



# Workshop report – Gender/CSPM

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Date: 4<sup>th</sup> & 5<sup>th</sup> October 2017

Place: Nairobi, Embassy of Switzerland

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## Objectives

Support and guide the translation from context and conflict analysis into operational programming with a focus on how to integrate and mainstream CSPM and Gender in the project portfolio.

- ✓ **Context and conflict analysis:** Ensure and integrate a gender and fragility lens in context analysis: What are elements of a good gender & conflict analysis?
- ✓ **Theories of change:** Elaborate theories of change within the domains that take into account the potential for gender equality and reduction of fragility
- ✓ **Monitoring and reporting:** Enable monitoring and reporting along the reference indicators
- ✓ **Engender the CSPM Toolbox:** Develop best practices on how to strategically and operationally use joint /integrated gender and CSPM approaches



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Reference:

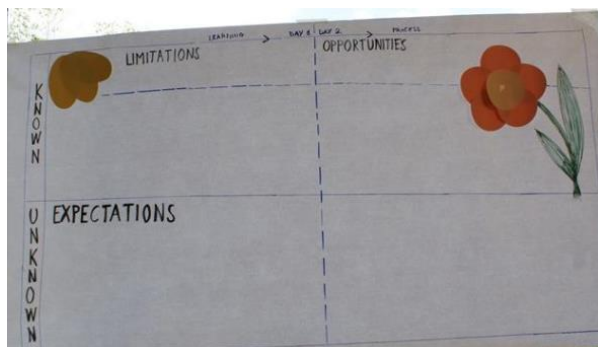
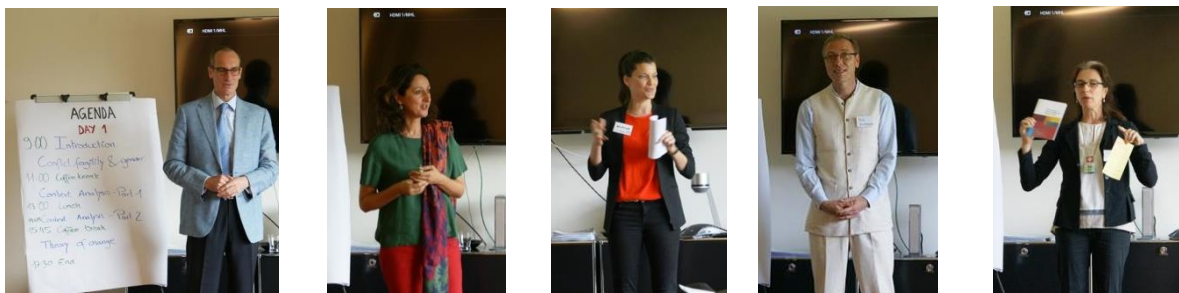
**Day 1: 4<sup>th</sup> October 2017 :**

**Analyze and understand the Context in term of fragility and gender**

**1. Welcome and Introduction**

The aim of the workshop was to integrate Gender and CSPM in a systematic manner into analysis and programming. While working with specific projects from the HoA portfolio representing the different countries (Kenya, Ethiopia and Somalia) and thematic domains (food security, governance, health and migrations) the additional objective was also to give inputs for the finalization of the new HoA cooperation strategy (especially theory of change and monitoring).

The cooperation of the two networks and Focal Points Gender and CHR goes back to the joint F2F in June 2016 where the SDG 5 gender equality and SDG 16 on peaceful, just, and inclusive societies and institutions stood at the center. The training is part of the networks engagement according to the new message 2017-2020. The message requests not only to increase SDC's engagement in fragile contexts but committed to strengthen SDCs contribution to positive change "out of fragility" and gender equality in SDCs intervention through strategic goals (in addition to transversal integration).



**2. Gender, conflict & fragility**

**Key question:**

What are key dimensions and linkages of gender, conflict & fragility in the HoA context?

