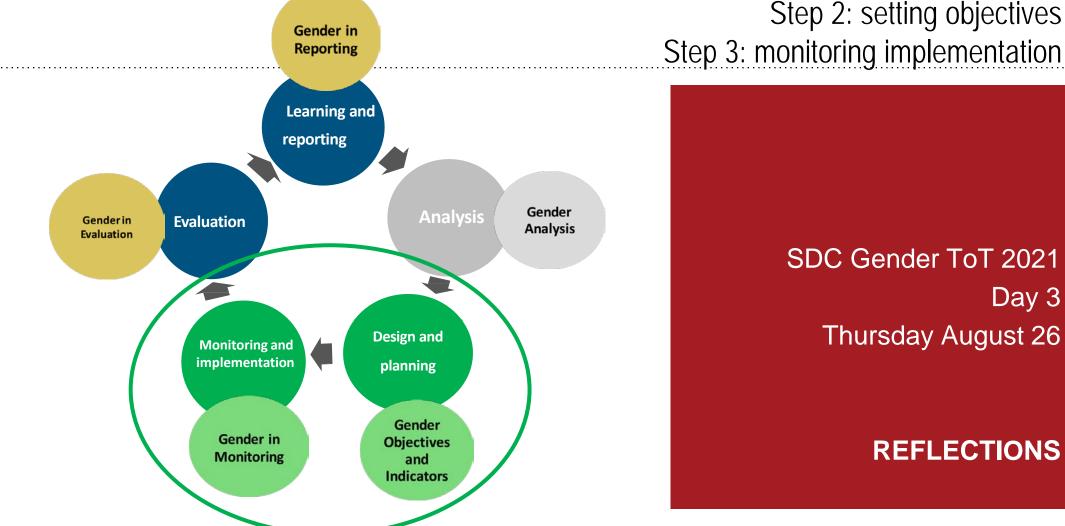Step 2: setting objectives
Step 3: monitoring implementation

SDC Gender ToT 2021

Day 3

Thursday August 26

REFLECTIONS

Advisory Services • + 5 • 17h

Day 3, Q1: According to the SDC Gender policy marker: what type of gender project are you designing: significant or principa[l]
Gender in PCM/Steps 2 & 3 - PLANNING & IMPLEMENTING, Peer-led sharing

GROUP 1	GROUP 2	GROUP 3	GROUP 4	GROUP 5
Le programme psychosocial dans la RGL est gender principal car se concentre sur l'amélioration du statut de la femme; le programme migration au Niger est gender significant car un des objectifs se concentre aussi sur les questions des femmes migrantes.	Designing a gender significant project in the food security sector of Eastern Africa (Great lakes region)	Gender principal project on EMB in HH / crisis response with the title "Engaging men and boys to become champions in fighting SGBV"	Principal: Access to TVET and labour market for women (increase women % in the world of work).	Gender principal project, as the main objective of the project is aiming to reduce gender inequalities

GROUP 2 (continued)

issues/ problems:

high mal nutrituion rate among children less than 5 years, particularily in women headed households

pressure on natural ressources because of high population rates over exploitation of scarces soils

social norms and cultural practices regarding nutrition

decisions alimentaires au seins du menage majoritairement pris par les hommes

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When discussing whether you are committing to a significant or principal project, was it right away clear, did it make you rethink your ranking of previous or ongoing projects?

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Day 3, Q2: Based on your main problem – root cause and the type of gender project you want to implement, what is the main objective you would like to reach, considering primary target group?

Gender in PCM/Steps 2 & 3 - PLANNING & IMPLEMENTING, Peer-led sharing

GROUP 1

Le programme psychosocial se concentre sur l'amélioration du statut de la femme et la réduction des VBG

le programme Migration au Niger : L'offre de protection prend mieux en compte les besoins spécifiques des femmes et des filles travailleuses migrantes

GROUP 2

Primary target group: smallholder farmer households, with special focus on female headed households (mainly subsistence agriculture). Land owners and landless.

Objective:

Overarching goal: improve quality of life by means of food security and reduced malnutrition

Outcomes
- better informed on healthy nutrition
- improved agricultural production
- improve fertility of land
- improved land governance, land rights of women

GROUP 3

PROBLEM: SGBV and domestic violence in Iraq; ROOT CAUSES: (1) social, structural, cultural norms and attribution of strict gender roles; (2) cycles of structural violence and experienced trauma related to conflict; (3) Multidimensional poverty and deprivation of social and economic perspectives; (4) Shift of gender roles and men threatened in their masculinities, as a result of conflict and forced displacement. TYPE OF GENDER PROJECT: principal. MAIN OBJECTIVE: More peaceful societies, more secure environments for women, including a reduction of incidence of SGBV at domestic and community level through EMB.

