

Gender Equality in Livelihoods & Inclusion Programming

Livelihoods & Inclusion Working Group Meeting, 26 January 2023

What Does Gender Have To Do With It?

- 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.*

What are Gender-Sensitive Livelihoods Examples?

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 or Targeted Assistance?

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.

EXAMPLE

- ✓ *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.

EXAMPLE

- ✓ *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.*

HPD Nexus & Gender Equality

Case Study: Empowering Each Other in Jordan



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

Needs Analysis: Questions to Ask

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