A good context and conflict understanding must be the starting point of any Gender & CSPM analysis. Participants identified in a brainstorming key elements and issues of fragility and gender in their country and region. The points brought up by participants were clustered along the fragility and gender frameworks and the interlinkages highlighted. The fragility framework looks at violence, justice, institutions, economic foundations and resilience; the gender analytic framework at gender roles & division of work, the access to and control over resources, participation, voice and leadership and women's and men's practical and strategic needs. By integrating the two frameworks the specific gender dimensions of conflict – how conflict impacts on gender inequalities and how vice versa gender inequalities may be a driver for further conflicts – need to be analyzed. How insecurity and violence impacts on gender roles, how it affects mobility and access to resources and economic opportunities and the space for women's political participation and decision-making.

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### 3. Context Analysis 1<sup>st</sup> part: Fragility assessment of the project context – Tool 1

Key questions:

- What are key gender and fragility issues in the context of our projects?
- What hinders 'out of fragility' development and gender equality? How to identify them?

Based on the initial brain storming and overall context analysis, factors and issues of fragility and gender were identified with a view of the specific and immediate project context (regional and thematic). With the fragility assessment tool introduced participants were asked to identify 1) Issues / factors of fragility, 2) causes and 3) effects and impacts in selected fragility dimensions, based on the five Peace and Statebuilding Goals and the SDG Goal 16:

- **Legitimate Politics:** Accountable and effective and transparent institutions for legitimate politics and service delivery;
- **Security:** Reduction of violence and fostering accountability for strengthening peoples security;
- **Access to justice for better rule of law;**
- **Economic foundations:** Economic inclusion and stability for livelihoods, jobs and public service delivery;
- **Fair distribution of services:** Manage revenues and build capacity for accountable and fair service delivery
- **Resilience:** Capacities to prevent and adapt to social, economic and environmental shocks and disasters

For each dimensions, specific gender questions were included (s. Context Analysis Tool 1).

Migration



Health



Food Security (Kenya)



Food security (Ethiopia)



Governance



#### 4. Context Analysis 2<sup>nd</sup> part: Actors Mapping – Tool 2

Key question:

- What are key actors, what are their relationships and the potentials and risks related to (out of) fragility and gender (in)equality?

As a next step, participants identified the relevant actors and stakeholder of their project. For the Actors mapping the 4 A's are the guiding questions:

- Actors: Who are they?
- Agenda: What is their explicit agenda?
- Arena: Where do they act?
- Alliances: With whom are they coordinating or cooperating?

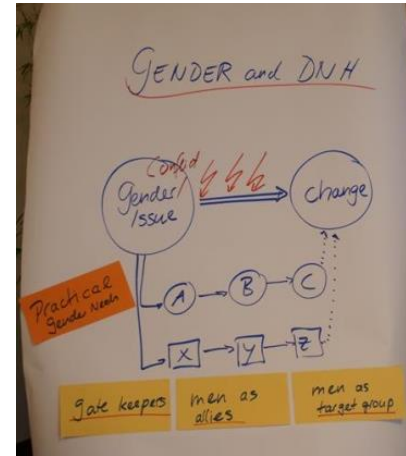


#### 5. In, on or around conflict?

Key questions:

- Is the goal of your project working *in, on, around* conflict?
- What is the conflict /fragility issue you refer to?
- Is the gender issue in your project an *effect of the conflict*, or (also) a *driver* influencing the conflict?

<b>Do No Harm</b> = minimal requirement	<b>CSPM „crosscutting“</b>	<b>Conflict resolution as a goal</b>
<ul style="list-style-type: none"><li>▪ Don't reinforce dividers</li><li>▪ Strengthen connectors</li></ul>	<ul style="list-style-type: none"><li>▪ Program involved in a conflict situation</li><li>▪ The conflict is an issue for the project</li><li>▪ Conflict resolution is not the goal of the program</li><li>▪ Do no Harm</li><li>▪ promotion of peaceful conflict resolution and prevention of violence as crosscutting issue</li></ul>	<ul style="list-style-type: none"><li>▪ Program involved in a conflict situation</li><li>▪ Direct involvement in the conflict</li><li>▪ Conflict resolution as goal of the program</li><li>▪ Dividers/connectors</li><li>▪ Active promotion of conflict resolution (with tools of mediation)</li><li>▪ Constant adaptation to changing conflict dynamics</li></ul>
→ Work <b>“around the conflict”</b>	→ Work <b>“in the conflict”</b>	→ Work <b>“on the conflict”</b>



