender gap in labor force participation in Lebanon is stark. As of 2019, Lebanese women's labor force participation rate (WLFP) was 29 per cent, while the rate of men's participation was three times higher at 76 per cent.² For Syrians, labor force participation is even lower, at 16 per cent for women compared with 81 per cent for men in 2021.³ For both Lebanese and Syrian women, low WLFP is particularly prevalent in areas outside Beirut as well as for women with lower levels of education.⁴ Marginalized groups also face specific barriers to entering the labor force where only 5.5% of women with disabilities participate in the workforce. In addition, Lebanon's labor market also suffers from gender segregation, whereby women are disproportionately active in specific sectors, such as banking, health, education, and the public sector, which are not growing currently.⁵

Patriarchal norms around women's responsibility for household and care work are key factors preventing women from entering the paid economy. A 2021 survey found that 31% of women respondents had never even considered engaging in paid work in their adult lives, mostly due to childcare responsibilities, not having the right skillset, and their spouses not allowing it.⁶ It is well-documented that social norms continue to prevent women from entering the paid labor force. Prevailing data shows that gender norms related to women and work persist, as does the lack of support from male partners when it comes to childcare and household tasks. In addition, formal childcare services, such as community-based childcare centers, Social Development centers (SDCs), and private day cares are limited and often too expensive.

PURPOSE OF GUIDANCE NOTE

Given the dramatic inequality described above as well as the positive association between increased WFLP and economic growth⁷ increasing women's labor force participation in Lebanon is a shared objective across government, academic, civil society and humanitarian and development actors. As part of the Lebanon Crisis Response Plan (LCRP), the Livelihoods sector sets a target of reaching at least 50 per cent women across all its economic empowerment interventions. When implemented in an inclusive way, livelihoods programs can offer safe ways for women to gain experience, generate income, and enter the labor market. In turn, this promotes women's empowerment, knowledge, and independence and contributes to economic growth overall. Framed by global and Lebanon-specific gender equality and sustainable development objectives, this guidance note provides practical guidelines for livelihoods actors in Lebanon

¹ It is worth noting that due to the consecutive crises Lebanon has been undergoing since 2019, there is a lack of more updated data on women's labour force participation, and other relevant information. This document shall be amended with updated data sets once those are available.

² Central Administration of Statistics [CAS] (2019). "Labour Force and Household Living Conditions Survey 2018–2019 Lebanon." Available at <http://www.cas.gov.lb/images/Publications/Labour%20Force%20and%20Household%20Living%20Conditions%20Survey%202018-2019.pdf>

³ UN Women, United Nations Children's Fund [UNICEF], the United Nations High Commissioner for Refugees (UNHCR), and the United Nations World Food Programme (WFP) (2021). "Vulnerability Assessment of Syrian Refugees in Lebanon (VASyR)."

⁴ Central Administration of Statistics [CAS] (2019). "Labor Force and Household Living Conditions Survey 2018–2019 Lebanon." See citation 1.

⁵ World Bank, UN Women, and National Commission for Lebanese Women [NCLW]. (forthcoming). "Lebanon Gender Assessment. The Status of Women in Lebanon: Assessing Women's Access to Economic Opportunities, Human Capital Accumulation & Agency." Internal report shared with authors.

⁶ European Union and UN Women (2021). "Sector-Specific Gender Analysis: An In-Depth Sectoral Examination of Feminist and Women's Rights Issues in Lebanon." Available at https://www.eeas.europa.eu/delegations/lebanon/european-union-sector-specific-gender-analysis_en

⁷ Numerous studies point to the positive impacts in economic growth because of addressing gender inequality. See Klase, 1999; Klasen and Lamana, 2009; Steinber and Nakne, 2012; Kabeer and Natali, 2013 and Gonzales et al, 2015.

for mainstreaming gender in livelihoods programming across the different phases on the project lifecycle⁸. Given the linkages between protection concerns and women's economic empowerment, these guidelines also include linkages between protection and livelihoods programming where relevant.

GOING FURTHER: TRANSFORMATIVE APPROACHES TO ENHANCING GENDER EQUALITY

Livelihoods programs have the potential to enhance gender equality in the broader economic environment by engaging women, girls, men, and boys in non-traditional livelihoods roles.