GROUP 4

Context (Moldova): Especially (but not only) in urban areas, well trained women but not entering into the labour market.

Context (Moldova): Discrimination: Esp. young women not priorized by employers because of potential absence from work (sick or maternity leave)

Context (Moldova): Tradition social gender norms. Lack of acccess for women to TVET, espeicaly in male dominated professions. Women lack support by teachers and partners (are not encouraged).

Main objective: Increase of % of women in the labour market, including women who are most excluded from accessing TVET and the labour market. Very important to consider the qualitative aspects: The perception of the women themselves, their environemnt and employers to accept women in the labour market.

GROUP 5

Women and men have more equal access to economic resources, employment/ income and financial services

Addressing traditional social norms, as well as creating an environment for gender equality (engagement of men and boys)

ADD SECTION

Main objectives

Protection

Access to productive resources

Employment

Equal access to financial inclusion

Core problems

Cultural, social, traditional, structural norms

Perception (Self and other)

Multi-dimensional poverty and discrimination

Day 3, Q3: Identify 3 key results to reach your objective, keeping in mind: gender disaggregated indicators, key stakeholders/potential agents of change you may need to engage?
Gender in PCM/Steps 2 & 3 - PLANNING & IMPLEMENTING, Peer-led sharing

Advisory Services · 9 · 16h

GROUP 1

pour le programme psychosocial nous avons plusieurs indicateurs dont: Degré de satisfaction positive des bénéficiaires survivantes de VBG par rapport a la prise en charge (TRI2), : Proportion de survivantes de viols qui ont bénéficiées d'une prise en charge complète médical, psychologique ou juridique par an (GEN1); autres indicateurs aussi comme: Existence des documents de politique nationale en matière de GBV et santé mentale intégrant l'approche psychosociale communautaire, Nombre de dispositifs de protection fonctionnels (espaces de parole, actions de protection des femmes, enfants...), etc...

Programme psychosocial, en ce qui concerne les reultats clés: 1 sur les attitudes et comportements dans les communautés en lien avec gbv; 2 sur la prise en charge de qualité des survivantes et 3eme sur l'amelioration des cadres et lois sur VSBG

GROUP 1

Indicateurs potentiels pour le programme Migration: ARI 1-TRI 2, Tri 1 dans une moindre mesure

- Améliorer l'information sur les risques de la migration notamment pour les jeunes femmes et enfants
- les femmes travailleurs migrants et les enfants exercent dabns un cadre respectant mieux les droits humains et le droit du travail.

GROUP 2

Indicators:
- # Women headed small holder farmers with increased access to agricultural inputs
- % increase of production of WHH
- % HH in the target community declaring they changed their feeding habits

FHH farmers who have secure land tenure/rights AFS TRI 4)

Stakeholders / agents of change
- local authorities
- head of enlarged families
- religious leaders
- media
- private sector distributors (inputs)
- primary health centers (health promotion)
- School (school feeding, sensitization to healthy food)

GROUP 3

4 KEY RESULTS: (1) men and boys act as champions / role models in combating SGBV; (2) Men and boys increasingly benefit from enhanced socio-economic inclusion; (3) women and girls are aware of their rights and are less exposed / more responsive to SGBV patterns; (4) Local authorities are mobilized and aware of discriminatory processes concerning SGBV. INDICATORS: GEN ARI 1; HA ARI 2 ;FCHR TRI 2; POV ARI 1 (adapted: number of men from left behind groups benefitting from initiatives to reduce their eco. / soc. status).

Stakeholders: PRIMARY target groups: men / boys and women / girls from affected regions and environments; SECONDARY target groups: local municipalities, traditional / community and religious leaders; local media; local schools; families. BOUNDARY stakeholders: national institutions and gov.; HA and dev. donors; INGOs and NGOs; non-State armed groups.

GROUP 4

Sub-objective: 1. Motivate women how are well trained to remain/re-enter the labour market. 2. Facilate access of less educated women to training (TVET). 3. Enabling environment (incl. by employers, like suggesting flexible working models / work at the micro/meso level in terms of increase acceptance of unpaid care work and accept women to take up paid work).