**Day 2: 5<sup>th</sup> October 2017: How to use entry points for positive change?**

**6. Theory of Change - Tool 3: To understand how to contribute to positive change « out of fragility » with the elaboration and verification of a theory of change**

Key question:

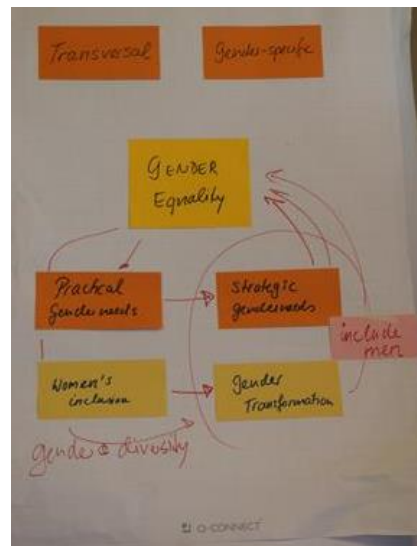
- How to contribute to positive change « out of fragility » and for gender equality with the elaboration and verification of a theory of change?
- How to strengthen projects components addressing directly fragility issues and re-orient the project towards working more *on* conflict?

In this session participants were asked to review the (explicit or implicit) theory of change of their project in view of the fragility issues identified and the findings of the actors mapping. This also included reflecting whether the project works *in, on or around* conflict, and if there are opportunities and entry points to re-orient the project from working *in/around* to working more *on* conflict. This for example by strengthening components of the project, or introducing new ones, that directly address fragility and gender issues and drivers previously identified, and integrate these in the theory of change and the formulation of the objectives. Reflections on gender transformative changes were included in the theory of change. Further discussed were indicators to monitor the proposed changes and objectives.

**The value of hypothesis**



"Dear Mr. Gandhi, We regret we cannot fund your proposal because the link between spinning cloth and the fall of the British Empire was not clear to us."



In the following a summary of the restitution and discussion of the projects:



## Migration

### Theory of change

- *If* literacy and numeracy + skills development + life skills are provided for refugees and hosts alike
- *And if* participants (male and female) of learning groups are formed into business groups
- *Then* it contributes to reinforce peaceful coexistence in Kakuma and promote durable solutions for refugees (impact)

*Because* both refugees and host communities have equal access to business opportunities and increased income.

### Discussion

The new aspect brought by this ToC is the **enforcement of peaceful coexistence**. The monitoring of this aspect is supposed to look at the different groups, conflicts and resources through the programme to know if they have increased or decreased. Further reflection is needed in that matter. The feasibility of introducing this component is regarded as difficult, since the conflict between refugees is a reality, but is considered as essential for the sustainability of the project. If this would mean additional costs, it is not known yet.

About **gender**, sex disaggregated data and women inclusion are thought to contribute to peace cohesion and to the empowerment of women's refugees and could be further reinforced.

Regarding **poverty**, it is present in both communities but need different solutions.



## Governance

### Theory of change

- *If* LG systems, processes and policies are supportive of youth (male and female) engagement/inclusion
- *If* LG has the capacities to include youth (male and female) and respond to their needs
- *If* Youth (male and female) have skills and awareness of opportunities to engage in local governance
- *If* there are strong partnerships between LG and youth programmes providing economic opportunities and social mobilization support to youth (male and female)
- *And if* LG, civil society and communities are aware of and support equal participation of youth (male and female)

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- **Then** youth will engage in local governance and LG will be enabled to respond to the needs of youth (male and female), which reduces social exclusion and weak institution as drivers of conflict.

**Because** inclusion of youth in local governance improves perceptions of relevance for responding to their needs contributes to state building at local level.