- ✓ Encourage women to participate in construction cash-for-work programs, distributing the tasks according to personal physical ability, as well as ICT and STEM⁹. This would support their financial independence and sense of self-worth.
- ✓ Build negotiation skills and strategies of women, allowing them to become role models in their communities and to take on leadership roles within the livelihoods' activities.
- ✓ Work with the wider community, focusing on community leaders, to sensitize them on the value of women's participation in the economy of the household and the community.
- ✓ Similarly, provide awareness sessions to and engage with men and boys to be champions for women's participation and leadership across livelihoods activities.
- ✓ Introduce asset-building programs¹⁰ targeting adolescent girls to provide a foundation for livelihoods opportunities. These can include gender-transformative programs, training on gender principles and gender biases, presenting the business case for women's full inclusion in the economy.

PROJECT DEVELOPMENT, PLANNING, IMPLEMENTATION, BUDGETTING, AND MEAL

1. Proposal Development

To maximize gender mainstreaming throughout the different stages of the project lifecycle, it must commence at proposal development stage and continue into project planning, implementation, monitoring, and evaluation, learning and close-out.

1.1. Project impact on gender norms – The Objective

At this stage, actors need to decide the impact intended of their programmes on gender norms. The approach and objectives of any given project, whether it has a clear focus on gender or not, can range across the below spectrum:

Gender Negative	Gender Neutral	Gender Sensitive	Gender Positive	Gender Transformative
Gender inequalities are reinforced to achieve desired	Gender is not considered relevant to development outcome.	Gender is a means to reach set development goals	Gender is central to achieving positive development outcomes	Gender is central to promoting gender equality and achieving positive development outcomes

⁸ The production of this guidance note was led by UN Women in collaboration with UNDP and the Inter-Sector Gender Specialist.

⁹ Science, technology, engineering, and mathematics

¹⁰ Asset building is an approach that emphasizes the value of enabling individuals and families to learn about and use sound family budgeting and money management practices to address financial issues, and to plan for long-term success.

development outcomes.				
Uses gender norms, roles and stereotypes that reinforce gender inequalities.	Gender norms, roles and relations are not affected (worsened or improved).	Addressing gender norms, roles, and access to resources in so far as needed to reach project goals.	Changing gender norms, roles, and access to resources are key components of project outcomes.	Transforming unequal gender relations to promote shared power, control of resources, decision-making, and support for women's empowerment

While all Livelihoods projects should at a minimum be gender sensitive, actors looking to achieve sustainable development objectives eventually should aim for programming that is gender positive or gender transformative.

1.2. Gender analysis to enhance gender mainstreaming.

In the proposal development stage, conducting a brief gender analysis by reviewing available guidelines, such as this one, and secondary data is the best way to enhance gender mainstreaming from the very beginning. Ideally, this can also be used to design projects with a clear gender focus, such as by selecting projects that will appeal to women and girls¹¹ and have a specific impact¹² on them. Information collected would allow for the identification of the best approach to project activities that address the identified issues. The gender analysis for livelihoods should assess:

Population demographics	The demographic profile of the population disaggregated by sex and age <i>before the crisis</i> . Changes that occurred since the crisis or programme began. The number of households and average family size, number of single- and child- headed households by sex and age, number of people with disabilities by age and sex, number of pregnant and lactating women.
Gender roles	The roles of women, girls, men, and boys relating to livelihoods. The changes that occurred in the roles of women, girls, men, and boys since the onset of the crisis especially in providing an income source for the household. Time spent to achieve these roles. Conduct an analysis of household care work as part of broader livelihoods programming. The 24-hour daily work analysis can be used for this. Existing gender barriers to accessing viable livelihoods opportunities.
Decision-making structures	Structures the community and household used to make livelihood decisions before the crisis and what are these now. Participation in

¹¹ See EU sector-specific analysis, World Bank gender profile, VASyR and UNDP-CAS gender profile

¹² For example, menstrual hygiene items, childcare services, and the IT sector.

	decision-making spaces: Do women, men and LGBTI individuals have an equal voice and the participation of adolescent girls and boys.
Protection	Protection risks faced by specific groups of women, girls, men, and boys before the crisis. Available information about protection risks since the crisis began or the programme started. Effect of legal frameworks on gender and protection needs and access to justice. Impact of available livelihood opportunities (or not available as the case may be) on protection risks.
Gendered needs, capacities, and aspirations	The livelihood-related needs, capacities and aspirations of women, girls, men, and boys in the affected population and/or programme. This should include an assessment of how workloads have shifted because of the crisis including unpaid care work, past and current livelihoods practices as well as market or livelihood opportunities. It should look at who has access to and control over assets and market access, including which markets groups use (for example, perhaps older women or men rely on local markets in terms of accessibility). It should also map the skills, education levels and previous work experience of women, men and adolescent girls and boys to match skills to market opportunities.

