

## Gender Analysis: Project Case Study

### Part I

**Project title:** Formation d'appui à la Formation Professionnelle (FORMI)

**Type of project:** Sectorial (TVET)

**Submitted by:** Caritas Switzerland

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#### Overall goal and key objectives

- Programme aims to assist the Chadian authorities in the revitalization and reform of technical vocational education and training.
- Focused on promoting the employability, employment, and self-employment of young men and women so far excluded from the TVET system.
- Developing young people's professional skills in both the technical and the entrepreneurial field and assisting their professional integration.

*As formulated in proposal / technical offer; actual ProDoc (2<sup>nd</sup> phase) just about to be developed.*

#### Location

- Chad
- Current regional coverage: Moyen Chari, Mandoul und Logone Orientale (South)
- Starting off from CaCH project experience in southern Chad and extending to new areas, including to northeastern parts

#### Context

- Highly fragile context with weak state capacities to provide basic services and reduce poverty, limited social cohesion, and significant degree of militarization, repression, and corruption.
- One of the poorest countries (ranked 186 of 188 on UN HDI); some two-third of adult population considered illiterate.
- Rapidly growing population; high youth unemployment.
- Poorly diversified and oil-dependent economy hard hit by falling oil prices and recent years of scarce rainfall.
- Mixed civil and customary legal system, impacting on jurisdiction and law enforcement.
- Humanitarian situation marked by presence of refugees, IDPs, and returnees, especially in the south (bordering CAR) and east (Sudan) of country.
- History of armed conflicts; current military engagement limited to "anti-terrorism" (incl. Boko Haram raids in south-west)

#### Target area

- Rural and urban areas (rural towns)
- Current target areas in the South, anticipated extension to northeastern part

#### Environment

- Chad: arid North, fertile South
- Sharp decline in cereal production due to unfavorable rainfall over the recent years
- Floods and regular droughts threaten the livelihoods & livestock of population living from agriculture
- Limited access / transport facilities

#### Social and cultural considerations

- Overall heterogeneous population re ethnic affiliation, religion, livelihood, etc.
- Generally, Chad described as divided into north and south, with nomadic groups (mainly Muslim) living in the north, sedentary groups (mainly Christians) in the south
- Significant gender asymmetries, with decision-making power commonly reserved for men. Some progressive laws re gender equality issued but lacking practice / enforcement. Widespread SGBV, incl. genital mutilation, early marriages.
- Prevailing "securitization" in the country (counter-terrorism) not favourable for civil society engagement.
- Migration as a livelihood strategy, esp. strong rural-urban migration among the young
- Especially in southern Chad marked presence of refugees from Central African Republic (CAR) and Chadian returnees from the Central African Republic; similarly, eastern Chad hosts large number of Sudanese refugees and sees Chadian refugees returning after several years in Darfur.

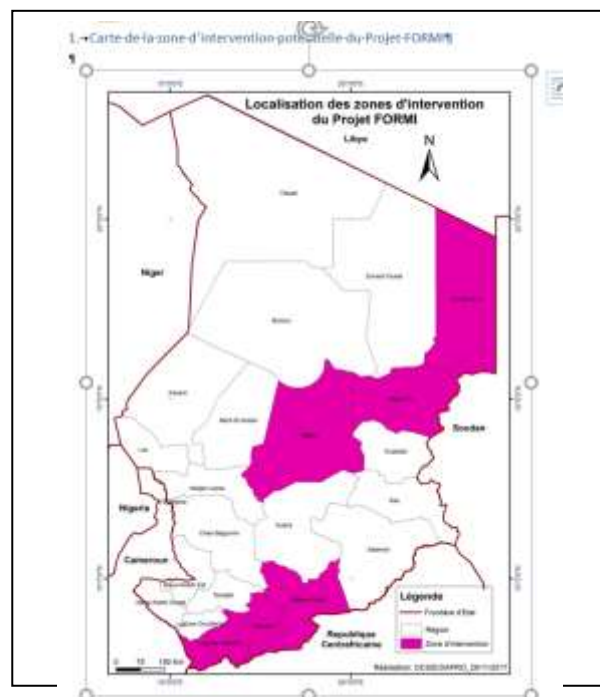
#### Implementation strategy

Staffing	Partners	Secondary actors
Consortium Swisscontact & Caritas Switzerland; national staffing (CaCH), international (regional) & national (SC)	Partners: national level & local partners (tbd)	Private sector

## Part II

### What are the key Gender (social inclusion) questions addressed (expected and unplanned)

- What are the prevailing power relationships and exclusion / inclusion processes relevant to project aim, objectives and regional coverage?
- What is the gender dimension of identified conflict(s), and how does the conflict situations affect gender relationships?
- What are women and men's different (& common) positions, responsibilities, and expectations and how do these effect their education and economic opportunities?
- What are the possibilities and experiences to foster more egalitarian and inclusive access to services, and in what ways can the project proactively contribute to overcome identified forms of exclusion?



### Good practices

- Combined gender & conflict context analysis during project's launching phase as basis for detailed programme development (ProDoc).
- Seeking to integrate a diversity of perspectives and keeping a focus on grassroots level voices.
- Mixed & separate discussions with women & men; applying also a "generational" perspective.
- Dialogue, learning and trust-building team process. Increased awareness on "care work" as significant dimension also for a "sector" project.
- Gender & conflict perspective informed preceding market study. Follow-up activities & trainings.

### Recommendations

- Keep conflict and gender context analysis as part of a wider learning process. Allow sufficient time for preparation, implementation and follow-up. Plan for regular exchanges on identified issues and consistent monitoring.
- Continue efforts to avoid a data archive. An analysis is but a stepping stone in the process of interpretation and identification of practical, project-level responses.
- As always, the specific context is the starting and primary point of reference ...

### Challenges/ lessons learnt

- Time constraints: applying two perspectives, no matter how well "integrated", simply demands additional time.
- Power asymmetries, different & common interests between and among men and women are by definition at the core of the exercise. An awareness about how these dimensions effect the results need to guide us through data collection and interpretation.
- Participatory conflict & gender analyses are complex undertakings as such. A step-by-step approach and remaining confident about gradual changes over the long-run ease the challenges.