### Outcome

Inclusivity: LG which meaningfully engage youth, male & female, contribute to reducing drivers of conflict/fragility and strengthen resilience to future conflicts.

### Discussion

It was first highlighted that it wasn't only about increasing economic opportunities, but also about supporting their **capacities of coexistence**. However, even if it has not been thoroughly thought in its practical meaning, this component is not considered to be new, as it was already present in the previous phases in the program where there is an explicit mention of youth, except in the successful situations. This reflection helped to identify other marginalized groups, such as women, IPDs to whom these solutions could as well be applied. Concern has been raised in the difficulty of making links between the approaches and the 2-3 activities that might really have an impact and which are also more explicit and measurable. It has been suggested that if the overall idea is clear, there is no need to put everything written on paper, but only to replace certain elements without changing them all again.

About **gender**, it has been raised that men also have gender issues, because they can also be victims. It is an issue which could as well be addressed.



## Health

### Theory of change (more unclear)

To achieve that goal:

- 1) **If** we sensitize the community leaders (religious, community leaders etc.) as potential gate keepers, **then** this will increase the awareness regarding the needs and required changes for SRHR services. (For the broader community, different form of sensitization is needed)
- 2) **If** we really do education health training with specific targets groups, such as women and with the involvement of boys and men, **then** this training will increase not only the knowledge, but also the demand for and improve the access to services.
- 3) **If** we target boys and girls, **then** it will contribute to transformative actions and changes of gender relations.

**Assumptions:**



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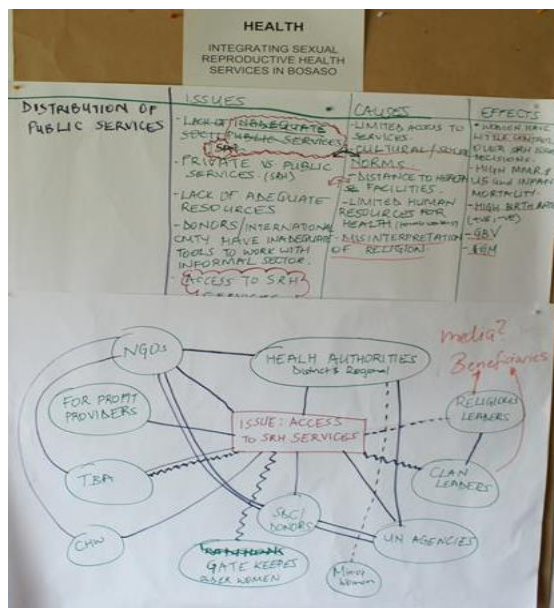
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- the government of Somalia wants to build a more functional and stable state (*however this assumption is questionable – the need of stability is questionable*)
- providing HIV/AIDS services will improve services for a specific target group and for all the community which will increase trust in government (as this service is not offered by others).
- Although the specific objective of the SDC program is focused on SRHR, HIV and health services, the related assumptions are in line with and contribute to statebuilding of Somalia as an overall goal.

### Discussion

There has been an internal reflection on whether there is a need to rephrase the ToC so that outcomes focus more on **gender** and in **particular the potential conflicts around SRHR services and interventions** as the misrepresentation and misuse of religions is a conflict potential conflict area and a hindering factor to strengthening health services and system by the government.

If SRHR services as a very sensitive issue are put at the center of the intervention, the intervention will directly address the **potential spoilers**, in this case religious leaders and traditional birth attendants. This might reduce or hinder the focus on statebuilding through health service provision. It has been suggested to minimize negative impacts, and work on changing social/cultural habits and norms. It can be argued that less resistance based on social norms will also contribute to the overall goal. Concerning the monitoring, as there are more quantitative tools, there should efforts to develop more qualitative indicators to be able to capture changes with regard to the 'spoilers'. Finally a reflection was made around the acceptance of HIV/AIDS services which actually wouldn't necessarily mean an increase in their use.