Agents of change: women that are already working, including in male dominated professions. Perhpas involve them as mentors.

Stakeholders: Work with NGOs/CSOs to ensure implementation of already exisiting enabling policies (policies are there but not sufficiently enforced).

GROUP 4

Stakeholders: Work with companies who are willing to increase % of women in their institution and use them as promoters/agents of change. Build economic arguments (the economic benefit of having gender mixed and diverse teams).

Activity level: close collaboration of women and men already during the training (mixed classes) so as to make it a normality and have this understanding when entering the labour market (and perhaps later on take up a management position).

Activity: Female teachers in TVET training, including/espeically in male dominated professions.

Activites: mentorship and specific life-skills training for women, esp. for women with low education in rural areas.

IED_ARI_1 Access to Vocatiponal Skills Development. No of persons enrolled in new or better vocational skills development. Indicator disaggregated by females

GROUP 5

1) Legislation enables equal access of men and women to assets and resources (land,property...)

2. Increased employment opportunities for women as a result of improved access to training, upskilling and information.

3. Unpaid care work is more equally distributed by women and men

GEN TRI 4 :
5.4: Recognise and value unpaid care and domestic work through the provision of public services, infrastructure, and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate

4. Working environment is more inclusive and understanding to the different needs of men and women.

Measuring Change
Satisfaction
Proportions, #s, %
Attitudes
Behaviours
Implementation

How
Safe spaces
Psycho-social approach
Information access
Role modelling and mentoring
Facilitating, motivating, enabling, engaging, training

Day 3, Q4 (If you have time): Are there do no harm considerations to discuss/integrate e.g. different types risks, conflict and gender sensitivity issues etc.?
Gender in PCM/Steps 2 & 3 - PLANNING & IMPLEMENTING, Peer-led sharing

GROUP 1

Programme psychosocial: Tenir compte des represailles auxquelles peuvent faire face les survivantes; tenir compte dans le rapportage de l'image des pays(certains pays ne veulet pas donner leurs données sur les cas de viols); on fait encore face aux normes tres patriarcales qui influent sur le comportement des hommes et freinent le changement.

Do No Harm
Risque de se focaliser uniquement sur les travailleurs migrants interne alors qu'il y a d'autres groupes actifs dans le domaine du travail domestique (migrants internationnaux, non migrants...) meme si les femmes travailleurs migrantes internes sont les plus vulnérables.

GROUP 2

Do No Harm
- exclusive targeting may cause unfair situation and create conflict => plan for activities reaching out to the whole community
- target poorest HH, WHH among other criteria (children headed household)

GROUP 3

DO NO HARM CONSIDERATIONS: (1) working with men's vulnerabilities to ameliorate the status of women, including shifting gender roles (power balances) in a very conservative environment requires a sensitive approach; (2) working with various ethnic groups (conflict sensitivity / CSPM); (3) SGBV as a taboo topic (cultural and language sensitivity); (4) LNOB and inclusion: check the various characteristics of exclusion, including migration status (returnees / IDPs); ethnic groups; language groups; religion and political affiliation; eco-social status; urban vs. rural. (5) with local municipalities: pay attention when engaging with them because the Iraqi institut. system tends to be centralized. (6) Psychosocial approach with communities and collective / individual mental health issues amongst traumatized communities (includ. dealing with the past and war trauma).

GROUP 4

Need for male involvement (e.g. teachers, male employees) so that they don't consider women in the labour market as a threat.

Close collaboration with the labour market and ensure the needs of of employers in terms of human resources are met and that they understand the importance and advantages of employing women.

Risk to focus only on already high educated urban women.

Macro economic and societal level: in times of economic crisis, risk of women loosing the jobs first.

GROUP 5

Men and boys are not motivated to participate in unpaid care work

Addressing unconcious bias caused by cultural and social norms

Risk of increase of GBV as a result of women's income increase (power struggle)

Reprisals
Exclusion
Conflict
Trauma
Unconscious bias
Increased SGBV
Violation of Rights

When we invest more time in considering Do No Harm and risks, our intervention strategies are improved because they are more adapted to the context, to the different stakeholders and the relationships between them

Do you find yourself having to engage increasingly with certain types of stakeholders, and having to adapt your strategies more to 'Do No harm' and manage risks?