Gender mainstreaming in livelihoods projects begins with clearly articulating a gender strategy and including Age, Gender, and Disability disaggregated data (AGD) in project proposals

Possible questions for a Livelihoods specific gender:

- ✓ Who (women, girls, men, and boys) participated in unpaid care work (collecting water and firewood, caring for family members, washing clothes) pre-crisis and what role(s) and responsibilities did they have? Have these roles changed since the crisis? Do women or men shoulder more responsibility for this work than they did previously? Are these roles barriers to accessing livelihoods opportunities?
- ✓ Who makes decisions about how resources are allocated in the household and household expenditures?
- ✓ What laws and practices exist regarding land ownership, inheritance, access to land and education? Do these discriminate against women, men, girls, or boys? Are certain kinds of livelihoods activities forbidden for women or men?
- ✓ What economic coping strategies have been adopted since the crisis, and are these putting women, men, girls, or boys at risk? What are these risks?
- ✓ Are women, men, and LGBTI youth participating in the market as vendors, suppliers, wholesalers, and consumers? Are there barriers to full participation for each of these groups? Are there opportunities to strengthen participation?
- ✓ What are the main assets needed for sustainable livelihoods such as land, livestock, seeds, equipment, etc. and how has the crisis impacted women and men's access to and control of these resources?

- ✓ What roles do women and men play in the agriculture, farming, fishing, trade, and food supply sectors and how has these changed since the crisis?
- ✓ What skills and capacities do women, men, and LGBTI youth possess that could contribute to strengthening or expanding the market? Does the available labour supply meet demand? What skills are needed to meet market requirements?
- ✓ What risks do women, girls, men, and boys face when engaging in their current livelihoods' activities?
- ✓ Do economic programmes risk entrenching existing gender norms, e.g., only placing women in care roles? What are the risks of backlash associated with engaging women in economic empowerment programmes?

In the absence of sufficient secondary data and/or when organizations have available funding for research in the design stage of a project, gender considerations should be streamlined throughout the assessment process. This includes mapping out the work and resources of men and women in a community and highlighting the main differences¹³.

2. Project Planning and Logical Frameworks¹⁴

This stage marks the logical and effective link between the findings of the secondary and/or primary gender analysis done at the proposal development phase, and the project's logical framework, including activities and expected outcomes. When setting the results logical framework ("log frame") of the program, it is important to first articulate what the gender specific objectives are and then set associated indicators for activities, outputs and outcomes that lead to the set objectives. Each indicator category, along with associated gender-specific considerations are outlined as follows:

Indicator type	Definition	Gender considerations
Input	Monitor project-specific resources to be provided for each project activity.	<ul style="list-style-type: none"> ● Specific budget lines and procurement plans for goods or services may be necessary for enhancing women's participation (such as cost of childcare services or transportation) ● Capacity building of staff on basic gender equality or protection principles
Activity	Reflect delivery of resources devoted to a program or project on an on-going basis. These are the best indicators of implementation and are used for project monitoring.	<ul style="list-style-type: none"> ● Ensure AGD is collected for participation in each activity

¹³ Annex 1 provides resources and guidelines for developing and implementing gender-sensitive primary assessments for the purpose of livelihoods project design.

¹⁴ Annex 2 presents two scenarios on livelihoods interventions that are typical to the Lebanon programming and provides sample gender responsive indicators pertaining to each scenario.

Output	Measure the immediate change due to the achievement of each project activity.	<ul style="list-style-type: none"> • Ensure AGD is collected for each output. • Consider collecting additional demographic information such as dependency ratio, and income level
Outcome	Measure the overall purpose of the initiative or what the intent of the project achievement is and should be disaggregated by sex to the best extent possible.	<p>Potential outcomes to measure include:</p> <ul style="list-style-type: none"> • Changes in attitudes, individual behaviors, incidence, and prevalence • Increased agency and decision-making • Reductions in harmful coping strategies that impact women specifically. • Improvements in women's financial situations
Impact	Measure the long-term impacts of the project. They are usually measured at the end of project evaluation.	<p>Impact level changes can be measured at the 3 levels defined by the Gender at Work framework¹⁵:</p> <ul style="list-style-type: none"> • The personal domain (relating to women's individual knowledge, mobility, attitudes and beliefs, and self-perception). • The relational domain (relating to the attitudes and norms of people within women's lives and the enterprises they interact with). • The environmental domain (relating to the broader social and political structures in the public space which impact women's empowerment).