## Food security - Ethiopia

### Theory of change

1. *If* the capacity of LG + ICs including their conflict resolution mechanism increased through continuous training facilitation of dialogue as well as participation of local communities including women in the decision making process on NRM
  - *then* incidences of resources-based conflicts will decrease and sustainable management of NR will be improved to ensure food security
2. *If* selected women groups are trained in business planning, financial cooperative management as well as supports to start income generating activities
  - *then* food security and resilience of women and their pastoralist communities will be improved.

### Outcomes

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Reference:

1. LGs and ICs have increased capacity to resolve conflicts while strongly engaging in dialogue among communities to reduce conflict.
2. Pastoralist women increase their income and diversity of their livelihood through NR-based cooperatives.
3. Vulnerable women and men have better equal access and control over natural resources.

### Discussions

The key component which could be change and/or rethought newly is **gender**. It has been highlighted that while working on the immediate needs of women, work could as well be done on the more long term needs of women, like their participation. As the ToC focuses a lot on women (training, income generation, etc.) a concern was raised on the role of men and the possibility that they spoil the project. The project being mainly about women, it has been suggested that they could try to include them.

	Issues / Fragility factor	Causes	Impacts / Effects
<i>Economic Foundation</i>	<ul style="list-style-type: none"><li>- Limited livelihood diversification</li><li>- Women: unpaid care work</li><li>- Men: dominant in income generation activities</li><li>- Cultural barriers / customary rules do not fully include women</li></ul>	<ul style="list-style-type: none"><li>- Lack formal education</li><li>- Limited market info and investment</li></ul>	<ul style="list-style-type: none"><li>- Deepens poverty</li><li>- Continued deprivation of livelihood options for women</li></ul>
<i>Violence / Conflict</i>	<ul style="list-style-type: none"><li>- Resource-based conflict</li><li>- Ethnic conflict</li><li>- Men: affected by direct violence</li><li>- Women: increased burden on women<ul style="list-style-type: none"><li>- SGBV</li></ul></li></ul>	<ul style="list-style-type: none"><li>- Weakness of food conflict resolution mechanism</li><li>- Lack of access to water and more</li><li>- Weak local governance / Inst.</li><li>- Weak policies</li></ul>	<ul style="list-style-type: none"><li>- Increased violence</li><li>- Border SP</li><li>- Forced Mgr.</li></ul>
<i>Environment / DPE / Resilience</i>	<ul style="list-style-type: none"><li>- Recurrent Drought</li><li>- Unchecked human impacts</li><li>- Land degradation</li><li>- Weak ind. capacity to handle / stress situation</li></ul>	<ul style="list-style-type: none"><li>- CC</li><li>- Population growth</li></ul>	<ul style="list-style-type: none"><li>- Malnutrition</li><li>- School drop-out</li><li>- Migration</li></ul>

### Food Security - Kenya

#### Theory of change (more unclear)

- *If* the previous program is being carried out with the government, *then* the communities will have more sustainable livelihoods (improve resilience) for the arid and semi-arid lands (concerning five countries)

In order to have an innovative solution for access to water and sanitation services with private sector, there has been a try to formulate a new ToC in order to improve the involvement of communities in the design of stronger institutions and improved services, such as sanitation.

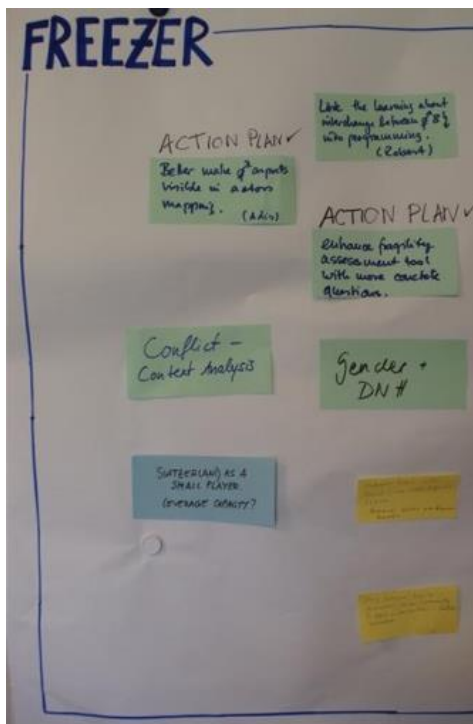
- Regarding the backdrop of conflicts: *if* we evolve in the design of the water point men and women, *then* we will reduce the conflict for water and sanitation services, *because* we are going to take care of the needs for men and women.



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## 7. Recapitulation and learning journey from Day 1 & 2

All along the two days of the workshop, the participants have been invited to reflect on their expectations, their initial knowledge, their learnings and then the main highlight and concrete steps and actions they will do in their program, either with partners or at the office. In general, the majority of the expectations has been met. Concrete case based methodology and a down to earth CSPM approach have been explicitly recognized as strong point of this workshop. The follow up of the discussions held will be done according to participants' needs through Gender/CHRnet joint initiatives.



## 8. Final Remarks and Key Messages

- The **Gender & CSPM workshop integrated gender systematically in the CSPM tools** for context analysis and planning of interventions (fragility assessment, the actors mapping and the theory of change). As such the workshop was an opportunity to reflect on both tools and frameworks and identify the linkages that are relevant in conflict and fragile contexts. It became clear, that gender aspects have an added value for the fragility analysis and strengthen SDCs position, to use these tools not only in fragile and conflict affected countries. In term of purely operational work, such joint approach is as well welcome by field team as it enables time sparing. As a follow up, the two Focal Points will adapt the tools more systematically and will explore how other relevant aspects could also be addressed (political economy, religion, inclusion / resiliencies).
- The **work with specific projects of the HoA portfolio** (five projects from the different countries and thematic domains) was very useful and appreciated by the participants as it allowed them to review their project with the fragility and gender lens and identify entry points on how the projects can integrate more strategically conflict transformation, out of fragility and gender in the project design and intervention. It is proposed to the two field offices to stay in touch in order to learn from the implementation of learnings and commitments during the workshop (joint CHR-Gender Learning Group).
- The **participation of implementing partners** was crucial for the workshop as they have in-depth knowledge of the program and context which is key for both Gender and CSPM analysis. The common reflection process strengthened the joint understanding of the programs and will facilitate further dialogue, among others on the importance of a Gender-CSPM approach and its quality standards in future programs and interventions.
- When **analyzing the gender dimensions in conflict**, it is important to ask three main questions
  - What are the main gender issues and how conflict impacts on them? We know that conflicts usually exacerbate existing gender inequalities and often lead to a re-traditionalization of social norms, an increase in gender stereotype discourses, gender role changes which may provide opportunities for women's empowerment with the so called masculinity crisis as the flip side. All these dynamics and developments narrow space for women, women's rights and for gender equality more broadly. We thus need to ask and identify how insecurity and violence impacts on gender roles, how it affects mobility and access to resources and economic opportunities and the space for women's political participation and decision-making.
  - In what way are the identified gender issues an effect and manifestation of the conflict environment? Or can some of the gender injustices also become a driver and catalyst for further conflicts? This might be the case in escalated conflicts with conflict related sexual and gender-based violence incidents. Or are some gender inequality issues even a root cause of a specific conflict dimension?
  - Finally, how can we address these gender issues as part of our *out of fragility* and CSPM strategy? What gender changes and transformation do we want to promote and achieve? When defining and reviewing the *Theory of Change* of our project, how do we include and integrate these gender objectives as part of our fragility and CSPM strategy? A conflict sensitive and gender-responsive theory of change will include and address both aspects in an integrated manner.
- The **Gender-CSPM** approach proved very valid in order to reframe and contextualize rather technical projects (Health, Food and Governance). It became again clear, that also a so called "politicized" domain such as governance might become "technical" if not taking into account a fragility focus and addressing root causes for failed peace and state building. All the projects succeeded in shifting fragility aspects that were formerly seen only within the risk mitigation of the interventions into the focus of projects and defining a new theory of change. It became again clear, that this work has to be done at field level with the support and expertise of the relevant SDC networks and line management.