Another important step to be considered at the planning phase is the analysis of the community specificity and characteristics which would contribute to the development of the outreach strategy.

Gender sensitive indicators allow for the measurement of gender-related issues throughout the project and provide evidence for the extent to which the project met its gender objectives.

3. Budgeting

Allocating ample financial resources, either as a separate budget or separate line item within the overall budget, for activities that promote gender equality and ensure the full and equitable participation of women into the project budget is also key to ensuring that gender objectives are met. Gender related costs within a project budget could include childcare facilities or referral costs, safe transportation costs, specific training venues that are near residence, and cash for protection.

¹⁵ Based on the Gender at Work Framework. More information at https://www.worldbank.org/content/dam/Worldbank/document/Gender/GenderAtWork_web.pdf

4. Project Implementation

Attention to equitable access for women is necessary at each stage of project implementation.

4.1. Beneficiary selection and outreach¹⁶

- ✓ Create an **outreach plan** that considers how to target and reach women, building on the discussion held with women and girls during project identification phase. This plan can include a mapping of relevant and trusted outreach outlets in the community such as NGOs, SDCs, key community members that are usually trusted by men and women in the community.
- ✓ Create a plan for discussing and encouraging women's participation with **potentially resistant male family members**.
- ✓ Create a **mitigation plan** to reach more women in case the target is underreached, or in case of dropouts.
- ✓ **Consider potential constraints** women may have to participate in the project such as timing and childcare responsibilities and develop mitigation strategies such as providing childcare, safe transportation as needed, and by tailoring the hours and location of all activities.
- ✓ **Conduct orientation sessions** specifically targeting women before the start of the activities to make sure they are fully aware of the services/activities and to collect their concerns prior to commencement to amend as possible. Similarly, offer to **provide additional support** to women in preparing for training and assignments as needed.
- ✓ **Strive for fifty percent of the livelihoods staff to be women**, thereby employing women and encouraging women beneficiaries to voice their concerns in a safe and open environment
- ✓ **When women face mobility restrictions, promote livelihoods activities that can be carried out within the covered living space or adjacent area**. For example, if some women are not able to leave their close community, it is best to organize the activities in locations that are closest to their area of residence.

Ensure the participation and equal access of all women and girls to all types of activities

4.2. Develop and implement GBV prevention and mitigation strategies to ensure safe implementation

- ✓ **Ensure financial resources to provide all staff, partners, and contractors with induction on Protection from Sexual Exploitation and Abuse (PSEA)**, making clear the available referral services for beneficiaries.
- ✓ **Assign and train a GBV focal point**, introduce her/him to the beneficiaries, and make clear all the information on available legal, medical, psychological, and shelter services as visible at activity locations.
- ✓ **Set up and make clear complaints and feedback mechanism for staff, partners, and beneficiaries**. Encouraging all women, men, girls, and boys to provide confidential feedback is also critical and can be advanced by making the mechanism accessible, providing two-way communication channels, and closing the feedback loop. To note that the ability to safely access these mechanisms can be different for women, girls, men, and boys and as such provisions should be made to facilitate their accessibility. Equally important is the protection against retaliation, which should also be explained clearly to the diverse groups.

¹⁶ Refer to the Livelihoods sector "Parameters on Outreach, Identification and Selection of Beneficiaries"

- ✓ Include a component of psychosocial support and prevention of GBV in the program activities to the best extent possible.
- ✓ Map GBV service providers in targeted areas and identify safe, confidential, and appropriate systems of care (i.e., referral pathways) for GBV survivors. Livelihoods actors can facilitate awareness-raising about local resources and support for women facing violence in both the public and private spheres.
- ✓ Include in the program risk assessment mitigation actions to prepare for and respond to GBV cases.
- ✓ Provide awareness sessions on sexual harassment in the workplace, with a focus on Law 205 that criminalizes it.
- ✓ Attempting to change long-held gender dynamics in society can cause tensions. **Keep lines of communication** open with beneficiaries and ensure measures are in place to prevent backlash.

Powerful refugee and displaced men often feel most threatened by strategies to empower women in the community, as they see this as a direct challenge to their own power and privilege (even if limited).

4.3. Additional special considerations during implementation

- ✓ **Special attention must be paid throughout implementation to pregnant and breastfeeding mothers and individuals with physical and/or mental impediments.** This can be done by setting up safe lactation spaces, setting up spaces with special mobility access, or delivering targeted interventions for these specific vulnerable individuals grouped together separately.
- ✓ **Coordinate with relevant actors in the implementation area** to ensure synergies and complementarities; as well as inter-activity and intersectoral referrals where possible. This is particularly important if an agency identifies specific needs for women that their programming cannot fully support.
- ✓ **Be proactive about informing** women about forthcoming meetings, training sessions, etc. and support them in preparing well in advance for the topics.
- ✓ **Set up referral mechanisms** to refer beneficiaries from protection specific cases to livelihoods activities, and vice versa. This would ensure that individuals who are subject to protection risks receive additional livelihoods support to complement the protection support they are receiving.
- ✓ Organizations implementing women's economic empowerment and livelihoods programmes must **integrate the provision of childcare services** into their programming to successfully target women. Depending on the sector and activity type, childcare can be provided as per the below:
 - Provision of childcare **on the project site**, through allocating a special space with qualified facilitators. This option is best for training activities, where the allocation of a safe physical space is possible. It is also possible to set up this modality in coordination with hosting employers for on-the-job training and learnings, apprenticeships, and traineeships.
 - Provision of childcare in a **dedicated space close to the project site** or through Social Development Centers (SDC), through existing nurseries in the area, or through allocating a special space in a close vicinity. This option is best for cash-for-work activities, or on-the-job trainings and learnings, apprenticeships, and traineeships.

- To the best extent possible, providing awareness sessions on the importance of the **equitable distribution of childcare between women and men caregivers** would tackle the culture that is the root cause of the burden of care work on women.
- If possible, aim for complementarity with other actors around **sharing childcare set-up and/or budget**, by organizing common childcare spaces for the women participating in the different programs or by coordinating with the SDCs run by Lebanon's Ministry of Social Affairs.
- ✓ **Avoid** placing women in situations where the community is simply responding to the expectations of external actors and there is no real, genuine support for their participation.
- ✓ **Be mindful** of barriers and commitments (childcare, risk of backlash, ease of movement, government ban on open LGBTI groups etc.) that can hinder the safe participation of women, girls and LGBTI individuals in community forums.
- ✓ Where women, girls, men, and boys participate in mixed groups in livelihoods activities, **address any barriers that stem from gender norms** such as men's voices carrying more weight.

MONITORING, EVALUATION, ACCOUNTABILITY, AND LEARNING (MEAL)

The MEAL stage of the project lifecycle management is crucial to determine the success of the activities, identifying emerging challenges and risks, and adaptive measures.

Monitoring should examine how the livelihoods activities have addressed the specific and strategic needs of women, girls, men, and boys as identified in the gender analysis. Monitoring should also look at whether women, girls, men, and boys have been provided with safe and equal access to livelihoods activities; and how these activities have followed a transformative approach and contributed to meaningful change in their lives. For example: Monitor rates of participation in vocational training by sex and age, household income or the proportion of households reporting joint decision making on household income expenditure.

It is imperative to include age and sex disaggregated data at baseline and endline, aiming to reach at least 50% women beneficiaries through activities, and monitor progress against the set targets.

The impact on gender relations and dynamics and women's empowerment (at the personal and professional levels) should be factored as a major component of all **evaluation** parameters. At the stage of the final evaluation of the project, and when possible, having a gender expert as part of the evaluation team could support capturing and analyzing data and trends on impact on gender equality. By the end of the evaluation, ensure that successful gender mainstreaming results are documented and assimilated into future programming.

To ensure **accountability** consult diverse women, girls, men, and boys in assessing the positive and possible negative consequences of the overall livelihoods program and specific activities which would yield concrete evidence; in addition to including people with mobility issues and their care providers in discussions. For example, asking for feedback from women and girls on timing and location of training venues would help reduce risks to their safety.

Documenting all the information, data, analysis, challenges, and best practices pertaining to gender specific programs is key to ensuring that **learning** is collected and assimilated into future programming. Learning could also be shared with other livelihoods partners looking to enhance gender mainstreaming across their programs.

GENDER MAINSTREAMING BEST PRACTICE: CONSULT WOMEN AT EACH PROJECT STAGE

A best practice for gender mainstreaming across the project lifecycle is to provide opportunities for women to weigh in on each stage of the project. This means that women and girls are regularly consulted, through modalities such as focus group discussions, key informant interviews, and surveys on the program activities. The table below provides a summary for types of information to collect from women and girls at each project stage.

Project Cycle Phase	Information to collect from women and girls
Identification	<ul style="list-style-type: none"> - Conduct secondary literature review or primary assessments that collect information on women's personal experiences and challenges to work in general
Design	<ul style="list-style-type: none"> - Consult on the project idea. - Ask what challenges women foresee in each implementation phase - Ask for additional ideas on what activities to include
Implementation	<ul style="list-style-type: none"> - Satisfaction level with each project element - What challenges they are facing, if any, and agree on mitigation measures - Any new trends emerging in the community that impact their participation in the program - Suggestions they may have to make the program better
Close-out and learning	<ul style="list-style-type: none"> - What in their opinion worked best - What should be replicated in future programming and what should be changed? - Whether they have had a harassment-free experience

IDEAS FOR CONSIDERATION: LIVELIHOODS PROJECT WITH CLEAR FOCUS ON GENDER¹⁷

1. In Support to Businesses and Cooperatives

- ✓ Work with financial providers to design product models (credit, savings, micro-insurance etc.) to reach women or men who are not yet benefiting. Such products could be subsidized insurance and loans for women, digital solutions for women entrepreneurs, access to marketing channels including external markets when possible, and micro-grants, etc.
- ✓ Support women's farming collectives and identify opportunities for women's economic empowerment within value chains, which present strong opportunities for women's empowerment. Particularly in rural areas where the role of women in agriculture could be further enhanced and supported.
- ✓ Work with informal groups of women, not only registered SMEs, or COOPs, by providing them with equal capacity building, financial and market access, and support on registration.

¹⁷ Refer to Annex 3 for more recommendation in Livelihoods thematic areas

- ✓ Create links between participants in livelihoods activities and trustworthy vendors, transport companies and end markets.

2. In Market Based Skills Training and Work Based Learning

- ✓ Develop codes of conduct for employers.
- ✓ Offer livelihoods programming — vocational training, job placement — that challenges structural gender inequalities to women, girls, men, and boys.
- ✓ Identify role models to champion roles which are non-traditional for each gender such as female construction workers.
- ✓ Conduct orientation programmes before skills training for women to ensure that their participation is meaningful.
- ✓ Reduce protection risks by making sure women and girls utilize the quickest and most accessible routes to access livelihoods programmes or markets, ensuring for example well-lit roads and safe transportation.
- ✓ Support the inclusion of women from different diversity groups in cooperatives and women only cooperatives.
- ✓ Ensure that vocational training programmes do not perpetuate negative gender-based social norms and stereotypes.
- ✓ Encourage women's participation in shelter (re)construction to offer them greater financial independence and additional skills.
- ✓ Engage women, girls, men, and boys in non-traditional gender livelihoods roles.

3. In Labor Intensive Programs

- ✓ Encourage women to perform tasks traditionally reserved, or perceived to be reserved, for men and create incentives to reduce rigid social norms on the gender division of labor.
- ✓ Set decent work standards and include positive actions for women workers to secure equal access to jobs and training, and equal pay for work of comparable value.
- ✓ Use targeted strategies and approaches to facilitate women's access to wage labor in public works, from the design to the implementation and monitoring stages.
- ✓ Provide rural women with training to develop their capacities and skills to take on more technical or supervisory functions.
- ✓ Disseminate information about jobs available in infrastructure programs to ensure women know that they can apply for construction jobs.
- ✓ Provide women with adequate services that include transport to and from the worksite, and facilities for childcare near the worksite allowing regular breaks for nursing mothers.

TOOLS AND RESOURCES

Additional tools recommended for use specifically focusing on gender analysis within the humanitarian context:

- Annex 1: The Harvard Analytical Framework
- Annex 2: Examples of Gender Sensitive Indicators
- Annex 3: Technical Recommendations per Livelihoods Thematic Area
- Women's Refugee Commission. CLARA: Cohort Livelihoods and Risk Analysis Guidance and Toolkit.

- 2016. <https://tinyurl.com/yan6q55s>
- Women's Refugee Commission. Preventing Gender Based Violence, Building Livelihoods. 2015.
- <https://tinyurl.com/y8g3o3b6>
- WFP, Technical Note on use of gender- and empowerment-integrated market assessment surveys. 2016. <https://tinyurl.com/yddyow9b>
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- Mercy Corps. *Gender and Market Development*. 2015. <https://tinyurl.com/ycranec5>